

## ANALYSIS OF THE IMPACT OF MIGRATION ON THE EMPLOYMENT OF THE POPULATION IN THE REGION

*ANÁLISE DO IMPACTO DA MIGRAÇÃO NO EMPREGO DA POPULAÇÃO DA REGIÃO*

*ANÁLISIS DEL IMPACTO DE LA MIGRACIÓN EN EL EMPLEO DE LA POBLACIÓN DE LA REGIÓN*

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**Abstract.** The Russian labor market changed significantly over the past 3-5 years due to external socio-economic and internal demographic factors. The current situation in the modern economy led to a shortage in the Russian labor market and certain changes in employment. Personnel shortage changed the attitude towards employees at enterprises, expanded opportunities for retraining and improving their skills, and led to a change in working conditions. The relevant issue of personnel shortage at Russian enterprises is being resolved by attracting migrant labor. Moreover, this has a direct impact on changing the employment situation for the local population. This requires an analysis of the impact of migration on employment using the example of the Republic of Tatarstan in order to formulate final provisions that can be extended to all regions of Russia. For Russia, creating conditions for preserving human capital and reducing emigration of the population is crucial; this involves additional financial, social and other measures that will allow business leaders to pursue innovative personnel policies to attract skilled workers both from the local population and from among migrants.

**Keywords:** Employment, migration, population, decline, labor market, sanctions, import substitution.

**Resumo.** O mercado de trabalho russo mudou consideravelmente nos últimos 3 a 5 anos devido a fatores socioeconômicos externos e demográficos internos. A situação atual da economia moderna provocou uma escassez de mão de obra no mercado de trabalho russo e certas mudanças no emprego. A falta de pessoal alterou a atitude das empresas em relação aos funcionários, ampliou as oportunidades de requalificação e aprimoramento de habilidades, além de provocar mudanças nas condições de trabalho. O problema da escassez de pessoal nas empresas russas está sendo resolvido pela atração de mão de obra migrante. Isso, por sua vez, impacta diretamente na situação de emprego da população local. Este estudo analisa o impacto da migração no emprego utilizando como exemplo a República do Tataristão, a fim de formular diretrizes finais que possam ser aplicadas a outras regiões da Rússia. Para



o país, é essencial criar condições que preservem o capital humano e reduzam a emigração da população, o que demanda medidas financeiras, sociais e outras adicionais. Tais medidas devem permitir que líderes empresariais implementem políticas inovadoras de gestão de pessoal, atraindo trabalhadores qualificados tanto da população local quanto dos migrantes.

**Palavras-chave:** Emprego, migração, população, declínio, mercado de trabalho, sanções, substituição de importações.

**Resumen.** El mercado laboral ruso ha cambiado considerablemente en los últimos 3-5 años debido a factores socioeconómicos externos y demográficos internos. La situación actual de la economía moderna ha provocado una escasez de mano de obra en el mercado laboral ruso y ciertos cambios en el empleo. La falta de personal cambió la actitud hacia los empleados en las empresas, amplió las oportunidades de reciclarse y mejorar sus habilidades y provocó un cambio en las condiciones de trabajo. El problema de la falta de personal en las empresas rusas se está resolviendo atrayendo mano de obra migrante. Además, esto tiene un impacto directo en el cambio de la situación laboral de la población local. Para ello es necesario analizar el impacto de la migración en el empleo utilizando el ejemplo de la República de Tatarstán para formular disposiciones finales que puedan extenderse a todas las regiones de Rusia. Para Rusia, la creación de condiciones para preservar el capital humano y reducir la emigración de la población es crucial; esto implica medidas financieras, sociales y de otro tipo adicionales que permitan a los líderes empresariales aplicar políticas de personal innovadoras para atraer a trabajadores calificados tanto de la población local como de los inmigrantes.

**Palabras-clave:** Empleo, migración, población, declive, mercado laboral, sanciones, sustitución de importaciones.

## 1. INTRODUCTION

In 2020-2023, the labor market in Russia underwent serious changes directly related to the geopolitical situation, imposed sanctions, and import substitution. The coronavirus infection that affected all countries also played an important role. Currently, the employment situation in the Russian Federation is characterized by reduced unemployment, increased number of jobs, and decreased unemployment rate (Abbaskhanov, 2022; Arifin, 2023). Large-scale job search sites signal a shortage of workers in the regions of the Russian Federation, in particular, in the Republic of Tatarstan; vacancies are plenty in such areas as manufacturing, logistics, transport, blue-collar workers, etc (Mityakov, & Kulikova, 2024).

The structure of demand in the labor market changed, since in special economic conditions a heavy burden fell on enterprises related to import substitution and defense. For enterprises operating in the international market, a need arose to solve problems in production chains and sales markets, which immediately affected the operating modes. Enterprises were forced to use the part-time employment format due to downtime caused by disruptions in the supply of raw materials and finished products (Dube et al., 2023; Siphukhanyo & Olawale, 2024; Zulham et al., 2022; Pogosyan, 2017). Moreover, the change of enterprise owners became relevant due to some foreign companies leaving the Russian market (Safiullin et al., 2022; Vaslavskaya et al., 2023). As for migration, 2019-2020 was characterized by a strong outflow of foreign labor due to the coronavirus pandemic. For Russia, attracting migrants and their subsequent employment is currently relevant, since a large outflow of workers aged 25-39 also occurred in 2022, associated with mobilization and migration of the male population. This will subsequently directly affect the birth rate of the population and the level of tax revenues received by the state budget (Sie Dhian Ho and Wijnkoop, 2022; Panova et al., 2023).

Demography and population aging remains the fundamental problem of the Russian labor market. In 2022-2023, the number of young people in the labor market was twice reduced compared to 10-15 years ago. Therefore, enterprises must learn to work with middle-aged employees.



The current situation calls on the state to make appropriate decisions to prevent a decline in production and a decrease in the level of GDP, and to develop personnel policies at enterprises taking into account Russian labor market changes (Pavlovsky, 2018; Agusmidah Shalihah, 2023; Chernyakova & Guslyakov, 2024; Novikov & Khamitov, 2024).

The paper reveals the causes of modern labor market issues and analyzes migration dynamics using the example of the Republic of Tatarstan. Issues related to fundamental changes and employment opportunities for the population are raised taking into account the updated migration policy.

## 2. METHODS

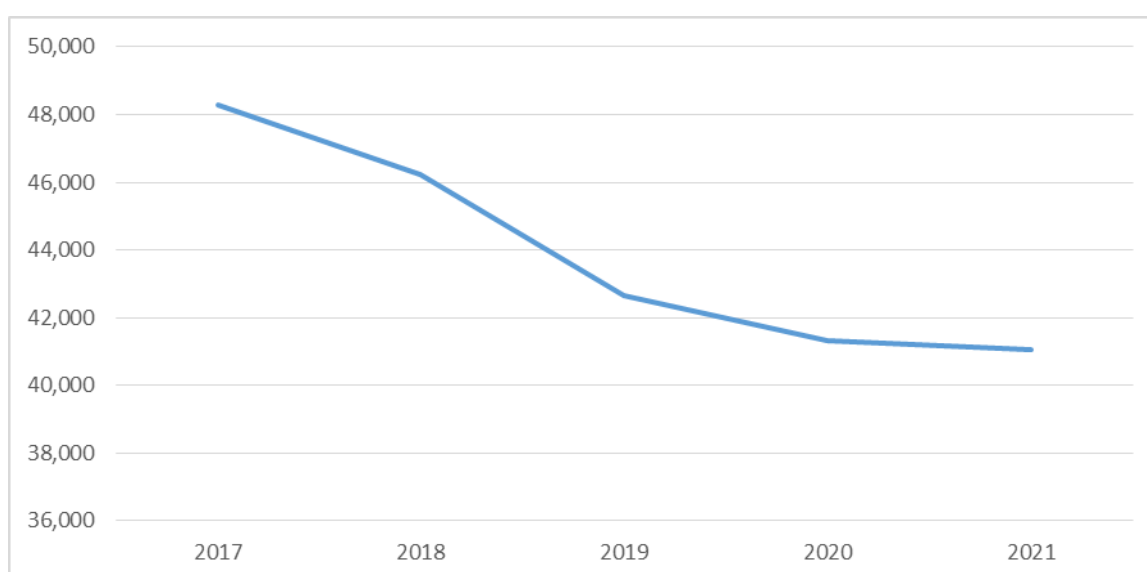
The empirical analysis is based on statistical information obtained from the 2022 demographic report ‘Sociodemographic capital of the Republic of Tatarstan in the context of national security (2019-2021)’. Statistical data were also analyzed based on the reports of the Territorial Body of the Federal State Statistics Service for the Republic of Tatarstan.

The object of the study was the Republic of Tatarstan, on the example of which the impact of migration on population employment was analyzed.

The period 2017-2021 was considered regarding the main issues and indicators related to population migration: births, deaths and average life expectancy dynamics of the Republic of Tatarstan. For 2019-2021, the dynamics of the overall mortality rate in the Republic of Tatarstan was studied. The period under study is 2019-2022 to obtain analytical information on migration flows and the main areas of migrant activity in the Republic of Tatarstan.

## 3. RESULTS

To study the birth rate issue, let us consider the overall birth rate in the Republic of Tatarstan since 2017 – according to the information received, it is in steady decline (see Fig. 1). In 2017, the number of births was 48,298, in 2018, 46,215, in 2019, 42,668, in 2020, 41,329, and in 2021, it was 41,057. At the same time, the overall birth rate per 1000 of the population decreased from 12.4% to 10.6% (Demographic Report, 2022). This is directly related to changes in the age and sex structure of the population, i.e. small generations born in the 1990s are entering the active reproductive age. In 2021, the total fertility rate in the Republic of Tatarstan (10.6%) was significantly higher than in Russia as a whole (9.6%).



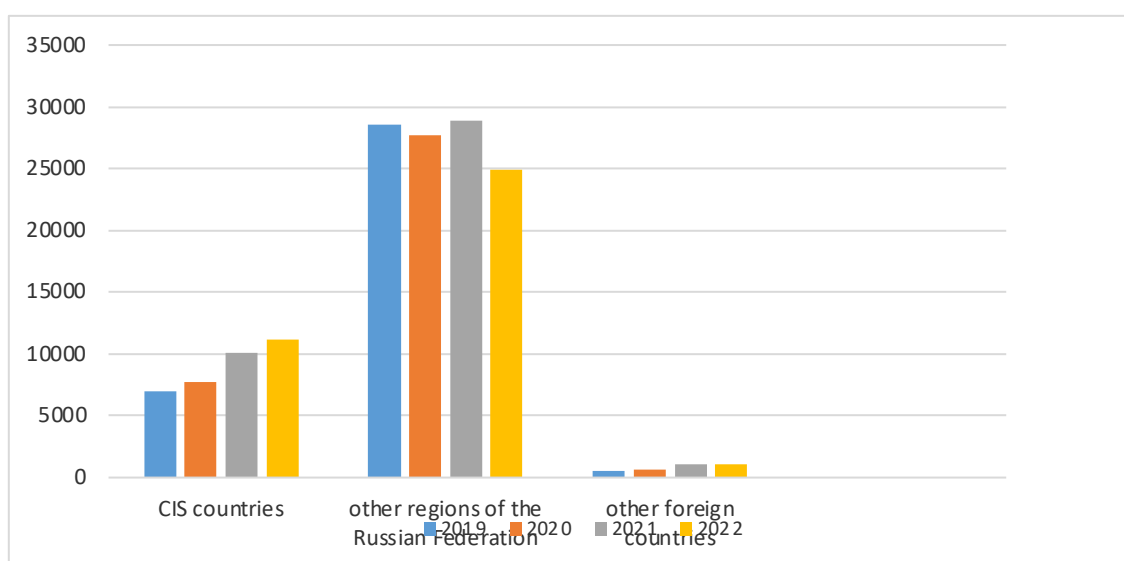
**Figure 1.** Dynamics of the number of births in the Republic of Tatarstan in 2017-2021 (people) (Demographic Report, 2022)



Population migration is a complex and controversial phenomenon in the modern economy, directly related to political, religious, socio-economic and demographic factors. Experts believe that be it not for the coronavirus pandemic, there would be 2 million more people willing to improve their living conditions by moving to another country (Abbaskhanov, 2022).

Demographic forecasts, including migration, are among the main forecast documents of each state, since a number of socio-economic development programs are developed on their basis. At the same time, the number of arrivals and departures is used as scenario variables for migration (Pavlovsky, 2018; Gabdulkhakov et al., 2021).

Population whose average age ranges from 15-30 displays the greatest migration activity. If we consider the statistical data for 2019-2021, in the Republic of Tatarstan the migration balance is growing: in 2021, it was 11,448 people, in 2020, 4,580 people, and in 2019, it was 4,403 people (Demographic Yearbook of the Republic of Tatarstan-2022). Migration flows in the Republic of Tatarstan are formed by the CIS countries, other regions of the Russian Federation and other foreign countries (see Fig. 2).



**Figure 2.** Migration flows in the Republic of Tatarstan (number of arrivals in 2019-2022) (people) (Demographic Yearbook, 2022)

The migration growth of Tatarstan with the CIS countries increased in exchange with the Republic of Belarus, Azerbaijan, Uzbekistan, Tajikistan, Turkmenistan, Kazakhstan, Kyrgyzstan, Armenia and the Republic of Moldova. From other foreign countries, migration flows are formed with Turkey, Afghanistan, China, and Egypt (Ryazantsev and Rybakovskii, 2021). Currently, Tatarstan has a positive migration balance with the Volga, Ural, Siberian, North Caucasian and Far Eastern federal districts. From Tatarstan, people migrate to the Central and Northwestern federal districts, i.e. to the European part of Russia.

Analysis of migrant employment spheres reveals that the share of qualified employees with higher and average qualifications is 19.3%, i.e. only 1/5 of all migrants (see Table 1).

**Table 1.** The main activities of migrants in the Republic of Tatarstan in 2019-2022 (Demographic Report, 2022)

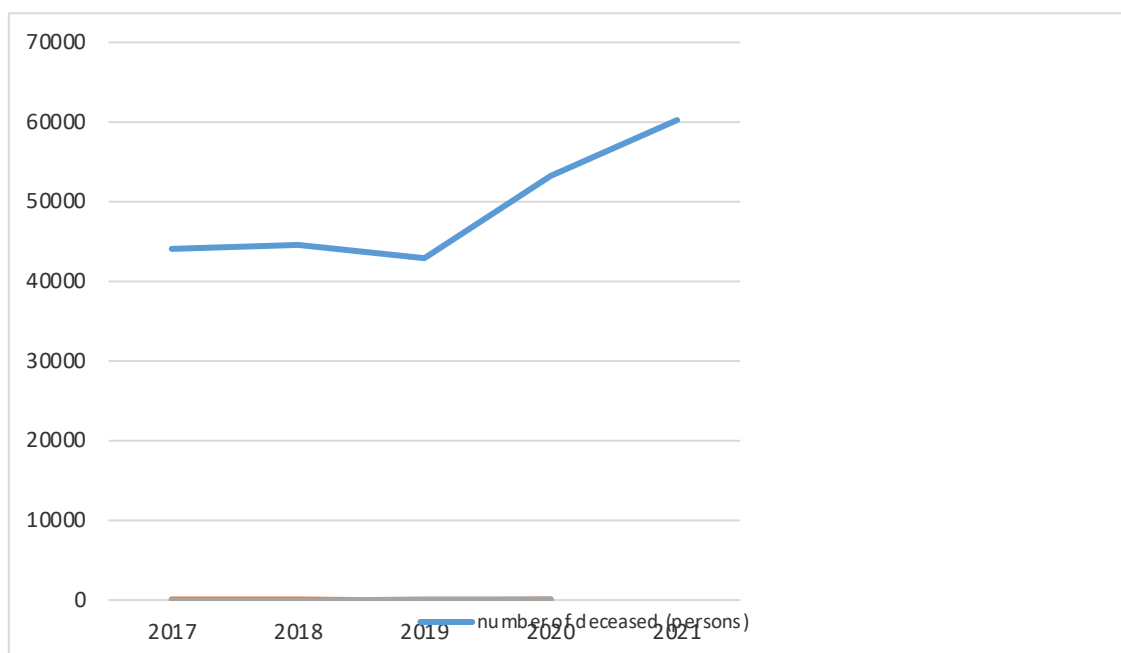
Type of labor sphere	Share of total number of migrants (%)
Specialists of the highest level of qualification, including	12 %
Specialists in the field of education	3 %
In the field of business and administration	2.9 %

<b>In the field of science and technology</b>	2 %
<b>In the field of healthcare</b>	1.7 %
<b>In the field of law, humanities and culture</b>	1.4%
<b>In the field of information and communication technologies (ICT)</b>	1 %
<b>Mid-level specialists, including</b>	7.6 %
<b>Secondary medical personnel of healthcare</b>	1.8 %
<b>On economic and administrative activities</b>	1.8 %
<b>In the field of legal, social work, culture, sports and related occupations</b>	1.6 %
<b>In the field of science and technology</b>	1.5 %
<b>In the field of information and communication technologies (ICT)</b>	0.7 %
<b>Skilled workers in industry, construction, transport and related occupations</b>	7.3 %
<b>Employees of the service and trade sector, protection of citizens and property</b>	7.2 %
<b>Employees engaged in the preparation and execution of documentation, accounting and maintenance</b>	7.1 %

Experts note that the share of ‘unskilled workers’ increased in 2019-2022 (Demographic Report, 2022).

As for the age structure, migration growth rate for men in the Republic of Tatarstan has maximum value at the ages of 22-24, and minimum at 18-19. For women, migration activity is observed at 15, 23, 25, 26 and 29 years. The lowest growth rates for women are 18-19 years (Demographic Report, 2022). Thus, young people aged 18-19 are leaving the republic, and this certainly deteriorates the demographic situation.

Analysis of 2017-2021 mortality in the Republic of Tatarstan showed that the overall mortality rate in 2020 and 2021 increased significantly. Figure 3 shows an upward trend. Moreover, in comparison with the overall mortality rate in Russia as a whole (16.7 per 1000 population) and the Volga Federal District (17.9), in the Republic of Tatarstan this figure is much lower (15.5) (see Table 2) (Demographic Yearbook of the Republic of Tatarstan-2022).



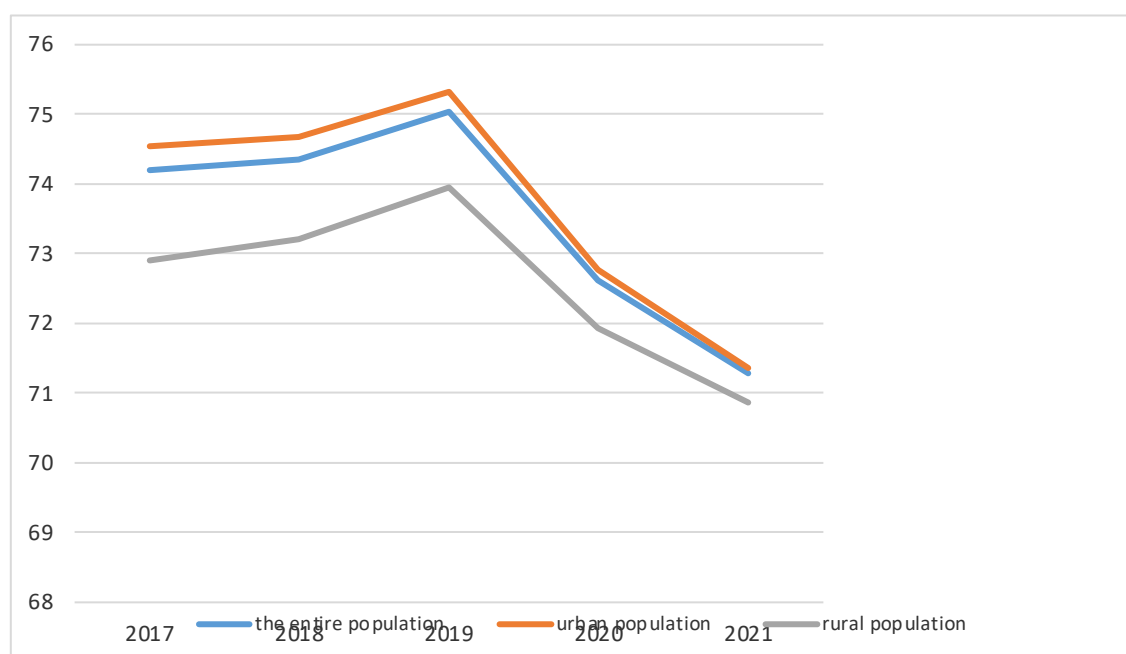
**Figure 3.** Dynamics of the number of deaths in the Republic of Tatarstan in 2017-2021 (Demographic Yearbook of the Republic of Tatarstan, 2022)

Thus, the analysis shows that in the Republic of Tatarstan, as in Russia as a whole, changes in the age and gender composition of the population contribute to an increase in the overall mortality rate.

**Table 2.** Dynamics of the total mortality rate in the Republic of Tatarstan in 2019-2021 (Demographic report-2022)

Year	Total mortality rate (per 1000 population)	Total mortality rate (in % of the previous year)
2017	11.3	97.4
2018	11.4	100.9
2019	11.0	96.5
2020	13.9	126.4
2021	15.5	111.5

To more fully reflect the situation in the Republic of Tatarstan in 2017-2021 and to draw optimal conclusions on the situation on the labor market, let us consider the indicators of average life expectancy at birth in Figure 4.



**Figure 4.** Dynamics of indicators of the average life expectancy at birth in the Republic of Tatarstan in 2017-2021 (Demographic Report, 2022)

Thus, the study shows that life expectancy is gradually decreasing in the republic, which indicates a decrease in the population. Moreover, all the indicators for Tatarstan do not exceed or are significantly lower than those for Russia as a whole. Therefore, the drawn conclusions can be applicable to all the regions of the Russian Federation.

#### 4. DISCUSSION

Thus, the demographic situation in the Republic of Tatarstan, as well as in Russia as a whole, continues to be tense, although the indicators for Tatarstan are much better than those for the Russian Federation (Piore and Safford, 2006; Moulaei et al., 2024). The analysis revealed that the number of births has a downward trend – in 2017-2021, it decreased by more than 7 thousand people; the overall fertility rate decreased by 1.8%. The same downward trend is observed in the average life expectancy at birth (from 74.5 years in 2017 to 71.5 years in 2021).



At the same time, the number of deaths and the overall mortality rate are increasing (from 40,500 in 2017 to 60,000 in 2021; from 11.3 in 2017 to 15.5 in 2021, respectively) (Korableva et al., 2020, 2023; Nainggolan et al., 2024). Consequently, the population is declining. As for migration flows, the analysis showed that the number of immigrants in Tatarstan is increasing, but only 19.3% of those who arrived have higher and average qualifications.

## 5. CONCLUSION

The paper analyzes the indicators reflecting the trend of the demographic and migration situations in the Russian Federation using the Republic of Tatarstan as an example. The study aimed to analyze the impact of migration on employment in the region. The results showed that due to deterioration of the demographic situation in Russia as a whole, the quantitative and qualitative component is a pressing issue of the state migration policy (Kochis, 2002; Ram et al., 2024). Due to the difficult situation in the political and economic sphere in Russia over the past 3-5 years, labor shortage arose in the labor market, which can be dealt with through migration. The average age of the working population is gradually increasing in Russia, and the state is forced to change some parameters of the personnel policy, i.e. to weaken the control levers of influence (Urzaeva, 2019). To reduce tension in the labor market, various measures are taken at the federal level – subsidies and other support measures are provided to enterprises for retraining and advanced training of employees. Opportunities exist to cancel or reduce the list of professions prohibited for women, since many production processes are already automated. The wages of workers in some sectors of the economy are increasing.

As for migrants, the country is interested in qualified workers, yet currently, only 1/5 of those arriving have the required level of education. Increased demand for quality labor is becoming more relevant due to the need to stimulate innovative development and improve the country's investment climate. It is necessary to prevent a spontaneous flow of migrants which can lead to inefficient use of their potential. Therefore, it is necessary to attract migrants from visa countries who can create healthy competition for the domestic labor market and the development of the Russian economy. This can be achieved through developing and implementing legislative acts that stimulate an increase in the number of qualified workers from foreign and CIS countries.

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