

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SUMY STATE UNIVERSITY
Center of extramural study, distance and evening forms of education
Department of International Economic Relations

Luciy Vadym Ihorovych

(Full Name)

MASTER'S LEVEL QUALIFICATION PAPER
on the topic "INTERNATIONAL LABOR MIGRATION AND ITS IMPACT ON
THE WORLD ECONOMY"

Specialty 292 "International Economic Relations"

Student II Course

(course number)

(signature)

Luciy V. I.

(full name)

Group ME.MZ-01s

(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

(signature)

Luciy V. I.

(applicant's full name)

Research advisor Professor

(position, scientific degree)

(signature)

Makarenko M. I.

(full name)

Sumy, 2021

SUMMARY

of Master's level degree qualification paper on the theme
“INTERNATIONAL LABOR MIGRATION AND ITS IMPACT ON THE
WORLD ECONOMY”

student Luciy Vadym Ihorovych
(full name)

The main content of the master's level degree qualification paper is set out on 50 pages, including a list of used sources of 50 titles, which is placed on 5 pages. The work contains 6 tables, 8 figures, which are placed on 7 pages.

KEYWORDS: GLOBALIZATION, INTERNATIONAL LABOR MIGRATION, POTENTIAL MIGRATION, STATE REGULATION OF MIGRATION, COVID-19, WORLD ECONOMY.

In recent decades, globalization has changed the production chain, multinational companies have been expanded and reorganized, and a knowledge economy has emerged. All this has also increased the demand for highly skilled migrant workers. Developed economies are increasingly in need of a lower-skilled workforce to outsource jobs, and local workers are unable to meet this demand at current wages. In the most dynamically developing countries, there is also a demand for low-skilled labor, which cannot be met by domestic labor. The problem facing many low- and middle-income countries is how to create new jobs faster and provide good employment opportunities for their growing populations.

Important theoretical and practical aspects of labor migration form the basis of research by domestic and foreign scientists, in particular scientists Sirant M., Slyusarevsky M.M., Blinova O.E., Pyatkovskaya O.R., Palagniuk O.V., Mytsenko I. M., Stezhko N.V., Rovenchak O., Yakshibaeva G.V., Ravenstein E.G., Scalia G., Bahromov M., Wain S., Rontsheimer P., Akhonen E.K., Benavides F.G., Benah J., Hikichi Yasuhiko, Omar Mufakkir and others. However, despite the fact that the works of these scientists reflect important aspects of

migration, the features of labor migration in modern society are still insufficiently studied and seem to be relevant for empirical sociological research.

The purpose of the master's level degree qualification paper is theoretically to justify and develop scientific and methodological principles and practical proposals aimed at analyzing and assessing the impact of labor migration on the economy and its prospects in the context of globalization.

The object of study is the features of the international labor migration impact on the national economies.

The subject of research is theoretical, methodological and applied aspects of international labor migration.

The research used scientific articles by domestic and foreign authors, textbooks and manuals on selected topics, regulations, analytical reports of international organizations such as the ILO, UN, OECD, data from government statistics, publications of sites and scientific papers.

Elements of scientific novelty of the work are the author's approach to defining the essence of "labor migration"; author's classification of types and factors of labor migration; study of the impact of labor migration on macroeconomic and social indicators of the economy of states on the basis of correlation-regression.

Year of Master's level qualification paper fulfillment is 2021.

Year of Master's level paper defense is 2021.

АНОТАЦІЯ

кваліфікаційної роботи рівня магістра за темою

«МІЖНАРОДНА МІГРАЦІЯ ТРУДОВОЇ МІГРАЦІЇ ТА ЇЇ ВПЛИВ НА
СВІТОВУ ЕКОНОМІКУ»

студент Луцій Вадим Ігорович

(повне ім'я)

Основний зміст кваліфікаційної роботи магістра рівня магістра

викладено на 50 сторінках, включаючи список використаних джерел з 50 найменувань, який розміщено на 5 сторінках. Робота містить 6 таблиць, 8 рисунків, які розміщені на 7 сторінках.

КЛЮЧОВІ СЛОВА: ГЛОБАЛІЗАЦІЯ, МІЖНАРОДНА ТРУДОВА МІГРАЦІЯ, ПОТЕНЦІЙНА МІГРАЦІЯ, ДЕРЖАВНЕ РЕГУЛЮВАННЯ МІГРАЦІЇ, COVID-19, СВІТОВОВА ЕКОНОМІКА.

За останні десятиліття глобалізація змінила ланцюг виробництва, розширилися та реорганізувалися транснаціональні компанії, виникла економіка знань. Все це також збільшило попит на висококваліфікованих трудових мігрантів. Розвинені країни все більше потребують низькокваліфікованої робочої сили для аутсорсингу робочих місць, а місцеві працівники не можуть задовольнити цей попит за нинішньої заробітної плати. У країнах, що найбільш динамічно розвиваються, існує також попит на низькокваліфіковану робочу силу, яку неможливо задовольнити за рахунок внутрішньої праці. Проблема, з якою стикаються багато країн з низьким і середнім рівнем доходів, полягає в тому, як швидше створювати нові робочі місця та надавати хороші можливості для працевлаштування для зростаючого населення.

Важливі теоретичні та практичні аспекти трудової міграції лежать в основі досліджень вітчизняних та зарубіжних вчених, зокрема вчених Сірант М., Слюсаревський М.М., Блінова О.Є., П'ятковська О.Р., Палагнюк О.В., Миценко І.М., Стежко Н.В., Ровенчак О., Якшибаєва Г.В., Равенштейн Е.Г., Скалія Г., Бахромов М., Вейн С., Ронтсхаймер П., Ахонен Є.К., Бенавідес Ф.Г., Бенах Дж., Хікічі Ясухіко, Омар Муфаккір та інші. Проте, незважаючи на те, що роботи цих учених відображають важливі аспекти міграції, особливості трудової міграції в сучасному суспільстві ще недостатньо вивчені та видаються актуальними для емпіричних соціологічних досліджень.

Метою магістерської кваліфікаційної роботи є теоретичне

обґрунтування та розробка науково-методичних засад та практичних пропозицій, спрямованих на аналіз та оцінку впливу трудової міграції на економіку та її перспективи в умовах глобалізації.

Об'єктом дослідження є особливості впливу міжнародної трудової міграції на національну економіку.

Предметом дослідження є теоретичні, методологічні та прикладні аспекти міжнародної трудової міграції.

У дослідженні були використані наукові статті вітчизняних та зарубіжних авторів, підручники та посібники з окремих тем, положення, аналітичні звіти міжнародних організацій, таких як МОП, ООН, ОЕСР, дані державної статистики, публікації сайтів та наукові праці.

Елементами наукової новизни роботи є авторський підхід до визначення сутності «трудова міграція»; авторська класифікація видів і факторів трудової міграції; дослідження впливу трудової міграції на макроекономічні та соціальні показники економіки держав на основі кореляційно-регресійної.

Рік виконання кваліфікаційної роботи магістра – 2021.

Рік паперового захисту магістерського рівня – 2021.

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
SUMY STATE UNIVERSITY
Center of extramural study, distance and evening forms of education
Department of International Economic Relations

APPROVED BY
Head of the Department
Doctor of economics, Prof.
(academic degree, academic rank)
_____ Petrushenko Y.M.
(signature) (full name)
« __ » _____ 2021

TASKS FOR MASTER'S LEVEL DEGREE QUALIFICATION PAPER

(specialty 292 " International Economic Relations ")

student II course, group ME.MZ-01s

(course number) (group's code)

Luciy Vadym Ihorovych

(student's full name)

1. The theme of the paper is **INTERNATIONAL LABOR MIGRATION AND ITS IMPACT ON THE WORLD ECONOMY**

approved by the order of the university from « __ » _____ 2021 № _____

2. The term of completed paper submission by the student is « __ » _____ 2021

3. The purpose of the qualification paper is theoretically to justify and develop scientific and methodological principles and practical proposals aimed at analyzing and assessing the impact of labor migration on the economy and its prospects.

4. The object of the research is the features of the international labor migration impact on the national economies.

5. The subject of research theoretical, methodological and applied aspects of international labor migration.

6. The qualification paper is carried out on materials of scientific articles by domestic and foreign authors, textbooks and manuals on selected topics,

regulations, analytical reports of international organizations such as the ILO, UN, OECD, data from government statistics, publications of sites and scientific papers.

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 AND METHODOLOGICAL PRINCIPLES AND EVOLUTION OF LABOR MIGRATION IN THE TERMS OF MODERN CHALLENGES

Chapter 2

RESEARCH AND CONSIDERATION OF THE INTERNATIONAL LABOR MIGRATION SYSTEM, ITS IMPACT ON THE EUROPEAN COUNTRIES AND THE WORLD

Chapter 3

MAIN PROBLEMS OF LABOR MIGRATION IN TERMS OF REGIONAL GOVERNANCE, SEARCH FOR WAYS TO SOLVE THEM AND FURTHER FORECASTS

8. Supervision on work:

Chapter	Full name and position of the advisor	Date, signature	
		task issued by	task accepted by
1	<u>Makarenko M. I.</u>		
2	<u>Makarenko M. I.</u>		
3	<u>Makarenko M. I.</u>		

9. Date of issue of the task: « ___ » _____ 2021

Research Advisor:

(signature)

Makarenko M. I.
(full name)

The tasks has been received:

(signature)

Luciy V. I.
(full name)

CONTENT

INTRODUCTION.....	10
CHAPTER 1 THEORETICAL AND METHODOLOGICAL PRINCIPLES AND EVOLUTION OF LABOR MIGRATION IN THE TERMS OF MODERN CHALLENGES.....	12
1.1 Global and regional labor migration trends	12
1.2 The main directions and factors of the migration crisis in the European Union in recent years and the impact of COVID-19 on the transit of migrants	14
CHAPTER 2 RESEARCH AND CONSIDERATION OF THE INTERNATIONAL LABOR MIGRATION SYSTEM, ITS IMPACT ON THE EUROPEAN COUNTRIES AND THE WORLD	17
2.1 Assessment of the labor migration impact on the national economies of countries on the example of Germany and Poland	17
2.2 Analysis of the scale and distribution among participants in international labormigration	23
CHAPTER 3 MAIN PROBLEMS OF LABOR MIGRATION IN TERMS OF REGIONAL GOVERNANCE, SEARCH FOR WAYS TO SOLVE THEM AND FURTHER FORECASTS	29
3.1 Research of the latest achievements, problems and consequences of labor migration in the European space	29
3.2 Ways to improve the system of state regulation of international labor migration and forecasts of its future development during the pandemic COVID- 19.....	33
3.3 Impact of the COVID-19 pandemic on Ukrainian migrants	36
CONCLUSIONS.....	40

REFERENCE.....	44
APPENDIX.....	50

INTRODUCTION

Actuality of theme. Over the past five centuries, international migration has played a role in shaping the world economy. During this long period of time, migration includes both voluntary and forced migration of workers.

In recent decades, globalization has changed the production chain, multinational companies have been expanded and reorganized, and a knowledge economy has emerged. All this has also increased the demand for highly skilled migrant workers. Developed economies are increasingly in need of a lower-skilled workforce to outsource jobs, and local workers are unable to meet this demand at current wages. In the most dynamically developing countries, there is also a demand for low-skilled labor, which cannot be met by domestic labor. The problem facing many low- and middle-income countries is how to create new jobs faster and provide good employment opportunities for their growing populations.

Important theoretical and practical aspects of labor migration form the basis of research by domestic and foreign scientists, in particular scientists Sirant M., Slyusarevsky M.M., Blinova O.E., Pyatkovskaya O.R., Palagniuk O.V., Mytsenko I. M., Stezhko N.V., Rovenchak O., Yakshibaeva G.V., Ravenstein E.G., Scalia G., Bahromov M., Wain S., Rontsheimer P., Akhonen E.K., Benavides F.G., Benah J., Hikichi Yasuhiko, Omar Mufakkir and others. However, despite the fact that the works of these scientists reflect important aspects of migration, the features of labor migration in modern society are still insufficiently studied and seem to be relevant for empirical sociological research.

The purpose of the study is theoretically to justify and develop scientific and methodological principles and practical proposals aimed at analyzing and assessing the impact of labor migration on the economy and its prospects.

It is necessary to explore:

- 1) theoretical aspects of labor migration;

- 2) external and internal factors of labor migration;
- 3) the scale and dynamics of labor migration, its main trends and directions
- 4) the impact of labor migration on the leading economies of the world;
- 5) correlation-regression analysis between the level of employment of foreign population and macroeconomic and social indicators of the economy;
- 6) development of labor migration during the pandemic and identified the main trends in the development of labor migration in the future.

The object of study is the features of the international labor migration impact on the national economies.

The subject of research is theoretical, methodological and applied aspects of international labor migration.

Research methods. Statistical (for the statistical data analysis presented in official documents), system analysis (for theoretical and methodological substantiation of factors regarding consequences of workers' migration), comparative analysis, calculation-analytical (for an estimation of labor migration impact on national economies), graphic analysis, economic modeling, forecasting method (for forecasting the volume of migration for the coming years) are applied in the research.

Information base of the study. The research used scientific articles by domestic and foreign authors, textbooks and manuals on selected topics, regulations, analytical reports of international organizations such as the ILO, UN, OECD, data from government statistics, publications of sites and scientific papers.

Elements of scientific novelty of the work are the author's approach to defining the essence of "labor migration"; author's classification of types and factors of labor migration; study of the impact of labor migration on macroeconomic and social indicators of the economy of states on the basis of correlation-regression.

Diploma thesis: 50pages; 6tables; 8figs.; 50references; 2appendixes.

CHAPTER 1. THEORETICAL AND METHODOLOGICAL PRINCIPLES AND EVOLUTION OF LABOR MIGRATION IN TERMS OF MODERN CHALLENGES

1.1 Global and regional labor migration trends

An important aspect of globalization is the increasing number of cases of transnational migration and the rapid and continuous increase in the number of international immigrants. In the first decade of the 21st century, the growth rate of the world's immigrant population has tripled since the 1990s. According to the United Nations, in 2019 the global number of international immigrants reached 272 million, which is a record. International migrants make up 3.5% of the world's population. Migrant workers make up about two-thirds of the world's immigrants. International labor migration will also bring new changes, new characteristics and new challenges in the age of globalization [1].

According to the definition of the International Labor Organization, migrant workers mean all international migrants who are working, unemployed or looking for work in their country of current residence. The driving force behind global labor migration stems from the huge difference in employment opportunities and income levels between the country of origin and the recipient country [2; 3].

Generally speaking, current global labor migration has new features and changes in terms of quantity, distribution, occupation and flows. The first is an increase in the frequency of migration and an increase in the number of migrant workers; secondly - uneven distribution by sex and age; third - the regional distribution of migrant workers is linked to the income level of the host country; fourth - the number of temporary labor immigrants (especially low-skilled) exceeds the number of permanent labor immigration; fifth, migrant workers are mainly concentrated in low-wage, low-skilled and low-cost sectors or industries; sixth, migrant workers are more concentrated in the regions, with North America, Europe and the Arab world accounting for 60%.

Since the beginning of the new century, some new trends in the global labor migration deserve attention. For example, the line between the country of origin and the host country of immigrants is no longer clear, the classification of traditional migrant workers is increasingly blurred, and current immigration practices are more diverse than traditional practices.

The declining aging of the population and national labor force in most developed economies and some large emerging economies indicates that migrant workers will play an important role in supporting labor supply, filling labor shortages and contributing to social protection funds in these countries. In fact, this is already happening, as immigrants have accounted for 47% growth in the US workforce and 70% growth in the European workforce in recent years [4].

In addition, the integration of migrants has always been an important part of the migration phenomenon. Now it has become a particularly difficult topic. In an increasingly globalized world, there has been a trend of absolute growth in the number of immigrants over the past 50 years, and diversification of immigration sources, socioeconomic origins and causes of migration have led to a greater diversity of society, culture, ethics and religious beliefs in the host society. Thus, the impact of labor and not only migration and diversity on social cohesion has been the subject of special attention. It is reflected in the integration policies adopted by some countries to build relations between immigrants and host communities and to maintain social cohesion. The results of integration in one policy area are likely to affect other areas, including language, education, labor market integration, family reunification, political participation and naturalization [5] [6].

1.2 The main directions and features of migration in the European Union in recent years and the impact of COVID-19 on the transit of migrants.

Almost half of migrant workers (48.5%) are concentrated in North America and Northern, Southern and Western Europe, while only one-fifth of migrant workers (21.9%) are in the Pacific region of Asia. Arab countries account for one-tenth of the world's immigrant population.

This is a trend that has changed over the last two decades. The regions with the largest share of migrant workers among all workers are the Arab countries (one third), followed by North America (one fifth) and Northern, Southern and Western Europe (one sixth).

The European institutions have drawn up a map of the main routes used by refugees to arrive on the continent. Fig. 1.1 shows how difficult the situation is. In addition, there are alternative routes for refugees to travel to Russia to cross the border into Norway. This route differs from others by high costs for migrants, so it is inaccessible to many of them

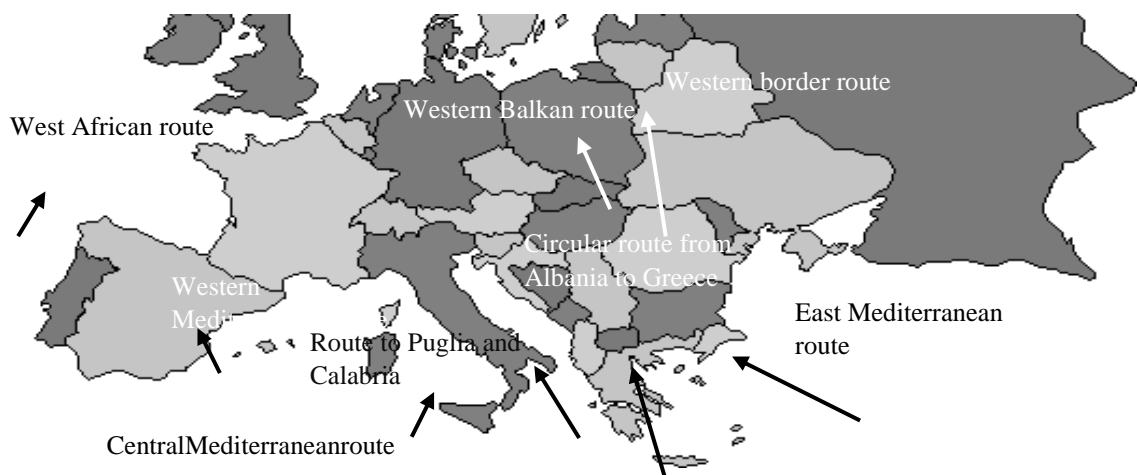


Figure 1.1 –The main migration routes in the EU.

Source: Leonardo All. The main migration routes in the EU - <https://www.eurodiplomat.com/main-migratory-routes-into-the-eu/> [7].

According to the UN, the countries from which most seekers come, some are low-skilled workers. Since 2014, these countries are: Syria, Afghanistan, Somalia, South Sudan, Sudan, the Democratic Republic of the Congo, the Central African Republic, Myanmar and Eritrea. The main countries of origin are more or less different: 41% of migrants come from Syria, 27% - from Afghanistan, 16% - from Iraq, and then Iran, Pakistan, Nigeria, Gambia, Guinea, Morocco and Senegal [8].

The main features of the migration crisis in the European Union are the following:

- ✓ illegal border crossing by many migrants;
- ✓ formation of a lively structure of migrants' smuggling and the lack of a uniform legislative and executive policy in the illegal migration;
- ✓ insufficient and irrational funding by host countries of legal, economic and social problems of migrants and low level of employment and education among unofficial migrants;
- ✓ the spread of xenophobic sentiments among the population of the European Union due to the reluctance of some migrants to comply with local rules and laws[9].

In most countries, there are very few opportunities for the reintegration of many workers, providing a smooth reintegration plan, such as training and certification of skills and effective management of labor migration. In many cases, they do not have appropriate policies or systems. In particular, millions of immigrant workers who have lost their employment prospects are expected to return voluntarily or forcibly to their countries in Asia and Africa.

The rapid spread of a new type of coronavirus, known as COVID-19, is based on a modern transport system with a global connection, and international migrants use the same transit routes and modes of transport.

In response to COVID-19, governments around the world have begun restricting air travel. The number of scheduled flights in the week of March 23,

2020, is estimated to have fallen by 29% compared to the same period in 2019 [10].

Preliminary research by scientists has shown that a large railway station in Wuhan, China, was the primary source of many cases of virus transmission between provinces. As a result of the New Year holiday, about 500 million tourists left Wuhan before the city was closed. To curb the spread of COVID-19, countries with large-scale rail systems, such as China, India and many European countries, have suspended or reduced rail traffic [10].

Since the new COVID-19 epidemic continues to spread around the world, governments have quickly adopted travel restrictions to reduce the epidemic impact by restricting the movement of international people. These restrictions mainly apply to international travel, but several countries have also imposed strict restrictions on the movement of people within the country.

CHAPTER 2. RESEARCH AND REVIEW OF THE INTERNATIONAL LABOR MIGRATION SYSTEM, ITS IMPACT ON THE EUROPEAN COUNTRIES AND THE WORLD

2.1 Assessment of the labor migration impact on the national economies of countries on the example of Germany and Poland

Migration of foreign labor has long been a daily occurrence for any economy. However, there is still no clear idea of its impact on the development of national economies. Realizing that migration, including labor, is a complex and multifaceted phenomenon that has a complex and ambiguous impact on economic development, we decided to limit the analysis of its effects only to the following aspects: economic growth (GDP, GDP per capita, inflation) and labor market (average wage, labor productivity). For analysis, we selected Germany (known for its loyal migration policy), Poland (as the most popular country for Ukrainian migrants) and the United States. These countries accept a large number of international labor migrants, so the impact of this phenomenon on their economy is interesting.

Since there is no data on the number of migrant workers in the last 10 years, we used the indicator to build a model - the employment rate of foreigners in Germany, Poland and the United States, respectively. To analyze the impact of labor migration on the economies of countries, a correlation-regression relationship reflecting the dependence of the change of one parameter on the change of another is used. A measure of the density of such a relationship is established. At the same time, for a qualitative and visual result, the period 2010-2019 was studied according to macroeconomic and social indicators..

We start with Germany - the locomotive of the European Union and the country, which other members of this group even condemn for such a loyal policy to migrants and refugees.

Table 2.1 – Macroeconomic and social indicators of Germany for 2010-2019
[11, 12, 13]

	Employment of foreign population, in %	Average annual salary, in US dollars	GDP, trillion US dollars	GDP per capita, US dollars	Inflation rate, in%	Labor productivity, US dollars
2010	74,4	46 772	3,396	41531	1,104	87453
2011	76,1	47739	3,744	46644	2,075	90303
2012	77,1	48392	3,527	43858	2,008	90155
2013	77,2	48862	3,733	46285	1,505	89670
2014	77	49700	3,884	47959	0,907	90911
2015	76,8	50878	3,361	41139	0,514	91555
2016	75,3	51623	3,467	42098	0,492	92117
2017	74,7	52181	3,666	44349	1,509	93230
2018	76,7	52930	3,95	47639	1,732	93593
2019	78,4	53638	3,846	46258	1,446	93548

The analysis identified two groups of indicators that have a low linear correlation and a high correlation degree. The low correlation with the percentage of employed foreigners has an inflation rate, the average correlation can characterize the percentage of employed foreigners with the average wage, GDP and GDP per capita and labor productivity.

Table 2.2 – The results of correlation analysis of the German economy

Indicator	Correlation coefficient (R)	Determination coefficient (R ²)	The degree of linear correlation
GDP	0.487	0.237	Average
GDP per capita	0.507	0.257	Average
Inflation	0.196	0.038	Low
Average annual salary	0.308	0.095	Average
Labor productivity	0.307	0.094	Average

As we can see, Germany is a fairly developed country and is dependent on the influx of migrant workers, but not at a critical level, as the economy is booming, unemployment is at its lowest level since reunification in 1989, and

employment is at a record high. However, according to official data, Germany currently lacks 1.2 million specialists. It primarily applies to the construction industry and medical care, including the care of the elderly and sick. The German government sees this as a real risk to the German economy. The situation is complicated by the fact that the population of Germany is aging. To solve the problem, Germany has no choice but to open the door to specialists from third countries.

The percentage of employed foreigners has the greatest impact on GDP per capita. Increasing the scale of external labor immigration leads to an increase in the contribution of migrants to the gross domestic product of host countries. Migrants increase the total population of working age, come with a certain level of education, skills and competencies, contribute to the development of human capital in the countries of entry.

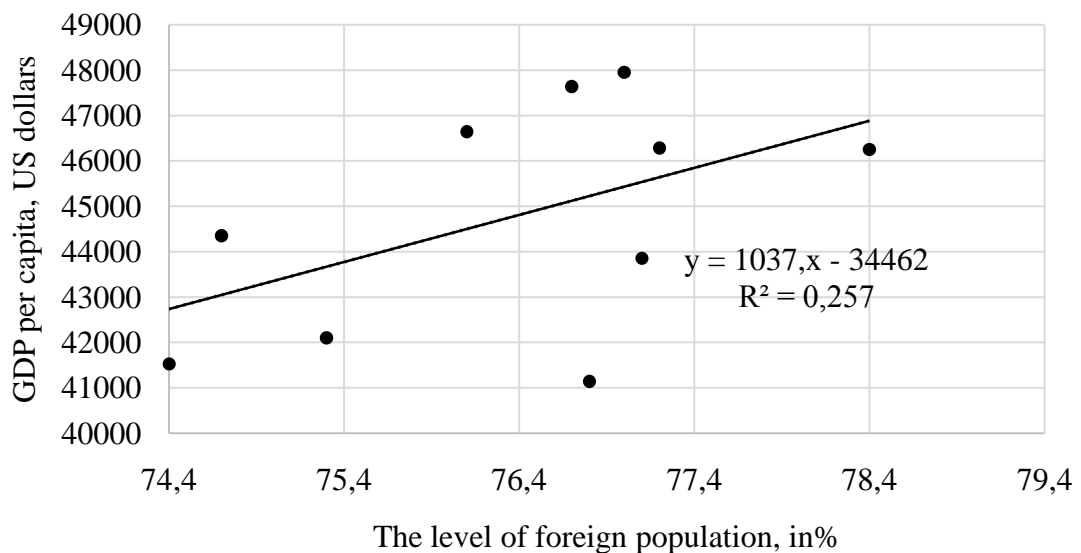


Figure 2.1–Linear correlation between the employment rate of foreign population and GDP per capita in Germany

The study confirmed the direct linear-correlation dependence of the foreign population employment on GDP per capita. The obtained equation $y = 1037,6x -$

34462 indicates that an increase in the employment rate of foreign population by 1%, increases GDP per capita by 1037.6 US dollars. The linear correlation between the indicators is average ($R = 0.507$). Regarding the indicator of determination (R^2), it is 25.73%, i.e., this value of GDP per capita is explained by the variation in the level of foreign population employment. Graphs of the dependence of other indicators on the level of employment of foreigners in table 2.7 for a clearer analysis are illustrated in Annex A.

Before Poland entered the EU, the unemployment rate in Poland was one of the highest in Central and Eastern Europe - 19.8%, and among the young population exceeded 40% [14]. By joining the EU, Poland has been able to take maximum advantage of the benefits available to every member of the European Union. probably the largest share among all Polish migrant workers. Poland's macroeconomic and social indicators are listed in Annex A..

Table 2.3 – Results of correlation analysis of Polish economy indicators

Indicator	Correlation coefficient (R)	Determination coefficient (R^2)	The degree of linear correlation
GDP	0,612	0,375	High
GDP per capita	0,619	0,384	High
Inflation	0,297	0,088	Low
Average annual salary	0,823	0,677	High
Labor productivity	0,904	0,884	Very high

According to the results of the study, almost all selected indicators have a high degree of correlation with the employment rate of the foreign population, except for the inflation rate, which has a low correlation. Poland is quite dependent on migrant workers, especially in the level of wages, labor productivity, and therefore has its impact on GDP per capita.

Polish media and experts claim that the role of Ukrainians in the local economy is becoming increasingly important. In February 2020, the influential

Warsaw newspaper Gazeta Równa determined that the collective image of Ukrainians takes the second place in the ranking of the 50 most influential people in the Polish economy - right after Prime Minister Mateusz Morawiecki and higher than President Andrzej Duda. [15].

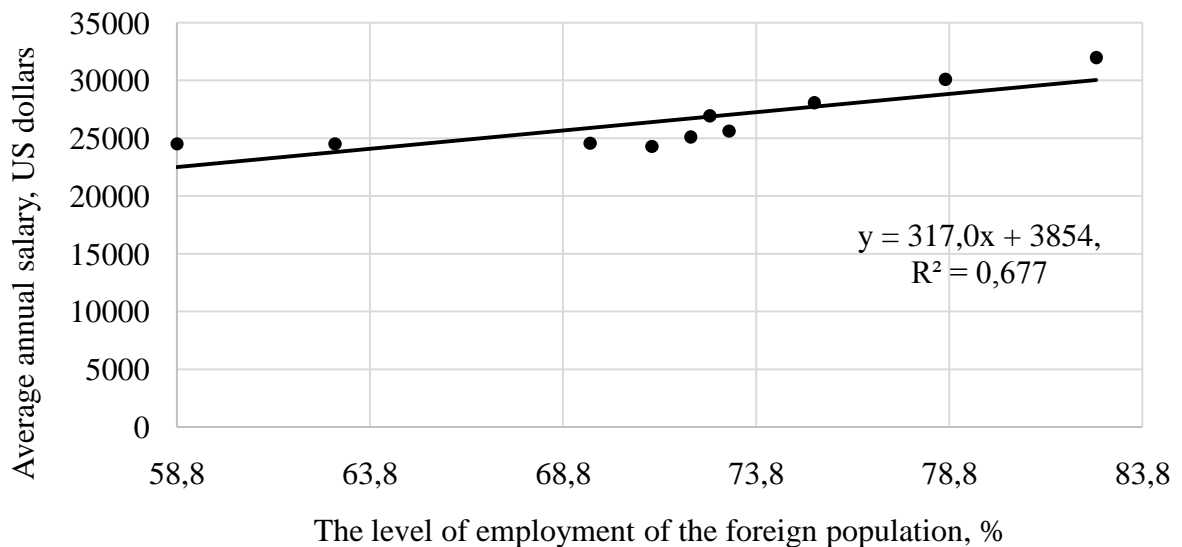


Figure 2.2–Linear correlation between the level of employment of foreign population and the average annual wage in Poland

As can be seen from the graph, the change in the average annual wage by 67.7% can be explained by the variation in the employment rate of the foreign population. This statement is confirmed by a direct linear relationship detected during the study. The linear correlation between the indicators is high ($R = 0.823$), and a change in the employment rate of the foreign population by 1% leads to an increase in the average annual wage by 317.09 US dollars. It is interesting that migrants go to Poland in search of better wages, and themselves contribute to its increase.

Another indicator that showed a very high correlation with the level of employment of the foreign population is labor productivity. It is not surprising, because every year hundreds of migrants of working age go to Poland, full of energy to work and earn money. Since Ukrainians occupy a special place among

migrants, we look at this statement. Statistics of the National Bank of Ukraine determine that over the past two years, migration has led to a reduction in the country's labor force by 5-8%, with the most productive workers leaving first. "A significant number - about 70% - are men. In terms of age, about 35% are migrants under 30, and this has become a trend. A few years ago, the number of young migrants was much lower." [16].

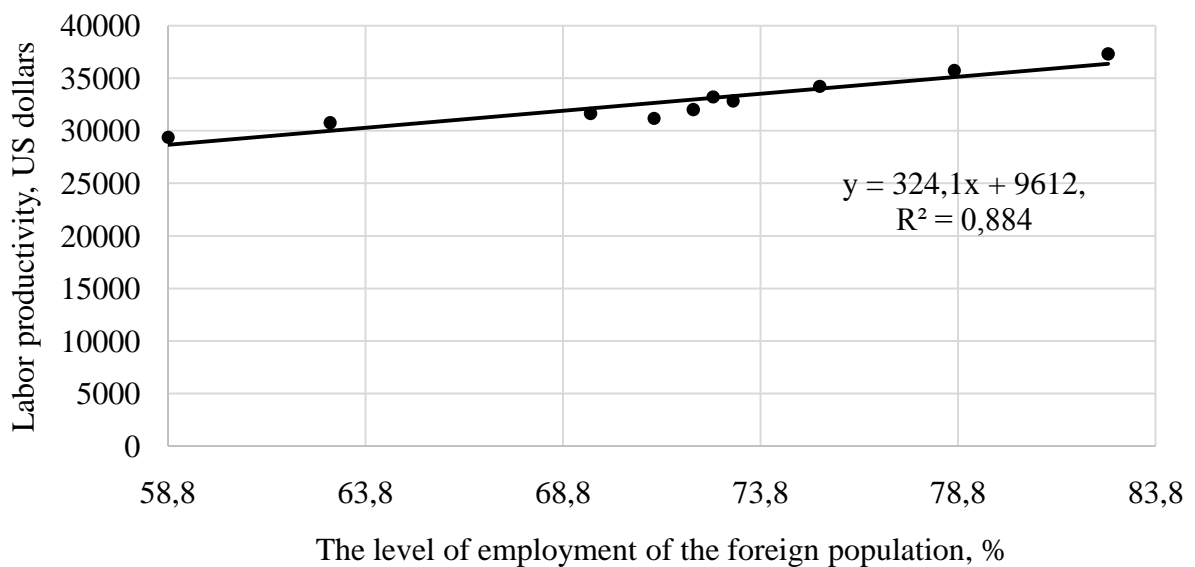


Figure 2.3–Linear correlation between the employment of foreign population and labor productivity in Poland

GDP and GDP per capita are also highly correlated, as many migrants are involved in the industrial, construction and new production sectors in Poland and increase their scale. In particular, Ukrainians are more likely to go to work in factories, warehouses, construction sites, seasonal work, and less involved in services.

As for the USA, the most powerful country among the selected countries, it is very interesting to analyze the impact of migrants on its economy, because this country is called the country of migrants. All indicators of the economy and labor market are given in Annex A.

Thus, the assessment of the labor migration impact on the economies of the world has shown that this phenomenon has a significant impact on some macroeconomic indicators. Against the background of the above, we can conclude that Poland is developing with increasing labor migration, most of all in the indicators of average wages and productivity. The lowest level of employment of foreign population, among selected countries, affects Germany, although we can not say that there is no impact at all.

2.2 Analysis of the scale and distribution among participants in international labor migration

In modern globalization and integration of economic relations, international labor migration occupies a special place in the socio-economic development of almost any country in the world and is a kind of country's development indicator, which depends on flows, scale, direction, intensity and features of migration [17]. On the one hand, migrant workers, arriving in a country, increase its labor potential, meet the needs of the economy in labor, on the other hand, sending remittances to their countries, they provide material support to their family members.

At the present stage of development, international labor migration has spread to all continents and is global in nature. According to experts, more than 3% of the world's population does not live in their country of origin, but abroad [18].

Based on World Bank calculations, international trade has fewer benefits to the global economy than international migration. The theoretical model of equilibrium of the world economy states that with the growth of the number of migrants in 2025 by 8% more than in 2000, global income will increase by 0.6% (for developed countries by 0.4%, and by 1.8% for developing countries). Based on the results of this model, migration promotes development and distributes global wealth more fairly [19].

According to the latest available estimates, in 2017 there were approximately 164 million migrant workers in the world, which is almost two thirds, or more precisely 64%, of the 258 million international migrants in the world. Among labor migrants, 96 million are men and 68 million are women, 58.4% and 41.6%, respectively. Compared to the world's population of international working-age migrants, who are considered to be 15 years old (234 million), migrant workers make up 70 percent of the total. However, for a number of reasons, these global indicators are likely to be underestimated. Although global studies on labor migration have been conducted before, the ILO notes that they cannot be compared to 2017 due to differences in the definition and changes in methodology and data sources [20].

For comparison, according to ILO estimates, in 2013 there were 150.3 million migrant workers worldwide. Of these, 83.7 million are men and 66.6 million women - respectively 55.7% and 44.3% of the total (Fig.2.1) [21].

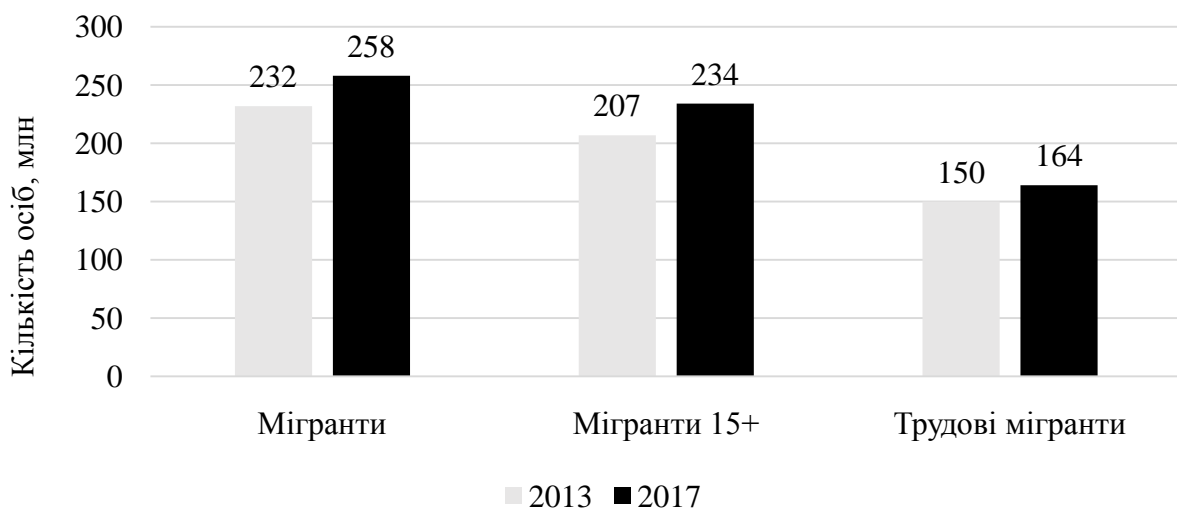


Figure 2.4 – Number of migrants by categories in 2013 and 2017 [21; 22]

Analyzing these data we see an upward trend in labor migration. Moreover, between 2013 and 2017, the share of men among migrant workers increased from 55.7% to 58.4%, while the share of women among migrant workers fell from 44.3% to 41.6% over the same period. The higher proportion of men among migrant

workers can also be explained by a variety of factors, including a higher likelihood of women migrating for non-work reasons (such as family reunification) and possible discrimination against women, which reduces the possibility of their employment in the countries of destination. Social stigma, discriminatory policies and legislation, and violence and harassment not only undermine women's access to decent work, but can also lead to low wages, lack of equal pay and underestimation of women's-dominated sectors.

111.2 million (67.9%) of the 164 million migrant workers worldwide work in high-income countries, 30.5 million (18.6%) in above-average countries, 16.6 million (10.1%) - in countries with below-average incomes and 5.6 percent. million (3.4%) in low-income countries (fig. 2.7)

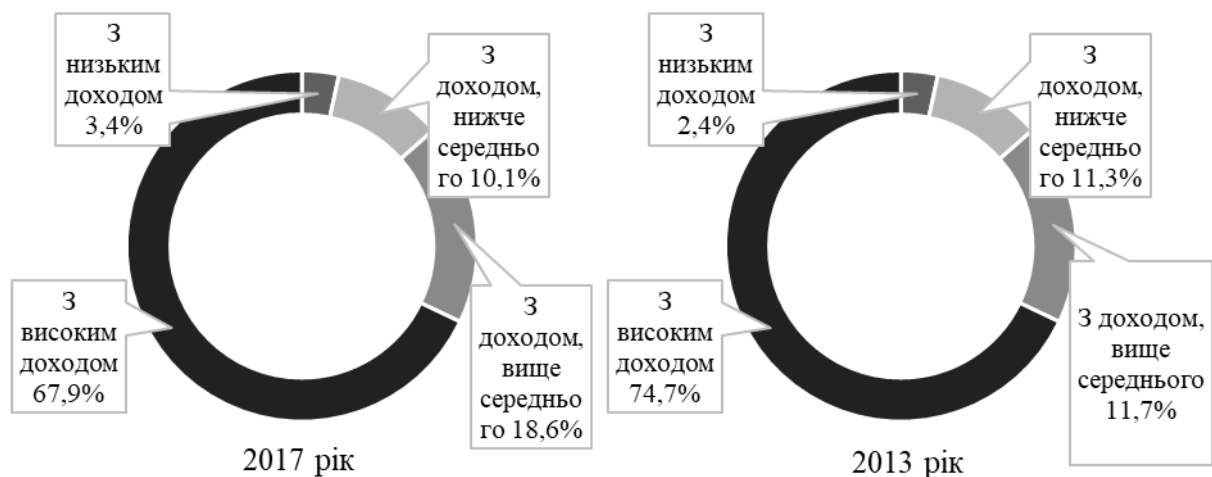


Figure 2.5 – Distribution of labor migrants by income level in 2013 and 2017[21; 22]

From 2013 to 2017, the concentration of migrant workers in high-income countries decreased from 74.7 to 67.9%, while their share in middle-income countries increased, indicating a change in the number of migrant workers from high-income to lower income of countries. This growth can be explained by the economic development of some low-income countries, especially if these countries are in close proximity to the countries of origin of migrants with close

social networks between the countries of origin of migrants and countries of destination.

The main areas of migrants' activity: agriculture, industry, including production and construction, and services. Moreover, the service sector accounts for more than 71% of all employed migrants, 7.7% of whom work in households.

Table 2.4 - Distribution of labor migrants by sectors of economic activity in 2013

	Migrant workers, in millions			Migrant workers, in% of the total		
	Total	Men	Women	Total	Men	Women
Agriculture	16,7	9,3	7,4	11,1	11,2	11,1
Industry	26,7	16,6	10,2	17,8	19,8	15,3
Services	106,8	57,8	49,0	71,1	69,1	73,7

It is interesting to note the gender differences in the distribution of migrant workers by economic sectors. For both sexes, the share of agriculture is almost the same (about 11%). Men are more often employed in industry (19.8% vs. 15.3% for women), and less in services (69.1% compared to 73.7% of women). This difference in the attitude of the service sector is reflected in the more active participation of women as domestic servants. If we do not take into account employment at home, the gender structure of employment in other service sectors shows that they employ 65.4% of men versus 61.0% of women.

We look at the study "Labor migration from Ukraine: change of country of employment, growing macroeconomic impact", authored by the German Advisory Group in Ukraine [24].

The Ukrainian Labor Force Survey (LFS) with special migration modules for 2012 and 2017 considers migrant members of households in Ukraine, i.e., mostly temporary migration (regular and irregular). Information on partner countries, in particular agreed by Eurostat, applies to all citizens of Ukraine who are officially employed.

Table 2.5 – Number of Ukrainian migrants by employment country, thousand people

	Labor force survey (LFS)		Partner country data	
	2012	2017	2012	2017
Former USSR				
Belarus	21	22	No data available	No data available
Kazakhstan	No data available	No data available	No data available	No data available
Russia	510	343	No data available	346
EU countries				
Czech Republic	152	123	103	116
Germany	28	10	112	118
Italy	156	147	225	235
Poland	169	507	122	451
Portugal	21	21	44	32
Spain	52	No data available	78	89
Total in the EU			779	1177
Others				
Israel	No data available		No data available	No data available
USA	No data available		No data available	No data available
Other countries	70	93		
Total	1182	1303		

According to the study, the main host countries of Ukrainian workers are neighboring countries - the Russian Federation, Poland, the Czech Republic, as well as the countries of Southern Europe (Italy, Spain, Portugal). The results of 2012 compared to 2017 show that the distribution of migrant workers by destination has changed over the years: the share of the Russian Federation has decreased, and, conversely, the share of European countries has increased, especially Poland. Poland is currently the main host country for labor migrants from Ukraine. This trend is due to the needs of the state labor market, as well as employment legislation that allows foreigners to stay in Poland for up to 6 months

during one. Ukrainians also migrate to Poland due to territorial and cultural proximity [24].

In 2017, 70% of Ukrainian migrants are men and they predominate in all countries of employment, except Italy, where 71% of the foreign workforce are women, who provide services as housewives, care services in Italian families. Men are more physically involved in construction, industry and agriculture.

According to this study, people with higher education are less likely to migrate, while those with vocational education are more represented among the foreign labor force: the share of migrants among the working age population is 45%, which is higher than the level of migrants with higher education (33%). Conversely, migrants with some professional training account for 34% of the number of migrants (46% in Poland), which is only 24% of the total working age population.

CHAPTER 3 The main problems of labor migration in terms of regional governance, finding solutions and further forecasts

3.1 Research of the latest achievements, problems and consequences of labor migration in the European space

Developed economies remain the main destinations for immigrants from around the world. However, although the share of immigrants living in developed economies continues to grow, growth has slowed compared to the last few decades (2014 compared to 2010), which may be the result of the recent economic crisis.

There is a great historical difference between labor migration to destinations during the post-World War II reconstruction period and labor flow in a regional group (especially in the EU integration process) and South-North labor migration over the last two decades. Although the first two were carried out at the same time as the consolidation of labor legislation and social protection systems, the current migration of labor to developing economies is taking place in the context of often weaker systems.

This increase in modern mobility has at least two important implications for countries with weaker governance systems. The first is the urgent need to disseminate and implement international labor standards and sustainable technical assistance to ensure the proper management and implementation of the Sustainable Development Goals. Although labor migration South-North can bring positive benefits to migrant workers and their families, due to the lack of clear labor legislation and social protection system, as well as a functional mediation mechanism in the labor market, social and economic costs will remain high, and the development of low efficiency.

The second impact is that regional economic communities and regional consultation processes play a more important strategic role in providing Member States with policy guidance and technical frameworks to facilitate the adoption and implementation of coherent policies that meet international labor standards. They

can promote trust, unity and unity between source countries, rather than allow unrestricted competition.

Although the impact of immigration and diversity on social cohesion is unclear, there is a close relationship between social cohesion and immigrant integration. If part of the population (including immigrants) is excluded from certain areas, communities, cities and / or countries, social cohesion will not be achieved. Therefore, despite the lack of a universal definition, the concept of "integration" may include social cohesion and the integration of immigrants in various social spheres, such as education, health, employment, housing, civic and political participation.

Opponents of more open migration policies are often concerned about the possible displacement and consequences of strong migration, as well as the fiscal burden of assimilation and integration policies. On the other hand, Europe has high hopes for immigration, which is designed to intercept some of the negative effects of demographic change. Indeed, immigration affects the economy of the host country through a wide range of channels. This changes the number and composition of the labor force, affects the accumulation of capital and demand for goods and affects the state budget, tax revenues and transfer payments [25]. All these channels must be taken into account when assessing the economic consequences. The latter also strongly depend on the characteristics of migrants and the rapid and successful integration of the labor market [26]. The most important factors from the economic point of view are the age and educational structure of immigrants. Other important aspects are wage flexibility, the degree of complementarity or substitution, ie how similar or complementary migrants are, and the rapid adjustment of capital and export stocks [27].

In general, migration is common among young, single, skilled adults [28]. Age is a very limiting factor in the decision to migrate. As a rule, international border crossings take place in a narrow age range of 25 to 35 years. People over

the age of 40 decide to take this step only in exceptional cases, as the intangible costs of migration, in particular, are much higher for them than for young people.

It is also striking that migrant workers often have a higher average level of education than their country and are often even more highly skilled than the population in the target country. In OECD countries, about a third of immigrants have a university degree [29]. One possible explanation for this is that for highly qualified people, the cost of migration is lower on the one hand and lower on the other.

Defining the terms "inclusion" and "cohesion" is a difficult task, as there is currently no accepted definition. The frequent use of various closely related terms and the difficulty of identifying these terms further exacerbate the vagueness of these concepts [30].

In a broad sense, social cohesion can be defined by the concepts of "unity", "closeness", "tolerance" and "harmonious coexistence". This is not necessarily related to migration and immigration. Generally speaking, it concerns a connection that connects society as a whole through trust and common social norms. Although this link is largely weakened by wealth and income disparities, poverty or conflicts between communities, races or ethnic groups, the impact of immigration (especially diversity) on social cohesion is becoming increasingly questionable. However, so far empirical evidence is ineffective. While some studies show that diversity has a negative impact on countries such as the United States, UK and wider European studies have found that income inequality and poverty have a greater impact on social cohesion than diversity.

Table 3.1 - Summary of the main models of modern integration

Integration model	Immigration adaptation	Social acceptance	Examples of policies			
Assimilation	High	Low	White politics, 1901–1966	Australian	Restrict "white" immigration and "white" immigration	"non-immigration assimilate"

Multiculturalism	Low	High	Canada, the policy of multiculturalism, 1971	Recognize that "multiculturalism reflects the diversity of Canadian society, culture and ethnicity"
Fusing	Average	Average	European Union Action Plan for the Integration of Third-Country Nationals, 2016	Think of synthesis as a "dynamic two-way process"

Source: Hikichi Yasuhiko. The paradox of immigration integration. // Bulletin of the Faculty of Modern Humanities of the University of Waco № 8 (March 2015) [30]

Different models have been adopted to restore the balance between diversity and unity, but some argue that this balance has been lost due to the introduction of multiculturalism. At the national level, the model we rely on today is the integration model, the model between assimilation and multiculturalism. She believes that the adaptability of immigrants and the acceptance of the host society have reached a medium level. Although there is no generally accepted definition, it is generally considered to be a two-way process of mutual adaptation between immigrants and the society in which they live. At the local level, an intercultural integration method has emerged that emphasizes the importance of contacts and connections between people from different backgrounds, including immigrants and citizens. It is based on the idea that diversity is an asset and aims to build mutual understanding and multiculturalism and use it to combat discrimination and inequality. This description of the policy stems from Quebec's response to Canadian multiculturalism in the 1980s, and has since been adopted by a growing number of cities, districts, and countries such as Spain and Italy [31].

3.2 Recommendations on ways to improve the system of state regulation of international labor migration in Europe and forecasts of its future development during the pandemic

In view of all the aspects analyzed in this study, it can be said that the European Union is experiencing one of the most delicate moments, related in particular to issues such as migration. This is a turning point, which is also due to such pressing issues as Brexit or exclusion from citizenship under the European project. Given all this, and bearing in mind that migration in the world at large and in Europe in particular is a present and future reality, a reconfiguration of environmental policy is at least necessary.

The following are a number of suggestions or recommendations that could be considered to address migration issues or at least improve the current situation:

The following guidelines may be valuable to achieve the practical effect of the above principles:

- to formulate and implement national, regional and multilateral labor migration policies guided by international labor standards, other relevant international standards and multilateral agreements concerning migrant workers;
- to ensure continuity between labor migration, employment and other national policies to understand the broad social and economic impact of labor migration, as well as to promote decent work for all and to promote full, productive and free choice of employment;
- to create a mechanism to ensure coordination and consultation between all government ministries, authorities and agencies involved in labor migration;
- to implement policies to solve specific vulnerabilities of certain groups of migrant workers, including migrant workers in abnormal conditions;
- to ensure that labor migration policies consider gender aspects, and emphasize the challenges that women often face in the migration process;

- to ensure that specific structures and mechanisms in these government ministries have the necessary functions and capabilities to develop, formulate and implement labor migration policies, including, if possible, the establishment of a special unit to work with migrant workers;
- to establish tripartite procedures to ensure that employers 'and workers' organizations consult on labor migration and take their views into account.

All these recommendations or suggestions could take place in society, as they are not unattainable or unrealized actions. However, brakes or barriers are often set by those who could change the situation for the better.

The 2020 pandemic and its consequences have changed the lives of people around the world. And it has had a particularly strong impact on the migrants' lives, according to a report by the Organization for Economic Co-operation and Development (OECD). During the fight against coronavirus and anti-epidemiological restrictions, migrants played a significant role in health, retail and supply.

The pandemic has sharply reduced migration to OECD countries. According to preliminary data, in the first half of 2020 the influx of migrants was twice less than in the same period last year. The issuance of new visas and permits in OECD countries in the first half of 2020 fell by 46% compared to the same period in 2019. It is the largest reduction ever recorded. In the second quarter, the decline was 72% (Fig. 3.1).

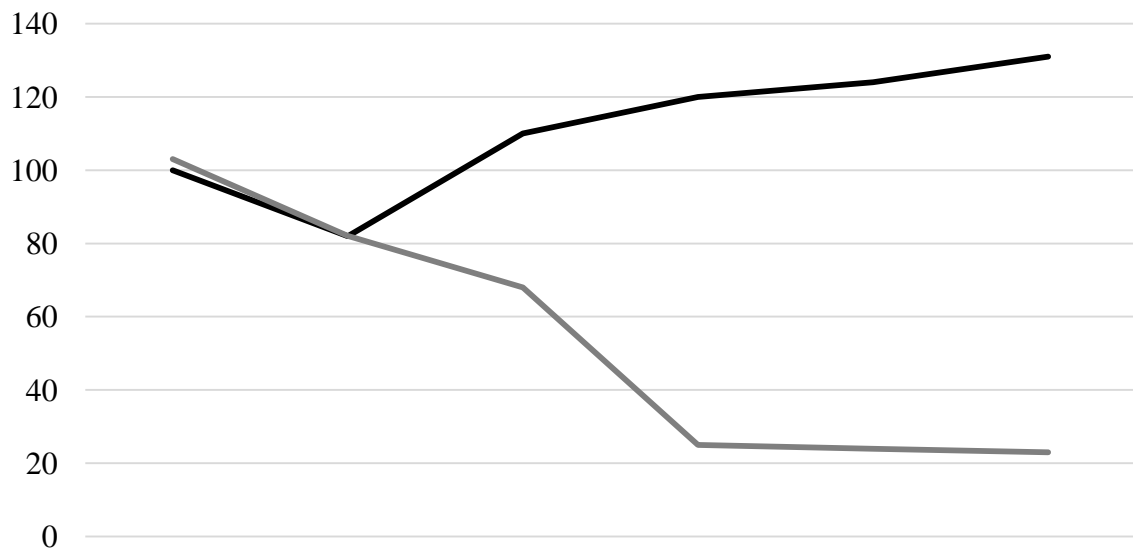


Figure 3.1 - Permits and visas issued to OECD countries in 2019 and 2020

In general, 2020 is expected to be a historic minimum for international migration in the OECD region. And, according to forecasts, in the near future the situation is unlikely to change - even with the recovery of the economy. Experts cite the pandemic transformation of the labor market and the growing transition to telecommuting as one of the reasons.

All this also includes rethinking the role of the European Union in the international arena and strengthening the democratic model. The positions of the past must be saved, supported and not overlooked what motivated European leaders to move forward in areas such as the Schengen area. It follows that the European Union and the world at large must plunge into the process of introspection, as the decades-long role of human rights defenders has called into question the very values that support it..

3.3. Impact of the COVID-19 pandemic on Ukrainian migrants

COVID-19 has put an end to life in Ukraine, leaving many migrant workers with a difficult choice: to stay abroad and work in dangerous conditions; lose your job and quarantine, unemployed, in a foreign country; or return home where there is no work.

Remittances from migrant workers are an important source of income for Ukraine. Families of migrant workers rely on money to go home to meet their immediate needs from food and housing to education and health care. The current business slowdown and the coming recession could negatively affect the earnings of migrant workers. Remittance-dependent families and communities are likely to experience “cost-cutting” and “lower consumption” effects, creating economic problems in communities of origin.

Despite the spring wave of migrant returns and further difficulties in their countries of employment, Ukrainian migrant workers continue to do everything possible and impossible to support their families.

Labor migration is the main tool of remittances. Thus, private transfers in 2020 (\$ 12,121 million) increased by 1.68% compared to 2019 (\$ 11,921 million): they consist of net wages of international migrants and private transfers (Table 3.2). Net wages form the part of a family member's earnings abroad that is sent to the household in their economy and is the difference between the migrant's wages and their expenditures in the recipient country. Transfers are made through official and unofficial channels.

Contrary to previous forecasts of a significant decline in private remittances due to the coronavirus crisis (the World Bank predicted an annual decline of 14%) in January-August 2020, in Ukraine the decline was only 6.4% [49], but NBU external sector statistics show annual growth of remittances of international migrants to Ukraine.

Table 3.2 - Volumes of private remittances to Ukraine, million dollars USA [49].

Indicator	Year		
	2018	2019	2020
Net wages(NW)	7911	8907	8796
Privatetransfers(PT)	3200	3014	3325
Private transfers(NW+PT)	11111	11921	12121

Preliminary forecasts were made in connection with the closure of Ukraine's borders in the spring of 2020, and the return of millions of migrant workers home. Indeed, the largest decline in foreign private remittances since the introduction of quarantine measures was observed in March, April and May, as shown in Figure 3.1.

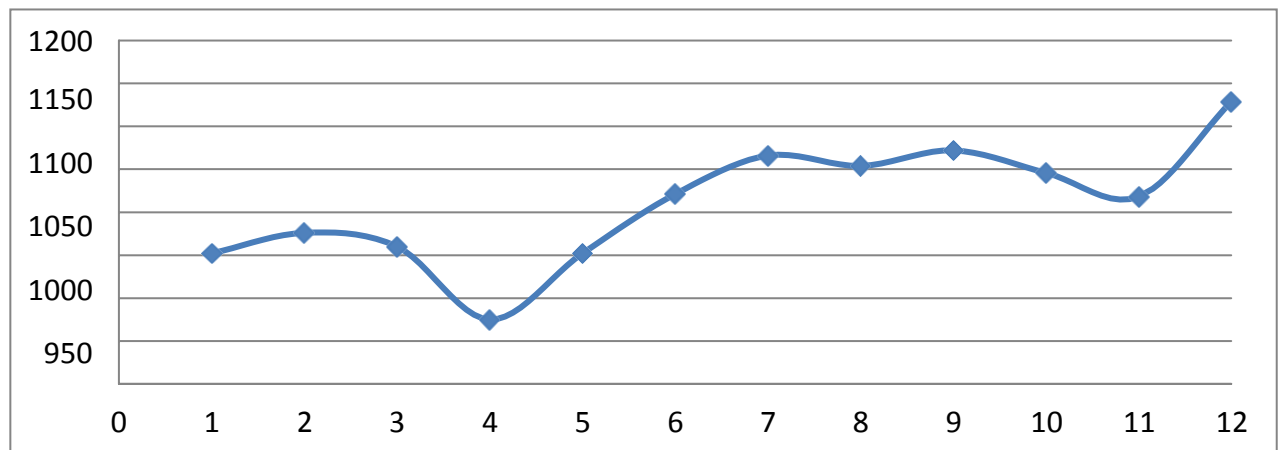


Fig. 3.1. Dynamics of private remittances to Ukraine by 2020, \$ million USA

Source: according to the data [49].

Since 2015, when the National Bank of Ukraine began to keep statistics, the largest volumes of private remittances are made from countries such as Poland, Russia, the Czech Republic, the United States and the United Kingdom. Poland has been in the lead from 2016 to the present.

From 2015 to the third quarter of 2020, Ukrainians transferred more than \$ 16.1 billion from Poland. USA.

Analyzing the volume of private remittances during the COVID-19 pandemic, during the I-III quarters of 2020, they amounted to 8928 million dollars. USA. In terms of the main recipient countries of Ukrainian migrants, no major structural changes took place - 27.5% were transfers from Poland, 9.7% - from Russia, 8.6% - from the Czech Republic, 8.0% - from the United States, 7.2% - from the United Kingdom.

Since during the COVID-19 crisis, contrary to expectations, there was an increase in remittances during 2020, an increase of 17% compared to 2019, respectively, increased remittances of individuals in foreign currency in various regions and regions of Ukraine. Growth is observed in all regions of the country, as well as Kyiv and Sevastopol.

The only exception is the FEZ "Crimea" (-88.6%).

Transfers to such Ukrainian regions as Zakarpattia (+ 47.7%), Ivano-Frankivsk (+ 44.6%), Ternopil (+ 38.8%), Chernivtsi (+ 37.5%), Volyn increased the most + 35.0%), Lviv and Khmelnytsky (+ 34.9%), the least - Cherkasy and Kharkiv (6.4%).

In absolute terms, the largest amounts of remittances are sent to Kyiv and Odesa region.

Ternopil families received much more money during the pandemic than in 2019. The remittances contribute to the development of households and the movement of the economy, human potential, poverty and inequality, foreign exchange earnings, but such data suggest that there is an outflow of labor, including highly skilled workers in the region.

The Ukrainian government's desire to limit emigration is understandable - the mass outflow of labor may have negative consequences for the country in the future. Migrants do not pay taxes in Ukraine, but receive certain forms of social assistance from the state, such as sick leave and maternity leave, compensation for injuries at work, and pensions. Another issue of concern is the fact that many Ukrainians working abroad work without qualifications or in

low-skilled jobs.

The problem for Ukrainians remains that most migrants abroad work in areas that do not allow them to work remotely during lockdowns and other quarantine activities, and that when businesses reopen, governments in destination countries are likely to prefer hiring their own citizens.

Poland is most interested in Ukrainian workers, as most of them already worked there before the pandemic (almost 12% of all workers). A study by the National Bank estimates their contribution to 11% of Poland's GDP between 2014 and 2018 [50]. Poland quickly adapted to the new challenges of the pandemic, allowing Ukrainians whose legal stays had expired to remain in the country legally. The Polish government has allowed the issuance of work visas by mail, facilitating the employment of foreign workers.

At the same time, Ukraine lacks a balanced migration policy, let alone a strategy. As a result of the pandemic, the number of unemployed reached half a million, according to statistics from the Ukrainian State Employment Center, and the only active sectors are logistics, security and trade. Ukraine needs a real strategy to encourage its citizens to return, including industrial and job development programs.

Given the current volatile economic situation in Ukraine, including high unemployment and low wages, Ukrainians will continue to try to work abroad, especially within the EU. However, the migration flow may slow down due to the epidemiological situation in our country and the world. Despite this, Ukrainian migrants are even more eager to accumulate their forces and resources and send funds to all regions of Ukraine to take care of their families.

CONCLUSIONS

In general, today's international migration, as in previous eras, is closely linked to the development of the host country and the country of departure. Migration is an ideal way to promote overall development. It is done to improve the economic and social conditions in the two types of countries in a coordinated or joint way based on the complementarity of origin and destination countries. Migration has played a positive role in enabling workers to meet labor needs in developed and high-growth developing countries, while reducing unemployment and underemployment in countries of origin, and in the process bring benefits to the latter. Remittances, savings and knowledge.

Thanks to this study, the following conclusions were drawn:

1. According to the International Labor Organization, migrant workers are all international migrants who are working, unemployed or looking for work in their country of current residence. The driving force behind global labor migration stems from the huge difference in employment opportunities and income levels between the country of origin and the recipient country.

2. Almost half of migrant workers (48.5%) are concentrated in North America and Northern, Southern and Western Europe, while only one-fifth of migrant workers (21.9%) are in the Asia Pacific region. Arab countries account for one-tenth of the world's immigrant population. This is a trend that has changed over the last two decades. The regions with the largest share of migrant workers among all workers are the Arab countries, followed by North America and Northern, Southern and Western Europe.

3. The main features of the migration crisis in the European Union are considered to be the following: illegal border crossing by many migrants; formation of a lively structure of migrants' smuggling and the lack of a uniform legislative and executive policy in the field of illegal migration; insufficient and irrational funding of host countries for the legal, economic and social problems of

migrants and the low level of employment and education among informal migrants; the spread of xenophobic sentiments among the population of the European Union due to the reluctance of some migrants to abide by local rules and laws.

4. Since the new COVID-19 epidemic continues to spread around the world, governments have been quick to adopt travel restrictions to reduce the epidemic impact by restricting the international people's movement. These restrictions mainly apply to international travel, but several countries have also imposed strict restrictions on the movement of people within the country..

5. The pandemic has sharply reduced migration to OECD countries. According to preliminary data, in the first half of 2020 the influx of migrants was twice less than in the same period last year. The issuance of new visas and permits in OECD countries in the first half of 2020 fell by 46% compared to the same period in 2019. This is the largest reduction ever recorded. In the second quarter, the decline was 72%.

6. Migration of foreign labor has long been a daily occurrence for any economy. However, there is still no clear idea of its impact on the development of national economies. Realizing that migration, including labor, is a complex and multifaceted phenomenon that has a complex and ambiguous impact on economic development, we decided to limit the analysis of its effects only to the following aspects: economic growth (GDP, GDP per capita, inflation) and labor market (average wage, labor productivity).

7. Germany is a highly developed country and depends on the influx of migrant workers, but not at a critical level, since the economy is booming, unemployment is at its lowest level since reunification in 1989, and employment is at a record high. However, according to official figures, Germany currently lacks 1.2 million professionals. It primarily applies to the construction industry and medical care, including the care of the elderly and sick. The German government sees this as a real risk to the German economy. The situation is complicated by the

fact that the population of Germany is aging. To solve the problem, Germany has no choice but to open the door to specialists from third countries.

8. Poland is quite dependent on migrant workers, especially in terms of wages, productivity, and therefore has an impact on GDP per capita.

9. Assessment of the labor migration impact on the world economies has shown that this phenomenon has a significant impact on some macroeconomic indicators. Against the background of the above, we can conclude that Poland is developing with increasing labor migration, most of which is observed in the indicators of average wages and productivity. Germany has the least foreign employment rate among selected countries, although it cannot be said that there is no impact at all.

10. According to World Bank estimates, international trade has fewer benefits to the global economy than international migration. The theoretical model of equilibrium of the world economy states that with the growth of the number of migrants in 2025 by 8% more than in 2000, global income will increase by 0.6% (for developed countries by 0.4%, and by 1.8% for countries developing). Based on the results of this model, migration promotes development and distributes global wealth more equitably.

11. The main areas of migrants' activity: agriculture, industry, including production and construction, and services. Moreover, the service sector accounts for more than 71% of all employed migrants, 7.7% of whom work in households.

12. Different models have been adopted to restore the balance between diversity and unity, but some argue that this balance has been lost due to the introduction of multiculturalism. At the national level, the model we rely on today is the integration model, the model between assimilation and multiculturalism. At the local level, an intercultural integration method has been developed. It emphasizes the importance of contacts and relationships between people of different backgrounds, including immigrants and citizens.

13. The European Union and the world must plunge into the introspection process since the decades-long role of defending human rights has called into question the very values that uphold it.

REFERENCES

1. Сірант М. Вплив глобалізаційних процесів на формування потоків трудової міграції // Вісник Національного університету «Львівська політехніка». Юридичні науки, 2014. № 782. С. 38–43.
2. Usher E. Migration and labour. In: Usher E, editor. Essentials of migration management: a guide for policy makers and practitioners. Geneva: United Nations Publications; 2004.
3. ILO background note: the contribution of labour migration to improved development outcomes. Mainstreaming of migration in development policy and integrating migration in the post-2015 UN Development Agenda. Geneva: International Labour Organization; 2015.
4. 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.
5. Ravenstein E. G., “The Laws of Migration,” Journal of the Royal Statistical Society, XLVIII, Part 2 (June, 1885), 167–227. Also Reprint No. S-482 in the “Bobbs-Merrill Series in the Social Sciences”.
6. Балашова, Т. Н. Міграція і демографія як невідкладні напрямки розвитку пріоритетних національних проектів [Текст] / Т. Н. Балашова // Міграційне право. - 2013. - №1. - 19 с.
7. Леонардо Алль. Основні міграційні маршрути в ЄС.– Режим доступу: Eurodiplomat - <https://www.eurodiplomat.com/main-migratory-routes-into-the-eu/>.
8. Scalia G. (2016) European migrant crisis, last measures of the EU policy on migration. – Режим доступу: <http://mediterraneanaffairs.com/european-migrantcrisis-last-measures-of-the-eu-policy-on-migration/>.

9. International Migration Outlook (2019) – Published by OECD on October 15 (online) – Режим доступу: <https://www.oecd.org/migration/international-migration-outlook-1999124x.htm>.
10. CORONAVIRUS. How and When will Aviation Recover from COVID-19? – Режим доступу: <https://www.oag.com/coronavirus-airline-schedules-data>.
11. The World Bank. Personal remittances, received and paid. [Електронний ресурс] – Режим доступу: https://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS?end=2018&most_recent_value_desc=true&start=1970.
12. OECD. [Електронний ресурс] – Режим доступу: <https://data.oecd.org/>.
13. Statista. [Електронний ресурс] – Режим доступу: <https://www.statista.com/>.
14. Міжнародна економіка : навч. посіб. / за ред. Г. Е. Гронтковської та ін. Київ: «Центр учбової літератури», 2014. 384 с.
15. Gazeta Prawna. Oto ranking 50 najbardziej wpływowych ludzi polskiej gospodarki. [Електронний ресурс] – Режим доступу: <https://biznes.gazetaprawna.pl/artykuly/1103285,ranking-50-najbardziej-wplywowych-ludzi-polskiej-gospodarki.html>.
16. Національний банк України. Інфляційний звіт, січень 2020 року. [Електронний ресурс] – Режим доступу: <https://bank.gov.ua/ua/news/all/inflyatsiyniy-zvit-sichen-2020-roku>.
17. Якшибаева Г.В. Анализ динамики и структуры трудовой миграции в регионе// Экономика и предпринимательство. – 2017. – № 8-3(85-3). – с. 1215-1223
18. Миценко І.М., Стежко Н.В. Міжнародна економіка: навч. посіб. Кіровоград: КНТУ, Поліграф-Сервіс, 2013. 640 с.

19. Международная миграция и развитие. Доклад эксперта. – Режим доступа: <http://docplayer.ru/27688231-Mimun-2016-mezhdunarodnaya-migraciya-irazvitiie-generalnaya-assambleya-dokladeksperta.html>.
20. International Organization for Migration (IOM). WorldMigrationReport 2020. [Электронный ресурс] – Режим доступа: https://publications.iom.int/system/files/pdf/wmr_2020_en_ch_2.pdf.
21. ILO global estimates on migrant workers Results and methodology, 2015. [Электронный ресурс] – Режим доступа: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_436343.pdf.
22. ILO Global Estimates on International Migrant Workers Labour Migration Branch Conditions of Work and Equality Department Department of Statistics Results and Methodology, 2017. [Электронный ресурс] – Режим доступа: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_652001.pdf.
23. United Nations Department of Economic and Social Affairs. International migrant stock 2019: Graphs. [Электронный ресурс] – Режим доступа: <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimatesgraphs.asp?3g3>.
24. "Трудова міграція з України: зміна країни працевлаштування, зростаючий макроекономічний вплив" Німецької консультативної групи в Україні. [Электронный ресурс] – Режим доступа: https://www.german-economic-team.com/ukraine/wp-content/uploads/sites/7/GET_UKR_EM_11_2020_en.pdf.
25. E. G. Ravenstein, "The Laws of Migration," Journal of the Royal Statistical Society, XLVIII, Part 2 (June, 1885), 167–227. Also Reprint No. S-482 in the "Bobbs-Merrill Series in the Social Sciences."

26. Bahromov M, Weine S. HIV prevention for migrants in transit: developing and testing TRAIN. *AIDS Educ Prev.* 2011;23(3):267–80.
27. Ronzheimer, P. (2016). Ein Monat ist vergangen seit dem Putschversuch in der Türkei. [online] – Режим доступу: <http://www.bild.de/politik/ausland/interview/europademuetigt-die-tuerkei47317120.bild.html>.
28. Ahonen EQ, Benavides FG, Benach J. Immigrant populations, work and health: a systematic literature review. *Scand J Work Environ Health.* 2007;33(2):96–104.
29. OECD statistics: database on immigrants in OECD countries. Paris: Organisation for Economic Co-operation and Development; 2015. – Режим доступу: <https://stats.oecd.org/>.
30. Hikichi Yasuhiko. Парадокс імміграційної інтеграції. // Вісник факультету сучасних гуманітарних досліджень Університету Вако № 8 (березень 2015 р.).
31. International Organization for Migration (IOM) (2015). How the World Views Migration. IOM's Global Migration Data Analysis Centre, Geneva.
32. COVID-19 crisis puts migration and progress on integration at risk. [Електронний ресурс] – Режим доступу: <https://www.oecd.org/newsroom/covid-19-crisis-puts-migration-and-progress-on-integration-at-risk.htm>.
33. 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.
34. Палагнюк О. В. Теорії та аналітичні моделі дослідження міжнародної міграції [Електронний ресурс]. – Режим доступу: <http://nauka.zinet.info/20/palagnyuk-o.php>.
35. Ровенчак О. Визначення та класифікації міграцій: наближення до операційних понять [Електронний ресурс] / Ольга Ровенчак // Політичний

МЕНЕДЖМЕНТ. – 2006. – № 2(17). – 135 с. – Режим доступа: <http://www.politik.org.ua/vid/magcontent.php3?m=1&n=56&c=1189>.

36. Hatton T. J. What Fundamentals Drive World Migration? / T. J. Hatton, J. G. Williamson. – World Institute for Development Economics Research ; United Nations University : Discussion Paper, 2003.– 23 p.

37. La Vanguardia (2015): EU and Balkan leaders before a difficult and open meeting on refugees (10/25/15) (online). – Режим доступа: <http://www.lavanguardia.com/politica/20151025/5443836501/leaders-of-eu-and-balkans-before-a-meeting-difficult-and-open-about-refugees.html>, accessed June 22, 2016.

38. Maldita.es (2019). The bulls about immigrants and refugees who circulated the most in Europe during the campaign. – Режим доступа: <https://maldita.es/maldito-bulo/los-bulos-sobreinmigrantes-y-refugiados-que-mas-circularon-en-europa-durante-la-campana>.

39. Ministry of Interior (2019). Biweekly Report on Irregular Immigration. Data accumulated from January 1 to October 14, 2019. – Режим доступа:

http://www.interior.gob.es/documents/10180/10952884/informe_quincenal_acumulado_01-01_al_14-10-2019.pdf/b5901710-7c65-4d02-9c55-f477df788fff.

40. Moufakkir, Omar. Culture shock, what culture shock? Conceptualizing culture unrest in intercultural tourism and assessing its effect on tourists' perceptions and travel propensity – Режим доступа: https://www.researchgate.net/publication/275449370_Culture_shock_what_culture_shock_Conceptualizing_culture_unrest_in_intercultural_tourism_and_assessing_its_effect_on_tourists'_perceptions_and_travel_propensity.

41. Piotr Juchno. Migrant integration - Luxembourg: Publications Office of the European Union, 2017 – p. 111 - ISBN 978-92-79-74147-0.

42. The Reason (2015). Spain, third European country with the lowest crime rate. [online] – Режим доступу: <https://www.larazon.es/espana/espana-tercer-pais-Europea-con-latas-de-criminalidad-mas-baja-FA10762632>.
43. Україна: Барометр щастя 2020 // Європейська бізнес асоціація. – Режим доступу: <https://eba.com.ua/wp-content/uploads/2020/04/UKR-Barometer-2020.pdf>.
44. European Parliament (2019) // The management of external borders. – Режим доступу: <http://www.europarl.europa.eu/factsheets/es/sheet/153/la-gestion-de-las-fronteras-exteriores>.
45. Frédéric Docquier, Çağlar Ozden, Giovanni Peri. The Labour Market Effects of Immigration and Emigration in OECD Countries (2013) – Режим доступу: <https://doi.org/10.1111/eoj.12077>.
46. United Nations Department of Economic and Social Affairs. International migrant stock 2019: Graphs. [Електронний ресурс] – Режим доступу: <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimatesgraphs.asp?3g3>.
47. Worldatlas - Benjamin Elisha Sawe. What Is the Different Between Multiculturalism and Cultural Pluralism? – Режим доступу: <https://www.worldatlas.com/articles/what-is-the-different-between-multiculturalism-and-cultural-pluralism.html>.
48. Žižek, Slavoj. Multiculturalism, or de Cultural Logic of Multinational Capitalism. *New Left Review* n° 225, Duke University Press, Septembre-October, 1997, p. 28-29.
49. External sector statistics. National Bank of Ukraine. – Режим доступу: <https://bank.gov.ua/ua/statistic/sector-external/data-sector-external>.
50. Immigration from Ukraine accounts for 11 pct of Poland's GDP growth. – Режим доступу: <https://polandin.com/45107405/immigration-from-ukraine-accounts-for-11-pct-of-polands-gdp-growt>.

APPENDIX

Appendix A

Table A.1 – Macroeconomic and social indicators of Poland for 2010-2019
[11, 12, 13]

	Employment of foreign population, in %	Average annual salary, in USD	GDP, billion USD	GDP per capita, USD	Inflation rate, in %	Labor productivity, USD
2010	58,8	24534	479,321	12599	2,581	29410
2011	62,9	24536	528,832	13893	4,239	30771
2012	71,1	24320	500,361	13145	3,56	31206
2013	69,5	24597	524,234	13781	0,992	31654
2014	72,1	25098	545,389	14347	0,054	32015
2015	73,1	25648	477,581	12572	-0,874	32839
2016	72,6	26934	472,037	12431	-0,665	33250
2017	75,3	28071	526,381	13861	2,076	34260
2018	78,7	30091	587,114	15460	1,813	35732
2019	82,6	31970	592,164	15595	2,227	37321

Table A.2 – US macroeconomic and social indicators for 2010-2019 [11, 12, 13]

	Employment of foreign population, in %	Average annual salary, in USD	GDP, billion USD	GDP per capita, USD	Inflation rate, in %	Labor productivity, USD
2010	77,4	60248	14,992	48467	1,64	105734
2011	78,1	60330	15,543	49886	3,157	106512
2012	78,5	60826	16,197	51610	2,069	106728
2013	79,6	60542	16,785	53117	1,465	107792
2014	80,9	61447	17,552	55047	1,622	108477
2015	81,3	62982	18,219	56882	0,119	109816
2016	81,8	63079	18,707	57927	1,262	109714
2017	82,6	63734	19,485	59957	2,13	110366
2018	82,8	64397	20,529	62840	2,443	112038
2019	83,4	65836	21,374	65118	1,812	114003

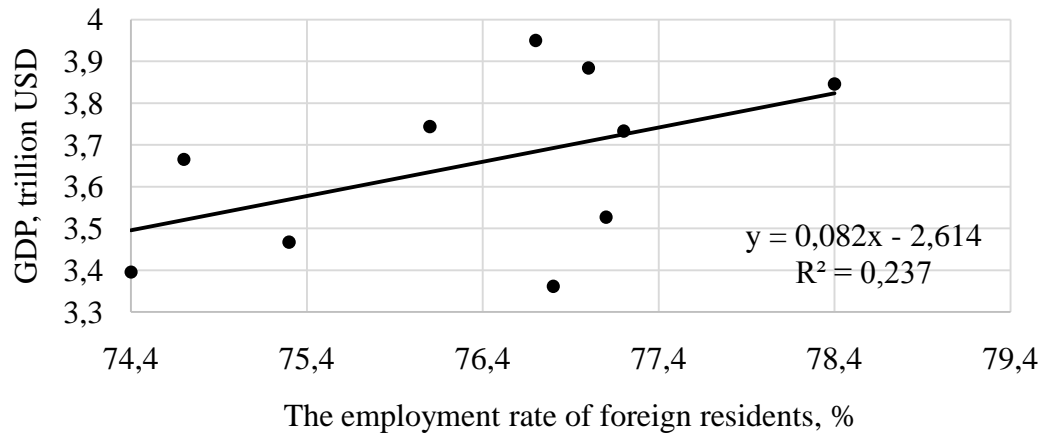


Figure A.1 - Linear correlation between foreign employment and German GDP

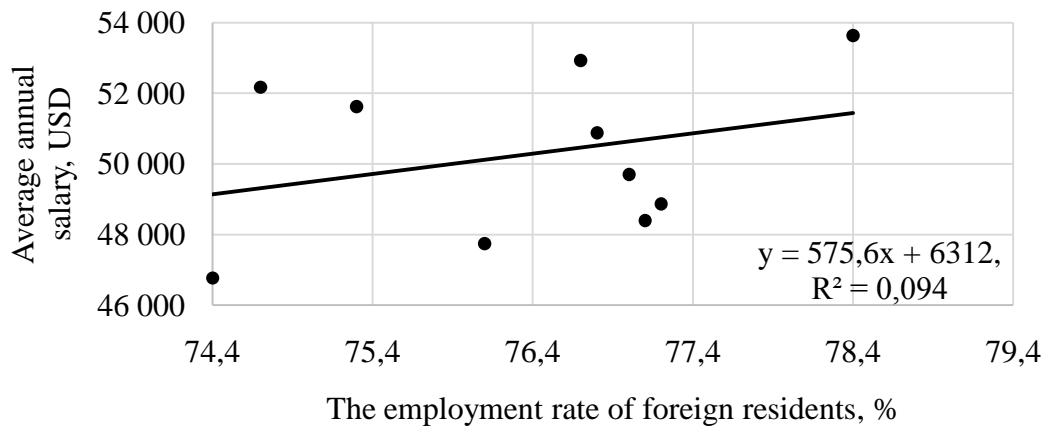


Figure A.2 - Linear correlation between the level of foreign employment and the average annual wage in Germany



Figure A.3 - Linear correlation between foreign employment and German inflation



Figure A.4 - Linear correlation between foreign employment and German productivity



Figure A.5 - Linear correlation between the level of foreign employment and Poland's GDP

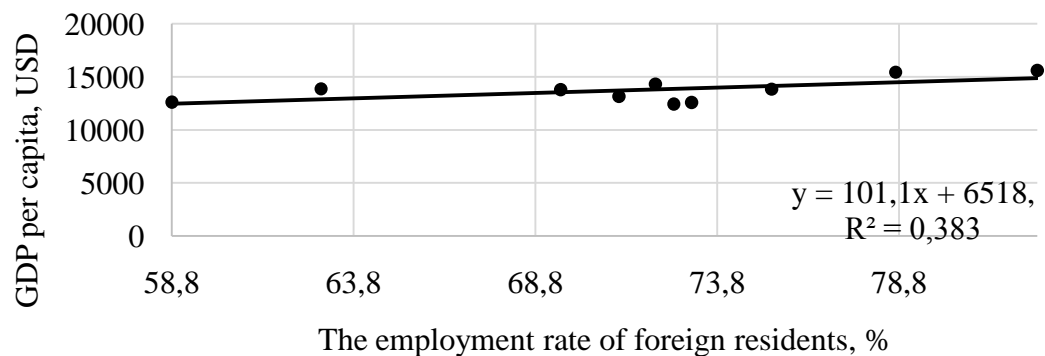


Figure A.6 - Linear correlation between the level of foreign employment and GDP per capita in Poland

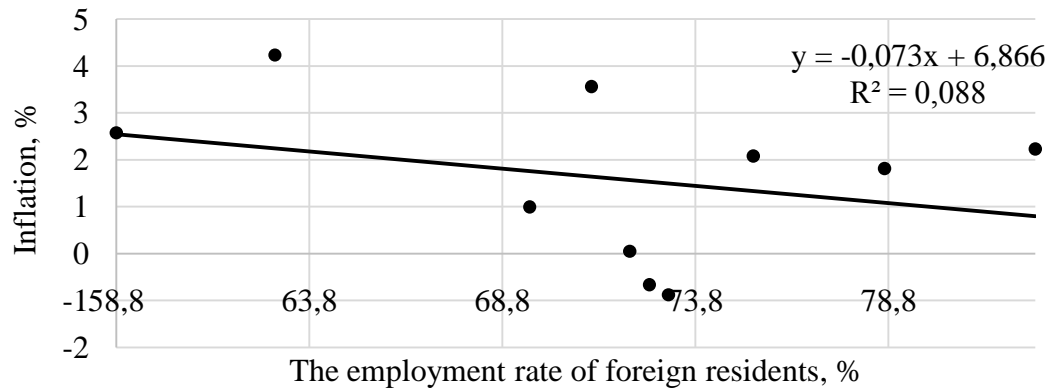


Figure A.7 - Linear correlation between foreign employment and Polish inflation