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ANALYSIS OF THE LABOUR POTENTIAL OF THE REPUBLIC OF BELARUS

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In the article the analysis of the labour potential of the Republic of Belarus is given. The author presents the statistical data characterizing the potential of the Republic of Belarus, as well as the various authors' approaches to the definition of the labor potential.

General index of the process of formation and development of the person in the workforce is the labour potential of the society. Potential is a collection of opportunities in any field to achieve certain goals. As an economic category, labour potential reflects the relations of production over reproduction psychophysiological qualification, spiritual and social qualities of the working-age population. With the quantitative side of the labour potential represents the stock of labour, which are determined by the total number of labor resources, their age structure, educational level and possibilities of their use. In General, when determining the essence of the category "labor potential" there are three fundamentally different approaches: resource, factor and potential (Table 1).

Table 1 – Approaches to defining the essence of the category "labor potential"

The Approach	The Authors	Interpretation
Resourceful	A.A. Popov, M.S. Chizhov, G.P. Sergeev, L.E. Kudelski, L.I. Novik, V.G. Kostakov	the set of social resources of society, which has quantitative (gender, age, number) and qualitative (complex scientific and practical knowledge) certainty
Factorial	M.I. Skarzhynska, L.E. Yuferefa, Y.P. Odegov, E.A. Lutochin, R.P. Kolosov, S.I. Pies, T. I. Zaslavskaya	a special form of personal or human factor, as the public's ability to work, "generic (common)set of employment opportunities of the individual, team
Potential	The content is reduced to the potential of the work. Genetic basis of labour potential is associated not with the combined ability to work, and with a total employee	

Source: own elaboration on the basis of special economic literature [1-2].

Recently such a concept as "the index of human development" and "human capital" has been used for the characteristics of the labour potential of the country. Textbook, edited by C. M. Shimova follows that the index of human development (hereafter HDI), or the human development index (hereafter HDI), developed by experts of the United Nations Development Programme to compare individual countries by level of human resources development, namely, how the conditions of life in this country is close to the generally accepted criteria for the well-being of the individual citizen and the nation – the opportunity to live long, get an education and have a decent level of material well-being. The indicator takes into account the importance of both economic and social factors to human life [1, p. 79].

The concept of human development is one of the most famous intellectual products, developed by UNDP. Major programmatic elements of the project are: the concept of human development as such, together with

global, national and regional reports on this topic. In 1990, the UNDP published its first evaluation report on economic and social progress of the countries in which it was formulated the concept of human development: human development is the process of expanding the range of choice. The most important elements of the choice is to live a long and healthy life, to be educated and to enjoy a decent standard of living. Additional items choices include political freedom, guaranteed human rights and self-respect". This framework is aimed at improving the quality of life, expanding and improving its capabilities in all areas. The concept of human development was replaced by the so-called "classical" theory of economic development, which was based on the gross national product, considered man only as a driving force for economic development and proclaimed economic growth as the main goal of social progress. HDI countries are published by the Program for Development of the United Nations in their annual Reports on human development. If in 2002, our country development index was 62 place, at present Belarus took 50th place. This is the third position in the group of countries with high human development. The human development index is calculated on the basis of three indicators - life expectancy, average years of schooling and gross national income. There are some countries in the group with high levels of human development in addition to Belarus, Russia lags behind Belarus in five positions and ranks 55th place, Kazakhstan (69th place), Georgia (72nd place), Ukraine (78th place), Armenia (87th). In the group with an average level of development there are Turkmenistan, Moldova, Uzbekistan, Kyrgyzstan, Tajikistan [2].

Human capital includes innate ability and talent, as well as the accumulation of knowledge, skills, experience, education, training, information, physical and psychological health, spiritual wealth, comprehensive mobility. It is not just a set of skills, knowledge, abilities possessed by people, and their accumulated stock. Recognized two main approaches to the estimation of accumulated human capital: cost and income (rent). The cost approach is based on the summation of total expenditures on education, vocational training, health and other costs to society, usually attributable to investments in human capital. The revenue principle is based on the assessment of income for the workers which reflects the return on the funds invested in appropriate educational and qualification level [1, p. 80].

Human resources – this is the part of the population, which owing to the totality of physical abilities, expertise and experience can participate in the process of reproduction, the creation of tangible and intangible goods and services. To human resources should be considered the working-age population (excluding non-working disabled persons of groups I and II and retired persons receiving a retirement pension on preferential terms), as well as those older and younger than working age, employed in the economy. For estimation and forecasting of labour resources is fundamental demographic potential of the country, the most important indicators are the number and duration of life of the population, fertility and mortality, age structure, population distribution by urban and rural areas. The population is determined by the results of the census and current estimates (in years between censuses). Current estimates are on the basis of the results of the population census, to which the number of births and arrivals and subtracted the number of deaths and emigrants is added every year. At the beginning of 2010 the population of the Republic of Belarus was 9480,2 thousand people. The urban population is 74.5 % and rural – 25,5 % 2. The population of Belarus occupies the fifth place among the CIS countries after Russia, Ukraine, Uzbekistan and Kazakhstan [3] (Table 2).

Table 2 – The population dynamics of Belarus, 1950-2010 (thousand people)

Indicator	1950	1960	1970	1980	1990	2000	2010
Entire population	7709,0	8147,4	8992,2	9591,8	10158,9	10019,5	9480,2
Urban population	1619,5	2605,1	3890,6	5361,5	6731,9	6985,4	7058,1
Rural population	6089,5	5542,3	5101,6	4230,3	3457,0	3034,1	2422,1
A General increase/decrease of population over 10 years	–	438,4	844,8	599,6	597,1	- 169,4	- 539,3

Source: own elaboration on the basis of special economic literature [4].

Depopulation, which we see in Belarus, is not a unique phenomenon in the world. It became a major demographic problem for most developed countries. This has led to a decline in population growth, and many countries have begun the process of depopulation. The main reason for this process was the increase in social and economic activity of women and their desire for social self-realization.

The formation of labor resources is determined by the dynamics of the population in working age, first of all number of generations, entering the working age and beyond. In the Republic of Belarus, Russian Federation and Ukraine, to the working-age population men aged 16 to 60 and women aged 16 to 55 are included. In the UK, Austria, Greece, Georgia upper limit of working age for men is 65, women 60 years; in Italy, respectively, 62 and 57; Kyrgyzstan 63 and 58; Portugal 65 and 62. In many countries the boundaries of working age for men and women is the same and the upper limit is, for example, in Denmark, Iceland, Norway is 67 years; in Belgium, Germany, Finland, Sweden, Canada, USA – 65 years; Estonia – 63; Latvia – 62; China and France – 60.

Economics

In 2001 – 2005, the number entered in the working age was 816 thousand people compared the performance of the number entering the working age and beyond shows that in the last five years, the inflow of labour potential 1.8 times more than its retirement. This caused the increase of population in working age by 185 thousand people.

The impact of migration factors on the formation of labour potential in Belarus is not essential. 50 – 60's of the XX century have been a surplus of labor resources, which the economy of the Republic could not be fully utilized, thereby causing the relocation of residents to other regions of the former USSR. In addition, Belarus lost its population exchange with the Russian Federation, Ukraine and Kazakhstan (Table 3).

Table 3 – International migration (people)

Indicator	2000	2005	2009	2010
Arrived in the Republic of Belarus:	25943	13031	19892	17169
from CIS countries	23492	11426	15582	14303
from countries outside the CIS	2451	1605	4310	2866
Dropped out of the Republic of Belarus	13812	11082	7643	6866
including				
in the CIS countries	7249	7520	5313	5040
from CIS countries	6563	3562	2330	1826

Source: own elaboration on the basis of special economic literature [4].

Radical change in the external migration of the population decrease occurred in the 60's of the XX century, speaking of the XXI century, the minimum percentage of migration of citizens of the Republic of Belarus came in 2000, currently this figure is two times lower, which indicates stability in the economy and the improvement of working conditions, which fully allows you to find a job in our country.

Another source of labour potential is the population of younger and older working age, representing 4.3 % of the total workforce (against 4.9 % in 2000). The role of working adolescents in the structure of the labor force minor – 0,2 thousand people. It is a natural process to reduce teenage employment associated with the necessity of education. There has been a steady reduction and the number of working pensioners.

If we analyze the employment potential of our country, for the last 10 years the number of inhabitants in Belarus decreased to 540 thousand people, or 5 %, whereas migration was during this time only 85 thousand people. The main reason for the reduction in the number of residents of Belarus is the natural decline. In addition, the reason for the decline in population is also outflow of people for permanent residence abroad. Besides mainly people of working age go abroad. Against the background of declining population on the whole territory of Belarus continues to increase the number of residents of Minsk.

Thus, at the present time there is movement of labour in the service sector, which in 2010 were employed for 29.6% of all workers, whereas in 2000 of 26.5 %. At the same time, the number of workers employed in the sector of intellectual services (education) in the last 10 years has decreased by 0.9. The greatest reduction in the number of employees occurred in agriculture – 168 thousand (26.8 per cent) and industry – 64 thousand (5,2 %). At the same time, since 2001, there has been a growth in the number of people employed in the construction of 8.4 % over the five-year period [3]. The proportion and number of people employed in the manufacturing sector decreased, while the non-manufacturing sector is growing. Employment growth in the non-manufacturing sector does not compensate for the release of people employed in the manufacturing sector. The fall in employment in the manufacturing sector is more a consequence of the fall in output and investment and to a lesser extent the result of productivity growth. The increase in the number of people employed in the sphere of circulation is characterized, in particular, excessive growth of intermediary structures and inefficient forms of trade (for example, large flea markets). The increase in the number of people employed in non-material sectors due to the following reasons: housing and health: low level of organization of the industry; in the field of Finance and credit: low productivity, unnecessary proliferation of banking transactions where we can do without them, low-skilled workers; in higher education: expansion of the commercial sector, which aims to profit and, as a rule, are not able to provide an acceptable quality of education, not focused on the needs of the national economy. The increase in the number of employees with higher and secondary special education in the fields, which do not always correspond to the profile of their work and the level of training does not meet higher education.

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THE CONCEPT OF "URBAN MOBILITY" AND ITS INDICATORS OF STABILITY

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Transport service has got a huge economic importance in the life of a city. The interaction of industrial enterprises, service sector, consumer and commerce market is directly dependent on transport. Transport arteries of a city like blood vessels are braided with speed, accessibility and sociability. The country's economy is generally dependent on the ability of transport and industries meet the demands of internal and external market.

Various types of transport, namely surface, underground, water and air transport ensure the delivery of people to necessary destinations as soon as possible. The transport infrastructure of a city meets the needs of different social groups in the developing countries [1, p. 321].

A city is a territory used by the society for a living. People living on a city's territory should guarantee the observance of political, environmental, social and economic aspects of life.

In cities, there are two main types of flows: the movement of people and goods, as well as the concomitant information. This traffic, which is necessary for the proper functioning and development of the city, leads to overloading of transport network, which increases competition among consumers of the above mentioned flows for access to the network. This is largely due to the fact that this movement is not coordinated, what in its turn causes social conflicts [2, p. 295]. These problems are most acute in the cities in developing countries. In coming decades such countries will have growth of their population about 90 percent. These cities are already struggling to cope with the growing demand for investment in the transport systems. They have also faced with the problem of "transport poverty". Millions of people cannot use public or private transport because of the high cost of travel; disabled and elderly people often do not have access to transport because it is not suited for them; and the unsafety in a transport is a serious problem for many women, young people and minorities who are in a vulnerable position because of their religious or ethnic affiliation [3].

European cities have been making significant efforts trying to improve the conditions for the mobility of their residents over the past two decades. It should be noted that in the economic literature there are an insufficient number of approaches to the interpretation of the concept of "urban mobility". The results of the study interpretations of the term "urban mobility" are presented in table 1.

Table 1 – The interpretation of the concept of "urban mobility" in literature

Source	Definitions
Vardevanyan P.G.	"Urban mobility is the mobility of people measured by the amount of movement on foot or by transport in urban space throughout their life" [1, p. 321].
Yonkis A.	"Urban mobility is a set of management movement processes of people, cargo and logistics information system within the city in accordance with the needs and goals of its development, subject to the requirements of environmental protection, taking into account the fact that the city is a public organization which main goal is to satisfy the needs of its users" [2, p. 296].
Popov V.	"From a scientific point of view urban mobility is defined as the mobility and the ability to fast moving and action" [4, p. 156].

Source: own study based on the study of economic literature.

In our opinion, the concept of urban mobility is reflected more fully in the definition of A. Yonkis because it includes not only the movement of people, as well as the movement of goods and information within the logistics system of the city. Thus, under the urban mobility we understand the ability to meet the desires and needs of people for freedom of movement, access to communication, trade and other relations, without prejudice to other important social and environmental priorities of society in the present or in the future. A plan of a