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STATE INDUSTRIAL POLICY

Shumaev LA. The development of the infrastructure of the commodity markets.

Sedov UOM. The turnover of retail trade in January — June 2000

THE DEVELOPMENT OF INDUSTRIES

Mironov VL. The creation of logistics and economic complexes in river basins is an effective mechanism for raising the regional economy.

REGIONAL EXPERIENCE

Talalaev N. Ah. About work of the investment and construction complex of the Ural region in 2000

**Martynov V. A. the Main directions of increase of social and economic efficiency of production at the regional level.**

Matveeva, L. K., Kovalev A. M. Regional industrial policy: principles, priorities, instruments of realization (on the example of Moscow).

SERVICE SECTOR

Salinity A. I. Industry in the social sphere of Russia in conditions of market reforms in funding sources.

APPLICATIONS

Decree of the President of the Russian Federation from 01.09.2000 №1602 «On the state Council of the Russian Federation».

Resolution of the Government of the Russian Federation of 15.09.2000 №. 692 «On financing in 2000 the construction of subways in the Russian Federation through payments on penalties»

The order of the Government of the Russian Federation of 15.09.2000 №694 «About modification and additions in rules of providing services in export of solid and liquid household waste».

The order of the Government of the Russian Federation of 21.09.2000 №708 «About the approval of the Charter about discipline of employees of fishery fleet of the Russian Federation»

The resolution of the Federal power Commission of the Russian Federation of 07.09.2000 № 47/2 «About recognition become invalid for the order of the conclusion on the Federal (all — Russian) wholesale market of electric energy (power) of the power-consuming organizations consumers».

The order of Federal service of geodesy and cartography of Russia of 04.08.2000 № 99-PR «06 of the statement of regulations on system of certification of geodetic, topographic and cartographic production».

Letter of the Ministry of Finance of the Russian Federation No. 01-02-01/03-3183 of 28.08.2000.

**Martynov V. A.**  
**The main directions of improving the socio-economic production efficiency at the regional level**

Issues of improving socio-economic efficiency in the regions are important. At the same time, in order to implement effective economic policy, it is necessary both to ensure state regulation to increase the socio-economic efficiency of production and to create conditions for the implementation of market self-regulation and to optimize the relationship between them. Allow it:

- to carry out interrelationship of economic policy at the regional, branch levels and at the level of each economic entity;
- consistently establish a clear link between the needs, economic interests and production results;
- to carry out comparison of costs and results for the purpose of ensuring self-financing of subjects of managing, their reproduction, stable functioning of the social sphere of regions.

Market self-regulation is an essential property inherent to a market economy. Self-regulation is based on personal freedom of all participants of economic activity:

- not only the entrepreneur, but also the employee;
- social division of labour and economic isolation of producers;
- their choice of their partners and forms of relations with them;
- independent disposal of products of their activities, etc.;

This ensures a free and rapid redistribution of resources between different subsystems and elements of the production sphere of the regions and their socio-economic systems in General.

Price fluctuations, their higher and lower levels serve as an indicator of social needs.

The market recognizes only the costs of factors of production, only they agree to pay the buyer. At the same time, the market reflects the social value (between the cost and the price, responsive to changes in production, needs, conditions), which can not be calculated in other ways.

Focusing on market conditions, the level and dynamics of prices, the producer independently solves the problem of distribution of all types of resources, producing those goods that are in demand in the market.

The entrepreneur seeks to receive the greatest income (profit), extremely economically to use various factors of production: natural, labor and investment resources. To maximize the realization of such a resource as their theoretical and organizational abilities, which serves as a powerful incentive for the development and improvement of production, reveals the creative possibilities of private property.

The market system is able to adapt to changing internal and external conditions. The issue of the volume and structure of products is solved on the basis

of market research within specific enterprises, as well as on the basis of the analysis of priority areas of scientific and technological progress, forecasts of development of society and other needs at the macro level.

The forecast of the market allows to reduce in advance release of obsolete goods and to pass to qualitatively new models and types of production.

The marketing system of production management creates an opportunity even before the start of production to bring the individual costs of enterprises producing the bulk of this type of goods in accordance with the socially necessary costs of factors of production.

The task of using resources is solved within the framework of large companies on the basis of strategic planning, taking into account the most promising industries.

The market is inconceivable without competition.

Intraindustrial competition stimulates the reduction of costs per unit of production, encourages the growth of labor productivity, technological progress, improvement of product quality.

Cross-sectoral competition by pouring capital from industry to industry forms the optimal structure of the economy, stimulates the expansion of the most promising sectors.

Preserving and maintaining a competitive environment is one of the most important tasks of state regulation. An important role in market self-regulation is the ratio of supply and demand influencing prices. Rising price is a signal to expand production, falling-a signal to reduce. As a result, spontaneous actions of entrepreneurs lead to the establishment of more or less optimal economic proportions.

Thus, first of all, market self-regulation is carried out through the entities themselves. It is carried out by providing an indirect impact on the evolution of the proportion of cash payments to the funds of accumulation and consumption, including in the generated from the Fund of consumption of the material incentives Fund.

Such regulation is necessary to improve the efficiency of management, obtain a higher commercial effect and Pro proceeds, first of all, through financial self-regulation. It is characterized by Such methods of formation of financial base in different links of public production which develop and use participants of production.

Participation in the regulation of economic entities themselves increases the productivity of the mechanism to improve production efficiency.

At the same time ensuring market self-regulation, the mechanism carries out state regulation of production efficiency, based on the use of direct and indirect methods of economic stimulation by the legislative and Executive authorities of the region to form ways of influencing the factors of production efficiency improvement in the region.

With the help of public investment, tax, fiscal and depreciation policies, the activities of various government agencies, the functioning and direction of the

economic mechanism that ensures the transition of the economy to a new quality is optimized.

At the same time, an important role is played by the budget and financial system, which includes relations on the formation and use of financial resources of the state-the budget and extra - budgetary funds.

It is intended to ensure the functioning of the economic mechanism at the macro level.

As a result, the most favorable conditions should be created for the development of industry, the implementation of social policy and other tasks of regional development.

In particular, through the mechanism of taxation, tax incentives and budgetary subsidies, it is important to encourage business entities to implement such options for the development of their activities that meet the needs of the company.

But at the same time, the state has to remember that intervention in the economy has objectively determined limits (limits) of utility; excessive intervention can lead to a weakening of economic incentives, a decrease in the efficiency of the entire market mechanism.

Thus, in modern conditions, the role of state regulation methods increases, but the self-regulating function of the market still largely determines the balance of the national economy. It also enables the regulation of production efficiency and, above all, the improvement of socio-economic efficiency of production.

Thus increase of social and economic efficiency of production is carried out according to the economic policy reflecting this or that period of development of economy of the region. This is the key to the full realization of the goals and objectives of the entire economic policy for a long period.

Such economic policy should be implemented on the basis of constantly received and analyzed information on the state of elements, links and structures of the economic system and their interaction on the principles of direct and inverse relations.

Feedback principle - information about the effect received by the controlled system is received by the control system:

- end results of management with the ways of influence on factors of increase of efficiency of production;
- the costs undertaken in order to improve production efficiency;
- efficient use of financial resources,

The discrepancy between the actual system state with the set is the correction signal, which necessitates the restructuring of the system so that it functioned in a given mode.

Thus, this policy ensures the best end results of the enterprises ' economic activity.

In the market economy, it is the final results of activities in the market of goods and services (primarily the highest income of enterprises and profits, and their contribution to the increase in regional income) that serve as the main criteria

for assessing the work of the economic entity and the effectiveness of the socio-economic system of the region and public authorities.

They also allow us to give you an idea of how optimally (using the criteria and forms of efficiency) factors of increase of efficiency are interrelated:

- with incentives and levers;
- systems of material stimulation;
- ways to influence the factors of increasing the efficiency of production.

Also get reliable data on the impact of the methods used to influence the efficiency of production.

The combination of all methods of influence on factors of increase of social and economic efficiency of production form this or that economic mechanism and objective conditions of development of economy and mainly its purposes. They allow you to prioritize this or that method of regulation and of appropriate ways of influencing the factors of increasing socio - economic efficiency.

The main directions of increase of social and economic efficiency of production are developed on the basis of the principles of economic policy of increase of social and economic efficiency of production. These principles are implemented through state regulation and market self-regulation, based on the analysis of the state of technological and socio-economic efficiency in the region on the example of the industrial complex of the region and its features.

At the same time, the basic foundations of industry, the economic situation, the level of technological and socio-economic efficiency are largely identical not only to other regions. but the country's industry as a whole. Therefore, the main directions for improving socio - economic efficiency can be adopted by other regions and the Federation as a whole. The main directions are the consecutive actions making industrial policy which will provide necessary social and economic efficiency of production in the region.

1. The main objectives of improving the socio-economic efficiency of production in the industry of the region.

The strategic goal of state regulation and market self-regulation is the creation of a diversified high-tech industrial complex, ensuring the economic independence of the region, high standard of living of the population, the integration on an equal and mutually beneficial terms in the system of Russian and world economic relations.

Based on this, as well as the identified factors, conditions and characteristics of technological and socio-economic efficiency, interest of different categories of entities at all levels of the region, it is possible to identify the main objectives of state regulation and market self-regulation aimed at improving the technological and socio-economic efficiency of production:

- creation of the conditions stimulating increase of production volumes and competitiveness of production received by increase of its efficiency;
- preservation and development of scientific and production potential of the industry necessary for achievement of long-term goals;
- stimulation of investment activity in the industry;

development of competition in the market of industrial products.

2. The existing problems of improving the socio-economic and technological efficiency of production in the industry of the region.

During the construction of market relations, the state failed to overcome a number of emerging problems and difficulties that adversely affect the activities of both industry as a whole and each enterprise separately. The main problems of increasing socio-economic efficiency can be attributed such as:

- excessive influence of natural monopolies (especially in the fuel and energy complex) in the formation of prices and tariffs for products (services);
- the deficit of all levels of budgets does not reduce the tax burden on producers;
- the existence of significant debts owed by industrial enterprises to suppliers for the use of natural resources and raw materials, on the one hand, and debts of consumers, on the other hand;
- high interest rates on Bank loans.

Among the problems of increasing technological efficiency can be attributed:

- low capacity utilization;
- high cost of production;
- working capital deficit;
- non-payments between suppliers and consumers;
- limited output growth by low solvent demand;
- lack of attractiveness for foreign and domestic investments;
- lack of effective management of enterprises;
- nonconformity of quality of products to modern requirements.

Z. Basic principles of improvement of socio - economic and technological efficiency of industrial production:

- recognition of the priority of industry in the socio-economic development of the region, its importance in the formation of the regional budget and the implementation of major social objectives;
- the combination of national, regional, local and private interests of industrial policy entities with the interests of the population of the region;
- program and target implementation, state regulation of industrial policy on the basis of long-term forecasts and plans of social and economic development of the region, support of market self-regulation;
- providing state support to industrial activity subjects and state protection of interests of producers in the region;
- transparency and validity of criteria of financial support of subjects of industrial activity;
- recognition of the equality and autonomy of industrial actors;
- guarantee of holding tenders of industrial goods for the supply of products and (or) services for regional state needs;
- guaranteed financing of projects for the supply of products and (or) services for regional state needs;

- resource support of industry, primarily on the basis of raw materials, material and financial potential of the region;
- concentration of all types of resources of the region first of all on the priority directions of development of the industry.

4. The main directions of improving the socio-economic and technological efficiency of industrial production in the region.

Based on the goals and principles of improving the efficiency of industrial production at the regional level, it is possible to identify the main directions for improving the efficiency of industrial production:

- improvement of the system of state regulation in industry, improving the efficiency of state enterprises, enterprises with a share of state property, the formation of prices and tariffs for services of natural monopolies;
- reforming the economic environment, strengthening the stimulating role of tax policy, state support for industry in the region;
- carrying out organizational and institutional changes in the industry, including privatization, reform of inefficient enterprises, the formation of integrated structures;
- development of intraregional cooperation, establishment of horizontal links, expansion of production of machinery and equipment for agricultural producers;
- development of cooperation with other regions of the Russian Federation, CIS and foreign countries, support for the production and supply of export-oriented products;
- support for investment activities;
- implementation of innovation and science and technology policies in industry;
- policies to improve the efficiency of the use of fuel and energy resources;
- creation of new jobs and training in the industry.

4.1. Improvement of the system of state regulation of production efficiency improvement in industry.

During the period of economic transformation, the state should actively influence the reformation of the country's industrial complex, including at the regional level. At the present stage, an important task is the formation of a management system in the industry, ensuring a balance of public interests, including:

- improvement of the management system of state and state enterprises, joint-stock companies with a share of state participation;
- creation of a system of interaction of public administration with private enterprises, public associations of Industrialists;
- effective management of shares of state property, including by protecting the interests of the state in joint-stock companies, primarily in terms of the openness of the formation of the tax base and its increase;
- assistance in formation and activity of financial and industrial groups;
- procurement of goods and services for state needs;

- effective regulation of prices and tariffs for products of natural monopolies.

In order to improve the efficiency of state regulation, in terms of the formation and implementation of methods of influence on the factors of increasing the socio-economic efficiency of production, it is necessary to develop the legislative framework, create a number of new and improve existing regulatory legal acts.

Disordered and fragmented legal regulation significantly reduce the effectiveness of the state-legal impact on the process of reforming industrial production, the development of entrepreneurial activity.

The need for the development and adoption of regional programs to improve the socio-economic efficiency of industrial production, which should be fixed priorities that determine:

- problems and activities for the development of industry;
- issues of regulation and support of individual enterprises and the production sector as a whole;
- interaction between the main subjects of industrial activity, public authorities, consumers of industrial products, employers, trade unions and personnel.

For effective implementation of economic reforms in industry, it is necessary to improve the regulatory framework for the tax and financial and credit system, including the securities market, insurance activities and leasing.

It is important for effective state regulation to create a system of economic monitoring in the industry that meets the needs of both public authorities of the region and economic entities.

It is necessary to provide for the improvement of the system of indicators and methods of state statistics, the development of consulting organizations and auditing.

The transition to an international classification of industries and an international accounting system should be fully implemented.

The formation and implementation of industrial policy can not be carried out without the cooperation of regional authorities, their structural units with public associations of Industrialists and producers.

Among the main functions of such associations should be highlighted participation in the consultative process with public authorities on the basis of agreements on the implementation of agreed decisions aimed at improving the socio-economic efficiency of production with appropriate mutual control over their implementation by each party.

#### 4.2. The reform of the economic environment.

One of the most important conditions for the implementation of industrial policy priorities is to improve the efficiency of production is the improvement of the economic environment.

The main attention should be paid to the gradual improvement of the mechanism of tax and monetary policy to create conditions that ensure targeted structural restructuring of the industry, the development of a competitive



environment, the strengthening of payment and financial discipline, the resolution of the problem of mutual non-payments.

In order to strengthen payment and financial discipline, and to solve the problem of mutual non - payments, it is necessary to apply progressive forms of payments, reissue the debt of enterprises into term debt obligations, as well as the circulation of outstanding debt to the assets and property of enterprises and the sale of bankrupt enterprises.

In order to improve the economic environment in the industrial complex, it is necessary to expand the practice of long-term lease of property to domestic and foreign entrepreneurs. These measures should be combined with the Treasury system of inter-budgetary calculations at all levels.

In the field of improvement of the tax system, it is proposed to increase the stimulating function of tax policy, which consists in the formation of a flexible tax system that ensures the interest of enterprises in reducing production costs, reducing selling prices for products. At the same time, the reduction in production costs and selling prices will be linked to a proportional reduction in the tax burden, which means an increase in the net profit of enterprises than under the existing tax system.

An important condition for the reforms in the industrial complex will be the organization of competition in the market of producers.

To do this, it is necessary to intensify antitrust policy to suppress monopoly actions not only on the part of monopolists, but also on the part of public authorities, local governments to ensure effective market self-regulation.

In addition, demonopolization measures should be linked to the integration of enterprises into financial and industrial groups, the creation of which is a necessary condition for improving the competitiveness of domestic industry in the domestic and world markets.

4.3. Measures of state support to improve the efficiency of industrial production in the region.

Measures of state support, in my opinion, are:

- postponement or installment of tax payments in budgets of all levels according to requirements of part one of the Tax code of the Russian Federation;
- introduction to the Tax Code of the Russian Federation regulations on exemption (full or partial) from taxes to the budget and other payments in terms of amounts credited to the budget, the increase in the tax base;
- provision of investment tax credits in priority areas;
- providing in long-term lease of the state and municipal property on favorable terms for production of socially significant goods and placement of life-supporting objects;
- creation of preferential conditions for the enterprises of industry and trade selling production of local producers in the region for the purpose of production and consumption;
- creation of preferential conditions for the placement of regional and local state orders financed from the relevant budgets at the enterprises of the region;

- carrying out work in Federal public authorities and departments for the purpose of obtaining contracts for the supply of products for Federal state needs for the enterprises of the region;

- centralized state financing and investment, including within the framework of Federal target programs, providing guarantees to the regional administration, the Government of the Russian Federation for investors;

- exemption (full or partial) from payment of part of taxes, deferral or installments of tax payments to the Federal budget for the enterprises of the region with their subsequent compensation by these enterprises due to production growth and increase in the taxable base on the basis of agreements between the subject of the Russian Federation and the Russian Federation;

- assistance to industrial entities in obtaining benefits and other support measures from local governments through the formation and improvement of mutually beneficial inter-budgetary relations between the regional and local budgets;

- promotion of the conclusion of agreements between the enterprises of the industry, the organizations engaged in supply of fuel and energy and bodies of regulation of the rates.

These agreements are aimed at promoting the growth of production and sales by lowering energy rates for priority industries and industries with subsequent compensation their income falling to other consumers the amounts of income received;

- assistance in transfer to municipal property of departmental objects of housing and social and cultural life.

#### 4.4. Organizational and institutional changes

The processes of formation and development of effective institutional forms of industrial production should become the features of improving the socio-economic and technological efficiency of industrial production.

The main activities, in my opinion, should be focused on::

- reforming inefficient enterprises;
- increase the level of their manageability by improving the mechanisms of rehabilitation and bankruptcy of enterprises;

- formation of integrated structures as basic elements of the industrial complex;

- development and support of small and medium-sized businesses.

It is necessary to analyze the activities of inefficient enterprises, determine the reasons for their failure to work and determine measures to remove them from the crisis.

In case of ineffectiveness of external management and bankruptcy proceedings of insolvent enterprises, decisions on their rehabilitation or sale to potential investors should be made.

Work on the development of integrated structures is important. For example, the creation of scientific and production associations on the basis of single-profile

organizations. Conditions exist for the establishment of integrated structures in other regions as well.

Development of entrepreneurship and support of small business is one of the main directions of organizational and institutional changes in the industry.

Small business is designed to contribute to the solution of the most important economic problems, including:

- creation of additional jobs;
- formation of a wide range of entrepreneurs (including demobilized soldiers, refugees, youth and persons with disabilities));
- saturation of the consumer market with goods and services;
- development of competition.

It seems expedient to include in the Federal and regional programs for the development of the industrial complex measures to stimulate the development of small businesses.

An effective system of state support for entrepreneurship should be implemented as a way to significantly simplify their registration and taxation system, the creation of zones of economic support for small businesses. and real assistance to specific small businesses, and provide for:

- stability of the legal framework for small business development;
- formation of the financial structure of small business support;
- streamlining the system of taxation and licensing of small enterprises at the regional level;
- creation of a network of information centers and consulting organizations to serve the interests of small businesses;
- promoting the activities of associations and unions of entrepreneurs of small business;
- establishment of preferential conditions for small businesses in the real estate market;
- organization of the system of training and retraining of entrepreneurs, including the basics of business organization and management.

Should proceed with the development of the information management system of the enterprise on the basis of a network of regional information-analytical centers.

#### 4.5. The development of intra-regional cooperation.

The development of the industrial complex of the region and increase its efficiency will contribute to:

- development of intra-regional cooperation;
- establishment of horizontal linkages;
- expansion of production of machinery and equipment for agricultural producers.

It is necessary to monitor the components and materials obtained from other regions, the production of which is possible in the enterprises of the region. Further development needs to mutually beneficial intra-regional context, the industrial enterprises of the region.

It is important to determine the mechanism of financing for the implementation of orders by industrial enterprises for agricultural producers and on its basis to form the program of production of machinery and equipment necessary for agriculture.

4.6. Development of cooperation with other regions: members of the Eurasian economic Union, CIS and foreign countries in order to improve the efficiency of industrial production in the region.

The main directions of joint activities with other regions of the Russian Federation, with the CIS countries should be:

- implementation of existing agreements;
- improvement of the system of mutual settlements and payment relations;
- joint investment activity;
- implementation of the agreed Antimonopoly policy;
- restoration of the common scientific and technical space and development of scientific and technical cooperation;
- cooperation in the field of intellectual property protection;
- implementation of a harmonized policy on standardization, Metrology and certification;
- environmental protection in the framework of the General technological and environmental space;
- improvement of the legislative framework on the whole range of issues covering the industrial sphere.

In the sphere of integration of the region's industry into the world economic relations, it is necessary to concentrate efforts on the realization of the competitive advantages of the region's industry, expansion of exports of defense, chemical and food products.

4.7. Investment policy to improve the efficiency of industrial production in the region.

State investment policy in the industry of the region should be targeted:

- to develop effective mechanisms for attracting and mobilizing funds from domestic and foreign investors;
- on implementation of priorities of structural changes.

An important task is to overcome the investment crisis, since the reduction of investment in production, which focuses on advanced technologies, in the long term perpetuate the technological gap of the region. The main conditions that contribute to the inflow of investment resources in the industry of the region should be::

- stability of legislation;
- guarantees and insurance of investments;
- clear definition of property rights;
- benefits (financial, tax, administrative);
- bilateral agreements with foreign investors; on the exclusion of double taxation; on mutual encouragement and promotion of investments;
- participation in the multilateral investment guarantee system;

- increased liquidity of financial resources;
- availability of reliable information.

It is necessary to significantly change the trends in the formation of the structure of sources of investment in the production sector on the basis of growth of both traditional sources of investment (own funds of enterprises, budget funds, target loans, funds of extra-budgetary non-profit funds) and other sources (long-term loans of commercial banks, accumulation of population, funds from the issue of shares of enterprises, funds of pension, insurance and other non-governmental funds).

As the inflation rate, the refinancing rate of the Central Bank of the Russian Federation and the stable volumes of the financial market sectors associated with trade and intermediary operations decrease, the share of funds of commercial structures allocated for financing medium-and long - term programs and projects in the industry will increase.

Therefore, it is important to have a flexible tax policy in relation to commercial investment structures with long-term capital investments and to rationalize reserve requirements. The development of the secondary securities market will require further strengthening of the stock market infrastructure, increasing the volume of option and futures transactions in the stock markets.

Involvement of private and foreign investors, savings of the population, pension and other funds in the sphere of production in conditions of inflation, economic uncertainty and illiquidity of the national stock market is possible only when the securities issued for investment projects are sufficiently reliable, profitable and liquid.

The primary form of providing state resources on a returnable basis will be the share participation of the state in investment programs by purchasing securities or issuing state guarantees for issued securities.

The provision of soft loans or tax benefits should be used in limited cases.

Necessary measures have been taken to preserve the current tendency of increasing savings of the population.

The challenge is to attract a large part of these funds to industry.

To achieve this, it is necessary:

- to create a civilized stock market, providing citizens with access to shares of industrial enterprises;

- carrying out a flexible tax policy in respect of income of citizens on deposits in financial structures, depending on the profile of their activities and the targeted use of accumulated funds of the population.

It is necessary to create the Bank investment pools (consortia) focused on financing of Federal programs, ensuring participation in them the state, private and foreign capital.

It is important to ensure regular revaluation of fixed assets in accordance with inflation rates and an increase in depreciation rates for progressive groups of machinery and equipment.

The recent revival of investment activity in the Russian industry should not be limited mainly to extractive industries to the detriment of manufacturing industries.

4.8. Innovative and scientific-technological policy to improve the efficiency of industrial production in the region.

The objectives of innovation and science and technology policy in industry are::

- creation of conditions for the formation of a progressive structure of production, the spread of new technological structures, as the basis for the implementation of an innovative version of economic development, and increase the competitiveness of domestic producers primarily due to lower production costs;
- modernization and development of applied science potential and support of innovation activity in Russia.

The unity of innovation and science and technology policies will be promoted:

- to increase the sensitivity of industrial production to the scientific and technological achievements;
- the growth of enterprises ' interest in innovation and the development of advanced technologies;
- attracting free capital to Finance projects of technological re-equipment of industry.

The main attention should be paid to priority areas of science and technology, such as software development, the creation of high-performance devices, machinery and equipment, new materials.

As a key element of the creation of an effective scientific and technological policy should be the formation of a national and regional technological strategy in the course of structural adjustment of industry on the basis of Federal and regional programs and lists of technologies according to the following criteria;

promising, dual-use, critical, used in small business. Particular attention should be paid to the development of mechanisms for the transfer of dual-use technologies, taking into account the interests of the state and producers.

In order to improve the forms and methods of integration of the scientific and technological complex for the reformation and development of industry, to solve the problems of sectoral science, as well as to improve the efficiency of innovation and improve the competitiveness of producers, it is necessary to solve two main problems:

- preservation and support of the perspective part of innovative and scientific-technological potential, temporarily not demanded in the conditions of the crisis of the industry, but necessary for construction of postindustrial economy;
- improvement of the existing system of reproduction of scientific knowledge in the field of industrial production and its adaptation to the market economy.

To achieve the first objective, the following measures should be implemented::

- to define priority directions of technological rearmament of the industry;
- define the priority measures to promote innovative activities and priority directions of technological modernization of the industry;
- take measures to preserve the unique research experimental facilities;
- to develop a system of voluntary certification of products and quality systems in the industry;
- to provide state support to the state metrological services.

4.9. Policies to improve the efficiency of the use of fuel and energy resources.

It should include:

- conducting energy surveys of organizations;
- accounting of energy resources;
- financing of the efficient use of fuel and energy resources;
- creation of extra-budgetary energy saving funds;
- guarantee investments in energy-saving sphere;
- promotion of energy saving and reduction of energy consumption;
- tariff regulation;
- regime regulation;
- tax privileges to the enterprises and the organizations which are engaged in implementation of programs of energy saving;
- responsibility for violation of the accounting of energy resources.

4.10. Creation of new jobs and training in the industry.

In the field of employment, the following factors are currently in place, leading to an increase in the supply of labour in the labour market:

- activation of the process of employment of workers, especially in the material production sectors due to the growth of production volumes;
- tightening of employers' requirements to the level of qualification of workers and re-employed;
- stabilization of the number of citizens who are forced to seek work or additional earnings in their free time from basic work or study;
- increasing inflow to the regions of the population from the republics of the former USSR.

One of the reasons for the slowdown in economic reforms in the region is the problem of providing enterprises with highly qualified personnel, weak organization of their training.

The deterioration of the structure of personnel in the industrial complex of the regions, caused by the presence of age gap between very young personnel and age personnel, the outflow of personnel in other areas of the economy becomes a factor hindering the recovery of the economic situation. It is therefore necessary to accelerate the improvement of the system of training and retraining, including:

- use existing training database, including training centres, established within the Federal employment service,
- the orientation of the subject of training and retraining on the specific needs of the production;

- organization of training in advanced methods of organization of work in market conditions;
- training of managers, financiers, lawyers and other specialists needed by enterprises for successful work in market conditions;
- creation of conditions for increasing entrepreneurial activity in various fields, especially in industry;
- provision of selective financial support to enterprises determining the situation in the labour market.