

THE INFLUENCE OF SOCIAL FACTORS ON THE STATE OF THE LABOR MARKET OF SPECIALISTS IN THE REPUBLIC OF BELARUS

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The formation of market relations in the Republic of Belarus involves the formation of all types of markets, among which a special place is occupied by the labor market, which is always accompanied by an aggravation of the problems of placement and use of labor resources. The labor market is a necessary and integral element of the economy of any developed state. Being an economic category, the labor market is at the same time closely connected with social processes. Unlike other markets, the specificity of this market is that here the object of contracts is the person himself, his/her ability to work.

An important segment of the total professional labor market is the labor market of specialists, which determines the dynamic development of all aspects of society, since qualified personnel play a huge role in the development of enterprises and the state.

The study of the formation of a market system of management and directly the labor market of specialists is one of the most urgent tasks of modern science.

By the term "specialists», we mean a special part of workers who have a number of characteristics: the presence of higher or secondary specialized education; engaging in professionally complex mental work; performance of special functions for the management of enterprises; constant accumulation and improvement of knowledge, skills and abilities in the course of their professional activities. All these qualities are aimed at the effective development and competitiveness of enterprises and organizations. The labor market of specialists is formed under the influence of many factors, including socio-economic factors that determine the demand and supply of labor.

In the last five years, signs of a qualitatively new situation in the labor market have appeared in the Republic of Belarus - the formation of such a system of economic relations between employers and employees in the country, in which employment and cash income of the latter are determined by the conjuncture of labor supply and demand for it. Under these conditions, it is necessary to achieve deep structural transformations in production and employment, while observing, as rightly emphasized by G.M.Gazievaa reasonable compromise between economic efficiency and social results. The market itself is not capable of providing such a compromise; it requires purposeful state regulation, expressed in the creation of new and the preservation of existing jobs in promising sectors of and reducing the population's need for jobs. To solve this problem, fundamentally new approaches are needed in the field of employment at the macro level [1].

The labor market, like any commodity market, is based on supply and demand. Demand in this case appears in the form of the need to occupy vacant jobs, and supply is the presence of an unemployed labor force or a desire to change jobs. There

is a competitive struggle between employees to occupy a particular job or perform work, and on the other hand, between employers to attract the right labor force.

An increase in the number of able-bodied population and at the same time a reduction in the number of people employed in the national economy contributes to the expansion of the list of labor-surplus professions, primarily specialists. The supply exceeded the demand for specialists and employees. Leading in the list of labor-surplus professions are economists and lawyers. For a specialist who does not have sufficient practical work experience, the chances of employment are minimal.

There is a shortage of medical workers, software engineers, foremen, but in the labor surplus situation in the labor market, the need for specialists in these professions is explained by economic reasons - moving to other sectors of the economy. Today in the Republic of Belarus there is an acute shortage of working specialties on the market, drivers, food sellers, cooks and owners of construction specialties can easily find jobs, among highly qualified workers there is a demand for doctors, teachers, engineers and accountants [2]. In Minsk, the most demanded professions in 2022 are a bricklayer, a nurse, a doctor and a salesman. In recent years, the educational level of the unemployed has risen significantly. The most vulnerable in the labor market are women, especially those without work experience or those with specialties in which preference is given to men when hiring. Nevertheless, the proportion of young people among specialists in the national economy, although slowly, is increasing. At the same time, the number of workers in the older age groups (50–55 years and older) is steadily increasing. The highest proportion of specialists of this age is in science and scientific services, which is quite understandable and justified.

When forecasting and planning socio-economic development, including the need for specialist personnel, it is necessary to take into account the above data, especially in the medium and long term. This will reduce disparities in the labor market. Practice shows that without the development of measures of state influence on the labor market, it is impossible to increase the efficiency of the economy. In all countries with developed market economies, the labor market is regulated.

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2. *The most demanded professions in 2022-2025: a list [Electronic resource]. – Access mode: <https://pro2020god.ru/samye-vostrebovannye-professii-v-2020-2025-godah-spisok/>. – Access date: 06/02/2022.*