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### **Components of the Economic Security of Business in a Remote Work Format**

*Abstract.* The article examines the key features and problems of economic security of labor in a remote work format. The need to develop measures to protect the labor and socio-economic rights of users in the digital space is shown. The classification of security components is presented, functional components and structural elements of economic security are analyzed.

*Key words:* remote work, economic security, security elements, functional components, enterprise.

In a market economy, when the subjects of legal relations strive to maximize their profits, and the state is trying to create conditions under which the benefit to society will be the most important factor in ensuring the security of the company, this issue arises most urgently in conditions of crises and changes, i.e. in market conditions. So, initially all the activities of the subjects of legal relations are conditioned by the desire to get as much profit as possible, which in turn generates strong competition through the desire for quick profit, and therefore is associated with the reverse side, i.e. threats, risks and dangers. Thus, the economic content of the company's security is reduced to the ability to obtain stable development while reducing threats and risks, i.e. capital increase (resources, profitability, etc.) with an emphasis on resource change and efficiency, taking into account alternatives and external factors

The components of the economic security of an enterprise are a set of the main directions of its economic security, which differ significantly from each other in their content.

It is worth highlighting the following functional components of the economic security of the enterprise:

- financial;
- intellectual and personnel;
- technical and technological;
- political and legal;
- ecological;
- informational;
- power.

It is worth noting that the economic security of an enterprise, in turn, is an integral part of the entire security system of business activities, along with:

- technogenic;
- environmental;
- informational;
- psychological;
- physical;
- scientific and technical;
- fire department.

It should be noted that the components of these security systems overlap in many ways, and with a detailed analysis, you can even come to the conclusion that all the components of business security are included in the system of economic security of the enterprise. It all depends on whether economic security is perceived in a broad or narrow sense.

The digitalization of the economy and social sphere in Russia and in the world creates great opportunities for development, but at the same time brings a number of problems and threats to the economic security of businesses and citizens. This is due to increased economic instability, depreciation of traditional assets that have not undergone digital transformation, with the strengthening of the positions of global players and digital platforms that attract numerous labor resources and consumers and dictate their own rules, creating "additional gaps between involved and uninvolved actors."

New ways of labor management and forms of cooperation have appeared in the world, which affect both individuals and employers, and social and legal institutions. In the conditions of market reality, when the subjects of legal relations strive to maximize their profits, and the state is trying to create conditions under which the benefit for society will be the most important aspect of ensuring the security of the company, this issue arises most urgently in conditions of crises and changes, i.e. in market conditions.

Thus, in the digital economy, the subject of labor is increasingly taking on an electronic form. It serves as information, initial data necessary for the implementation of labor activity, which are provided in digital format. It is to work with them that the activity of a modern specialist is directed, who, thanks to his knowledge, experience, ability to produce innovations, makes the necessary changes. Various digital devices become the means of labor, and "the result of labor is a finished information product."

Increasingly, the meeting place of employers (customers of work (services)) and workers (free labor agents) is transferred to digital online platforms.

This allows employers and customers to reduce organizational costs, create strong competition and attract qualified specialists from the regions. In addition, they can

work “on a flexible schedule and anywhere”.

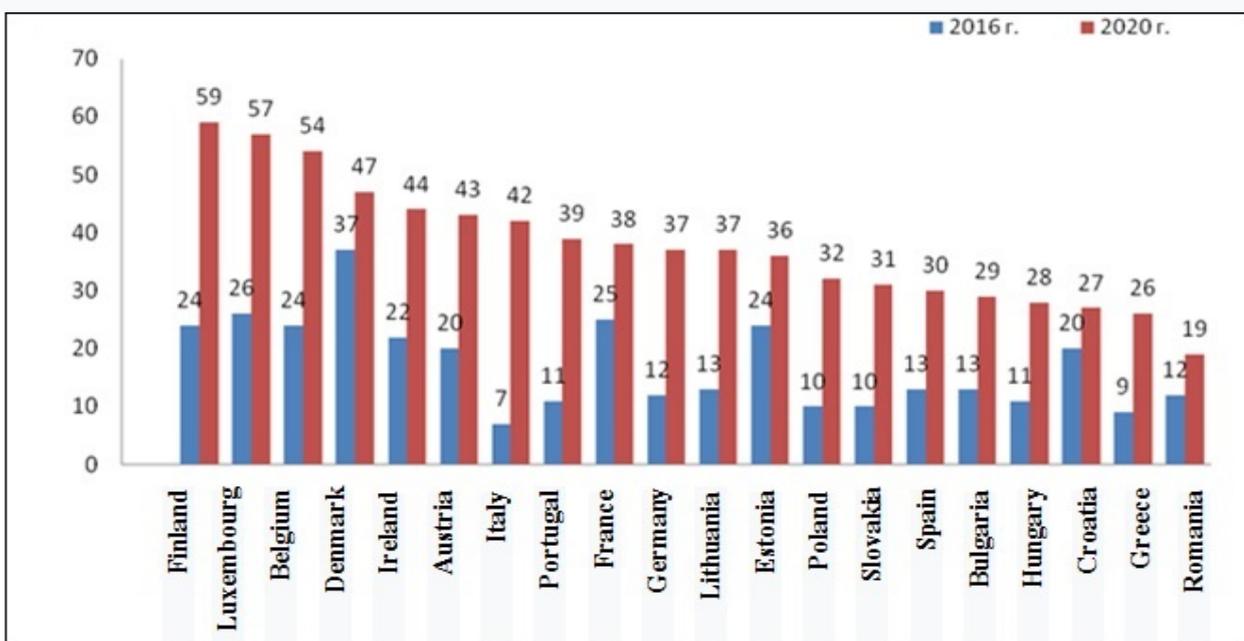
In the new model of labor and employment, the constituent unit is not the workplace, but "the presence of professional activity ranked by wages in a particular sector of the economy." This is due to the fact that in the digital labor market, free labor agents are offered not jobs in their traditional sense, but labor assignments within projects.

Moreover, establishing and maintaining relationships with operators of digital platforms, customers of work, subcontractors, as well as taking on the risk of accidental death of labor results before transferring them to the customer, become the prerogative of the remote workers themselves.

The results of the interactions of labor agents with other subjects of digital platforms can be both positive and negative.

In the current context of the COVID-19 coronavirus pandemic, teleworking is becoming more common. In Italy, for example, the use of telecommuting increased “from 7% in 2016 to 42% in 2020”. In Germany, the share of telecommuting workers increased from 12% in 2016 to 37% in 2020

picture №1

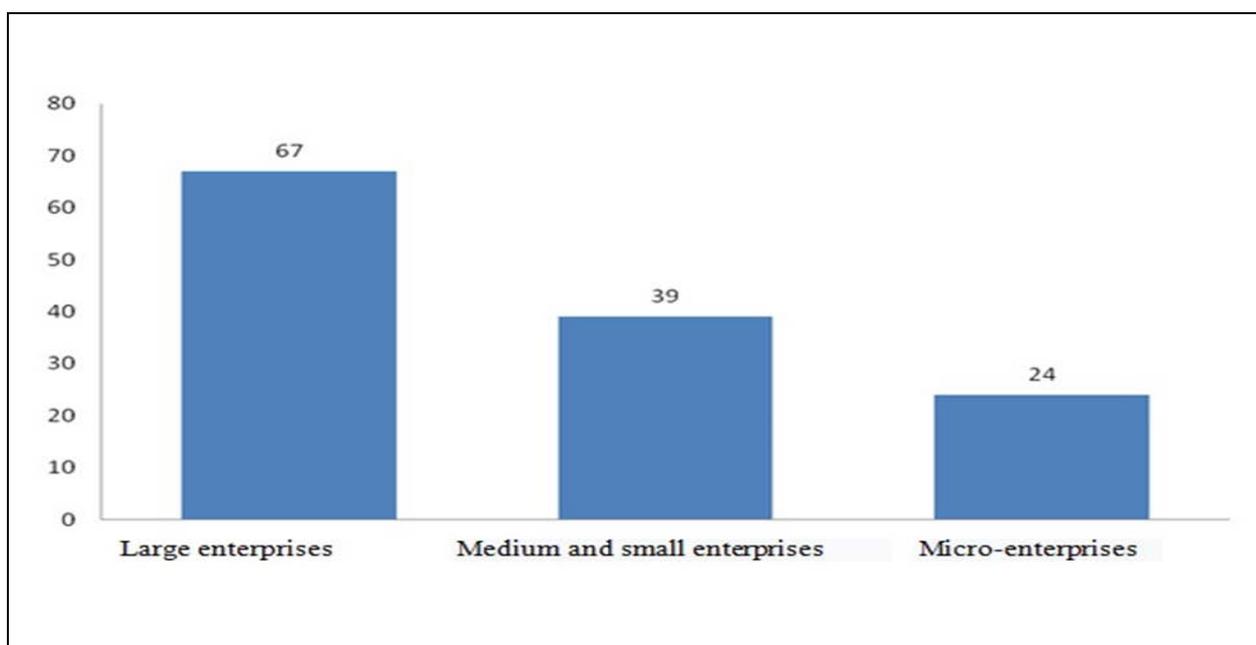


(picture №1) The share of employees engaged in telecommuting in the EU countries in 2016 and 2020,% of all employed

As can be seen from Picture 1, the highest percentage of workers who switched to remote forms of work organization is currently observed in the countries of Northern and Western Europe (59% - in Finland, 57% - in Luxembourg, 54% - in Belgium, 47% - in Denmark, etc.). By the end of April 2020, more than a third (37%) of all employees in the EU countries were in telecommuting.

In Russia, according to the NAFI Analytical Center, in connection with the coronavirus pandemic, 33% of employers transferred part of their employees to remote work, 11% of organizations managed to transfer the entire staff. Among large enterprises with more than 250 employees, the share of organizations using remote work was 67%, among medium and small enterprises with a staff of 16 to 100 people - 39%, among micro-enterprises with a staff of up to 15 people - 24% (Fig. 2 ). In total, 1,500 business representatives from all major sectors of the economy in all federal districts of the Russian Federation were interviewed. The respondents were business owners, chief executives of companies and individual entrepreneurs.

picture №2



(picture №2) Share of Russian employers who transferred their employees to remote work in 2020,%

According to a study by the NAFI Analytical Center, after the end of the pandemic, 20% of heads of Russian enterprises are ready to maintain remote forms of labor organization for some of their employees, and 7% for the entire state.

When determining the place and role of a specific subject of legal relations, i.e. its monitoring and analysis must be based on both the segment of its activities and the assessment of its competitors, all this is due to the creation of an effective model for managing the economic security of the region aimed at ensuring the security of both the business as a whole and specific institutional units.

In order to achieve the apogee of ensuring the security of companies in a crisis environment, it is necessary and expedient to make relevant operational, tactical and strategic management decisions to level threats and risks while ensuring the stable development of subjects of legal relations.

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