



## FORMATION AND DEVELOPMENT OF RESOURCE POTENTIAL OF THE RUSSIAN PENSION SYSTEM

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### ABSTRACT

**Objective:** This article examines the potential and resources available within the pension framework, highlighting the key financial mechanisms supporting individuals during times of job cessation or facing significant life risks.

**Methods:** The study employs a social-dynamic approach, analyzing the components and financial strategies of the pension system through extensive forecasting and systemic analysis.

**Results:** The study advocates for the adoption of a social-dynamic approach to evaluate and enhance the financial capabilities integral to the pension infrastructure. The concept and categorization of the resources and services within the pension scheme are introduced by the author. The analysis reveals that discrepancies and inconsistencies in understanding the pension framework's composition and fiscal strategies lead to operational flaws, conflicts, and instability.

**Conclusion:** The study concludes that a revised pension framework must be adopted, emphasizing a hybrid model that incorporates both contributory and capital-funded schemes. This model should enhance the resilience of the pension system, ensuring its capability to meet the demands of current and future retirees and stabilize the financial foundation of the pension provision.

**Keywords:** Resource potential of the pension system. Pension provision. Pension services system. Distributive-accumulative pension system. Pension insurance. Joint and several liability.





## INTRODUCTION

This investigation posits that crafting a theoretical and methodological framework, alongside predictive models to gauge the resource capabilities of the pension provision and services, is crucial. It emphasizes that evaluating the comprehensive potential to fulfill the pension system's objectives necessitates employing a systemic and complex approach. Such an approach calls for the reform of the pension system through a comprehensive assortment of tools, methodologies, and predictive factors, all of which are derived from extensive forecasting. The aim of this research is to establish a set of theoretical and methodological guidelines for creating and maintaining the pension system's resource base. Its goals include formulating an integrated theory and conceptual framework for the system's resource base, highlighting the importance of revising its financial formation mechanisms, and examining the distribution and accumulation processes, especially in a system dominated by distributional dynamics, to enhance its resource potential.

In the realm of examining the intricacies and dimensions of social welfare and security categories, significant contributions are acknowledged from diverse scholars. A.N. Averina's (2007) explorations delve into the pivotal role played by government mechanisms in safeguarding social welfare. V.L. Vasilenok and K.S. Melnikov (2015) dissect and evaluate the efficacy of international welfare practices with an eye toward revitalizing Russia's own system. The duo of Y.V. Voronin and M.L. Zakharov (2017) embark on projecting the future trajectories of Russia's social security infrastructure. The trio consisting of S.H. Gamataeva (2007), N.S. Kapingan (2010), and T.K. Mironova (2008) tackle the more abstract theoretical issues surrounding the domains in question. Conversely, K.N. Gusov's (2008) analysis sheds light on the statutory underpinnings that support the social safety net. T.M. Malova and L.N. Ovcharova's (2008) insights reveal the economic crises' repercussions on the frameworks of social welfare and security. S.V. Paramonova (2006) discourse, navigates the institutional facets of welfare within the capitalist paradigm. Through (2005), V.D. Roik engages with the advancement of insurance mechanisms catering to social and retirement needs. I.G. Tarent and S.A. Yudnikova's (2013) scholarship advocates for a holistic approach in dissecting the social protection schema. E.I. Kholodova's (2015) analytical venture juxtaposes the distributive and contributory pension schemes. Lastly, K.A.





Shimanovskaya's (2016) research scrutinizes the operational and strategic aspects of Russia's social welfare initiatives.

In the scholarly exploration of systems related to social security and welfare, it is imperative to acknowledge the contributions of numerous academics. Notably, in 2001, T. Simes made a compelling case for overhauling the welfare system to suit the demands of a globally recovering economy post-crisis. M. Tanner, in 2000, put forth arguments regarding the funded social welfare schemes' failure to provide a satisfactory quality of life for individuals in precarious situations. The trio of A. Borch, T. Boeri, and G. Tabellini in 2005, shared insights from a sociological study gauging the contentment level of Germans and Italians with their existing pension schemes. The year 2002 saw K. Coil, P. Diamond, J. Gruber, and A. Joustein scrutinize the deficiencies plaguing current European social security frameworks. J. Gruber and D. Wise, across 2004 and 2005, disseminated their findings from a comparative review assessing the effectiveness of social and pension safety nets globally. A. Gustman and T. Steinmeier, also in 2005, delved into the escalating debt issues within Europe's social security arena. R. Holsman and R. Hinz similarly assessed the evolving patterns of senior citizen incomes and the trajectory of pension reforms in affluent nations over the same year. A. Joostein and F. Legros utilized a vast array of statistical evidence to scrutinize capital flows' impact on the revenues of social and pension funds across the EU, while H. Oksanen in 2004 investigated the fiscal implications and trends within European public pension allocations. J. Pitzer's 2002 work illuminated the peculiarities present in the macroeconomic statistical representations of pension schemas. The collective efforts of W. Renaud, K. Graetz, J. Apfel, and C. Lavery in 2005 brought to light unconventional patterns in the distribution of benefits from private accounts under American pension regulations. Furthermore, R. Schiller's contributions in 2005 provided analytical forecasts pertaining to the lifecycle of social security mechanisms in developed territories. J. Jarmo's 2002 study focused on the evolving landscape of pension-related contributions and scheme alterations within prime pension models across developed regions. In 2017, M. Santoro delved into the nuances of pension reform enacted in Chile, whereas E. Arbatli highlighted the pros and cons connected to the automatic adjustment feature within Asian pension setups in 2016. Lastly, D. Park, in 2012, examined the repercussions emanating from alterations in pension regulations across East and Southeast Asia, delineating a multifaceted analysis rooted in varied international perspectives.





The exploration into the dynamics and challenges surrounding the accumulation and progression of the resource base for pension funding—an integral component of the welfare system—receives minimal attention in scholarly literature. This area has been marginally explored in single segments within the research by V.V. Bazhenova in 2007, S.V. Paramonova in 2006, N.M. Kasparianz in 2014, Z.P. Zamaraeva and D.A. Igoshina in 2017, A.P. Shatrova in 2009, along with L.I. Chernikova and N.V. Belokhvostova in 2014, among a few others.

Currently, this issue takes on greater significance due to the merger of the Russian Pension Fund and the Social Insurance Fund into the unified Russian Social Fund. Previously noted is the ineffective method of financial accumulation pertaining to resource capabilities. This inefficiency, coupled with a dire shortage of these assets for executing the pension entitlements of individuals, leads to a prolonged fiscal imbalance within the insurance-based pension framework. This imbalance contributes to the system's fragility, perpetuates the extent of undeclared wages, and results in a meager rate of widespread pension insurance enrollment among the populace. The deeply rooted, systematic nature of these issues necessitates the urgent attention of modern scholars.

## **METHODOLOGY**

The evolution of market dynamics within our nation has underscored the imperative for a flexible transformation within the state's pension support framework for its citizens, including its structures and operating procedures. Primarily, the critical need has emerged for an overhaul of a key component of this framework—the development, deployment, and enhancement of its resource base. Although the principles underpinning the socialist pension support model have faded into obsolescence, the foundational elements that enabled its operation persist. Moreover, the attempt to merge and implement disparate features from various international pension models, which are effective in their respective domains, has resulted in inconsistencies. Consequently, this has highlighted the necessity for an integrated methodology to address pension support and reform issues, alongside the creation of innovative solutions to longstanding challenges.

Consequently, the existing pension framework within our borders, when scrutinized in terms of pension amounts and fiscal soundness, falls short when compared to the pension frameworks established in Western nations. The combined





capabilities of our pension entities are significantly reduced, being about 1.5 to 2 times lesser, particularly when contrasted with nations like Germany and the United Kingdom (Roik, 2017). As a result, there is an urgent need to refine the financial processes involved in accumulating resource capabilities, which demands attention not just at the implementation phase but also in enhancing the theoretical and conceptual understanding concerning the pension system's fundamental structure and its economic underpinnings - namely, its capacity to generate financial resources. In light of this, the strategic management of these resource capabilities must be grounded in the conceptual framework that emphasizes a holistic systemic approach.

Currently, two primary methods dominate in establishing the framework for resource allocation and funding within the pension system, alongside delivering pension-related services. The first method is known as the pay-as-you-go system. This strategy relies on a communal accountability framework, instituting a compulsory social security insurance model. At its core, this approach emphasizes shared responsibility and social solidarity, operating on a system of immediate funding to address potential risks to an individual. This strategy ensures a redistribution of resources across and within different generations, with adjustments based on income levels. The distributive nature of this system's financial management offers several benefits, notably its reliance on immediate funding mechanisms, independence from the fluctuations and uncertainties of investment markets in determining pension sizes, and the enhancement of social protection reliability. Furthermore, it allows for greater pension replacement rates for lower income brackets. However, these strengths also give rise to its weaknesses, which encompass a high sensitivity to demographic shifts, wage levels, and labor market conditions, a reduced effectiveness in administrative enforcement, a decline in societal collective spirit, and an elevated financial pressure on the working population.

Within such frameworks, the foundation for pension support, essentially the financial groundwork for public pension assistance, is established influenced by numerous elements: demographic trends and their evolution in the nation; the population's age distribution and the balance between those contributing to and those receiving pensions; labor market conditions (including employment levels, joblessness, and wage scales); and shifts in the extent, composition, and manner of the workforce's engagement.







The obligation to apply the principles of a redistributive model within the national pension support system rests with the government, which sets up a public pension service infrastructure. This responsibility of service delivery is centralized in the Pension Fund by the government. This entity then distributes these services to the public, adhering to a set of standardized, overarching protocols.

The second method is the accumulative strategy. This strategy fundamentally differs from the distributive method in organizing financial support for retirements by emphasizing the individual's personal responsibility for their own financial security. Implementing this strategy entails engaging with private entities for obligatory savings towards retirement. Key to this system is the concept of mandatory personal savings insurance, serving as the primary safeguard, or more accurately, a method of self-defense against potential financial risks.

The superiority of this strategy lies in the efficiency gained through private administration of pension funds, driven by competition among these funds - a core tenet of market economics. Furthermore, the accumulative system remains unaffected by demographic fluctuations and directly links retirement savings to an individual's earnings, thereby encouraging higher contributions. Proponents also argue that by investing these savings into the national economy, not only does this spur economic advancement and salary growth, but it also enhances the financial capacity of private pension schemes. Nonetheless, this viewpoint is subject to debate.

While the accumulative strategy for arranging pension benefits presents an innovation, it's not without its shortcomings. Primarily, this model overlooks the obligation of the government to counteract failures within the financial framework. Moreover, this approach yields favorable outcomes in affluent nations with a sizable middle-class segment, yet struggles in the face of pronounced financial disparities among individuals in lower-income countries. The accumulation system fails to offer immediate financial support or avert poverty, creating a substantial fluctuation in pension disbursements due to the investment of pension assets. This fluctuation underscores the system's reliance on market stability and the adeptness of its management. In this context, private entities are the ones providing pension-related services. Delving into the essence of the accumulative method allows us to identify elements influencing both the creation of the pension system's resource base and its service delivery capability:





- The impact and quantity of personal contributions from salaries by employed individuals play a crucial role. Given these contributions are percentage-based, the importance of the income level of workers becomes evident, especially since a considerable chunk of these deductions originates from the middle class.

- The expertise of pension fund management is pivotal, as the acumen of managers is instrumental in ensuring the profitable investment and steady augmentation of pension funds, although it must be noted that the charges for the services of private pension fund administrators tend to be considerably steep.

- The reliance on the robustness and stability of investment markets, alongside the overall economic health of a nation, greatly affects the variability in returns, which can span a wide range.

- The provision of state assurances for minimum pension payouts to those confronting risks is a principle more proclaimed than practiced.

In systems based on capitalization, management of pension schemes falls under the jurisdiction of private pension entities. These entities operate autonomously, without a unified body to oversee and direct the provision of pension-related services. Every private entity sets its own policy, establishing its guidelines, financial obligations, and the extent of administrative costs involved, typically surpassing those found in governmental settings.

From this overview, it's apparent that adopting solely one of these frameworks—either the framework centered around accumulating potential organizational resources and operational mechanics for pension systems or the one focused on delivering pension benefits—tends to introduce significant complications. Recognizing these challenges, numerous countries have progressively embraced hybrid models for pension funding. These models ingeniously fuse aspects of both the contributory (pay-as-you-go) and capital-funded schemes in varying proportions to mitigate the inherent drawbacks of each. The contributory principle chiefly targets the maintenance of living standards for the working populace by advocating a communal contribution ethos. Conversely, the capital-funded model is predicated on ensuring equitable financial support. The essence of the hybrid approach lies in its potential to diversify pension funding by integrating both state-run and private pension provisions within a framework that employs both defined-benefit and defined-contribution plans.

The crux of advocating for mixed pension funding models is to enhance the resilience and flexibility of pension systems. This approach not only balances the





immediate financial support to retirees but also ensures a sustainable framework that can adapt to changing economic and demographic realities. By harmonizing the strengths and mitigating the weaknesses of both foundational pension funding concepts, the mixed model presents a forward-looking strategy to ensure the continued viability and effectiveness of pension systems and the broader objective of securing a stable financial future for retirees.

The evolution of pension strategies has led to the adoption of multipillar pension frameworks characterized by hybrid funding mechanisms. The tripartite model stands out internationally, encapsulating three primary segments: state-mandated insurance with predetermined payment schedules, obligatory private insurance featuring specific contribution rates alongside private fund management, and an elective tier for personal pension savings contributions.

This progression in social security theory has catalyzed the enhancement and sophistication of strategies for augmenting the financial foundations and diversified service offerings within the pension domain. It's identified in international discourse that this amalgamated model is further enriched in certain nations by the addition of two extra layers. An initial, or "zero," layer provides a rudimentary safeguard against indigence without necessitating insurance or fiscal contributions. There is also a quintessential layer, informal in nature, which facilitates non-official economic and supportive exchanges, notably within familial circles. Essentially, these adaptations reflect the tangible transformations observed in pension structures, evolving naturally over time.

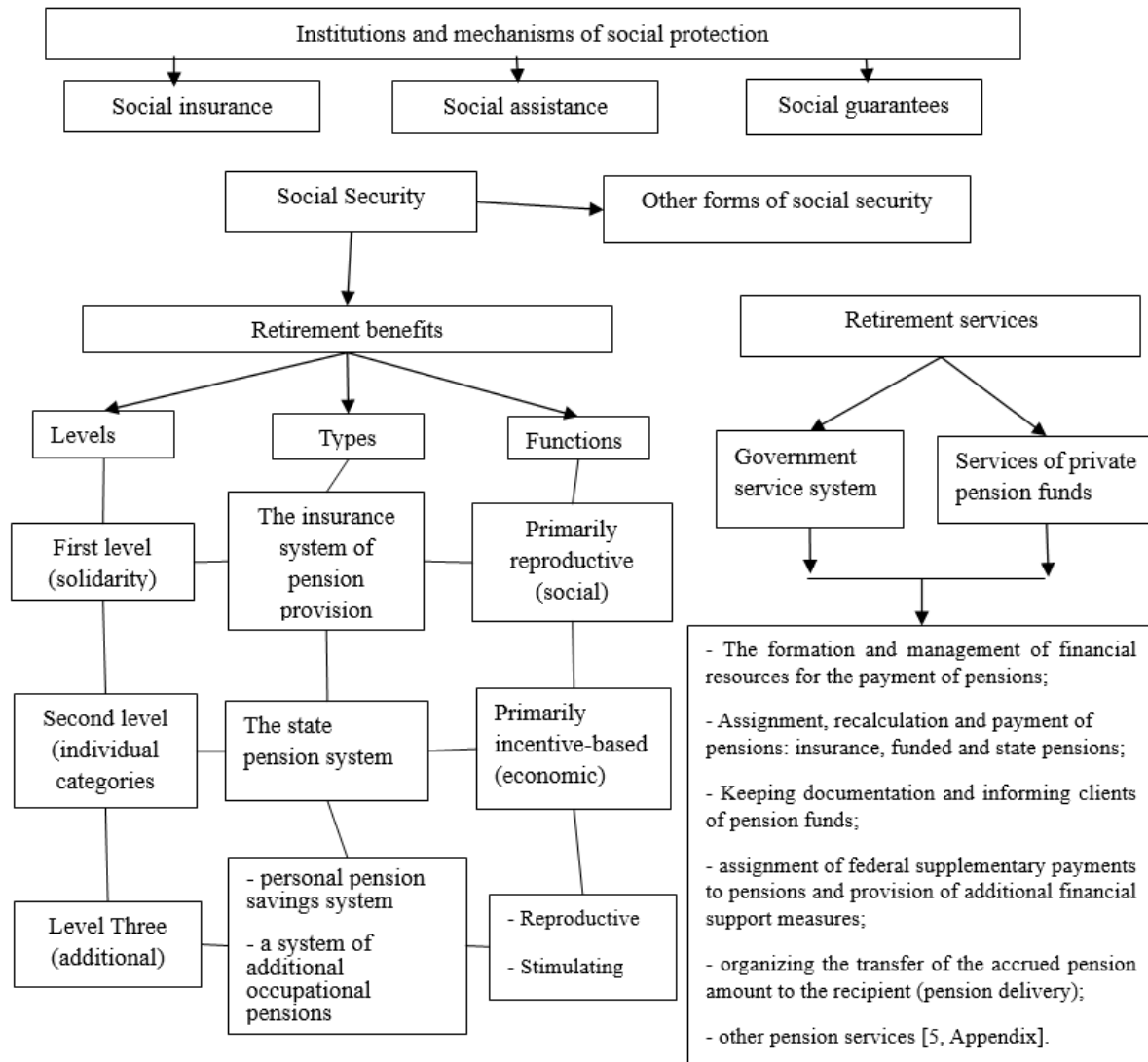
Such theoretical and methodological insights have garnered the endorsement of global entities, laying the groundwork for actionable advice aimed at refining and modernizing pension systems and their associated service offerings.

The assets and capacities underlying the pension infrastructure and its service offerings encompass a broad range of resources: fiscal, tangible, workforce, technological, and strategic management. However, the linchpin of these resources is the financial backing crucial for realizing its primary goal—furnishing financial aid to retirees by leveraging the amassed funds. Such financial backing primarily hinges on the cash reserves utilized for pension-related duties, marking its accumulation as a pivotal operation for the pension authority. The revenues brought in serve as the bedrock for the authority's outlays, covering aspects like pension payouts, processing and transferring benefits (be it through banking processes, postal services, or in cash),





operational overheads, and ensuring the smooth functioning of the organization's infrastructure. It also encompasses the insurance for contributory pensions, an area the Russian Social Fund invests in.



**Figure 1.** The concept of functioning of pensions and pension services in the system of social protection of socially-oriented economy  
 Source: Designed by author.

Currently, Russia's pension support structure is segmented into a three-level framework. This structure illustrates the operational philosophy behind pension support and service mechanisms within the societal safety net, along with the approaches for cultivating the resource base. The pension fund's fiscal pool draws from various channels, including insurance dues from employers and sole proprietors, voluntary donations from workers and companies, earnings generated from the



strategic deployment of idle funds, fines, different financial penalties, and subsidized financial support from the central government.

The illustration provided reveals that the national pension framework relies upon a redistributive and savings-based structure, with redistributive transactions playing a pivotal role in enabling the accumulation of resources. This graphical representation highlights a notably large segment dedicated to pension services within this framework, which plays a crucial role in facilitating individuals' access to financial benefits designed to offset the income losses incurred upon retiring from the workforce.

This investigation treats these services as instrumental in harnessing the financial capabilities intended for the pension support system. It's important to underscore that the scope of pension services spans a vast array of activities including the calculation of pensions, adjustment for inflation, revision of pension amounts, disbursement to beneficiaries, alongside the requisite documentation, oversight, and much more. However, empirical evidence suggests that the application of this model for structuring the pension support system in Russia hasn't yielded the anticipated outcomes as seen in numerous countries with social market economies. Consequently, this shortfall in pension funding necessitates fiscal transfers from the National budget to bridge the gap.

## **RESULTS**

Research has indicated that when it comes to building the resource base and funding for both the pension system and its associated services, there are primarily two strategies being employed. The first tactic involves what's termed the pay-as-you-go method, wherein the pension system's financial foundation is established through a shared duty principle. The alternative method is known as the savings-based approach. This strategy for assembling the financial backbone of pension support stands in contrast to the redistributive method, as it leans on the principle of personal accountability of individuals for their financial security in later life.

The progression towards a more varied pension framework has precipitated the introduction of multi-tiered pension system notions that embrace combined financing methods. Predominantly adopted in international contexts is the three-tier model that incorporates: mandatory governmental insurance with predetermined disbursement





amounts, obligatory private insurance featuring specific contribution levels and private asset management, along with an optional layer for personal pension plan contributions.

The integration of two fundamental frameworks for the development and operation of pension schemes, along with the delivery of pension-related services, often leads to significant challenges in their purest forms. Consequently, many countries are currently adopting hybrid models for pension funding. These models skillfully blend aspects of both the pay-as-you-go and the funded systems in varying proportions. It is crucial to highlight that the essence of the pay-as-you-go method is to maintain the living standards of contributors through a collective contribution scheme, whereas the funded approach focuses on ensuring uniform support. This synthesis of methodologies underpins the dual-faceted financing strategy for pensions, which is pivotal for both the system itself and the services it provides.

Furthermore, this discussion introduces a novel perspective on the pension system's resource capacity, defining it as the comprehensive aggregation of all financial assets held by the Social Fund within the framework of the gross domestic product that are immediately accessible to it. This includes current holdings and the potential for future resource augmentation and procurement, with a view toward sustaining the pension entitlements of citizens. This provisioning is both state-assured and delineated by federally established norms and criteria.

In contemporary scholarly discourse, it has been observed that our understanding of how social welfare and social security intersect and how they're defined has largely solidified, especially when drawing from the wealth of global insights on how economies can be socialized. Yet, a closer examination within our own academic circles reveals a notable lack of consensus regarding the precise meanings of these terms, their application, and their fundamental principles. This ambiguity, unfortunately, has adverse effects on the development of a coherent theoretical framework for our pension system's resources, its operational modalities, and the overall provision of pension-related services.

From the perspective of this study, social protection-encompassing social security-plays a pivotal role in safeguarding individuals by both mitigating the impacts of and preventing future social risks and adversities. This dual function not only addresses the repercussions of existing social challenges but also implements strategies to reduce the likelihood of their occurrence. Highlighting this preventative





aspect, N.S. Kapingan's (2010) research broadens the scope of "social protection" to include preemptive measures. S.H. Gamataeva takes this concept further by arguing that preemptive social welfare strategies primarily aim to establish conditions that allow individuals to manage or alleviate their current predicaments using their personal resources in face of social risks (Gamataeva, 2007). Moreover, S.V. Paramonova's introduction of "embeddedness" or "integration" (Paramonova, 2006) considers the unique socio-economic environments in deliberations on social welfare.

These nuanced distinctions between social protection and social security, as discerned from the theoretical perspectives discussed, underline the essential shifts required in the pension sector within a market economy that leans towards social orientation. They prescribe the foundational principles for structuring pension systems and delivering pension services, alongside guiding the development of their resource bases.

Moreover, it's important to highlight factors that diminish resource availability, including a significant evasion of social contributions and the growth of the informal job sector. In this context, contributions are often viewed as burdensome taxes rather than investments in future consumption or personal savings, making the system's success reliant on the efficiency of administrative enforcement measures. (Gamataeva, 2007).

S.V. Paramonova's study eloquently captures the nuanced essence of the mixed approach. It underscores that every individual in society actively engages in supporting those in need, with the expectation of receiving similar assistance when necessary. Moreover, it emphasizes the importance of each person being accountable for their own financial stability. The government's role, then, is to establish and manage frameworks that nurture a culture of mutual support and self-reliance regarding economic security. (Paramonova, 2006).

In her publication, E.V. Vasilyeva echoes a similar sentiment by stating that given the pros and cons associated with both pay-as-you-go and funded pension models, international bodies underline the necessity for integrating various financial strategies within pension systems to secure an adequate level of pension provision. (Vasilyeva, 2020).

## CONCLUSION

The absence of a unified, detailed, and coherent framework in the scholarly examination of pension system evolution leads to inefficiencies, inconsistencies, and



barriers to future growth. Addressing these problems initially from a theoretical and methodological standpoint before implementing practical solutions in pension framework construction is crucial for achieving a socially advanced economic status. This endeavor requires leveraging both the external developmental factors and the inherent capabilities for self-improvement of the pension system, in light of shifting towards a new socio-dynamic paradigm for augmenting the financial system's capacity to ensure a respectable quality of life for individuals.

Furthermore, an evaluation of the academic discourse concerning this issue suggests a noticeable scarcity in research focused on the formulation and enhancement of a theoretical and methodological foundation, as well as on forecasting the evolution and strategic pathways for the augmentation of the resource base of national pension support systems in a market-driven environment in the foreseeable future.

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