



# ELECTRONIC EMPLOYMENT RECORD BOOKS: PROS AND CONS



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## Annotation

The **employment record book** is the main document on employment and work experience. Since January 1, 2020, Russia has introduced an **electronic work record**, which will be implemented in **digital format**. For all working citizens, the transition to a new format of information about work is **voluntary**. The exception will be those who will get a job for the first time *since 2021*. For them, this is *mandatory*.

The study raises the **pros and cons of electronic workbooks** and **public opinion** about them.

## Introduction

The “**digital revolution**”, which had a significant impact on almost all spheres of public life of citizens of the Russian Federation, could not bypass the sphere of labor relations. In connection with the implementation of the national program “**Digital Economy**”, the main goal of which is the introduction of digital technologies in all areas of life, the *Ministry of Labor and Social Protection* in 2018 developed a *draft federal law “On Amendments to the Labor Code of the Russian Federation.”*

The main idea of this draft law is the *gradual transfer of employment record books to electronic media*. This is due not only to the requirements of the time, but also to the existing realities.

But in the process of implementing this project, people had a lot of concerns about the *electronic version of the workbook*. In this research, we have considered all the pros and cons of the innovation, as well as analyzed public opinion about this project.

## Sources:

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2. ВЦИОМ. (2021) *Трудовые книжки в эпоху цифровизации: старое вино в новых мехах?* Available from: <https://wciom.ru/analytical-reviews/analiticheskii-obzor/trudovye-knizhki-v-epokhu-cifrovizaczii-staroe-vino-v-novykh-mekhakh> [Accessed 12th april 2021]
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## Methods and Materials

Information from the electronic work record is available at **Gosuslugi.ru** portal personal account. You can download it as a scanned paper statement and send it to your email address. The document is automatically certified by the *electronic signature* of the *FIU* and is *legally significant*. Also, information about employment is available in your personal account on the website of the **Pension Fund of Russia**.

So, the only **difference** between the content of the paper and electronic format of the work record book is that it is *impossible to reflect information about the employee’s bonuses in electronic form*. This flaw is still under discussion.

### Advantages of electronic employment record books:

- The transition is voluntary.
- It cannot be lost.
- One does not need to buy it.
- The HR department cannot help but give it back.
- It is easier to forward it.
- It is easier to draw up a pension scheme.
- It is easier to get a statement.

### Disadvantages of electronic employment record books:

- Information about previous jobs will not be saved in the e-book.
- There is a risk that the information may leak.
- An error may occur when transferring information to an electronic format.
- Nothing will change for the HR department.
- You still need to keep your paper work record.
- You need to transfer the information to the Pension Fund within two days.

	Women	Men	18-24	25-34	35-44	45-54
<b>Yes</b>	43%	49%	57%	51%	39%	40%
<b>No</b>	57%	51%	43%	49%	61%	60%

Table 2. Have you switched to an electronic work record or not?

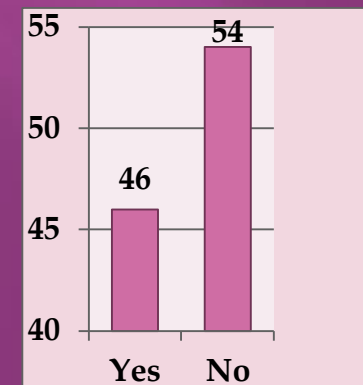


Table 1. Do you want to switch to an electronic work record?

## Results and Discussion

After studying all the pros and cons of electronic workbooks, it is worth studying **public opinion** about this problem.

The **All-Russian Center for the Study of Public Opinion** conducted a *survey among the working population*, and according to its results, more than *half of the people* who took part in the survey *do not want to switch to electronic employment record books (Table 1)*.

**Online Recruitment Platform hh.ru** studied Russian employees’ attitude to and will to support the initiative to switch to electronic work record books. The **online survey** was conducted from 14 to 20 January 2021 among 3,350 applicants throughout the Russian Federation.

Based on the data in *Table 2*, we can conclude that the *number of people who do not want to switch to the electronic version of work record books* is still higher, which only confirms reliability of the data collected by the All-Russian Center for the Study of Public Opinion.

## Conclusion

It is impossible to say for sure whether it is necessary to switch to electronic employment record books. The main disadvantage is the possibility of data theft, but the advantages are much greater. One must *keep up with the times and choose the right way to do this*.