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**MODERN CONDITION OF LABOR MIGRATION FROM UKRAINE TO  
THE EU AND THE PROSPECTS FOR ITS REGULATION**

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*The analysis of state and development dynamics of labour migration from Ukraine to the EU made in the context of: gender, age, level of education, country of destination, sector of employment and so on. Special attention is paid to the migration to Poland as the host country of the highest, among EU countries, of labour migrants from Ukraine. It also evaluated individual aspects of migration of Ukrainian youth in the EU countries with the aim of obtaining higher education. The obtained results can be used as an information base for the development of a system of measures of state poliks in the field of labour migration.*

**Keywords:** *labor migration, characteristics of labour migrants, characteristics of jobs, motives for labour migration, consequences of labour migration, study abroad.*

**Problem statement.** Today Ukraine is one of the largest countries-donors of labour force for the EU, for which external labour migration has become an important factor of economic growth. The main reasons for labour migration from Ukraine are: unemployment, inability to provide a decent standard of living for families, a significant gap in remuneration of labour with the EU, the impossibility of self-realization (especially highly

qualified specialists in different spheres of activity and professions). In recent years, added such causes as the annexation of Crimea and war at Donbass, in particular a massive flow of refugees who cannot find employment for highly paid job or to start their own business and they are looking for opportunities for this in the EU.

Labour migration from Ukraine is of dual nature. On the one hand, it allows to some extent to raise the level of welfare of the population and reduce social tensions in Ukraine, to ensure the flow of currency into the country, to gain work experience abroad, learn the skills of interethnic communication and to establish mutually beneficial contacts in other countries. On the other hand, it reduces the human potential of the country, primarily due to the most active, capable and skilled workers, threatened (as experience shows) the break-up of families which have labor migrants, contributes to the depopulation of the country and has a threat to the prospects of its socio-economic growth.

Consequently, there is the problem of predicting the positive and negative effects of labour migration from Ukraine and formation on this basis of effective migration policy of the state. This problem is substantially exacerbated given the policy of several EU countries that solve their problems on the labor market due to labor migrants, including Ukraine. Poland has created the best conditions among EU countries to attract labour migrants. In 2014-2015, more than 500 thousand Ukrainians received the right to permanent or temporary residence in Poland. The Ministry of family, labour and social policy of Poland has announced plans to equalize the wages of labor migrants and poles.

**Analysis of recent studies and publications** .The problems associated with labour migration from Ukraine researched O. Radchuk [1], S. Zhovnir [2], Ye. Stadnyi [3], A. Petroie, V. Vasilyev [4] and other domestic and foreign scientists. They studied the processes of labor migration from Ukraine and outlined the main causes and possible consequences, both positive and negative (for the state in general and migrants).

**The unsolved parts of the main problem.** However, the available scientific research are not systematically consider the interaction of the factors that cause labour migration processes, with its positive and negative consequences (current and remote) on the processes of socio-economic development of Ukraine. In this aspect, it is appropriate to in-depth analysis of labor migration of Poland, which became the main country of destination for migrants from Ukraine the EU. Significant volumes of statistical material on migration in Poland gives the opportunity to perform the migration and to determine the possible positive and negative consequences.

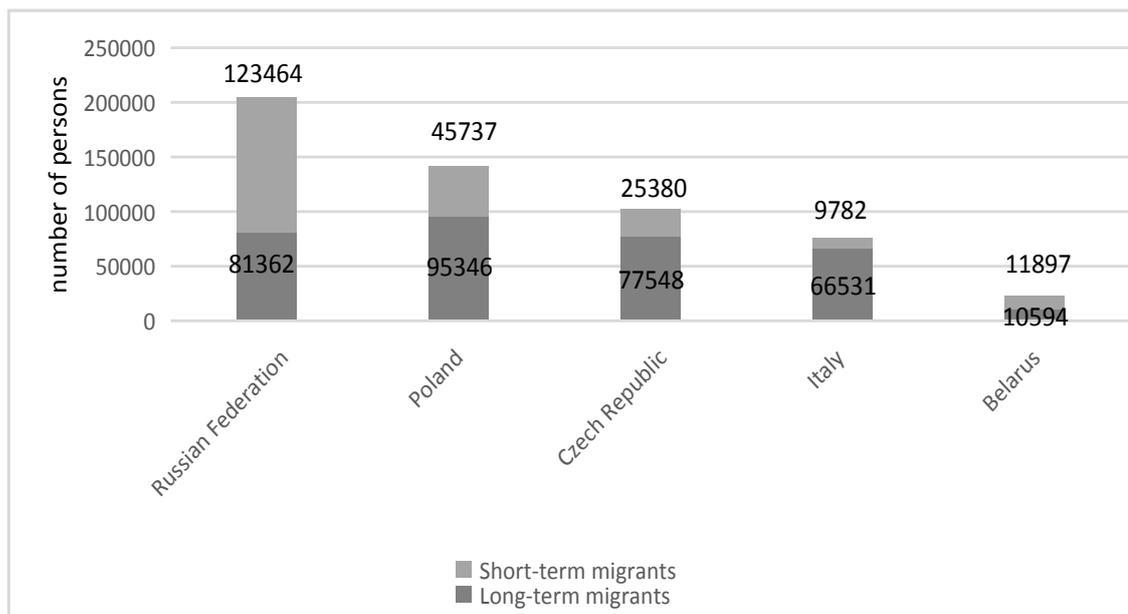
**The aim of the study** is to analyze the status and dynamics of processes of labor migration of Ukrainians, factors affecting it, as well as opportunities and threats the socio-economic development of Ukraine, which entails the migration of labour.

**Presentation of the basic material.** The economic realities of the last decades, such as globalization of the economy and the international division of labor, simplification of border crossing procedures, development of transport, etc. created favorable conditions for mass labor migration. According to [5], since the beginning of the XXI century the world has witnessed a sharp increase in the number of migrant workers: 2001 is approximately 140 million; 2005 - 191 million; 2013 - 232 million.

The situation is similar for migrants from Ukraine to the EU. So in 2011 it was granted

204 thousand residence permits in the EU for citizens of Ukraine (156 thousand of them issued by Poland) [6]. This was the largest group among the citizens of countries that have received such permissions. In 2015 the citizens of Ukraine were issued 493 thousand residence permits in the EU countries (87% of them gave Poland).

Main countries of destination of migrant workers from Ukraine (80% of the total) are [7]: Russian Federation; Poland; Czech Republic; Italy and others (Fig. 1)



**Fig. 1. The main destinations of Ukrainian labor migrants [7]**

In recent years there is intensive growth of cross-border mobility of Ukrainians to the EU, promoted by the agreement on small border movement with Hungary concluded in 2007, Poland and Slovakia - in 2008, Romania in 2014, according to [8] residents of 30-kilometer border zone is carried out until 65% of the border crossings with Poland.

The number of Ukrainians living on the territory of the EU is increasing [9]. In 2015 there were 905,2 thousand, which is more than 6% of the total number of foreigners on the territory of the EU. As of 2015, most Ukrainians lived in Poland (336 thousand), Italy (238 thousand), Germany (112 thousand), Czech Republic (113 thousand) and Spain (84 thousand) [9].

Since 2014 in Poland increase in the proportion of migrants from the East of Ukraine - 28,4% of the total (previously 6,3%), about half of them from the Donetsk and Lugansk regions. A new wave of immigrants differs from previous ones, because among the new arrivals are much less than those who have children – 46% versus 75,6 % [10]. This may indicate that some of these people would not be motivated to return to Ukraine and want to stay in the EU. Also increased the idle – 46% vs. 21% among the migrants with the experience.

Among the total number of migrant workers, almost half (48,5%) were short-term migrant workers, more than a third - of persons who have returned to Ukraine and only one

in seven labour migrant worked abroad for a year or more. In the latter category, more women, compared to men and urban dwellers than rural.

Calculated according to the methodology of the International labour organization, unemployment in Ukraine in recent years is 7,4–7,5% of economically active population (aged 15 to 70 years) [2]. This means that approximately 1,65–1,7 million economically active population of Ukraine are potential labour migrants.

The real number of labour migrants from Ukraine annual average of 1,2 million . It should be noted that, the age of labour migrants grew slowly. If research state statistics Committee of Ukraine in 2001, the average age of the employees amounted to 34,6 years, according to a survey in 2008 - 36,7 years. Women who migrate are somewhat older than men: their average age is 37,9 years compared to 36,2 years for men.

Composition of labour migrants as their numbers in the last 20 years has changed. The dynamics of its change is shown in Fig 2. It should be noted that, the sex composition of migrants differs depending on the host country and the nature of workplaces in it.

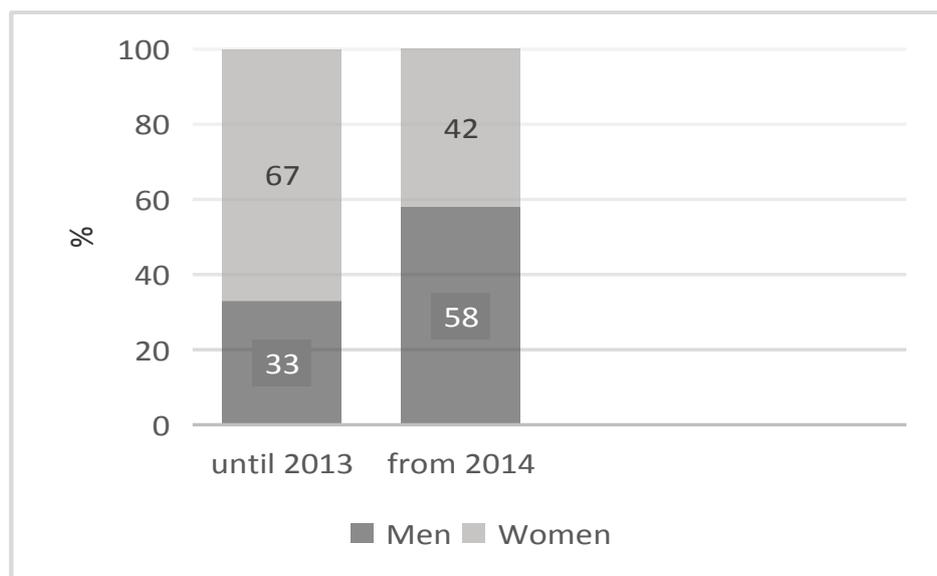
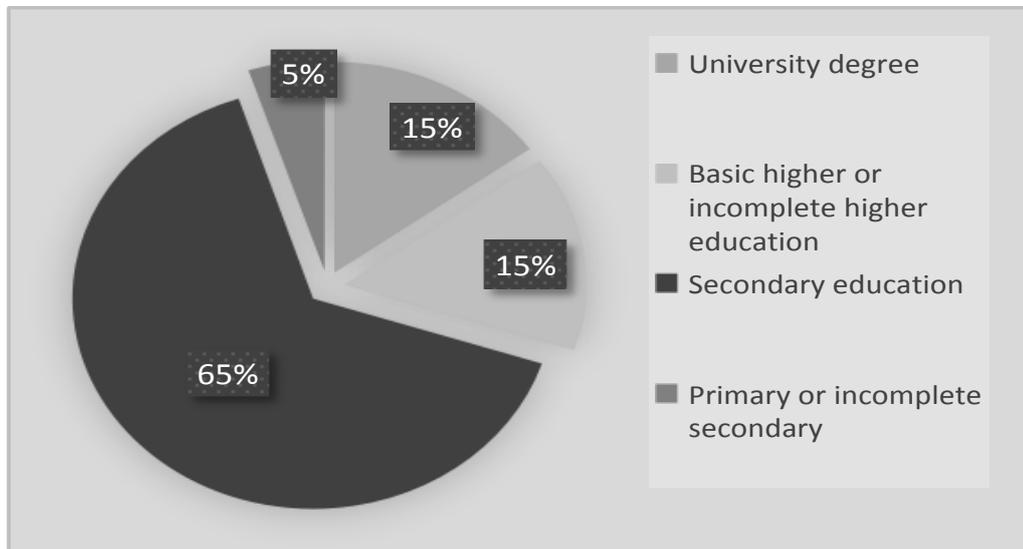


Fig. 2. **Age structure of the migrants** [10]

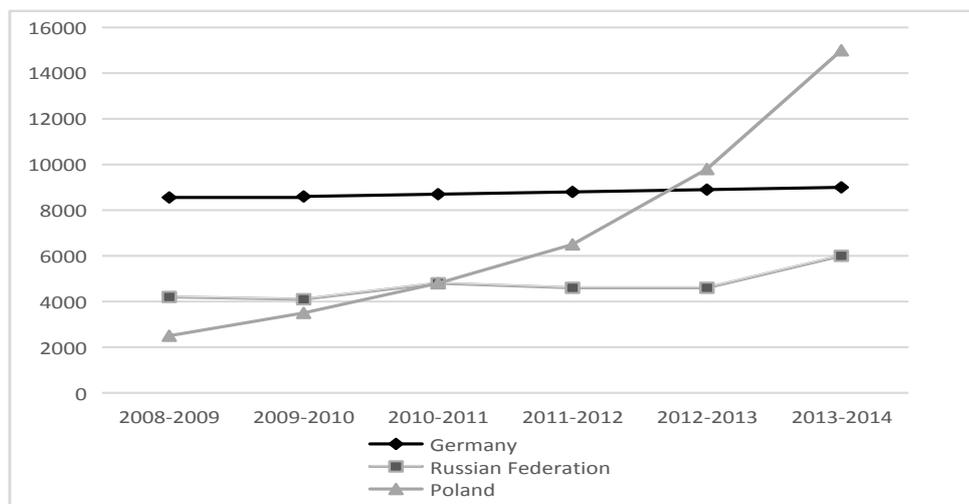
Also changed the educational characteristics of labour migration abroad. In the 1990-ies to work in foreign countries first went highly educated individuals who were more mobile because they had more information, languages and so on . According to a survey of the State Statistics Committee of Ukraine in 2001, a higher education had 18,8% of labour migrants. In 2008, migrants with higher education were 14,5%, this because the conditions of employment in Ukraine has improved. The structure of Ukrainian migrants by level of education in 2010-2012 is shown in Fig. 3.

It should be noted that, the steadily growing number of Ukrainian students studying in foreign universities.



**Fig. 3. The education level of Ukrainian labor migrants (2010-2012) [2]**

In recent years, the growth in the number of Ukrainians who went to study abroad, accelerated. Ye. Stadnyi [3] cites annual monitoring of the number of Ukrainian citizens who are studying in foreign universities at full-time form, carried out by the analytical centre CEDOS (covers 34 countries). According to these data, in the 2013-2014 academic year, abroad studied 47724 citizens of Ukraine. Most of them in Poland (15 thousand), Germany (9 thousand), Russia (6 thousand), Canada (2 thousand), Czech Republic (2 thousand), Italy (1,9 thousand), USA (1,5 thousand), Spain (1,4 thousand), France (1,3 thousand), UK (1 thousand). Dynamics of the number of Ukrainian students at foreign universities for three key countries is shown in Fig. 4 (according to [3]).

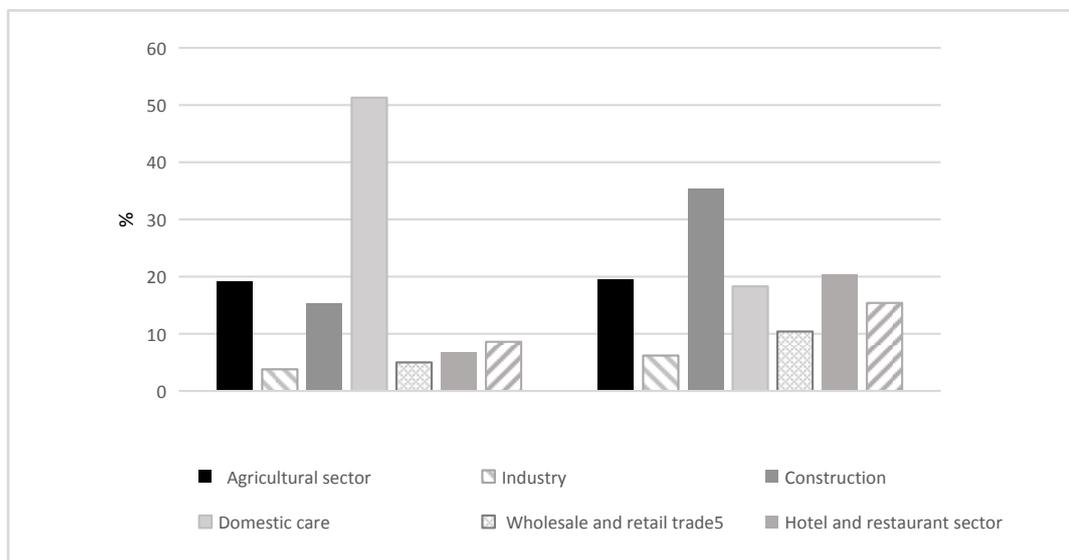


**Fig.4. The number of students from abroad Ukrainians (2008-2014)**

Practice shows that only a small proportion of migrants unable to find job appropriate to their skill level, almost all of them, regardless of their level of education, to work in unskilled jobs [11]. Despite the disparity of educational qualification level of migrants and the work they do abroad, labour migration of Ukrainians can be described as "brain drain" [12]. This discrepancy is also evident if the data on sectors of employment of migrants abroad (Fig. 5) correlate with their level of education (Fig. 4).

Comparing the structure of employment of migrants who arrived in Poland in 2014 and those who came later, it should be noted that, an employment in households significantly decreased (from 51,3% to 18,3%). However, an employment in construction increased (15% to 35,3%). This is due to the economic growth in Poland and the increasing construction needs. The growing demand for construction workers is satisfied with the growing share of male migrants. Regarding women, they are from the home sector moving into the sector of hotel and catering business and agriculture [10].

According to studies of migration conducted by the national Bank Polish, employed 93,8% of the total number of Ukrainians residing in Poland. Without ojobs of only 6,2%, but they are actively looking for job. The analysis showed that, the majority of Ukrainians working in temporary jobs (47,9%). A 45,6% of Ukrainians have permanent employment and only 0,3% conduct private business [10].



**Fig. 5. Main employment areal of Ukraian labour migrants [10]**

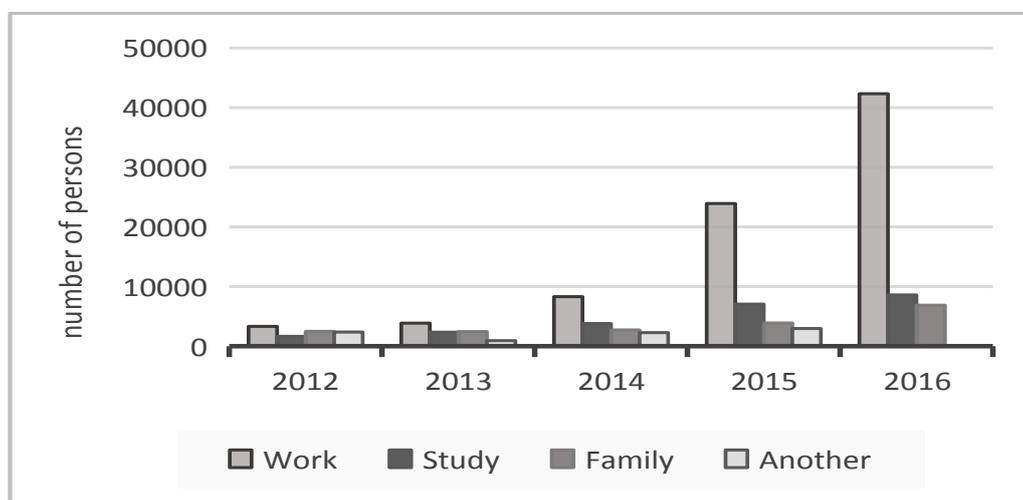
Under the influence of the war in the East of Ukraine and the deep economic crisis, grow the emigration of Ukraine's population. The attempts of the Ukrainians to solve problems in life through employment abroad contributes to their experience of work outside the state, a strong migration network developed during the last decades. The survey, commissioned by the International Organization for migration in the spring of 2015, showed that 8% of Ukrainians are planning to find a job abroad or have already found it. According to a similar survey in 2011 there was 6% [13].

The increase in the volume of labour migration is accompanied by a certain reorientation of its flows from traditional Eastern direction (Russia) to West (EU). It has accelerated in condition of conflict. According to the survey of GFK-Ukraine among potential labour migrants from Ukraine, the share of those seeking employment in Russia fell from 18% in 2011 to 12% in 2015. At the same time, the attractiveness of Poland increased from 7% in 2006, when it was carried out the first similar study, up to 30% today [14].

However, according to the study of financial income associated with migration, and its impact on the development of Ukraine in 2014-2015, the majority of potential migrants who are planning short-term visits for the purpose of income, are going to go to Russia, for the potential long-term migrants (more than a year) Russia is the second most important destination country after Poland.

In recent years significantly increased the number of Ukrainians who were granted permission for temporary or permanent stay in Poland for various reasons, namely: permission to work, to education, to join family or other reasons (Fig. 6) [15].

The largest number of permits for temporary and permanent residence on the territory of Poland for the following regions: Mazowieckie (33%), Dolnośląskie (15%) and Małopolskie (11%). The minimum number of permissions are in the Warmińsko-Mazurskie (0,8%), Świętokrzyskie (0,4%) and Podlaskie (0,2%) [14].



**Fig. 6. Value of issued decisions on granting temporary residence permit (2012-2016) [15]**

According to the same studies in the structure of labour migration from Ukraine is changing: increasing long-term migration; migrating more young people, women, urban residents, immigrants from North, Central, and Eastern Ukraine [16]. Similar situation is happening in the structure of labour migration in other countries [17-20].

**Conclusions and prospects for further research.** Summarizing the research, it should be noted that, labor migration from Ukraine to EU countries has become an

important factor affecting the development of socio-economic processes in Ukraine and EU countries.

From the standpoint of Ukraine's interests in the most negative consequence of labour migration is that, Ukraine as one of the largest countries-donors of labour force in Europe, losing most active part of the population. This has a negative impact on reproductive labor and its capacities and in the near future may significantly hinder or even make impossible transition to socio-economic growth. A growing wave of labor migrants once again will contribute to the development of other countries while your own country will decline. At the same time, working abroad is related to a number of risks and many negative consequences for migrant workers (see [4]).

However, labor migration has positive aspects that can be used for the benefit of the state. In particular, in terms of socio-economic crisis, labour migration helps to reduce pressure on the labour market and tension in the society. The positive aspects of labour migration for the migrants themselves should include opportunities to improve the welfare of certain categories of workers and members of their families. In addition, migrants provide foreign exchange earnings to the state, their money contribute to growth of trade and so on. It can be used as a powerful investment resource, but public policy in this area lags behind dynamics of the process, evolving with a significant delay.

The results of the study can be used as an information basis for the justification of public policies in the sphere of regulation of labour migration processes, which would use its positive side, and opposed to negative. In particular, it could be incentives for the return to Ukraine of persons educated abroad and gained experience working in foreign companies, experience in intercultural communications, studying of foreign languages, established contacts abroad, etc.

From these side, it is appropriate to study and creative application of the experience of the Chinese Republic, in which the involvement of specialists, who have been educated and gained experience abroad, gave strong impetus to the development of the national economy. This example is not isolated. Analysing positive experience of other countries in the construction of a rational, from the point of view of national interests, policy on labour migration needs to be addressed by future research.

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