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**FORMATION OF A SINGLE MARKET OF LABOR RESOURCES IN THE
FRAMEWORK OF THE EURASIAN ECONOMIC UNION**

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This paper presented the issues of a single market of labor resources in the framework of the Eurasian Economic Union (EAEU). The most important condition for the success of the EAEU integration processes is precisely labor resources, which give a powerful impetus to creating conditions for the stable development of the economies of the EAEU member states in the interests of improving living standards, employment growth and social stability of the Eurasian integration association. This is the uniqueness of the Eurasian Economic Union: it has a system of mutual economic obligations of sovereign states, which in no way revive the directive relations of the Soviet type, but, nevertheless, give the integrating states a greater coordination of actions in the economy than the one which carried out in the Commonwealth of Independent States. The Eurasian Economic Union is an international economic integration association formed to:

- > create conditions for the stable development of the economies of integrated states for the sake of improving the living standards of citizens;
- > create common markets for goods, services, capital and labor;

> ensure comprehensive modernization, cooperation and increased competitiveness of national economies in a global economy. The article deals with the specified problems and related issues.

The Eurasian Economic Union is an international organization for regional economic integration with international legal personality, established by the Eurasian Economic Union Treaty, which was signed by the heads of state of Belarus, Kazakhstan and Russia in Astana on May 29, 2014 and entered into force on January 1, Armenia and Kyrgyzstan became a member state of the EAEU a bit later of this year. The Eurasian Economic Union has been operating since January 1, 2015.

The freedom of movement of labor is ensured in the framework of the Eurasian Economic Union, where a coordinated, agreed or unified policy is carried out in the sectors of the economy determined by the Union Treaty and international treaties within the Union.

The common labor market of the Eurasian Economic Union is something qualitatively new. National labor markets are losing their isolation and an integrated labor market is becoming a supranational entity. Its formation is based on the mobility of citizens of the states that have joined the Eurasian Economic Union, provided by the instruments of coordinated migration and social policies, the international legal framework for regulating the labor market, which are focused on maintaining a balance of economic and social interests of the countries of the integration union. The regulatory framework was largely formed in the EAEU and the guarantees of freedom of movement stipulated by the Treaty were ensured after the entry into force of the Treaty on the Establishment of the Eurasian Economic Union. In understanding the importance of a single labor market for economic changes in the Eurasian Union, there is a public consent of the population of all member states. If less than half of the population in Armenia, more than half of the population in Belarus, Russia, the overwhelming majority of the population of Kazakhstan, Kyrgyzstan have a positive attitude to the decision of their governments to unite in the Eurasian Economic Union, then the absolute majority in all countries to allow free movement of citizens of the EAEU countries within the Union. It should be noted that if relatively more affluent groups of the population are "FOR" in Belarus, Kyrgyzstan, then on the contrary in Kazakhstan they are low-income groups. In Armenia and Russia, this support does not depend on the economic situation of the population. Here, in each income group, 7 out of 10 respondents voted for. The legal status that the representatives of the member countries of the union received, supported labor mobility, changed its structure.

The modern information base of labor market statistics of the Eurasian Economic Union includes, as the main source of information, the formats for the provision of official statistical information of the Eurasian Economic Commission by authorized bodies of the EAEU member states in accordance with section 20 "Labor and wages" of the list of statistical indicators of the official statistical information provided to the Eurasian Economic Commission by the authorized bodies of the EAEU member states, the data in which are generated by the national statistical services of the EAEU member states based on labor force surveys, statistical and financial reporting of economic entities that are units of statistical observations, as well as administrative data generated by the services employment in accordance with the laws of the Member States. According to the national statistical services, in all EAEU member states, work is underway to implement the main provisions of Resolution I of the 19th International Conference of Labor Statisticians, which recommends the transition from the use of the "economically active population" indicator to the "labor force" indicator. Labor force surveys are carried out in all EAEU member states in accordance with the methodology of the International Labor Organization. The units of observation are private households and members of these households. For the measurement of labor force/labor force participation in the Member States, the lower age limit used is 15 years. At the same time, the upper age limit differs: in Belarus it is 74 years, in Armenia - 75 years. In

Kazakhstan, Kyrgyzstan and Russia, there is no upper age limit (in accordance with the recommendations of the International Labor Organization).

Currently, labor markets have formed in the member states, which are distinguished by noticeable differentiation and intensity of the ongoing processes, various structural shifts and adaptive capabilities.

The article analyzes the existing features of the development of the common labor market of the Eurasian Economic Union, the emerging problems. Based on the analysis, we offer our vision of solving existing problems.

The formation of a single labor market within the Eurasian Economic Union is an impulse to create conditions for the stable development of the economies of its member states. The flexible labor market of this international organization is designed to help eliminate territorial imbalances in the economic development of its member states, and mobility is to help the flow of labor from depressed regions to regions of the Union countries with increased economic activity, and the efficiency of using labor resources.

Qualitative changes in national labor markets are associated with the fact that they are losing their isolation, and the integrated labor market is becoming a supranational entity. The single labor market is, first of all, a set of economic and social mechanisms, norms, tools that ensure the interaction of labor demand and supply at the interstate level, general standards of social and labor relations. With the entry into force of the Treaty on the Establishment of the Eurasian Economic Union, a regulatory framework was formed that promotes, among other things, freedom of movement: visa-free entry and lack of customs control, lack of job quotas, the presence of the necessary set of measures for medical and social security, the possibility of obtaining education in any country Union.

The formation of a common labor market in the Eurasian economic space is determined by a number of features. First, the labor markets of the EAEU member states are characterized by low labor efficiency. Secondly, the emergence of a large-scale shadow labor market as a result of spontaneous movements, after the collapse of the USSR, of large groups of the population between the former Soviet republics in the absence of the necessary legal framework, legal and social rights of migrants. Thirdly, the specifics of national socio-economic models, determined by the institutional identity, differences in economic development, opportunities to ensure a certain level and quality of life of the population. Fourth, the difference in the volume of labor markets, which is determined by demographic factors, the level of training and qualifications of personnel. For example, the labor market in Russia is 8.44 times larger than the market in Kazakhstan, 16.9 times larger than that of Belarus, 30.1 times larger than that of Kyrgyzstan and 58.2 times larger than that of Armenia. Fifth, the need for labor resources: Russia and Kazakhstan need foreign labor, other countries have surplus labor resources. At the same time, qualified specialists are in demand in Kazakhstan, with an excess of unskilled labor. Belarus is also experiencing a serious shortage of highly qualified personnel, with an emerging trend towards a decrease in the level of employment.

It is obvious that today the composition of the Eurasian institutions is insufficient to solve the problems of ensuring the free movement of labor in the EAEU. It is necessary to make changes to the structure of the supranational body, taking into account the social and humanitarian aspects of interaction; transfer of powers to the Eurasian Economic Commission to initiate and make decisions, full-fledged budget planning for the comprehensive activities of a supranational body. Being the most important factor of integration, the free movement of labor due to the openness of the EAEU borders creates the risks of an excessive influx of criminal and extremist elements into the countries under the guise of labor, the spread of cross-border criminal and terrorist networks, and leads to the emergence of new non-traditional security threats for citizens of the Union member states. In this regard, joint actions to protect the EAEU borders, coordination of the EAEU border policy and legal framework are of particular importance.

The priority area of the EAEU development is the formation of an innovative economy, which requires skilled workers and highly qualified specialists. There is also an objective need to develop innovative infrastructure and create a unified educational space. In this regard, it seems that it is important to create favorable conditions to stimulate the migration of highly qualified specialists. It is about creating a single labor market for highly qualified specialists through the mechanisms of innovative and educational infrastructure. At the same time, it is important to prevent "brain drain" from the EAEU countries to third countries.

The labor market is one of the spheres of the economy, which reflects the processes of implementing one of the main functions of education - providing the national economy with workers. That is, education is the basis for ensuring competitiveness, the state and process of the labor market functioning. As a rule, the higher the educational level of the population, the higher its employment and income. The largest share of those employed in the EAEU member states has higher (including incomplete higher) education - 34.2%, followed by the share of employed with secondary vocational education - 26.4%, and the smallest share of employed people are people without secondary (complete) education - 3.3%.

Education can be viewed as an important and basic socio-economic tool for deepening integration into the EAEU. A single labor market requires common approaches to personnel training, and at the moment there is no single educational system in the EAEU. Within the framework of the single labor market, a system of recognition of educational diplomas and qualifications (with the exception of medical, pedagogical and legal education) functions. The formation of a unified economic policy in the EAEU necessitates the formation of a unified educational space, taking into account also that all EAEU member countries are members of the Bologna Process, with the exception of the Republic of Kyrgyzstan, which will allow using the experience of the European Union in the formation of a unified educational space.

One of the indicators of the real situation in ensuring the freedom of movement of labor in the Union is the indicator of migration growth associated with both moving to a permanent place of residence and labor migration at the expense of migrants from all EAEU member states. Analysis has shown that only Russia has such an increase. This led to an increase in the total number of foreigners from the EAEU member states located in Russia. As you can see, the Russian labor market has become the main labor market in the EAEU. A change is also noted in the structure of labor migration in the Russian labor market. It is characterized by the replacement of labor migrants from countries not included in the EAEU by labor migrants from the EAEU member states. The decline in the number of immigrants from the countries of labor donors affected all post-Soviet states, except for Armenia and Kyrgyzstan, which joined the EAEU this year and almost did not affect Kazakhstan. The statistics of remittances gives reason to assert that membership in the EAEU has turned out to be the optimal strategy for the labor donor countries in the current economic downturn.

The main problems in the formation of a single labor market are: Incomplete development of the regulatory framework; Inconsistent implementation of already adopted regulations; Lack of the necessary migration infrastructure (a unified database of enterprises, specialties that countries need); Lack of unified databases of various executive authorities of the EAEU member states (tax authorities, migration, social services); Lack of elaboration of the general education system, vocational and language training;

The movement of migrants within the new integration community is associated with overcoming the state of culture shock, restoring destroyed, stable, unconscious scenarios of behavior and response, the formation of a new identity acceptable both for them and for the host society. And their behavior does not always correspond to the expectations and rules of the host society. There is not always a willingness to live by the rules of the host society. Overcoming the above problems is associated, first of all, with increasing the efficiency of managing the processes

of Eurasian integration. It is necessary to complete the development of the EAEU regulatory framework as soon as possible in the field of pensions for the workers of the Member States, the convergence of the laws of the Member States in the field of labor migration. Ensure the implementation of the agreements reached on uniform conditions for taxation of income of individuals - citizens of the Member States from the first days of employment. Develop compliance mechanisms of accepted norms..

The social policy of each country, within the framework of Eurasian competences, should actively and dynamically respond to the new conditions of movement of the labor force, changes in labor relations, which implies the effective use of labor, the development of mechanisms for the use of labor, knowledge, skills and abilities in the labor process. It is necessary to create social-economic and cultural conditions for the adaptation of newcomers, to form a positive opinion around the idea of free movement of labor, ethno-complementary relations, tolerance in the relations of various groups of the population, to prevent interethnic conflicts. We need a single media support program for the project for all countries, which can include information on the benefits of freedom of movement of labor, positive information about neighbors in the union based on the use of modern methods and tools for information promotion of ideas: social networks, expert community, education, etc. The EAEU needs the support of the media, the scientific and expert community.

Considering the new opportunities for the movement of labor in the EAEU, it is important, within the framework of social policy, to develop a common education system, professional training and general mechanisms for training people for a single labor market, to take additional measures to improve language skills, it is necessary to increase attention to bilingual language training. We need to take care of the social base of integration, work on renewing and consolidating the elites, orienting them towards the ideas of Eurasian integration, especially among the youth, where the support for this idea is lower than in the older groups of the population of the EAEU member states. They begin to understand that without social interaction between countries, deepening integration will be more difficult. Practice shows that the functional, institutional, infrastructural development of any integration association requires a gradual strengthening of supranationality.

The EAEU Treaty enshrines the provisions on labor rights and guarantees for migrants. First of all, it is a refusal to apply restrictions that protect the national labor market. To enhance employment opportunities in the host country, migrants have the right to enter into employment contracts in the form of a labor and civil contract, subject to the national regulations of the host country. From this provision follows the taxation regime applicable to the income of labor migrants. The guarantee of social security for labor migrants is the rule on the offset of work experience in the host country, in the total work experience. The practical implementation of this guarantee faces barriers due to differences in national regulation of contributions and contributions to social funds. For example, the obligation to make contributions in Kazakhstan and Kyrgyzstan is assigned to the employee, the employee does not make similar contributions in other countries (Russia) or makes small amounts. The approach seems to be rational, assuming the distribution of the responsibility of social security between the funds of the donor country and the host country in accordance with the time worked in the territory of a particular state.

Important guarantees of the rights of family members of workers are reflected in the Treaty on the formation of the EAEU. An example is the right of children of migrant workers from the EAEU countries to receive preschool and school education in the parent's country of employment. It allows you to ensure the implementation of labor functions without leaving the family. Their practical implementation is not always carried out in full. In the above example, with the education of children of labor migrants, there are often cases when educational institutions refuse to exercise this right, arguing the lack of documents, or an insufficient degree of language proficiency, while

education in the host country helps to eliminate language barriers between children, simplify their social adaptation as a whole. The completeness of social rights and guarantees of labor migrants is achieved by granting the right to receive qualified emergency and emergency medical care in the host country on a free basis. Citizens of the EAEU countries have the right to obtain a medical insurance policy after concluding an employment contract with an insurance organization. The second aspect is the right to receive medical services provided for by compulsory health insurance programs, while the costs of their provision are borne by the budget of the host state. After eliminating the threat to the life and health of the patient, his medical care is carried out on a contractual basis. The third aspect is medical evacuation. It is carried out with the participation of embassies, the costs of its implementation are borne by the state in which the patient has a permanent residence. A barrier in the implementation of this right is the difference in the approaches of the EAEU countries to the minimum standards for the provision of medical care, the list of services that can be provided as part of emergency, urgent medical care and services under compulsory medical insurance programs. This once again indicates the need for the formation of a unified policy and regulation, including in the health sector. The forms of interaction are the exchange of information, reports, regulatory legal acts, internships, seminars and training courses. The Committee on Social Security analyzes the legislation of the EAEU countries for compliance with the principles of the Treaty on the EAEU, takes measures to harmonize legislation. In the future, it is possible to develop, organize and conduct joint programs in the health sector.

A separate aspect of social security for the rights of labor migrants is the provision of pensions. For the proper functioning of this complex institution, it is necessary to resolve disagreements in pension policy and legislation of the EAEU countries. They are associated with macroeconomic and demographic parameters that differ for the EAEU countries. The first is the different life expectancy. So, in the EAEU, it ranges from 69 to 74.8 years. The population size, the rate of its increase are different, the latter are either negative (Russia and Belarus), in Kazakhstan and Kyrgyzstan these indicators are positive. The impossibility of coordinating pension policy is affected by the instability of inflationary processes, which complicates the timely uniform indexation of payments. The level of the pension load is also different.

According to the severity of the pension burden, the states of the EAEU countries are divided into two groups. The first one is countries where the number of pensioners in the structure of the population is small - from 12 to 15% (Armenia, Kazakhstan, Kyrgyzstan). The second group unites the Russian Federation and Belarus, where the indicator reaches 27%, which indicates a high retirement burden. Differences in pension policy are also due to the difference in the level of GDP per capita and the rate of its growth, which affects the size of payments and the scheme of their formation. The result of work on the development of a policy on pension provision was the draft Agreement on Pension Provision of Workers of the EAEU Countries, a draft Procedure for interaction between authorized competent authorities and the EEC in the field of pension provision. It is expected that the pension policy will be aimed at improving the efficiency of pension policy in individual EAEU countries for subsequent coordination of efforts. At the same time, it is important to take into account the national, ethnocultural, economic characteristics of the EAEU countries. Its formation will be influenced by the regulation of the investment of pension funds and the stimulation of participation in voluntary accumulative pension plans. Ensuring the availability of information on pension policy and the implementation of the right to pension benefits can be achieved through the creation of an information base that includes legal norms governing pensions, clarification of legislation, a model for calculating pension payments to migrant workers, opportunities to participate in voluntary funded plans, restrictions on investment of pension savings.

The EAEU Treaty secured the conditions for the free movement of labor resources in our integration association. The existing norms have significantly improved the legal situation,

removed a significant part of the restrictions on admission to the general labor market and increased the level of social protection of workers. However, a number of barriers still remain while our citizens cannot receive all the benefits from economic integration. In this regard, we are faced with the task of further improving the functioning of the common labor market of the EAEU and, in particular, establishing cooperation between the member states in the field of assisting the organized recruitment of workers for work in the Union countries. This will help create favorable conditions for the work of citizens of our states.

All EAEU member states will have to develop the infrastructures necessary for the functioning of a single labor market, self-regulation mechanisms in the field of freedom of movement of labor. Along with the economic tasks of free movement of labor, it is also important to include in the development strategy of the EAEU the solution of social and socio-cultural problems.

The development of human resources is caused by the need to transition to an innovative economy, the development of high-tech sectors in the face of a shortage of highly qualified labor resources.

Summing up the results of the two-year functioning of the single labor market of the EAEU, it should be noted that its formation is still ongoing, and the regulation of social, labor and migration aspects has not yet led to the fact that people would fully experience the real benefits of integration. If the prevailing trends in this market continue, most likely, the vector of mobility from the EAEU member states will also remain. It is possible that the Russian labor market will become more and more closed to countries that are not included in this association, and free movement will become the privilege of their citizens. A real integrated labor market will be formed only when the EAEU member states provide all its citizens with the same level of social and pension protection and decent health care in the territory of any of them, remove organizational, managerial and psychological barriers. The Union will meet the aspirations of citizens when, in the opinion of Russians, it will contribute to improving the well-being of the population of each of its member countries, ensuring human rights and collective security. If we talk about the effects for Russia, then we should proceed from the fact that the Russian labor market has become the main labor market of the Eurasian Economic Union. The structure of labor mobility has changed due to an increase in the number of labor from its constituent states, and the number of immigrants from them living in Russia has grown. The uneven distribution of labor migrants remains, and there is a partial replacement of job vacancies that are not in demand by Russians.

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