

was about 20 %, which is relatively low. However, the local government debt problem is more visible, especially with a large scale of hidden debts, increasing fiscal risks. Thus, the step-up in fiscal stimulus announced by China's government for 2025 will support the economic outlook, but the large budget deficit points to a continued rise in government debt in the next few years.

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GREAT STONE INDUSTRIAL PARK AND ITS SIGNIFICANCE FOR DEVELOPING BELARUSIAN - CHINESE COOPERATION

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The Great Stone Industrial Park is the largest joint project of Belarus and China. The Park has a strategically unique location – it is situated in the geographical center of Europe, and viewed as a key element within the concept of new Silk Road Economic Belt.

The Great Stone Industrial Park is a territorial unit of Belarus with the status of special economic zone and preferential regime for doing business.

The Great Stone Industrial Park is designed as a truly eco-friendly city for innovative companies with a high export potential, a special legal regime and preferential conditions for doing business.

One of the advantages of the Park is its location in beautiful, environmentally-friendly territory of a natural reserve. This is why preserving the landscape is one of the most important development tasks.

Against the backdrop of growing international economic cooperation, the Great Stone Industrial Park stands as a key symbol of Belarus-China cooperation.

The Park promotes economic cooperation through investment and trade, and strengthens cultural and social ties, serving as a platform for technological and industrial synergy between the two countries. The Great Stone Industrial Park, located in Belarus, is a key project in Belarus-China cooperation. From an economic perspective, it offers Chinese enterprises a springboard to the European market, while bringing investment and technology to Belarus. It stimulates trade, creating new opportunities for both sides. From a cultural perspective, the interaction between people working in the Park promotes mutual understanding. From a technological perspective, it facilitates the exchange of experience, expanding the industrial capabilities of both countries. In essence, it is a cornerstone for deepening bilateral cooperation.

Belarus and China signed a number of documents revealing the potential for cooperation in the areas of trade, investment, development and deepening of industrial cooperation, and scientific and technical interaction. The Great Stone Industrial Park, the flagship of innovation

in the Belarusian economy, has demonstrated impressive results in the first five months of 2025. There are 150 registered residents in the park, which indicates a steady increase in the attractiveness of the site for foreign and domestic investors. The declared total investment of these residents reaches USD 1.57 billion. These investments, along with plans to create about 16,000 new jobs, indicate the park's significant potential to stimulate economic growth in Belarus and create high-tech jobs. In 2025, the park was replenished with 9 new residents representing Russia, China, Switzerland, Turkey, and Belarus. In total, the park's residents represent 15 countries. This geographic diversity emphasizes the international nature of the project and its attractiveness to investors from various countries [1].

Thus, the China-Belarus Industrial Park "Great Stone" is a strategic and largest project of bilateral cooperation. The project is being developed within the framework of interstate Belarusian-Chinese cooperation and signed intergovernmental documents.

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THE ROLE OF PROFESSIONAL TRAINING AND DEVELOPMENT IN ENHANCING LABOR PRODUCTIVITY

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Professional training and development programs represent critical investments for organizations seeking to enhance workforce productivity. Research consistently demonstrates that well-designed training initiatives yield significant returns through improved employee performance, reduced errors, and increased innovation capacity [1].

Organizations implementing structured development programs report productivity gains of 17–21 % compared to those without such initiatives. These improvements stem from enhanced technical competencies, strengthened problem-solving abilities, and better alignment between employee skills and organizational needs. Additionally, training fosters employee engagement and retention, further contributing to productivity through reduced turnover costs and preserved institutional knowledge.

Modern approaches emphasize continuous learning models over isolated training events. Digital platforms now enable personalized, just-in-time learning experiences that minimize productivity disruptions while maximizing skill acquisition. The most effective programs combine formal instruction with practical application opportunities, allowing employees to immediately implement new knowledge in relevant work contexts.

Cross-functional training has emerged as a particularly valuable approach, enabling employees to develop versatility across multiple operational domains. This flexibility enhances organizational resilience and productivity by creating adaptable workforces capable of responding to shifting demands (Noe & Kodwani, 2018). Studies indicate that employees with cross-functional capabilities contribute to 23 % higher team productivity compared to narrowly specialized