

prospects of development of education in the modern conditions and to find the new ideas for inclusion of an ecological component in the disciplines taught by them. In too time distant form of education allowed participants of courses to define self-contained tutoring time, proceeding from the daily load.



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LABOUR MARKET INFORMATION SYSTEM IN BELARUS: MICRO LEVEL

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Key words: labour market information system, jobs anticipation.

Abstract. The article discusses features of labour market information system (LMIS) development in Belarus at the micro level. The article analyzes available information resources to determine the future needs for staff, which are based on the request data from enterprises. Their bottlenecks are shown. The ways of improving the system of information collection about future staff needs of enterprises are determined.

Labour market information system (LMIS) is characterized by ILO's professionals as the following: "Any information concerning the size and composition of the labour market (labour supply and demand and their interaction), or an part of the labour market, the way it or any part of it functions, its problems (in terms of entering the market and maintaining a balance between supply and demand in the market), the opportunities with may be available to it, and employment-related intentions or aspirations of those are part of it" (ILO Study). An important role in LMIS development belongs to the micro level (businesses and organizations which create demand for labour force, educational institutions which are in charge of training demanded quantities of labour force). It is data on vacancies provided by businesses that make up information about prospective demand for personnel.

Currently LMIS is being developed in Belarus. The key role in development of LMIS in Belarus belongs to three major ministries – the Ministry of Economy, the Ministry of Labour and Social Protection, and the Ministry of Education, where each of them conducts its own survey:

1. The Ministry of Economy makes prognosis on the number of employed according to the types of economic activities (based on queries to sectoral ministries

on anticipated number of employed according to the types of economic activities which they supervise). Sectoral ministries make up their data based on the reports of businesses.

2. The Ministry of Labour and Social Protection accumulates data on vacancies which businesses shall submit to agencies of labour, employment and social security in their territories within the period of 2 weeks according to the Law of the Republic of Belarus "On Employment". The databank is updated continuously. It is available online at the website of the Ministry of Labour and Social Protection of Belarus. In 2015 it was addressed by 2 million users via the website of the Ministry of Labour and Social Protection. However, on 05.01.2015 wages for 91.8% vacancies were lower than average level in the Republic, where a third of them offered wages 50% of their level (in some regions the number of these vacancies was about 50% – Brest, Vitebsk, Gomel and Mogilev Oblasts are among these regions). Thus, a significant part of vacancies reported to agencies of labour, employment and social security are of poor quality in Belarus.

The comparison of the structure of vacancies with the data from one of the largest portals for employment assistance "rabota.tut.by" vividly illustrates the difference between the real demand for personnel and the database made up by the Ministry of Labour and Social Protection. The website offers 1,138 million resumes, over 40 thousand companies, and over 11 thousand actual vacancies (according to the portal statistics it is visited by 1.2 million users monthly).

Table – Benchmark analysis of Applicants and Vacancies databases of state employment agencies and those of the portal RABOTA.TUT.BY

	RABOTA.TUT.BY	Ministry of Labour and Social Protection (January-September, 2015)
1	2	3
Structure of vacancies	7.83% - working personnel	60.3% for workers 39.7% for specialists
Level of wages	"Sales" – 7-14 million rubles, "Marketing, Advertising, and PR" – 4-5 million rubles IT – 640-1100\$ "Accounting" – 5.5-10 million rubles	37.7% vacancies – 2-3 million rubles; 25% vacancies – 3-4 million rubles;
Structure of users	By resume structure: 32% – specialists 11% – top managers 9% – workers	By structure of the registered unemployed: 78.2% workers 15.5% office employees

Table – Benchmark analysis of Applicants and Vacancies databases of state employment agencies and those of the portal RABOTA.TUT.BY: Continues

1	2	3
with higher education	37.7% (university degree, Bachelor Degree) 22.65% – undergraduates 18.5% – university degree (Master Degree)	11.1%
with vocational secondary education	7.4%	13.1%
with vocational technical education	...	30.4%
with secondary general and basic education	13.6%	33.3%+12.1%
Graduates	10% (students and pupils)	2.3%

Source: annual Statistics of the Republic of Belarus, 2015. – Minsk, National Statistical Committee of the Republic of Belarus. 2015. pp 103-106, data of the Ministry of Labour and Social Protection of Belarus, data of the Research Center of RABOTA.TUT.BY.

3. In compliance with the Decree of the Council of Ministers of the Republic of Belarus dated 19.07.2011 № 972 "On some issues of making the order for training of personnel" the Ministry of Education of the Republic of Belarus made Computer-Aided System for making the order for training of personnel for all economic sectors in Belarus (AS "Goszakaz & Priyom"). About 5% of the total number of businesses operating in Belarus are signed up to the System, most of which are state-owned businesses (80% of total users). They submit data on prospective demand for personnel for next 5-10 years. These data are used to make agreements on training of personnel and to make up enrollment plans for educational institutions.

In compliance with the above mentioned decree businesses report annually to executive committees of towns on additional demand for labour resources considering the development trends in terms of: 1) level of education, 2) qualification of specialists (profession, position) – rank, class, category, 3) reasons of additional demand (expansion of production, replacement of natural retirement and filling of vacancies).

Thus, information in all three databases is based on data provided by businesses, where each of these bases does not show an entire and trustworthy trend of prospective demand for personnel in order to make decisions by all participants of economic system. A shortcoming of this approach is a lack of certainty in methodological question – What criteria do businesses use to determine additional

demand for personnel and to claim their training. Businesses experience both excess and shortage of personnel simultaneously (2, pp. 46-47), and additional demand is determined by personnel departments based on managers' claims considering mainly natural flow of personnel. The following things shall be taken into account:

- a) according to businesses, additional demand for personnel is chiefly caused by replacement of natural retirement and filling of vacancies,
- b) it's difficult to forecast prospective demand for personnel considering structural changes in economy, especially demand for future skills and qualifications,
- c) insufficient methodological support of personnel departments and paperwork management as their main function.

Probably, regular surveys conducted among employers can be a solution to these problems. In such case this entails development of a survey form, creation of electronic platform for its regular performance, and creation of statutory and regulatory basis. Businesses need a methodology for determining additional demand for personnel and improvement of potential of their personnel departments. To achieve this the following tasks should be solved:

- refinement of questionnaire for employers, determination of representative selection of businesses, training of employment department specialist to conduct the survey,
- prognostic modeling from a perspective of economic activity and major professional qualification groups and publication of models.

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THE INFLUENCE OF FLEXICURITY ON DECENT WORK INDICATORS

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Key words: flexicurity, decent work, labor market flexibility, employment.

Abstract. The article discusses aspects of flexicurity concept implementing, proposed by the European community and intended to enable simultaneous increase of labour market flexibility and social protection of workers. Author analyzed of the relationship between implementation of the flexicurity concept and the indicators of labour market efficiency on example of the EU-28 and concluded about the influence of flexicurity on indicators of the labor market efficiency.