

чаются непостоянством, на что влияет малоустойчивость поставок импортных сырьевых ресурсов, изменчивость уровня мировых цен на нефтепродукты, конъюнктура рынков сбыта. Помимо того, предприятиям отрасли присущи такие трудности, как сжатость собственной сырьевой базы, импортозависимость, высокая материало- и энергоемкость производства, высокий износ основных производственных фондов, невысокий уровень загрузки производственных мощностей, высокая доля дебиторской задолженности в стоимости оборотного капитала, низкий уровень обеспеченности собственными оборотными средствами, отрицательное воздействие усиливающейся конкурентной борьбы на рынках сбыта.

В соответствии с вышесказанным значительную роль в снижении отрицательного воздействия на окружающую среду и возрастании конкурентоспособности предприятий нефтехимического комплекса может сыграть становление и слаженное внедрение в практику управления результативных способов и инструментов управления, основанных на принципах устойчивого улучшения.

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## THE URGENT ISSUES OF LOGISTICS MANAGEMENT IN PRODUCTION ENGINEERING

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*This article touches upon the main issues that arise when logistics management in organizing the production faces some obstacles that hinder the proper functioning of any business activity. The main issues are carefully studied and possible solutions to these problems are offered.*

**Keywords:** production engineering, logistics management, transportation fleet, taxation.

Logistics is considered an important part in modern world of economy, providing fast and reliable delivery of goods and services from the point of origin to the point of production. However, it should be taken into consideration that when organizing a production, logistics is of vital importance in any business activity. Moreover, there are problems in the Republic of Belarus that hinder the logistics and delivery process. These problems can have a significant impact on the competitiveness of Belarusian companies in the international market.

The aim of research is to examine these problems and reveal the possible solutions for the development of exports and increasing the competitiveness of Belarusian companies in the international transportation market.

One of the main problems of logistics in Belarusian enterprises is customs procedures. Despite the fact that the Government of the country is taking measures to improve the situation, customs control remains one of the longest stages in the process of cargo delivery.

One more problem to pay attention is the long waiting time at the border. Sometimes shipments are delayed for several days, which can lead to serious delays in goods deliveries. In addition, customs service often requires additional documents and certificates, which can also delay the process that may cause serious problems for the well-organized production process at the enterprise.

Another problem in this aspect is the need to fill in a large number of documents. This can be very difficult for small and medium-sized companies that do not have sufficient experience in the field of export and import that in any way hinders the delivery of goods in due time.

Besides, there are many other problems that can prevent goods delivery to a site of production.

To find the solution to the abovementioned problems, it is necessary to study carefully the possible existing methods for improving customs procedures and how to reduce the cost of customs duties and taxes in the most beneficial manner. To do this, it is possible to conduct training and consultations for specialists so that they know what documents and information are required for customs clearance. It is also important to consider the possibility to reduce the time of the customs clearance process, for example, by automating the process.

In addition, it is necessary to carry out reforms in the field of customs regulation in order to reduce the cost of customs duties and taxes. This can make Belarusian goods and services more competitive on the international market and contribute to the development of exports.

It should also be said that, the taxation system plays an important role, both for logistics purpose and for industrial enterprise as well. The liberalization of tax legislation and changes in this system are aimed at reducing the number tax payments and simplifying a number of administrative procedures related to the payment of taxes.

To solve this problem, it is necessary to carry out reforms in state logistics companies in order to improve their efficiency and quality of services. It is also necessary to support the development of private companies so that they can provide higher-quality services in the domestic market. In addition, there is a need to change the country's taxation system to facilitate the attraction of private and foreign individuals.

The next problem is the high level of wear of the transportation fleet and its inefficient use. The problem of the high level of wear of the transportation fleet in the logistics of the Republic of Belarus is that most vehicles have been in operation for many years and have significant wear. This leads to an increase in repair and maintenance costs, as well as to a decrease in the efficiency of transport companies and delays in the delivery of goods.

In addition, worn-out vehicles can cause accidents on the roads, which can lead to serious consequences for people's lives and health, as well as problems with cargo delivery. Unfortunately, it turns out that many executive directors in current industrial enterprises does not pay due attentions to reconsider their attitude to this factor, thus suffering a number of consequences. The creation of an effective logistics system at the enterprise is a local measure that increases the competitiveness of the company.

To solve this problem, it is necessary to carry out regular maintenance and replace outdated vehicles with a new, more modern and reliable one. Besides, highly qualified mechanics can significantly improve the situation.

The problem of inefficient use of the transportation fleet is that many logistics companies do not optimize cargo delivery routes, which leads to excessive fuel costs, increases vehicle wear without increasing productivity, increases the number of idle runs,

and also worsens the environmental situation. In addition, inefficient use of transportation fleet can lead to congestion and traffic jams.

Besides the insufficient use of modern technologies in logistics can also hinders effective functioning of logistics services and movement of goods. This is due to the fact that many companies do not have sufficient knowledge and experience in the application of new technologies, and are not ready to invest in their implementation.

As a result, many logistics processes are performed manually or using outdated software solutions, which makes it difficult to automate and optimize processes. This can lead to an increase in the delivery time of goods, inefficient use of warehouse space, errors in inventory management and other problems.

To solve this problem, it is necessary to raise awareness of companies about the possibilities of modern technologies in logistics and to train employees. It is also necessary to encourage companies to invest in new technologies and provide them with access to modern software solutions. This will increase the efficiency of logistics processes and improve the quality of logistics services in the Republic of Belarus.

The results of the conducted analysis is the finding out of possible solutions for defining and revealing the urgent issues to be solved, that hinders the effective management in organizing the production, up to a point, such as extended waiting time at borders, high wear of the transportation fleet, insufficient automatization of logistic processes during the managing of industrial enterprise. According to our reckoning, the most vital issues requiring immediate solutions are insufficient effectiveness of transportation fleet application and low level of automatization of logistics processes at industrial enterprise. These current problems must be tackled within the shortest possible period of time by the authorities at an industrial enterprise in order to help organize the production processes in a highly effective manner.

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## ОСОБЕННОСТИ СТАНОВЛЕНИЯ ГЕНДЕРНОГО ТРУДОВОГО РАВЕНСТВА В РЕСПУБЛИКЕ БЕЛАРУСЬ

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*Рассмотрена дискриминация на рынке труда, сделан анализ данного явления по сферам деятельности, по уровню образования, по уровню заработной платы. Рассмотрены также основные пути преодоления дискриминации на рынке труда в Республике Беларусь.*

**Ключевые слова:** дискриминация, рынок труда, гендерное равенство.

Проблема дискриминации в современном белорусском обществе и в других странах является одной из острых социальных проблем. Ущемление людей в правах по признаку расы, пола, возраста, семейного положения – распространенное явление.

Согласно статье 14 Трудового кодекса Республики Беларусь, под дискриминацией понимают ограничение в трудовых правах или получение каких-либо преиму-