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**CONTEMPORARY APPROACHES TO THE  
DEFINITION OF LABOR FORCE MOBILITY  
IN THE LABOR MARKET**

**СОВРЕМЕННЫЕ ПОДХОДЫ К ОПРЕДЕЛЕНИЮ  
МОБИЛЬНОСТИ РАБОЧЕЙ СИЛЫ  
НА РЫНКЕ ТРУДА**

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*Ключевые слова: мобильность рабочей силы, географическая мобильность, перемещение в пространстве рабочих мест, виртуальная мобильность, мобильность как экономическое поведение.*

*Abstract. The article presents the results of studying the development of a system of views on labor force mobility in the labor market, as well as systematizes modern approaches to the interpretation of this concept.*

*Аннотация. В статье представлены результаты изучения развития системы взглядов на мобильность рабочей силы на рынке труда, а также систематизированы современные подходы к трактовке данного понятия.*

The development of methodological approaches to the understanding of mobility in the labor market can be considered as a movement away from the assumptions about the absolute mobility of the labor force (classical school of economic studies) to a multiple description of this phenomenon, characterized by discreteness and limitation by various factors (Figure 1).

The systematization of various interpretations of labor force mobility made it possible to identify the main approaches to determining the essence of this category (Table 1).

Thus, the study of methodological approaches to understanding the essence of labor force mobility allows us to draw the following conclusions:

- at the present stage, there is no single approach to understanding labor force mobility in the labor market;
- the development of various theoretical approaches went in the direction from the assumption of absolute labor mobility to the clarification of the factors that limit it (geographical, social, microeconomic, transaction costs, etc.).

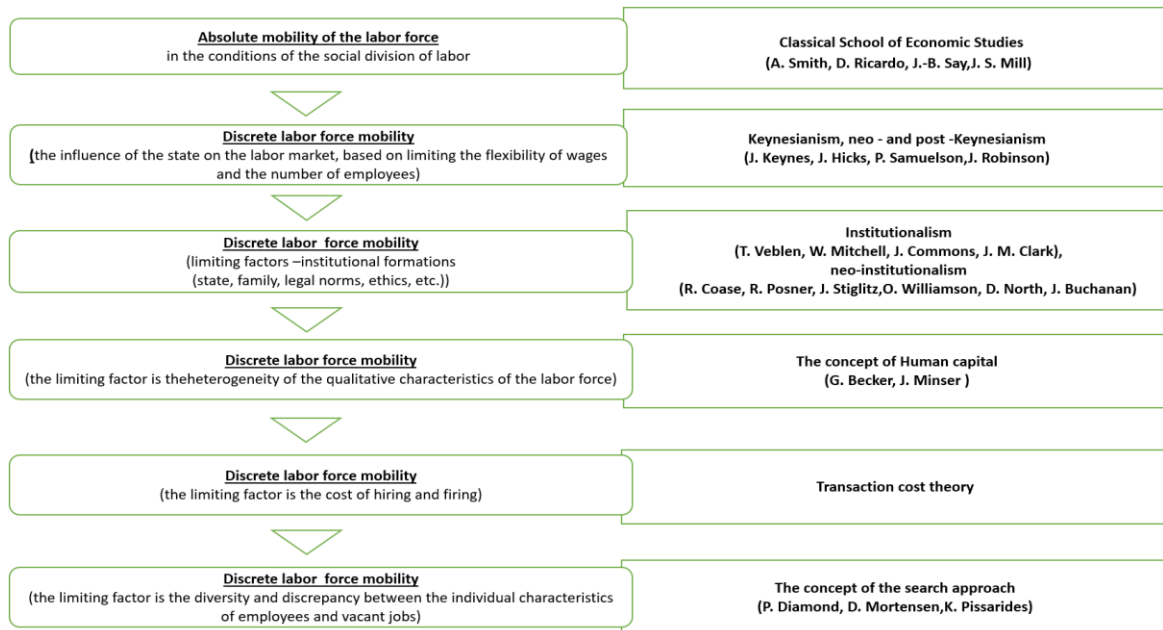


Figure 1 – Methodological approaches to understanding labor force mobility  
Compiled by the author according to sources: [1, 2, 3, 4].

Table 1 – Modern approaches to the definition of the concept of "labor force mobility"

Approaches	Definitions	Comments
as a labor force movement	"the movement of labor from places overflowing with labor resources to regions experiencing an acute shortage in them" [4]	Distribution and redistribution of labor force for the most effective use. Only geographical movement is considered.
in the context of personnel management	turnover	The narrowest definition used at the level of a specific organization
in the context of only physical movement	"the ability and willingness of employees to move to different geographical areas" [5]	A narrow definition that reflects the subjective opinion of a particular employee about the possibility of changing the geographical location
readiness for various transformations in professional activity	"potential ability, readiness of an employee to change work" [6, c. 117].	The subjective opinion of the employee regarding not only professional development, but also changes in the direction of labor activity. There is no factor of physical displacement.
comprehensive characteristics of the labor force	"characteristics of the labor force, reflecting the ability to [7, c. 246]: 1) quickly and flexibly navigate the situation associated with the performance of a complex or urgent task;	A fairly broad definition that takes into account both the psychoemotional characteristics of the employee and his attitude to changing the location, the need for further training and other changes

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	2) the possibility of moving to another area to perform the necessary work; 3) readiness for training, retraining in order to meet the qualifications and direction of the proposed work"	
within the framework of the concept of human capital	"the most effective use of the components of human capital (knowledge, experience, in-demand skills, reputation)" [8, c. 121]	As a basis for the development of the economy and society as a whole, the means of which are education, intellectual and physical development, as well as the reasonable functioning of labor resources
as a form of social mobility	"changing the employee's social positions" [9, c. 126]	The process of vertical (from one social layer to another) and horizontal (within one social layer) movement of employees according to the social structure of society
within the framework of the concept of digitalization of the economy	virtual labor force mobility is the movement of workers in the space of many workplaces using modern technologies, excluding physical movement	Virtual mobility as a characteristic of the digital labor market
as an economic behavior	"an action that depends on the type of economic behavior of employees who function in certain working conditions and are guided by their change or preservation" [10, c. 79]	Mobility is explained by the economic behavior of employees and is presented as the result of a search of available alternatives associated with a change in the place of work [10, c. 79]

Compiled by the author according to sources: [4, 5, 6, 7, 8, 9, 10].

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## SHADOW BANKING : STATUS QUO ANALYSIS AND REGULATORY APPROACHES

## ТЕНЕВОЙ БАНКИНГ: АНАЛИЗ СТАТУС-КВО И НОРМАТИВНЫЕ ПОДХОДЫ

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*Keywords: banks' shadow, traditional shadow banking, credit money creation, bank accounting, regulation.*

*Ключевые слова: теневой банк, традиционная тeneвая банковская система, создание кредитных денег, банковская бухгалтерия, отчётность.*

*Abstract. The banking shadow, namely the money creation by banks beyond traditional loans, plays an important role in China's money creation process, which brings many challenges to monetary policy operation and financial risk management. This paper provides a detailed analysis of the money creation mechanism in China's shadow banking sector, provides an accurate measure, studies its impact on financial risk, and investigates recent regulation. To strengthen supervision, Chinese regulators should closely track the evolution of various shadow banking channels, both on – and off-balance sheet. Specific macro-prudential supervision tools, such as asset reserve*