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## EXTERNAL LABOR MIGRATION AND ITS CONSEQUENCES FOR THE LABOR MARKET OF UKRAINE

**Abstract.** This paper reports a study into the trends and patterns of the impact of external labor migration on the effectiveness of the functioning of Ukraine's labor market, as well as defining those areas where migration processes could be coordinated in order to preserve the labor potential of this country. The scale and characteristics of the external labor migration in Ukraine have been considered. A tendency has been identified towards increasing the number of potential labor migrants among the population of Ukraine. The main destinations for migrant workers are the EU, primarily Poland, Italy, and the Czech Republic. It was found that the main labor migrants are men aged 30 to 49 with secondary and secondary specialized education, which indicates a significant outflow of «labor» from Ukraine. The main motives that encourage Ukrainians to work abroad have been determined. The main one has been investigated, related to the low level of wages in Ukraine, which is several times lower than the level of remuneration in the recipient countries. The positive and negative consequences of labor migration for Ukraine as a labor donor country have been given. Among the direct positive consequences, the main ones are the reduction of pressure on the labor market and the decrease in unemployment. Among the negative ones is the migration of the most active part of the labor force, the migration of young people and the most qualified specialists, which causes a shortage of labor in Ukraine's labor market. The ways to improve the coordination of migration processes have been proposed, in order to preserve the labor potential of this country. The first is to improve the information support of the labor migration management process; the second is to promote economic growth and social development in Ukraine. The implementation of these measures could reduce the motivation for labor migration and provide conditions for the return of migrant workers.

**Keywords:** labor migration, migrant, labor outflow, labor market, migration policy.

**JEL Classification** J45, J61, J69

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## **ЗОВНІШНЯ ТРУДОВА МІГРАЦІЯ ТА ЇЇ НАСЛІДКИ ДЛЯ РИНКУ ПРАЦІ УКРАЇНИ**

**Анотація.** Присвячено дослідженню тенденцій та особливостей впливу зовнішньої трудової міграції на ефективність функціонування ринку праці в Україні та визначення напрямів удосконалення регулювання міграційних процесів з метою збереження трудового потенціалу країни. Розглянуто масштаб і характерні риси зовнішньої трудової міграції в Україні. Виявлено тенденцію до збільшення кількості потенційних трудових мігрантів серед населення України. Головними пунктами призначення трудових мігрантів є країни ЄС, передусім Польща, Італія і Чеська Республіка. Виявлено, що в основному трудовими мігрантами є чоловіки від 30 до 49 років із середньою і середньою спеціальною освітою, що свідчить про значний відплив з України «робочих рук». Визначено основні мотиви, що спонукають українців працювати за кордоном. Досліджено головний з них — низький рівень заробітної плати в Україні, що є в декілька разів нижчим за рівень оплати праці у країнах-реципієнтах. Наведено позитивні і негативні наслідки трудової міграції для України як країни — донора робочої сили. Серед прямих позитивних наслідків головними є зниження тиску на ринок праці та зниження безробіття. Серед негативних — міграція найбільш активної частини робочої сили, міграція молоді та найбільш кваліфікованих фахівців, що спричиняє дефіцит робочої сили на ринку праці України. Запропоновано напрями вдосконалення регулювання міграційних процесів з метою збереження трудового потенціалу країни. По-перше, удосконалення інформаційного забезпечення процесу управління трудовою міграцією; по-друге, сприяння економічному зростанню та соціальному розвитку України. Реалізація цих заходів знизить мотивацію до трудової міграції та забезпечить умови для повернення трудових мігрантів.

**Ключові слова:** трудова міграція, мігрант, відплив робочої сили, ринок праці, міграційна політика.

Формул: 0; рис.: 5; табл.: 3; бібл.: 23.

**Introduction.** The issues related to the processes of external labor migration of the population are becoming increasingly relevant for Ukraine. The labor market begins to experience the outflow of labor, especially highly skilled, because in most cases, the Ukrainian society acts as a labor donor for states that demonstrate more attractive socio-economic conditions for work and life. Every year, several million Ukrainians go to work abroad, which causes the «outflow of brains», «outflow of working hands», and a significant professional and qualification bias in the country's labor market. Given the significant deterioration in employment and earnings opportunities in Ukraine, including due to the COVID-19 pandemic and quarantine measures, one should hardly expect a decrease in the intensity of external labor migrations in the near future. Under these conditions, it is necessary to try to make the most of labor migration in the interests of the development of Ukrainian society and minimize its possible negative consequences.

**Literature review and problem statement.** Our review of the works by Ukrainian scientists has revealed that the issues of external labor migration are quite acute for both donor countries and recipient countries, which activates the urgent need for systemic research into this phenomenon, to identify migration trends and their impact on public life. The analysis of studies and publications over the past 5 years confirms the relevance of investigating the problems of external migration and external labor migration in particular. Many studies address the security aspects of external migration. Those include the work by O. Malynovska who analyzed the factors and consequences of international migration, its importance for development and security [1]; the work by O. Sydoruk who examined the factors affecting migration trends in Ukraine and the level of social and economic security in this country [2]; the papers by S. Tishchenkova and I. Tishchenkova, who examined the problematic aspects of the legal protection of the state from the consequences of illegal labor migration, as well as analyzed the risks from mass labor migration [3]; A. Nuti tackled an issue related to solving the problem of vulnerability of temporary migrants in the EU countries [4]; L. Azarnert investigated the impact of labor migration on economic growth and the evolution of human capital in the world economy [5]. An important issue addressed in recent studies and publications relates to the motives of labor migration abroad. It is these problems that are tackled in papers by V. Sarioglu [6].

In addition to the fact that studying migration processes is considered important by many scientists and practitioners in all countries of the world, they are also the subject of the activities of many international organizations, namely the UN International Organization for Migration (IOM), the International Labor Organization (ILO), the World Health Organization, etc. In Ukraine, the external migration of Ukrainians, including labor migration, is investigated by the State Statistics Service of Ukraine, as well as many sociological institutions and organizations. At the same time, despite a significant number of studies, positive and negative aspects of the impact of external labor migration on the domestic labor market and regulation of migration processes in order to preserve the country's labor potential remain relevant.

**The purpose of the study.** The purpose of this paper is to study the trends and patterns of the impact of external labor migration on the effectiveness of the labor market functioning in Ukraine and determine directions for improving the regulation of migration processes in order to preserve the labor potential of this country.

**Methodology and research methods.** This study has employed the methods of generalization, comparison, analysis and synthesis to identify key problems of external labor migration; secondary analysis of sociological data — to identify the motives of labor migration, the positive and negative consequences of labor migration of Ukrainians; graphical method — for data visualization and schematic representation of the main provisions of this research. The set tasks have been accomplished using the Microsoft Excel software package.

**Research results.** Labor migration of Ukrainian citizens, which is often transformed into emigration, is currently one of the most acute issues, the solution to which requires detailed analysis that should be based on reliable and timely information on various aspects of external labor migration. At the same time, this issue is quite difficult to investigate due to the lack of a single comprehensive system for collecting data on external labor migration and the availability of

conflicting information about it in various sources. Given this, we shall define the main parameters of migration flows such as their scale, migration directions, characteristics of migrants, motives of migration, etc. based on the results of reports from the State Statistics Service of Ukraine; from IOM, ILO, other governmental and non-governmental organizations and survey results conducted over the past 5 years by various sociological institutions and organizations.

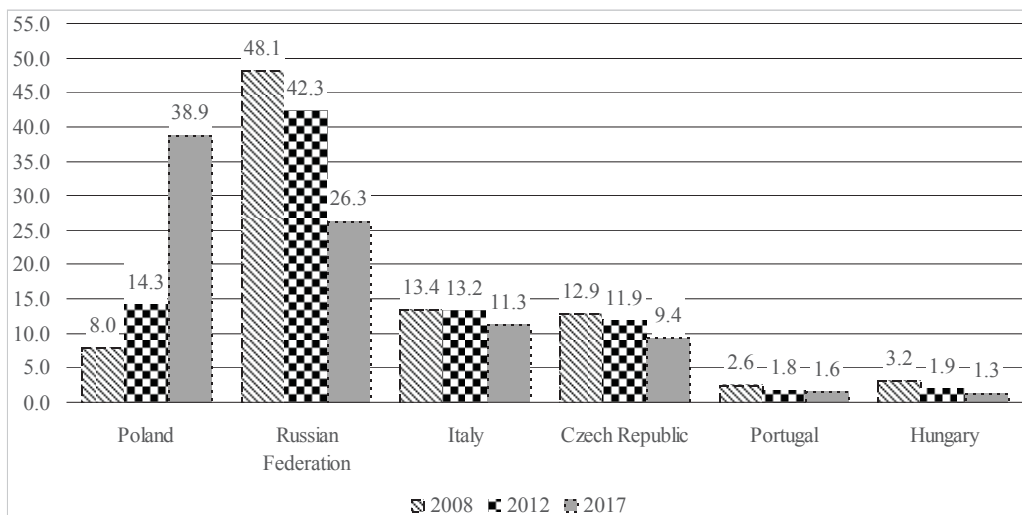
It is quite difficult to estimate the actual volumes of labor migration due to the fragmented and heterogenous migration data. The number of migrant workers from Ukraine varies, as estimated by different sources, from 1.3 to 9.0 million (*Table 1*).

Table 1

**Estimation of labor migration scale by different sources**

Source of information (institution)	Number of migrant workers (from Ukraine), million people	Share of labor migrants in the total population aged 15–70, %
State Statistics Service of Ukraine	1.3	4.5
National Bank of Ukraine	2.5	8.7
Center for Economic Strategy (CES)	to 4	to 14
International Monetary Fund	2–3	7–10
Ministry of Social Policy	7–9 (on a regular basis, 3.2)	11 (on a regular basis)
International Organization for Migration	1.05	3.60

Despite such a significant discrepancy in data, the scale of labor emigration is impressive, especially if we take into consideration the results from the IOM study (2019), according to which there is a steady tendency towards increasing the number of potential migrant workers among the population of Ukraine. In 2015, those who had already found or planned to find work abroad made up 6% of the country’s total population; in 2019, they accounted for 14% [7]. The benchmarks of labor migrants also changed, migration in the eastern direction significantly decreased (primarily to Russia), and increased in the western direction (EU), primarily to Poland (*Fig. 1*).



**Fig. 1. Destination countries of migrant workers (according to the surveys by the State Statistics Service of Ukraine), %**

Important information about the impact on the labor market exerted by external labor migration can be obtained by analyzing the socio-demographic characteristics of labor emigrants, their age, gender, place of residence, educational level, etc. According to the State Statistics Service of Ukraine [8], in 2017 the number of labor migrants amounted to 1.3 million people, including 385.8 thousand people — women, 917.5 thousand people — men.

*Fig. 2* shows data on the distribution of labor migrants by age groups and gender. Male migrant workers prevail in the age group of 30–39 (28.4%), and there are more female migrant workers in the age category of 40–49 (31.7%).

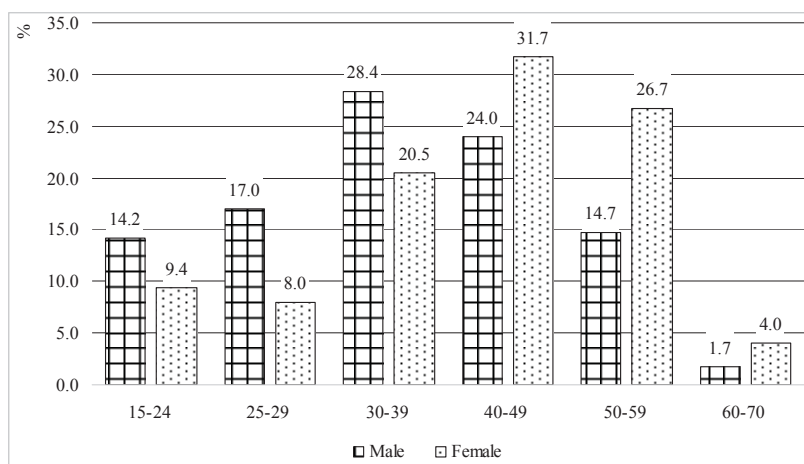


Fig. 2. Characteristics of migrant workers by age groups and gender

One can see that Ukraine is losing the most economically active part of its labor potential, although there are still disputes over whether the labor migration of Ukrainians is an «outflow of brains» or only an «outflow of working hands». According to the State Statistics Service of Ukraine, in most cases, migrant workers are persons with secondary and secondary specialized education (Fig. 3).

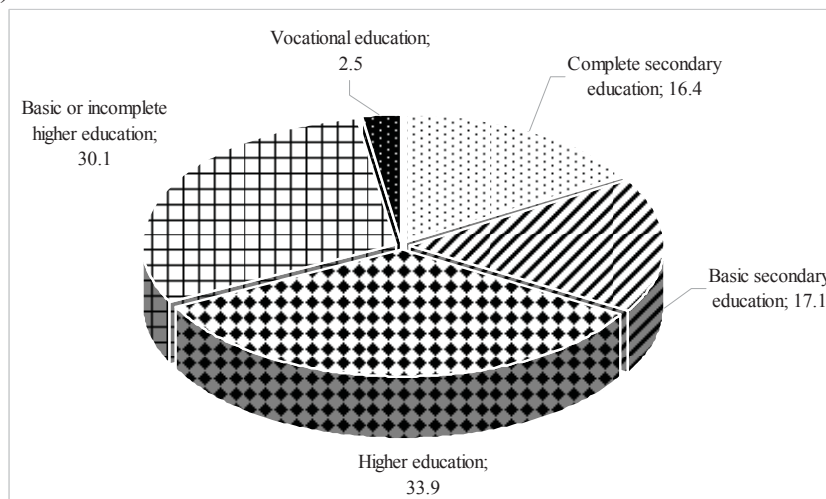


Fig. 3. Education level of Ukrainian migrant workers (2015–2017)

Although statistics show that the labor market of Ukraine is currently experiencing a shortage of workers in the working professions (Table 2), that is, their migration has no less detrimental consequences for the national economy than the outflow of highly qualified specialists.

Table 2

List of the most popular workers among employers in 2020

Areas of employment	The most popular professions
Agriculture and forestry	tractor drivers, agronomists, workers for complex maintenance of agricultural production, etc.
Trade and services	food seller, cashier, cook, cleaner, landscaping worker
Logistics	courier, driver, loader, part-time worker, packer, warehouse manager
Health care and social assistance	medical nurse, social worker
Ensuring law and order	guard, watchman
All areas	electric gas welders, road workers, locksmiths, repairmen, electric installers

Numerous studies conducted by various social organizations in different years show that the main motives of labor migration are unchanged — the desire to improve their material fortune, to

have opportunities for development and self-actualization, to have confidence in the future. The IOM defines the hierarchy of factors of labor migration of the population of Ukraine [7]: 1. Wage level; 2. The legality of employment; 3. Detailed information about employers; 4. Working conditions; 5. Employment (housework, construction work, production); 6. Living conditions; 7. Country of probable employment; 8. Personal connections (family, relatives, friends in the country of probable employment); 9. The ability to master new skills; 10. Period of employment at work abroad.

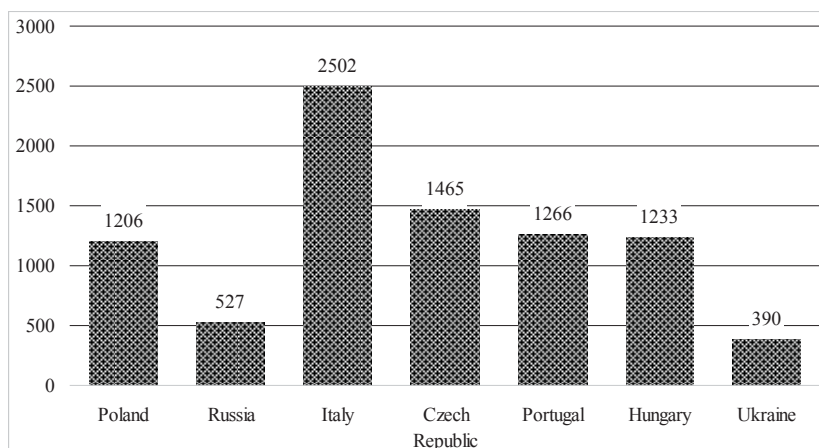
It is only natural that the material component is the most important when choosing a job place. Although wages in Ukraine are rising annually (*Table 3*), this amounts to only about a quarter of the average wage in the current employment countries, such as Poland or the Czech Republic, and less than one-tenth of the salary in the western or northern EU countries (*Fig. 4*).

Table 3

**Dynamics of mean wage in Ukraine**

As of	Mean wage	Year-on-year change		Exchange rate
		EURO	%	
01.2015	189.0	-101.2	-34.9	18.28
01.2016	159.1	-29.9	-15.8	27.42
01.2017	208.4	49.3	31.0	28.83
01.2018	221.7	13.2	6.4	34.79
01.2019	290.7	69.1	31.2	31.72
01.2020	390.4	99.7	34.3	27.48
01.2021	361.7	-28.7	-7.3	34.10

Source. [9].

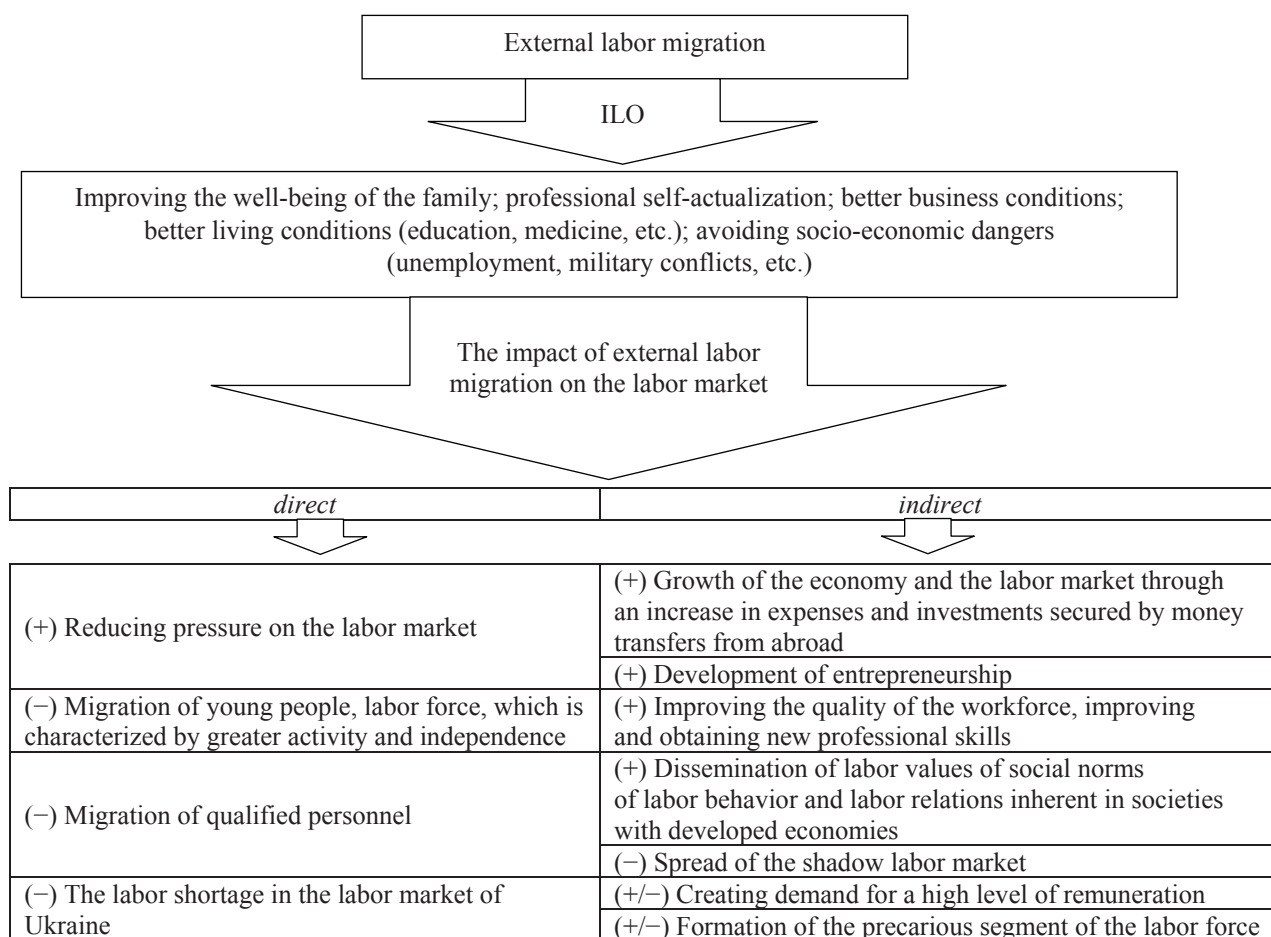


**Fig. 4. The level of average wages in the countries to which Ukrainians most often emigrate (2020)**

Even taking into consideration unofficial wages in Ukraine and lower living costs, the difference in wages is and is very likely to remain a significant incentive for migration in the future.

For many Ukrainian families, external labor migration is the only way to earn money for the purchase of housing, to teach children, start their own business.

The growth of labor migration brings its positive opportunities and, at the same time, many negative consequences, challenges, and threats to the labor market (*Fig. 5*).



**Fig. 5. The impact of external labor migration on the labor market: positive and negative consequences**

Source: generalized from [10; 11].

The most positive consequence of migration for Ukraine as an exporting country of labor resources is the reduction of tension in the domestic labor market, a decrease in unemployment, and, therefore, savings on unemployment benefits. The national report prepared by the Ptoukha Institute for Demography and Social Studies of the National Academy of Sciences of Ukraine, stated that in the absence of external labor migrations, the unemployment rate in Ukraine in different years would be 1.5—2 times higher than the actual indicators [12]. However, it is possible that in the future the pros can turn into solid disadvantages because the lack of workers would slow down the economic growth in Ukraine every year.

Another positive consequence is that Ukraine obtains an additional source of foreign currency in the form of money transfers from emigrants. Over the past five years, Ukrainian migrant workers have become major investors in the country’s economy. According to the National Bank of Ukraine, in 2019, transfers amounted to 7.7% of Ukraine’s GDP. In 2020, the volume of private money transfers to Ukraine from abroad amounted to USD 12,121 billion. That was USD 200 million more than a year earlier (USD 11,921 billion) [13].

One more positive consequence for the labor market may be the development of entrepreneurship and improvement of employment opportunities due to the creation of new jobs by former migrant workers who have earned enough money to start their own businesses. The survey of migrant households in the border regions showed that among persons with migration experience, the share of the self-employed was 1.5 times higher, and the share of employers was one-third higher than among the employed population in general [1]. However, it should be noted that launching your own business in modern Ukrainian realities is rather an exception. Real estate, housing repairs, and the education of children are typical investments of Ukrainians who went to work abroad. Investing in real estate with its subsequent lease is now one of the safest businesses in

Ukraine, as opposed to investments in entrepreneurship or the banking system. Approximately 60% of migrant workers buy accommodation for living, and 40% — for profit [14].

The acquisition by migrant workers of knowledge, skills, new experience in another country that contributes to the improvement of the quality of the labor force is also a positive aspect of migration but it applies only to persons who specialize in their profession or perform skilled labor. In the 2019, the opportunity to gain new skills took only 9th place out of 10 [7].

The main negative factors include the loss of talented specialists, which reduces the quality of human resources and labor productivity; reduced qualifications of employees who do not work in their profession in other countries; increased costs due to the return of migrant workers of retirement age; the problem of social orphanage; a reduction in fertility; the aging of the nation; the loss of state resources for the education of specialists who implement their competences abroad; the loss of human capital. One of the most threatening for the labor market is the situation associated with the departure of Ukrainians for a long time or the transformation of temporary labor migration into a permanent one. Gremi Personal, an international employment think tank, referenced a recent study by the National Bank of Poland that published information that in 2020 most Ukrainians working in Poland (52%) planned to stay for a period of more than 3 years. At the same time, one in three (31%) Ukrainians had plans related to assimilation in Poland: obtaining a permanent residence/citizenship permit, transportation of family, purchase of real estate, or starting a business [15].

The negative aspects of labor migration include the formation, by the majority of migrant workers, of thinking about the «normality» of wrong practices in the labor market. As IOM's survey shows that 11% of Ukrainians were ready to work without official employment [16]. According to data, two of three migrant workers from Ukraine were not officially registered [17]. The consequence of acquiring such experience is the willingness to work in the shadow segment in Ukraine, as evidenced by the results of studies that register the greater involvement of labor emigrants in the «shadow economy».

In addition, labor migration leads to ambiguous consequences, which include the formation of demand for a high level of wages and the spread of precariat in the Ukrainian society. The growth of wages for workers in certain professions due to a decrease in supply in the domestic labor market is a positive phenomenon but, at the same time, such growth should be accompanied by a pre-emptive increase in productivity, which is not always observed in Ukraine. As regards the growth of the precarious segment of the labor force, its assessment is dual because the precariat can simultaneously include the least competitive groups of people employed in low-skilled labor, which is forced and unstable in nature (which is mainly carried out by labor migrants), as well as representatives of the creative and IT industries, the self-employed population who work and provide qualified services in terms of those professional areas in which they are engaged.

In general, as the results of studies show, labor migration is an ambiguous phenomenon with difficult-to-predict consequences. Moreover, prolonged labor migration and the emigration of Ukrainians lead to significant negative consequences for inclusive development of the national economy now [18—22]; in the future, this situation can only get worse.

**Conclusions.** The problem related to the labor migration of Ukrainians is very relevant. The situation cannot be ignored by the government; certain steps have already been taken to solve the problem of mass labor migration. In 2017, the Law of Ukraine «On External Labor Migration» was adopted; in 2019, the Integrated Border Management Strategy for the period up to 2025 was approved. However, that's not enough. The main areas where the regulation of migration processes can be improved in order to preserve the labor potential of this country are as follows:

- to improve the system of monitoring and evaluation of international migration processes (determining the volumes, composition, spheres of activity, vectors of movement, dynamics, assessment of consequences). Without complete and reliable information about the status of the phenomenon, it is impossible to effectively manage it;
- to create favorable conditions for economic growth and social development that could improve people's expectations for their lives in Ukraine compared to potential countries for



employment. Ukraine should create conditions for improving the competitiveness of the national labor market so that Ukrainians do not have the idea of permanent work abroad so that the experience gained there by citizens is utilized in this country to strengthen it and prosper. The main attention should be paid to such priority tasks of the development of the Ukrainian labor market as improving the wage system; promoting effective and expedient displacement of the working population; preventing rising unemployment through the creation of jobs applying various sources of financing; the introduction of mechanisms for dismissal and redistribution of employed people, retraining of workers, high-quality education, restructuring of the economy, and the rise of domestic production.

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