

The lack of career growth is the second factor in the departure of specialists. Almost every employer promises career growth, but in practice everything is much more complicated. Most companies do not have a formalized development system, and because of this, employees do not have an understanding and idea of how to get a promotion and whether there is career growth in the company. It can also exacerbate the situation if managers are not interested in the growth of their subordinates, since they may have a fear of either losing a valuable team member or growing a competitor for themselves.

The third reason why an employee may leave the company is the impossibility of self-realization. A person is considered not as a specialist, but primarily as a function.

Most often, the relationship with the leader is the decisive factor in the departure of the subordinate. If a person does not feel needed in a team, he does not have good colleagues in this team, normal communication, an adequate leader who can help in difficult moments, support and provide an opportunity for self-realization - such teams and leaders very often leave [3].

Consequently, the main reasons for the departure of a specialist from the company are lower wages, lack of career growth, the impossibility of self-realization and toxic relationships in the team. The presence of these factors reduces the attractiveness of the brand in the eyes of employers and contributes to employee turnover.

**Conclusion.** Candidates these days need to understand that the size and brand of a company should not be the most important criteria when applying for a job if the place does not match their criteria and interests. There should be a few more important criteria that will help determine the pros and cons of joining a company, such as income, learning opportunities, social package and the like.

1. Azoev, G.L. Competitive advantages of the company / G.L. Azoev, A.P. Chelenkov. – M.: OAO Typography Novosti, 2014. – P. 256.

2. Lydia DePillis, Big companies used to pay the best wages. Not anymore // CNN Business, 2018. [Electronic resource]: Access mode: <https://money.cnn.com/2018/01/18/news/economy/big-companies-wages/index.html>. – Access date: 02.02.2022

3. Volgina, O.S. Improving the personnel policy of a commercial enterprise / O.S. Volgina // Young scientist. – 2016. – No. 11. – P. 639–642.

### **COOPERATION BETWEEN THE PEOPLE'S REPUBLIC OF CHINA AND THE REPUBLIC OF BELARUS IN THE FIELD OF SCIENCE AND TECHNOLOGY (2005–2013)**

**Sun Shengzi**

BSU, Minsk, Belarus

**Keywords:** People's Republic of China, Republic of Belarus, Chinese–Belarusian relations, strategic cooperation, science and technology, humanitarian cooperation.

In the 21<sup>st</sup> century the role of science and technology in national development and international relations is becoming increasingly prominent. As a very important area of Chinese–Belarusian cooperation in the humanitarian sphere, scientific and technical cooperation has become one of the priority areas of humanitarian dialogue. The purpose of this article is a comprehensive analysis of the main content and priority areas of Chinese–Belarusian cooperation in the humanitarian sphere in the period of 2005–2013. The time frame from 2005 to 2013 was chosen because during this period official bilateral relations

were at the stage of strategic cooperation. In 2013 they were officially proclaimed as strategic partnership, which started a new age in bilateral relations.

**Material and methods.** A wide range of Chinese and Belarusian sources formed the material for the study. Special attention was paid to documents from electronic archive of The Central People's Government of the People's Republic of China. They were supplemented by materials from official websites of Universities and scientific centers in Belarus as well as special publications. The methodological basis of the study was the methods of description, analysis and synthesis, as well as retrospective and systematic approaches. Special methods of historical research were applied as well. Historical-genetic, historical-typological, historical-systematic methods complied the methodological base of research.

**Findings and their discussion.** Belarusian and Chinese universities have become active participants in scientific and technological cooperation. On the Belarusian side, BSU, BSUIR, BNTU and GSU should be noted. Among Chinese universities, Jilin University of Technology, Shanghai University, Nanjing University, Zhengzhou University, University of Science and Technology of Chengdu, Beijing University of Technology, Henan University, Xidian University, Beijing Normal Institute, etc. showed the greatest interest. Agreements were signed between the universities of the two countries to establish cooperation and scientific and technological exchange. The parties undertook to conduct joint scientific research in related specialties and issues of mutual interest. Regular scientific exchange of faculty and students was envisaged. At the same time, cooperation was established between the state scientific and technical departments in the Republic of Belarus and scientific and technical institutions in some provinces of China. The dialogue resulted in the creation of the Belarusian Center for Scientific and Technological Cooperation with the People's Republic of China (2003) [1], the Belarusian-Chinese Innovation Center (2009) [2], the Chinese–Belarusian Changchun Science and Technology Park (2010) [3]. Thanks to the platform role of these centers, universities and scientific and technical institutions in China and Belarus have been able to create a wide network of contacts.

At the enterprise level, most of the scientific and technical cooperation was carried out with the support of the state bodies of China and Belarus. For example, in 2006, the Belarusian State Technological University and the Gaoyuan company of the People's Republic of China jointly established the Chinese-Belarusian Research Center in the field of road construction [4]; in 2011, China Aerospace Science and Technology Corporation provided and launched a communications satellite for Belarus [5].

The decision to launch the China-Belarus Industrial Park project, announced in 2010, became a certain breakthrough in bilateral relations. In October 2012, the China International Engineering Corporation (CAMCE) and the Ministry of Economy of Belarus officially signed an “Agreement on cooperation to create a Chinese-Belarusian industrial park in the Republic of Belarus”. In September 2013, China and Belarus signed the “Agreement between the Government of the People's Republic of China and the Government of the Republic of Belarus on the Chinese-Belarusian Industrial Park”. As a result, this project was officially included in the project of cooperation between the two governments [6].

In 2012, in order to further deepen the partnership between Belarus and China in the field of high technologies, the governments of China and Belarus established the Committee on Cooperation between China and Belarus in the field of high technologies.

This testified to the institutionalization and structuring of an important area of humanitarian dialogue [7].

**Conclusion.** To sum up, from 2005 to 2013, scientific and technological cooperation was an integral part of the Chinese-Belarusian cooperation in the humanitarian sphere. During this period, three main forms of Chinese-Belarusian dialogue in the field of science and technology developed. Official agreements were signed between the governments of China and Belarus and the relevant functional departments and official scientific and technical committees have been established. The universities of the two countries carry out academic exchanges between scientists, teachers, graduate students and college students in their respective vocational fields, and implement joint training and joint research. In addition, scientific and technological cooperation also involves cooperation between scientific and technical enterprises and scientific and technical institutions of the two countries. They enriched the topical content of cooperation in science and technology between the two countries and effectively promoted the development of scientific and technological cooperation between China and Belarus.

1. Belarusian Center for Scientific and Technical Cooperation with the People's Republic of China [Electronic resource] – Mode of access: <http://belarus-china.bntu.by/o-centre/>. – Date of access: 10.06.2022.

2. Belarusian-Chinese Innovation Center [Electronic resource] // BSU. – Mode of access: [http://research.bsu.by/innovative-activity/int\\_sci\\_tech\\_cooperation/inter-innov-centre/belchine-centr/](http://research.bsu.by/innovative-activity/int_sci_tech_cooperation/inter-innov-centre/belchine-centr/). – Date of access: 10.06.2022.

3. China and Belarus cooperate to develop a medical laser project / Optoelectronic information newspaper. – 2010. – №10. – P. 54.

4. Chinese-Belarusian Center for Scientific Research in the Field of Road Construction [Electronic resource] // Belarusian Center for Scientific and Technical Cooperation with the People's Republic of China. – Mode of access: <http://belarus-china.bntu.by/o-centre/kitajsko-belorusskij-centr-nauchnyh-issledovanij-v-oblasti-dorozhnogo-stroitelstva/>. – Date of access: 10.06.2022.

5. China and Belarus signed a contract for a communications satellite project on August 18 [Electronic resource] // The Central People's Government of the People's Republic of China. – 19.09.2011. – Mode of access: [http://www.gov.cn/jrzg/2011-09/19/content\\_1950513.htm](http://www.gov.cn/jrzg/2011-09/19/content_1950513.htm). – Date of access: 10.06.2022.

6. Chinese-Belarusian Industrial Park “Great Stone” [Electronic resource] // Official website of the Chinese-Belarusian industrial park “Great Stone”. – Mode of access: <https://www.zbggy.cn/index.aspx>. – Date of access: 06.07.2022.

7. China and Belarus signed an agreement on the establishment of a committee on Chinese-Belarusian cooperation in the field of high technologies [Electronic resource] // The Central People's Government of the People's Republic of China. – 06.06.2012. – Mode of access: [http://www.gov.cn/gzdt/2012-06/06/content\\_2154322.htm](http://www.gov.cn/gzdt/2012-06/06/content_2154322.htm). – Date of access: 10.06.2022.