

Opening remarks

Dear readers!

We are proud to bring to your attention this new issue of the Electronic Journal of the Faculty of Economics of Lomonosov Moscow State University.

This issue includes articles on such important topics as development of a creative man model, directions of the human capital theory evolution, forming criteria for decent labor relations, the possibilities and limitations of telecommuting, the problem of regulating competition in "traditional" and multilateral markets. The journal continues the good tradition of publishing articles not only from renowned scientists, but also from talented beginning researchers who analyze structural alternatives to procurement in the implementation of infrastructure projects using the example of gas pipelines.

The article "Model of a Creative Man in Modern Economy: Experience of Creation" showcases an attempt to build a model of a creative man in economic science that can be used as an instrument of socio-economic policy. In order to have sufficient normative-descriptive force, such model must, on the one hand, reflect the changes taking place in economic reality, and, on the other hand, be adapted to the prevailing system of values. Therefore, along with the inherent human desire for constant knowledge, self-realization, the creation of new ideas, products, processes, the model should take into account such important psychological prerequisite for human behavior as opportunism and the increasing formalization in all spheres. In the model of a creative man, opportunistic behavior turns into a kind of creativity, through which a person seeks a solution to problems in a non-standard way. The key challenge here is to coordinate these activities in such a way that their consequences do not harm others. This becomes possible with the development of an effective motivation system, which allows revealing the creative potential of a person, as well as considering a person in an interdisciplinary context inherent to the new institutional economic theory.

The article "60 Years of Human Capital Theory: Applying Classical Theory to the Analysis of the Modern Labor Market" is devoted to the study of new directions in the development of the human capital theory. The author proposes an interdisciplinary approach to the concept of human capital in order to analyze the modern labor market and social and labor relations. Over the 60 years of its existence, the theory of human capital has not only been tested in the course of numerous empirical studies, but also received further theoretical development due to the inclusion of scientific finds from related fields, such as social psychology, organizational behavior, economic sociology, personnel management, strategic and general management. An integrated approach to the study of human capital allows expanding the understanding of the person's role in the production process and its impact on the economic results of an organization's activities.

The article "Work-life Balance as a Criterion for Decent Labor Relations" identifies key problematic aspects of successfully combining family functions and work activities, and analyses them through the prism of decent work criteria and achieving sustainable development goals. The authors analyzed the key indicators of the concept of decent work in Russia and carried out the study of the work-life balance. The result was forming a portrait of an employed person who successfully combines work and family functions.

The article "Opportunities and Risks of Forced Remote Work" is devoted to the peculiarities of the labor market functioning in the conditions of coronavirus infection. Along with the world labor market, the Russian labor market is faced with new challenges. The success and the viability of companies depend on the timeliness and efficiency of the response to such challenges. One of the main challenges was the need to carry out labor activities in a remote form. Some organizations that

have already used remote employment have been able to adapt relatively easily to the new work format, while others are experiencing critical difficulties. In the context of the continued growth of morbidity, it becomes clear that the forced remote work format is only expanding its scale and is becoming especially relevant. The article identifies the main opportunities and constraints for employees and employers, as well as describes the main challenges for HR specialists.

The article “Restriction of Competition on “Traditional” and Multi-lateral Markets: Common Features and Peculiarities” examines the differences and similarities of traditional and multilateral markets and the specifics of their regulation. The authors analyze the approaches that are used in practice by the antimonopoly regulators of the EU, Germany, Great Britain, the USA and Russia. Despite the fact that multilateral markets are not a new phenomenon, it is precisely with the digitalization of the economy that their number and, accordingly, the attention of both scientists and regulators to them began to grow. The proliferation of such markets inevitably poses a number of questions for economists and antitrust regulators: What are multilateral markets? How different are they from the traditional ones? How should one approach their regulation: ignore the differences between the two types of markets, or, conversely, focus one’s attention on them? What answers will be given to the above questions is of great importance, since both the further policy of actions of antitrust regulators and the welfare of consumers and firms will depend on them.

Section "Works by Young Scientists" contains an article “Structural Alternatives in Procurement of Gazprom Infrastructure Projects” by talented young researchers. It analyzes the structural alternatives to procurement in the implementation of infrastructure projects using the example of main gas pipelines. Particular attention is paid to the impact of various forms of procurement procedures on the course and results of the implementation of the infrastructure project as a whole. The authors show that the choice of the procurement method can affect the structure of incentives and risks of the parties involved, as well as indirectly affect the establishment of the market price, the level of product quality in the industry, and the complex cost of project implementation. Noting the extreme importance of ensuring the quality of the products used, the authors review the available structural alternatives for organizing quality control, show the possible mechanisms of the impact of downtime at enterprises on reducing the level of industry competencies.

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

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