

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SUMY STATE UNIVERSITY
Educational and Scientific Institute for Business Technologies "UAB"
Department of International Economic Relations

Petrenko Sofiia Volodymyrivna

(Full Name)

MASTER'S LEVEL QUALIFICATION PAPER
on the topic " THE REGULATORY SYSTEM OF INTERNATIONAL
MIGRATION PROCESSES IN THE CONTEXT OF GLOBALIZATION "

Specialty 292 "International Economic Relations"

Student II Course
(course number)

(signature)

Petrenko S.V.
(full name)

Group ME.m – 91 a.an
(group's code)

It is submitted for the Master's level degree requirements fulfillment.

Master's level degree qualification paper contains the results of own research. The use of the ideas, results and texts of other authors has a link to the corresponding source

_____ Petrenko S.V.
(signature) (applicant's full name)

Research advisor Professor
(position, scientific degree)

(signature)

Petrushenko Yu. M.
(full name)

Sumy, 2020

SUMMARY

of Master's level degree qualification paper on the theme
“THE REGULATORY SYSTEM OF INTERNATIONAL MIGRATION
PROCESSES IN THE CONTEXT OF GLOBALIZATION”

student Petrenko Sofiia Volodymyrivna
(full name)

The main content of the master's level degree qualification paper is set out on 27 pages, including a list of used sources of 41 titles, which is placed on 5 pages. The work contains 5 tables, 1 figure, which are placed on 7 pages.

KEYWORDS: GLOBALIZATION, MIGRATION PROCESSES, INTERNATIONAL LABOR MIGRATION, POTENTIAL MIGRATION, STATE REGULATION OF MIGRATION.

The purpose of the master's level degree qualification paper is to theoretically substantiate the development of scientific, methodological bases and practical proposals aimed at improving the system of regulation of international migration in the context of globalization.

The object of research is the organization of the process of international migration in the context of globalization.

The subject of the study is the theoretical, methodological and applied aspects of the system of economic relations arising from migration in the context of globalization.

The theoretical and methodological basis of the report are the fundamental provisions of economics. Various research methods were used to solve the set tasks, in particular, the method of statistical observation (for analysis of statistical data submitted in official documents), system analysis (for theoretical and methodological substantiation of factors on the consequences of employee migration); grouping (to identify groups of major migrants); regression analysis (to predict the scale of

population migration), forecasting method (to predict the volume of migration in the coming years).

Important theoretical and practical aspects of migration regulation form the basis of research by domestic and foreign scientists, in particular scientists O.V. Palagniuk [10], E.M. Libanova [13], M.S. Slyusarevsky [20], O.Yu. Osipenkova [22], M. Yaroshevich [23] and others. However, despite the fact that the works of these scientists reflect important aspects of migration, the peculiarities of labor migration in modern society are still insufficiently studied and appear to be, of course, relevant for empirical sociological research.

The scientific novelty of the obtained results lies in the study and further development of theoretical provisions on migration trends in the context of globalization. Which is expressed in a comprehensive study of the peculiarities of international migration practices of modern society, in particular Ukrainian, in the socio-labor sphere as a social phenomenon that has a significant impact on the socio-cultural development of society.

The results of the approbation of the main provisions of the master's level degree qualification paper were considered at the International Scientific and Practical Conference “Socio-economic challenges”, Sumy State University, Sumy, November 3-4, 2020.

Year of Master's level qualification paper fulfillment is 2020.

Year of Master's level paperdefense is 2020.

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SUMY STATE UNIVERSITY
Educational and Scientific Institute of Business Technologies "UAB"
Department of International Economic Relations

APPROVED BY
Head of the Department

(academic degree, academic rank)

(signature) (full name)

«__» _____ 20__ .

TASKS FOR MASTER'S LEVEL DEGREE QUALIFICATION PAPER

(specialty 292 " International Economic Relations ")

student II course, group ME.m – 91 a.an

(course number)

(group's code)

Petrenko Sofiia Volodymyrivna

(student's full name)

1. The theme of the paper is The regulatory system of international migration processes in the context of globalization _____
approved by the order of the university from « __ » _____ 20__ №__
2. The term of completed paper submission by the student is «__» _____ 20__
3. The purpose of the qualification paper is to theoretically substantiate, develop of scientific and methodological bases and practical proposals aimed at improving the system of regulation of international migration in the context of globalization.
4. The object of the research is the organization of the process of international migration in the context of globalization.
5. The subject of research is the theoretical, methodological and applied aspects of the system of economic relations arising from migration in the context of globalization.
6. The qualification paper is carried out on materials from scientific journals, monographs, textbooks for universities, government documents and laws, personal research of the author.
7. Approximate master's level degree qualification paper plan, terms for submitting chapters to the research advisor and the content of tasks for the accomplished purpose is as follows:
Chapter 1 Theoretical fundamentals of the study of international migration in the conditions of globalization _____

(title, the deadline for submission)

Chapter 1 deals with the essence of migration, the types of migration processes, the Strategy of the State Migration Policy of Ukraine, with the help of which the rights of Ukrainian workers abroad are protected, the methodological framework used to regulate migration processes in the context of globalization.

(the content of concrete tasks to the section to be performed by the student)

Chapter 2 The regulation system improvement of international migration in the conditions of globalization

(title, the deadline for submission)

Chapter 2 deals with analysis of the current situation in Ukraine and the world associated with the migration of workers, forecasting its volume and development of ways to improve the system of state regulation of international migration in Ukraine.

(the content of concrete tasks to the chapter to be performed by the student)

8. Supervision on work:

Chapter	Full name and position of the advisor	Date, signature	
		task issued by	task accepted by
1	Petrushenko Yu. M., Professor		
2	Petrushenko Yu. M., Professor		

9. Date of issue of the task: « ____ » _____ 20 __

Research Advisor:

(signature)

Petrushenko Yu. M.

(full name)

The tasks has been received:

(signature)

Petrenko S. V.

(full name)

CONTENT

Introduction.....	7
1 Theoretical fundamentals of the study of international migration in the conditions of globalization.....	9
1.1 The migration and mechanisms of its regulation.....	9
1.2 Strategy of the state migration policy of Ukraine on protection of the rights of Ukrainians abroad.....	15
1.3 Methods of regulating international migration in the context of globalization.....	18
2 The regulation system improvement of international migration in the conditions of globalization.....	24
2.1 Projecting the volume of international migration in the context of globalization.....	24
2.2 Ways to improve the system of state regulation of international migration in Ukraine.....	28
Conclusion.....	33
References.....	35
Annexes.....	40

INTRODUCTION

The relevance of the research topic is due to the fact that in the context of intensifying globalization processes, the demand for staff of different levels of qualifications in the labor market is met by the supply provided by workers, regardless of the country in which they live. This phenomenon leads to international labor migration. Despite the fact that the migration of highly qualified personnel leads to intellectual decline and lack of educated population in the country from which workers migrate. Instead, the uncontrolled migration of low-skilled personnel in the host country can lead to a sharp rise in unemployment among the local population, criminal offenses, social discontent of citizens, which will negatively affect the authority of the state in the world. Therefore, the study of the system of regulation of migration processes and the introduction of ways to improve it will help harmonize the socio-economic situation in the world and make migration more profitable and safe for countries and its citizens.

Literature review. Important theoretical and practical aspects of migration regulation form the basis of research by domestic and foreign scientists, in particular scientists O.V. Palagniuk [10], E.M. Libanova [13], M.S. Slyusarevsky [20], O.Yu. Osipenkova [22], M. Yaroshevich [23] and others. However, despite the fact that the works of these scientists reflect important aspects of migration, the peculiarities of labor migration in modern society are still insufficiently studied and appear to be, of course, relevant for empirical sociological research.

The purpose of the master's work is a theoretical substantiation, development of scientific and methodological bases and practical proposals aimed at improving the system of regulation of international migration in the context of globalization.

Based on the aim, the following tasks can be defined:

1. to explore the theoretical foundations of the migration process;
2. to determine the scale of international migration in the context of globalization;

3. to explore the theoretical foundations of the Strategy of State Migration Policy of Ukraine;
4. to determine the methodological principles of regulating international migration in the context of globalization;
5. to project indicators of international migration in the context of globalization;
6. to suggest ways to improve the system of state regulation of international migration for Ukraine.

The object of research is the organization of the process of international migration in the context of globalization.

The subject of the study is the theoretical, methodological and applied aspects of the system of economic relations arising from migration in the context of globalization.

Research methods. The theoretical and methodological basis of the report are the fundamental provisions of economics. Various research methods were used to solve the set tasks, in particular, the method of statistical observation (for analysis of statistical data submitted in official documents), system analysis (for theoretical and methodological substantiation of factors on the consequences of employee migration); grouping (to identify groups of major migrants); regression analysis (to predict the scale of population migration), forecasting method (to predict the volume of migration in the coming years).

The scientific novelty of the obtained results lies in the study and further development of theoretical provisions on migration trends in the context of globalization. Which is expressed in a comprehensive study of the peculiarities of international migration practices of modern society, in particular Ukrainian, in the socio-labor sphere as a social phenomenon that has a significant impact on the socio-cultural development of society.

1. THEORETICAL FUNDAMENTALS OF THE STUDY OF INTERNATIONAL MIGRATION IN THE CONDITIONS OF GLOBALIZATION

1.1 The migration and mechanisms of its regulation

In the context of globalization, all world economies unite, interact and develop in a single system of production. However, the world economy largely depends on the formation and development of the world labor market. Thus, migration is one of the main mechanisms and factors affecting individual countries and the world economy as a whole.

When studying migration processes and mechanisms of their regulation, first of all it is necessary to define the concept of migration. The term "migration" comes from Latin and means "resettlement". Referring to the reference literature, it is defined as "the movement of the population within one country or from one country to another" [1]. Also in many sources there is another definition of migration: "Migration is the process of moving people across the borders of certain territories with a change of residence forever or for a long time" [2, P. 5].

In addition, migration can be defined as a kind of response to global trends, such as economic crises, military and humanitarian conflicts, heterogeneity of quality of life of certain segments of the population [3, P. 8].

Migration can also be seen as a process and as a system. Migration as a process is accompanied by the crossing of state borders or borders of administrative-territorial units of any country and leads to permanent or partial change of residence and its result is the territorial redistribution of the population. The migration process consists of three stages: migration mobility, relocation, adaptation of migrants [4, P. 5]. But if we consider it as a system, it forms a complex, moreover, capable of self-regulation subsystem of the sociogeosystem. Which, in turn, represents a set of information flows, factors and resources aimed at the territorial redistribution of the population [4, P. 5].

Therefore, analyzing the given interpretations and taking into account their diversity, we can define migration as a territorial movement of the population between settlements that are temporary or permanent [5, P. 4]. Accordingly, migrants are those who carry out these territorial movements.

Given that migration is a complex process, attention should be paid not only to its definition, but also to the types and forms of population movement. According to the temporal nature of the following types of international

migration, which are of the greatest importance because they are related to the development of society itself and its productive forces:

- irreversible (migration to a permanent place of residence);
- long-term migration;
- temporary (seasonal);
- short-term migration;
- pendulum [5, P. 9].

Short-term migration is short-term, less than one year. Seasonal migration, which can be both domestic and international, is not particularly different from temporary migration. It consists in moving mostly able-bodied people to places of seasonal work (harvesting, construction work) for a period, usually several months, with the obligatory return to places of permanent residence. Pendulum migration is the daily multiple movement of a population between a place of residence and a place of work or study, not related to a change of permanent residence. Mass international pendulum migration is mainly labor in nature and is most pronounced among the inhabitants of border regions [6, P. 59].

Depending on the nature of the borders that migrants cross, there are two types of migration: internal and external. In relation to a particular country, external migration is divided into: emigration (departure from one country to another for permanent residence), immigration (entry of foreign nationals for permanent residence or long stay) and re-emigration (voluntary independent return of emigrants to the homeland) [7, P.122].

Emigration is the process of leaving a population for permanent residence in another country. In this dimension, we can dwell on one aspect - "brain drain". "Brain drain" is the irreversible emigration of highly qualified specialists, including potential specialists (students, graduate students, trainees), due to the special policy of immigration countries, which usually has negative consequences for emigration countries [8, P.11].

Unfortunately, this problem is relevant for Ukrainian society. It is considered that the departure of qualified personnel abroad is a serious obstacle to the successful development of countries. According to various estimates, between 1.5 and 7 million Ukrainians have already migrated from Ukraine. It is unknown how many of them are highly qualified specialists. Experts believe that the "brain drain" leads to the degradation of human capital and the country's economy. As a result, the country loses competition for investment in high-tech industries and is forced to produce only raw materials or goods with low added value.

Labor migration is a temporary migration for the purpose of employment and performance of work (provision of services). It is usually voluntary and is repeated after its completion. Currently, labor migration is the basis of migration flows and, above all, it attracts the attention of government agencies and international organizations dealing with migration. Brain drain and labor migration are closely related. Today, specialists from Ukraine are forced to go abroad for employment in their specialty. But, most often, citizens with quality higher education have to work in higher-paying jobs, but not by profession, performing manual labor.

In addition, it is necessary to identify the types of migration, considering the reasons why the population migrates to other regions. These include:

- religious migration (occurs due to discrimination on the basis of religion, limited ability to profess a certain faith, observance of the rite, interfaith, religious conflicts, etc.);
- ecological migration (resettlement of people from areas where there has been a significant deterioration of the natural environment, living conditions due to natural disasters, man-made, environmental disasters);

- cultural and health migration (movement of the population for cognitive purposes, visiting cultural values, recreation, health, tourism);
- educational migration (temporary population movements for the purpose of education);
- political migration (usually occurs as a result of a change in political regime. This type sometimes also includes migration of the diplomatic corps and the military) [9].

An interesting fact is also a phenomenon that has been studied by both Ukrainian and foreign scientists. They established that in every society a certain group of people with no national affiliation and attachment to the Motherland belonged. Such people consider it impossible to realize themselves in their country and seek to build a career abroad or even obtain citizenship of another country [10].

According to the professional and qualification level, labor migration is divided into:

intellectual, migration of highly skilled personnel, unskilled or migration of low-skilled workers.

Definitions of migration are inextricably linked to the term migration processes. Migration processes are understood as a set of events, social interactions related to the territorial movement of the population, ie a number of facts of arrival, departure or resettlement. Such processes lead to a change in the position of social actors (migrants) in a certain socio-territorial space [11, P. 8].

Migration processes as one of the characteristic features of the development of modern society are determined by various factors in terms of their causality and are manifested by different effects in terms of their superficiality. Despite the fact that there are many concepts of migration policy, each society in some way builds its own model of migration regulation, which focuses on human interests.

The topic of disclosure of theoretical and applied aspects of the implementation of the mechanism of migration regulation is popular among migration scientists.

In the system of homologous concepts of state regulation of migration, the content of the following categories should be divided:

- the concept of migration policy - provides a common vision of society's role in migration for socio-economic development;
- migration policy strategy - provides specific measures to achieve the goals of optimizing the impact of migration on the processes of socio-economic development of society;
- migration policy - provides a system of measures taken by specific government agencies in the field of migration regulation;
- state management of migration - involves the impact on migration processes without taking into account market conditions;
- state regulation of migration - provides for the impact on migration processes, taking into account market conditions;
- mechanism of state regulation of migration - provides ways to influence migration processes (tools) can be as a process, as a system, as tools (administrative, regulatory, socio-economic, monetary and financial, socio-cultural, information).

State migration policy can be considered as a purposeful activity of public authorities to regulate migration and integration processes, as well as related factors in order to optimize the migration activity of the population from the standpoint of national priorities, harmonization of individual and public interests, in close cooperation with other species. policy is designed to improve the quality of life, the integrity of society, to meet the needs of human development as the highest value.

Goals and objectives of migration policy with internal and external vectors:

- reduce administrative barriers to the freedom of movement of the population; stimulating the rational placement of migrants in the regions;
- ensure a fair procedure for processing applications for internally displaced persons (IDPs); develop appropriate infrastructure and living conditions for IDPs, help them find work and integrate in a new place of residence;
- to form a tolerant attitude towards migrants; to promote their successful integration into Ukrainian society;

- develop the necessary mechanisms and create favorable conditions for the return of its citizens to Ukraine, ensure their successful reintegration;
- to create appropriate conditions for living and working in the native country; national-patriotic education of youth;
- strengthen security, border control; to improve the system of readmission, issuance of visas; determine immigration quotas to Ukraine; to ensure a system of repatriation of migrants; to develop a fair system of consideration of applications for refugee status, to provide them with adequate living conditions;
- to improve the system of social and legal protection of citizens of Ukraine working abroad; encourage investment of migrants in Ukraine;
- strengthen border control; to improve the legislation on transit trips through the territory of Ukraine and the fight against illegal migration; to guarantee the rights of transit participants, to create appropriate conditions for them.

Thus, migration is a complex process and a powerful factor in socio-economic development in most countries. Deepening the theoretical foundations of migration research requires strengthening the management perspective with a justification of the content of migration policy and mechanisms for regulating migration. Recent research should identify progressive ways to influence migration based on the rights and freedoms of modern man. This changes the concept of migration and forces countries to develop the internal environment, increasing its competitiveness. The labor market plays a significant role in this regard. Opportunities for employment and development at the place of residence are a prerequisite for indirect regulation of migration with an emphasis on combating migration losses. Nevertheless, it is necessary to take into account the percentage of migrant workers who leave Ukraine for permanent or temporary stay abroad, and to improve the strategy of protection of those citizens whose human and labor rights are violated while working in foreign enterprises.

1.2 Strategy of the state migration policy of Ukraine on protection of the rights of Ukrainians abroad

According to the Strategy of Migration Policy of Ukraine, labor migration of citizens is characterized as a phenomenon that has a mass character and has a multifaceted impact on the state and society [12]. According to the data provided by various state institutions, the volume of migration for employment is from 1.5 to 5 million people. However, the most reliable figure is 3 million people - the number of Ukrainian citizens working abroad at the same time, calculated according to the number of people who pay taxes in Ukraine, the volume of unregistered employment and possible errors [13, p. 14].

This Strategy provides for measures aimed at supporting, informing and protecting citizens, from planning employment abroad to returning to Ukraine. But some provisions of the document need to be improved and refined to implement them.

In order to reduce the negative consequences of labor migration and exploitation of workers, one of the main tasks of the Strategy is to raise public awareness of migration opportunities. This involves informing the public about the risks of illegal entry and employment abroad, cases of human trafficking and violations of labor regulations.

Implementation of this task is included in the Action Plan for 2018-2021 for the implementation of the Strategy of State Migration Policy of Ukraine for the period up to 2025 in the form of outreach among the population of Ukraine [14]. However, this wording seems too abstract and superficial. It is desirable to create a clear list of necessary information that should be provided to citizens upon request and communicated to the public.

The exploitation of Ukrainian citizens abroad is becoming more widespread. According to the International Organization for Migration (IOM) from 2014 to 2019, 6573 victims of human trafficking were identified (Figure 2.1) [15].

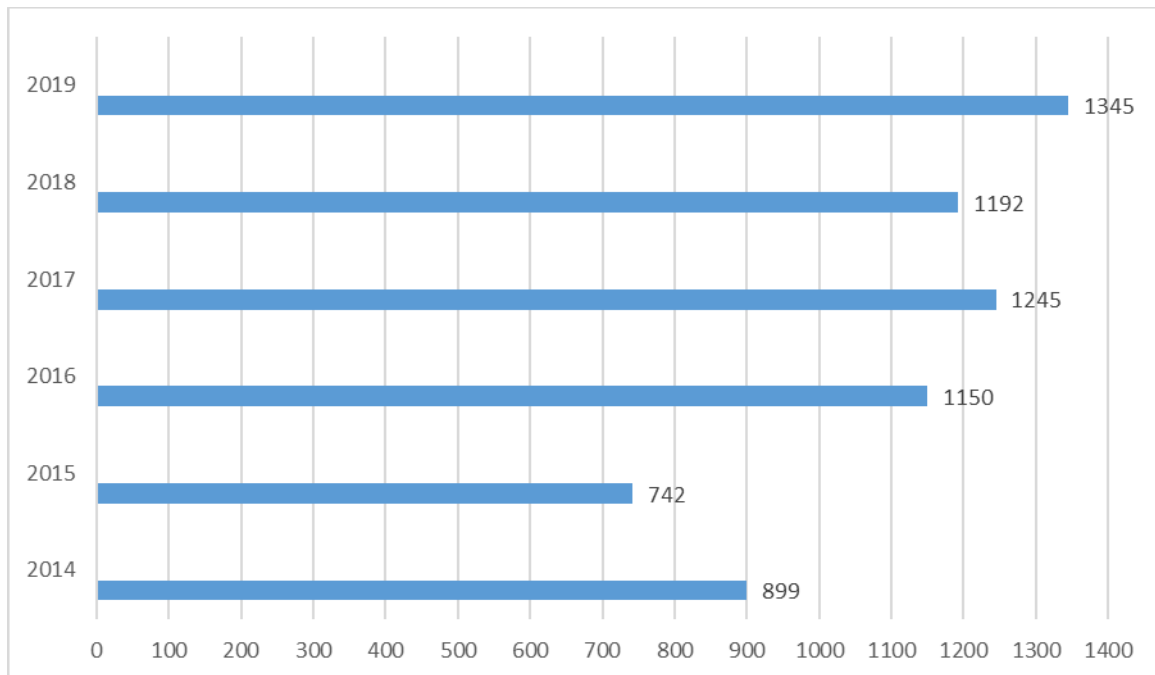


Figure 2.1 - Number of identified victims (2014-2019): 6573 (constructed by the author, based on [15])

Classifying the percentage of victims by sex, we can conclude that by 2012 the number of women was higher. However, as of December 31, 2019, the number of men exploited is 68% and women 32% [15]. This is primarily due to the fact that in recent years the percentage of men who are forced to leave their jobs in Ukraine and go to work to meet the needs of their families has increased.

In 2019, IOM sees an increasing trend in human trafficking in EU member states, including Poland, Italy, the Czech Republic, Germany, Sweden, and Hungary. Among the countries where Ukrainians are most eager to find work, the attractiveness of Germany and the Czech Republic has increased, while the attractiveness of the Russian Federation has decreased [15].

The main reasons for the spread of labor exploitation among Ukrainian labor migrants are the low level of awareness of this phenomenon and their rights, as well as the neglect of their own safety. In view of the above, outreach work among the population should be aimed at emphasizing the need to:

- job search through official channels;

- concluding a formal written contract with the employer;
- obtaining official documents that allow you to work in another country (work visa, permit or invitation from the employer);
- agreement in the contract on the type and place of work, the number of working hours and the availability of social benefits (paid sick leave, weekends, holidays).

Also in 2020, the Institute of Migrant Rights was opened in Wroclaw (Poland). It is a new independent organization created by the Honorary Consulate of Ukraine and the Foundation of Ukraine, which will deal with the affairs of Ukrainian migrants. The institute aims to implement a wide range of activities aimed at helping migrants feel part of the society in which they now live and work, as well as to teach this society to accept new, even if temporary, citizens [16]. The establishment of such an organization in Poland is considered an extremely effective step towards providing Ukrainian workers with the necessary assistance and support abroad. After all, at the moment, most workers start their work abroad in this country, where, as we discussed earlier, the exploitation of workers is widespread.

Another important goal of the State Migration Policy Strategy is the return and reintegration of Ukrainian labor migrants. It provides a range of measures aimed at information and financial assistance. However, the actions planned for 2018-2021 cannot be called too effective. Created: a single information portal for migrants, an information base to explain the reintegration process, a program for employment of migrants after returning home.

Currently, to a greater or lesser extent, only the provision on employment of migrant workers is implemented: the State Employment Service of Ukraine initiated the creation of business development centers for reintegration of migrant workers [17], and registered unemployed are provided with one-time assistance in starting their own business [18].

Analysis of the international experience of a successful policy of reintegration of migrant workers [19, P. 59-67] makes it possible to identify certain components that can be used by the Ukrainian state: the presence of an appropriate coordinating

state body; definition of the category "returning migrant worker"; development of a system of benefits and incentives for return, depending on the economic development of the country, as well as the involvement of donors; conducting an information campaign; creation of information centers for reintegration programs.

Thus, it is necessary to draw conclusions about the feasibility of reforming and improving the system of informing the public about the possible threats that workers may face when traveling abroad. It should be remembered that official statistics show only the registered facts of offenses by employers, so the state must always be ready to protect its citizens, regardless of which country they went to.

1.3 Methods of regulating international migration in the context of globalization

Today, the active intensification of globalization processes is accompanied by an intensive increase in the level of international migration, including for employment. Given this fact, the search for optimal and effective methods of regulating migration is extremely important to ensure socio-economic benefits from the participation of countries in migration processes, as well as to protect the domestic market and attract new highly qualified personnel.

In order to effectively determine the ways and methods of regulating international migration in the context of globalization, it is advisable to study and assess migration flows. Therefore, the analysis of statistical data on the unemployment rate, demographic situation, volumes and directions of external labor migration will provide reliable data on the actual situation.

Quantitative and qualitative methods of analysis are used in the study of migration processes. Quantitative methods allow to determine the patterns of development of the phenomenon and to identify common features. And qualitative

methods allow to make a structural description and explain the dynamics of the process [20].

Quantitative methods of studying the dynamics of migration change process statistical information and are based on the calculation of deterministic indicators such as scale and coefficients of arrival and departure, migration balance, gross migration, total migration turnover and migration efficiency [21, P. 28; 22, P. 82]:

1. Volume of arrival (VA) - the number of immigrants who arrived in the country from abroad for a certain period of time.

2. Volume of departure (VD) - the number of emigrants who left the country abroad for a certain period of time.

3. Arrival rate (AR) - characterizes the intensity of migratory inflows; demonstrates the impact of migratory influx on the formation of the population of the territory; is a kind of indicator of the attractiveness of the territory as a place of residence for the population of other territories, calculated in ppm or 10 thousand people ($AR = VA / \text{Average annual population}$).

4. Departure coefficient (DC) - characterizes the intensity of migratory outflow of population, shows the impact of migratory outflow on the formation of the population of the territory; the indicator shows the level of unattractiveness of the territory as a place of residence, calculated in ppm or per 10 thousand people ($DC = VD / \text{Average annual population}$).

5. Balance of migration (net migration, migration growth) (BM) - the difference between the number of people who arrived in the country and left it for a certain period of time ($BM = VA - VD$).

6. Gross migration (aggregate migration) (GM) - the total number of persons who arrived in the country and left it for a certain period of time ($GM = VA + VD$).

7. Migration turnover ratio (turnover) (BMI) - the ratio of gross migration to the total population ($MTR = (VA + VD) / \text{Average annual population}$).

8. Effectiveness of migration (EM) - the ratio of the number of people who left a certain area to the number of arrivals. The indicator shows how many times the number of people who left exceeds the number of people who arrived. An important

characteristic of migration, which indicates the degree of consolidation of migrants in the country. The higher this ratio, the higher the share of migrants who have not adapted to the new living and employment conditions ($EM = VD / VA$).

Numerical characteristics of migration are used both in absolute and relative terms per 1000 people of the respective territory or socio-demographic group of the population.

Studying the population's propensity to migrate is a more difficult task than estimating the number of people who have already decided to relocate. On the contrary, in order to develop a state policy in the field of migration flow management, it is important to identify migration sentiments and forecast the potential extent of migration in order to prevent the outflow of qualified personnel.

Currently, all available approaches to quantifying the population's propensity to migrate in a given region use data from sample surveys. The disadvantage of using data from sociological research is the high complexity of information collection and the rapid loss of its relevance. The results of opinion polls can be used both in its pure form and with subsequent expert processing. For example, experts from the Center for Oriental Studies use the Delphi method to predict the volume of migration between EU countries. The researchers analyzed the results of anonymous surveys of experts from various professional groups (civil servants, scientists, representatives of public and international organizations) in the Visegrad Four and the Eastern Partnership countries [23, P. 5].

Assessing and forecasting the volume of external migration allows us to decide on the need for means of regulating migration flows. The regulation of external labor migration processes can be carried out both with the help of state levers of influence and with the help of market mechanisms. Special attention should be paid to non-governmental structures, in particular public organizations, trade unions, credit unions, charitable foundations, which in recent years have been actively involved in solving problems related to international labor migration [24, p. 4].

With the intensification of globalization, migration is also regulated through market relations. This is done by forming supply and demand for labor of different

qualifications and with different levels of pay. It should be noted that in the first place are the interests of the employer, who seeks to save on social security contributions and taxes.

As the labor market is not able to independently control the scale of movement of migrant workers, especially low-skilled workers, there is a need for government regulation. Executive bodies are responsible for the interstate distribution of employees. But also specially created international organizations, such as UNESCO, the International Organization for Migration and the International Labor Organization, study and regulate some aspects of migration processes in the world. State regulation of external labor migration should be defined as a component of state regulation of the economy, its socio-economic orientation, in the context of demography and employment, taking into account the impact of legal regulation and basic and specific functions of public administration [25, P. 8]. Processes takes the form of regulating the quantitative and qualitative composition of migrants, protecting their rights and freedoms. An important element of state migration policy is to establish the legal status of migrant workers, which determines their socio-economic, labor and other rights enshrined in international treaties and national legislation [26, P. 42].

Ukraine's migration policy is developing in parallel with the development of international cooperation in this area. In 1996, Ukraine received observer status with the International Organization for Migration (IOM) and opened a representative office, in 2001 Ukraine applied for membership in IOM, and in 2002 the Parliament of Ukraine ratified the organization's charter. The IOM Office in Ukraine currently provides assistance to internally displaced persons and people affected by the conflict, combats trafficking in human beings, assists the government in combating unregulated migration and improving the management of migration processes, and develops a health policy tailored to migrants [27]. Currently, the basis of migration legislation of Ukraine is the Law of Ukraine "On External Labor Migration" [28] and "Strategy of State Migration Policy of Ukraine until 2025" [29].

Thus, according to the results of the study of the theoretical basis, it is possible to define migration as the process of moving people across the borders of certain territories with a change of residence permanently or for a long time. International labor migration is caused by a change of residence for the purpose of employment.

It is determined that migration can be classified according to the period for which people leave the country, according to the type of borders and the frequency of their crossing by the migrant population, according to the mass. In addition, a new term "brain drain" has been studied, which is characterized by the departure of highly qualified educated workers abroad for their own implementation. The definitions of the term "labor migration" are also analyzed, and it is determined that for each country this process brings both positive and negative consequences. Therefore, to regulate the flow of migrants, the state must develop and update its own migration policy to make this process more profitable and safer for its citizens.

The Strategy of the State Migration Policy of Ukraine regarding migrants was also studied. The statistics determine the number of people who have suffered from the wrongful actions of employers abroad and offer options and examples of assistance to citizens who have been subjected to labor or other exploitation.

The methods by which the state, society, labor market and social organizations can and should regulate migration processes in theThe Strategy of the State Migration Policy of Ukraine regarding migrants was also studied. The statistics determine the number of people who have suffered from the wrongful actions of employers abroad and offer options and examples of assistance to citizens who have been subjected to labor or other exploitation.

The methods by which the state, society, labor market and social organizations can and should regulate migration processes in the world in the context of active globalization for effective cooperation and improving the welfare of countries with different levels of economic development are identified.

Thus, at this stage it is considered appropriate to forecast the indicators of population migration in the coming years and assess the level of impact of globalization on migration in the world. world in the context of active globalization

for effective cooperation and improving the welfare of countries with different levels of economic development are identified.

So at this stage it is considered appropriate to project the indicators of population migration in the coming years and assess the level of impact of globalization on migration in the world.

2 THE REGULATION SYSTEM IMPROVEMENT OF INTERNATIONAL MIGRATION IN THE CONDITIONS OF GLOBALIZATION

2.1 Projecting the volume of international migration in the context of globalization

To project the state of the labor market, the economic situation within the country and the demographic situation in the region, an important element is the calculation of possible volumes of migration from and to Ukraine.

Labor migration is a dynamic process that can be estimated by the number of migrants and the rate of change in their number. Thus, the indicator of attracting foreign labor to the region will be a time series, the dynamics of which can be described using the appropriate mathematical model. However, it should be noted that econometric and mathematical tools alone are not enough to develop scenarios for the dynamics of the number of migrant workers. The country's attractiveness for foreign labor is largely determined by the country's development policy, which is largely determined not only by government but also by business. Accordingly, samples of sample surveys are used to identify new trends in labor migration that are not reflected in the statistics.

The forecast of the scale of emigration from Ukraine is made for the main countries of destination of Ukrainian labor migrants in the EU and the Russian Federation. It should be noted that access to statistics on the extent of emigration of Ukrainians by individual countries is limited, as retrospective data were either not collected or could not be compared using different calculation methods. Accordingly, when forecasting the scale of departure of migrant workers to EU countries, the indicator of the number of residence permits issued to Ukrainians in EU countries, published by Eurostat, is used. Therefore, it should be remembered that the presented forecast of the scale of migration of Ukrainians to the EU countries refers to future trends in the issuance of residence permits (Table 2.1).

Table 2.1 – The migration dynamics of the population of Ukraine to the EU and the Russian Federation, persons

Country	2013	2014	2015	2016	2017	2018
Poland	75168	104730	171769	250054	430081	512552
Russia	43586	49411	55037	126819	194180	178274
Czech Rep.	5392	4714	7453	3392	3365	7712
Italy	5521	18152	18622	12867	23207	24223
Germany	15409	8493	13996	8761	7850	6867
Portugal	4413	3687	3637	3595	3809	3893
Spain	3179	4548	4838	6163	5667	6500
Slovakia	409	773	873	2053	1908	2828
Hungary	297	398	476	598	1488	1086

(Developed by the author based on [30; 31])

The choice of factors of influence is carried out by experts taking into account the availability of relevant statistics and the strength of the factor's influence on the individual's decision on labor migration. Such factors include the overall level of welfare of the country and the level of its economic development (GDP per capita), the state of labor markets in both countries (unemployment rate) and the level of wages (average annual wages).

In general, the linear mathematical model for forecasting the volume of external labor migration from Ukraine will look like:

$M_{ij} = a_0 + a_1 (GDP_i - GDP_j) + a_2 (U_i - U_j) + a_3 (W_i - W_j)$, where M_{ij} is the volume of migration flow from Ukraine to the country of destination;

GDP_i - GDP per capita in the destination country;

GDP_j - GDP per capita in Ukraine;

U_i - unemployment rate in the destination country;

U_j - unemployment rate in Ukraine;

W_i - average annual salary in the country of destination;

W_j - average annual salary in Ukraine;

a_0, a_1, a_2, a_3 are statistically calculated constants.

According to the least squares method, the vector of coefficients of the equation A ($a_0; a_1; a_2; a_3$); proceeds from the expression:

$$A = (XT \cdot X)^{-1} \cdot XT \cdot Y,$$

where A is the vector of the coefficients of the equation;

X - matrix of explanatory variables $[(GDP_i - GDP_j); (U_i - U_j); (W_i - W_j)]$;

XT - transposed matrix of explanatory variables; Y is a matrix of dependent variables.

Using the least squares method, we determine the coefficients for calculating the forecast values of emigration from Ukraine for each of the destination countries

(Table 2.2).

Table 2.2 - Equations for calculating the scale of departure of Ukrainian labor migrants to the EU and the Russian Federation

Country	Equation
Poland	$M = -18,908 \cdot 10^5 + 77,297(GDP_i - GDP_j) + 44,692 \cdot 10^3(U_i - U_j) + 168,128(W_i - W_j)$
Russia	$M = 14,509 \cdot 10^4 - 5,126(GDP_i - GDP_j) - 47,003 \cdot 10^3(U_i - U_j) - 21,458(W_i - W_j)$
Czech Rep.	$M = 17,200 \cdot 10^3 - 0,455(GDP_i - GDP_j) - 317,129(U_i - U_j) - 0,577(W_i - W_j)$
Italy	$M = -76,617 \cdot 10^2 - 0,632(GDP_i - GDP_j) + 17,523 \cdot 10^2(U_i - U_j) + 1,427(W_i - W_j)$
Germany	$M = -18,049 \cdot 10^3 - 1,454(GDP_i - GDP_j) + 97,654 \cdot 10^2(U_i - U_j) + 3,348(W_i - W_j)$
Portugal	$M = 31,841 \cdot 10^5 - 136,746(GDP_i - GDP_j) - 51,514 \cdot 10^3(U_i - U_j) - 14,755(W_i - W_j)$
Spain	$M = 29,975 \cdot 10^5 - 87,398(GDP_i - GDP_j) - 31,599 \cdot 10^3(U_i - U_j) - 2,248(W_i - W_j)$
Slovakia	$M = -14,948 \cdot 10^5 + 40,596(GDP_i - GDP_j) + 39,148 \cdot 10^2(U_i - U_j) + 114,441(W_i - W_j)$
Hungary	$M = -25,473 \cdot 10^5 - 96,310(GDP_i - GDP_j) - 75,317 \cdot 10^3(U_i - U_j) - 25,473(W_i - W_j)$

Forecasting the level of GDP, unemployment and average annual wages in countries, using the method of trend extrapolation (Table B2) and substituting the obtained values to the relevant parametric equations, we obtain the forecast scale of departure of Ukrainian migrant workers in the EU and Russia in 2020-2021 (Table 2.3).

Table 2.3 -Projecting of the emigration dynamics of the population of Ukraine to the EU and the Russian Federation, persons

Country	2020	2021
Poland	510230	551269

Russia	233725	252249
Czech Rep.	5665	5760
Italy	28091	29604
Germany	-16624	-21363
Portugal	2048	1740
Spain	7712	8122
Slovakia	2276	2416
Hungary	1532	1653

The results of the calculation show a possible increase in the scale of emigration of personnel to all these countries, except Germany and Portugal. As the level of wages in Ukraine and GDP per capita is lower than in host countries of Ukrainian migrants, sometimes we should not expect a reduction in migration flows from Ukraine to EU countries in the coming years. Despite the projected GDP decline in the Czech Republic, Italy, Portugal, Spain and Hungary, Ukraine's GDP decline in dollar terms is higher, which maintains the relative attractiveness of emigration for staff as a means of improving living standards and incomes.

In addition, as the forecast used the number of residence permits issued, one can expect a redistribution of the number of migrants from Ukraine between destination countries, which will lead, for example, to an increase in the projected number of Ukrainian emigrants in Germany and a decrease in Poland. The hypothesis is confirmed by data from the register of foreign employment of the Ministry of Family, Labor and Social Policy of Poland, according to which more than 70% of Ukrainians who received documents for work in Poland disappeared after crossing the border and were illegally employed in other countries [32].

As we see, the future scale and direction of external migration in Ukraine depends not only on internal but also on external factors in relation to Ukraine. Although the determining influence of territorial differentiation of social conditions and living standards on migration processes is not in doubt, attempts to establish an accurate mathematical relationship between the relevant quantitative indicators do not bring the desired results. Accordingly, in these conditions, the only way out is to turn

to the method of expert assessments as the main means of predicting the scale of migration processes [33, P. 84].

Thus, when modeling the scale of emigration of personnel from Ukraine, it is advisable to use an integrated approach and take into account not only the trends of changes in gravity, but also take into account the peculiarities of migration policy of migrant workers. Given the incompleteness of statistics on the extent of staff migration required to build reliable econometric models, the use of opinion polls and expert forecasting methods remains the only means of assessing the potential extent of migration.

2.2 Ways to improve the system of state regulation of international migration in Ukraine

Legislation on personnel migration and, in particular, the state migration strategy is currently being developed in Ukraine. As part of measures aimed at visa liberalization with the EU, on November 5, 2015, the Law of Ukraine "On External Labor Migration" was adopted [29]. The law determines the legal and organizational basis of state regulation of external labor migration and social protection of Ukrainian citizens abroad and their family members. Researchers note that the rights and guarantees enshrined in this law are mostly declarative in nature, as they do not establish liability for non-performance of their duties, nor do they create opportunities for migrant workers to protect their labor and other rights in the host country. also in Ukraine [38].

Thus, for the implementation of state guarantees of consular assistance to migrants, to meet national and cultural needs, additional budget funding is needed, which is not a priority of the country in conditions of a state budget deficit. The law places responsibility for promoting the reintegration of migrant workers on society at central and local executive bodies, but measures to promote the reintegration of

migrants are limited to providing information on employment opportunities in Ukraine and finding housing, establishing equivalence of professional and educational qualifications. The term "repatriation" is not defined by law and is not used. In addition, the shortcoming of the Law is the unresolved issue of payment of pensions to employees who received a pension abroad.

Directions for implementing the strategy: reduction of administrative barriers to freedom of movement of the population of Ukraine; introduction of a population identification system to simplify the issuance of identity documents; reducing the dependence of medical and administrative services, the amount of utility bills on the place of registration of the person and the number of registered persons. The use of biometric travel documents should increase traffic safety, expand opportunities to reduce unregulated migration and combat crime [29].

The ultimate goal of measures to regulate migration flows from Ukraine should not be to stop labor migration, which cannot be achieved in the context of globalization and free access to information on labor markets, but to introduce an effective mechanism for migrant workers. To encourage and simplify the re-emigration process, an important task is to develop a mechanism for crediting the length of service of an employee obtained while working abroad, so that a person can receive the right to receive a pension. To do this, it is necessary to conclude bilateral agreements between Ukraine and the main recipient countries of Ukrainian labor on mutual crediting of seniority, as well as between Ukraine and the countries of origin of migrants working in Ukraine. According to the Ministry of Social Policy, Ukraine has bilateral intergovernmental agreements on labor, employment and social protection with 10 countries (Bulgaria, Estonia, Spain, Latvia, Libya, Lithuania, Portugal, Poland, Slovakia and the Czech Republic), intergovernmental agreements with 12 countries (Azerbaijan, Belarus, Armenia, Vietnam, Georgia, Israel, Latvia, Lithuania, Moldova, Poland, Russia, Switzerland), interdepartmental agreements with 19 countries (Austria, Azerbaijan, Georgia, Belgium, Bulgaria, Israel, Spain, Kazakhstan, Canada, China, Cyprus, Latvia, Lithuania, Poland, Portugal, Russia, Slovakia, USA and Czech Republic).

Most of these agreements regulate the issues of pensions, social protection of migrants, temporary employment of workers in certain areas and cooperation between the separate ministries of the two countries. As we can see, the issue of concluding similar agreements between Ukraine and Italy, Germany, Hungary and other countries for the destination of Ukrainian labor migrants remains open. In addition, the provisions of the relevant agreements should also include provisions on the recognition of education received abroad by migrants and members of their families.

Lack of housing in Ukraine and the possibility of purchasing it are often an obstacle to repatriation. State support for migrant workers who wish to return to Ukraine, as stated in the Law of Ukraine "On External Labor Migration", should consist not only in providing information support to migrants about the possibility of buying or renting housing. The introduction of a system of preferential lending for the purchase or construction of housing, the creation of the migration service of a temporary housing stock for short-term accommodation of returnees on a free basis may encourage re-emigration of workers.

As remittances are a significant source of foreign exchange earnings for Ukraine, it is advisable to simplify the mechanism of remittances from abroad. Receiving a significant part of remittances from Ukrainian migrants through unofficial channels is due to the cost of remittances and insufficient financial literacy of migrants and recipients of remittances in Ukraine. Reducing the cost of remittances, the establishment of preferential customs taxation of investment goods will encourage migrants to legally transfer money. To increase remittances through the banking system, it is advisable to expand the range of services for migrants, to create representative offices or correspondent accounts of banks abroad, especially in countries where many Ukrainians work [40]. It is also possible to introduce a system of free transfer of savings from abroad in the case of using funds to start your own business.

Thus, according to the results of the study, the following measures can be proposed to improve state regulation of international migration of qualified personnel in Ukraine:

1. Further development and improvement requires a regulatory framework to regulate staff migration. It is expedient to improve the Law of Ukraine "On External Labor Migration" and the Strategy of State Migration Policy of Ukraine, in particular in terms of recognizing the length of service of migrants received abroad, pensions, establishing the responsibility of state bodies for non-compliance with legal obligations. The law regulating the activities of international employment intermediaries also requires development.

2. To assess the real scale of labor migration, it is necessary to create a single information system that will accumulate statistical information on the scale and structure of migration flows to and from Ukraine. Collection of information on the number and quality of migrant workers should be regular and carried out with the participation of the State Employment Service, the State Border Guard Service, the State Migration Service, intermediary companies for international employment.

3. Reducing the flow of emigration of Ukrainian citizens will change the level of socio-economic development of Ukraine: increase the number of jobs, increase wages, and provide an opportunity to emerge from the military-political crisis.

4. To minimize shadow migration from Ukraine, it is advisable to develop a single information system on the conditions and rules of legal employment abroad, the risks associated with changes in residence and employment, especially the migration legislation of other countries.

5. To increase the scale and share of legal remittances, it is advisable to simplify the mechanism of private remittances from abroad, reduce the cost of remittances and increase the financial literacy of recipients and senders.

Thus, to increase the efficiency of the system of regulation of international migration of qualified personnel, it is proposed to improve the legal framework and the system of recording the number and nature of movements, create jobs in Ukraine, develop a single information system on conditions and rules of legal employment

abroad. -for the border. These measures will help our country not only to encourage Ukrainian citizens to work within the country, but also to make decisions about migration responsibly, which will undoubtedly be a plus for Ukraine's reputation in the international labor market.

CONCLUSION

The master's thesis provides a theoretical basis, developed scientific and methodological principles and practical proposals aimed at improving the system of regulation of international migration of qualified personnel in the context of globalization.

The results obtained during the study allow us to draw the following conclusions.

International migration of qualified personnel is one of the most characteristic manifestations of globalization of the world economy. The development of information and communication technologies, reducing the cost of transport, capital movements, transnationalization of production lead to stronger relations and interdependence between countries and, consequently, to increased labor mobility. The multifactorial impact of migration on the socio-economic situation of countries requires constant monitoring of the number and structure of migrant workers. In this context, it is important to improve the system of regulation of the migration of qualified personnel in order to benefit from the state's participation in migration processes.

Assessment and forecasting of external migration allow us to decide on the need for means of regulating migration flows. The study of migration processes uses qualitative methods, which consist in the structural description of migration flows, and quantitative methods, which consist in the processing of statistical information and are based on the calculation of deterministic indicators. The influence of the state on migration processes takes the form of regulating the quantitative and qualitative composition of migrants, protecting their rights and freedoms and can be carried out directly or indirectly.

To improve the system of state regulation of international migration in Ukraine, it is proposed to improve the legal framework for regulating the migration of personnel in matters of recognition of migrants' work experience obtained abroad,

pensions, the activities of international employment agencies. It is necessary to create a single information system that will accumulate statistical information on the scale and structure of migration flows to and from Ukraine. To minimize shadow migration from Ukraine, it is necessary to develop a single information system on the conditions and rules of legal employment abroad. Stimulation of re-emigration will be facilitated by the mechanism of preferential lending to re-emigrants for the purchase of housing, increasing the number of jobs in Ukraine, raising wages, overcoming the military-political crisis. It is desirable to simplify the mechanism of private transfers of funds from abroad.

The purpose of research work is reached, all planned tasks are solved.

REFERENCES

1. Новий словник іншомовних слів: близько 40000 слів. / за ред. Л.І. Шевченко. – К.: АРІЙ, 2008 – 384 с.
2. Міграційні явища та процеси: поняття, методи, факти: довідник. / В.С. Кравців, У.Я. Садова та ін. – Львів: Інститут регіональних досліджень НАН України, 2009. – 66 с.
3. Западнюк С.О. Ретроспективний аналіз міждержавних міграцій населення України / С.О. Западнюк // Український географічний журнал. – 2008. – №2(62). 47 с.
4. Височин М.Ю. Суспільно-географічні особливості міграції в регіональній соціогеосистемі (на прикладі Харківської області) : автореф. дис. на здобуття наук. ступеня канд. Геогр. Наук: спец. 11.00.02 «Економічна та соціальна географія» // М.Ю. Височин. – Чернівці, 2017. – 24 с.
5. Денисенко М.Б. Миграциология / М.Б. Денисенко, В.А. Ионцев, Б.С. Хорев. – М.: Изд-во МГУ, 1989
6. Методология и методы изучения миграционных процессов : Междисциплинар. учеб. пособ. /Под ред. Ж.Зайончковской, И Молодиковой, В. Мукомеля. - М. : Центр миграционных исследований, 2012.- 128 с.
7. Юдина Т. Н. Миграция: словарь основных терминов: Учеб.пособие [Электронный ресурс] / Т. Н. Юдина. – М: Из-во РГСУ; Академический Проект, 2007. — 472 с. – Режим доступа: <http://voluntary.ru/dictionary/949/word/klasifikacija-migracii>
8. Балашова, Т. Н. Миграция и демография как неотложные направления развития приоритетных национальных проектов [Текст] / Т. Н. Балашова // Миграционное право. – 2013. - №1. – 19 с.
9. Ровенчак О. Визначення та класифікації міграцій: наближення до операційних понять [Електронний ресурс] / Ольга Ровенчак // Політичний

- менеджмент. – 2006. – № 2(17). – 135 с. – Режим доступу: <http://www.politik.org.ua/vid/magcontent.php3?m=1&n=56&c=1189>
10. Палагнюк О. В. Теорії та аналітичні моделі дослідження міжнародної міграції [Електронний ресурс]. – Режим доступу: <http://nauka.zinet.info/20/palagnyuk-o.php>
11. Блинова М. С. Современные социологические теории миграции населения: автореф. дис. на соискание ученой степени канд. социолог. наук: спец. 22.00.01 «Теория, методология и история социологии» / Марина Сергеевна Блинова. – М., 2008. – 14 с.
12. Про схвалення Стратегії державної міграційної політики України на період до 2025 року: Розпорядження Кабінету Міністрів України від 12 липня 2017 р. № 482-р. / Верховна Рада України. URL: <http://zakon5.rada.gov.ua/laws/show/482-2017-%D1%80>
13. Лібанова Е. М. Зовнішні трудові міграції українців: масштаби, причини, наслідки. Демографія та соціальна економіка. 2018. № 2(33). С. 11–26.
14. Про затвердження плану заходів на 2018–2021 роки щодо реалізації Стратегії державної міграційної політики України на період до 2025 року: Розпорядження Кабінету Міністрів України від 29 серпня 2018 р. № 602-р. / Верховна Рада України. URL: <https://zakon.rada.gov.ua/laws/show/602-2018-%D1%80>https://stoptrafficking.org/sites/default/files/mom/IOM_Counter_Trafficking_Programme_2019_ukr.pdf
16. Во Вроцлаве открыли Институт прав мигрантов [Електронний ресурс]. – Режим доступу: <https://nk.org.ua/sobytiia-v-mire/vo-vrotslave-otkryli-institut-prav-migrantov-263045>
17. Українці за кордоном та українська влада: як разом працювати для України? 21 серп. 2017 р. CEDOS. URL: <https://cedos.org.ua/uk/articles/ukraintsi-za-kordonom-ta-ukrainska-vlada-iakrazom-pratsiuvaty-dlia-ukrainy>
18. Як започаткувати власний бізнес за сприяння державної служби зайнятості. Державна служба зайнятості України. URL:

<https://www.dcz.gov.ua/publikaciya/yak-zapochatkuvaty-vlasnyy-biznes-zaspruyannya-derzhavnoyi-sluzhby-zaunyatosti-0>

19. Малиновська О., Позняк О., Суботенко О. Політика реінтеграції мігрантів, що повертаються: стан та перспективи розвитку. К, 2016. 84 с.
20. Слюсаревський М. М., Блинова О. Є. Психологія міграції: навч. посіб. // Національна академія педагогічних наук України, Інститут соціальної та політичної психології. Кіровоград: ТОВ «Імекс ЛТД», 2013. 244 с.
21. Корель И., Корель Л. Миграционные и макроэкономические процессы в постсоциалистической России: региональный аспект // РПЭИ, Фонд Евразия, 1999. 81 с.
22. Осипенкова О. Ю. Миграционные процессы: методы моделирования и прогнозирования (на примере Московской области) // Москва: Вестник Екатеринбургского института, 2016. № 3 (35). С. 79–85.
23. Ярошевич М. Прогноз міграції між ЄС, країнами Вишеградської четвірки та Східною Європою: наслідки скасування візового режиму // Центр східних досліджень. Варшава, Польща, 2014. 184 с.
24. П'ятковська О. Р. Механізми регулювання міжнародної трудової міграції: визначення операційного поняття // Глобальні та національні проблеми економіки. Миколаїв: Миколаївський національний університет імені В. О. Сухомлинського, 2015. Вип. 8. С. 66–70.
25. Нагорнова О. В. Державне регулювання трудової міграції в умовах ринкової трансформації економіки України: автореф. дис. на здобуття наук. ступеня канд. екон. наук : спец. 08.00.03 «Економіка та управління національним господарством». Львів, 2008. 21 с.
26. Сірант М. Вплив глобалізаційних процесів на формування потоків трудової міграції // Вісник Національного університету «Львівська політехніка». Юридичні науки, 2014. № 782. С. 38–43.
27. Міжнародна організація з міграції: МОМ в Україні. URL: <http://iom.org.ua/ua/mom-v-ukrayini>

28. Про зовнішню трудову міграцію: Закон України від 05.11.2015 № 761-19/Відомості Верховної Ради (ВВР), 2015. № 49-50. ст. 463. URL: <http://zakon5.rada.gov.ua/laws/show/761-19>
29. Про схвалення Стратегії державної міграційної політики України на період до 2025 року / Кабінет Міністрів України; Розпорядження 12 липня 2017 р. № 482-р. URL: <http://zakon5.rada.gov.ua/laws/show/482-2017-%D1%80>
30. Миграция. Интерактивные приложения // Федеральная служба государственной статистики. URL: http://www.gks.ru/wps/wcm/connect/rosstat_main/rosstat/ru/apps/6ec1b4004a47e110a974abf75a2eeced
31. Asylum and managed migration // Eurostat, 2019. URL: <http://ec.europa.eu/eurostat/web/asylum-and-managed-migration/data/database>
32. Каспрзак І. Українці в Польщі. Pracownicy ze Wschodu tylko na papierze // Rzeczpospolita, 2018. URL: <http://www.rp.pl/Spoleczenstwo/303299991-Ukraincy-w-Polsce-Pracownicy-ze-Wschodu-tylko-na-papierze.html>
33. Комплексний демографічний прогноз України на період до 2050 р. (колектив авторів) / за ред. чл.-кор. НАНУ, д.е.н., проф. Е.М. Лібанової. К.: Український центр соціальних реформ, 2006. 138 с.
34. Средньомісячна заробітна плата за видами економічної діяльності за період з початку року // Державна служба зайнятості. URL: http://www.ukrstat.gov.ua/operativ/operativ2005/gdn/Zarp_ek_p/Zp_ek_p_u/arch_zpp_u.htm
35. Средняя зарплата в России (1999-2020) // Rusfact. URL: <http://rusfact.ru/node/5748>
36. Average annual wages // Organisation for economic co-operation and development. URL: https://stats.oecd.org/Index.aspx?DataSetCode=AV_AN_WAGE#
37. GDP (current US\$) // The World Bank Data. URL: <https://data.worldbank.org/indicator/NY.GDP.MKTP.CD>

38. Бурак В. Переваги і недоліки Закону України «Про зовнішню трудову міграцію» / Политические известия в Украине, 2016. URL: <http://izvestia.kiev.ua/blog/show/83956>
39. Перелік міжнародних договорів України з питань праці, зайнятості, соціального забезпечення, захисту дітей та гендерної рівності / Міністерство соціальної політики.15 с. URL: <http://www.msp.gov.ua/files/international/pmd.docx>
40. Малиновська О. А. Перекази мігрантів з-за кордону та можливі заходи щодо їх заохочення та ефективного використання. Аналітична записка //
41. Національний інститут стратегічних досліджень. URL: <http://www.niss.gov.ua/articles/1276/>

ANNEX A

SUMMARY

Petrenko S. V. The regulatory system of international migration processes in the context of globalization. Sumy State University, Sumy, 2020.

The essence of migration processes, methods of their regulation are investigated in the paper. The volume of international migration in the context of globalization is analyzed and its indicators are projected for the next year. Ways to improve the system of state regulation of migration processes for Ukraine are proposed.

Key words: globalization, migration processes, international labor migration, potential migration, state regulation of migration.

АНОТАЦІЯ

Петренко С. В. Система регулювання міжнародних міграційних процесів в умовах глобалізації. Сумський державний університет, Суми, 2020 р.

У роботі досліджено сутність міграційних процесів, методи їх регуляції. Проведено аналіз обсягів міжнародної міграції в умовах глобалізації та спрогнозовано їх показники у наступному році. Запропоновано шляхи удосконалення системи державного регулювання міграційних процесів для України.

Ключові слова: глобалізація, міграційні процеси, міжнародна трудова міграція, потенційна міграція, державне регулювання міграції.

Annex B

Dynamics of GDP, unemployment and average annual wages in Ukraine, EU
countries and the Russian Federation

Table B 1 - Actual dynamics of GDP, unemployment and average annual wages in
Ukraine, EU countries and the Russian Federation

Country	2013	2014	2015	2016	2017	2018
Poland	3890,7	3143,5	3780,2	4339,7	2564,5	2421,3
Russia	4351,2	5434,6	6007,1	4349,0	9478,8	8889,7
Czech Rep.	1717,5	9729,9	9916,0	9744,6	7715,6	8491,9
Italy	8334,7	4814,1	5370,3	5396,7	0171,7	0674,8
Germany	6810,3	4065,2	6530,9	8042,6	1323,9	2069,6
Portugal	3196,2	0577,4	1618,7	2077,5	9252,6	9839,6
Spain	1835,3	8563,9	9211,8	9623,2	5787,9	6639,7
Slovakia	8187,2	7274,6	8191,6	8629,8	6132,9	6535,9
Hungary	4118,1	2888,3	3667,7	4201,4	2483,9	2814,9
Ukraine	3569,8	3855,4	4029,7	2948,9	2016,0	2072,5
Unemployment rate,% of the labor force, according to the International Labor Organization						
Poland	9,6	10,1	10,3	9,0	7,5	6,2
Russia	6,5	5,5	5,5	5,2	5,6	5,5
Czech Rep	6,7	7,0	7,0	6,1	5,0	4,0
Italy	8,4	10,7	12,1	12,7	11,9	11,7
Germany	5,8	5,4	5,2	5,0	4,6	4,1

Portugal	12,7	15,5	16,2	13,9	12,4	11,1
Spain	21,4	24,8	26,1	24,4	22,1	19,6
Slovakia	13,6	14,0	14,2	13,2	11,5	9,7
Hungary	11,0	11,0	10,2	7,7	6,8	5,1
Ukraine	7,9	7,5	7,2	9,3	9,1	9,2
Average annual salary, USD						
Poland	11026	10904	11042	11268	11533	12154
Russia	8708	10632	10980	9942	6612	7260
Czech Rep	12781	12754	12617	12885	13176	13587
Italy	32490	31424	31495	31645	31950	32205
Germany	39323	39913	40334	40865	41840	42369
Portugal	19315	18441	18812	18474	18383	18333
Spain	31144	30272	30301	30250	30553	30613
Slovakia	12930	12783	12897	13131	13588	13934
Hungary	10756	10401	10417	10383	10525	11057
Ukraine	3966	4544	4902	3513	2304	2434

(Developed by the author on the basis of [16; 17; 18; 19])

Table B 2 – The Forecast dynamics of GDP, unemployment and average annual wages in Ukraine, EU countries and the Russian Federation

Country	2020	2021
Gross domestic product per capita, USD.		
Poland	13158,4	13160,4
Russia	12256,3	12269,2
Czech Rep	16640,4	16226,4
Italy	26805,9	25736,8
Germany	43760,9	43702,4
Portugal	17375,0	16811,1
Spain	22001,7	20997,6

Slovakia	16674,8	16582,6
Hungary	12017,0	11824,2
Ukraine	1974,6	1834,0
Unemployment rate,% of labor force		
Poland	7,8	7,7
Russia	4,0	3,8
Czech Rep	4,8	4,7
Italy	16,0	16,8
Germany	2,1	1,7
Portugal	16,5	17,1
Spain	28,8	29,8
Slovakia	12,1	12,1
Hungary	5,2	4,7
Ukraine	10,0	10,2
Average annual salary, USD		
Poland	12304	12447
Russia	9085	9153
Czech	13851	13984
Italy	31251	31141
Germany	44099	44603
Portugal	17618	17456
Spain	29910	29801
Slovakia	14412	14589
Hungary	10392	10354
Ukraine	2577	2453