INTRODUCTION

Functioning of the global economy, which creates the material basis for sustainable civilization development, by definition, is impossible without resource support that has dynamic potential. This provision is true for any kind of economic resources. But it has special significance for labour resources, which are being formed both in the system of “pure” economic relations and beyond, in the areas of demography, labour migration, social environment, quality of life, etc., where there are determinant factors that motivate the owner of the workforce towards formal employment in the economy.

These aspects were discussed at the 108th session of the International Labour Conference (June 10-21, 2019), in the framework of which, in honor of the 100th anniversary of the International Labour Organization, a Declaration on the Future of Labour was adopted. The complex, multifactorial nature of labour resources formation of the economy determines the features of their reproduction, studied by many researchers (GLAZ, 2012; KORNAI, 2014; BHATTACHARYA, 2015; YOUNG, GAO, 2015).

In understanding the labour resources reproduction, as a rule, researchers adhere to a quantitative aspect, identifying this process with the potential of replacing the labour force used in the economy by future generations of the population entering working age. Researchers (World Employment and Social Outlook - Trends 2020; KINNIE, SWART, 2020) note the aggravation of the problem of labour resources reproduction under the influence of:

- demographic decline, especially in countries with a high level of economic development;
- growth in the scale and intensity of labour migration from “poor” countries, the vast majority with a low level of qualification, i.e. “cheap” labour for host countries with a higher level of socio-economic development;
- reduced motivation for work among young people due to changes in the system of life values and attitudes.

Due to the manifestation objectivity of these, as well as other reasons, recently, the attention of researchers of the problem of labour resources reproduction is increasingly turning to the qualitative aspects of the process (MEMON and LIU, 2019; CHOI et al., 2019; NAKAMURA et al., 2019; KOCHAN et al., 2019; CHACKO and CONWAY, 2019) related to factors of education, professional competence, maintaining health and working ability, and creating a comfortable working environment for a person.
In other words, the boundaries of cognition of the problem of labour resources reproduction are expanding, researching the causes of its occurrence and developing solution options is not so much in the external (outside of labour relations in the formal framework of the organization), but in the internal environment of economic entities. This circumstance is most clearly manifested in large industrial corporations, with a large number of employees. The economic condition of this category of business entities and their sustainable development make it possible to create favorable conditions for the reproduction of labour resources at the corporate level.

The hypothesis of this study was to justify the need for the creation of unified conditions for labour resources reproduction of transnational industrial corporations, independent of the national specifics of the business, the relevant strategic directions of civilizational development, as determined by the United Nations Global Compact. The aim of the study is to identify and justify the specific conditions for the labour resources reproduction of a transnational industrial corporation, harmonized at the international level, consistent with the global Sustainable Development Goals. The objectives of the study were as follows:

- to prove the need to create conditions for labour resources reproduction in a qualitative aspect, unified for industrial corporations doing business at the international level;
- to formulate a set of unified conditions for the reproduction of labour resources of transnational industrial corporations in the concept of the principles of the UN Global Compact and the Sustainable Development Goals;
- to study the practice of labour resources reproduction in a specific industrial corporation of a transnational type - the Novolipetsk Metallurgical Plant Group of Companies (NLMK);
- to assess the compliance of the conditions for labour resources reproduction of NLMK Group of Companies with the UN Global Principles and the Sustainable Development Goals, identify the contribution of the corporation to their achievement.

**LITERATURE REVIEW**

Global changes in civilizational development affect all spheres of society and form trends in the development of the economy and the labour market. The structure of employment in the economy and the types of professional occupations that require a new, higher quality workforce are changing; employers’ requirements for professional training of personnel with expanded competencies adequate to the conditions of modern production are increasing.

These, as well as other circumstances, are determining factors for expanding the subject of research on the problem of labour resources reproduction. Among the works devoted to this problem, it is necessary to single out studies that reveal the object of reproduction (labour resources) in the context of the theory of human capital and investments in its development (MARIMUTHU et al., 2009; MAYO, 2012; MILOST, 2014; KRAEV and TIKHONOV, 2019; OSSOME, 2021); intellectualization of capital and knowledge management (MARR et al.2003; LÓPEZ-COTARELO, 2018); the impact of education on labour reproduction (FREZZO, 2017; GOTTDIENER and BUDD, 2017; Reproduction of labour resources, 2018; MEMON and LIU, 2019; CHOI et al., 2019).

Valuable for studies of the future labour market are works, the subject of which is forecasting changes in professional employment of labour resources under the influence of digitalization and robotization of the economy (FREY, 2016; Robots and Artificial Intelligence, 2018; SHATILO, KOPKOVA, 2017; MURRAY et al., 2018; BERG et al., 2018) Of particular importance for our study are works that reveal the specifics of the labour resources reproduction of the industrial sector subjects of the economy under the influence of the technologization of its development (CHADWICK, 2007; KLIMENKO, BRAZHNIKOVA, 2016; KLIMENKO et al., 2019; VELIKANSKIY, 2019).

In these works, the specifics of the reproduction of labour resources in transnational industrial corporations are revealed, which are distinctive from the similar process of industrial
companies operating within the domestic markets of national economies, with the focus on internal corporate factors and conditions of labour resources reproduction. At the same time, despite the multiplicity and variety of studies on the problems of labour resources reproduction, the relevance of its solution is not only not decreasing, but also increasing, and therefore requires the search for new approaches. In our work, the conditions for labour resources reproduction of a transnational industrial corporation are studied in the concept of the Sustainable Development Goals.

MATERIALS AN DMETHODS
The main research methods were the identification of typical problems characteristic of labour resources reproduction of the industrial sector of the national economies, as well as the unification of the conditions for labour resources reproduction, determined by international rules for socially responsible business. The study implemented methods for reviewing international and corporate regulations for sustainable development; analysis of the practice of labour resources reproduction in a transnational industrial corporation; assessing its contribution to the achievement of the global Sustainable Development Goals.

The study was based on benchmarking of best practices for creating conditions for labour resources reproduction in a transnational industrial corporation the Novolipetsk Metallurgical Plant Group of Companies, as well as information reflected in the annual reports of the corporation in the sections "About the Company", "Corporate Governance", "Our Team". The study also reflects the results of our managerial experience in the training and development of personnel of NLMK Group of Companies.

RESULTS
In the process of setting the research task, we focused on the need to create conditions for labour resources reproduction, unified for transnational-type industrial corporations. The possibility of such unification can be explained by the fact that these corporations adhere to generally accepted international business rules, have identical problems in the field of reproduction of labour resources and the same identical process conditions determined by the requirements of the UN Global Compact, the Sustainable Development Goals, and the recommendations of the International Labour Organization in the field of hired workers rights protection. Based on these provisions, in our opinion, the following can be recognized as unified conditions for labour resources reproduction of transnational industrial corporations:

- formation of values of responsible leadership based on the principles of the UN Global Compact;
- commitment to the Sustainable Development Goals in the field of support for labour resources reproduction;
- development of interaction with stakeholders.

We will provide evidence of the influence of the above conditions on labour resources reproduction of an industrial corporation using the example of the Novolipetsk Metallurgical Plant Group of Companies (hereinafter referred to as NLMK Group, Corporation, Company), according to the geography of the location of assets and the scale of the business that meets the criteria of a multinational type corporation. The corporation has assets in Russia, Europe, the USA, as well as other countries; sells steel products both on the Russian and international markets, in the countries of the Commonwealth of Independent States, the European Union, North, Central and South America, Asia and Oceania, the Middle East (including Turkey). The number of employees of the corporation over the past five years (2014-2018) shows a decreasing trend, both in the Russian and international segments of the deployment of assets, with the exception of the United States, where the number of employees at the corporation’s enterprises increased by 10%. On the one hand, a decrease in the number of labour resources of NLMK Group of Companies led to an increase in labour productivity (by 22.39% for the period as a whole for the corporation) and other positive changes in the indicators characterizing labour resources (Table 1).
Table 1. Dynamics of the main indicators characterizing the labour resources of NLMK Group of Companies by asset geography (regions of presence) for 2014-2018 (thousand people)

| The name of indicators                                    | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 to 2014, % |
|----------------------------------------------------------|------|------|------|------|------|-----------------|
| The number of labour resources - total for NLMK Group    | 60.1 | 56.7 | 54.0 | 53.2 | 53.3 | 88.69           |
| including by geography of assets (regions of presence):  |      |      |      |      |      |                 |
| Russia                                                   | 56.4 | 53.2 | 50.6 | 49.2 | 50.0 | 88.65           |
| Europe                                                   | 2.5  | 2.4  | 2.1  | 2.1  | 2.2  | 88.00           |
| USA                                                      | 1.0  | 0.8  | 1.0  | 1.1  | 1.1  | 110.00          |
| Other countries                                          | 0.2  | 0.3  | 0.3  | 0.8  | -    | -               |
| Labour productivity, tons of steel per person:           |      |      |      |      |      |                 |
| NLMK Group as a whole                                    | 268  | 283  | 308  | 321  | 328  | 122.39          |
| including Lipetsk site                                   | 437  | 463  | 482  | 502  | 503  | 115.10          |
| Staff turnover, %                                        | 8.4  | 8.8  | 4.7  | 4.4  | 4.7  | 55.95           |
| The number of training courses attended by employees, thousand person-days | 42.6 | 47.7 | 53.4 | 55.4 | 52.5 | 123.24 |
| NLMK Group as a whole                                    |      |      |      |      |      |                 |
| The volume of social investments, billion rubles         | 2.90 | 3.30 | 3.00 | 2.68 | 2.73 | 94.14           |
| Russian assets of NLMK Group                             |      |      |      |      |      |                 |
| out of the total volume of social investments, the costs of social support for workers, billion rubles. | 2.10 | 2.11 | 2.15 | 2.29 | 2.44 | 116.19 |
| Russian assets of NLMK Group                             |      |      |      |      |      |                 |

Compiled and calculated based on the materials of the annual reports of NLMK Group of Companies for 2014-2018.

Source: Search data.

However, on the other hand, the reduction in the number of employees did not affect the nature of labour resources use of the corporation, carried out on an extensive type. The proof of this is the chain of growth rates calculated by us for the labour productivity of employees of Russian assets of NLMK Group of Companies and average wages (Fig.1).

Figure 1. Dynamics of chain growth rates of labour productivity and average wages of employees for Russian assets of NLMK Group of Companies for 2014-2018, % to the previous year.*

Source: *Calculated based on the materials of the annual reports of the NLMK Group of Companies for 2014-2018.
From the brief economic description of the presence, dynamics and efficiency of the labour resources use of the NLMK Group of Companies, two conclusions can be drawn that are of fundamental importance for the subject of our study:

- the reduction in the number of labour resources in dynamics indicates the manifestation of the problem of their reproduction in a quantitative aspect;
- the extensive nature of the labour resources use indicates the dominance of material factors of motivation to work, the need to develop its intangible component, which is important for the reproduction of labour resources in a qualitative aspect.

These findings gave us the basis to study the practice of labour resources reproduction of the NLMK Group of Companies in the context of the above identified unified conditions for this process. The first of the conditions we define is the formation of values of responsible leadership based on the principles of the UN Global Compact.

The NLMK Group of Companies, which history dates back to 1934, celebrates its 85th anniversary this year. The turning point in the development of the company was 2015, when the UN adopted the Sustainable Development Goals within the framework of the document “Transforming Our World: the 2030 Agenda for Sustainable Development”. This year, the corporation joined the UN Global Compact (UN Global Compact), the principles of which are implemented in the corporation in three main areas:

- supply chain management: business should take initiatives aimed at increasing responsibility for the environment (principle 8); business must resist all forms of corruption, including extortion and bribery (principle 10);
- protection of human rights: business should support and respect the protection of internationally proclaimed human rights (principle 1); business should not be involved in human rights violations (principle 2); business should advocate for the elimination of all forms of forced and compulsory labour (principle 4); business must advocate for the complete elimination of child labour (principle 5);
- personnel management: business should support freedom of association and the real recognition of human rights to collective bargaining (principle 3); business should advocate for the elimination of discrimination in the world of work (principle 6).

In the concept of the principles of the UN Global Compact, the NLMK Corporation has formed a system of values for responsible leadership (Table 2)

| Responsible leadership values | Values description |
|-----------------------------|-------------------|
| Continuous process improvement | Continuous improvement of processes and technologies for the efficient production of steel products, which helps to improve the quality of life of people |
| Helping customers achieve leadership | Production of steel products with unique characteristics and premium quality, development of engineering solutions that help corporation customers to be on the cutting edge of technology and lead in their markets |
| Absolute priority of health and safety | Absolute priority of the health and safety of workers and contractors, creation of favorable working conditions that contribute to disclosure of professional and creative potential of workers |
| Creating equal conditions for the development of workers | Creating equal conditions for professional, career and creative development of employees, encouraging initiative and innovation |
| Careful use of resources | Careful use of resources and pursuit of the best standards in the field of ecology and energy conservation, which the corporation also expects from suppliers and partners |
| Active social position | Active social position, respect for cultural traditions in the regions of presence |

Source: Search data.
Strict adherence to the values of responsible leadership is the conceptual basis for business at the international level, the public nature of the corporation’s activities and the openness of reporting on it, available on the official website of NLMK Group of Companies (https://nlmk.com). The annual reporting of the corporation is formed taking into account the recommendations of the Standards of the Global Initiative for Sustainable Development Reporting (GRI), according to the main version GRI102-54. The NLMK Group of Companies proves its commitment to the Sustainable Development Goals (the second unified term for labour resources reproduction in a qualitative aspect) with strategic priorities specified in the areas of activity:

- increasing operational efficiency - reducing the consumption of certain types of resources due to the introduction of advanced technologies and advanced waste processing;
- energy efficiency - increasing the production of own electricity through the utilization of associated gases; equipment modernization; energy production from secondary resources; implementation of energy-saving measures;
- development of the regions of presence - participation in solving the most acute social problems of the regions of presence in partnership with state authorities and the public; implementation of charitable initiatives and programs for the development of culture, science, education and sports, work with children and youth;
- staff development - attracting and retaining qualified personnel; development of motivation and reward systems; organization of vocational training; corporate culture development; involvement of employees in the process of continuous improvement; digitalization and implementation of best practices in the field of personnel management;
- labour protection and industrial safety - application of best practices in the field of labour protection and industrial safety; industrial safety risk management; maintaining and developing a safety culture among corporate employees and contractors;
- minimization of environmental impact - implementation of planned environmental and technological measures; rational use of natural resources; implementation of projects to reduce emissions and discharges of pollutants; restoration of disturbed lands and reclamation work.

It is known that for the sustainable development of an economic entity, the choice of priorities is a necessary, but not sufficient condition. Sustainable development requires systematic action to put priorities into practice. Based on this, we have summarized the contribution of NLMK Group of Companies to the achievement of the UN Sustainable Development Goals (Table 3).
| Table 3. Contribution of NLMK Group of Companies to the achievement of the Sustainable Development Goals |
|---------------------------------------------------------------|
| **Goal** | **NLMK Group of Companies goals** | **Contribution of NLMK Group of Companies to the achievement of the Sustainable Development Goals** |
| Good health and well-being | Ensuring a healthy lifestyle and promoting well-being for all at all ages | - implementation of programs aimed at maintaining health, increasing the availability and quality of medical services for employees; - informing employees and contractors about industrial safety rules; - implementation of educational programs in the field of labour protection and industrial safety; - implementation of measures aimed at reducing water consumption, pollutant emissions and total waste |
| Quality education | Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all | - implementation of a training and development program to enhance professional competencies of employees; - implementation of external social programs aimed at supporting education in the regions of presence; - interaction with educational institutions in order to improve the quality of educational programs and vocational training for further employment |
| Pure water and sanitation | Ensuring the availability and rational use of water and sanitation for all | - introduction of a water recycling system; - use of water treatment and treatment technologies; - monitoring and disclosure of information on the use of water resources; - reduction in the amount of water taken due to the implementation of measures to modernize equipment |
| Low-cost and clean energy | Ensuring universal access to affordable, reliable, sustainable and modern energy sources | - increasing energy efficiency; - transition to own energy production; - energy consumption from secondary resources; - monitoring and disclosure of information on the amount of energy used |
| Decent work and economic growth | Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | - fulfillment of tax obligations; - ensuring equal social guarantees and creating equal opportunities for highly productive labour, professional growth and disclosure of the creative potential of each employee; - job creation in the regions of presence; - implementation of training and development programs to enhance professional competencies of employees; - ensuring decent and safe working conditions; - development of a human rights policy proclaiming a ban on forced and child labour, respect for minimum wage rights, a ban on discrimination, and ensuring safe working conditions; - ensuring transparency of procurement procedures; - existence of a Supplier Code of Business Ethics, binding on all contractors; - assessment of compliance by suppliers with applicable standards in the field of labour protection and industrial safety in the framework of audits and qualifications of suppliers and contractors; - implementation of initiatives to minimize environmental impact |
| Responsible consumption and production | Ensuring transition to rational patterns of consumption and production | - increasing the efficiency of the use of natural resources; - reuse of ferrous scrap; - modernization of equipment and improvement of technologies in order to minimize their negative impact on human health and the environment; - implementation of a set of measures aimed at improving energy efficiency, resource efficiency and reducing the negative impact of production activities on the environment; |
| Peace, justice and effective institutions | Contributing to building a peaceful and open society for sustainable development, ensuring access to justice for all and creating effective, accountable and participatory institutions at all levels | - combating corruption and fraud, the suppression of conflicts of interest; - familiarization of employees with the Code of Corporate Ethics and the Anti-Corruption Policy; - familiarization of contractors with the Supplier Code of Business Ethics; - creation and continuous improvement of effective corporate governance practices; - creation and development of a system of interaction with public authorities; - ensuring human rights protection; - compliance with applicable laws, including in the area of labour practices; - open interaction with stakeholders and informing them on positive and negative impacts of the company; - creation of feedback channels; - control and regular reporting on the management of environmental aspects, disclosure of cases of violation of the law, including environmental and labour |
| Partnership for sustainable development | Strengthening the means of implementation and revitalization of the Global Partnership for Sustainable Development | - interaction with authorities in order to ensure that the interests of local communities are taken into account when making decisions; - disclosure of information on payments to the state; - conclusion of partnership agreements with NGOs with the aim of implementing programs aimed at developing local communities; - supporting initiatives in the field of sustainable development implemented by Russian and international industry organizations; - promotion of sustainable development practices in the framework of interaction with stakeholders; - strengthening cooperation with other companies in the industry; - investments in the regions where the company operates (volunteer and charity projects, social support); - publication of non-financial reporting in accordance with GRI standards; - development of practices for collecting non-financial information throughout the Group of Companies |

**Source:** Search data.
Of the eight Sustainable Development Goals listed in the table, four goals are directly related to the subject of our study - the reproduction of labour resources: good health and well-being; quality education; decent work and economic growth; peace, justice and effective institutions. The other four Sustainable Development Goals, in our opinion, are providing the process of labour resources reproduction. The implementation of these goals in practice is impossible without close, constructive interaction with the subjects of the external environment, its representatives interested in the sustainable development of the NLMK Group of Companies.

This provision provides the basis for the allocation of the third unified condition for labour resources reproduction of - development of interaction with stakeholders. We emphasize that when studying the practice of reproducing the corporation’s labour resources, we limited the composition of stakeholders to those categories that are directly related to the problem under study: employees, government bodies, local communities, and trade unions (Table 4).

| STAKEHOLDERS’ INTERESTS | INTERACTION FORMS | INTERACTION RESULTS (2018) |
|-------------------------|------------------|---------------------------|
| EMPLOYEES               | Decent remuneration and the existence of a motivation system, the possibility of professional development and career growth, ensuring comfortable and safe jobs, compliance with labour laws and other regulatory documents | Organization of regular safety training and implementation of programs to improve working conditions; implementation of measures for social support of workers and members of their families; retirees (former employees); implementation of continuing education programs, staff training and development; regular meetings with management at various levels; monitoring staff involvement; consideration of appeals filed by helpline, on the corporate portal, via SMS channel; informing employees about the company’s activities, opportunities for professional growth through corporate newspapers, magazines, NLMK-TV, social networks | -- conducting the study "NLMK Group Social Programs": assessment of employee satisfaction; -- approval of the corporate program "Health of an employee of NLMK Group"; -- launch of a corporate volunteering program, including projects in the social and environmental spheres; -- conducting the international competition # WEAREONE TEAM, in which more than 500 employees took part; the main theme of the competition is the theme of labour protection and industrial safety "SAFETY leaders"; -- more than 1000 employees addressed questions and requests through the Intranet portal |
| STATE POWER ORGANS      | Compliance with legal requirements, fulfilment of tax obligations, development of regions of presence, increase of social activity in regions of presence, reduction of negative impact on the environment | Holding meetings with representatives of foreign, federal, regional and municipal authorities; participation in deliberative bodies, as well as targeted expert (working) groups, public hearings; interaction through industry and public associations; annual disclosure of information on payments to the state; participation in the rule-making process in accordance with statutory procedures | -- expanding the practice of interaction with public authorities of the EU, the USA and other regions of presence by carrying out structural changes of the unit and establishing basic contacts; -- preparation of the annual consolidated report of NLMK on payments to the states in accordance with the UK Regulation 2014 on reporting payments to the states and the EU Financial Reporting Directive; -- successful implementation of GR projects in the field of tariff regulation, taxation, antitrust regulation, environmental protection |
| LOCAL COMMUNITIES       | The company’s participation in solving the problems of local communities, providing local people with jobs, production safety and limiting the negative impact on the environment, good faith business | Conducting dialogs with representatives of the local population in order to inform about the company’s activities in the regions of presence; publication of corporate reporting; publications in the media and on the website; organization of thematic conferences and events | -- investments in the amount of 507 million rubles were directed in external social programs; -- expansion of the territorial scope of the Steel tree grant competition; -- more than 50 volunteer events aimed at solving the problems of local communities were held |
| TRADE UNIONS            | Compliance with labour laws and protecting the interests of employees, compliance with the terms of the Trade Union Agreement, compliance with the requirements of collective bargaining agreements | Collective bargaining, collective bargaining and agreements; signing of joint decisions; joint work in various commissions and committees; conferences of labour collective | -- regular meetings were held with representatives of trade unions; -- a joint conference on social and labour partnerships was held with trade unions; -- training for trade unions on current issues of personnel and social policy |

Source: Search data.

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Since the interests of stakeholders, the forms and results of the interaction of NLMK Group of Companies with them in the table above are disclosed in detail, it seems inappropriate to comment on its contents.

**DISCUSSION**

The unified conditions for labour resources reproduction, which correspond to the qualitative aspect of understanding this process (World Employment and Social Outlook - Trends 2020; KINNIE, SWART, 2020), are disclosed in the concept of the UN Sustainable Development Goals concept and are reduced to the following: the formation of responsible leadership values based on the principles of the UN Global Compact; commitment to the Sustainable Development Goals in supporting labour resources reproduction; development of interaction with stakeholders.

The practice of implementing the conditions is disclosed by the example of a transnational industrial corporation - the Novolipetsk Metallurgical Plant Group of Companies, which has assets in seven countries of the world and five regions (oblasts) of the Russian Federation.

Our study does not claim to be a complete disclosure of the problem of the conditions formation for labour resources reproduction. In a qualitative understanding of the process, these conditions can be supplemented by the protection of human rights in the field of labour, social policy of the corporation, partnership with educational organizations and many other conditions, according to the criterion of influence on the labour resources reproduction unified for transnational industrial corporations. We plan to continue to study the problem in further research.

**CONCLUSION**

The Sustainable Development Goals, defined by the UN as strategic guidelines for the future of mankind, change the conceptual vision of the problem of labor resources reproduction of national economies, highlight the qualitative aspects of the process. The problem of labour resources reproduction is especially relevant for transnational-type industrial corporations operating in different countries of the world with different levels of socio-economic development.

This circumstance requires the development of unified conditions for the reproduction of labor resources, the quality of which in this study defines the formation of values of responsible leadership based on the principles of the UN Global Compact; commitment to the Sustainable Development Goals in supporting reproduction of labor resources; development of interaction with stakeholders.

The given practical example of the implementation of these conditions in the NLMK Group of Companies, in our opinion, deserves a detailed study by other industrial corporations with a view to replicating best practices.

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Resumo

O artigo investiga os riscos de A recuperação dos recursos do trabalho tornou-se uma atualidade do nosso estudo. O objetivo do estudo foi identificar e justificar as condições específicas para a recuperação dos recursos de trabalho de uma corporação industrial transnacional. Na pesquisa apresentada foi utilizada a identificação de problemas típicos característicos da reprodução de recursos do trabalho do setor industrial das economias nacionais, bem como a unificação das condições para a reprodução dos recursos trabalhistas, determinadas por regras internacionais para negócios socialmente responsáveis. E as condições para a reprodução dos recursos trabalhistas são apresentadas como: a formação de valores de liderança responsável com base nos princípios do Pacto Global da ONU; compromisso com os Objetivos de Desenvolvimento Sustentável no apoio à reprodução dos recursos trabalhistas; desenvolvimento da interação com as partes interessadas.

Palavras-chave: Reprodução de recursos trabalhistas. Condições de reprodução de recursos de trabalho. Objetivos de desenvolvimento sustentável. Corporações industriais transnacionais.

Abstract

The recovery of labour resources became a topicality of our study. The purpose of the study was the identification and justification the specific conditions for the reproduction of labour resources of a transnational industrial corporation. In the presented research was used the identification of typical problems characteristic of labour resources reproduction of the industrial sector of national economies, as well as the unification of the conditions for reproduction of labour resources, determined by international rules for socially responsible business. And the conditions for the reproduction of labour resources are presented such as: the formation of values of responsible leadership based on the principles of the UN Global Compact; commitment to the Sustainable Development Goals in supporting the reproduction of labour resources; development of interaction with stakeholders.

Keywords: Labour resources reproduction. Labour resources reproduction conditions. Sustainable development goals. Transnational industrial corporations.

Resumen

La recuperación de los recursos laborales se convirtió en una actualidad de nuestro estudio. El propósito del estudio fue identificar y justificar las condiciones específicas para la reproducción de los recursos laborales de una empresa industrial transnacional. En la investigación presentada se utilizó la identificación de problemas típicos característicos de la reproducción de los recursos laborales del sector industrial de las economías nacionales, así como la unificación de las condiciones para la reproducción de los recursos laborales, determinadas por las normas internacionales para los negocios socialmente responsables.

Y se presentan las condiciones para la reproducción de los recursos laborales como: la formación de valores de liderazgo responsable basados en los principios del Pacto Mundial de las Naciones Unidas; compromiso con los Objetivos de Desarrollo Sostenible en el apoyo a la reproducción de los recursos laborales; desarrollo de la interacción con las partes interesadas.

Palabras-clave: Reproducción de recursos laborales. Condiciones de reproducción de los recursos laborales. Objetivos de desarrollo sostenible. Empresas industriales transnacionales.