

Ways of the Russian Federation`s reorientation of migration inflows to knowledge-intensive areas

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Abstract — The article deals with the modern management problem associated with improving the efficiency of migration flows to the Russian Federation. The emphasis is placed on the need to move to a qualitative migration flow by abandoning the priorities of migration of unskilled labor. The subject of the article is the contradictions arising in process of migration in the modern Russian Federation leading to the fact that the country is attractive only for a limited number of labor migrants from some of the poorest countries (mainly the CIS). The main purpose of the article is to form the author's concept of overcoming the contradictions between current situation of the influx of unskilled migrants in the Russian Federation and satisfaction of the strategic development tasks related to providing the economy with high-quality labor resources. The methodological framework of the study consists of concepts related to the causes of migration and the processes of integration of migrants in the territory of arrival. The problem of the article is that the existing approaches to the management of migration flows are not effective enough to meet the growing needs of the Russian economy including the Ural macroregion in the workforce of normal quality. As the cause of the problem, there is a lack of connection between migratory influx and actual possibilities of migrants due to which qualified personnel is used in jobs that do not require qualifications. The consequence of this situation is the lack of migration attractiveness of the Russian Federation for qualified personnel. The second problem is the low attractiveness of the Russian Federation for young scientists due to the fact that modern mechanism of grant support for science does not provide young people with confidence in the future (accordingly employment stability). Article suggests mechanisms for solving the identified problems by using a combination of such general scientific and special methods of cognition, such as a dialectical, systematic, descriptive approach, theoretical modeling. The main conclusion of the article is the need to establish a clear link between the type of migration movement that is desirable for a

migrant and the region of inclusion in work activity. As a resultant conclusions, it was proposed to ensure the demands of economy of the Siberia and the Far East to promote these regions among migrant and migrant refugees. In order to meet the labor force needs of megalopolises and cities of active growth, it is necessary to attract primarily migrants as contractual staff. Attracting personnel is the most optimal for innovation development centers, educational and scientific centers. The article states that the methods of attracting labor migrants currently used cannot ensure the solution of the tasks set. Partial adjustment of the legislation (first of all regional) and implementation of strategies of fixing foreign students for their decision are required. The formation of scientific and educational clusters becomes possible by attracting such migrants. They can become centers of further attraction of migrants oriented towards intellectual development and a high level of personal education. Yekaterinburg is proposed as one of such clusters where all the prerequisites exist for implementation today.

Keywords— *migration, labor resources, efficiency, factor, consolidation, resettlement, employment*

I. INTRODUCTION

Current stage of socio-economic development of Russia and Yekaterinburg, in particular, depends on the migration inflow. This process along with migration is considered as the main factor of economic development of Yekaterinburg [1]. Agreeing that at the present stage it is not possible to completely cover the city's need for labor resources in other ways, we believe that it is necessary to consider this issue more deeply.

II. LITERATURE REVIEW

As S. Ryazantsev notes, "for a long time it (migration) was an underestimated resource and was perceived solely as a threat to the security of the country, was inconsistent and poorly differentiated, had a significant gap between the conceptual provisions and regulatory practices" [2]. Modern migration has not completely got rid of the described shortcomings. The main reason for this is the fact that at this stage, the main sources of migration are countries with a lower level of human development index. According to the estimate of the Federal Migration Service of the Russian Federation, there are more than 5.5 million labor migrants, both legal and illegal, in 2014 [3]. At the same time, migrants of the modern stage of the migration wave in the Russian Federation (referred by the authors [3] to the 3rd) are characterized by the fact that "over 75% of the "third wave" are residents of small towns or villages, about half of which do not have professional education" [3, p. 33].

On the other hand, the same authors note that the influx of foreign labor into Russia and its increasing pressure on the labor market contributes to lowering ("freezing" growth) wages and increasing hidden unemployment, increasing competition for jobs between foreign and local workers [3, from. 31]. Because of this, we consider the influx of low-skilled workers into the Russian labor market is undesirable, many of them do not speak Russian perfectly (16% know the language poorly, up to 40% - not very well), which increases their cultural distance with the Russians [4]. Considering the fact that during the same period other authors ascertain that in the period from 2011 an increase in the number of international immigrants has been observed (according to the Rosstat RF). In 2011, the number of departures was 36774 people, in 2013 - 186382. 2012-2013 became the most painful years for the Russian Federation in terms of "brain drain" [5].

III. MATERIAL AND METHOD

The methodological framework of the study is the research of domestic authors on the issues of labor migration and migration of scientists. The main purpose of the study is to determine the most optimal strategy for the development of labor potential by attracting migrants to the city of Yekaterinburg.

IV. RESULTS AND DISCUSSION

According to Russian scientists, the constant flow of highly qualified personnel to the countries with developed economies has a positive impact on economic development and security of host countries [6]. Agreeing with this thesis, we believe that the priority task for the development of knowledge-intensive spheres of activity is the formation of stable human resources for them, including through the involvement of highly qualified foreign specialists. It should be noted that in this case, as "minds" we consider not only scientists, but also persons involved in intellectual activity (engineers, educators, doctors, etc.). At the same time, the value of attracting certain specialists should correlate with the interests of the regional labor market and the possibility of real inclusion of migrants in productive activities.

The regulatory framework of the Russian Federation is considering the possibility of attracting foreign specialists. However, almost the only mechanism that significantly simplifies the employment of foreigners in this case, is the absence of the need to obtain quotas for employment. In the Federal Law "On the Skolkovo Innovation Center", another simplification is given (which is local in nature) and is due to the absence of the need for an employer to obtain permits to attract and use foreign workers. At the same time, representatives of the Tomsk University believe that conditions similar to "Skolkovo" should be created for ordinary institutions in the field of science and education, which would make it possible to obtain a significant increase in efficiency in terms of attracting "brains" from abroad [5].

In our opinion, current political and economic situation to attract intellectual potential in Russia requires more attention. First, at the present stage, we have practically returned to the economic model that was used in the early 2000s. Despite the fact that even then to solve similar problems, a number of authors considered it unacceptable. This is a model of a devaluation of the ruble as the main lever for the development of production, and the model of the economy of cheap labor [7]. We agree with this thesis because modern intellectual migration is largely focused on maximizing income. At the same time, we fully agree with the authors [8] that there are two main reasons for the 2014-2015 Russian economic crisis - the aggressive US foreign policy and the market dependence of the Russian economy on world markets.

However, along with objective (external) reasons, we consider it necessary to identify a number of subjective (internal for the Russian Federation) reasons. According to Russian researchers, the most unclaimed in the Russian labor market were relatively large groups of people employed in health care, education and public administration. Only 6.3% of specialists working in the country of origin in health care are employed in this field in the Russian Federation, even lower is the similar share among educators (2.8%) and public administration (1.9%) [9]. In other words, the Russian Federation today has limited migration attractiveness both for potential scientists (due to low wages and employment difficulties) and for representatives of other intellectual fields of employment (education, medicine) due to their lack of demand in the Russian labor market. Thus, in order to solve intellectual immigration issues, it is necessary to continue studying this issue.

On the other hand, in the literature, there is also a fundamentally diametrical approach to solving the problems of the migration of minds - the refusal to contain "brain drain" and an attempt to make this process profitable. According to the author, there are several ways to make a profitable "brain drain". One of the options is European sources of funding scientific programs. The second source of funding is imposed special visas that would allow Russian scientists working in Europe to pay taxes at home. To do this, it is necessary to conclude a special interstate agreement [6]. Linking the last thesis with the fact of external pressure on the Russian Federation, it is hardly advisable to expect such intergovernmental agreements. However, for the EurAsEC countries, such an agreement may be acceptable. And this will allow the Russian Federation to attract the intellectual

potential of these countries. In terms of attractive countries to attract migrants to the Russian Federation, S. Ryazantsev, in addition to the countries of the Eurasian Economic Union, also considered Uzbekistan, Tajikistan, Ukraine, Moldova, Vietnam, the DPRK, Turkey, Serbia (ranking them as priorities) [2]. At the same time, according to other authors, the level of education of migrants from these countries is relatively low today: only a quarter of respondents (26.2%) have specialized secondary or vocational secondary education, 16.5% - higher or incomplete higher, including 11.5% - completed higher [9]. However, at the same time, more than 30% of migrants want their children to receive Russian education, while their own aspirations to improve their education or qualifications are realized in about 50% of cases. [3]. In our opinion, this process can be fully used to attract even potential "minds" in the Russian Federation.

Speaking about the forms of support for Russian scientists (accordingly, foreign, in case of their involvement), a number of authors believe that the current effectiveness of this support is also not high. Thus, Russian authors note that it cannot be argued that the mobility of Russian scientists contributes to their integration into world science. It is more likely that integration is facilitated by their departure abroad – for permanent work [10]. In other words, modern attempts to prevent the emigration of minds from Russia by creating conditions for access of Russian scientists to the "world science" are ineffective. We believe that the global citation rate which many Russian scientists have as part of their assessment of their personal effectiveness (and their remuneration) cannot stimulate interest in focusing on domestic scientific needs, and, accordingly, can cause "intellectual migration" (refusal of topics that are not interesting to foreign scientists, but relevant to home science).

It should be noted that the effectiveness of support for activities of young domestic and a number of foreign scientists in the newly established laboratories was studied by N. Ascheulova and S. Dushina. In particular, one of the reasons the authors consider the instability of the existence of laboratories that enjoy state support after the end of the period of active financing (3-5 years). Since comparable in size funds laboratories will be difficult to attract, young people accustomed to this period to have a guaranteed high funding, at the end of it may prefer to work abroad [10, c. 139]. The motivation of young scientists to work in Russia with "interesting" projects is also not a stable factor of counteraction to "brain drain". We associate the latter with the study [11]. The authors argue that almost one in five staff members assessed the ability to demonstrate abilities as unsatisfactory. This is due to the subjective assessment of the conformity of work and qualifications (answers to the question whether the work performed in this scientific organization corresponds to the qualification of the employee), where every eighth found that his qualification is higher [11].

A similar situation arises with the inclusion of migrants in the intellectual activity. According to the researchers, the specific knowledge and skills that migrants possessed in a particular type of activity before arrival, and the education and skills of workers are unclaimed in the Russian labor market. The number of highly qualified specialists who found the corresponding first job here, compared with the number of this

group at the last place of work in their home country, decreased by 8.3 times [9].

Based on the above, there is a need for the Russian Federation to develop its migration models. Taking into account the nominal needs of individual regions and the long-term growth of the labor potential of the state. It should be noted that there are five main types of international migrants:

- settlers - people who come to the country for permanent residence;
 - contractual staff - people who have been accepted to perform certain work during a specific period;
 - professionals - people with a high level of education, able to work in a given specialty, and retrain (including scientists, teachers, students);
 - illegal migrants – people who have arrived illegally, have expired visas or are engaged in labor activity without official permission;
 - asylum seekers and refugees [12].
- Based on the above, for each of the regions (and possibly for individual areas of activity), it is advisable to develop their own migration programs to attract a specific type of migrants.

V. CONCLUSION

So, based on the types of migration offered by N. Bortnyuk, the fourth is undesirable (illegal migrants). To meet the needs of the regions of Siberia and the Far East, the first is optimal (and, in some ways, the fifth type). In our opinion, the second type of migration is more attractive for megalopolis and cities of active growth. For the centers of innovative development, educational and scientific centers-the most optimal is the third type. Since, as noted above, the classical methods of attracting migrant workers, to fully ensure the reproduction of scientific personnel potential is not possible (as shown above), it is of interest to use the method of consolidation. The essence of this method is to attract students from different countries (within the framework of migration processes), from which the relevant scientific and educational clusters are formed in the future. As a possible cluster, we see the Yekaterinburg where there are all the necessary conditions for such an experiment.

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