

## **Opportunities of Development of Labor Market in Russia with Application of Foresight**

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**Abstract:** In study are stated issues of irrational arrangement of labor resources by country in general and by territory of South Federal Precinct in particular and are given recommendations on conduction of foresight research in this direction in order to create conditions of balance on labor market and promoting its further improvement and development.

**Key words:** Region, labor market, labor potential, foresight, balance

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### **INTRODUCTION**

In crisis conditions formed at present day, the growing deficit of labor resources in Russia is observed. In connection with the a special actuality and new sounding is gained by issues of labor force reproduction. This create the need of more deep elaboration of issues of modern tendencies and forms of arrangement of working force in general and territorial arrangement in particular as a most important phase of reproduction process. In recent years dynamic and structure of territorial working force arrangement processes are subject to significant changes: its new forms and tendencies receive development, specter of their diverse consequences for labor markets of regions and country in general is extending.

The index of existing dis-balance in social-economic development of regions and dynamic of regional reproduction complexes adaptation to changing social economic conditions is the territorial location of working force.

Labor markets of regions are characterized by significant differences by indexes of unemployment, level of social tension, salary which represents the result of processes of re-arrangement of working force by territory of country and forms new tendencies in regional arrangement of labor force.

In recent years the development of regional and national labor markets in Russia experiences a strong impact of territorial re-arrangement of labor force and is characterized by a range of contradicting tendencies, both in structural plan and in content filling. At this not all directions of regional labor market's development are corresponding to global tendencies of post-industrial economic formation and amplification of globalization. In result a conclusion can be made that today the territorial

arrangement of labor force in contemporary Russia acts as more significant factor of development of both regional labor markets and national labor market in general. In a range of regions it is capable to amplify labor deficiency and dis-balance on labor market in some regions it promoted achievement of balance of supply and demand on labor market.

In conditions of crisis the rate of fluxes of territorial arrangement of workers inside of country is slowing to some degree. However, the role of programs of employment promotion that suggest, among other measures, promotion of movement of workers into another location in order of employment increases.

Impact of territorial working force arrangement on development of labor market in Russia can be considered not only as result of action of general patterns of market economic development in conditions of globalization but as result of action of specific Russian factors and conditions, including regulation measures, too. At present time many issues of regulation of labor force arrangement process stay open. On the degree of effectiveness on construction of policy on labor market and taking into account of issues of regulation of labor force allocation processes in it depends not only condition of national and regional labor forces, effectiveness of Russia labor resources use but also rates of economic development, regional proportions of economic development. An interest for use was represented by research of labor market of territory of South Federal Precinct (SFP).

### **MATERIALS AND METHODS**

One of the risks of year 2015 is a possible growth of unemployment. The Government of Russia is already preparing different measures on support of labor

Table 1: Major characteristics of subjects of the Russian Federation

Major status	Population size on January 1, 2013, thousand persons	Average annual number of economic, employed thousand persons	Average per capita income (monthly) (rubles)	Average per capita consumer spendings (monthly) (rubles)	Average monthly nominal accrues salary of organization's employees (rubles)	Gross regional product in 2011 million rubles
South federal precinct	13910.2	6201.1	18602.9	15434.1	19822.7	2745086.5
Central federal precinct	38678.9	18814.1	29721.0	21766.6	32466.0	16170448.5
North-west federal precinct	13717.8	6774.2	23403.1	17417.8	29057.8	4710926.6
North-caucasian federal precinct	9540.8	3397.2	17076.2	12582.3	16725.0	1064842.8
Privolzhskii federal precinct	29772.2	14336.4	19596.8	14677.6	20020.4	6987511.5
Ural federal precinct	12197.5	6062.3	26174.8	18926.1	31598.4	6270016.8
Siberian federal precinct	19278.2	9085.6	18322.1	13321.1	23788.5	4795595.4
Far east federal precinct	6251.5	3297.3	25325.9	17080.2	33584.0	2520793.5

market. To the end of January no serious adverse changes on labor market occurred. At this it is characteristic both for Russia in general and for regions of South federal precinct. From the end of year 2014 the agency had switched to weekly monitoring, within the period from 14-21 of January, a number of unemployed citizens registered in bodies of employment service reduced for 2.2% and was 873 thousand 295 persons.

Within last years the number of unemployed had reduced in several regions of Russia, including South federal precinct. According to the words of RF Presidential Envoy Vladimir Ustinov, at the end of December the level of officially registered unemployment in precinct was 0.8%. The highest level was in Kalmykia, 1.9% and the lowest-in Krasnodar Krai, 0.6%. When in November 1, 2010 in precinct were registered as unemployed 87.5 thousand persons, then by condition of November 1, 2014 there were 52.8 thousand persons. In Rostov region the number of unemployed did not practically changed since the beginning of the year: 17 thousand, the same number was in January of previous year. The level of registered unemployment is also static; it was at the mark of 0.8% from economically active population.

In Kuban the situation at labor market had improved at present time by comparison to the end of previous year. Since the beginning of the year a little >8600 persons applied. This is for 2% lesser than in previous year. Almost 1500 persons were acknowledged as unemployed since the beginning of the year. This is a thousand less than in previous year too. In total, in Kuban were acknowledged as unemployed 17.5 thousand persons, by comparison with previous year their number decreased for 4%. Level of registered unemployment, according to data of department's press-service, did not change and equals 0.7. Krasnodarskiy Krai is included in 15 regions with the least level of unemployment.

Now in Astrakhan region 5.8 thousand persons or 1.1% of economically active population do not have a job. The same numbers were present in the beginning of

previous year. As previously was noted too, at the end of the year and in the beginning of a new one, the region notes a growth of unemployment. But this year it is lower than in previous one as was reported to Interfax-Russia.ru in agency of population employment of Astrakhan region: 24.8% of growth against 26.5%.

By opinion of specialists of employment centers, a big problem in regions today is a non-accordance of desired and offered salary. So, in Rostov region the desired salary for people with higher education starts from 25 thousand rub. in Rostov-on-Don from 30 thousand. At this the employers offer less and the founding of suitable place in bank of vacancies of employment center becomes a problem. Average offered salary by region is 15 thousand data of Rosstat, 2013.

Approximately equal is the level of offered salaries for specialists in Krasnodar Krai and Astrakhan region: 15-16 thousand rub. Among required working specialties are drivers, locksmiths, tractor drivers, stonemason, concrete masons, etc. Among specialists and servicemen-medics, medical nurses, pedagogues, teachers, engineer, etc.

Deficiency of workers in Kuban is experienced in environment of construction professions stone masons, concrete masons, plasterers etc. Among specialists there is a lack of medics-doctors, surgeons, medical nurses and pharmacologists. Such situation is typical for the beginning of the year in Krasnodar Krai. At start of spring summer period a substantial part of local bank of vacancies would be constituted by vacancies of sanatorium-resort sphere, agricultural manufacturing and processing of production, sphere of service, construction.

In Astrakhan region the average amount that employers are ready to offer to specialists and servicemen is 10-17 thousand rub. to workers-6.5-20 thousand. In health case, ship-building and contract military service there are vacancies with offer starting from 30 thousand. Table 1 and 2 are represented major statistical data by South Federal precinct in comparison to other subjects of RF.

We wish to note that to a significant degree the growth of officially registered unemployed is connected

Table 2: Major indexes of activity of bodies of employments service in January 2014

Major status	Within report period			At the end of period				
	Number of citizen's submission on provision of state services	Among them: for promotion in search of suitable job	Number of citizens took off the register in order to search for suitable work in connection to job positioning	Number of citizens acknowledged as unemployed, who was designated with social payments	Number of unemployed citizens	Need in employees claimed by employers at the end of report period	Level of registered unemployment (%)	Tension coefficient at labor market
South federal precinct	86437	26919	13231	10167	63364	139022	0.9	0.6
Central federal precinct	153949	52291	25434	24526	142358	385830	0.7	0.5
North-west federal precinct	82469	25957	9889	12527	67583	143132	0.9	0.6
North-caucasian federal precinct	44211	19831	4601	28687	220295	27413	4.9	8.2
Privolzhskii federal precinct	159368	52952	23008	30608	151796	285080	1	0.6
Ural federal precinct	75319	24270	9440	13011	71898	126369	1.1	0.7
Siberian federal precinct	213329	49589	18794	28127	155689	171806	1.6	1.1
Far east federal precinct	44049	16361	5565	9837	58039	128421	1.7	0.5

to non-matching of specter of offers from state service of employment for persons seeking for qualified work. The majority of vacancies are representing either comparatively low-salary jobs or work professions. In result the people with education continue to calculate for help from relatives and friends, personal communication with representatives of staff services and also perform the job seeking via advertise. At the same time private recruiting agencies are preferably oriented at satisfaction of pin-point requests from business side, especially for recruitment of employees of higher qualification.

In context of performed research occurs a need for search of ways out of formed situation, application of effective instrumentarium, creating the opportunity for formation of strategies of region development in direction of reduction of social tension and creation of conditions for balances labor market development.

In modern conditions the most perspective direction of long-term technical-technological and financial-analytical projects and scenario forecasts of development is considered to be the application of foresight. British publicist and writer Herbert George Wells used a term "foresight" in year 1932 already (Pereslegin, 2009). Furthermore it received its development in American corporation RAND only in the middle of 20th century. At this at first it was only technological forecasting in direction of economic branches development but on later stages foresight received its spreading in context of solution of more complicates problems, with application of instrumentarium of system dynamics modeling (Ivanchenko *et al.*, 2008).

There are distinguished several major approaches to definition of foresight essence. At present day it is accepted to consider as classical the formulation of Ben Martin, professor of Sussex university, who calls the foresight as "process including systematic efforts to estimate long-term perspectives of science, technology,

economic, environment and society in order to determine strategic directions of researches and new technologies capable to bring the largest social-economic benefits" (Brummer *et al.*, 2010).

Researchers had considered and analyzed approximately 30 concepts of foresight, stated in works of foreign and domestic specialists. Conducted researches gave a possibility to make a conclusion that foresight is not an opposition of forecasting but harmonically complements is, because it is directed not much at forecast of the future but rather at its formation. From position of a range of researches, the foresight represents not only a certain system of methods and instruments but also a routinely performed process, connected to complex expertise estimation of strategic alternatives of economic and society development (Apokin and Belousov, 2009). Such process represents a base for decision making in medium-and long-term perspective, taking into account several possible scenarios and creating possibilities for realization of innovation policy (Vishnevskiy, 2013).

In order of determination of most perspective spheres of Foresight application was conducted the analysis of the best world practice more than 230 projects realized since year 196 which are presented at website European Foresight Platform (<http://www.foresightplatform.eu>). This massive of information can be considered as representative selection of foresight-projects of regional, national, inter-country and global levels. Search and analysis of corporate projects was conducted separately, because the majority of companies is not disclosing detailed information on such projects, using Foresight for provision of competitive advantages of their own. We were able to find in different sources the description, sufficient for analysis conduction in ten foresight-projects of corporate level (Sokolov and Chulok 2012).

A significant number of effective foresight-projects is concentrated in sphere of science, technological development and innovations (62%), frequently enough foresight-projects are conducted in diverse branches of industry, agriculture and health care and 30% of projects have a brightly expressed cross-discipline nature.

From point of view of coverage, the most effective level of foresight-projects conduction is a national level (approximately 43% of successful projects), there is a sufficiently large number of inter-country projects (29%) which is achieved by cost of researches in European Union (60 of 68 projects) and a much lesser number of regional projects, approximately 15% only (Shelubskaya, 2006).

## RESULTS AND DISCUSSION

The research shown that the most effective is the use of foresight for determination of priority directions of development; besides, foresight is able to effectively deal with response for particular challenges.

Finally, vast majority of project offers not only forecast of subject fields development but also elaboration of political and economic measures on overcoming of formed situation and/or achievement of desired result. Figure 1 is presented the SWOT-analysis for SFP labor market.

### SWOT-analysis for labor market of SFP

#### Strong sides:

- Beneficial natural-climate conditions-high migration attractiveness for population of other region
- Advantageous geopolitical and geo-economic position
- Developed transport infrastructure
- Relative low labor cost-low level of labor productivity

#### Weak sides:

- Low level of innovative activity of population
- Mis-match of professional-qualification composition of labor force and long-term priorities of region development
- Significant differences by degree of economic activity and level of population's life

#### Abilities:

- Creation of competitive all-season resort of global level in Krasnodar Krai
- Development of innovation potential by cost of creation of city agglomerations and clusters
- development of small and medium business
- Modernization of industrial enterprises in old industrial zones

- External economical and humanitarian cooperation with regions of mediterranean an the republic of Crimea

#### Hazards:

- Risk of economic lag of precinct from adjacent regions
- Increased menace of terrorist activity and inter-ethnic conflicts
- Proximity of zone of potential conflict in Ukraine and Caucasian macro-region
- Deflux of professional staff from SFP
- Growth of share of children and pensioners of background of reducing share of employable population

Figure 2 scheme of formation of labor market management system of SFP. In this scheme can be seen that one of the important stages of region development management is a road-map. For now road-maps are not a commonly applied instrument of management in Russia (Jemala, 2008). Due to this universal methods and algorithms of road-maps formation are still not developed enough, structure is not established severely and all process of construction is distinguished by high degree of creativity (Machulantsev *et al.*, 2012). Table 3 are presented data for composition of road-map of SFP labor market development.

With taking into account of major tendencies, forming at labor market, we consider possible to offer a range of recommendations directed at improvement of methods of labor potential development, increase of employment level in regions of RF in South of RF in particular:

- increase level of state support of functioning of South Russia regions on creation of new work places
- Activate federal support in direction of attraction of foreign capital into regions with high level of unemployment
- Create conditions for more close interaction between administration of regions with excess and deficient labor forces in order of effective application of existing labor potential
- Routinely perform re-training and improving of qualification of labor potential
- Amplify administrative support of small and medium business in regions, especially in North Caucasus
- Systematically perform measures on prevention of mass unemployment and promote in every way the shortening of its duration, including by cost of extension of public works range, construction and repair of infrastructure facilities, etc

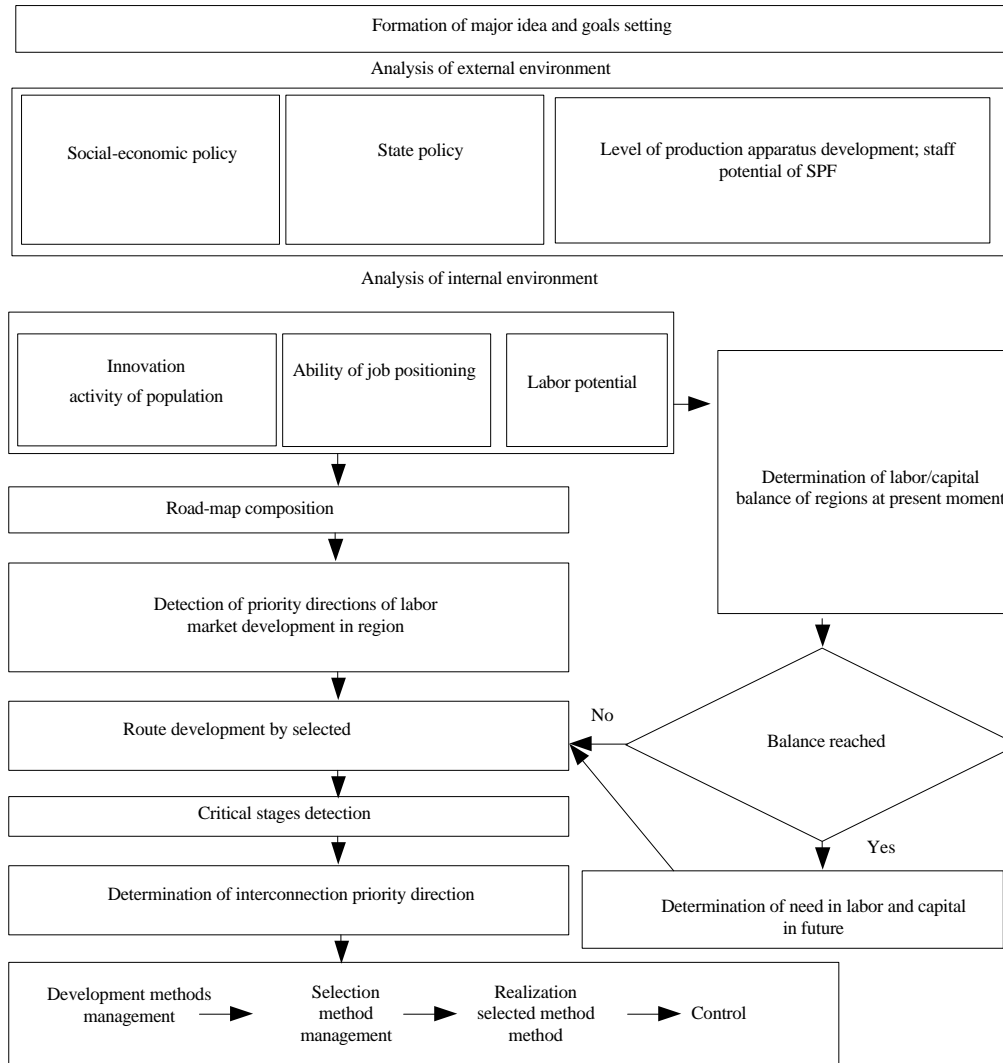


Fig. 1: Scheme of formation of labor market management system of SFP

Table 3: Data for composition of road-map of SFP labor market development

Date	Description
2025	Tendencies: strategic rating and forecasting of SFP labor market development Amplifying factor: insufficient condition of region's infrastructure Contrafactor: high degree of variability and instability of population composition situation
2020	Tendencies: creation of balance between supply and demand of labor force in territorial and professional aspect Amplifying factor: increase of unemployment level in region, influx of migrants for CIS republics Contrafactor: possibility of emergence of negative trends of economic and demographic indexes
2020	Tendencies: establishment of institutional system of labor market development: formation of organizations involved in recruiting, development of outsourcing, creation of special recruiting agencies network Amplifying factor: deficit of qualifies labor resources, absence of adequate system of contact between employer and potencial labor force. Contrafactor: emergence of additional costs
2020	Tendencies: conduction of work on replacement of a range of working places where the attraction of foreign workers is suggested, with Russian citizens Amplifying factor: high degree of migration due to political instability Contrafactor: absence of beneficial labor conditions and low salary; due to this-insufficient motivation for RF citizens Tendencies: organization of continuous acquisition of knowledge and skills, provided by educational institutions of SFP; especially technical nature of specialists and working profession staff preparations Amplifying factor: poorly developed staff education and re-education system, complex demographic tendencies Contrafactor: formation of inadequate regional economic of specialists' offer; mis-match of demand fro educational service in section of specialties to needs of labor market

Table 3: Data for composition of road-map of SFP labor market development

Date	Description
2025	Tendencies: increase of human resources capitalization, improvement of demographic situation Amplifying factor: insufficient infrastructure provisioning of social sphere (level below the average Russian one) Contrafactor: insufficient investment attractiveness, disturbance of labor level balance in region
2020	Tendencies: increase of stability of resettlement system in region, decrease of differentiation of social-economic development of urban territories and municipal formations Amplifying factor: influx of migrants, absence of developed system of social partnership. Contrafactor: costs
2025	Tendencies: optimization of size of quotas for issuing permissions for temporary residence in RF to foreign citizens. Amplifying factor: need of arrangement and labor activity conduction for foreign citizens Contrafactor: possible complicity and problematicity of realization
2025	Tendencies: creation for improvement of demographic situation in region Amplifying factor: deformation of age structure of RF, systematic shortening of population, growth of pensioners number Contrafactor: low provision of medicine-preventive measures on preservation and improvement of labor force's health
2025	Tendencies: provision of environment protection and ecological safety Amplifying factor: high degree of ecological violations by comparison to other regions of RF Contrafactor: imperfection of system of sanctions and penalties for environment pollution; low degree of responsibility of physical and non-physical entities in section of this problematicity

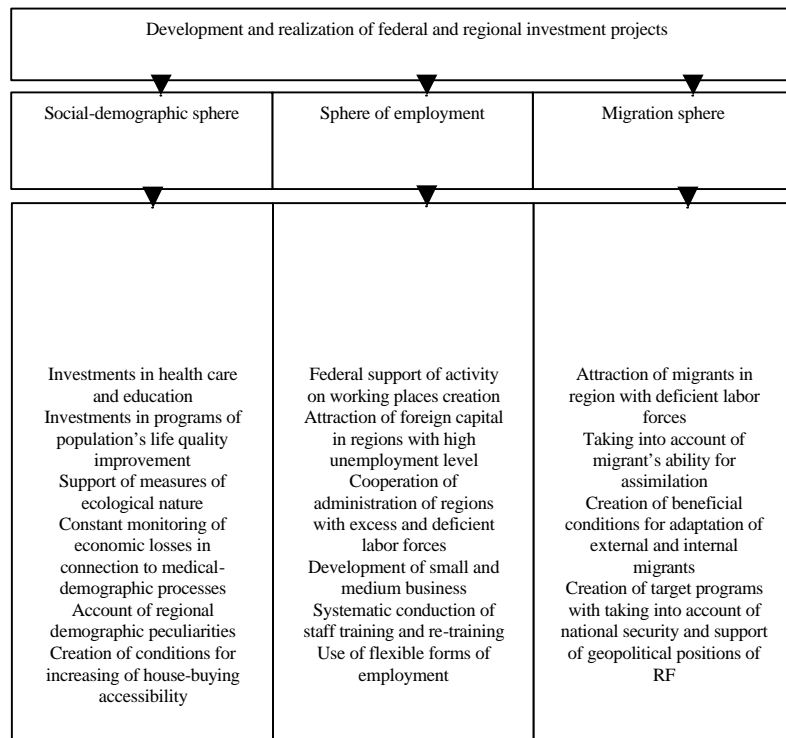


Fig. 2: Measures of regulation impact in diverse spheres of labor potential use

- Extend use of flexible employment forms (including home-based job, partial employment), allowing to balance work with family responsibilities
  - To more full extent use the production potential existing in regions and also more widely use innovation methods of solution of emerging disproportions (Ovchinnikov, 2012)
  - Promote amplification of multi-functional role of the state in affair of social protection of population with orientation at peculiarities of region's development
  - Achieve combination of budget methods of social investment with legal protection from market absolutization of monetary targets in state policy
  - Create conditions for provision of social orientation of economic of regions
  - Reduce level of region's population polarization by income
- In order of quality improvement of reproduction and effective use of labor potential in regions of RF and South of Russia appears to be necessary:

- Separate social-economic priorities of regions with taking into account of territory specifics
- Increase average monthly salary of employees of budget sphere and agriculture
- Improve pension provision of population on regions (Vasilyev, 2011).

Necessity of developed measures implementation is stipulated by the fact that the state social policy at South of Russia is still conducted poorly while on its successful realization in regions of Russia depends the construction of socially oriented market economic in country and reproduction of high-quality labor potential and its most important part, a human capital. In result of this the reproduction and further development of human potential in regions of country should become strategic, foundation result of society transformation and also a major goal of conducted social reforms and fulfillment of target programs (Brykin, 2009).

The conducted research gives a basis to state that existing views of conception of labor potential and its reproduction in SFP comprise some peculiarities, connected to its content and form. In connection with this problems of reproduction and effective use of labor potential are gaining more and more actuality in all regions of South of Russia.

Scenarios of perspective development of South federal precinct determine directions, parameters, institutional conditions of precinct development in frames of general national scenarios of social-economic development, they provide realization of general national goals and priorities on territory of federal precinct with taking into account of problems and development perspectives of separate subjects of the Russian Federation.

Strategical landmark of social-economic development of the Russian Federation, defined in Conception of long-term social-economic development of the Russian Federation for period till year 2020 is a transfer for innovative, socially oriented model of economic growth of country in long-term perspective. Economic crisis did not change global priorities of country development and its general vector in direction of innovative factors amplification, however, it impacted on quantitative parameters of development, first of all in mid-term aspect.

Crisis had shortened financial reserves of state that could be used for solution of social problems and modernization of economic. In crisis period a significant part of foreign capital left Russia. Therefore, economic growth, especially in mid-term perspective will happen in conditions of more severe investment limitations.

Serious impact on trajectory of precinct development would be caused by winding-down of many investment

programs and projects that started to be realized in pre-crisis period by cost of budget and private funds and in form of state-private partnership. Investment plans had changed practically in all companies, many investment projects, on which were based parameters of forecast in Conception of long-term socially-economic development of the Russian Federation in period till year 2020 were frozen or postponed.

Directions and priorities of long-term development of South federal precinct are determined in frames of two scenarios of perspective development: conservative and innovative, harmonized from positions of formation of priority direction of country development in general with Conception of long-term social-economic development of the Russian Federation for period till year 2020 and taking into account changes of conditions of development of Russian and global economic in result of global economic crisis.

In the basis of conservative scenario of south Federal precinct development lies the preservation of modern development model, suggesting development of agricultural complex and tourist branch with conservation of its peculiarities formed till present time, reduction of technological competitive ability of processing productions and preservation of outrunning growth of import, refuse of realization of large long-term priority projects and programs, possible negative or neutral impact of Olympic games in city of Sochi on development of Krasnodarskii Krai and regions of South federal precinct after year 2014, aggravating of demographic social, infrastructure and ecological problems.

The basis for South Federal precinct is the scenario of innovation development, formed on basis of priorities and directions of development of the Russian Federation, proposed by innovative scenario of Conception of long-term social-economic development of the Russian Federation till year 2020.

Development of South federal precinct in long-term perspective will be based upon realization of its competitive advantages and specialization in frames of general Russian and international labor division, that's why at any model of economic growth of Russia South Federal precinct will keep positions of the larges manufacturer of agriculture production, all-Russian tourist and recreation center, large industrial and transport-logistic center of the country.

Model of innovative socially-oriented development of South Federal precinct is based on harmonic combination of 3 constituent of perspective precinct development: economic, social sphere and ecology.

Consideration of sequence of regional programs and projects realization in order of optimization of their impact on reproduction and effective use of staff potential at labor market points at need of improvement of stated

processes regulation at federal and regional levels. Pattern of investments effectiveness increase in this direction suggests institutional reformations on formation of service infrastructure, impacting at reproduction of labor resources, including via realization of priority national projects and programs.

Governor of Rostov region, Vasilii Golubev considers that the region can not only calculate on maintaining of growth rates but also, in spite of crisis situation formed at present moment to maintain positive dynamics of development in mid-and long-term perspective (Kozlov, 2014).

Creation of a range of large investment projects on Rostov region in particular and in other districts of SFP will promote the development of medium and small business, will give a possibility for creation of new working places that would lead to improvement of situation at labor markets in region.

### CONCLUSION

By results of conducted research a range of conclusions and recommendations in direction of labor market improvement on territory of SFP can be made. It appears to be rational to perform the following:

- Search of optimal proportion between social justice and preservation of stimuli for effective work
- Orientation of entrepreneurs and all business community at continuous transformation in order of modernization, technical and financial engineering;
- Need of balancing of demand and supply in sphere of public benefits and services
- Search for ways of solution of ownership problems and co-financing in course of PPP projects
- Determination of criteria and requirement for social entrepreneurship, acting on basis of new technologies with taking into account of accompanying risks
- Ability of receiving of additional effect for n/e in result of realization of mechanisms providing balance of demand and supply on labor market
- Development of unified system of legislation in sphere of cooperative staff provision

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