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LABOR MIGRATION IN BELARUS: ESSENCE, CAUSES, PROBLEMS ANALYSIS, VALUE

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In the article the essence of migration, labor migration, the types and importance of labor migration, presents approaches of different authors who have made significant contributions to the theory of migration, the statistical data reflecting the migration processes in Belarus, showcased analysis problems of labor migration of the Republic of Belarus, the evaluation about the value of migration processes at the present stage of development of the world economy are considered.

An economy based on market relations, dictated by the need to enhance the mobility of migration, as regards the population mainly from the standpoint of the labor force. Migration mobility of the population in recent decades has become less subservient to measures of state regulation. There have been significant changes in the trends of internal and external migration.

Issues of migration are relevant to jurisprudence, economics and demography.

The historical role of migration linked to the process of settling the land, education, and the mixing of races and peoples; economic – land with economic development, the development of productive forces, the compound of the territorial distribution of natural resources and means of production to the labor force; social – is associated with a full realization of people's needs for housing, work, social and professional advancement, etc.

Among the foreign scientists who have made great contribution to the development of the theory of migration, stand out: G. Bekker, L. Buve, D.M. Keyns, Jean-B. Kolber, T. Mann, T. Maltus, P. Samuelson, J. Simon, A. Smith, B. Thomas Friedman. In the pre-Soviet period, the issue of migration of the population and the labor force engaged in V.P. Voschinin, G.K. Gins, V.N. Grigoriev, I.A. Gurvich, A.A. Isaev, A.A. Kaufman, V.I. Lenin, I.L. Yamzin and a number of other researchers.

R. Perruchoud draws attention to the scientific subject composition of migration, refugees, displaced persons and economic migrants, as well as provides the following concept of international migration is the migration of people leaving their country of origin or permanent residence in another country temporarily or permanently [1, p. 32].

This wording extends the concept of international migration by including temporary and permanent migrants arriving. However, this definition does not contain provisions on the legal status of migrants.

The scientists of the CIS countries also attempted to formulate a definition of migration. E.Y. Sadovskaya (Kazakhstan) said that migration - is the movement of people across national borders associated with the change of residence and requiring domestic and interstate regulation [2, p. 20]. In spite of the clear wording of the migration, the proposed definition does not reflect the motives and timing of migration, which makes it a narrowly directed, punctuated only on certain types of workers. L.A. Vasilyeva said the migration of complex transnational phenomenon and one of the most important indicators reflect the ethno-political and socio-economic processes taking place in society [3, p. 1].

Belarusian researchers A.I. Lemesheva, A.V. Babich, G.G. Zinkevich, delimit the concept of international migration and migration in general. Under the first they understand the spatial movement of people across borders, and under the second – a set of different nature of the territorial population movements, accompanied by a change of residence [4, p. 24].

Among the causes of migration socio-economic factors belong to the predominant importance. However, in some periods in different countries political, national, religious factors are put forward in the first place. During the wars (global and local) are the main contingent of migrants, refugees and displaced persons.

Migration has a significant impact on the dynamics of population size and structure, the state of the labor market. Highly migratory mobility of the population is a prerequisite for sustainable social and economic complex. The regulation of the labor force, the role of migration component, which is more timely than the inertial processes vital, responsive to the control action.

In this connection it is necessary to pay attention to the scientific category of "labor migration".

Labour migration is a movement of the working population across the borders of certain territories to the change of residence permanently or at least for a long time.

Labour migration is a complicated process that performs economic and social functions in society and the individual. It provides the connection of geographically distributed (by countries, continents, regions within countries), natural resources and means of production to the labor force contributes to meeting the needs of the population in getting a job, housing, livelihood, social and professional mobility, change in social status and other characteristics of life status of the population and so on.

Types of labor migration are shown in Figure 1.

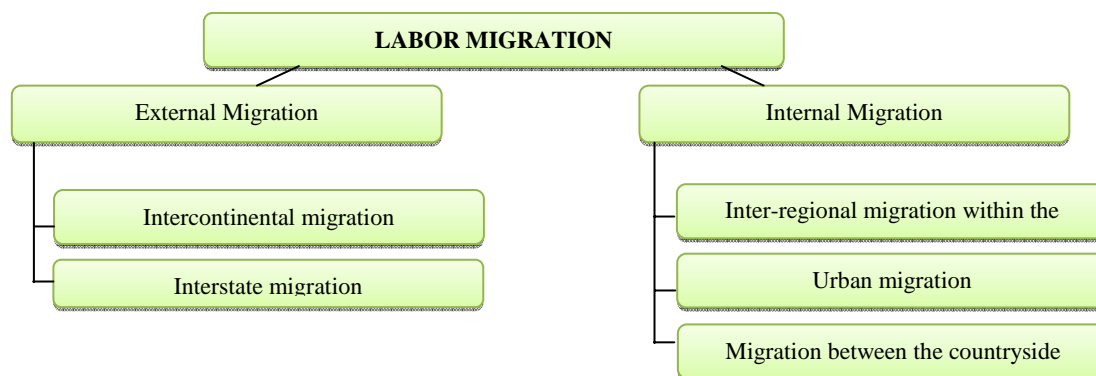


Fig. 1. Types of labor migration

Persons who have moved abroad are called migrants those who have moved to this country are immigrants. The difference between the number of emigrants and immigrants is the migration balance, directly affecting the population of the country.

For external labor migration is characterized by a growing proportion of its highly qualified specialists. Getting this form of migration began in the 30s of XX century, when the United States had an opportunity of selection scientists refugees from Nazi Germany.

At the present stage the main direction of migration of highly skilled professionals are from Eastern Europe to the United States, Canada, several countries in Western Europe. Domestic labor migration is particularly prevalent in countries with a vast territory, diverse climatic and economic conditions.

Causes of internal migration:

- job search;
- improvement of living conditions;
- improving the living standards of the population;
- a lifestyle change and so on.

In countries with vast territory seasonal labor migration occupies a significant place. It is a temporary movement of labor in the countryside and for seasonal agricultural works and rural temporary seasonal movement in the city. It is called seasonal work [5].

Statistical data, reflecting the dynamics of migration processes in the Republic of Belarus are presented in Table.

Table – Statistical data migration Republic of Belarus 2005–2014

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
International migration (arrivals), thousands of people	13	14,1	14,2	17,4	19,9	17,2	17,5	18	19,4	24,9
International migration (eliminated), thousands of people	11,1	8,5	9,5	9,3	7,6	6,9	7,6	8,7	7,8	9,2
Migration increase / decrease (-), thousands of people	1,9	5,6	4,7	8,1	12,3	10,3	9,9	9,3	11,6	15,7

The absolute value of the difference between the number of population who arrived in the territory of the Republic of Belarus and the number of retired people out of the territory of the Republic of Belarus for a certain period of time is called migration growth. The dynamics of this indicator is reflected in Figure 2.

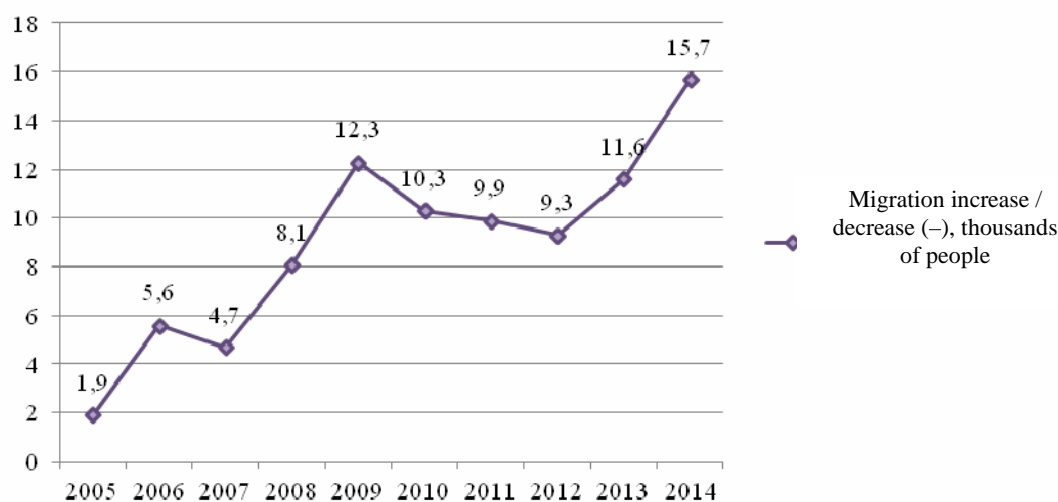


Fig. 2. Dynamics of migration growth

For a long time the statistical authorities of Belarus record positive balance of foreign migration, which partly offset the natural decline in population demographics. In particular, according to Figure 2, the last six years, from 2009 to 2014, the positive balance of external migration, according to the National Statistics Committee, was 71 072 people. In 2014, the excess of entrants to our country over to leave it, according to official statistics, measured by number of about 15 700 people.

However, the assessment of the real impact of external migration on demographic, social and economic development of the Republic of Belarus becomes more difficult issues of official Belarusian statistics accounting.

On the basis of extensive statistical material such as Belarus and a number of countries from which the migration exchange, we can prove that in fact a real departure substantially underestimated and significantly exceeded the entry.

However, a number of publications by Belarusian authors still contain allegations of a positive balance of external migration of the population; official data on leaving the country are analyzed and grouped according to various criteria. At the same time the value of the data groups, according to scientists V. Zagorets, I. Zagorets [7, p. 39], minimal, because the Statistics Committee of the overwhelming majority of immigrants in the official statistics does not affect.

In our opinion, such errors can be associated with the departure of the population for temporary, seasonal work in the CIS countries, the Russian Federation, which do not require a change of permanent residence. In other words, an emigrant living and being officially registered place of residence in the Republic of Belarus crosses the border with the Russian Federation did not inform the public authorities of the Republic of Belarus, respectively gets distorted statistics.

Migration, even to a small degree a positive effect on the world economy. According to the World Bank, between 2005 and 2025, the increase in the number of migrants by only 3% in developed countries can bring the world economy \$ 356 billion. Migrants are inventing new products and services, strengthen the ties between the markets of different countries, occupy vacant jobs, reduce the level of poverty, promote more ethnic and socio-cultural diversity of the country. For example, from 1995 to 2005 on the US labor market was created 16 million new jobs, 9 million of them are occupied by foreigners. According to the economists Steven Kestlsa and Mark Miller in the same period, the immigrants took two-thirds of new jobs in the countries of Eastern and highly skilled immigrants contribute to the growth of economic efficiency, stimulating investment and deepening specialization, which in turn promotes the growth of corporate profits and the incomes of workers. It was founded by immigrants, companies such as Google, Intel, PayPal, eBay and Yahoo ! More than a quarter of all applications for international patents in the United States serving immigrants, even though they make up only 12% of the total population. If skilled workers help the economy grow more rapidly, then occupy the low-skilled jobs that the local population considers unattractive in areas such as services, trade, construction, and health care and housekeeping. Only in the OECD countries from 2005 to 2025, the number of highly qualified personnel

with higher education could increase by 35%. Consequently, there will be an urgent need for low-skilled labor force for the simpler activities. The working age population continues to grow only in the developing countries - only in Central Africa in the period from 2005 to 2050 is forecast growth of 1 billion people. But we should bear in mind the negative aspects of increasing migration: significant costs, the risks of certain social groups of unemployment, loss of cultural identity. For example, Malta and the Italian island of Lampedusa should not take all migrants from North Africa only because of its geographical proximity to the region. The introduction of restrictions on entry of foreign workers leads only to an increase in the flow of illegal migrants claim Goldin and Cameron. To avoid this, the government must not overlap the border, and to take care of the proper distribution of migrants between regions and countries.

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THE IMPROVEMENT OF STRATEGY PLANNING AT AN ENTERPRISE

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The article deals with the theoretical aspects of strategic planning at the enterprise. It also reveals the special role of strategic planning which is considered to be the main factor that contributes to the strengthening of the competitive advantages of organizations. The analysis of the strategic planning of the OJSC "Osipovichsky Bakery" is given here and some ways of its work improvement is also suggested.

The term "strategic planning" was introduced in the 60-70s in order to indicate the difference between the current management at the production level and the top-level management. The need to fix this difference was due primarily to changes in the business environment. The main ideas of strategic management are reflected in the paper-works of such authors as Frankenhofs and Granger (1971), Ansoff (1972), Schendel and Hatten (1972), Irwin (1974) and others. And the main idea which reflects the change from operational management to strategic is the idea of the need to shift the center of attention from the top management to the environment one in order to adequately and timely respond to the changes that occur [1, p. 157].

To determine the economic essence of the concept "strategic planning" it is necessary to consider its set of definitions from the perspective, but we must keep in mind that still there is no consensus on this issue.

Having analyzed the existing approaches in defining the essence of the concept "strategic planning", we can conclude that the "Strategic planning - is the main principle of the organization accepted for a long term with the help of which the staff will be guided by performing specific actions, needed to achieve the goal that is set.

The term "planning" includes the definition of goals and ways to achieve it. More often organizations' planning activities are revealed through the basic principles and modern methods.

The system of strategic planning principles is shown on the figure 1.

In practice, the principles of strategic planning are implemented through planning methods. A method of strategic planning is the particular way that helps solving any planning problems.