

## DETERMINANTS OF LABOR MIGRATION IN UKRAINE

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Modern migration processes are not only dynamic but also mutually conditioned. Migration is a natural manifestation of globalization. This is both a side effect and a stimulating factor. Migration affects politics, economics, society, international relations, macroeconomic relations and microeconomic relations.

One form of migration is international labor migration. It is interesting to note that labor migration has accompanied humanity throughout its history. Labor migration is an integral part of the world market and economy. Labor migration is due to various factors and factors. This article is devoted to the general characteristics of the determinants of labor migration in Ukraine. In addition, the author attempted to find connections and conditioned correlations between the determinants of labor migration.

According to O. Pikulyk, Ukraine is now a donor of labor migration, an exporter of labor [1, p.17]. It is worth agreeing with M. Romanyuk, who considers labor migration in Ukraine from the standpoint of stages. Interestingly, at each stage he identifies a characteristic cause, which led to migration processes in that historical period. For example, the migration of 1991-1994 was caused by the collapse of the USSR. The migration of 1998-2002 was caused by the deep economic crisis in Ukraine, the sharp fall of the hryvnia against the exchange rate of foreign currencies. The next stage of labor migration, according to the researcher, begins in 2014 and continues to this day. The main reason for this stage of migration is the occupation of Crimea by the Russian Federation, the war in eastern Ukraine, and unstable political situation [2, p.53].

However, the concept of “determinants” is much deeper than just “causes”. Determinants combine causes, conditions and correlants. These factors form a single set that affects the global nature of labor migration. The study of the determinants of labor migration helps not only to identify its vulnerabilities, but also to predict the further development of the phenomenon of labor migration in Ukraine, to form a set of measures aimed at overcoming, preventing and eliminating it.

One of the determinants of labor migration is economic instability, which is manifested in low levels of social security, low wages. It is a well-known fact that the average monthly salary in Ukraine in the regions is much lower than the salaries of workers in the EU, even in the lowest positions.

Not the least role in strengthening labor migration from Ukraine was

played by expanding opportunities for labor migration. Thus, Ukraine has signed an association agreement with the European Union. Our country has also established a visa-free regime with many European countries, which has greatly facilitated opportunities for travel abroad. However, it would be inappropriate to forget about the factor that opposes this factor. Of course, this is a coronavirus infection. All countries of the world set additional restrictions, introduce new rules, the main purpose of which is to prevent the spread of the virus in their territory. Under such conditions, it is difficult for migrant workers to cross borders with foreign countries, as certain restrictions must be met. For example, it is very important to have a timely PCR test.

The factor that determines labor migration is the favorable geographical position of Ukraine. Ukraine is located almost in the center of Europe, at the crossroads of different economic paths. This location provides ample opportunities to choose the place of movement, taking into account the capabilities and abilities of a particular person. At the same time the same factor creates additional criminogenic loading. Yes, some people try to cross the state border illegally, for which they are held criminally or administratively liable. The limit of liability depends on a combination of some factors, but it is unchanged that this category of misdemeanors distracts customs officers and state border guards from another category of crimes.

An important factor contributing to labor migration is the lack of a clear and effective development strategy for Ukraine. It should be noted that there is no such strategy at various macro and microeconomic levels. For example, in agriculture, science, space, computer science. Not only the rural but also the urban population migrates, not only people with secondary education, but also people with higher education. This situation reflects the rather negative situation of Ukraine, the lack of public confidence in the state, the lack of long-term and stable ties between the country and its citizens.

The global macroeconomic determinant of labor migration is the war in eastern Ukraine. Such armed conflicts not only violate human and civil rights, but also destroy any opportunities and hopes for a normal and peaceful existence. An aggravating legacy is the long duration of the war that has been going on between Ukraine and Russia for almost six years. Unfortunately, there is no hope for resolving this conflict. Disappointment in the actions of the authorities, fear for their lives and the lives of their families pushes people to mass and spontaneous movements abroad.

Thus, the determinants of labor migration in Ukraine may be of different nature. For example, geographical, political, international, military, economic, educational, mixed, structured or unstructured. However, despite this diversity, it should be noted that there are deep links

between all determinants of labor migration. Research and counteraction to the determinants of labor migration should be conducted comprehensively, taking into account the historical, cultural and metallic aspect of Ukraine, the peculiarities of its positioning in the international arena, etc. In any case, an effective study of the determinants of labor migration will help to develop successful and well-thought-out ways to overcome and correlate it.

**References:**

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2. Romanyuk M. Migration determinants of national security of Ukraine: theoretical, methodological and practical aspects. Demography and social economy. 2014. – №1. – P. 50-60.