

information. Self-discipline and strict adherence to obligations and business communication etiquette are hallmarks of the German population. Thanks to their self-organization, German businessmen are able to be consistent when concluding business deals. The main feature of the German manners of doing business is the degree of formality (official requests and suggestions, signed contracts for all occasions, official receptions, etc.).

To sum up, it's worth mentioning that knowing the national characteristics and psychological nuances of doing business in different countries not only allows for very effective negotiations, but also helps to avoid commercial setbacks.

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## **FEATURES OF DOING BUSINESS IN BELARUS**

### **Особенности ведения бизнеса в Беларуси**

The purpose of my scientific work is to take a deeper look at the main aspects of doing business in the Republic of Belarus, and also identify the connection between the mentality of the Belarusian people and the entrepreneurship of our country.

Business is one of the most important criteria for the development and well-being of any country. And each state has its own ways of doing business, based on its features. To date, the Republic of Belarus is striving for a serious goal in the field of entrepreneurship: stable, predictable, as well as comfortable business conditions should become the hallmark of the country. Our country has taken a place in the top thirty leaders in international trade, overtaking its EAEU partners and even some EU states.

These successes were achieved by showing the world the goodwill and openness of our country, thus attracting foreign investors. Communication with an external economy is very important not only for Belarus, but also for any country as a whole. At the moment, the Republic of Belarus actively supports foreign economic relations with such countries as Russia, China, the UAE, Azerbaijan, Armenia, Kazakhstan and Kyrgyzstan. We can offer our equipment and products to other states, and they, in turn, can share their experience with us. Belarus also has a visa-free regime for more than 80 countries of the world, which makes tourism in our country easier and more accessible. Such openness to the outside world is the key to doing successful business in the country.

The peculiarity of Belarus is its advantageous geographical position. The country is located in the middle of Europe, which allows the country to successfully

implement transport and logistics projects. For example, main oil and gas pipelines pass through Belarus and more than 50% of oil and natural gas is supplied from Russia to Western Europe. The position of Belarus is ideally suited for the construction of railways and highways, and this is very important for conducting Belarusian business. But such a geographical location has its drawbacks: Belarus has no access to the sea, which excludes the possibility of having shipping lanes.

There are a huge number of business organizations operating in the Republic of Belarus, such as LLC, CJSC, UP, JSC, etc. They are extremely important for the foundation and successful conduct of business projects. The most popular organization for foreign entrepreneurs in our country is LLC, created on the basis of the contribution of its participants. The registration process itself is simple and takes about 2 weeks. The advantage of these organizations is doing business, accompanied by the law and its own internal rules that guarantee the stability and static nature of the business.

It should be mentioned that small and medium-sized businesses are well supported in Belarus. There is a program "Small and medium-sized entrepreneurship", the main purpose of which is to encourage and contribute to the development of small and medium-sized businesses in the country through financing, providing bank guarantees, subsidies.

To sum up, we can say that the main feature of doing business in Belarus is confidence, stability, and guarantee. This harmony attracts foreign investors. Our strength lies in interacting with each other, exchanging ideas and innovative projects. The mentality of Belarusians also plays an important role: Belorussian people are hard-working, diligent, patient and trustworthy. Our people always do best for our native country and believe in the better future of Belarus. If business in our country is developing in the same direction, soon Belarus will achieve great success at the global level.

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## **THE JOB SEARCHING PROCESS IN BELARUS**

### **Процесс поиска работы в Беларуси**

In today's dynamic and competitive world of employment, to find a job for qualified employees is a complex and multifaceted challenge, especially in Belarus. A job is more than just a source of income. It provides you with fulfillment, productivity and purpose. A job delivers the responsibility affirms that are needed [1].