

agencies in 2016. For a more accurate assessment of the direction and closeness of the relation between X and Y, we are using the calculation of the Spearman rank correlation coefficient, substituting into the formula, we obtain the result:

$$\rho = 0.35,$$

i.e. the relationship between the cost of advertising and the cost of tours in 2016 is a direct and moderate (ρ 0.3-0.69) or close to a strong one.

Thus, the research shows that in 2015 the growth in advertising spending of tourist organizations in Vitebsk is not significantly affect on the growth in the cost of tours on the territory of the Republic of Belarus. Therefore it is necessary ti find other factors, possibly external, for example, the aggregate amount of income of the population. Based on the results of the assessment of the direction, nature and closeness of relations for 2016, the situation has changed, the growth of advertising costs, has a significant impact on the increase in the cost of tours, which is confirmed by investigation in the world practice.

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THE INFORMAL EMPLOYMENT IN BELARUS FROM THE DECENT WORK PERSPECTIVE

НЕФОРМАЛЬНАЯ ЗАНЯТОСТЬ В РЕСПУБЛИКЕ БЕЛАРУСЬ С ТОЧКИ ЗРЕНИЯ КОНЦЕПЦИИ ДОСТОЙНОГО ТРУДА

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Abstract. The article is devoted to the role of the Decent Work concept in the evaluation of informal employment. In the article author assesses the scale of informal employment in the Republic of Belarus. Based on this assessment, the author identifies tasks to promote the concept of Decent Work, and proposes the

development and adoption of a Decent Work Program in Belarus aimed at effectively promoting the strategic objectives of Decent Work.

Аннотация. Статья посвящена роли концепции Достойного труда при оценке неформальной занятости. В статье проводится оценка масштабов неформальной занятости в Республике Беларусь, на основании которой выделяются задачи по продвижению концепции Достойного труда, а также предлагается разработка и принятие программы по Достойному труду в Беларуси, направленной на эффективное продвижение стратегических задач Достойного труда.

The formation of effective social and labor sphere is one of the fundamental factors of the innovative development of the Republic of Belarus. The Belarusian labor market is characterized by a number of unresolved problems: territorial and structural imbalance in the labor market; inefficient use of labor potential; low quality of workplaces; poverty of the working population; low social and legal protection of workers, especially workers in non-standard forms of employment.

A promising mechanism for the comprehensive solution of the above problems, meeting the challenges of new time and the principles of the social state, is the implementation of the concept of Decent Work, proposed in 1999 by the International Labor Organization (ILO). According to this concept Decent work is work that is productive and delivers a fair income, with a safe workplace and social protection, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men [1].

The concept of Decent Work encompasses four strategic directions: opportunities for employment and income, respect for rights at work, social protection and stronger social dialogue. Within these four directions, the Decent Work measure is carried out according to eleven groups of indicators, which include the indicator of informal employment.

In 2002 the International Labour Conference (ILC) engaged in a discussion on “Decent work and the informal economy”, which emphasized repeatedly the need for more and better statistics on the informal economy.

Informal employment refers to those jobs that generally lack basic social or legal protections or employment benefits (e.g. advance notice of dismissal, severance pay and paid annual or sick leave, among others). A large part of informal employment is in the informal sector, but informal employment also exists outside the informal sector, represented, for instance, by workers holding informal jobs in enterprises operating in the formal sector or in households [2, p.65].

There is no reliable statistics about informal employment in Belarus. Measuring informal employment is complicated by the fact that a significant part of labor relations is concentrated in small business, at individual enterprises, in informal sector, in farms.

In informal sector the employment relationships are often not legally enacted, it can cease any time, and duration of these employment relationships is not known in advance to either party. This greatly complicates the current statistical accounting.

According to the methodology of the National Statistical Committee of Belarus for the calculation of statistical indicators of economic activity and inactivity, informal employment is the work of persons employed in the informal sector, and persons working without formalizing employment relations in peasant farms or in other organizations (informal employment outside the informal sector).

An approximate estimate of the extent of informal employment in the Republic of Belarus in 2015 is presented in Table 1.

Table 1— An approximate estimate of the extent of informal employment in the Republic of Belarus

Indicators	Thousands of people (2015)
Number of individual entrepreneurs	240.781
Persons engaged in craft activities	17.66
Persons engaged in agro-ecotourism	2.263
Persons employed by an individual entrepreneur	40.7
Persons engaged in personal subsidiary farming by the production (processing) of goods or services for the realization	8.268*
Total	309.7

* 2014.

Source: *The Data book «Small and medium-sized business in the Republic of Belarus», 2016; The Data book «Tourism and tourist resources in the Republic of Belarus», 2016; data on the number of individuals engaged in craft activities in the Republic of Belarus (<http://www.belmarket.by/kolichestvo-remeslennikov-v-belarusi-prodolzhaet-rasti>), Balance of labor for 2014.*

As a result, even the approximate calculations show that informal employment is about 7% of the workforce.

The spread of informal employment leads to serious negative consequences for doing business, economic growth and development of the country as a whole. However, the consequences of informal employment are not so unambiguous, under certain conditions informal employment can have a positive impact. Therefore, measuring and regulating informal employment should consistent with the ILO Concept of Decent Work.

The introduction of the concept of Decent Work into social and economic practice in Belarus is just beginning. In these conditions, there are two tasks: 1) to develop a methodology for comprehensive research and monitoring of the regional labor sphere from the standpoint of the basic principles of the Decent Work concept; 2) substantiation of practical measures to implement the concept of Decent Work.

The implementation of the basic principles of the Decent Work concept can significantly accelerate the promotion of major national programs and strategies

aimed at modernizing the economy and moving to an innovative development model, increasing labor efficiency, and reducing the risks of informal employment.

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FEATURES OF CITY LOGISTICS REALIZATION ОСОБЕННОСТИ РЕАЛИЗАЦИИ ГОРОДСКОЙ ЛОГИСТИКИ

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Key words: logistics, city, region, management, cargo transportations, directions of analysis, optimization.

Ключевые слова: логистика, город, регион, управление, грузовые перевозки, направления анализа, оптимизация.

Abstract. In the article features of city logistics and also a place of cargo transportations in it are considered. The problems and main directions of cargo transportation research in the city logistics system are determined. The directions of optimization of cargo transportation within the limits of city territories are offered.

Аннотация. В статье рассматриваются особенности городской логистики, а также место в ней системы грузовых перевозок. Определены проблемы и основные направления исследования грузовых перевозок в рамках системы городской логистики. Предложены направления оптимизации грузовых перевозок в пределах городских территорий.

The efficiency of management at the level of any economic entities: a region, a national economic complex or a specific enterprise is largely determined by the use of new methods of management. These methods, of course, include the methods of logistics management.

One of the ways of improving regional management improving is city logistics, the essence of which is defined as the optimization of various types of flows (commodity, transport, financial, human, etc.) at the level of urban areas. The management of these flows allows to increasing the efficiency of the work of