

использовались только статистические данные о легальной миграции. Официальная статистика не осуществляет сбор и обработку информации о нелегальных мигрантах.

Для повышения миграционной привлекательности и борьбы с нелегальной миграцией необходимо:

- эффективное обеспечение прав и трудовых интересов законных мигрантов в Республику Беларусь;
- организация и проведение оперативно-профилактических мероприятий и специальных операций по противодействию нелегальной трудовой миграции;
- обмен статистической, научно-методической и иной информацией по вопросам противодействия нелегальной трудовой миграции со странами, где миграционные процессы наиболее подвижны.

Создание правовой основы для противодействия нелегальной трудовой миграции граждан третьих государств на территориях СНГ и других стран должно привести к урегулированию вопросов миграционной убыли и повышению эффективности и устойчивости национального рынка труда.

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INVESTIGATION OF WAGE AS INDICATOR OF MANAGEMENT LABOUR PROCESSES

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Labour market is to be considered as aggregate of social labour relations regarding using individual labour force of a worker in a public production. In the wider meaning labour market is a system of social, public, legal relations, standards and institutions, ensuring normal reproduction and effective utilization of joint labour price of the society. In the narrow meaning a labour market is a system of relations between employers, owners of the means of production, and hired laborers, owners of the labour force regarding meeting the demands of the first ones for the hired labour as

a factor of production and the second ones for the hired labour as a source of earning his living [1, 2].

As a result economic relations of employment are formed, as well as tendency and direction of development of which the dynamics of national labour market and a degree of its integration into the international labour market are determined in many respects.

Employment correlation between supply and demand for labour force may affect the wage. Here we should bear in mind three possible versions:

1) (ideal version): on the labor market demand for labour force conforms to supply. In this way labour force price, defined by wage, will be equal for its value;

2) demand for labour force exceeds supply. In these situation employers, owners, entrepreneurs, competing on labour market with each other, they may offer wage to workers (first of all those high qualification and having deficient professions) much higher than its value;

3) a version, rather wide-spread in the conditions of market economy, supply of labour force exceeds demand for it. Now workers are competing among themselves for getting working places. There is the tendency to reduce the price of labour force and amount of wage, conditions for setting wages lower labour force value are made. The slate in this case may legislatively “block up” such possibilities as officially setting level of minimum the consumer have got (a living wage). Here a minimum wage must not be lower than the level of physiological living wage [3].

About two dozens of definition of economic category “wage” are sited in scientific and educational economic literature. But most of them do not conform to the modern conditions of managing economy. The definition of wages as a public product distributed among the workers according to work done got the highest spreading. For example such definition is characteristic: “Wage is a workers share in point product of the society, which he gets by distribution according to work done”. This formulation with different modifications up to now is sited in many works and manuals. Modifications of such a definition mainly concern the source of wage (joint public product, national income GDP, etc).

To our mind there are the following weak points in such a definition of wage:

1) only the source of wage as the main feature of this economic category is indicated, but in this definition more principal content is lost;

2) These sources (joint public product, national income, etc) are named not exactly and inconcrete;

3) According to such formulation the wage is distributed only according to quantity of work. But this is not so. Its amount in many respects depends on also actual work done by the worker and it is especially characteristic that it depends on final results economical activity of the enterprise, where he works;

4) It does not take into account changes in property relation, denationalization, privatization, at which a man becomes not only a producer, labour force, but also an owner of an enterprise and its production funds.

The previous definition of a wage in a large measure reflects the stage of extensive development of economics, when substantial funds were allocated centralized from the state budget for payment without exact taking into account their relations with the results of work of a definite association. The necessity to make the source of wage more exact and also to give its definition in total is connected with transition of working associations to corporal financing and market relations. Now it is evident that wage features mentioned before in new conditions of managing economy reflect the essence of this category not adequately and deep. In the wage definition as a part of the point public product, national income, other means formed on the level of society of formation with general results of work of the working formation, with general results of work or the working associations as a whole are seemed to be leveled. All of them are too far from real direct source. Their forming must not overstep the limits of the enterprise, but must be just here. Such approach corresponds to new forms and methods of managing economy, when the source of formation of labour payment fund must be directly in this enterprise.

Taking into consideration the above said, we may suggest the following definition: "Wage is a price of labour force, employed in production sphere as a main part of means of workers living, distributed among them in according to quantity and quality of labour make a real contribution of everyone and depending on final result of enterprises activity.

This formulation in a large measure is characteristic for product we labour. According to the own opinion one should not strive for a sole definition of wage essence for all workers (in production, social spheres, public officials, etc) because this leads to eroding, emasculating of most important essential peculiarities of this economic category. The more precise definition of wage essence is the following:

1) the main feature of wage as a main part of living means of working people is accented;

2) dependency of every worker`s wage not only on quantity and quality of work spent by them, but on real working contribution, on final results of the working association is stressed;

3) conclusion regarding that being the main part of living means of working people the wage is not the only main form of distribution according to the work done. It is the most important material incentive, because for satisfaction of material and spiritual needs working people are interested objectively in getting a wage and wage growth. They are also interested in the rise of gains in performance (result) of their work and working association as a whole and the payment amount depends on that factor.

Some Russian scientists came to interesting conclusions regarding dynamics of wage.

1. More educated individuals most probably get a higher level of average wage. At the same time it does not result from this fact that their wages will depend on the level of their education at this very enterprises, because it is up to the company to determine their wages.

2. Belonging to this or that branch of economy determines substantial part of differences in wage. The results of the research also show influence of forms of property on differentiation of wages of individuals.

3. On the level of wage privatized enterprises practically do not differ from the state-owned ones, but at the same time wage at the enterprises with foreign capital and enterprises formed after the year of 1990 is essentially higher.

4. Importance of labour market characteristic is noted. So regions with relatively low demand for labour (with high level of unemployment, with low rate of employment of new workers) and also which is high degree of monopsonic power (high share of the company at the labour market) are characterized by lower level of wage.

Foreign experience of research regarding influence of wage on the processes occurring of the labour market including from the point of view of correlation of elements “formation” – “wage” has been studied.

Theoretical approaches of foreign researches regarding these problems – R.B. Freeman, R. Willis, S. Rosen, C.F. Mansci, D. Wise, was systematized and a conclusion was made that in reality young people to a considerable degree react to economic incentives while choosing their education. Indeed, the data show that among new concerns to the labour market is the elasticity of supply. In qualified labour recourses it is essential. In view of relative stability the supply of senior specialists, relatively small quantity of whom coming back to the system of education to change their specialization, but the elasticity of total volume of supply is much smaller.

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ИСПОЛЬЗОВАНИЕ ФРАНЦУЗСКИХ ТОПОНИМОВ В ДЕЛОВЫХ ПЕРЕГОВОРАХ КАК СРЕДСТВА ПОВЫШЕНИЯ ПАРТНЕРСКОГО ДОВЕРИЯ

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При внимательном рассмотрении теоретических основ исследования социального капитала в маркетинговых технологиях современными зарубежными исследователями было установлено, что повышение доверия (рост социального капитала на уровне хозяйствующих субъектов) положительно влияет на сокращение транзакционных издержек. Поскольку, в свою очередь степень межсубъ-