

Dear Reader!

This is the special edition of the Electronic Journal of the Faculty of Economics of Lomonosov Moscow State University.

This issue addresses the topics of labor economics and social and labor relations. It focuses on the role of flexible forms of employment in the context of “The Future of Work” concept, assesses the impact of the digital economy on the modern labor market development and the implementation of regional employment policies, identifies risks and opportunities arising from cultural diversity of employees, examines the possibilities for personal development in digital economy and provides philosophical interpretation of labor relations essence and freedom of labor.

The article “Flexible Forms of Employment through the Prism of the “Future of Work” Concept” identifies emerging trends in the development of flexible forms of employment and reveals existing risks and opportunities. It contains country analysis and systematization of principles ensuring equal rights and protection guarantees for part-time workers and workers employed on flexible working hours. The measures aimed at reducing the deficit of decent work are proposed. The authors suggest a mechanism for regulating flexible forms of employment, substantiate the need to mitigate related risks, and propose actions to ensure social and legal protection of workers based on the “Decent Work” principles within the concept of “Future of Work”.

The article “Impact of the Digital Economy on the Development of Modern Labor Market” analyzes changes in the labor market resulting from the transition to the digital economy. It concludes that digital technologies change individuals economic behavior, transferring economic activities from material to virtual sphere. The author shows that digital economy transforms the classic relationship between the employer and the employee, attitude to work and working conditions.

The article “Implementation of Regional Employment Policies” addresses specific active employment policy measures and provides a quantitative assessment of their effectiveness. It highlights a wide set of measures to promote employment, and identifies different approaches used in different labor market situations by the examined regions.

The article “Socio-Demographic and Cultural Diversity of Workforce: Risks and Opportunities” is devoted to substantiating the hypothesis that socio-demographic and cultural diversity is an integral part of the modern labor market and has a significant impact on social and labor relations within heterogeneous staff. The author identifies positive effects associated with the diversity of knowledge, attitudes and approaches to problem solving, which stimulates creativity and creates a favorable environment for innovation. However, negative effects could be provoked by the labor market segregation, backlash to antidiscrimination measures, and intragroup conflicts that reduce the performance of the workforce and satisfaction with teamwork.

The article “Humans in Digital Economy: Opportunities for Personal Development” shows that digital economy opens additional opportunities for personal development. Due to the labor productivity growth and emergence of flexible forms and types of employment more time becomes available for improvement of human capital and new creative activities. Rationalization of life as-

pects, standardization of human behavior, formalization of decision-making procedures and depersonification of economic processes could impose restrictions on personal development.

The final article of the special edition “Labor Philosophy: In Search of Meaning and Freedom”. Labor philosophy provides a comprehensive vision of various aspects of human labor, including approaches to balancing the relationship between work and freedom, understanding the essence of work and interpersonal relationships in the framework of labor relations, optimizing forms of work organization and rethinking labor and technology ratio.

We are looking forward to your feedback on the articles published in this issue and welcome possible future cooperation.

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