Conclusion. E-commerce is one of the constituent parts of e-business, which is limited by the realization of transactions using electronic systems, for example, the sale of goods or the provision of services over the Internet.

The development of Internet commerce in the Republic of Belarus is carried out at a rapid pace, but not sufficient to neutralize the existing gap in this area with the EU countries and the USA. However, despite a number of problems in the field of Internet commerce, the use of the above proposals will contribute to its further development.

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LABOR MOBILITY AS ONE OF THE DIRECTIONS OF DIGITALIZATION IMPACT ON THE LABOR MARKET: FOREIGN EXPERIENCE

A.V. Gutorova
Belarus State Economic University
Minsk, Belarus

The relevance of the study is as follows. In modern conditions, the issues of institutional transformations of the labor market in the context of digitalization of the economy are not developed. There are indicators for assessing the digitalization of the economy, which are international indices of digital transformation such as: the Information and communication Technology Development Index (IDI); the e-government development Index (EGDI); the e-participation index (EPART); the Global Connectivity Index (GCI); the global innovation index (GII), etc. However, the sphere of work is reflected in the existing international digitalization ratings only indirectly by calculating sub-indices indicating: the level of education; the development of ICT skills and computer literacy; the formation of competencies and the demand for them. It is also necessary to note the absence of an indicator among the considered indices that comprehensively reflects the trends of the labor market in the context of digital transformation. The aim of the study is to identify areas of influence of the widespread use of digital technologies on the labor market.

Findings and their discussion. To determine the main directions of the impact of digitalization on social and labor relations, the analysis of the dynamics of the labor market of the European Union countries was carried out. The results allow us to conclude that some professions disappear, while others are transformed by automating the tasks performed. [1, p.20] In parallel with the widespread introduction of digital technologies, it is possible to distinguish a trend of growth in the number of elderly people in the population structure of

many countries of the world. Will increase demand for such professions as doctors, nurses and other medical staff, the housekeepers, assistants, personal hygiene etc. The population of the European Union as of January 1, 2018 was estimated at 512.4 million people. Young people (from 0 to 14 years old) it makes up 15.6% of the population of the European Union, persons of working age (from 15 to 64 years) they make up 64.7% of the population. The share of older people (aged 65 and over) was 19.7% (an increase of 2.6 percentage points in 2009-2018).[2] The highest proportion of young people in the total population in 2018 was observed in Ireland (20.8%), while the lowest proportion was observed in Italy (13.4%) and Germany (13.5%). In terms of the share of people aged 65 and over in the total population, Italy (22.6%) and Greece (21.8 %) had the highest share, while Ireland had the lowest share (13.8%). [2] Digital technologies allow older workers to be engaged in work activities by involving them in remote forms of employment and distance learning. As an example, we can cite mass online training courses (MOOCs). MOOCs are found in the United States, Europe, South America, and Asia.

Digitalization removes barriers between countries, including in the field of labor migration, and promotes increased mobility of workers in the labor market. In 2018, there is a fairly high level of employment of immigrants. Moreover, the largest share of employed persons in this category falls on those who have higher and secondary education (36.9% and 30.4%, respectively). The main obstacles to finding a job for immigrants were, first of all, the language barrier (40.3%), the lack of recognition of qualifications (15%). Moreover, 28.4% of immigrants did not have any barriers to getting a job. Only 1.2% and 1.4%, respectively, were denied employment on the grounds of origin, religion, and citizenship. With the total increase in the population of the European Union in 2018 compared to 2010 by 1.83 %, the increase in the employment rate in the period under review was 4.7 percentage points. Moreover, the highest level of employment from 2010 to 2018 is observed in such countries as Denmark, the United Kingdom and Germany. The level of employment in the European Union countries is significantly differentiated depending on the level of education. So, in 2019, this figure was 85.2 % among people with higher education and 47% among people with primary and secondary education. Over the past decade, the employment gap between men and women has narrowed from 15.3 to 11.7 percentage points. In 2018, the largest share of the employed population is accounted for by production (15.4 %). The share of the employed population in the field of information and communication amounted to 3.2 %. Moreover, the increase in the population employed in the field of information and communication in 2018 compared to 2017 amounted to 298.7 thousand. people, when the growth of the employed population in the production sector is 176.6 thousand people. The number of specialists employed in the field of information and communication technologies has increased by 39.1 % over the past 8 years, which is more than 6 times higher than the growth (6.5 %) of the total

employment of the population of the European Union. In 2018, 83.5% of men and 16.5% of women worked in this field, and more than two-thirds of them (63.1 %) had a higher education [2].

The study reveals the spheres of influence of digitalization on the labor market. In particular, the demand for labor resources is subject to changes as a result of the emergence of new professions and the partial or complete disappearance of existing ones, as well as changes in working conditions and job characteristics. The development of the Internet and other digital technologies removes barriers to labor migration, and also allows the elderly population to be involved in labor activities through distance learning, which ensures the acquisition of truly sought-after skills. Thus, the supply in the labor market is also changing. The main direction of the impact of the digital transformation of the economy on the labor market is the transfer of social and labor relations to the Internet environment, which causes significant changes in the workplace and working conditions. There are remote forms of employment, which in turn contribute to increasing the mobility of workers in the labor market. The potential for the development of remote forms of employment can be judged by the significant increase in the proportion of the population who use portable devices daily to access the Internet away from home or work in many countries of the European Union. The emergence and spread of remote forms of employment is accompanied by a decrease in the unemployment rate: in 2018, compared to 2010, the number of unemployed in the European Union countries decreased by 25.58 %. The unemployment rate in 2018 was 7.1 %, which is 2.7 percentage points less than in 2010. The highest unemployment rate is observed among people with primary and secondary education. In 2018, this figure was 12.4 %.

Conclusion. Further use of foreign experience in the development of labor relations in the context of digital transformation is possible through the application of the results of the study in solving issues related to the regulation of the labor market of the Republic of Belarus, as well as the Union State.[3]

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