

EMPLOYMENT AND THE IMPEMENTATION OF LABOR POTENTIAL

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LABOR SITUATION OF ECONOMICALLY ACTIVE POPULATION OF HOUSEHOLDS WITH CHILDREN



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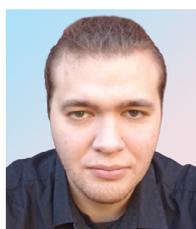
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The article presents the results of the research aimed at identifying the peculiarities of labor situation of economically active population of Russian households with children. The study is based on microdata from the Comprehensive monitoring of living conditions of the population by Rosstat and the Russian Longitudinal Monitoring Survey by the Higher School of Economics (RLMS–HSE). Employment and

unemployment rates for persons aged 15 years and older living in households with children, compared to persons aged 15 years and older in general were determined. The authors have considered the composition of the employed from households with children, depending on the level of education and professional and qualification status, and of the unemployed, depending on their level of education, including in comparison with the employed and unemployed in general. The involvement in precarious/sustainable employment of individuals from households with children and those employed on average was compared. The peculiarities of distribution of precariously and steadily employed persons among those living in households with children with regard to the level of education and professional and qualification status have been revealed. The level of income from employment depending on the presence of children was assessed. It is shown that those employed with children have higher risks of not providing their households with minimum or socially acceptable standards of per capita income. The change in the level of income from employment with changes in the level of education and professional and qualification status is considered. The labor status of the economically active population of Russian households with children is studied in dynamics – for the years of 2020 and 2022. The results of the study indicate the need to update the state policy in the sphere of employment, income policy, demographic development and other areas affecting the interests of households with children.

Labor situation, employment, unemployment, quality of employment, precarious employment, income from employment, households with children.

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Introduction

Households with children determine the future of Russia, and all spheres of state policy that determine the quality of life should be aimed at improving their economic and social situation¹. The improvement of the situation of households with children in the area of standard of living and quality of life is included in the program-strategic documents that set the goal-setting for the development of this country². The orientation of state policy toward households with children is associated not only with the need to respond to demographic challenges, to achieve the goals of strategic development on the basis of the development

of labor potential (the number and quality of the labor force, etc.) (Pishniak, Popova, 2011), but also with the most vulnerable situation of these households (Elizarov, Sinitza, 2019; Kalachikova, Gruzdeva, 2019). They are the ones who constitute the most massive group of poor households (about 80% or more in the period of 2015–2020³). With this in mind, one of the most developed segments of research on households with children is related to their material and property status, including when it is identified below the poverty line (Ovcharova, Prokofieva, 2008; Arkhangel'skiy et al, 2019; Kalabikhina, Seredkina, 2022; Tkachenko, 2022; Popova, Navicke, 2019), as well as with

¹ Putin called families with children the future of Russia. Special project RG.RU St. Petersburg International Economic Forum. 2022. Available at: <https://rg.ru/2022/06/17/putin-nazval-semi-s-detmi-budushchim-rossii.html>

² On the National Security Strategy of the Russian Federation: Decree of the President of the Russian Federation of July 2, 2021, No. 400. Available at: <https://base.garant.ru/401425792>; On the National Development Goals of the Russian Federation for the period until 2030: Decree of the President of the Russian Federation No. 474 of July 21, 2020. Available at: <http://publication.pravo.gov.ru/Document/View/0001202007210012>; On Approval of the Plan of the main activities carried out within the framework of the Decade of Childhood for the period until 2027: Order of the Government of the Russian Federation of January 23, 2021, No. 122-r. Available at: <https://docs.cntd.ru/document/573461456>, etc.

³ Socio-economic indicators of poverty in 2015-2021. Rosstat. Available at: <https://rosstat.gov.ru/folder/11110/document/13293>

the role of social policy in its improvement (Andreeva et al., 2018; Filippova, Kolosnitsyna, 2018; Bobkov, 2019; Grishina, Tsatsura, 2022; Razumov, Selivanova, 2023).

Research results show that the situation of households with children is conditioned by various factors: regional and settlement ones (Vyal'shina, 2020; Sukneva et al., 2020), the number of underage children, (non-)working adults, and so on (Karabchuk et al., 2013; Maleva et al., 2020; Korchagina, Prokofieva, 2023).

According to the authors, an important role in the formation of living standards of households (with and without children) belongs to the sphere of employment. We mean the key role of income from it and its level, which determines the degree of self-sufficiency of households and (non-)dependence on the involvement of social support measures. In the case of households with children (given the dependency burden), this relationship is most pronounced and requires a detailed study in order to actualize public policy measures aimed at improving the standard of living and quality of life of such households. This paper contributes to the development of research by examining this relationship in relation to the economically active population of households with children.

The purpose of the study is to identify the peculiarities of the labor situation of the economically active population of Russian households with children. The authors consider the results of the work as a basis for identifying the economic and social status of households with children, assessed integrally on the basis of individual characteristics of the labor situation of the economically active population.

Methodological foundations and data of the study

The study considers the economically active population of households with a child (children) (hereinafter, households with children), namely persons aged 15 years and older living in households with children who

are employed or unemployed. The employment situation of these two categories is specified by the following parameters.

We considered the level and quality of employment for employed persons aged 15 and over living in households with children. The level of employment is a statistical indicator with unambiguous instrumental certainty in terms of its measurement. The quality of employment, although it is a rather widely researched category, due to its complexity has not yet been embodied in an agreed list of indicators (Bobkov, Odintsova, 2023). This is due to the complexity and multidimensionality of the employment quality concept, which includes various aspects and characteristics, objective and subjective components (Bobkov, Chernykh, 2023).

The quality of employment (basic⁴ employment is assessed) is considered in the following two aspects – the signs of precarious employment and the level of income from employment. Precarious employment characterizes the low quality of employment and is defined by the forced for employees' loss of labor and social rights associated with standard employment (Bobkov, 2019). The significance of identifying and reducing precarious employment is due to its negative consequences for workers (quality of employment, labor potential, etc.), for the quality and standard of living of their households, etc. (Bobkov, Loktyukhina, Shamaeva, 2022; Lewchuk et al., 2016; Popov, Solov'eva, 2019; Vanroelen et al., 2021; Han, Zhang, 2022). Precarious employment, as well as the quality of employment, belongs to the categories, the filling of which has not yet been finalized by researchers in terms of agreed indicator certainty.

When identifying the quality of employment in terms of its precarity, we used the experience of earlier developments (Bobkov et al., 2022) with the participation of one of the authors, namely a verified list of signs (indicators) of precarious employment, based on the

⁴ According to Rosstat, 98% of the employed population aged 15 and older had only one job. See: Results of the sample labor force survey (2022). Rosstat. Available at: <https://rosstat.gov.ru/folder/11110/document/13265>

theoretical framework of the International Labor Organization⁵. The following signs of precarious employment are applied: 1) employment (for hire and not for hire) in the informal sector; 2) for hire in the formal sector on the basis of verbal agreement without documents (2a), civil law contract (2b), employment contract (service contract) for a certain period of time (2c) (Bobkov et al., 2022). Thus, the sector of employment and the type of contractual agreements are taken into account.

Precarious employment, indicating a decline in the quality of employment, can also be identified by assessing its conditions (Bobkov, 2019; Bobkov et al., 2022). As monitoring assessments show, the most common manifestation of precarious conditions of employment, noticeably affecting its scale, is the level of income that does not ensure the sustainability of the material situation of the households of the employed (Odintsova, 2023). The boundary of income from employment for an average household (two workers and one child) is 3.9 minimum subsistence level of the working population, which allows a household of this composition to reach the lower boundary of the middle stratum (Bobkov, Odintsova, 2023).

In our study, the level of income from employment is singled out as an independent aspect of employment quality. We consider what level of per capita money income can be provided in households at the expense of income from employment, which allows us to trace the relationship between the sphere of employment and the standard of living of households assessed on the basis of monetary indicators. For this purpose, the authors rely on

previously developed income standards⁶. The actual dependency burden on the employed (the number of minor children, the possibility of sharing the burden of their maintenance), as well as savings on joint consumption are taken into account.

The unemployment rate is identified for unemployed persons aged 15 and older.

The position and composition of the studied categories of economically active population of households with children are specified when considering depending on the following parameters.

1. Level of education, distinguishing the following levels: a) higher education and above; b) secondary vocational education; c) no vocational education. It is applied to the employed and unemployed.

2. Professional and qualification status applied to the category of the employed and determined⁷ on the basis of belonging to an occupation group, with the following groups of the employed: a) highly qualified (employed in jobs that require at least higher education)⁸; b) medium qualified (employed in jobs that require secondary vocational education)⁹; c) skilled (employed in jobs that require vocational training)¹⁰; d) unskilled (employed in jobs that require general education); e) unskilled (employed in jobs that require general education)¹¹.

The study identifies the situation in 2020 (corona crisis due to the COVID-19 pandemic) and in 2022, associated with the risks of socio-economic consequences for citizens due to increased external sanctions pressure on Russia and growing geopolitical confrontation.

⁵ From precarious work to decent work: outcome document to the workers' symposium on policies and regulations to combat precarious employment (2012). International Labour Office, Bureau for Workers' Activities. Geneva: ILO. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/meetingdocument/wcms_179787.pdf

⁶ The following standards are used to assess the level of per capita incomes of employed households at the expense of available income from employment: minimum standard - per capita incomes of at least 1 minimum subsistence level (MSL); socially acceptable level of standards - per capita incomes from 1 to 2 MSL; standard of average and above level per capita incomes of at least 3.1 MSL (Grishina, Tsatsura, 2022).

⁷ Defined on the basis of the All-Russian Classifier of Occupations (ARCO). See: OK 010-2014 (ISCO-08). All-Russian Classifier of Occupations: adopted and put into effect by Order of Rosstandart of December 12, 2014, No. 2020-st (ed. of 18.02.2021). Available at: <http://www.consultant.ru/cons/cgi/online.cgi?from=177953-0&req=doc&rnd=DbWQcA&base=LAW&n=386337#CnS2UwSwTN6zap5t>

⁸ Groups 1 and 2 according to All-Russian Classifier of Occupations.

⁹ Group 3 according to All-Russian Classifier of Occupations.

¹⁰ Groups 4 and 7 according to All-Russian Classifier of Occupations

¹¹ Group 8 according to All-Russian Classifier of Occupations.

Microdata from the Comprehensive monitoring of living conditions¹², conducted by the Federal State Statistics Service, were used as the main database: microdata on individuals from the last two surveys of 2020 and 2022 (hereinafter, CMLC-2020 and CMLC-2022). In each of the arrays, individuals aged 15 years and older who are employed or unemployed (living in households with and without children) are identified: 59.2 thousand people in 2020, 57.9 thousand people in 2022¹³.

The possibilities of the CMLC database allow us to implement the research concept taking into account a certain limitation – it lacks information on the amount of income from employment. In order to compensate for this shortcoming, microdata from the Russian Longitudinal Monitoring Survey of the National Research University Higher School of Economics¹⁴ (hereinafter, RLMS–HSE) were used to solve the local problem of estimating the level of income from employment. Microdata on individuals from two waves of the survey, comparable to the results of the CMLC (2020 and 2022), were demanded. Based on RLMS–HSE microdata, in each of the arrays used, individuals aged 15 years and older who are employed were identified: 5.4 thousand people in 2020, 5.5 thousand people in 2022¹⁵.

The data of the Federal State Statistics Service on the employment and unemployment rates, the composition of the employed and unemployed (in order to compare data for the population category under study) were also taken into account.

Key findings of the study

The situation with the employment rate of the population as a whole in the period of 2020–2022 was characterized by a decline in the coronary crisis year 2020 to 58.4% relative to the pre-pandemic values (over 59% in 2017–2019)

and then a recovery growth in 2021–2022 (*Figure 1*). After declining in 2017–2019 (from 5.2% to 4.6%), the unemployment rate rose to 5.8% in 2020, but declined in the following two years to 3.9% in 2022. Against this background, the situation with employment and unemployment rates for individuals from households with children looked more favorable relative to the population aged 15 years and older as a whole (*Table 1*).

The employment rate among persons aged 15 and older living in households with children exceeds the average values (for persons aged 15 and older in general). The employment rate among persons in households with children in corona-crisis year of 2020 is 67.2%, 8.8 p.p. above the value of the rate on average (58.4%). In 2022, while the rate for the population aged 15 and over in general increased more markedly, its value (59.8%) lagged behind the rate calculated for persons from households with children (67.3%) by 7.5 p.p.

By contrast, the unemployment rate among persons aged 15 and over living in households with children is lower than the average: in 2020 it was 4.0% (1.5 times lower than the average), and in 2022 it almost halved to 2.2% (1.8 times lower than the average).

When considering the educational and qualification structure of the employed, it was revealed that the composition of the employed from households with children has some differences relative to the employed in general. Among the employed from households with children (41.6% in 2022, 41.9% in 2020) there is a higher (by ≈ 7 p.p.) share of persons with at least higher education (*Table 2*), as well as a higher (by ≈ 3 p.p.) share of persons with at least higher education compared to the employed as a whole, the share of highly skilled employed (34.3% in 2022, 34.8% in 2020), and less frequent (by 1.4–2.2 p.p.) unskilled employed (5.6% in 2022, 6.2% in 2020).

¹² Comprehensive monitoring of living conditions (2022). Available at: https://gks.ru/free_doc/new_site/GKS_KOUZH_2022/index.html; Comprehensive monitoring of living conditions (2020). Available at: https://gks.ru/free_doc/new_site/GKS_KOUZH-2020/index.html

¹³ Sampling error is $\pm 0.4\%$ in 2020 and $\pm 0.41\%$ in 2022 (at 95% confidence level).

¹⁴ Russian Longitudinal Monitoring Survey of the Higher School of Economics (RLMS HSE), conducted by the National Research University Higher School of Economics and Demoscope LLC with the participation of the Population Center of the University of North Carolina at Chapel Hill and the Institute of Sociology of the Federal Research Center of the Russian Academy of Sciences (RLMS–HSE survey sites: <http://www.hse.ru/rlms>, <https://rlms-hse.cpc.unc.edu>).

¹⁵ Sampling error $\pm 1.33\%$ in 2020 and $\pm 1.32\%$ in 2022 (at 95% confidence level).

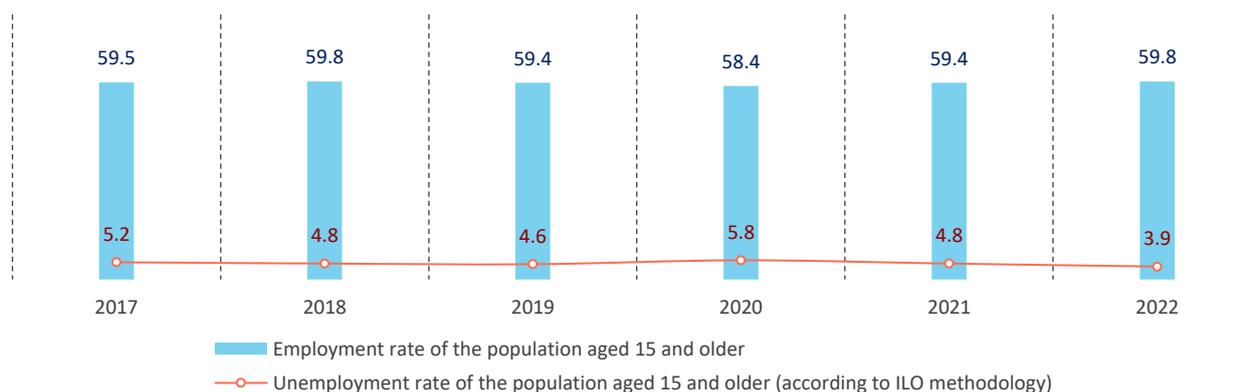


Figure 1. Employment and unemployment rate of the population aged 15 and older, 2017–2022, %

Source: data of the Federal State Statistics Service. Available at: https://rosstat.gov.ru/labour_force

Table 1. Employment and unemployment rates for persons age 15 and older overall and for those living in households with children, 2020 and 2022, %

	2020	2022
Employment rate		
Among persons aged 15 and older, total*	58.4	59.8
Among persons aged 15 and older living in households with children**	67.2	67.3
Unemployment rate (according to ILO methodology)		
Among persons aged 15 and older, total*	5.8	3.9
Among persons aged 15 and older living in households with children**	4.0	2.2

* Data of the Federal State Statistics Service. Available at: https://rosstat.gov.ru/labour_force
 ** Authors' evaluation based on CMLC-2020 и CMLC-2022 data.

Table 2. Distribution of the employed by education level and professional and qualification status, 2020 and 2022, %

	Employed living in households with children*		Employed, total**	
	2020	2022	2020	2022
Level of education				
Higher education and higher	41.9	41.6	35.4	34.8
Secondary vocational education	44.6	45.2	44.9	45.5
No vocational education	13.5	13.2	19.7	19.7
Professional and qualification status				
Employed with high qualification	34.8	34.3	32.1	31.3
Employed with medium qualification	13.5	13.4	13.7	13.9
Qualified employed	45.5	46.7	46.5	47.0
Unqualified employed	6.2	5.6	7.6	7.8

* Own assessment based on CMLC-2020 и CMLC-2022 data.
 ** Evaluation based on the data of the Federal State Statistics Service. Available at: <https://rosstat.gov.ru/folder/11110/document/13265>

Differences in the share of middle-skilled and skilled workers are less noticeable (up to 1 p.p.).

When considering the quality of employment in general and depending on the level of

education and professional qualification status, we found the following.

Low quality of employment, when measured by the presence of signs of precarious

employment, is not widespread among employed persons aged 15 and over living in households with children (Figure 2). In the corona crisis year 2020, the share of precariously employed, when looking at employment sector and type of contractual arrangements, among employed persons aged 15 and over from households with children was 27.5% (with 27.9% on average). By 2022, the share of workers with poor quality employment due to job insecurity among those aged 15 and over from households with children fell to 25.0% and was still slightly lower than the average (25.5%). Accordingly, the share of sustainably employed (without signs of precarious employment) among persons from households with children reached 75.0% in 2022, compared to 74.5% on average (72.5% and 72.1% in 2020).

Thus, persons from households with children are more actively involved in employment due

to the responsibility for the maintenance and upbringing of children (dependency burden) compared to the population as a whole. At the same time, they tend to choose jobs without risks of reducing the quality of employment, i.e. with no manifestations of its precarity.

Workers with a lower level of education are more often involved in employment with signs of precariousness among persons from households with children (Table 3). Among those with signs of precarious employment, compared to those with stable employment, the share of those with at least higher education is almost twice as low (27.9% in 2022) and almost three times as high as the share of those without professional education (24.7% in 2022). Relative to 2020, these differences have intensified.

A higher level of education increases the chances of employment in jobs with lower risks of precarious employment. These are

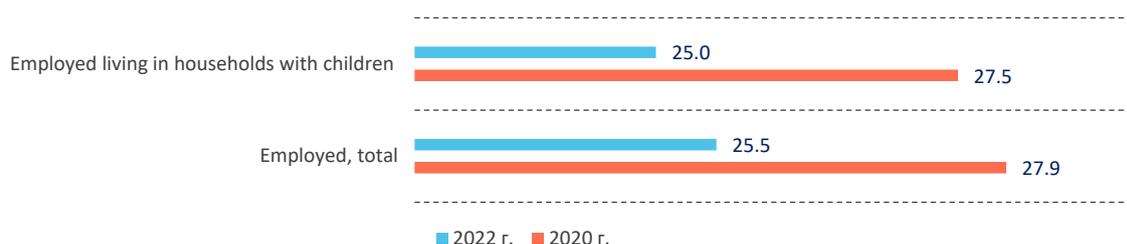


Figure 2. Share of the employed with signs of precarious employment, 2020 and 2022, %

Source: authors' estimate based on the data from the CMLC-2020 and CMLC-2022.

Table 3. Distribution of employed persons living in households with children by the presence of signs of precarious employment, depending on the level of education and professional and qualification status, 2020 and 2022, %

	Signs of precarious employment			
	absent		present	
	2020	2022	2020	2022
Level of education				
Higher education and higher	46.5	46.2	30.0	27.9
Secondary vocational education	43.5	44.5	47.4	47.4
No vocational education	10.0	9.3	22.6	24.7
Professional and qualification status				
Employed with high qualification	39.5	39.4	22.5	19.1
Employed with medium qualification	14.7	14.9	9.9	8.8
Qualified employed	40.6	41.4	58.6	62.4
Unqualified employed	5.2	4.3	9.0	9.7

Source: own assessment based on CMLC-2020 и CMLC-2022 data.

more likely to be skilled jobs (at different skill levels). Precarious employment for high-skilled (19.1 percent in 2022) and middle-skilled (8.8 percent in 2022) workers among those living in households with children is nearly twice or more rare than sustainable employment (Table 3). In contrast, less-skilled workers are more common among the precariously employed relative to the steadily employed: 1.5 times more common for the skilled (62.4% in 2022) and more than twice as common for the unskilled (9.7% in 2022). In the group of the precariously employed, the total representation of workers with average and above qualifications decreased from 32.4% in 2020 to 27.9% in 2022. At the same time, the total share of skilled and unskilled workers increased from 67.6% in 2020 to 72.1% in 2022.

The analysis of the situation with regard to the second aspect of the quality of employment under consideration – the level of income from employment – reveals the following. With relatively low involvement of persons from households with children in precarious employment (25.0% in 2022), for the absolute majority of employed with children (84.9% in 2022) the quality of employment did not allow their households to reach the middle and higher standards of per capita cash income (3.1 SL and more, Table 4).

In addition, among workers with children, the share of those with employment income that

provides households with average or above per capita cash income standards (15.1% in 2022) is 1.7 times smaller relative to those employed without children (25.4% in 2022). Compared to 2020, the gap has widened. In contrast, the share of those with employment income below minimum consumption standards among those employed with children (14.7% in 2022) is more than double that of those employed without children (6.2%). Relative to 2020, this gap has narrowed slightly.

The employed from households with children have chances of higher employment income with at least higher education, and higher risks of low-paid employment with no vocational education (Table 5). Thus, the share of employed with higher education and above increases as the level of income from employment increases: from 31.0 to 57.5% in 2020 and from 24.2 to 57.6% in 2022. In contrast, the share of employed persons without professional education decreases as the level of employment income increases: from 48.9 to 21.7% in 2020 and from 54.0 to 23.0% in 2022. When considering the professional and qualification status of workers, a similar “dependence” is observed for highly qualified and skilled workers. As the level of income from employment increases, the share of highly skilled workers increases 2.1 times in 2020 (from 19.3 to 41.2%) and 2.8 times in 2022 (from 14.9

Table 4. Distribution of the employed by level of income from primary employment depending on the presence of minor children, 2020 and 2022, %

	Share of the employed with the corresponding level of income from primary employment depending on the presence of minor children			
	having children		no children	
	2020	2022	2020	2022
Income from primary employment				
Provide middle and higher standards of per capita cash income in households (at least 3.1 SL)	25.5	25.4	16.7	15.1
Do not provide middle standards of per capita cash income in households (from 2 to 3.1 SL)	30.5	30.5	26.0	27.5
Do not provide socially acceptable standards of per capita cash income in households (from 1 to 2 SL)	37.5	37.9	40.2	42.7
Do not provide minimum standards of per capita cash income in households (up to 1 SL)	6.5	6.2	17.1	14.7
Source: own assessment based on RLMS-HSE rounds 29 and 31 data.				

Table 5. Distribution of employed persons with minor children by level of income from primary employment depending on the level of education and professional and qualification status, 2020 and 2022, %

	Group by level of income from primary employment							
	2020				2022			
	I	II	III	IV	I	II	III	IV
Level of education								
Higher education and higher	31.0	33.0	43.2	57.5	24.2	33.7	47.5	57.6
Secondary vocational education	20.1	26.0	23.6	20.8	21.8	26.0	19.1	19.4
No vocational education	48.9	41.0	33.2	21.7	54.0	40.3	33.4	23.0
Professional and qualification status								
Employed with high qualification	19.3	21.0	24.3	41.2	14.9	20.5	24.4	42.3
Employed with medium qualification	21.2	21.3	22.6	22.0	20.4	23.0	22.9	19.0
Qualified employed	53.1	41.8	35.7	22.9	52.8	43.5	34.5	26.1
Unqualified employed	6.4	15.9	17.4	13.9	11.9	13.0	18.2	12.6
Group by level of income from primary employment: I – do not provide minimum standards of per capita cash income in households (up to 1 SL); II – do not provide socially acceptable standards of per capita cash income in households (from 1 to 2 SL); III – do not provide middle standards of per capita cash income in households (from 2 to 3.1 SL); IV – provide middle and higher standards of per capita cash income in households (not less than 3.1 PM). Source: own assessment based on RLMS-HSE waves 29 and 31 data.								

Table 6: Distribution of the unemployed by education level, 2020 and 2022, %

	Unemployed living in households with children *		Unemployed, total**	
	2020	2022	2020	2022
Level of education				
Higher education and higher	25.7	24.3	24.0	22.9
Secondary vocational education	41.7	44.6	39.9	37.8
No vocational education	32.6	31.1	36.1	39.3
* Source: own assessment based on CMLC-2020 и CMLC-2022 data. ** Estimate based on data from the Federal State Statistics Service. Available at: https://rosstat.gov.ru/folder/11110/document/13265				

to 42.3%). Conversely, as employment income increases, the share of skilled workers decreases 2.3 times in 2020 (from 53.1 to 22.9%) and 2.0 times in 2022 (from 52.8 to 26.1%).

Among the unemployed, who make up about 2% (2022) of the economically active population of households with children, the majority (about 70% in 2022) are persons with vocational education (Table 6). At the same time, 44.6% have secondary vocational education (in 2022; 41.7% in 2020), and 24.3% have at least higher education (in 2022; 25.7% in 2020). If employed, they have chances for jobs with lower risks of precarious and low-paid employment.

About one third of the structure of unemployed from households with children are persons without vocational education (31.1% in 2022 and 32.6% in 2020). For them, in case of transition into employment, there are higher risks of precarious and low-paid employment. Their share in the structure of the unemployed from households with children is lower by 8.2 and 3.5 p. p., respectively, than among the unemployed in general.

Compared to the employed, the structure of the unemployed for persons from households with children is characterized by a nearly twofold lower representation of persons with at least higher

education (24.3 and 41.6% in 2022) and a more than twofold higher share of persons without vocational education (31.1 and 13.2% in 2022).

Discussion of the results

The study has shown that the composition of the economically active population of households with children and their labor situation relative to the economically active population on average have certain differences.

Among those living in households with children (41.6% in 2022) there is a higher (+6.8 p. p.) representation of persons with at least higher education compared to persons aged 15 years and older, which may indicate their desire to develop their labor potential for its more successful realization in employment. This is indirectly confirmed by a higher (+3 p. p. in 2022) share among them (34.3%) of the employed with high qualifications (employed in jobs that require at least higher education) and a lower (-2.2 p. p. in 2022) representation of the unqualified employed (5.6%) (employed in jobs that require general education).

It has been revealed that persons aged 15 years and older living in households with children are characterized by higher involvement in employment: their employment rate (67.3%) is 7.5 p. p. (2022) higher than the average for persons aged 15 years and older.

At the same time, according to official statistics, the employment participation of persons from households with children is high for women with pre-school children: 68.4% in 2022 (65.9% in 2020) for women aged 20–49 with pre-school children, including 48.6% for women with children aged 0–2 years (47.6% in 2020) and 79.2% for women with children aged 3–6 years (77.9% in 2020). The employment rate for women with children under three years of age could be even higher. The main barriers to employment according to the results of other studies are underdeveloped and inaccessible infrastructure of preschool institutions, inability to take sick leave for child care, lack of jobs and loss of qualifications during the period of parental leave, etc. (Pishniak, Nadezhdina, 2020).

The quality of employment for individuals from households with children is not characterized by a high prevalence of signs of precarious employment. On the contrary, as the findings suggest, employed persons from households with children tend not to take risks, favoring sustainable employment (75.0% in 2022) when considering the employment sector and the type of contractual arrangements. The share of the precariously employed is 25.0% (2022), with higher risks of precarious employment characterized by those with lower levels of education and employed in less skilled jobs.

The unemployment rate for those aged 15 and over in households with children is low (2.2% in 2022) and almost twice the rate recorded on average for those aged 15 and over.

All this indicates the aspiration of persons living in households with children, who are responsible for the maintenance and upbringing of children, to ensure the standard of living in their households at the expense of their own resources – through employment and income from it. However, as the study showed, the general situation with the level of income from employment mixes these efforts. According to the data obtained, in general, most of the employed do not have incomes that allow them to ensure middle and higher standards of per capita cash income in their households. The situation is more acute for those employed with children (84.9% in 2022) compared to those employed without children (74.6% in 2022). At the same time, the gap in the share of employed persons from households with and without children, whose income from employment, taking into account the actual dependency burden, cannot meet the minimum standards of per capita cash income, i.e. does not actually “insure” against monetary poverty, is almost 2.5 times (14.7% and 6.2%, respectively, in 2022).

In conditions when the main source of monetary income is labor remuneration¹⁶, insufficient income from employment leads households with children (18.1% in 2022) to face a situation of monetary poverty more often than households without children (2.6% in 2022). As a result, there is a need to connect targeted

¹⁶ Volume and structure of money income of the population of the Russian Federation by sources of income (new methodology). Rosstat. Available at: <https://rosstat.gov.ru/folder/13397>

support measures, which are often also insufficient (Korchagina, Prokofieva, 2023; Kalachikova, Gruzdeva, 2019) to compensate for the existing “deficit” of income from employment.

In the authors’ opinion, it is difficult to improve the living standards of households with children and to reduce the poverty level for them without solving the problem of insufficient income from employment. It is advisable to link the introduction of monetarily poor households with children into the mode of sustainable self-sufficiency with the sphere of employment:

- through assistance in the employment of unemployed persons, through retraining, advanced training to move to higher-paying jobs, from the sphere of precarious employment, which carries the risk of decreasing income from employment, to sustainable employment, return to employment of women after parental leave, etc.;

- through increasing income from employment, including increasing wage standards (transition to standards that would not only ensure the reproduction of workers, but also take into account the family burden, which correlates with the priorities of demographic development).

The authors believe that without solving the problem of income from employment it is impossible to raise living standards in households with children without involving targeted measures of social support. In order to develop the latter, we would consider it appropriate to establish a social payment linked to the assessment of labor situation (in case of exhaustion or limitation due to objective circumstances of opportunities to increase the level of income from employment) in low-income households with children, bringing per capita income to the guaranteed minimum income (GMI), which is not lower than the value of the regional subsistence minimum. This mechanism, as studies show, is in demand and effective in reducing monetary poverty (Bobkov, 2019), including in some cases it may be more effective than the recently introduced single benefit¹⁷ (Bobkov et al., 2023).

Undoubtedly, in order to increase the efficiency of labor potential realization in the sphere of employment of households with

children, it is necessary to solve the problems in related spheres, education (availability and accessibility of pre-school institutions, additional education, etc.), health care (availability of quality medical services), etc.

To change the situation qualitatively, households with children should be at the center of attention in the development of state social policy. This requires a “turnaround” towards households with children as the “foundation” on which the future sovereign development of the country will be built.

Conclusion

The conducted research allowed us to identify the peculiarities of the labor situation of the economically active population from households with children. It is shown that persons aged 15 years and older from households with children are characterized on average by a lower (\approx twofold) unemployment rate (2.2% in 2022) and higher (+ 7.5 p. p.) involvement in employment (67.3% in 2022) relative to their peers. Those employed from households with children are more likely to favor sustainable employment (75.0% in 2022) that is not associated with instances of precarious employment that reduce its quality. At the same time, the overall low level of income from employment results in the vast majority (84.9% in 2022) of respondents’ households remaining out of reach of middle and above standards of per capita cash income in case of dependency burden. In a significant (57.4% in 2022) part of workers with children, the level of income from employment does not allow households to overcome the minimum (14.7%) or socially acceptable (42.7%) standards of per capita cash income.

The current situation with the level of income from employment, in which the employed cannot provide a decent standard of living for themselves and their children, is in contradiction with the goals set in the field of demographic development. This is a discouraging factor for increasing the number of employed, expanding the segment of legal employment due to the overflow of shadow workers into it, increasing labor potential in conditions where a high level

¹⁷ Monthly allowance in connection with the birth and upbringing of a child (unified allowance). Social Fund of Russia. Available at: https://sfr.gov.ru/grazhdanam/edinoe_posobie

of education and more qualified employment do not guarantee minimization of the risks of poverty and low-income households.

The obtained data indicate the need to actualize the state policy affecting the interests of households with children in order to improve the level and quality of life of such households.

The results of the study contribute to the study of the problems of employment quality and its relationship with the standard of living of households, clarifying the situation and the vector of its change in relation to the economically active population of households with children.

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