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THE FUTURE OF LABOR MARKET. WILL YOU BE IN DEMAND TOMORROW?

The world is living through a fundamental transformation. The current state of labor market is in a state of flux causing considerable anxiety.

There is growing polarization of opportunities between high- and low-skill jobs, unemployment and underemployment, stagnating incomes for a large proportion of households, and income inequality. Migration and its effects on jobs has become a sensitive political issue in many advanced economies. Automation and ‘thinking machines’ are replacing human tasks and jobs, and changing the skills that organizations are looking for in their people. And people all over the world debate rages about the future of work and whether there will be enough jobs to employ everyone.

The pace of change is accelerating. Competition for the right talent is fierce. And ‘talent’ no longer means the same as ten years ago; many of the roles, skills and job titles of tomorrow are unknown to us today. For the workers of today, the future can look bleak. How can organizations prepare for a future that few of us can define? And what does all this mean for HR?

The future is unknown. There are an unlimited number of situations or circumstances that can potentially impact your business, so preparing for each one individually is impossible. There are some forces shaping the future businesses that must taken into account if they want to remain both competitive and sustainable:

- Technological breakthroughs. Rapid advances in technological innovation;
- Demographic shifts. The changing size, distribution and age profile of the world’s population;

- Shifts in global economic power. Power shifting between developed and developing countries;
- Resource scarcity and climate change.

The biggest impact has the development of new technologies and robotics. Will robots eventually replace people at work? A third of world population is now worried about losing their job to automation.

The rising power of automation of the machines suggests the opportunity to seek the way to ensure a better outcome for our society. But people should never be thinking in terms of humans versus machines, and rather of humans plus machines.

Automation will not only alter the types of jobs available but their number and perceived value. By replacing workers doing routine, methodical tasks, machines can amplify the comparative advantage of those workers with problem-solving, leadership, EQ (Emotional Intelligence), empathy and creativity skills. Those workers performing tasks which automation can't yet crack, become more pivotal – and this means creativity, innovation, imagination, and design skills will be prioritized by employers.

All these megatrends provide the context for future worlds but they don't dictate their shape or features at a specific point in time. How humans respond to the challenges and opportunities, which the megatrends bring, will determine the worlds in which the future of work plays out.

Depending on how different companies will behave in the future, researches can distinguish four worlds of work appeared by 2030:

1. *The Yellow. World Humans come first. Social-first and community businesses prosper. Crowdfunded capital flows towards ethical and blameless brands. There is a search for meaning and relevance with a social heart. Humanness is highly valued;*
2. *The Red World. Innovation rules. Organisations and individuals race to give consumers what they want. Innovation outpaces regulation;*
3. *The Green. World Companies care. Social responsibility and trust dominate the corporate agenda with concerns about demographic changes, climate and sustainability becoming key drivers of business;*
4. *The Blue World. Corporate is king. Big company capitalism rules as organisations continue to grow bigger and individual preferences trump beliefs about social responsibility.*

Speaking about global world trends, it is also necessary to remember about individual responsibility, because each one creates a whole picture. As individuals – be it workers, students, parents or consumers – it's important to have a clear view of what the future, driven by the megatrends and our own actions, will look like.

What actions should we take?

- Understand the big picture. Pay attention: Understand how technology is developing and what it and the other megatrends could mean for the world of work – and you specifically.
- Plan for an automated world. Find the gaps: In an automated world we will still need human workers. Get your skills in order: The skills needed for the future are not

just about science and technology. Human skills like creativity, leadership and empathy will be in demand.

- Take action. There is no one future-proof career, only better options for you. Determine how to get to the 'next better thing'.

- Make decisions based on purpose and values. Build a future-looking understanding of how humans and machines might collaborate to deliver your corporate purpose.

Thus, one can say that the development of automation enabled by technologies including robotics and artificial intelligence brings the promise of higher productivity (and with productivity, economic growth), increased efficiencies, safety, and convenience. But these technologies also raise difficult questions about the broader impact of automation on jobs, skills, wages, and the nature of work itself.

No one can predict exactly what's in store for business in the future. However, by monitoring current trends, it's possible to prepare your business now for possibilities that will very likely become realities in the near future.

SECTION 2. MODERN TRENDS IN THE DEVELOPMENT OF THE ECONOMY IN BELARUS

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REALIZATION OF SUSTAINABLE DEVELOPMENT GOALS BY THE CUSTOMS BODIES OF THE REPUBLIC OF BELARUS

The existence of man in the modern world is characterized by the desire of constant economic growth and the consecutive destruction of the ecological system. In pursuit of benefits, aspects that play more important role than well-being are lost. Blindly following the path of building productive capacities, mankind does not rise to a new stage of development, but overgrows with problems that are global in nature and require an integrated approach to the solution. Such a solution is the implementation of the concept of sustainable development.

Sustainable development is a complex of three fundamental spheres of functioning of the world economy as a whole, and the organization of the life of a single person: economic, social and environmental. This becomes clear if one takes a simple example such as the relationship between the spheres in organization of the enterprise. The main goal of any producer is to obtain maximum profit, which contributes to the replenishment of the revenue side of the state budget of the country (realization of the