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BY AIR OR BY BRAINS: THE WAY THE NEIGHBORHOOD CONTRIBUTES TO IT SPHERE SUCCESS

ПО ВОЗДУХУ ИЛИ С ПОМОЩЬЮ УМА: КАК СОСЕДСТВО СПОСОБСТВУЕТ УСПЕХУ В СФЕРЕ ИНФОРМАЦИОННЫХ ТЕХНОЛОГИЙ

Many countries face the problem of outflow of qualified work-force abroad. So, for today in Belarus and in some bordering countries there is an acute shortage of the following specialists: IT workers or so-called "tech ninja", programmers, system administrators and so on. That's why we want to analyze the problem of outflow of qualified personnel abroad in IT sphere – or "Dutch problem".

Choosing the destination of migration our specialists prefer highly developed countries with a high living standard. However, it is not so easy to move there for permanent residence, so they choose neighboring countries with a high demand for programmers. Thus, the object of our research is the outflow of qualified personnel abroad in IT sphere in Belarus and Lithuania. The main objective of the following study is to define the reasons for Belarusian programmers and IT workers movement to Lithuania. Therefore, we set the following tasks: to analyze the labor market in IT sphere in Belarus and one of the Belarus neighboring country as Lithuania, to outline the favorable conditions of career prospects when moving, to suggest the way of averting movement.

The "brain drain" is understood as one of the forms of migratory behavior, which implies the departure, migration of highly qualified specialists, who can't find their ability to be used in the national economy, abroad for a permanent job.

Like any highly qualified specialists, "tech ninjas" have the right to worthy remuneration of their labor. Their average salary in Belarus achives $20,000 while in Lithuania is about $17,000 per year. Many Lithuanian programmers have the opportunity to earn more abroad. As for Lithuanian statistics, we found out that the reason "why do they leave the country" is not only relatively low wages in

comparison with Western European workers in this field. According to the survey, 46% of respondents leave because of the economic situation in the country, another 28% of IT workers called the main factor of emigration a sense of social insecurity and lack of justice, 15% – better career prospects abroad, 11% – family circumstances.

Despite the favorable conditions created for Belarusian workers in the field of information technology at the moment, we can mark next premises of the outflow: the shortcoming of motivation of employees, disbelief in the prospects of the National economy, the lack of economic and moral incentives.

Qualitative specialists are always lacking, so Lithuanian companies turn to neighboring countries for help and the consequence of this is the movement of our IT workers abroad, what is extremely undesirable for our country and the high-tech industry. It can lead to lagging behind other countries and influence the development of both the national economy and mass socio-economic phenomena and processes. There are several reasons to entice Belarusian IT specialists to Lithuania as we assume: the similarity of mentalities, good education of our employees and their ability to high efficiency.

As mentioned above, Belarusian programmers use Lithuania as a transit point, this is due to the proximity of countries, Lithuania's participation in the European Union and the current political and economic situation, but over time it becomes possible for them to move to more highly developed countries that will provide career growth, stability and decent living conditions.

As a result of our scientific research we provide the following solutions: many programmers, even physically being in Belarus, can combine work on foreign orders and domestic companies, this is the so-called offshoring. The second implies the following: to reduce some government expenses and investing money in the IT sphere. This will hold back the outflow of qualified work-force abroad. The third solution to this problem is the organization of various qualification improvement courses abroad. The IT specialists will adopt the experience of their colleagues and will gladly promote innovations at home.

Thus, during our research we identified a problem that could harm the Belarusian industry and the economy as a whole, and also worked out the ways to solve the "Dutch problem".