

Vankevich A. INCREASE OF THE HUMAN CAPITAL EFFICIENCY AS THE FACTOR OF NATIONAL ECONOMY GROWTH

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In article directions of influence of world financial crisis on a national labour market are considered. The basic anti-recessionary measures undertaken by the governments and firms concerning stabilization of a labour market situation are investigated. To them concern: price tools of decrease in personnel number (reductions of the personnel costs, reduction of wages and freezing of its growth, a delay of payment) and not price tools (the reduced working day, administrative holidays, outstaffing). As the basic measures of labour market stabilization the ILO (International Labour Organization) recommends expansion of social partner's opportunities on decent work maintenance, support of the economic policy assisting growth of employment productive, reduction of shadow employment and poverty, strengthening of social dialogue. A major factor of economic growth becomes a human capital effective application. As a result of the national labour markets development analysis in the countries Central, the East Europe and Belarus the main directions of efficiency the human capital increase are determined. To them are related: improvement of education quality and a professional level of workers, realizations of the «Life-long learning» concept (according to ILO Recommendations № 195); investments in knowledge, qualification and expansion of employment opportunities; jobs creation in innovative sector and in the small and average enterprises (according to ILO Recommendations № 189); development of financing for decent work maintenance, integration financial and social policy, creation of favourable conditions for investments into employment expansion); strengthening of social partners potential on rendering information, consulting and other services for jobs creation and maintenance of decent work. For Belarus it means first of all activization of the enterprises personnel services for increase of the human capital efficiency at a micro-level.