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Сборник предназначен для широкого круга читателей, интересующихся научными исследованиями и разработками докторов, профессоров, доцентов, преподавателей, аспирантов, магистрантов и студентов учебных заведений, а также всех тех, кто проявляет интерес к рассматриваемой проблематике с целью использования в научной деятельности и учебной работе.

Материалы представлены в авторской редакции. Ответственность за аутентичность и точность цитат, имен, названий и иных сведений, а также за соблюдение законов об интеллектуальной собственности несут авторы публикуемых статей. Организаторы конференции не несут ответственность перед авторами и/или третьими лицами за возможный ущерб, вызванный публикацией статьи.

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FACTORS OF EMIGRATION OF IT-SPECIALISTS FROM TAJIKISTAN TO RUSSIA

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Abstract. In the 21st century, in the age of information technology, the role of IT specialists is becoming a key factor in the development of the country. For Tajikistan, the outflow of IT specialists will be a big blow to the development of IT infrastructure. Since Tajikistan itself is currently experiencing a shortage of personnel in the IT market. The main channels of migration of IT specialists from Tajikistan are Russia.

Keywords: emigration, Tajikistan, IT specialist, Russia, labor migration.

ФАКТОРЫ ЭМИГРАЦИИ ИТ-СПЕЦИАЛИСТОВ ИЗ ТАДЖИКИСТАНА В РОССИЮ

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*Исследование выполнено за счет гранта Российского научного фонда
№ 22-68-00210*

Аннотация. В 21 веке, в век информационных технологий, роль ИТ-специалистов становится ключевым фактором развития страны. Для Таджикистана отток ИТ-специалистов станет большим ударом по развитию ИТ-инфраструктуры. Поскольку в самом Таджикистане сейчас наблюдается нехватка кадров на ИТ-рынке. Основным каналом эмиграции ИТ-специалистов из Таджикистана является Россия.

Ключевые факторы: эмиграция, Таджикистан, ИТ-специалист, Россия, трудовая миграция.

The role of information technology in modern society is difficult to exaggerate. The activities of scientists of any science, medical research, banking and monetary transactions and activities in any other socially significant sphere – all this has been given the opportunity to develop and become publicly available thanks to information technologies [1].

It is difficult to imagine any sphere without information technology, and infrastructure development without IT specialists [2].

Computerization entails the need to acquire the ability to quickly and correctly receive, store and transmit information, and use it rationally. This is facilitated by the process of informatization of education, which is the introduction of information tools, information products and pedagogical technologies based on these tools into educational institutions [3].

The modern information society with its complex, high-tech and rapidly changing production, developed infrastructure, imposes qualitatively new requirements for the training of specialists of various profiles [4].

The society's need for qualified specialists who possess an arsenal of computer equipment is turning into a leading factor in educational policy. After all, people's activities increasingly depend on their awareness and ability to use information effectively. For free orientation in information flows, a modern specialist of any profile should be able to receive, process and use information using computers, telecommunications and other means of communication [5].

High-quality IT-education has long and deservedly been considered a happy ticket to life, professions in the field of information technology have been the most in demand on the labor market for many years, and the demand for them is constantly growing. Today, not only employers, but also states are striving to retain highly qualified IT specialists and attract new employees in this field. IT specialists can dictate their rules to the management and demand special working conditions, and their salaries become the envy of representatives of many other professions. However, despite the huge number of bonuses and high earnings, there is still a shortage of such specialists in the Russian personnel market.

According to the estimates of the Ministry of Digital Development, Communications and Mass Media, in 2021, the Russian shortage of personnel in the IT sector was from half a million to a million people. Companies sorely lacked qualified specialists, and this is the most frequent complaint of all top managers. The situation deteriorated sharply in 2020, when the coronavirus pandemic began. Then even organizations whose work is not related to information technology had to move to the digital sphere and rebuild internal processes to meet new realities. The sharply increased demand for IT specialists has generated a proposal: the number of vacancies in this field has more than doubled, and the number of resumes of employees in this field on job search services has increased by 42 percent by 2021. However, as market representatives note, this did not help to avoid another problem: for applicants with high qualifications and competencies, it is steadily falling, and the professional qualities of most applicants are not up to par [6].

This is due to several problems at once, including the lack of budget places in higher education institutions. High competition between regional, metropolitan and foreign companies also plays a significant role. According to Sergey Plugotarenko, director of the Russian Association of Electronic Communications (RAEC): "It is important not only to prevent the outflow of personnel to other countries, but also to

create privileged working conditions. Without the brains and hands of specialists, it is impossible to support and develop our digital economy.” [7].

Renat Lashin, Executive Director of the Russian Software Company, adds that the need for IT specialists will only increase over time, given that in the current circumstances in Russia it is necessary to actively engage in the development of its own software, and the development, implementation and support of existing projects [6].

But the situation has completely changed after the beginning of the conflict in Ukraine, IT specialists began to leave Russia en masse. However, the Russian authorities are trying to keep them, and intend to attract foreign specialists, offering those benefits and other favorable offers.

For domestic specialists of IT companies, the Russian authorities offer a preferential mortgage at 5 % and a deferral from military conscription. Foreigners who are employed in a Russian IT company or who are planning to move are offered to obtain citizenship under a simplified system.

In addition, organizations were given the opportunity to receive preferential loans at 1 % and grants for product development, and they are ready to finance projects suitable for them.

The proposed benefits will be available to both existing IT companies and new ones.

In addition to the above, Russian IT companies were exempted from income tax and inspections for three years, that is, until December 31, 2024.

Accordingly, it is now advantageous for Tajik specialists to enter the Russian IT industry market, since this market remains open due to the massive departure of their specialists.

According to the director of the Public Foundation "Civil Initiative of Internet Policy" Mukhammadi Ibodulloev: "We can say that there are three reasons that interest our specialists. Because specialists began to leave, the authorities have increased wages. The second reason is obtaining citizenship. The third reason is the lack of a language barrier. The majority of Tajikistanis, especially IT specialists, still know Russian. Thus, although the Russian market occupies a small percentage on a global scale, but the absence of a language barrier makes it attractive” [8].

Nevertheless, so far, Tajik specialists are not particularly interested in the proposed mortgage benefits, exemption from income tax or deferral from the army, since in order for them to start working in Russia in any case, they will first have to obtain a patent for the activity. In addition, the procedure for obtaining citizenship, even under the simplified version, may take six months or more. During this time, it is unknown where the Russian IT market will move.

For Tajikistan, the outflow of IT specialists will be a big blow in its infrastructure development. Since, in Tajikistan itself, there is now a shortage of personnel in the IT market [9].

However, perhaps this cannot be avoided, since it is difficult for Tajikistan to compete with Russia in attracting highly qualified specialists.

In order to retain or attract IT specialists, it is important for the Government of Tajikistan to pay attention to two fundamental factors: the development of infrastructure and the provision of tax benefits.

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