

## SELF-EMPLOYMENT IN THE RUSSIAN FEDERATION: PROBLEMS AND DEVELOPMENT STRATEGY

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The research paper deals with self-employment – one of the most discussed forms of employment in Russian Federation, and measures, taken by the government, intended to determine the legal status of the self-employed and withdraw them from the informal sector of the economy. These measures have an unsystematic nature and mostly focused on increasing of tax collections from this category of employed. The experience of countries, which have been engaged in self-employed activities for several decades, shows that the development of self-employment does not result in a significant increase of direct tax charges, but mostly contributes to the flexibility of the labor market and economic development.

**Key words:** *state employee, professional development, additional professional education, effective state management.*

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It is impossible to imagine sustainable development of the Russian economy in the modern post-industrial society and successful competition with other countries that occupy leading positions in the world economy, without the introduction and application of innovations in various fields. International experience shows that an effective innovation policy aimed at the introduction of new technologies based on the achievements of scientific and technological progress, forms of labor organization and management, can serve as the basis of socio-economic development of society. The transition to an innovative economy is accompanied by a number of characteristic socio-economic changes, including changes in the structure of employment [2].

The creation of a flexible and efficient labor market is the most important task of an innovative economy, which allows to realize the maximum labor potential of a person. One of the key features of the flexible labor market is considered to be the emergence of new non-standard forms of employment, which are a factor of stability of the labor market, and their active development can be seen as the adaptation of the population to socio-economic changes. Non-standard employment has both advantages and disadvantages [4].

The main advantages of non-standard forms of employment are:

- the emergence of new jobs;
- development of new motives and incentives for work;
- the emergence of additional employment opportunities for persons with low competitiveness;
- creation of conditions to solve the problems of unemployment and increase employment indicator;
- reduction of labor costs;
- improving competitiveness in the short and medium term [4].

The main disadvantages of the non-standard forms are:

- the lack of adequate social protection and perspectives of vertical career;
- low wages, which can lead to increased income differentiation and social tensions;
- high turnover and lack of experience, which may lead to a decrease in the quality of goods and services produced [4].

The international labor organization defines self-employment as employment in which remuneration is directly dependent on income (or potential income) derived from manufactured goods and services [2].

The Ministry of Justice has developed a bill proposing to Supplement the Law on employment with the term «self-employed» [5]. According to the bill, citizens who meet the following criteria are considered to be self-employed:

- individuals who independently carry out at their own risk activities aimed at systematic profit-making on rendering services, performance of works for physical persons based only on personal labor participation, including during the time free from execution of duties under the labor contract;
- not registered as individual entrepreneurs;
- over 16 years of age;
- submitted notifications on implementation of the specified activity to tax authority according to the legislation of the Russian Federation on taxes and fees [5].

The key difference between self-employment and individual entrepreneurship is that the self-employed provide services are on an individual basis and do not hire additional workers, while individual entrepreneurs (IE) can enter into an employment contract and attract additional labor [3].

The set of regulatory measures to stimulate the development of self-employment should include the following areas:

- simplification of the registration procedure,
- reduction of the tax burden on certain amounts of income,
- introduction of an adequate system of patents for those activities, income from which is unstable and is not able to generate a large income (cleaning, tutoring, nursing, elderly etc.).

Currently, the Russian Federation has not developed a legislative framework that would create favourable conditions for the activities of the self-employed and determine their legal status. At the end of 2016 the law exempting from taxation the income of individuals who are not individual entrepreneurs was approved. They include personal incomes received from individuals for rendering them the following services for personal, household and (or) other similar needs:

- supervision and care of children, sick persons, persons who have reached the age of 80 years, as well as other persons in need of constant outside care at the conclusion of the medical organization;
- tutoring;
- on cleaning of premises, housekeeping [5].

The adopted law exempted from tax duties part of the self-employed (individuals who are not registered as sole proprietors) engaged in certain activities and receiving income from this activity for two years. This was the first step taken by the government towards regulating the activities of the self-employed and creating favorable conditions for the spread of this species. However, the list of services defined in this Federal law is very limited, and the legal status of self-employed citizens has not been determined. With the right approach of the regional authorities, this list may include activities that are typical for the region. For example, in regions that have potential for tourism business, such a list can include citizens engaged in the provision of services in the field of tourism, etc.

Another challenge facing the government in regulating the activities of the self-employed is to rule out the possibility of their activities being deemed illegal. For that purpose, in July 2017, the State Duma amended the Civil Code, providing for the possibility of citizens to engage in certain types of entrepreneurial activity without the formation of a legal entity and without registration as an individual entrepreneur.

The category of self-employed can include a wide range of people of different ages, with different work experience, skills, level of education. Among the main reasons that prompted the employee to resort to self-employment, usually distinguish the following:

- problems at the main place of work (instability in the enterprise);
- low level of wages in hired labor;
- the desire to plan their lives, to escape from the rigid schedule and the working hierarchy.

According to Statistics in 2016 in Russia about 4 000 thousand people were self-employed, accounting for 5,7 % of the total employed population. Most of them – about 2 000 thousand people (57,9 % of the total number of self-employed) were engaged in business activities without forming a legal entity; more one thousand people (41,3 % of the total number of self-employed) were engaged in work in their own household for the production of agricultural products, forestry, hunting and fishing; and only 34 thousand people (less than 1 %) were involved in enterprises and organizations with the status of a legal entity [1].

In our opinion for the successful development of self-employment of the population the state should take the following steps:

- to create a legal and legislative framework that allows for quick and without unnecessary paperwork «red tape» to register physical to a person as self-employed;
- determine the legal status of the self-employed;
- create a loyal system of taxation of the self-employed;
- create a special support system for the self-employed, which would let people who lost their jobs and want to start a business, receive special training, as well as receive comprehensive support (legal, information, etc.) from the state.

Thus, the main goal that the state achieves with proper regulation of the activities of self-employed citizens is to increase entrepreneurial activity, realize the labor potential of the population and create new jobs that contribute to the development of the economy. In addition, support for the activities of the self-employed will reduce unemployment and social tension, as well as provide an opportunity for the population to acquire entrepreneurial skills and realize their labor potential.

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### **САМОЗАНЯТОСТЬ В РОССИЙСКОЙ ФЕДЕРАЦИИ: ПРОБЛЕМЫ И СТРАТЕГИЯ РАЗВИТИЯ**

В исследовании рассматривается самозанятость как одна из наиболее обсуждаемых форм занятости в Российской Федерации, а также меры, принимаемые правительством для определения правового статуса самозанятых и вывод их из неформального сектора экономики. Эти меры носят бессистемный характер и в основном направлены на увеличение налоговых сборов с этой категории занятых. Опыт стран, которые занимались индивидуальной предпринимательской деятельностью в течение нескольких десятилетий, показывает, что развитие самозанятости не приводит к значительному увеличению прямых налоговых сборов, а в основном способствует гибкости рынка труда и экономическому развитию.

**Ключевые слова:** *государственный служащий, повышение квалификации, дополнительное профессиональное образование, эффективное государственное управление.*