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## **PARTICIPATION OF THE REPUBLIC OF BELARUS IN INTERNATIONAL LABOR MIGRATION**

The Republic of Belarus is increasingly involved in the global labor market and in the processes of international labor migration, which influences the dynamics of labor migration both inside and outside the country. Therefore, the purpose of the study is to explore the structure, characteristics, trends of international labor migration to Belarus, and the factors influencing it. Thus, in Belarus international labor migration is represented by Belarusian labor migrants leaving for other states and labor migrants arriving in Belarus from other states.

Looking at the dynamics of international labor migration in Belarus, it can be seen that from 1994 to 2009 the number of people leaving Belarus to work was higher than the number of foreign workers entering the country. After that, the situation changed: there were more immigrants than emigrants. The dramatic increase in the number of labor immigrants in 2013-2015 is associated with the Ukrainian crisis. Also, it should be noted that in 2021 the number of labor emigrants and immigrants became closer to each other. The number of foreign people coming to our country to work decreased this year (from 16,368 to 13,705 people). However, the number of Belarusian citizens traveling abroad for employment increased (from 4,723 to 5,732 people) [1]. Most likely, this is due to the COVID-19 pandemic, which made it more difficult for Belarusians to go to work abroad, and foreign specialists did not tend to look for work outside their home countries.

In addition, it should be noted that international labor migration flows are strongly influenced by the real incomes of the population. The growth of income of the population

in Belarus stimulates the inflow of foreign labor force into the country and reduces the outflow of emigrant workers. When the population's income declines, the opposite situation takes place.

In the context of directions of labor emigration in Belarus, the situation remained unchanged in 2017-2021: Russia was the most popular country of employment for Belarusians (19,456 people left), then Poland (10,202 people), Lithuania (5,879 people), the Czech Republic (1,705 people), and the United States (1,266 people). Speaking about immigrant workers, foreign workers from more than 80 countries arrived in Belarus during this period. The main labor donor countries were Russia, Kazakhstan, Ukraine, China, Uzbekistan, Turkey, Azerbaijan, Lithuania, Georgia, Turkmenistan, Latvia and Moldova [2].

Regarding the gender structure of labor immigration from 2017 to 2021, there was a clear dominance of male immigrants in Belarus, representing more than 80% of the total number of arriving workers, while the percentage of female immigrants remained significantly lower during the mentioned period. On the other hand, Belarusian female emigrants have discovered the eastern vector in recent years. For example, during the last five years, 907 women were employed in such countries as Qatar, China, Korea, the United Arab Emirates, Singapore, Thailand, and Japan, working as models, stewardesses, in commerce, entertainment sector, hotel business, etc [1].

Speaking about labor migration by occupation, the international labor market demands Belarusian migrant workers of working specialties, service and trade workers, and agricultural workers. As for labor immigrants, in Belarus they also occupy mainly working specialties. In addition, about 30% of the total number of migrant workers arriving in Belarus are skilled workers and specialists.

As it's known, 2020 and 2021 were characterized by the spread of the coronavirus pandemic, which affected the economy and all aspects of life in many countries of the world. The negative consequences of the pandemic affected the big picture of external labor migration processes in Belarus. And even in the years after the pandemic, the number of labor migrants entering and leaving Belarus continues to decline.

Based on the latest migration statistics, the flows of international labor migration to and from the Republic of Belarus decreased in the first 6 months of 2023. The number of foreign workers coming to Belarus declined from 5,769 to 5,293, and the number of Belarusian citizens traveling abroad for employment decreased from 2,739 to 2,460. The main number of foreigners who entered Belarus for work were citizens of Russia (1,637 persons), China (1,057 persons), Ukraine (465 persons) and Turkmenistan (377 persons). The overwhelming majority of immigrant workers came for working specialties (1,270 persons). There were 704 persons employed as skilled workers and specialists, 393 as managers, 100 foreigners arrived as agricultural workers and 694 as service and trade workers. Belarusian citizens left for work in the following directions: 938 persons went to Russia, 823 to Poland, 281 to Lithuania, and 141 to the USA [3].

In conclusion, the Republic of Belarus is actively involved in international labor migration, which has a direct impact on the structure of the labor force within the country. The outflow of workers abroad and the inflow of new workers into the country can positively or negatively affect small, medium and even large businesses in Belarus. The positive consequences of labor migration are an increase in the efficiency of the use of

labor resources, a reduction in unemployment, and relatively cheap labor. The negative consequences include an increase in illegal migration and social tension between the indigenous population and migrants, a "brain drain", which leads to a shortage of workers in some sectors of the Belarusian economy, and etc. Labor migration in Belarus already has its own trends, but in the modern world with a rapidly changing external environment, migration will have new patterns and features.

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## OUTSOURCING VS CROWDSOURCING VS INSOURCING

The aim of our research is to explore the similarities and differences between outsourcing, crowdsourcing, and insourcing in the context of business operations. By examining their similarities and differences, one can develop a deeper understanding of the potential benefits and limitations associated with each approach.

Insourcing is an amalgamation of two words- in and sourcing. Therefore, the term insourcing signifies tracing capabilities inside the organization to meet the demands of the clients or resolve technical issues without hiring outsiders or assigning jobs to external companies [1].

Outsourcing is the act of one company contracting with another company to provide services that might otherwise be performed by in-house employees, but in many cases there are financial advantages that come from outsourcing [2].

Crowdsourcing is a way of tapping into the collective intelligence and creativity of a diverse group of people to solve a problem, generate ideas or content, or complete a task [3].

There are a few key similarities between insourcing and outsourcing. In both cases, the goal is to save money and improve efficiency. And the decision to outsource or insource should be based on a company's specific business objectives [4].