

Under these circumstances, the strategic prospects for BRICS+ lie not in confrontation and the creation of a rigid bloc, but in pragmatism and flexibility. Key development scenarios include realistic de-dollarization through the development of mutual settlement mechanisms in national currencies, rather than the pursuit of a single currency; differentiated integration based on the «coalition of the willing» model for the implementation of specific projects without the requirement for universal consensus; and internal balancing of interests to prevent the dominance of a single country. The use of neutral platforms, such as the G20, to maintain dialogue with traditional partners also plays an important role.

Thus, the future of BRICS+ depends on the ability of its participants to find pragmatic compromises and demonstrate tangible results. The success of the association will be determined by its transformation into a flexible, project-oriented platform for addressing specific economic challenges, gradual de-dollarization, and strengthening the negotiating position of the countries of the «Global South» in the new architecture of international relations.

**M. Balakina**

**М. В. Балакина**

БНТУ (Минск)

*Научный руководитель Л. В. Соловьева*

## **CHANGING THE STRUCTURE OF THE LABOR MARKET OF THE REPUBLIC OF BELARUS UNDER THE INFLUENCE OF DIGITALIZATION**

### **Изменение структуры рынка труда Республики Беларусь под влиянием цифровизации**

The purpose of the study is to learn the impact of digitalization on the changing structure of the Belarusian labor market. The process of digitalization has now covered many areas of society. Digital transformation is the process of introducing digital technologies into an organization in order to create new or modify existing products and services [1]. This process also covers the economic sphere. It should be noted that the spread of digitalization has both positive and negative consequences.

First of all, digitalization creates a perspective for the development of innovative industries. Digitalization entails the automation of processes in production and in the service sector, which greatly simplifies and speeds up the product creation cycle. This also creates the need to train new specialists and create appropriate jobs at enterprises. It means that the structure of the labor market is changing. Digitalization creates demand for new IT professions and displacing working professions.

This leads to a problem of a shortage of qualified specialists (or experience among specialists, because the process of digitalization began to spread not so long ago), as well as a decrease in the need for workers on automated lines. This can lead to job losses for many low-skilled workers.

The qualifications of employees are connected, first of all, with the level of education. The number of employees with different levels of education is shown in Table [2]. The values in the table are indicated as a percentage of the population of the corresponding level of education.

The level of employment of the population by the level of education

The educational level	2015	2020	2023	2024
With higher education	81,2	81,1	81,6	81,9
Secondary special education	73,6	70,4	71,3	71,6
Professional and technical	77,5	74,0	74,0	73,8
General secondary education	43,9	42,4	39,7	38,6

As it shown in the table, the number of employees with higher education has been stable enough and even slowly increasing over the past 10 years, in contrast to the number of employees with lower qualifications.

However, the digitalization process is changing the role of the employee in the organization. For example artificial intelligence as one of the tools of digitalization removes the need to involve an employee in routine work. It provides an opportunity to develop the staff in a creative direction, inspires the creativity of the team. Digital transformation offers new opportunities for remote work, that makes working process more flexible.

In conclusion, digital transformation is a necessary part of modern production and social sphere. It affects many areas, simplifies routine processes and stimulates efficient production, that makes time-consuming work easier and encourages creativity.

### References

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