

First Suggestion

In many countries of the world including the Russian Federation a number of companies use the word “national” in their names even though their activity is not national. We propose a definition for the “National company”:

National company is a public organization, established and registered as a legal entity in accordance with a current legislature of a country and which main activity is for the public good and/or promotes strengthening of the national security. Reregistering of such an organization outside country borders is only possible by the decision of the government. A legal entity is established in a legal form of a joint stock company (similar organizations in Russia and other countries) with the government or municipal (territorial) entity equity share. No more than 25% of the privileged (non-voting) shares can belong to the foreign companies. Permanent executive body of the legal entity as well as other bodies and entities which have the right to act on behalf of the legal entity with full authority, are permanently located on the territory of the country where such legal entity is established.

Second Suggestion

Since nowadays human capital is the main factor in the socio-economic development of any country, we propose and recommend a new socio-economic and political project Joint Stock Human Capital.

Joint-Stock Human Capital (JSHC) is one of the fundamental categories of the socially-balanced economy. A special form of public collective ownership in labor outcomes is established by means of modernization of socio-labor relations.

The goals of management for transferring of non-strategic personnel of territories are identified and passed on for solutions to a new entity of entrepreneurship – a specialized private-municipal company that provides various outsourcing services for collaboration with noncommercial social centers of territories.

Public ownership of a joint stock human capital company obtained through consolidation of collective labor (intellectual and industrial) allows to obtain a market assessment of capitalization of non-material assets in the process of personnel management as well as intellectual property management. Such a proactive and independent assessment will identify the results of efforts for development and growth of human capital of territories clearly and precisely.

A joint stock human capital company has the following distinctive features:

1. Main business activities – offering services in providing personnel to business clients on conditions of outsourcing and management of the objects of intellectual property (registration, valuation, monetization, capitalization, and multiplication of assets) as well as objects of social infrastructure of territories.

2. Participation in equity capital of a joint stock human capital company of state and municipal enterprises (not less than 10% and not more than 25%).

3. Participation of workers in joint stock human capital company activities is carried out by using predominantly various forms of free, non-permanent labor (for example, on conditions of an agent agreement, consumer cooperation, etc.) and /or by bringing subcontracting, specialized, territory non-commercial organizations in order to provide personnel services, in which workers are hired workers.

4. The presence of shares on the stock market (IPO) allows to receive the most objective company valuation as well as an indicator of territory well-being growth.

5. Distribution of earnings from capitalization growth is carried out between:

- a) client companies requesting human resources;
- b) workers, authors and intellectual rights holders;
- c) venture and direct investors;
- d) territories.

6. Providing workers of a public joint stock human capital with a comprehensive social services: educational, legal, medical insurance, etc, as well as services for personal career management under continuous personal development program conditions (by means of investing in human capital including voluntary agency fees paid by workers).

Third Suggestion

For the national companies and organizations that are directly involved in creation and development of the **joint stock human capital on a territory** of the innovative municipal (territorial) entity and offer staffing services on behalf of individual carriers of human capital provide tax relief on the costs associated with creation, registration and adding to the balance of the said organizations of intellectual property and other non-material assets:

a) For non-profit organizations which activity is directed towards achievement of the social, charitable, cultural, educational, scientific and management goals, towards the development and increase of the human capital quality, health of its citizens, development of fitness and sports, meeting of the spiritual and other non-material needs of citizens, protection of rights, legal interests of citizens and organizations, resolution of disputes and conflicts, provision of legal assistance as well as other goals directed towards achievement of creation of public benefit.

b) For commercial organizations: public organizations (national companies) registered in the legal form of the joint stock companies with municipal body equity share of not less than 10% and not more than 25%, which activity is directed towards growth and improvement of the human capital quality.