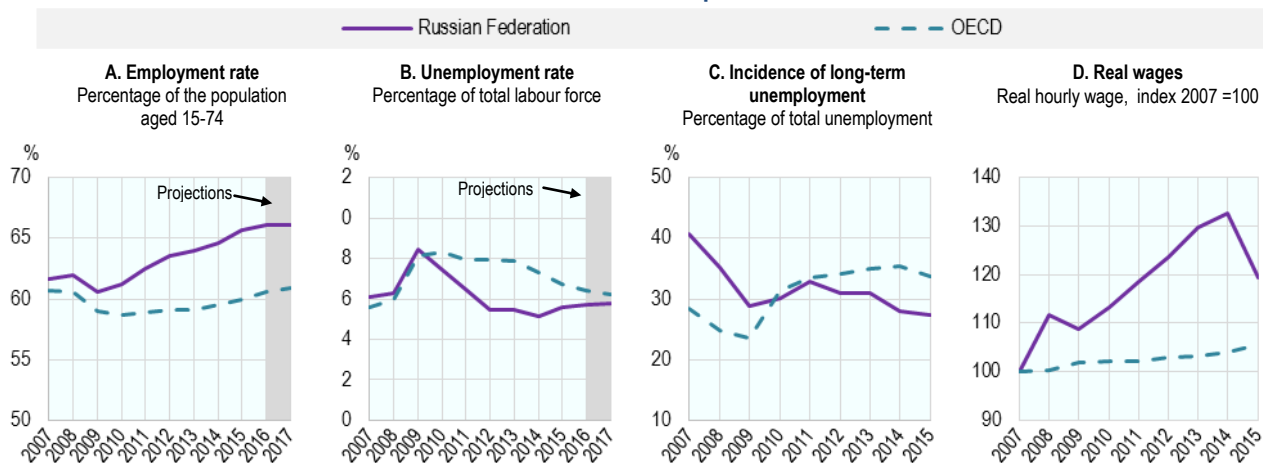


The 2016 edition of the OECD Employment Outlook provides an international assessment of recent labour market trends and short-term prospects, with a focus on vulnerable youth. It also contains chapters on: skills use at work; the short-term effects of structural reforms; and gender labour market gaps in emerging economies.

[DOI: 10.1787/empl_outlook-2016-en](https://doi.org/10.1787/empl_outlook-2016-en)

Labour market developments in the Russian Federation



Note: OECD weighted average.

Source: OECD Economic Outlook No 99, June 2016, <http://dx.doi.org/10.1787/9572784d-en>; OECD Employment database (www.oecd.org/employment/database/); OECD calculations based on quarterly national accounts.

RECENT LABOUR MARKET TRENDS AND PROSPECTS

OECD labour market conditions continue to improve and the OECD average employment rate is projected to return to its pre-crisis level in 2017, nearly ten years after the global financial crisis erupted. The recovery remains very uneven across both countries and different groups within the workforce. Real wage growth has also been relatively slow since 2007 raising concerns about a prolonged period of wage stagnation.

- The sharp fall in global oil prices has contributed to a prolonged recession in the Russian Federation, along with geopolitical uncertainties. While growth is projected to turn positive again in 2017, the recovery is expected to be slow.
- The employment rate had been increasing at a faster rate since 2009 in the Russian Federation than on average in the OECD area. This increase has now come to a halt as a result of the recession. Nevertheless, the employment rate in the Russian Federation remains higher than the OECD average (65.7% v. 60.0% in Q4 2015).

- The unemployment rate has been increasing again since 2014 and is expected to reach 5.8% in 2017, marginally below the OECD average unemployment rate of 6.2%.
- There are no signs yet that the prolonged recession is having an impact on long-term unemployment in the Russian Federation which, at 27.3% of total unemployment in 2015, remains below the OECD average of 33.8%.
- There has been a sharp fall in real wages in the Russian Federation since early 2014, due to the spike in inflation associated with exchange rates developments. This is likely to exacerbate both job quality concerns and poverty.

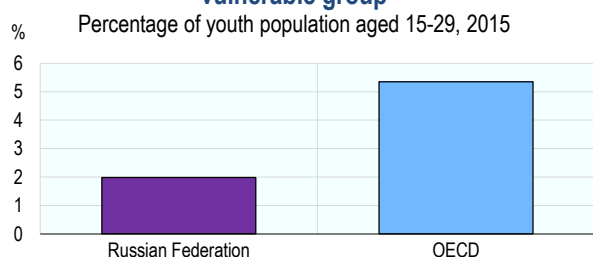
VULNERABLE YOUTH ARE OF PARTICULAR CONCERN

Young people who are neither employed nor in education or training (“NEETs”) risk being left permanently behind in the labour market. This risk is especially high for the relatively large share of low-skilled NEETs (i.e. those who have not finished

upper secondary schooling). Many in this group live in households without any employed adults, suggesting that they are also at risk of poverty. Effective policies are needed to reconnect members of this group with the labour market and improve their career prospects.

- In 2015, 14% of 15-29 year-olds in the Russian Federation were NEETs, which is relatively low compared to most other G20 countries.
- The share of young people who are low-skilled NEETs is also low in the Russian Federation (2.0% compared to 5.3% in the OECD countries on average). This is because the overall share of young people who are low-skilled is particularly low in the Russian Federation (18.5%).

Low-skilled NEETs are a particularly vulnerable group



Note: Low-skilled NEETs are youth neither in employment nor in education or training who have not finished upper secondary schooling.

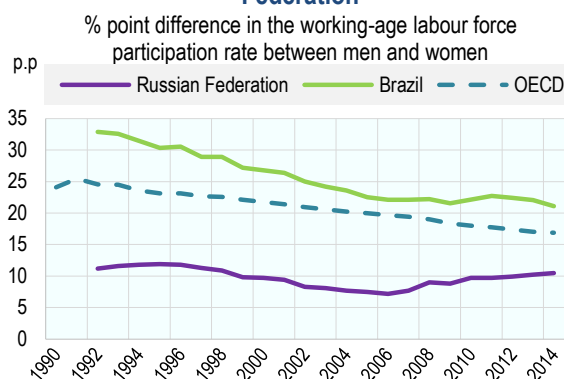
Source: OECD Employment Outlook 2016, Chapter 1.

CLOSING GENDER GAPS IN EMERGING ECONOMIES

Despite considerable progress, gender gaps in the labour market persist throughout the world and are especially marked in emerging economies. While more women are working, they continue to have worse jobs than men. Across emerging economies, a woman earns 19% less than a man on average for every hour of work she does, whereas the OECD gender pay gap is 15%. An effective strategy to curb gender gaps needs to encompass a number of policy domains, including measures to help reconcile work with family responsibilities.

- The gender gap in labour force participation is low in the Russian Federation: 10.5 percentage points, compared to the OECD average of 16.9 percentage points. However, the gap has been increasing since 2006 in contrast to a decline in most OECD countries.

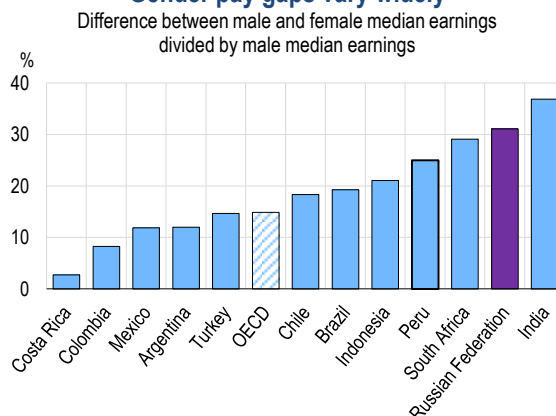
Participation gap in the Russian Federation



Source: OECD Employment Outlook 2016, Chapter 4.

- Compared with the average OECD country, the Russian Federation also has a higher share of all executives who are women.
- Nevertheless, the gender pay gap in the Russian Federation is considerable. The median earnings of men are over 30% higher than those of women. This pay gap is twice as high as in OECD countries (15%). While there is no anti-discrimination clause in the Russian constitution, there are specific laws prohibiting discrimination in pay and hiring on the basis of gender which should be fully enforced.

Gender pay gaps vary widely



Source: OECD Employment Outlook 2016, Chapter 4.

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