

UDC 331.556(477)

DOI: 10.26565/2076-1333-2021-30-05

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**CAUSES AND CONSEQUENCES OF EXTERNAL LABOR MIGRATION IN UKRAINE
(ON THE EXAMPLE OF IVANO-FRANKIVSK REGION)**

Migration processes of the XXI century have a significant impact on the development of civil society in Ukraine, as they are characterized by large scale. These processes affect the formation of socio-demographic, economic, political and cultural spheres. In Ivano-Frankivsk region, as in the border area, they are quite dynamic. Coverage of migration processes, in particular, labor migration, during the economic crisis, social instability and hostilities in the country and served as a study of the chosen topic of scientific publication. Based on the methods of analysis and synthesis, the main causes and consequences of migration processes in Ivano-Frankivsk region are analyzed. The authors noted the influence of geographical, social and personal factors on the intensification of external migration, and also noted that the economic factor is predominant.

In the scientific work for the first time a thorough analysis of the financial condition of citizens of Ukraine in the calculation of the level of the minimum wage in Ivano-Frankivsk region and within Ukraine, in general. Wages were also compared and their differences between Ukraine and a number of European countries, in particular, in Germany, Poland, the Czech Republic, Hungary, and Lithuania. The number of migrants by all types of migration flows during the last year within the Ivano-Frankivsk region is graphically represented by gender. It is established that the majority of migrants are women.

Also an important place in the study was the analysis of migration from 2002 to 2019. In the article highlighting the dynamics of these processes, a comparative analysis of the definition of migration. The authors propose the main steps to improve migration policy, namely: the formation of a clear regional program in the field of migration processes, which will ultimately form the basis for sustainable economic development of the region, wage growth (including minimum wage), increase the employed population (respectively, reducing the number of unemployed), as well as replenishment of local budgets through taxes. The current state of external migration within Ivano-Frankivsk is analyzed. It was revealed that against the background of complex socio-economic reforms in the region there was a reduction in the migration flow of the local population in Ivano-Frankivsk region.

Keywords: external migration, labor migration, Ivano-Frankivsk region, Ukraine, labor force.

**Анжела Михайлюк, Іван Ровенчак. ПРИЧИНИ І НАСЛІДКИ ЗОВНІШНЬОЇ ТРУДОВОЇ МІГРАЦІЇ В УКРАЇНІ
(НА ПРИКЛАДІ ІВАНО-ФРАНКІВСЬКОЇ ОБЛАСТІ)**

Міграційні процеси ХХІ століття мають вагомий вплив на розвиток громадянського суспільства в Україні, оскільки характеризуються великими масштабами. Ці процеси впливають на формування соціально-демографічної, економічної, політичної та культурної сфер. В Івано-Франківській області, як у прикордонній території, вони досить динамічні. Висвітлення міграційних процесів, зокрема, зовнішньої міграції, в період економічної кризи, соціальної нестабільності та воєнних дій на території держави й послужило вибором теми наукової публікації. На основі методів аналізу й синтезу проаналізовано головні причини та наслідки міграційних процесів в Івано-Франківській області. Відзначено вплив географічного, соціального факторів й особистого характеру на активізацію зовнішньої міграції, а також зазначено, що переважаючим є економічний фактор.

У науковій праці вперше проведений ґрунтовний аналіз рівня заробітної плати в Івано-Франківській області та у межах України загалом. Також проведено порівняння заробітних плат та визначено їх різницю між Україною та рядом Європейських країн, зокрема у Німеччині, Польщі, Чехії, Угорщині, Литві. Графічно представлено за гендерною ознакою кількість мігрантів за всіма видами міграційних потоків протягом минулого року у межах Івано-Франківської області. Встановлено, що більшу частину мігрантів представляють жінки. Висвітлено динаміку міграційного руху населення з 2002 року по 2019 рік, представлено компаративний аналіз визначення міграції. Запропоновані основні кроки для покращення міграційної політики, а саме: формування чіткої регіональної програми в сфері міграційних процесів, що складатиме основу для стійкого розвитку економіки регіону, зростання заробітних плат, збільшення кількості зайнятого населення (відповідно, зменшення кількості безробітних), а також поповнення місцевих бюджетів за рахунок сплати податків.

Встановлено, що причинами дефіциту робочої сили в Івано-Франківській області є збільшення трудової міграції за кордон, диспропорції між попитом і пропозицією у розрізі професій та видів діяльності, середньорічний розмір прожиткового мінімуму, а також гендерна нерівність міграційного приросту серед жінок та чоловіків, у бік збільшення перших. Встановлено, що основними ризиками для зовнішньої трудової міграції є: нелегальна працевлаштованість за кордоном (за усною домовленістю, перебування по туристичній візі тощо), що часто призводить до неналежної оплати праці, призупинення безвізу підриває імідж країни. Виявлено, що на тлі складних соціально-економічних реформ відбулося скорочення міграційного потоку місцевого населення в Івано-Франківській області. З'ясовано, що трудові мігранти, перебуваючи за кордоном, інвестують економіку області та країни, в основному в освіту та в будівництво.

Ключові слова: зовнішня міграція, трудова міграція, Івано-Франківська область, Україна, робоча сила.

Анжела Михайлюк, Іван Ровенчак. ПРИЧИНЫ И ПОСЛЕДСТВИЯ ВНЕШНЕЙ ТРУДОВОЙ МИГРАЦИИ В УКРАИНЕ (НА ПРИМЕРЕ ИВАНО-ФРАНКОВСКОЙ ОБЛАСТИ)

Миграционные процессы XXI века оказывают значительное влияние на развитие гражданского общества в Украине, поскольку характеризуются большими масштабами. Эти процессы влияют на формирование социально-демографической, экономической, политической и культурной сфер. В Ивано-Франковской области, как в приграничной территории, они достаточно динамичны. Освещение миграционных процессов, в частности, внешней миграции, в период экономического кризиса, социальной нестабильности и военных действий на территории государства и послужило выбором темы научной публикации. На основе методов анализа и синтеза проанализированы основные причины и последствия миграционных процессов в Ивано-Франковской области. Отмечено влияние географического, социального факторов и личного характера на активизацию внешней миграции, а также отмечено, что преобладающим является экономический фактор.

В научной работе впервые проведен обстоятельный анализ финансового состояния граждан Украины по уровню минимальной заработной платы в Ивано-Франковской области и в Украине в целом. Также проведено сравнение заработных плат и определена их разница между Украиной и рядом европейских стран, в частности в Германии, Польше, Чехии, Венгрии, Литве. Графически представлено по гендерному признаку количество мигрантов по всем видам миграционных потоков в течение прошлого года в пределах Ивано-Франковской области. Установлено, что большую часть мигрантов представляют женщины. Освещена динамика миграционных процессов с 2002 года по 2019 год, представлен компаративный анализ определения миграции. Предложены основные шаги для улучшения миграционной политики, а именно: формирование четкой региональной программы в сфере миграционных процессов, что будет составлять основу для устойчивого развития экономики региона, рост заработных плат, увеличение количества занятого населения (соответственно, уменьшение количества безработных), а также пополнение местных бюджетов за счет уплаты налогов.

Установлено, что причинами дефицита рабочей силы в Ивано-Франковской области являются увеличение трудовой миграции за границу, диспропорции между спросом и предложением в разрезе профессий и видов деятельности, среднегодовой размер прожиточного минимума, а также гендерное неравенство миграционного прироста среди женщин и мужчин, в сторону увеличения первых. Установлено, что основными рисками для внешней трудовой миграции являются: нелегальная трудоустроенность за рубежом (по устной договоренности, пребывание по туристической визе и т.д.), часто приводит к ухудшению оплаты труда, приостановление безвиза подрывает имидж страны. Выявлено, что на фоне сложных социально-экономических реформ произошло сокращение миграционного потока местного населения в Ивано-Франковской области. Выяснено, что трудовые мигранты, находясь за границей, инвестируют экономику области и страны, в основном в образовании и в строительстве.

Ключевые слова: внешняя миграция, трудовая миграция, Ивано-Франковская область, Украина, рабочая сила.

Formulation of the problem. The study of migration processes is the subject of current scientific discourses, especially on issues of multiculturalism and integration of migrants in the world, European and national societies. For example, the integration of migrants at the individual, institutional, organizational levels is influenced by their behavior (desire, awareness of the need) to adapt to society, in particular, the cultural and / or religious characteristics of the recipient country. Therefore, these issues are covered by experts in various fields of science, in particular: culturology, geography, economics, and others. This interest in the study of migration processes is associated with a comparative (comparative-evolutionary) analysis of the term "migration", its genesis, the main causes and consequences.

Against the background of socio-economic world and national crises, administrative and legal reforms, political instability, warfare and annexation of the territories of Ukraine, migration processes require a mechanism for their regulation. State regulation of these processes will make it possible to influence the quantitative indicators of human resources, preservation and reproduction of material and raw material potential, increase national competitiveness, sustainable economic development, etc.

Analysis of recent research and publications. A considerable amount of scientific work is devoted to the study of migration processes. For example, Malinowska O. (2018) presented an overview of the current migration situation in the world and in Ukraine [6]. She analyzed the factors and consequences of international migration, its importance for development and security, as well as noted the main directions of migration policy, illustrating the experience of foreign countries. Particular

attention is paid to the formation and development of migration policy of Ukraine, the prospects for its further improvement.

In a collective monograph edited by Sadova U.Ya. (2015) highlights scientific approaches to the study of socio-cultural consequences of migration processes [9]. The typological forms of migration regimes of population reproduction in the part of regional migration management are systematized, the unifying goals of behavioral models of self-organization of migrants are pointed out, the project of the model of "migration profile of the region" is offered. The need for state regulation of migration activity of the population in the conditions of spreading polyethnic societies is proved. The necessity of popularization of the modernization doctrine of economic benefits of territorial social systems in the model of "migration-development" processes is substantiated. The experience of European and world countries, organizations in the disclosure of migration processes, problematic and promising aspects is extremely important. Representatives of the Bergen Summer Research School focused on methods, dilemmas and risks in migration and their impact on the formation of migration policy. Researchers analyze statistics on the intensification of international migration in European countries and the world to assess the extent of the process. Their purpose is to inform about possible new migration flows, demonstrating certain trade-offs regarding their settlement.

The International Organization for Migration (IOM) has focused its work on regulating interstate mechanisms of global migration processes [7]. IOM recommends: abolishing the quota principle of granting immigration permits; Disseminate information on migration routes and the consequences of illegal border crossings in coun-

tries at risk of migration; opportunities to receive assistance from migrants from international and non-governmental organizations, as well as to conduct a new All-Ukrainian census to expand the range of approaches to assess migration processes, as well as to conduct research on a systematic basis. O. Bakewell, A. Kubal and S. Pereira devoted their scientific work to the study of the main causes of migration [20]. Hein de Haas (2010) is devoted to the study of the theoretical foundations of the internal dynamics of migration processes. Maidanik I.P. (2020) initiates a discussion on the temporal attributes of foreign employment of Ukrainians [5]. The author identifies the main parameters of the flow of time, based on a combination of temporal logic and migration processes – these are: age, causality (causality), chronology, duration, rhythm, dynamics and synchronicity. In her work, she explores the foreign employment of the Ukrainian population, in particular through the application of the theory of labor motivation / J. Atkinson to analyze the causes of international labor migration of Ukrainians, calculate the quantitative impact of labor migration and fertility, determine the main profiles of returnees through the prism of Zh-P terminology Caesarino. L.I. Tsybalyk and K.V. Ovcharenko also dealt with the issue of labor migration, who considered the interdependence of labor migration and economic development of Ukraine [17].

The authors identified the factors that stimulated the development of migration processes in the country, as well as the consequences of emigration, analyzed quantitatively the dynamics of domestic workers, the solvency of citizens and the market of goods and services. L.S. Mosory, where attention is paid to the causes of natural and migratory movements of the population and their consequences [8]. The author analyzed the demographic situation in Ivano-Frankivsk region, namely the natural and migratory movement of the population. The paper focuses on the patterns of dynamics of the main demographic parameters of the region during 2010-2015, as well as changes in the structure of the population in connection with migration processes. The reasons of demographic changes and their consequences in the further development of the region are determined. It is also worth noting the study of the impact of migration processes on the socio-economic development of the Carpathian region in the works of S.M. Likhohat, T.G. Vasylytsiv, V.Ya. Bidniak.

However, the changes of recent years that have taken place in almost all spheres of life have necessitated a new approach to the disclosure of labor migration as a large-scale population movement that significantly affects the national economy, bringing both pros and cons, the country's image, identifies the need for a new government policy on external labor migration in conditions of quarantine, socio-economic crisis and warfare.

The purpose of the article. From the point of view of suspending, in connection with the pandemic, the intensification of labor migration in Ukraine (2020 - 2021) during the deepening socio-economic crisis, potential in terms of new challenges, finding leverage for their rational use. The purpose of this work is to analyze the causes and consequences and determine the dynamics of labor migration in Ukraine and within the Ivano-

Frankivsk region, in particular, to determine the nature of its impact on the socio-economic development of the country.

The initial data for statistical analysis were the materials of the State Migration Service of Ukraine [2] of the Main Department of Statistics in Ivano-Frankivsk region [1], as well as the International Organization for Migration [7].

Presentation of the main material. In different years, scientists have sought a common approach to deriving a single definition of "labor migration". However, it is impossible to give an unambiguous answer, so we will analyze this term in two directions: geographically and legally.

A broader interpretation of the term "labor migration" in the scientific light was proposed by O.A. Rovenchak, who pointed out that labor migration is the migration of people who, due to the deteriorating economic situation, move for a while to get a job and send family money or make savings to support their livelihood after returning home [12].

Regarding the legislative direction, labor migration is defined in the Law of Ukraine "On External Labor Migration", where Part 2 of Art. 1 states that external labor migration is the movement of citizens of Ukraine associated with crossing the state border, in order to carry out paid activities in the host country [11].

Also, Rovenchak O. considers synonymous with labor migration is the term economic migration by which he means - crossing domestic and international borders in search of work, to buy or sell goods, invest and other activities that have economic goals or motives [12].

Given the working conditions abroad, quite often, the employment of emigrants is illegal. As a result of such action there is a late payment of wages, it is unlikely to receive it in general and / or underestimated compared to citizens of the country. Labor migration is also characterized by forced employment and border crossings. Coercion can have different kinds of genesis (political, military, religious, etc.), but the most characteristic paradox for the third millennium is human trafficking. Therefore, according to the authors, the term labor migration needs to be clarified. We propose the following definition: labor migration: - crossing the administrative and / or state border for an indefinite period of time for employment (both legal and non-legal, voluntary, compulsory (carried out if necessary, for example, by order of the authorities) or forced) for economic, social, personal or other interests.

Intensive labor migration is generally observed in countries experiencing a prolonged economic crisis. Thus, in Ukraine with the onset of the economic crisis (2014), which intensified the aggression of the Russian Federation (Ukrainian-Russian war in the east, annexation of Crimea), there was a significant reduction in exports, outflow of foreign capital, stagnation of the banking sector and inflation. , despite the decrease in its index from 113.7 in 2017 to 105 in 2020 compared to Poland 102.0 and 103.4, respectively. Another factor in the decline of the economy is the quarantine restrictions imposed by the Government of Ukraine through COVID-19, which reduce or deprive a person of income.

Analyzing foreign scientific works, we find a corre-

lation between the size of wages and the number of migrant workers. For example, in the history of Europe, in particular in Poland, after the Second World War, the largest migration of the XXI century took place – in 2004. From 2004 to 2017, the number of migrants from Poland grew steadily, the fastest since joining the EU in 2004. From 2004 to 2005, the number of migrants from Poland increased by almost 0.5 million (450 thousand), and from 2005 to 2010 – by 550 thousand. In subsequent years – from 2010 to 2017, the number of Polish migrants increased significantly at a slower pace – from 25,000 (increase from 2016 to 2017) to 124,000 (2013-2014) [27].

In 2017, the number of migrants from Poland was a record 2,540,000. The following year, it decreased by 85 thousand. – to 2 million 455 thousand, and in the next (2019) it decreased by another 40 thousand. people – up to 2 million 415 thousand people. In total, the number of

migrants from Poland has decreased by 125,000 over the last two years. The largest number of them were in the following countries: Germany, Great Britain, Holland.

Turning to specific figures, the average total gross monthly salary in Poland in 2004 was PLN 2,183 (EUR 539) [26]. The median total monthly salary in 2005 was PLN 2,500 (and was 14% higher than in 2004. Compared to 2019, according to the Central Statistical Office, it is PLN 5,229.44, and in May 2021 – PLN 5,637 (1,230 Compared to salaries in the recipient countries: in Germany – 3450 euros [22], in the UK – 1950 pounds sterling (2260 euros) per month [18]. So, Poles go to work in countries where there is a higher wage.

Given the natural resource potential of Ivano-Frankivsk region and sectoral specialization, the number of working population, the average wage in comparison with Ukraine as a whole is much lower (Fig. 1).

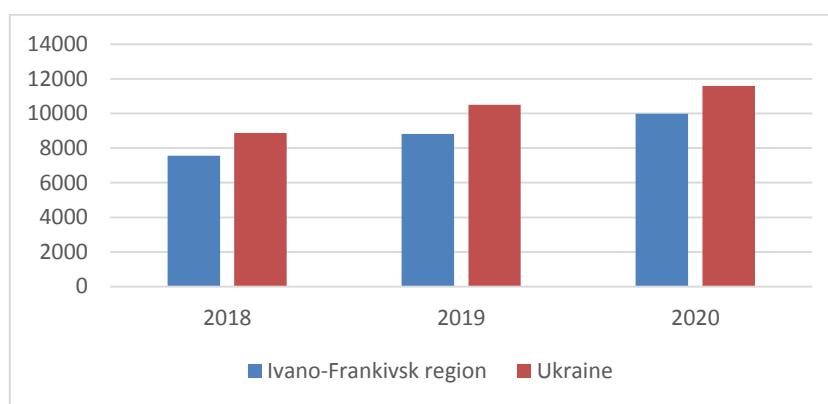


Fig. 1. Average wages in Ukraine and Ivano-Frankivsk region (in UAH)

It should be noted that citizens of Ukraine who perform similar work abroad (for example, in Poland, the Czech Republic, Germany) receive a much higher salary than in Ukraine. As a result, the unattractiveness of work in Ukraine intensifies external labor migration. the ratio of the minimum wage to the average monthly at 50% at the end of the year [16]. The ratio of the minimum wage (UAH 4,723) to the average (UAH 11,579) in June 2020 was 40.8%, with the ratio recommended by the International Labor Organization and the World Bank at 50-60%.

According to the International Organization labor, the size of the Ukrainian minimum wage for 2020 is the lowest national minimum wage rate in Europe, and its level is insufficient to meet the basic needs of workers and their families [9].

The minimum wage in Ukraine for 2020 (in euros) is about 150 euros. At the same time, this figure is 1,584 euros in Germany, 611 euros in Poland, 607 euros in Lithuania, 575 euros in the Czech Republic, and 487 euros in Hungary (Fig. 2).

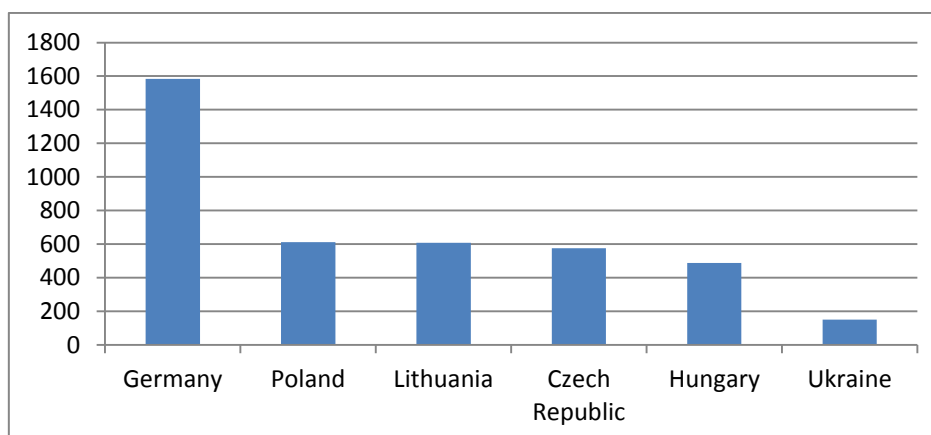


Fig. 2. The minimum wage in Ukraine as compared to other countries of reference (in euros) in 2020

The main countries where Ukrainian labor migrants go are Poland, Italy, the Czech Republic, and Germany. According to the IOM study on labor migration in 2017, the scale of labor migration and the number of potential labor migrants (as a percentage of the total population) in Ivano-Frankivsk region is 16%, and in Ukraine in general 12% [7]. However, in 2019, according to the IOM study on labor migration, the scale of labor migration and the number of potential labor migrants in Ukraine was 14%, which shows only an increase in this trend.

In 2019, the number of labor migrations within Ivano-Frankivsk region increased, which led to a shortage of labor in the region. The main reasons for this phenomenon were:

- a significant number of the region's population who went to work abroad (in Poland, the Czech Republic) due to higher wages. Thus, in 2019 the number of Ukrainian labor migrants in Poland was estimated at almost 1 million people, and a total of 3.2 million. Of which, as of 2020, returned about 500 thousand migrant workers (the main reason - Covid - 19);

- disparities between labor supply and demand in terms of occupations and activities.

A significant proportion of migrant workers are currently in short supply. Thus, due to the low interest of young people in obtaining working professions, as evidenced by the reduction in the number of students and vocational education institutions, there is a shortage of workers due to the natural release of older workers. According to the SSSU labor force survey in 2018, the share of young people (persons aged 15–34) among persons with vocational education was 26% compared to the share of 41% of older people (50–70 years) [3]. The International Monetary Fund in a report on Ukraine from January 2019 estimated the number of Ukrainian labor

migrants at 3.2 million. At the same time, various sources publish different figures on the number of migrant workers from Ukraine from 1.3 million people [15] to 6.5 million people [2].

In 2019, the Cabinet of Ministers of Ukraine, based on the analysis of migration statistics, named the figure of 4 million Ukrainians (almost 10% of the population), who since 2010 left Ukraine and did not return. According to the UN Department of Economic and Social Affairs' report on global migration in 2019, almost 5 million Ukrainians now live outside Ukraine.

Interstate migration in Ivano-Frankivsk region as of 2019 was as follows: the number of arrivals is 895, and the number of departures - 952 [1]. Thus, the migration reduction of the population in Ivano-Frankivsk region is -57 people.

According to the Main Department of Statistics in Ivano-Frankivsk Oblast, the differentiation of living standards for 2010–2019 has improved. The population with average per capita equivalent total income per month, below the statutory subsistence level since 2010 has been steadily declining and reached 0 in 2019. The average annual subsistence level (on average per person per month, UAH) is growing, but remains low compared to European countries.

The number of migrants for all flows in 2019 in Ivano-Frankivsk region was distributed as follows: women go abroad 23.4% more often than men. Moreover, the migration increase of men is 70 people per 7186 arrived men (about 1%), and the migration increase of women is 198 people per 9194 people (about 2.2%) (Fig. 3).

It is worth noting the migration trends in the region. The main trend is towards migration growth (2008–2018), however, in 2002–2007 and in 2019 there was a migration reduction (Fig. 4).

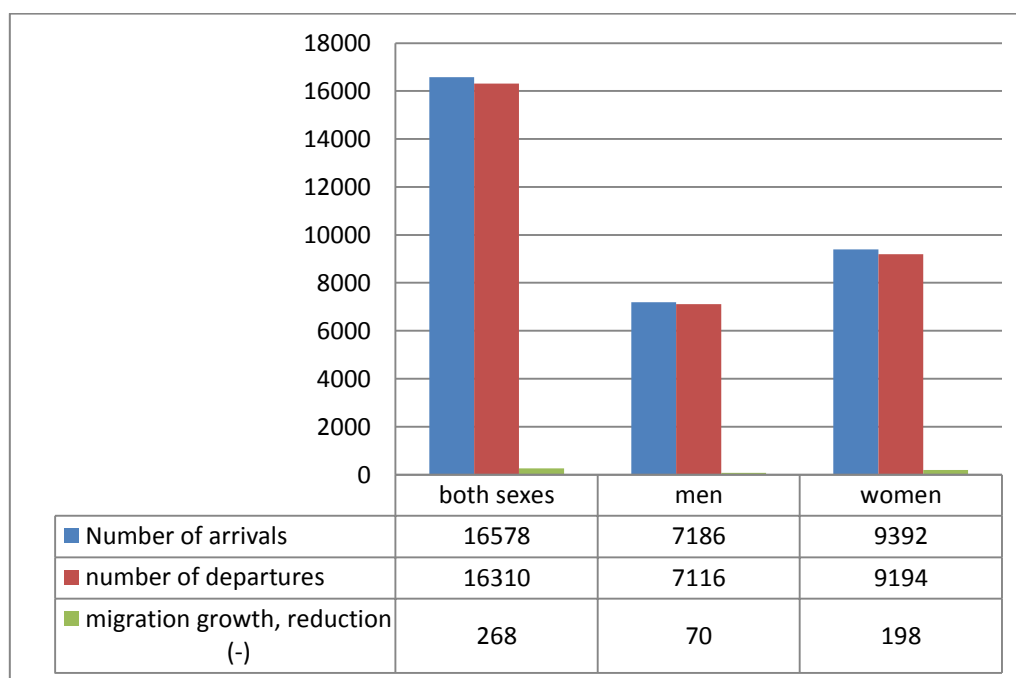


Fig. 3. Number of migrants in all flows in Ivano-Frankivsk region in 2019

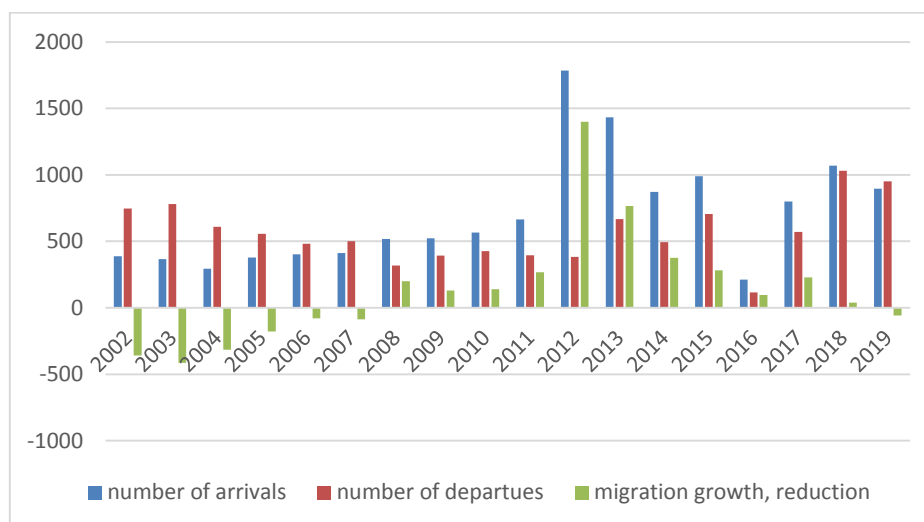


Fig. 4. Migration movement of the population in Ivano-Frankivsk region in 2002–2019

External migration carried out illegally harms the interests and image of the state of Ukraine. In recent years, the number of Ukrainians violating EU migration legislation has increased significantly, namely the number of citizens working abroad without proper permits, ie, by verbal agreement with the employer and the migrant.

In 2017, 17.9% of identified migrants did not had no legal status abroad, 5.5% worked with only a tourist visa, for 4.8% the legal status remained unclear, which for the most part probably means its absence. In addition to the threats posed by illegal migrants, this poses a risk to Ukraine's image, a visa-free regime with the EU, as there is a visa-free suspension procedure, which is launched, among other things, in the event of a sharp increase in the number of violators.

Due to external migration, Ukrainians send a lot of money from abroad, which is an important advantage for the economy. According to updated data of the National Bank in 2017, remittances to Ukraine from abroad amounted to approximately \$ 9.3 billion [9]. This amount is more than five times higher than foreign direct investment in the same year. The National Bank estimated them at \$ 1.8 billion.

In total, in 2015–2017, migrant workers transferred \$ 23.8 billion to Ukraine [3]. This is more than all the country's foreign exchange reserves, which at the beginning of 2018 amounted to 18.8 billion dollars. The volume of private remittances to the country is constantly growing, and in 2018 they were comparable to 8.4% of GDP. It is important to do everything possible to invest this money in children's education and real estate in our country, to become a powerful investment resource.

The formation of a clear regional policy in the field of migration is the basis for sustainable development of the region.

Therefore, in our opinion, the prerequisites for labor migration in Ivano-Frankivsk region are: a) geographical location, namely (border neighborhood with EU member state - Romania along 50 km of the strip, as well as territorial proximity to the borders with Poland, Hungary, Slovakia and Moldova). This provision provides simpli-

fied conditions for external migration; b) visa-free regime with EU countries.

Among the reasons for labor migration in Ivano-Frankivsk region are:

1. Economic (rising unemployment, fluctuations in the hryvnia against the US dollar, etc.);
2. Social (insecurity or minimal social benefits, low level of social insurance and social guarantees, change of living environment, for example, from the outskirts to the city center, family reunification, etc.);
3. Personal (insignificant prospects for business development, lack of personal interest, uncertainty in the future, etc.);
4. Innovative (settlement of new neighborhoods, newly created neighborhoods);
5. Expulsion (relocation of, for example, illegal immigrants and citizens of countries - forcibly displaced persons, etc.);
6. Scientific and educational (study abroad, internships, teaching in universities, etc.);
7. Other reasons (religious, cultural, etc.).

However, the main reason for labor migration of Ukrainians abroad is low wages and working conditions in national public and private enterprises.

External labor migration has a dual nature, namely its impact on the state: positive and negative.

Positive impact of labor migration of Ukrainians abroad is:

- increase in household income;
- improvement in the labor market;
- increase in income from foreign transfers;
- new skills and qualifications of immigrants;
- investing in the national economy.

Negative impact of labor migration of Ukrainians abroad is:

- violation of the demographic structure of the population in Ukraine, the region;
- threat to the solvency of retirement;
- loss of educated, mobile labor;
- financial and material costs for the education of emigrants;
- difficulties in employing professionals.

The formation of a clear regional policy in the field

of labor migration is basis for sustainable development of the region. Defining the main development programs of the region, raising wages, stabilizing the economy is

the main task for our government to reduce the level of external migration, and until these problems are solved, our citizens will continue to remain migrant workers.

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Надійшла до редколегії 08.05.2021 р.

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