

**INTELLECTUAL MIGRATION IN THE CONTEXT OF THE DEVELOPMENT
OF ECONOMIC RELATIONS BETWEEN BELARUS AND RUSSIA**

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In this article we tried to systematize the main theoretical approaches to the study of migration processes of domestic and foreign authors; to conduct social and economic analysis of the categories "migration", "labour migration", "international external labour migration"; to collect analytical data in order to assess the state of the labour market in the Republic of Belarus; to review normative and legal documents regulating the processes of labour migration in the Republic of Belarus.

Introduction. The urgency of studying various aspects of migration processes is associated with the growth of their influence on world and national economies, politics, culture, and social phenomena. For countries, this problem is represented by both external and internal migration. They differ significantly. Internal migration is nothing more than the movement of the working population within Russia. State legislation and by-laws are the basis for the implementation of quality control of this process. External or international labour migration is not a migration within the state, but a mass migration of people outside the country or a visit to a country whose main purpose is to get a job with prestigious or more highly paid jobs with the possibility of permanent residence.

The reason is the uneven economic development of regions, differences in the level and quality of life in different parts of the country. In case of a lack of satisfaction with the opportunities to implement motives, goals and values in the actual place of residence the person experiences a state of frustration (encountering any obstacles, one can't achieve his goals, and satisfaction of any desire or need becomes impossible). One of the possible reactions to this state is the formation of migratory intentions (attitudes). At the same time, with the current trends of international migration, there is a potential danger for countries to permanently lose some of their most qualified specialists.

Main part. The problem of "brain drain" is very relevant in many countries. Highly qualified specialists are increasingly eager to leave the country in the hope of finding an application for their abilities and skills. Russians are also eager to move to another country in order to find a higher-paying job and permanent residence. Experienced, skilled personnel strive to capitalize their abilities, expanding opportunities to engage in scientific research or new developments, to participate in international projects, to supply their products to a large territory... According to the statistics department, most Russian emigrants, as a rule, go to the US, Germany, Canada and Finland [1].

As the President of the Russian Federation states: "there is a catastrophic lack of not just workers, but well-trained specialists in working professions in the country". In his opinion, the new knowledge "is quickly realized in practice, that if we do not want to be left behind, we should always engage in self-training and self-study." As the president noted, the existing system of training workers is not in demand, it is necessary to update it. At the moment, a large training system is being developed in the country.

Migratory intentions (attitudes) are largely determined by the inclusion of a person in social groups of different scale (small and large groups) in one or another place of residence. From the point of view of S. Kuznetsova they are formed under the influence of a microsocial environment (parental influence on children) and macrosocial, that is, a wider social environment. Migration intentions are determined by the satisfaction with the place of residence, which is determined by the comparison of the conditions of different places of residence (actual and potential), which is provided by migration experience or acquaintance with other places. Inclusion in a particular social environment forms specific adaptation strategies, including migration as a means of solving problems. These strategies are qualitatively different depending on personal characteristics and predominant motivation (relatively speaking, from the pursuit of success or avoidance of failure). Of course, social comparison is one of the important mechanisms of social cognition. Place of residence can't be estimated by a person, regardless of knowledge or ideas about other places. In the modern information society, with intensive movements with professional and tourist purposes, the space for comparison covers the whole world, but the personality narrows it to potentially possible places of residence, which he compares to each other [2, p. 38].

In the framework of the study by Sophia Wright "Attractiveness of the Territory and Migratory Institutions of Students" (Cand. Sociol., Assoc. Prof. Mosienko N.L.), the following characteristics of the individual's migration settings were distinguished:

1. the presence / awareness of migratory attitudes – the individual has decided whether or not he wants to leave the territory;
2. the orientation of migration installations – where the individual would like to live;
3. the formation of migration facilities. This characteristic can be manifested in three aspects:
 - the individual wants to leave, but does not have a clear idea of where, how it will happen, what the result will be (low degree of formation);
 - the individual wants to leave and can give an approximate plan of action regarding how he will realize his desire (average degree of formation);
 - first steps have been taken, for example, searching for information, or contacts, obtaining a visa, etc. (high degree of formation) [3].

The disintegration of the USSR and interethnic conflicts in a number of CIS (Commonwealth of Independent States) republics caused migration waves, which also affected Russia. In Russia, the process of labour migration begins with the assessment of labour requirements and the establishment of quotas for the employment of migrants from countries with a visa-free regime (CIS countries except Turkmenistan) and with a visa regime [4].

Belarus also faced the customs union of the countries of the Eurasian Economic Union with intellectual migration. Thanks to the openness of the border within the customs union and the development of the labour market, the Belarusian people are offered more opportunities to implement their skills and to improve their qualifications, as well as to find better-paying jobs. That is why the problem of "brain drain" is very relevant for Belarus.

The Ministry of Labour of Russia has prepared a draft resolution of the Government of the Russian Federation "On the definition of the need to attract foreign workers arriving in the Russian Federation on the basis of a visa, including on priority vocational qualification groups, and the approval of quotas for 2018".

The need is determined on the basis of proposals of the executive bodies of state power of the constituent entities of the Russian Federation and is formed taking into account the prevailing situation in the labour market, demographic situation, the principle of priority use of national labour resources, and the opportunities for settling foreign citizens.

The main reasons for attracting foreign workers to the Russian Federation are:

- 1) implementation of investment projects with the participation of foreign capital;
- 2) the use of imported technological equipment, which is in need of installation, adjustment and maintenance by qualified foreign specialists;
- 3) use of modern technologies in construction, compliance with the quality and timing of construction works;
- 4) the lack of personnel with the required qualifications in the territory of the subject of the Russian Federation.

Primarily, the need for foreign workers is available in the replacement of jobs that require the availability of professional qualifications. The distribution of the need to attract foreign workers to the Russian Federation by priority vocational qualification groups reflects the trends in the development of the labour market, accompanied by the need to attract skilled labour.

Corresponding volumes of quota will allow to satisfy the demand of employers in qualified employees, to realize investment projects [5].

In Belarus, in its turn, the migration policy is aimed at attracting mostly highly skilled personnel. We can say that Belarus does not want to repeat Russia's mistakes. The country cannot control the outflow of personnel (it can't prohibit leaving the country), but it can regulate the influx of migrants. Thus, determining how many highly skilled workers arrived in a given year.

But this does not exclude the fact that the bulk of Belarusians leave for Russia, and less often for other countries. Russia is attractive for Belarusians in that they can freely move the border. In Russia, from the point of view of Belarusians, more jobs and opportunities. Such an influx of Belarusians, in our view, adversely affects Russia's migration policy. After all, most of the migrants are people with a secondary education, seeking to find a more lucrative job.

Despite the rather difficult conditions prevailing in the country, Russia still remains attractive for migrants. Basically, this is a visitor from the less well-off CIS countries.

Economics

The country is also keenly studying the issue of internal labour migration, which is connected with the search for better working conditions and payment for own labour. Departure of a large number of people from small towns caused an acute shortage of highly qualified personnel, so many citizens had a real chance to get a decent job than is possible in their hometown. Its payment is sometimes three to five times greater [4].

But there is another side to it. Departure of a large number of people from centres such as Moscow and St. Petersburg, leads to a shortage of highly skilled employees. Although the conditions and salaries are no worse than in the capital. But people are increasingly attracted to the city, as they see it, with more opportunities.

This question has not passed Belarus. Many Belarusians have been seeking to move to regional centres. Basically, everyone wants to move to the capital. In our opinion, this is due to a rather poor mobility of small towns. The attractiveness of the regional centres in their greater number of places of work and residence, in a greater amount of opportunities and gaining knowledge, as well as advanced training. The most important reason for internal migration in Belarus is education. Many teenagers leave to receive higher education in other cities and subsequently remain in them. As a result, outflow of labour occurs with small towns, urban-type settlements and villages.

The conclusion. The peculiarity of migration facilities is a biographical scale based on their behaviour. Little or nothing is known about the full diversity and complexity of international youth migration. The available data are very scarce due to the fact that for many years they believed that migrants are men of working age. It was believed that women and young people migrate only as family members. Young people, as a rule, remain outside the field of research, but experts acknowledge that the majority of migrants are at the age of 15 to 30 years old, both in the past and at the present time.

Intellectual migration, represented by highly qualified personnel, scientists, and specialists, has now been formed as a global phenomenon. Thus, among the diversity of territorial movements within the framework of international youth migration, intellectual migration deserves special attention due to the high level of mobility among young people and the significance of the phenomenon of "brain drain" in the development of the world community.

Migration facilities are more likely to be formed in subjects ready for active, determined constructive actions to change the unsatisfactory situation, taking into account the needs, opinions and expectations of the immediate environment, ready for cooperation and seeking social support. However, the links of migration facilities with active methods of overcoming have not been revealed. This means that the activity inherent in the subject does not necessarily imply a desire for relocation and can be implemented at the actual place of residence.

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