**The impact of the quality of employment and labor market on the demographic processes in the region (on the example of the Republic of Bashkortostan)**

Human capital in the modern world is becoming the most demanded resource for both socio-demographic and socio-economic development of countries, their regions, cities, etc. Competition for human resources is reflected in strategic documents and migration policies of some countries and regions of Russia, which rely on attracting young people, highly qualified specialists, the population of active working and reproductive age.

The Republic of Bashkortostan is one of the largest regions of Russia in terms of population and GRP. In the mid-2000s, the republic began to lag more and more behind other subjects of the Russian Federation in many demographic and social indicators. The most obvious demographic indicators of the existing problems were the steady migration loss of the population, the large scale of temporary labor migration outside the region, the slowdown in the growth rate of life expectancy and its more significant (than in other regions of the Russian Federation) reduction in the period 2020-2021. In addition to specific regional characteristics, global and all-Russian trends are manifested in the republic: the aging of the population and the growth of the demographic burden, a decrease in the birth rate, increasing disparities in settlement between the center and the periphery, etc.

It is obvious that demographic phenomena are both a determinant of socio-economic development and a consequence of the latter. Of course, demographic factors have a significant impact on the social and labor sphere and economic development of the region, determining the quantitative and qualitative parameters of labor potential. At the same time, this paper attempts to identify the nature of the influence of the quality of employment and labor markets on demographic processes and answer the question about the possibility of improving demographic indicators of development through solving problems of employment quality.

Among such directions, it is possible to note the study of factors of active longevity [1], according to which long-livers are distinguished by long-term labor activity. A study of the relationship between retirement age and mortality in the United States also showed that older people who continued to work had a longer life expectancy [2]. These studies suggest that good working conditions and job satisfaction have a positive effect on health and life expectancy. It is believed that the lack of reliable work with decent wages hinders the realization of the reproductive potential of young people [3], forces the population to migrate in order to find work; negatively affects social well-being and health. The relationship between the quality of workplaces and health is obvious, which can be reflected in the indicators of occupational morbidity (including burnout) and injuries at work.

The report, based on the data of a series of sociological studies on the Republic of Bashkortostan, is supposed to show the influence of the quality of employment and the social and labor sphere on demographic indicators. For example, the data of the sociological study "Strategy of socio-economic development of the Republic of Bashkortostan" (2015) [4] revealed that 27.7% of young people aged 25-34 years (the highest indicator in age groups) chose the answer option "fear of losing their jobs" to the question If you planned a child (no matter the first or next one), but still do not have, for what reasons. Recent sociological studies in the republic indicate that the proportion of families in which both parents are employed is growing, which indicates the need to develop more flexible forms and modes of employment, as well as appropriate infrastructure.

According to the study "Quality of Employment and Human Development" (2020) [5], more than 20% of all households (families) of the republic have shift workers who regularly go to work in other regions of Russia. The data show that about 15% are ready to move inside the republic if they are offered an interesting job with a good salary. At the same time, more than a third (34.2%) of migrant workers note that they experience an imbalance between work and personal life, while only one in five (20.4%) among those working in their locality. These figures are indicators of the scale of forced labor migration as a result of the shortage of decent jobs in the cities and districts of Bashkortostan, insufficient awareness of jobs within the region.

According to the same study, about 30% of working respondents noted that their work negatively affects their health. At the same time, the largest proportions are observed in groups 34-44 (39%), 45-54 (36%). Young groups of workers (17-34 years old) most of all neglected their health in favor of work: they went to it before the final recovery, refused to visit a doctor because of a busy schedule, suffered illness on their feet.

It is supposed to characterize the designated range of problems in the gender, age and settlement sections, compare, if possible, with the data obtained by other researchers, to form a system of sociological indicators for assessing the impact of the quality of employment on health, reproductive, marital, migration and other attitudes that determine demographic processes in the region.

Bibligraphy:

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4. Results of the sociological survey "Strategy of socio-economic development of the Republic of Bashkortostan until 2030". The object of the study: population aged 18-75 years (N=6,300 people, 2015). Organizers: Institute of Socio-Political and Legal Studies of the Academy of Sciences of the Republic of Belarus, Bashkir Branch of the Institute of Sociology of the Russian Academy of Sciences, Ministry of Economic Development of the Republic of Bashkortostan. The sample is quota-based at the stage of selecting respondents by gender, age, type of settlement, level of education. The method of data collection is self-completion of the questionnaire.
5. Database "Quality of employment and human development. Population". Bashkir Branch of the Federal Center of Applied and Theoretical Sociology of the Russian Academy of Sciences. 2020 / Baimurzina G.R., Kadyrov S.H., Chuikova T.S., Valiakhmetov R.M., Kabashova E.V., Turakaev M.S. Certificate of registration of the database No. 2021620175 dated 26.01.2021.