

**Секция «Государственное и муниципальное управление»**

**The raise of the wage level as a priority problem of the social policy of the Russian Federation**

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The global changes of the social order in Russia, associated with the transition from a planned to a market economy, helped to create the basis for the transformation of the socialist state into democratic with a social orientation. This task of the national scope assumes the formation of the new model of relations between the individual, society and the state, including the area of social policy [2].

The Constitution of the Russian Federation is proclaimed: "The Russian Federation is a social state, where the social problems are priority and the policy of which is aimed at creation of conditions, providing a worthy life and free development of the person."

The lack of a clear concept and strategy of the restructuring of the public relations in the last decade have spawned a sharp disproportion in the economic and social development of the regions of the country.

The insufficient consideration of the social factors, reflecting the interests of the general public has led to the fact that the socio-distorted economy of transitional type was formed in Russia, with inherent for it a diversity of the forms of the ownership and ideologies; sovereignization of the territories and a weakening of the traditional economic ties; the contradictions between the federal center and the regions; the growth of the shadow economy, crime and corruption, as well as national and political instability in the North Caucasus.

Today there is no doubts in the necessity of the social reforms in Russia - in the fiscal and judicial sphere, as well as in the sphere of health, education and pension benefits. It should be noted that the constraining factor of reforming and improvement of the social sphere is, primarily, the insufficient level of financing [2]. By the share of the social expenditures, which includes the cost of the social security, assistance to the unemployed, pensions, health and education in total government expenditures, Russia lags behind America in 1.7 times, France - in 2.5 times and Germany - in 3 times. It is obvious that insufficiency of the money funds does not allow to improve cardinally the social sphere in the better direction in the nearest 10 years. That is why arises the issue of improving the usage of the budget money in the social sphere by converting of the local authorities into the centers of implementation of the economic and social projects taking into account interests of the residents of the specific areas.

It should be noted that the right on the labor is constantly violated in Russia by means of its understated level of payment. According this, the significant improvement of the situation in the area of the payments for labor and labor relations should be considered as the main purpose of the social policy [3].

The share of wages in the GDP of Russia is 2-2.5 times less than in the developed countries of Western Europe. Meanwhile, on a 1\$ of the salary our average worker produces in 2,5-3

times more GDP than in the USA.

In the developed countries a relatively high index of the level of the payment for labor predominates, at which the minimum wage ranges from 35 to 50% of the average wage. This is based on the fact that a family of three persons has to live out on the minimum wage and not falling into poverty herewith.

The share of the workers, receiving a salary below the subsistence level, reaches 40% in our country. As a result of the reforms in the economy, disproportions in the payments for labor relatively to the other factors of production have not only been eliminated, but also have deteriorated sharply.

The stratification of the economy, the development of the private and mixed forms of the ownership has significantly weakened the influence of the public authorities on the labor relations [1]. Practically, the influence of the state on the wage level carries out by setting of the minimum dimensions of the wage and periodic indexation of the wage.

The regional analysis of the prices and incomes even more confirms the necessity of a radical improvement of relations in the area of the payment for labor [4].

Therefore we should include the following activities as the key directions of the state policy regarding wages:

- The development of the economic and organizational prerequisites for a significant increase of the wages and incomes of the population;
- The creation and implementation of the new uniform tariff system that will be less formal than it is now, as well as it will be incompatible with the principles of the social justice and non-discriminatory towards to the employees of the budget sector;
- The increasing importance of the social partnership as the main mechanism of regulation of the payment for the labor in the real economic sector;
- The restoration of the stimulating role of the wages through the increasing of its proportion in the cost of production (services) and in the incomes of the population. It is planned to increase the share of the wage fund in the price of finished goods up to 40-60% by analogy with the European countries with more developed level of the market economy;
- The improvement of the taxation system and the order of payment of the insurance contributions to the state extra-budgetary funds. The fees, taxes and the insurance contributions in addition to fiscal functions should contribute to the legalization of the labor incomes and smooth out the excessive differentiation of the labor;
- The protection of the workers' concerning their wages from the unscrupulous employers; the creation of juridical and economical organizations and the other conditions that can provide the timely payment of the wages in full volume.

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