

For example, depending on the profitability of production model (Y) of the main factors f1 and f2 is:

$$Y_{norm} = 0,6836 * f1 + 0,6309 * f2.$$

Natural value Y_{nat} profitability can be calculated by the formula

$$Y_{nat} = Y_{sr} + Y_{norm} * S \{Y\}, \text{ where}$$

Y_{sr} - average profitability of production;

$S \{Y\}$ - standard deviation of profitability.

In use, certainly more convenient regression models in the natural values of the signs, but factor analysis allows to define more precisely the closeness of the relationship between the factors and their influence on the main index.

Thus, factor analysis allows you to organize data to describe the relationship, to obtain additional material for testing intuitive considerations of manager or researcher.

References

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TEMPORARY EMPLOYMENT: MAIN DEFINITIONS AND SCALES IN BELARUS

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Globalization, intense competition, technological and structural changes, new work processes have led to profound changes in the organization of work, particularly in the labour market, giving rise to an increasing variety of non-standard work arrangements.

The main characteristics of traditional employment are the following: employment for an indefinite duration, fixed number of working hours (per month, week, or day), definite job with definite remuneration.

Non-standard employment differs in one or more aspects, i.e: based on a fixed-term labour contract; part-time instead of full-time; outside of labour relations and based on civil law; based on new ideas such as working at home, outwork and teleworking; based on a distribution of working hours that is adopted to the needs of the employer [1].

The multidimensional nature of atypical employment makes it notoriously difficult to define. ILO (International Labour Organization) defines atypical employment as employment that differs from the usual one and, in most cases, has been concluded with a contract and strongly protected by social rights.

Thus, **non-standard employment** is labor relations that deviate from the standard model of full, open and regulated employment with one employer, for a long period, in one or more criteria: hours of work, wage conditions, employment relationship duration, location of workplace, social security, etc.

Non-standard forms of employment can be classified as follows:

1. Working time flexibility: part-time employment; underemployment; overemployment.

2. Workplace flexibility: teleworking; self-employment (freelance).

3. Number of employee's flexibility: temporary agency work; temporary employment.

4. Labor relations flexibility: secondary employment; casual employment; temporary employment; self-employment.

One of the most prevalent non-standard forms of employment is **temporary employment**.

OECD identifies the following types of temporary employment:

- fixed-term contracts;
- temporary-work-agency employment;
- contracts for services;
- casual;
- daily workers [2].

In recent decades, the rapid growth of temporary employment was recorded in many countries around the world (Figure 1).

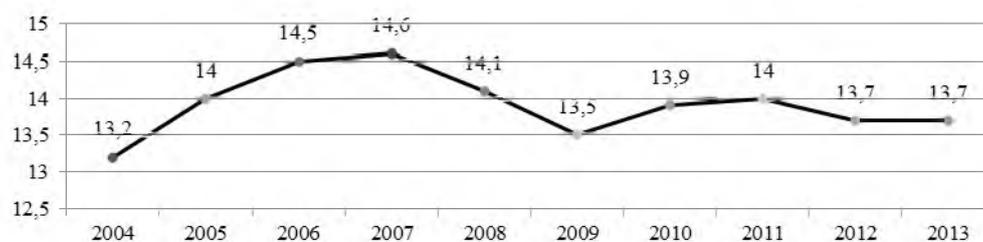


Figure 1 – Dynamics of temporary employment in the EU-28,% of total employment*

* Composed by the author according to the Eurostat database (Access: http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/search_database).

The determined kinds of temporary employment are specific for each country and independently presented in national statistics. The national statistics of Belarus determines the following groups of temporary workers: with a civil contract; with an oral contract; with a fixed-term contract.

One of the features of temporary employment in Belarus is much bigger share of employment based on fixed-term contract than in the EU. According to the results of

the household survey of 2012, in Belarus fixed-term employment amounted to 82.8% of total employment (Figure 2).

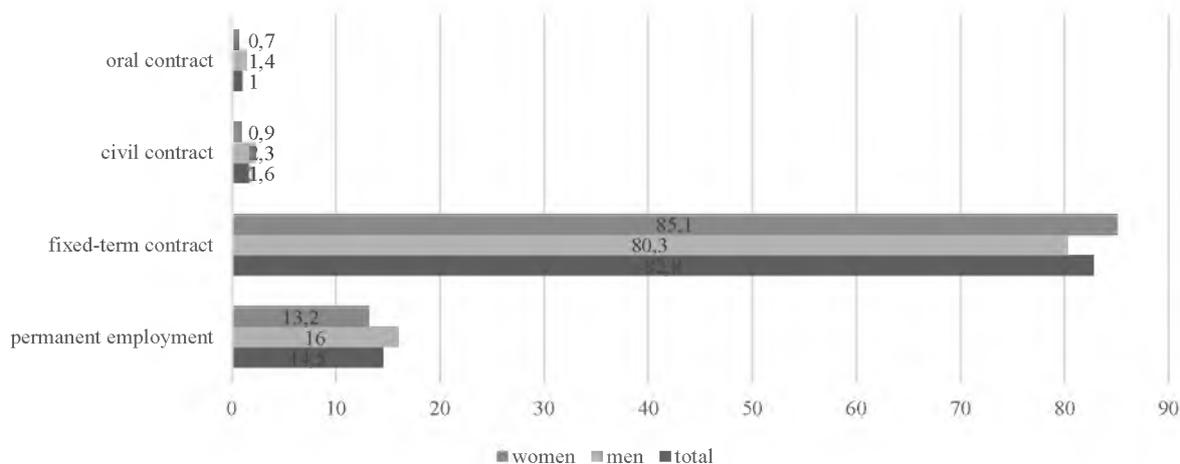


Figure 2 – Temporary and permanent employment in Belarus, % of total employment*

* Composed by the author.

In our opinion, the line between temporary and permanent employment is blurred. In Belarus, a fixed-term contract can be a rather long (over a year) period and then extended. Accordingly, employees may consider this work as a permanent, although it is not from a formal point of view.

World experience indicates that non-standard employment is beginning to dominate over standard employment. Therefore, it is necessary to fight not with non-standard forms of employment, that for a substantial portion of workers are voluntary and attractive, but with the negative consequences of their introduction, social and legal insecurity of workers. It is necessary to create and maintain attractive jobs and make them more competitive than unstable and informal.

References

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