

The Model of Management of Foreign Labour Force in the Far East

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Abstract: The first stage of the project consists in implementation of large scaled research campaign, which would include analysis of peculiarities of labour markets and migration processes in the Eastern Asia and peculiarities of labour markets and migration situation on the territory of the Russian Far East. Article is devoted to justification of need of development of the mechanism of management by migratory processes. Being guided by statistical data, the author proves that economic growth is impossible without increase in number taken in labor processes. The adverse demographic situation leads to reduction of able-bodied population in the Far East. Shortage of a manpower can be filled at the expense of involvement of migrants from CIS countries and foreign countries.

Key words: Mechanism of management of migratory processes • Number of the busy • Involvement of migrants from CIS countries • Illegal migration • Quality of selection of experts

INTRODUCTION

The project includes possible suggestion, which essence is to create infrastructure of foreign labour force management with distribution of related components on the neighbor territories of foreign states (particularly in China) [1].

While analyzing it should be planned to hold the monitoring of migration processes, estimation of the state of labour market of the Eastern Asia and the demands of labor market of the Far East of Russia, particularly Primorye territory; assessment of the migration legislation and its keeping. Besides, it is possible to implement international forum “Labour migration in Eurasian regions: trends, problems and ways of cooperating” on the Primorye territory [2].

The issues of migration for all territories of the FEFD in similar degree are burning and need the solution. The research should include analysis of migration processes for all territories on the base of existing statistics. But in scientific and organizational views main efforts should be directed to the Primorye territory, which is the representative part of studied object. The conclusions of the results of research may be used for every subject of the Federation with regard to regional features.

The project should be a serious step on the way of the creation of civilized system of the labour migration management in the Russian It mostly corresponds with the policy of the Federal Authorities. In the address to the Federal Assembly of the Russian Federation on 2007 the President V.V. Putin pointed, that we are interested in inflow of skilled legal labour manpower resources. On the meeting of the Security Council on the issues of migration policy, the President marked out the necessity of improvement of state migration policy and its relation with the tasks of social and economic progress of the country.

The project should have various and long-term effect, take into account interest of the Government of the Russian Federation, Russian and Chinese business-structures and directly migrants themselves. It has to allow to solve three fundamental problems as a minimum:

- Maximal reduction of illegal sector of migration;
- Formation of system of selective migration;
- Keeping the balance of interests of four sides: business, law-enforcement bodies, responsible for order of the law, native population and municipal authorities.

Within the bounds of this project the data base of the enterprises ready to use foreign labor can be formed. The partners of the program will be regional large enterprises ready to participate in the project. The companies-members of so-called "Unity" will be suggested to sign up the Declaration on expectancies concerning of the wage-labour use. In the long-time perspective there should be made efforts for the involvement in the «Unity» of larger number of local companies and enterprises of the Russian Far East. The network of companies can form requests for staff recruitment abroad [3].

The methodology is founded on the following factors:

- Geostrategic character of objectives and tasks of the project;
- Cross-cultural context of the mutual relationship;
- Specific of globalization processes in the regions, China in part;
- Specific of modern economy of world and regional labour markets.

In practical activity there are attracted such methodic as "cross-cultural training". The objective of development of methodic data for cultural adaptation and professional training of migrants should stand separately, as it is caused by the significant differences between Russian culture and culture of the Eastern Asia.

The foundation should be constructed on the conceptual aim to the fact that the level of human capital (knowledge, skills, creative abilities) defines the general state of the economy and its competitiveness, the potential for growth [4].

Methodology should be based on experience of the states of Pacific region (for example, Singapore, Brunei, New Zealand, Australia) as well as European countries (post-war German, France) [5].

After ending of the project a stable system of partnership can be founded, which would include the aggregate of local enterprises, using migrants' labour, regional department of the exchange, partner organizations, ensuring the support for the exchange (*such as centers of upgrading and certification, Vladivostok subdivision of international migration center, being the member of Russian union of industrialists and enterprises, Primorye regional guild of enterprises and organizations, using labour of foreign labour force*), local authorities, responsible for legalization of migrants.

The project can be continued on the basis of partnership of these structures, its aim is further improvement of mechanisms of migration management and reduce in negative sides of illegal migration.

The project will promote the growth of transparency of migration processes and monitoring quality, because the data should be transmitted to state regional departments of statistics that would allow representatives of authorities to develop appropriately and implement migration policy [6]. In the process of operation of the project by means of selection of the personnel and its legalization new tools of management of labour migration will be worked out, as the system of international exchange is directly involved in the formation of high-quality migration flow and directly perceives all the obstacles and problems for formation of qualitative migration and legalization of labor resources [7]. That's why the suggestions for improvement of the mechanisms of labour migration management can be worked out, which could be represented for the consideration of Legislative Assembly for improvement of the legislation.

Besides, it is necessary to create an efficient mechanism of labour migration management, including the system of social adaptation of migrants on the assumption of regional hands-on experience of formation of international labour market [8]. This mechanism should work both for compatriots, willing to resettle to Russia for permanent residence, and for guest migrants. It is important to keep differentiated approach to two various groups of migrants: those who, arriving to the country, don't intend to stay for permanent residence and receive Russian citizenship, and those who are willing to become a citizen of Russia and live on its territory [9]. The second group mainly consists of Russian-speaking population of the countries of the CIS-participants of the program of rendering assistance for compatriots living abroad to voluntary resettlement to Russia, which undoubtedly, has preferences, benefits in comparing with the first group, oriented only for earnings [10].

Purposeful use of the human resource capacities of the neighbour countries will contribute to the growth of the economy and reduction of the social tension and the criminalization of the sphere of migration, which will contribute to decrease of hostility to the representatives of the nations of neighbor countries and the improvement of relations between states.

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