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## **Impact of Migration by Type of Social and Labour Relations in Russia**

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*Introduction.* The article provides a definition of social and labor relations and is characterized by their main lines. The author examines the types of social and labor relations on the basis of what makes a conclusion about the existence today of type of labor relations in Russia. We investigate the impact of migration on the type of social and labor relations through the analysis of the problem of illegal migrants.

Social and labor relations reflect the behavior of people, describing the economic, psychological and legal aspects of the relationships between them due to their employment [1]. Books on economics and sociology of work analyze the social and labor relations in three main areas: subjects, object and types of relationship. The most important agents of social and labor relations are: employees, trade unions (unions of employees), employers, employer associations and the state [2]. An employee is a person who has entered into an employment contract with the company, the state or any social organism. Trade unions are formed to protect the socio-economic interests of employees (and possibly those of free labor). Trade union activities are the provision of employment and guarantee of acceptable working conditions and pay. Trade union can be a guarantor of employee rights protecting their interests in labor disputes. The employer may be a proprietor or act on behalf of the owner in hiring workers. Employers' associations are created to protect the socio-economic interests of employers. The state is the subject of labor relations and may act primarily as a defender of the rights of citizens and organizations.

*The basic material.* The objectives towards which man strives in various stages of employment are considered to be a subject of labor relations. In the first stages from birth to the end of the training social and labor relations issues are related to vocational training. During active labor relations the major issues

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are hiring and firing, conditions and pay, retraining and career development. In the period of retirement the main issue is pension. Psychological, ethical, legal forms of relationships in the workplace characterize the types of social and labor relations [1]:

- Solidarity – a shared responsibility of people based on personal responsibility and common interests. Certain groups of people have the same interests, identifying and evaluating them, they create a framework for the protection of their common interests and opposition to impending danger;
- Paternalism – formed at the level of the state and the company. This is a lockstep labor relations, an example is Japan, where the enterprises have a system of labor relations based on the principle of lifetime employment;
- Subsidiarnost – is based on personal responsibility and self-realization, which should prevent the transfer of responsibility to the society;
- Partnership – the most developed in countries with market economies. The most popular forms of social partnership are dvupartizm and tripartism:

Dvupartizm – a model of social partnership, which is based on the principle and practice of bilateral consultations to work out a compromise bilateral agreement of trade unions and employers [7].

Tripartism – a model of social partnership, which involves the general agreements between the government, trade unions and employers as spokesmen for social and labor interests of employees, payment terms, security and incentives, as well as many other social issues across the state [3].

Multipartizm – a mechanism for implementing the principles of social partnership on the basis of the interaction of four parties: employers, trade unions, government, community and professional organizations [7].

In developed countries, the process of formation of social partnership is a smooth transition from the «conflict of competition» to a «conflictual cooperation». Both types of social and labor relations positions suggest hyperactive subjects of these relations to protect and promote their interests, which makes the expansion of the trade unions to the international level. And for the solidarity of the condition of the labor market over-activity is not required.

The Labor Code of the Russian Federation stipulates that social partnership – a system of relationships between employees (workers' representatives), employers (employers' representatives), public authorities, local governments, aimed at harmonization of interests of employees and employers on labor relations and other directly linked to them [7].

- The conflict – the marginal case of aggravation of the contradictions in the employment relationship, which affects the social and labor relations in two ways: positive (indicating the need to improve labor relations) and negative (factor that destroys the relationship. That is why the conflict should be accompanied by social partnership and solidarity;
- Discrimination – an unwarranted restriction of the rights of subjects of social and economic relations – in hiring or dismissal, when choosing a career, for promotion, for pay, in education, etc., where an equal relationship is the main feature of a developed society.

Analyzing the relationship between the worker, the employer and the state can be assumed that in Russia at the moment type of mixed social and labor relations, including subsidiary and solidarity. This assumption is based on the fact that a person is responsible for his own work, at the same time; there are trade unions, which in essence act as support in the conflict with the employer.

The state sets the path for the development of social partnership as a type of social and labor relations, as specified in the Labor Code of the Russian Federation. Affiliate type of employment relationship is considered to be optimal for the formation of a civil society. The interests of the partners in the production and services are in the form of collective agreements (contracts) at different levels or in the form of individual employment contracts (agreements). Thus, at the present time in Russia there is a transition from one system of labor relations – a system of rigid regulation – to another – the contract (contract) [3].

In the «Report on International Migration 2012»«, written by experts from the Organization for Economic Cooperation and Development (OECD) reported that the number of temporary labor migrants in Russia twice as much as in the U.S. At the same time the United States is one of the most disadvantaged countries in this regard. It turns out that in Russia the largest number of migrants in the world, with most of them illegal immigrants [4]. Experts estimate that about 1.5-2 million come to work illegally [4]. These people are mostly seasonal work; they come mostly in May and leave in September and October. Typically, they come to make money, to solve the financial problems at home, and not to stay long. Basically, they do the work of service: caring for lawns, engaged in construction work, as in the residential sector and in industrial applications.

However, only one quarter of the workers working on the basis of a written employment contract or a civil contract with the employer [5]. The contract

with the employer, orally or in writing, is for one year. But a certain percentage of work and three, six months. Many workers get salary every month, some workers – at the end of works. If these workers do not have their own means of subsistence, which are at the mercy of the employer and the employers find various excuses to not pay wages.

There is no mechanism for the distribution of migrants in the territories, there is no clear assessment of migrant workers who are in the moment, and workers who are planning to exchange between the members of the Federation, has not yet been able to implement the principle of priority employment of Russian citizens against foreign nationals [6].

As for the impact of migration on the type of labor relations, it is worth noting that the majority of migrants in Russia is illegal, and this means that the relationship between migrant workers and the state are more similar to the conflict.

Labor relations are taking a variety of forms of expression depending on the relationships between stakeholder groups in society in general and the company in particular. Therefore, when the regulation should take into account such factors as the organization and division of labor, workforce management and resolution of internal conflicts that occur in the structure of social production. In Russia, the transition to a market economy was accompanied by the almost complete elimination of the state of labor management. In the complex and ambiguous conditions was conducted privatization process of state property. The employees of the privatized enterprises were in fundamentally new and more difficult conditions than ever before [3]. Monetarist transformation in our country have led, on the one hand, to the formation of a free labor market, and on the other – has created unemployment and deprived workers of guarantees on employment. In fact, we can recognize that the working man, with his interests and needs, was one on one with risks, uncertainty and instability that characterize the modern market economy.

*Conclusions.* To summarize we can say that in Russia there is a problem of the transition from the system of strict regulation of social and labor relations to a contract (the contract). The State is required each year to create more and more barriers for illegal immigrants, but the problem remains. Most migrant workers do not work in the official employment through quotas, and on a verbal agreement, which leads to the transformation of the type of social and labor relations in the conflict. This situation requires the development of policies and measures in the field of migration, to the

social partnership began to operate in all economic sectors, including where the migrant labor.

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#### **Туманова І.О. Вплив міграції на тип соціально-трудо­вих відносин у Росії.**

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*Ключові слова: міграція, соціально-трудо­ві відносини, трипартизм, мультипартизм.*

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