

ЭКОНОМИКА ИННОВАЦИЙ THE ECONOMICS OF INNOVATION

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Некоторые аспекты формирования полной инновационной занятости в системе устойчивого развития национальной экономики

Зенькова Инга Владимировна¹, Гашева Ольга Васильевна²¹Полоцкий государственный университет, Новополоцк, Республика Беларусь,
i.zenkova@psu.by, <https://orcid.org/0000-0002-1930-2370>²Полоцкий государственный университет, Новополоцк, Республика Беларусь,
o.gasheva@psu.by, <https://orcid.org/0000-0002-9590-0399>

Аннотация. Целью научного исследования является рассмотрение основных аспектов формирования инновационных форм полной занятости в системе устойчивого развития национальной экономики. Авторы поставили и решили следующие задачи: рассмотрели демографические тенденции в Республике Беларусь и других странах, таких как Российская Федерация и Республика Азербайджан, провели анализ показателей; выявили особенности инновационного развития постсоветских стран и мирового сообщества; определили закономерности основных социально-экономических показателей — уровень благосостояния населения, динамику государственных расходов. Были отражены механизмы реализации социальной политики, системы социального партнерства и политики в области здравоохранения. Научная новизна данного исследования заключается в том, что изучены и научно обоснованы тенденции развития инновационных форм полной занятости посредством реализации показателей достойной работы и человеческого потенциала. В качестве практических рекомендаций по формированию инновационных форм полной занятости для изучаемых показателей страны предлагается комплексное внедрение механизмов политики в области образования, социальной политики, социального обеспечения и социальной защиты, внедрение показателей уровня жизни, демографической безопасности и политики активного долголетия. При этом продолжение исследований в области инновационных форм занятости с целью достижения устойчивого развития национальной экономики реализуется путем обоснования новой оценки устойчивой занятости с помощью человеческого потенциала. Однако основными принципами для достижения полной занятости являются реализация государственной политики в области занятости, рациональное участие каждого человека в реализации государственной политики в области занятости и обеспечение работой каждого гражданина в трудоспособном возрасте.

Ключевые слова: человеческий потенциал, индекс продолжительности жизни, коэффициент фертильности, инновационная занятость, полная занятость.

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Original Article**Some aspects of the formation of innovative full-time employment in the system of sustainable development in the national economy****Inga V. Ziankova¹, Olga V. Gasheva²**¹Polotsk State University, Novopolotsk, Belarus,
i.zenkova@psu.by, <https://orcid.org/0000-0002-1930-2370>²Polotsk State University, Novopolotsk, Belarus,
o.gasheva@psu.by, <https://orcid.org/0000-0002-9590-0399>

Abstract. *The purpose of the scientific investigation to consider the main aspects of the formation of innovative forms of full-time employment in the system of sustainable development of the national economy. The authors set and solved the following tasks: examined the population trends in the Republic of Belarus and other countries, such as the Russian Federation and the Republic of Azerbaijan and conducted an analysis of indicators; identified features of innovative development of the post-Soviet countries and the world community; identified patterns of basic socio-economic indicators — the level of public welfare, the dynamics of government spending on environmental protection. The mechanisms of implementation of social policy, social partnership system and health policy were reflected. The scientific novelty of this study lies in the fact that the trends in the development of innovative forms of full employment through the implementation of indicators of decent work and human potential have been studied and scientifically substantiated. The comprehensive implementation of mechanisms of education policy, social policy, social security and social protection policy, the implementation of indicators of living standards, demographic security and active longevity policy are proposed as recommendations for the formation of innovative forms of full employment for country indicators studied. At the same time, the continuation of research in the field of innovative forms of employment in order to achieve sustainable development of the national economy is implemented by justifying a new assessment of sustainable employment using human potential. However, the main principles for achieving full employment are the implementation of state employment policy, the rational participation of every person in the implementation of state employment policy and the provision of work for every citizen of working age.*

Keywords: *human development, index lifespan, fertility rate, innovative employment, full-time employment*

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Introduction

Studying the strategic innovation document of the Republic of Belarus "Science and Technology: 2018-2040" quite rightly sets tasks in the formation of "... a national innovation system that correlates with the research sector of the EAEU countries" is important for the innovative forms of full employment [1].

The National Strategy for Sustainable Socio-Economic Development of the Republic of Belarus for the period up to 2030 defines that: "... the main sources of sustainable development should be: human, scientific, industrial and innovative potentials, natural resources and favorable geographical location of the country ..." [2].

The authors of the study rely on the principles of the Concept of Sustainable Development of humanity (adopted in 1987 by the UN General Assembly). Where the most important principle is implementing in our opinion — "human creativity" combined with good physical health, nutrition and medical care makes a person productive and an important resource for long-term sustainable development [3].

The author rely on conceptual approach of the State Program "Labor and Employment Market for 2021–2025" (approved by the Resolution of the Council of Ministers of the Republic of Belarus No. 777 dated December 30, 2020). It is useful for our research with a well-founded mechanism, functions, indicators related to the support of people in need of additional guarantees and, indeed, the state has taken absolutely the right steps in this direction, for example:

- the allocation of a reservation for hiring those in need of additional employment guarantees;
- gradual increase in the retirement age;
- reduction of the duration of the period of job search by the unemployed population to 1.4 months;
- coverage of every fifth unemployed person in need of employment in vocational training, retraining and advanced training and employment of every 3rd trained;
- support for entrepreneurial initiatives (compare: since 2016 — 7.1 thousand unemployed people have realized entrepreneurial ability);

- special attention to citizens among the unemployed who need special social protection measures (compare: since 2016–25 percent of the total number of registered unemployed);
- creation of 249 specialized jobs and employment of 2 thousand disabled people through the tool of adaptation to work.

Research Theory/Methodology

The following are correct as the targets of the state program "Education and Youth Policy" for 2021–2025:

- for the Republic of Belarus to hold positions in the ranking of countries on the index of the level of education at least 30 positions;
- the target growth of the indicator "the share of young people who study, work and acquire professional skills" is predicted in 2025 — 94.0 % of the total population aged 15 to 24 years (compare: in 2021 — 91.7 % of the total population aged 15 to 24 years);
- the target growth of the indicator "coverage of young people involved in activities for the formation of a healthy lifestyle and family values" is predicted in 2025 — 80 % of the total number of young people aged 14 to 31 years (compare: in 2021 — 72 %) [4].

Indicators are used to assess national security in the scientific and technological sphere [2; 6]:

- the share of innovatively active organizations in the total number of manufacturing industry organizations;
- the share of shipped innovative products in the total volume of shipped products by manufacturing organizations;
- the share of exports of high-tech and high-tech products in the total volume of Belarusian exports;
- domestic research and development costs as a percentage of GDP.

The program of socio-economic development of the Republic of Belarus for 2021–2025 is headed by the task "... improving the quality of life of the population through effective employment, sustainable income growth and improvement of the social environment will become the basis for ensuring social stability in society ...", "... improving the efficiency of management and financial stability of healthcare ...", "... to ensure a steady increase in real wages and other incomes of the population ..." [2; 7].

In our conceptual approach to innovative forms of employment, we rely on the principles of the National Strategy of the Republic of Belarus "Active Longevity 2030".

This concept makes it possible to effectively ensure the protection of the rights and dignity of older citizens, stimulate a longer working life, lifelong learning, and create conditions for a healthy life.

In this direction, effective measures are used, for example, "involving senior citizens in the processes of discussion and decision-making at all levels", "countering age discrimination in the admission, retention, promotion and dismissal of employees", the development of self-employment of senior citizens, the preservation of mental health. These tools are absolutely correct and correct, but they do not solve the issue of implementing the principle of psychological well-being in terms of employees' expectation of their ability to work (taking into account the transparency of career strategies for each employee according to his skills and abilities), the desire to work beyond the working age [8].

In preparing the material for this article, the works of Dragoescu Raluca Mariana, Khalid Zaman, Allam Hamdan, Adel Sarea, Reem Khamis, Mohammad Anasweh, Marginson were studied. In the works of these scientists the impact of higher education on the development of the state economy is considered. The growth of the number of workers with higher education and the quality of education leads to the growth of state economic indicators.

The authors consider the role of employment in sustainable development, taking into account the implementation of the principle of reproduction not only of the labor force, but of the labor person as a whole. "promotion, protection and ensuring the full and equal enjoyment by all persons with disabilities of all human rights and fundamental freedoms, as well as encouraging respect for their inherent dignity"[9].

Management tools have effective and efficient tools in the Republic of Belarus. They base on the conceptual principles of the Law of the Republic of Belarus No. 1596-XII "On Pension Provision" on April 17, 1992, the Agreement on Guarantees of the Rights of Citizens of the Commonwealth of Independent States in the Field of Pension Provision.

Study results and discussion

The authors rely:

- on the principle of the implementation of the human development index, taking into account the planetary load, how we live, work, cooperate, which very seriously complements;

- on the principle of increasing the role of man in all spheres of socio-economic development of the national economy, due to the "effect of the interaction of scientific knowledge itself, accelerated and expanded reproduction of innovations"[1].

The analysis of the system of indicators of decent work, which the National Statistical Committee has, allows:

- comprehensively consider the labor market in dynamics;
- identify weak and problematic sides in development;
- focus on the main directions of improving the quality of employment and take into account specific measures in national programs in this area.

However, the system of decent work indicators does not allow:

- implementing the principle of implementing innovative forms of work as a process that ensures the production of innovative products (services);
- implements the principle of sustainable employment, taking into account the development of human potential, its value in economically viable workplaces, social development and environmental development, individual well-being index, satisfaction of vital needs.

The authors examined the dynamics of life expectancy at birth in the Republic of Belarus in comparison with the Republic of Azerbaijan.

Table 1

Dynamics of life expectancy at birth in the Republic of Belarus and the Republic of Azerbaijan for 2010 — 2019 years

years	Life expectancy at birth, all people		Life expectancy at birth, men		Life expectancy at birth, women	
	the Republic of Belarus	the Republic of Azerbaijan	the Republic of Belarus	the Republic of Azerbaijan	the Republic of Belarus	the Republic of Azerbaijan
2010	70.40	73.60	64.60	70.90	76.50	76.10
2013	72.60	74.20	67.30	71.60	77.90	76.80
2014	73.20	74.20	67.80	71.60	78.40	76.80
2015	73.90	75.20	68.60	72.70	78.90	77.60
2016	74.10	75.20	68.90	72.80	79.00	77.60
2017	74.40	75.40	69.30	73.10	79.20	77.80
2018	74.50	75.80	69.20	73.40	79.40	78.20
2019	74.50	76.40	69.30	74.00	79.40	78.70

Source: made and calculated by authors based on data of National Statistical Committee of the Republic of Belarus

The analysis of the dynamics of life expectancy at birth in the Republic of Belarus in comparison with the Republic of Azerbaijan showed that life expectancy at birth for women born in the Republic of Belarus for the whole study period is higher than in the Republic of Azerbaijan. At the same time, this indicator for men and people in general is higher in the Republic of Azerbaijan than in the Republic of Belarus.

However, one can observe an upward trend in life expectancy at birth from 2010 to 2019 in both countries under study. In the Republic of Belarus, the growth of life expectancy at birth from 2010 to 2019 was 4.10 years for people in general. From which we can conclude about the successful work of state structures.

As part of the study, consider the dynamics of life expectancy at birth in the Republic of Belarus and the Russian Federation and compare them. The analysis of all values shows the excess of life expectancy at birth in the Republic of Belarus over the Russian Federation for the study period.

Table 2

Dynamics of life expectancy at birth in the Republic of Belarus and the Russian Federation for 2010–2019 years

years	Life expectancy at birth, all people		Life expectancy at birth, men		Life expectancy at birth, women	
	the Republic of Belarus	the Russian Federation	the Republic of Belarus	the Russian Federation	the Republic of Belarus	the Russian Federation
2010	70.40	68.90	64.60	63.10	76.50	74.90
2013	72.60	70.80	67.30	65.10	77.90	76.10
2014	73.20	70.90	67.80	65.30	78.40	76.50
2015	73.90	71.40	68.60	65.90	78.90	76.70
2016	74.10	71.90	68.90	66.50	79.00	77.10
2017	74.40	72.70	69.30	67.50	79.20	77.60
2018	74.50	72.90	69.20	67.80	79.40	77.80
2019	74.50	73.30	69.30	68.20	79.40	78.20

Source: made and calculated by authors based on data of National Statistical Committee of the Republic of Belarus

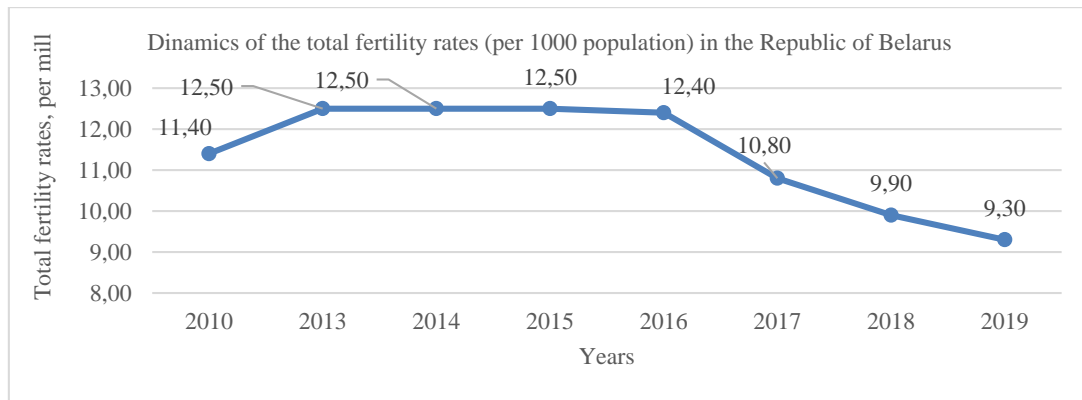


Fig. 1: Dynamics of the total fertility rates in the Republic of Belarus for 2010 — 2019 years

Source: made and calculated by authors based on data of National Statistical Committee of the Republic of Belarus.

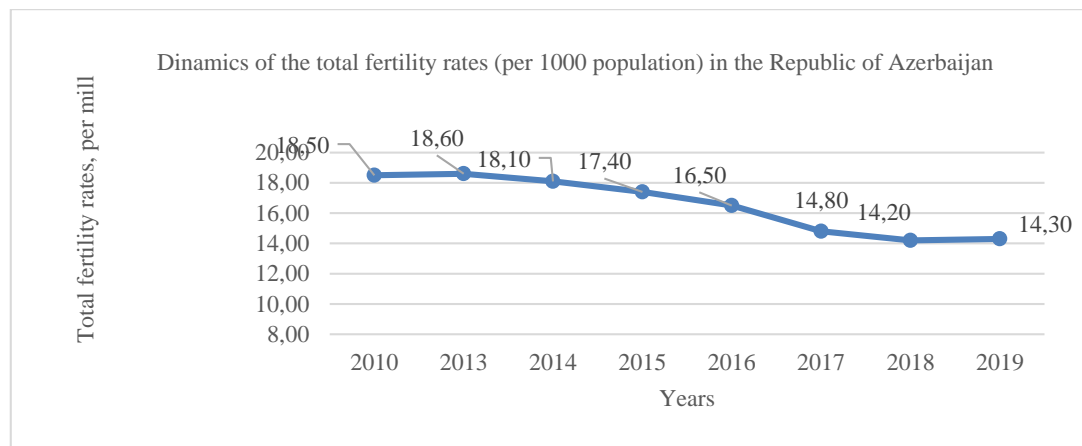


Fig. 2: Dynamics of the total fertility rates in the Republic of Azerbaijan for 2010–2019 years

Source: made and calculated by authors based on data of National Statistical Committee of the Republic of Belarus.

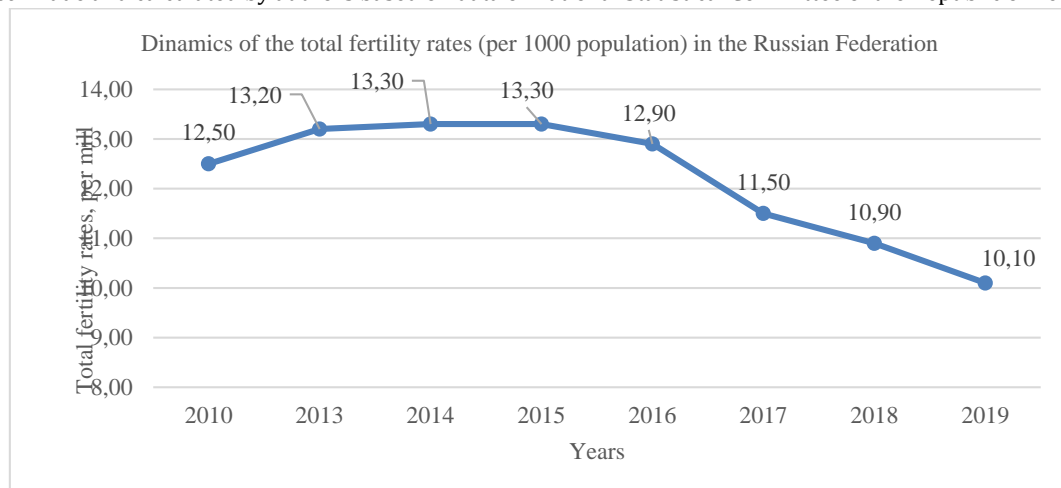


Fig. 3: Dynamics of the total fertility rates in the Russian Federation for 2010–2019 years.

Source: made and calculated by authors based on data of National Statistical Committee of the Republic of Belarus.

The above-mentioned dynamics of total fertility rates in the Republic of Azerbaijan and the Russian Federation exceeded those of the Republic of Belarus. At the same time, there is a decrease in this indicator in all the countries studied for the period 2010–2019. However, despite the decrease in the indicator, its value in 2019 in the

Republic of Belarus 9.30 per 1,000 population is quite high. At the same time it is necessary to stimulate the growth of total fertility rates at the state level.

The Top 3 innovative economies by income groups included the following countries in 2019 [11]:

- in the group of high-income countries — Switzerland (1), Sweden (2), the United States of America (3);
- in the group of countries with an income above the average people's Republic of China (14), Malaysia (33), Bulgaria (37);
- in the group of countries with lower middle income values — Vietnam (42), Ukraine (45), India (48);
- in the group of countries with low income levels, the United Republic of Tanzania (88), Round (91), Nepal (95).

The analysis showed an increase in the share of exports of information and communication technologies in the total volume of exports of services for the period 2010–2019. The authors can see the growth in the share of exports of information and communication technologies in the total volume of exports of services in the Republic of Belarus (in 2019 – 25.0 %, in 2010 – 8.10 %), in the Russian Federation (in 2019 – 8.70 %; in 2010 – 5.30 %). The authors can see a decrease in the share of exports of information and communication technologies in the total export of services of the Republic of Azerbaijan (in 2019 – 1.60 %; in 2010 – 3.40 %).

The analysis of the main patterns to the formation of innovative forms of employment showed that practical issues remain unresolved:

1. The Republic of Belarus reached the largest population in 1990 (compare: 10,151,135 people), then there was a sharp decline until 2010, when the value of the indicator reached 9,420,576 people, then there was a progressive slight increase in the population until 2020 (compare: 9,449,321 people). The trend of a decrease in the dynamics of the total fertility rates per 1000 people in the Republic of Belarus to 9.30 in 2019 (in 2010 — 11.4).

According to the forecasts of the Department of Economic and Social Affairs, the negative dynamics of the population of the Republic of Belarus from 2030 to 2075 is obvious, so the value of the indicator under consideration in 2030 is projected at the level of 9265 thousand people, and by 2050 — 8634 thousand people, by 2075 — 7851 thousand people. The forecast of the population by age groups for the period 2020 — 2075 in the Republic of Belarus showed the dynamics. The authors can see a decrease in the population over the age of 15, so in 2075 the value of the indicator in question project at the level of 1199 thousand people (in 2020 – 1629 thousand people, in 2030 – 1515 thousand people). The authors can see progressive growth of the population aged 15–24 years in 2020–2030 (in 2020 — 869 thousand people, in 2030 — 1085 thousand people), progressive decline in the population aged 15–24 years in 2030–2075 to the projected value of 893 thousand people in 2075. Progressive decline in the population aged are 25–4 years for the period 2020–2075, from 5479 thousand people in 2020 to 4765 thousand people in 2030 (in 2050 — 4303 thousand man, in 2075 — 3849 thousand people). The authors can see the progressive growth of the population aged 65+ over the time period 2020 — 2050, in 2020 — 1472 thousand people, in 2030 — 1899 thousand people (in 2050 — 2072 thousand people, in 2075- 1909 thousand people).

2. The increasing trend in the number of people who left the country for permanent residence, in 2019 the value of this indicator was 20976 people, which is 3 times more than the value of 2010 (in 2010 — 6866.0 people.

3. The share of public spending on education in the gross domestic product (GDP) of the Republic of Belarus in 2019 was 4.90 % (in 2010 — 4.90 %, 2017 — 4.6 %),

4. Positive dynamics of the volume of exports of high-tech goods to the Republic of Belarus in 2019 — 973.10 million dollars (compared to 2010 — 584.8 million dollars).

5. Reduction of domestic costs for research and development (as a percentage of GDP) in the Republic of Belarus, in the Russian Federation, in the Republic of Azerbaijan.

6. The growing trend in the incidence of malignant neoplasms per 100,000 people in the Republic of Belarus (in 2020 — 572.6 people; in 2010 — 442.9 people), the Russian Federation (in 2020 — 436.3 people; in 2010 — 350.8 people), the Republic of Azerbaijan in 2020 — 122.2 people (in 2010 — 85.4 people).

7. The growing trend in the number of registered HIV infections per 100,000 population in the Republic of Belarus (in 2020 — 23.0 people; in 2010 — 5.0 people), the Russian Federation (in 2020 — 55.0 people; in 2010 — 44.0 people), the Republic of Azerbaijan (in 2020 -7.0 people; in 2010 — 5.0 people).

8. Progressive growth of nominal average monthly wages of employees in the Republic of Belarus.

9. The condescending nature of the curve characterizing the dynamics of the number of apartments built per 1000 people in the Republic of Belarus in 2019 — 51.0 apartments per 1000 people (compare: in 2010 — 89.0 apartments per 1000 people).

10. The condescending nature of the curve characterizing the dynamics of public spending on environmental protection (as a percentage of GDP) in the Republic of Belarus.

11. In the Republic of Belarus, the proportion of children aged 5–17 years involved in some form of child labor in the total number of children of this age group increased 2.9 times during the period 2010-2019 (in 2019 — 4.1 %, in 2010 — 1.4 %). Among them, it can be seen that boys — in 2019, the growth of the indicator in question for 2010–2019 by 3.3 times (in 2019 — 4.7 %, in 2010 — 1.4 %), girls — the growth of the indicator in question for 2010 — 2019 by 2.3 times (in 2019 — 3.4 %, compared to 2010 — 1.5 %). This type of work belongs to the category of "work that should be abolished", since here, we are talking about work in a family business or the business of relatives, which can be paid and unpaid, work on a plot of land, housework, collecting firewood or water for households.

Therefore, the main sources of the formation of innovative forms of full employment of the entire population as conditions that ensure the reproduction not only of the labor force, but in general of a labor person capable of carrying out sustainable development as a system of its components by his own efforts are:

- demographic security;
- education;
- innovative employment;
- social policy, social security and protection;
- standard of living;
- quality of life;
- active longevity.

However, as part of the modern development of technology, we can talk about the possibility of working remotely. The expansion of opportunities offered by the Internet makes it possible to use labor resources in different parts of the world. Accordingly, an employee can live in one place and work in another. The use of conferencing and video chats helps to manage workers from different locations. Consequently, the use of ICT technology reduces labor migration in the world.

The author's theoretical and methodological approach to innovative forms of employment of the population in the national economy in sustainable development, taking into account the innovative reproductive process of the population, its current and future generations, formulated methodological principles for achieving innovative forms of employment.

Conclusions

Correct and quite effective instruments of state support for the most vulnerable categories of the population are:

- with the assistance of employment, the replacement of the "declarative" principle with the "revealing" principle;
- identification of the employer's needs, "training on order";
- social guarantees are in effect: unemployment benefits, maternity benefits, burial, scholarships, financial assistance, compensation payments, subsidies, compensation costs for moving to another place of residence for the purpose of employment;
- there are more than 180 agencies in the register of employment agencies, which, along with state employment services, carry out joint activities that promote employment of the population;
- an absolutely correct solution is to develop a balance of labor resources and the needs of the economy in personnel for the next 5 years in close connection with the parameters of socio-economic development of the national economy.

All these effective tools really work with regard to further improving the efficiency of using the labor potential of the Republic of Belarus.

In the article, the authors analyzed the dynamics of life expectancy at birth in the Republic of Belarus, the Republic of Azerbaijan and the Russian Federation. The data showed an upward trend in this indicator. In the Republic of Belarus this indicator for the population in the whole in 2010 was 70.4 years, and in 2019 increased to 74.5 years. In the other countries under study, there is also an upward trend in this indicator.

At the same time, the total fertility rates showed a decrease over this period in the Republic of Belarus to 9.30. The downward trend is visible in other countries as well.

These tools allow ensuring the balance of labor supply and demand.

However, they do not fully allow the implementation of the principles [12]:

- rational participation, which is expressed in the implementation of the state employment policy, where the participation of each person is defined and possible, for persons of working age, persons under working age

(adolescents from 15 years old with parental permission), persons who have gone beyond working age and are on well-deserved rest;

- the basis of the sustainable development of the national economy is the satisfaction of the needs of people, which is realized through the justification of a new assessment of sustainable employment through human potential (life expectancy, health, level of education, standard of living of the population, quality of life, level of development of environmental safety and overall national security, demographic security);

- social equality as the realization of the harmony of biological and social in man for the formation of the structure of industries, industries, jobs.

The authors have identified and systematized as the main sources of the formation of innovative forms of full employment of the entire population as conditions that ensure the reproduction of not only the labor force, but in general a labor person capable of carrying out sustainable development as a system of its components by his own efforts.:

- demographic security, population reproduction: the Republic of Belarus ranks 95th in the world in terms of population at the beginning of 2020;

- education: human, scientific, industrial and innovative potentials are stated in the program documents as the main sources of sustainable development of the national economy; the Republic of Belarus is consistently included in the group of 30 most developed countries in the world in terms of indicators in the field of education according to the UNDP Human Development Report 2019. Regulatory documents prescribe for the Republic of Belarus the task of maintaining positions in the ranking of countries on the education level index at least 30 positions;

- innovative employment: the goal is to stimulate the participation of young people in the field of scientific, technical and innovative activities, the formation and development of new business models of youth employment in the innovative field, including support for youth startups,» stimulating "innovative entrepreneurship". Belarus ranked 64th in the WIPO Global Innovation Index 2020 (compare: in 2019 — 72nd place; in 2018 — 86th place);

- social policy, social security and protection: the target growth of the indicator "coverage of young people involved in activities for the formation of a healthy lifestyle and family values" is predicted in 2025 — 80 % of the total number of young people aged 14 to 31 years (compare: in 2021 — 72 %). The program of socio-economic development of the Republic of Belarus for 2021–2025 is headed by the task "... improving the quality of life of the population through effective employment, sustainable income growth and improvement of the social environment will become the basis for ensuring social stability in society ...".

According to the author's theoretical and methodological approach, it is necessary to form:

- innovative thinking among the population from childhood;

- instilling the ability to learn;

- learning to work from childhood along the chosen educational trajectory (until reaching working age).

Building such institutional relations between a person choosing an educational trajectory in preschool educational institutions through general secondary education (including through technical and technological orientation classes), vocational education, higher education institutions and labor market institutions that contributed to the formation of a creative intellectual class of youth. Such young people from the age of 14 can study with mentors in physical, chemical, biological and genetic engineering laboratories, psychological and pedagogical, economic and digital laboratories, laboratories of active longevity, taking the first steps to create an innovative product.

The main author's principles of achieving innovative forms of employment:

- the society can provide work to every working and able-bodied person, taking into account gender equality, the gender and age structure of the supply of labor resources, in accordance with recognition, qualifications, level of education and skills, with the participation of the needs of the human society.

- rational participation is expressed in the implementation of the state employment policy, where the participation of each person is defined and possible, for persons of working age, persons under working age (adolescents from 15 years old with parental permission), persons who have gone beyond working age and are on well-deserved rest;

- rational use of the population presupposes the correct economically justified redistribution of the employed population between enterprises, industries, socio-economic regions for a given level of productive forces;

- the Law of Population reflects the contradictions characteristic of the current level and structure of employment development. These contradictions indicate a discrepancy between the reality and the actual state of relations underlying the principle of full employment, contradictions may arise from a discrepancy in the structure of employment, its level, the presence of socio-demographic groups, the development of special organizational forms of employment;

- the law of saving time in the correct distribution of time between the branches of the national economy, between material production and spiritual development, a stable link between the comprehensive development of society from saving time;
- the principle of universality of labor as scientific labor and preceding innovative production
- the principle of provision by society at the heart of the sustainable development of the national economy is the satisfaction of the needs of people, which is realized through the justification of a new assessment of sustainable employment through human potential (life expectancy, health, education level, standard of living of the population, quality of life, the level of development of environmental safety and overall national security, demographic security);
- the principle of psychological well-being in terms of employees' expectation of their ability to work (taking into account the transparency of career strategies for each employee according to his skills and abilities), the desire to work beyond the working age;
- the principle of social equality as the realization of the harmony of biological and social in man for the formation of the structure of industries, industries, jobs;
- implementation of the process of innovative reproduction process of the population, its current and future generations. Implementation of individual trajectories of integration of basic skills with qualifications, with various groups of the profession.

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Информация об авторах

Зенькова Инга Владимировна — кандидат экономических наук, доцент, заведующий кафедрой экономики финансово-экономического факультета Полоцкого государственного университета (Республика Беларусь, 211440, г. Новополоцк, ул. Блохина, д. 29).

Гашева Ольга Васильевна — старший преподаватель кафедры экономики финансово-экономического факультета Полоцкого государственного университета (Республика Беларусь, 211440, г. Новополоцк, ул. Блохина, д. 29).

Information about the authors

Inga V. Ziankova — Candidate of Economics, Associate Professor, Head of the Department «Economics», Polotsk State University (29 Blokhin str, Novopolotsk, 211440, Belarus).

Olga V. Gasheva — senior lecturer of the department Department «Economics», Polotsk State University (29 Blokhin str, Novopolotsk, 211440, Belarus).

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