

## BRAIN DRAIN AS A NEGATIVE FACTOR INFLUENCING THE BELARUSIAN ECONOMY

*В. А. Лантик, студент группы 10507122 ФММП БНТУ,  
научный руководитель – старший преподаватель Н. П. Буланова*

*Резюме – население нашей планеты постоянно находится в движении из-за различных факторов, таких как природные явления, социальная динамика и миграция. Одной из насущных проблем, с которой сталкиваются развивающиеся страны, такие как Республика Беларусь, является международная трудовая миграция высококвалифицированных специалистов, широко известная как «утечка мозгов». Эти люди представляют собой ценную рабочую силу, и их уход имеет значительные последствия для экономики, науки, образования и социальной сферы Беларуси.*

*Summary – our planet's population is perpetually in flux due to various factors such as natural events, social dynamics, and migration. One pressing issue faced by developing countries like the Republics of Belarus is the international labor migration of highly skilled individuals, commonly known as “brain drain”. These individuals represent a valuable workforce, and their departure has significant implications for Belarus' economy, science, education, and social sphere.*

**Introduction.** The very notion of "brain drain" emerged in the early 1950s, when British scientists and intellectuals began to actively move to the United States. The role of science in the 21st century is increasing, and it is becoming the most important productive force. This process increases the importance of high-skilled labor, primarily scientific and engineering labor, through which countries are able to develop socially and economically. By losing highly qualified specialists, the country loses not only the money and time spent on their training, but also opportunities for normal development in the future.

**The main part.** "Brain drain" is the process by which skilled and talented people emigrate from one country to another, resulting in a negative impact on the economy of the country of origin.

Belarus has experienced a significant brain drain over the past few decades, which has caused numerous problems for its economic development. About 8–10 % of Belarusians are in search of work abroad, experts of the Institute of Sociology at the Academy of Sciences report [1].

In 2017, 15,087 people left Belarus – 5,310 of them have higher education. According to statistics from the Institute of Sociology of the National Academy of Sciences of Belarus, 0.1 % of researchers leave the country each year [2]. The global human flight rating and brain drain index, which ranges from 0 (low) to 10 (high), ranks Belarus 40th in terms of the magnitude of this phenomenon. This index considers the economic repercussions of people leaving a country for political or economic reasons and the potential impact on the country's development. Higher index values indicate a greater migration of people [3].

The loss of qualified specialists and talented individuals, due to the brain drain, slows down technological progress and reduces productivity within the country, leading to a shortage of skilled labor, for example, in sectors such as health care, education and research.

In addition, the brain drain contributes to a loss of investment and human capital, impeding economic growth and development. To solve the problem of brain drain, it is necessary to create favorable conditions for professional growth. Belarus needs to invest in research and development, encourage innovation, and create attractive incentives for highly qualified professionals to stay and contribute to the country's progress. At the moment three main concepts of the state policy can be distinguished for solving the problem of intellectual and professional migration – the concept of active regulation, the concept of non-interference and the concept of perspective orientation.

**Conclusion.** Thus, solving the problem of "brain drain" has its own directions. This is a very complex and lengthy process that requires active regulatory and financial participation on the part of the state. Implementation of the measures can allow our state to reduce the existing incentives for intellectual migration, which, in turn, will avoid adverse effects on the Belarusian economy.

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#### ACTUAL BUSINESS DIRECTIONS FOR 2023

*М. А. Лукьянова, студент группы 10503122 ФММП БНТУ,  
научный руководитель – канд. пед. наук Л. В. Соловьева*

*Резюме – в этой статье исследуются современные тенденции ведения бизнеса, инновационные бизнес-идеи.*

*Resume – in this article, we research current trends in doing business, innovative business ideas.*

**Introduction.** Every person who wants to open his own business asks questions: what area will be profitable? What do I need to know to make my business successful? Will it lose relevance after a couple of years? Doing business in Belarus is currently facing logistical challenges related to sanctions. In this period,