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**UKRAINIAN LABOUR MIGRATION
AND THE FUTURE OF LABOUR MARKET:**
social-economic, geographic and institutional dimensions

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The scientific publication is devoted to the study of the problems of Ukrainian labour migration in the context of exacerbation of problems concerning labour and employment. Attention is focused on measuring this phenomenon from the standpoint of economic development, state and society. It is indicated that the problems of social protection of migrant workers arise under conditions of digitalization of the economy and the emergence of new professions in the labour market, the occurrence of new waves of unemployment and the escalation of struggle for employment, discussions on the fairness and effectiveness of migration policy of states. This publication continues to cover the results of the research conducted by a team of like-minded people, who are the representatives of academic and university science of the western region of Ukraine. Analytical materials are designed to help find ways to develop social dialogue between the state, business and trade unions. It is intended for a wide range of readers – scientists and practitioners in Ukraine and abroad, representatives of international organizations, ordinary citizens interested in this topic.

INTRODUCTION



For the purpose of this Convention the term migrant for employment means a person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment. This Convention does not apply to- (a) *frontier workers; (b) short-term entry of members of the liberal professions and artistes; and (c) seamen. (Article 11)*¹.

The second decade of the 21st of century opened a new page in the development of Ukrainian labour migration. Against the background of globalization, IT revolution, abrupt technological changes in the field of labour, it gained race and patchiness. Activation of the process in conjunction with advantages of visa-free regime between Ukraine and EU, bilateral agreements with other countries of the world, appeared as a logical response of population (supplier of labour force) to wider possibilities in the area of employment, profits, and welfare.

Ukrainian labour migrants represent considerable segment of economy, history and demography, politics and culture of the Ukrainian state. Both the mechanisms of Christian ethics and protestant cultures, entrepreneurship 'cross-function' in their life and labour environment. They master new professions, languages, 'get acquainted' with basis of behavioral economy and transfer relations. Joking that 'fish like the bottom deeper and flatter, man also looks for what is better' (a Ukrainian proverb), smartly cross over to the international markets of labour with the higher added value. These people willy-nilly become designers of the new territorial migratory systems (TMS) architecture – regional labour-markets mark the action of additional migratory agreements and conducts. TMS's get organized, are characterized by a time (period) and place, and inherently fulfill their unique functions. It is very important to correctly estimate the role of such systems for Ukraine not only within the process of forming new world economic order but also in order to find the right place for them.

¹ Migration for Employment Convention (Revised), 1949 (No. 97) (ukr/rus). Edition of 24.06.1975. (Конвенція про міграцію з питань зайнятості (Переглянута), 1949 (№ 97) (укр/рос). Видання від 24.06.1975. URL: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312242.

Ukrainian labour migrants are acquainted both with the light and dark sides of the surrounding environment functioning and organization. Personal safety, security of life standard, discrimination breach in the field of labour and employment, demographic recreation, social and cultural development and similar problems or even antagonism of life and labour are often outlined. Risks and dangers that step close together with labour migrant in his/her trip to foreign worlds, force to search the mechanisms of defense.

Ukrainian labour migrants create public associations and institutions for defending their interests. At the same time, the most substantial assistance for development of certain infrastructures is rendered by international organizations. By the way, after the Second World War exactly under the UNO aegis world intergovernmental migration discourse arose up and was institutionally recorded.

International Labour Organization (ILO), International organization for migration (IOM), and Organization for Security and Co-operation in Europe (OSCE) joined in mobilization of resources for the sake of organizing general actions in the field of labour migrants' rights protection. Eight ILO Conventions became special documents focused on solving the problems of labour migrants. Among them – Migration for Employment Convention (Revised), 1949 (No. 97)², Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)³, etc. Thus, International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families adopted by General Assembly resolution 45/158 of 18 December 1990 contains significant amount of statements from other ILO documents (1990)⁴.

Recently in Ukraine the Law 'On external labour migration'⁵ was adopted. A task to actively realize its articles in practice urges for action.

² Convention on Migrant Workers (revised 1949) No. 97 (ukr / rus). (Конвенція про працівників-мігрантів (переглянута 1949 року) № 97 (укр/рос)). (Редакція від 24.06.1975, підстава 993 163). URL: https://zakon.rada.gov.ua/laws/show/993_159.

³ Convention on Migration Abuses and Equal Opportunities and Equal Treatment for Migrant Workers. No 143 (ukr/rus). (Конвенція про зловживання в галузі міграції і про забезпечення працівникам-мігрантам рівних можливостей і рівного ставлення. № 143 (укр/рос)). (Редакція від 24.06.1975, підстава 993 163). URL: https://zakon.rada.gov.ua/laws/show/993_163.

⁴ International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Міжнародна конвенція про захист прав всіх трудящих-мігрантів та членів їх сімей (Документ 995_203)), поточна редакція – Прийняття від 18.12.1990. URL: https://zakon.rada.gov.ua/laws/show/995_203.

⁵ Law of Ukraine On External Labour Migration (November 5, 2015). - On external labour migration. (Information of the Verkhovna Rada (VVR). Закон України 'Про зовнішню трудову міграцію' (5 лист. 2015 р.). – Про зовнішню трудову міграцію. (Відомості Верховної Ради (ВВР), 2015, № 49-50, с. 463). (Із змінами, внесеними згідно із Законом). URL: <https://zakon.rada.gov.ua/laws/show/761-19>.

At the moment life of Ukrainian labour migrants is not immune to different changes, transformations, adventures. For example, deep technological transformation of economy generates new trends of development. Rational decisions require close collaboration of government, business, trade unions, other representatives of civil society.

First of all, they concern demonetization of economy, secondly, availability of artificial intelligence (AI) as a service, change of humans and appearance of new professions; thirdly, bigger control of life quality and duration; fourthly, possibility of constant access to various information. 'Ukraine, – analysts write –... is neither marked on the map of logistic streams, nor on a tourist map, nor is it in the area of interest of investors'. The country is excluded from the potential participants of Intermarium. Even illegal migrants get to Ukraine more often by mistake.

One needs to think over – what Ukraine can give to the world except black earth, 'Mriya' and former glory of 'Pivdenmash'??⁶. Which trends and technologies will define the life of people during the next 20 years?

The modern trends of Ukrainian labour migration require critical thinking and comprehension of plenty of statistical and other data. Starting from research of the migratory situation status and its origin factors, following with analysis of the structure of migratory area changes by monitoring of higher and middle educational institutions graduates' employment (for example for Lviv Region), and continuing with development of suggestions in relation to adjusting of future labour market development – would be an algorithm of supporting the processes of forming and realization of migration policy in Ukraine. Otherwise, considering the deficit of true information on its volumes and structure, institutional vagueness, and lack of effective political decisions taken by state on the way of creation of skilled labour defense zones, there is high risk for the country to lose not only basic potential of socio-economic increase but also appear in the migratory trap of national safety violation.

The present analytical paper gives an opportunity to look in detail at the contemporary problems of Ukrainian labour migration. The present publication contains various topics concerning development of modern social dialogue between the

⁶ Dlygach A. Climate, birth rate, migration. Economic truth (Длигач А. Клімат, народжуваність, міграція. Економічна правда). URL: https://www.epravda.com.ua/publications/2020/02/21/657308/?fbclid=IwAR1TNG-grLxQuevkl4IYgGqOaRidVRcbUPSe4YPt4YS7j_OBY0zIwZocbQ.

state, business and trade unions - including the issues of war in the area of employment and regional features of labour migration, analysis of digitalization influence on the lifestyle of Ukrainian labour migrants, as well as review of institutional principles of migratory policy.

The present analytical research has been conducted by a team of authors under the scientific supervision of D. Sc. Economics, Prof. Sadova U. Ya. (scientific supervisor), D. Sc. Economics, Assoc. Prof. Hrynkevych O. S., D. Sc. Politics, Prof. Bortnik N. P., D. Sc. Politics, Prof. Yuskiv B. M., D. Sc. Economics, Prof. Vasylytsiv T. H., D. Sc. Economics, senior research fellow Bil M. M., D. Sc. Economics, Assoc. Prof. Pylypenko L. M., D. Sc. Economics, Prof. Poplavska Z. V., D. Sc. Economics, Prof. Semiv L. K., Ph D Economics, Assoc. Prof. Stepura T. M., Ph D Economics, Assoc. Prof. Pelekh O. B., PhD Economics, senior research fellow Ryndzak O. T., PhD Economics, Assoc. Prof. Pyatkovska O. R., PhD Geography, senior research fellow Tesliuk R. T., PhD Economics, senior research fellow Levytska O. O., PhD Economics, research fellow Mulska O. P., PhD Economics, research fellow Bachynska M. V., PhD Economics, junior research fellow Makhoniuk O. V., PhD Economics, senior research fellow Bidak V. Ya., PhD Economics, senior research fellow Andrusyshyn N. I., PhD Economics, Assoc. Prof. Trevoho O. I., PhD Economics, Assoc. Prof. Skoryk H. I., PhD Economics, Assoc. Prof. Vilchynska O. M., PhD Economics, Assoc. Prof. Komarynets S. O., PhD Economics, Assoc. Prof. Mychaylyshyn N. L., PhD Economics, Assoc. Prof. Pushak H. I., PhD Economics, Assoc. Prof. Danylovych-Kropyvnycka M. L., PhD Economics, Assoc. Prof. Hoshovska O. V., PhD Economics, Assoc. Prof. Seniv L. A., PhD Politics, Assoc. Prof. Zakharchuk M. Ye., PhD Economics, Assoc. Prof. Korytska O. I., leading engineer Baraniak I. Ye., leading engineer Didukh N. M., leading engineer Kovalchuk L. V., senior lecturer Ivanytska N. B., senior lecturer Zayshla N. O., Lutsyshyn A. I., Mandiuk Ya. Yu., Stepura A. L., Rybak N. B.

1. UKRAINIAN LABOUR MIGRATION AS THE OBJECTIVE REALITY OF THE MODERN WORLD



Oksana Hoshovska
TAXI IN VENICE

Ukrainian labour migration – an economic resource for potential development. Is there a trap? It is necessary to analyze Ukrainian labour migration as an economic resource in two contexts – both from the point of view of operational and strategic influence on the economy and the state society.

After all, considering that in Ukraine there are 17 million economically active population, that the staff contingent includes only 7 million people, the question arises: what is the economic status of the other 10 million population; what role do they play in the country's economic growth strategy?

Obviously, not everyone migrates. However, the details are not straightforward.

The positive economic aspects of Ukrainian labour migration are mainly considered using information on migrants remittances to Ukraine and the experience gained by native workers abroad.

According to the National Bank of Ukraine, about \$ 12 billion was transferred in 2019 (against \$ 10.88 billion in 2018^{7,8}. Most transfers were from the US – 18 %, Israel – 14 %, Italy – 9 %, Russia – 7 %, Poland – 7 %, other countries – 45 %⁹.

– 5.9 million – data from the UN Special Commission of the Migration Report 2017;

⁷ Vinokurov Ya. The National Bank reported how much money the workers transferred to Ukraine in 2019. Public February 4, 2020. URL: <https://hromadske.ua/posts/u-nacbanku-povidomili-skilki-groshej-zarobitchani-perekazali-v-ukrayinu-u-2019-roci>.

⁸ How much money was transferred to Ukraine, abroad and within the country 24 February 15, 2020. URL: https://24tv.ua/kudi_ta_skilki_perekazuvali_groshej_ukrayintsi_v_2019_rotsi_n1281515.

⁹ Ibid.

– 4 million (16% of the country's population) – data from the non-governmental research organization (Center for Economic Strategy, Ukraine, Kyiv, 2017).³

- Number of Ukrainians which work outside the country at once (among those who pay taxes in Ukraine:

- 3 million (according to National Institute for Strategic Studies);⁵

- 2,6 to 2,7 million. (according to PO 'Center of economic strategy').⁴

- Left Ukraine within a period of 15 years (2002-2017). In total 6,3 million. Of them:

- Those that didn't come back (across the western boarder – 3 million; across the eastern boarder – 3,2 million).⁶

- Duration of work abroad of those who returned to Ukraine: 29 % – worked more than a year; 14 % – several years.⁷

The geospatial dimensions of Ukrainian migration labour clearly illustrate the economic status of migrants on the labour market. For example, the highest employment rates of Ukrainians are such countries, as the Czech Republic and Israel. This may indirectly indicate the priority intentions of going to these countries among persons of the working age. Instead, the lower employment rates may characterize unregistered employment (as it could be common among Ukrainian women in Greece or Italy), or the relatively higher rates of economic inactivity that result from more family-related migration reasons - family reunification, for example (Germany is a good example). In the Baltic countries, the arrival of Ukrainians to work on a freelance basis may be very widespread. This, in order, results in the formation of a low employment rate.

A particular emphasis should be placed on the active migration movement of Ukrainians in the Ukraine-Poland vector, where short-term, seasonal, pendulum labour migration is especially prevalent. This is facilitated by the proximity of countries, especially in the western regions of Ukraine, as well as by Poland's rather liberal policy of attracting foreign labour. Some studies show that at least 770 000 Ukrainians are present in the Polish labour market (up to 2 million people).

On the other hand, free movement significantly complicates the recording process and compilation of data on labour migration. Thus, data from the State Border Guard Service of Ukraine, indicate that at least 10 million Ukrainian citizens cross the borders with Poland annually. It is clear that the crossing can be multiple in both ways.

2. INTERNATIONAL PANORAMA OF UKRAINIAN LABOUR MIGRATION



Oksana Hoshovska
HYPERSPACE:
GRAVITY & SUPERSYMMETRY

The systematization of a large amount of data on the phenomena and processes of Ukrainian labour migration in different countries of the world can be done in different ways. A plausible option is the development of the idea of centralized management of migration profiles, where, along with the reflection of the migration situation in their own country, Ukrainian migration profiles would be oriented, focusing on data from other countries.

In Ukraine, since 2013, the State Migration Service is filling in the classic form of migration profile under the Project, which was approved at the next European Ministerial Conference on Migration.¹⁰ The introduction to its 2018 edition states the following:¹¹

'Ukraine's migration profile is interpreted as a collection of analytical and statistical information on migration, initiated as part of Ukraine's implementation of the EU Visa Liberalization Action Plan for Ukraine in dynamics and for the years 2015-2018. The State Migration Service is responsible for updating it. Migration Profile contains information on major migration developments in the country and related areas of activity over a period of time allowing it to be used as a tools for developing specific policy areas in the demographic, social and financial spheres, defining integrated

¹⁰ Migration Profile of Ukraine in 2018, Migration Service of Ukraine 2019. URL: <https://dmsu.gov.ua/diyalnist/monitoring-migracziynix-proczesiv/migracziynij-profil.html>.

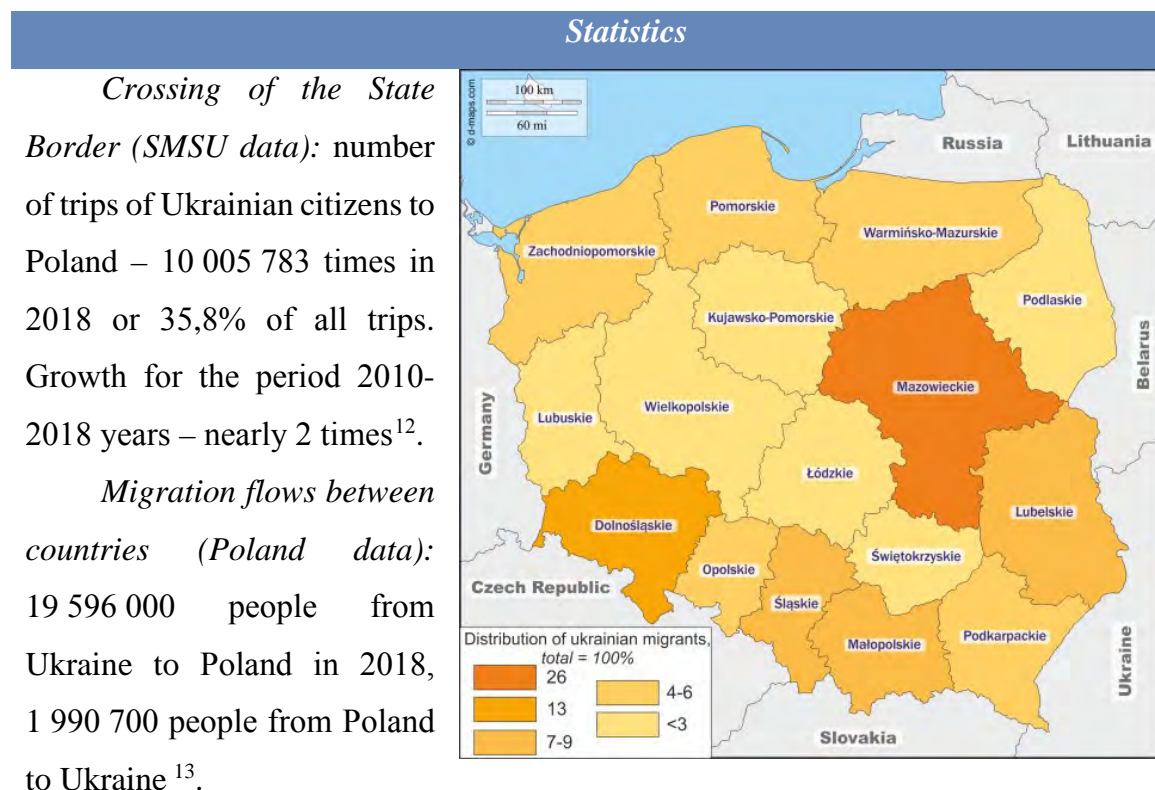
¹¹ Ibid.

approaches to regulating labour and capital markets, etc. Given that a number of state and local authorities are involved in state regulation of migration, can be used by them to determine their own development strategy in view of the potential implications for other areas of activity. Also, the Migration Profile is useful for university students, students of schools and ordinary citizens, as it not only states the migration processes in Ukraine, but also provides information on the circumstances that influence their formation'.

In the case of the preparation of special country profiles of Ukrainian labour migration, only the general features of the classical form were used. The information is organized into three key areas – a brief description of the general state of migration activity of the population in the area, features of information dissemination and migration processes in assessments of different schools, quotas data and links to analytical news.

Proposed profiles of Ukrainian labour migration prepared in the framework of an analytical study at the International Scientific and Practical Conference on Labour Migration and Regional Labour Markets – ILO-2020 (Lviv, March 9–13, 2020).

Profile of Ukrainian labour migration: POLAND VECTOR



Residence of Ukraine in Poland: 1 270 398 persons in 2018 or 3,5 % of the total population of Poland (according to the results of research using Ukrainian mobile network)¹⁴.

Employment: According to the Polish Bureau of Labour, in 2018 in Poland were about 1.2 million citizens of Ukraine, 330 thousand of them had work permits and the rest were based on visas and invitations from employers¹⁵.

Naturalization: 10–13 thousand Ukrainians for the period 2010-2018 received a Pole card annually¹⁶. Among all foreigners receiving Polish citizenship, Ukrainians make up more than 50 %.

¹² Profile of Ukrainian labour migrant in 2018 / State Migration Service of Ukraine. Kyiv, 2019. 94 p.

¹³ Border traffic and expenses of foreigners in Poland and Polish citizens abroad: Central Statistical Office. (Ruch graniczny oraz wydatki cudzoziemców w Polsce i Polaków za granicą : Główny Urząd Statystyczny). URL: <https://stat.gov.pl/wyszukiwarka/szukaj.html>.

¹⁴ This cuts off speculation. In the end, we managed to count how many Ukrainians in Poland exactly (To ucina spekulacje. W końcu udało się policzyć, ilu dokładnie jest Ukraińców w Polsce) (7.03.2019). URL: <https://natemat.pl/266145,ilu-ukraincow-mieszka-w-polsce-nowa-metoda-liczenia-podala-dokladna-liczbe>.

Attraction factors

- Geopolitical – Poland is a territorially close EU country for the residents of the Western region of Ukraine, especially in terms of short-term (seasonal) and pendulum migration;
- Socio-cultural – similarity of language, traditions, religion, mental characteristics;
- Market – comparison of labour markets (2018)¹⁷:

Ratios	Ukraine	Poland
Unemployment rate (15-64 years old), %	9,1	3,8
Youth unemployment rate (15-24 years old), %	17,9	11,7
Minimum wage, USD	137	603
Average monthly wage, USD	326	1270

Wages for 15,5 % of Ukrainians in Poland range from \$ 950 USD, 30,4 % – \$ 650–800 USD, 29,7 % – \$ 800–950 USD, 19,7 % – \$ 400–650 USD, 4,5 % – less than \$ 400 USD¹⁸.

Interesting information (according to periodicals)

- Migrants from Ukraine account for 0,3–0,9 % of Poland's GDP growth¹⁹.
- Ukrainian-Polish migration system is secondary to Ukrainian-German: about 60 % of Ukrainian workers can leave Poland to Germany²⁰.

Institutional and legal features

- Visa-free entry procedure on a mutual basis based on the passport of a citizen of Ukraine (2017).
- Agreement on Local Border Traffic between Ukraine and Poland (2008).

¹⁵ Approximately 1.2 million Ukrainians 'scroll' through the Polish labour market: Business Insider Polska. (Przez polski rynek pracy 'przewija się' ok. 1,2 mln Ukraińców : Business Insider Polska) (11.03.2019). URL: <https://businessinsider.com.pl/wiadomosci/ukraincy-ilu-pracuje-w-polsce-dane-nbp/rlyf4pe>.

¹⁶ The Ministry of Foreign Affairs calculated how many Ukrainians received the Polish Card (MSZ oszacowało ilu Ukraińców otrzymało Kartę Polaka) (18.08.2018). URL: <https://wschodnik.pl/polska/item/18505-msz-oszacowalo-ilu-ukraincow-otrzymalo-karte-polaka.html>.

¹⁷ International Labour Organization: Free and open access to labour statistics. URL: <https://ilostat.ilo.org/data/>.

¹⁸ Babakova O. How mass migration of Ukrainians is changing Poland (18.06.2019) URL: <https://tsn.ua/ru/blogi/themes/world/kak-massovaya-migraciya-ukraincev-menyaet-polshu-1364286.html>

¹⁹ Ibid.

²⁰ Poland concerned by reducing the number of Ukrainian workers (29.10.2018). URL: <https://www.eurointegration.com.ua/news/2018/10/29/7088725/>.

Profile of Ukrainian labour migration:

GERMAN VECTOR

Statistics

Migration flows between countries: 13 820 people from Ukraine to Germany in 2018, 10 390 people from Germany to Ukraine²¹.

Residence of Ukrainian nationals in Germany: 141 350 people (including 63,8 % women) in 2018, or 2,1 % of the total number of foreigners living in Germany.

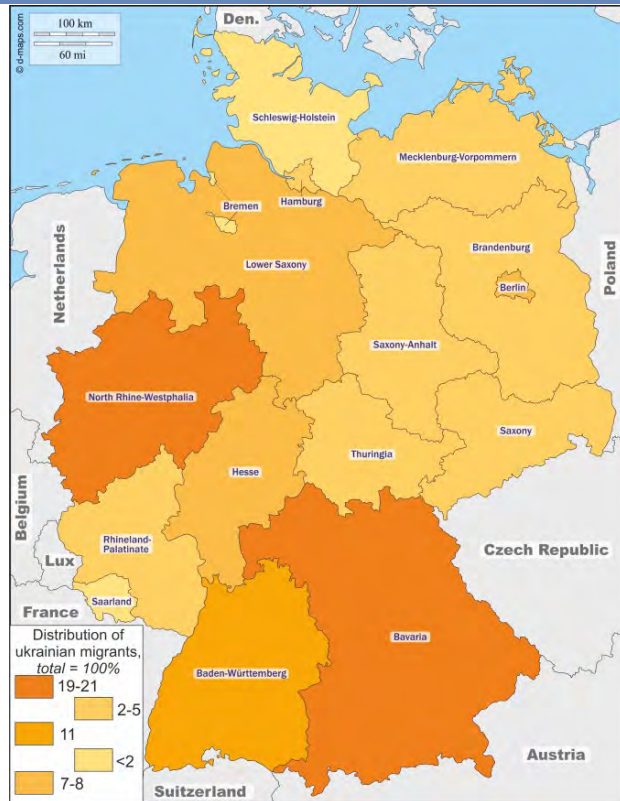
Ethnic Ukrainians in Germany: 323 000 in 2018, or 0,4 % of Germany's total population.

Employment: 150 thousand people in 2018 (0,3 % of the economically active population of Ukraine).

Naturalization: 2 455 people in 2018; most in 2006 – 4 536 people, least in 2008 – 1 953 individuals²².

Areas most dense Ukrainian population: the southern and eastern federal states of Germany – Bayern 206 people per 100 thousand. People or 20 % of Ukrainian in Germany in 2018, North Rhine-Westphalia – 163 persons per 100 thousand. People or 21 % of Ukrainians, Berlin, Hamburg and Bremen – 324, 219 and 213 Ukrainians per 100 000 population.

Features of the age structure of Ukrainian immigrants: 60 % of women and 50 % men accounted for age 25–54 years.



²¹ Foreign population – series 1 series 2 (Ausländische Bevölkerung - Fachserie 1 Reihe 2). URL: <https://www.destatis.de/DE/Publikationen/Thematisch/Bevoelkerung/MigrationIntegration/AuslaendBevoelkerung.html>.

Attraction factors

- Historical and cultural – common historical past and closeness of cultures;
- Managerial – selective migration policy of Germany for attracting highly skilled migrants and persons of working professions;
- The situation on the labour market.

Ratios	2015	2018
Value wages of employees in Germany to the average wage of employees in Ukraine	11,5	7,8
Value unemployment in Ukraine to Germany	2,1	2,7
Value of the minimum wage in Germany and Ukraine	27,1	12,2
Value inflation in Ukraine to Germany	42,8	8,0

Interesting information (according to periodicals)

43 % of Ukrainians consider Germany the most attractive country for labour migration.

At the end of 2018, Germany lacked 1.6 million specialists. These are mainly secondary school workers who make up about 60 % of the German labour market²³.

The number of job offers in Germany for a year Ukrainian from January 2019 to January 2020 increased significantly – by almost 50 %²⁴.

²² Naturalizations - Series 1 series 2.1 (Einbürgerungen - Fachserie 1 Reihe 2.1). URL: https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Migration-Integration/_inhalt.html#sprg228898.

²³ Job in Germany for Ukrainians: features of the new migration law. URL: <https://shoppingpl.com/post/327-robot-a-v-nimechchyni-dlya-ukrajintsiv-osoblyvosti-novoho-mihratsijnoho-zakonu>.

²⁴ Job in Germany: Berlin is simplifying the rules and waiting for new employees. URL: <https://www.bbc.com/ukrainian/features-51559930>.

Profile of Ukrainian labour migration: RUSSIAN VECTOR

Statistics

Crossing of the state border:
number of departures of Ukrainian citizens to Russia – 4 192 339 times in 2018 or 15 % of all trips. The decrease for the period 2010-2018 was –23 %²⁵.



Migration flows: 137 776 people from Ukraine to Russia in 2018, 122 954 people from Russia to Ukraine²⁶.

Residence of Ukrainian citizens in the territory of Russia: 2,5 % – share of Ukrainians in the total population according to the 2002 census or 2943,5 thousand Ukrainians²⁷. Of these, 48 % – men, 52 % – women. The next census is scheduled for 2020.

Employment: According to Rosstat, at the end of 2017, the number of Ukrainians who were allowed to work in Russia was 134,8 thousand, a similar figure at the end of 2018 – 113,2 thousand. Total, in 2018, 112,5 thousand patents were issued to Ukrainians for employment in Russia²⁸.

²⁵ Profile of Ukrainian labour migrant in 2018. State Migration Service of Ukraine. Kyiv, 2019. 94 p.

²⁶ Statistical bureau № 1 (102), 2019. Information-analytical materials / Catalog of publications / Publications / Main page / Rosstat. URL: <https://www.gks.ru/>.

²⁷ National Population Census in 2002. URL: <http://www.perepis2002.ru/index.html?id=17>.

²⁸ Statistical Review № 1 (102), 2019. Information-analytical materials / Catalog of publications / Publications / Main page / Rosstat. URL: <https://www.gks.ru/>.

Attraction factors

- Linguistic – no need to learn the language, as most Ukrainians are fluent in Russian, the other part understands it perfectly;
- Ethno-cultural – the specific influence of the Russian information field, which promotes the closeness of the Ukrainian and Russian peoples. Many Ukrainians have relatives in Russia;
- Market – comparison of labour markets (2018):

Ratios	Ukraine	Russia
Rate of unemployment (15-64 years old), %	9,1	4,9
Youth unemployment rate (15-24 years old), %	17,9	17,0
Minimum wage, USD	137	165,3
Average monthly wage, USD	326	690

Interesting information (according to periodicals)

An IOM survey in 2019 showed that only 9 % of Ukrainians want to go to work in Russia. Russia shares 6–7 steps with the US, behind Germany (43 %), Poland (35 %), the Czech Republic (23 %), Italy (19 %) and Canada (10 %). This situation is explained by two factors – the recession in Russia and the war with Russia²⁹.

Institutional and legal features

Visa regime: the border crossing is practically unrestricted by the border services of both countries. The process of entry of citizens to the territory of a neighboring country is currently in progress between the states.

Russians: To cross the border it is sufficient to have: 1) a passport of a citizen of the Russian Federation, which certifies his identity outside the Russian Federation; 2) prove funds in the amount of 20 times the subsistence minimum for one person per month, set in Ukraine on their day in travel to Ukraine. May require the following documents; 3) guarantee the return to Russia (for example, a ticket in the opposite direction); 4) paid trip ticket (voucher); 5) notarized invitation.

²⁹ Only 9 % of Ukrainians want to go to work in Russia. (01.03.2020). URL: <https://www.ukrinform.ua/rubric-society/2829240-lise-9-ukrainciv-hocut-ihati-na-robotu-v-rosiu.html>.

Ukrainians: To cross the border, it is sufficient to have one of the following documents: 1. Internal passport of a citizen of Ukraine; 2. Foreign passport; 3. Crew member's certificate; 4. Service / diplomatic passport; 5. Passenger's passport; 6. Travel document. Secondly, Ukrainians are required to fill in a migration card. Thirdly, if you plan to stay in the Russia for less than three months, you do not need to register with the competent authorities at your place of residence; when the visit is prolonged – temporary registration is required.

Profile of Ukrainian labour migration: ROMANIAN VECTOR

Statistics

Crossing of the State Border (SMSU data):

Number of trips of Ukrainian citizens to Romania –

1 242 097 times in 2018 or 4,4 % of all trips. The growth for the

period 2010–2018 – 2,4 times³⁰. After the conclusion of the Agreement between the Government of Ukraine and the Government of Romania on local border traffic in 2015 there was a rapid increase in the number of crossings of the state border between the countries, followed by stabilization (index 2015 increased almost 8 times compared to that of 2014).

Arrivals of citizens of Ukraine to Romania (Romanian data): 1 466 000 people in 2018 or 12,5 % of total income. The growth for the period 2010–2018 – 2,2 times³¹.

Residence of Ukrainian citizens in Romania: 4 850 in 2017 or 9,7 % of the total number of foreigners living in Romania³²

Employment: objective data is unavailable.



³⁰ Profile of Ukrainian labour migrant in 2018. State Migration Service of Ukraine. Kyiv, 2019. 94 p.

³¹ INSSE – Institutul Național de Statistică. URL: <http://statistici.insse.ro:8077/tempo-online/#/pages/tables/insse-table> tempo online.

³² Ibid.

Attraction factors

- Status – the procedure for obtaining a Romanian citizen is one of the most popular for Ukrainians to obtain EU citizenship;
- Commercial – the presence of river crossings, the proximity of ports and the experience of previous years testify to the risks of smuggling between countries;
- Market – comparison of labour markets (2018)³³:

Ratios	Ukraine	Rumania
Unemployment rate (15-64 years old), %	9,1	4,2
Youth unemployment rate (15-24 years old), %	17,9	16,2
Minimum wage, USD	137	521
Average monthly wage, USD	326	708

Interesting information (according to periodicals)

- Romanian migration policy is liberal, the country belongs to the number of those which actively support refugees, who are escaping to Europe through the Medetereanian sea, giving them shelter³⁴.
- Between Romania and Ukraine State Border Service of Ukraine captures the fewest facts of illegal migration³⁵.

Institutional and legal features:

- Visa-free entry procedure on a mutual basis based on the passport of a citizen of Ukraine (2017).
- Agreement on Local Border Traffic between Ukraine and Romania (2007 and 2015).

³³ International Labour Organization : Free and open access to labour statistics. URL: <https://ilostat.ilo.org/data/>.

³⁴ Six EU countries are ready to welcome nearly 360 migrants from the ship Ocean Viking (23.08.2019). URL: <https://www.dw.com/uk/шість-країн-єс-готові-прийняти-майже-360-мігрантів-з-корабля-океан-вікінг/a-50139987>.

³⁵ Almost 8,000 illegal and potential illegal migrants were stopped by border guards in one year: the State Border Guard Service of Ukraine. URL: <https://dpsu.gov.ua/ua/news/Mayzhe-8-tisyach-nelegalnih-ta-potenciynih-nelegalnih-migrantiv-prikordonniki-zupinili-za-rik/>.

Profile of Ukrainian labour migration: HUNGARIAN VECTOR

Statistics

*Crossing of
the State Border
(LCA data):*

Number of trips
of Ukrainian
citizens to
Hungary –
3 219 306 times
in 2018 or
11,5 % of all



trips. Growth for the period 2010–2018 years – 1,8 times ³⁶

Migration flows between countries (Hungary data): 16 699 people from Ukraine to Hungary in 2018; 3 336 people from Hungary to Ukraine ³⁷

Residence of Ukraine in Hungary: 20 350 persons (58,1 % of them men) in 2018, or 11,8 % of all foreigners living in Hungary ³⁸.

Employment: no objective data; in 2018, an estimated 40 000 people (0,2 % of Ukraine's economically active population) appeared in the media.

Naturalization: 192 people in 2018; most in 2011 – 2 189 people, least in 2017 – 186 people ³⁹.

³⁶ Profile of Ukrainian labour migrant in 2018. State Migration Service of Ukraine. Kyiv, 2019. 94 p.

³⁷ Population, vital events : Hungarian Central Statistical Office. URL: https://www.ksh.hu/stadat_annual_1.

³⁸ Ibid.

³⁹ Ibid.

Attraction factors

- Ethno-cultural – specific influences on the inhabitants of the border of Transcarpathian region, ideological preservation of the idea of 'Greater Hungary';
- Managerial – active policy of Hungary on attracting migrants of common ethnic origin;
- Market – comparison of labour markets (2018)⁴⁰:

Ratios	Ukraine	Hungary
Unemployment rate (15-64 years old), %	9,1	3,7
Youth unemployment rate (15-24 years old), %	17,9	10,2
Minimum wage, USD	137	511
Average monthly wage, USD	326	1186

Interesting information (according to periodicals)

- Migration policy is conservative in Hungary in 2015, the country refused to accept the EU quota for asylum seekers (negative attitude towards Muslims), and in 2018 opposed the UN Global Compact migration, which regulates human right to move⁴¹.
- According to the Ministry of Foreign Affairs of Ukraine about 100 thousand. Residents of the Transcarpathian region have passports Hungary, which actualizes the problem of dual citizenship in Ukraine⁴².

Institutional and legal features

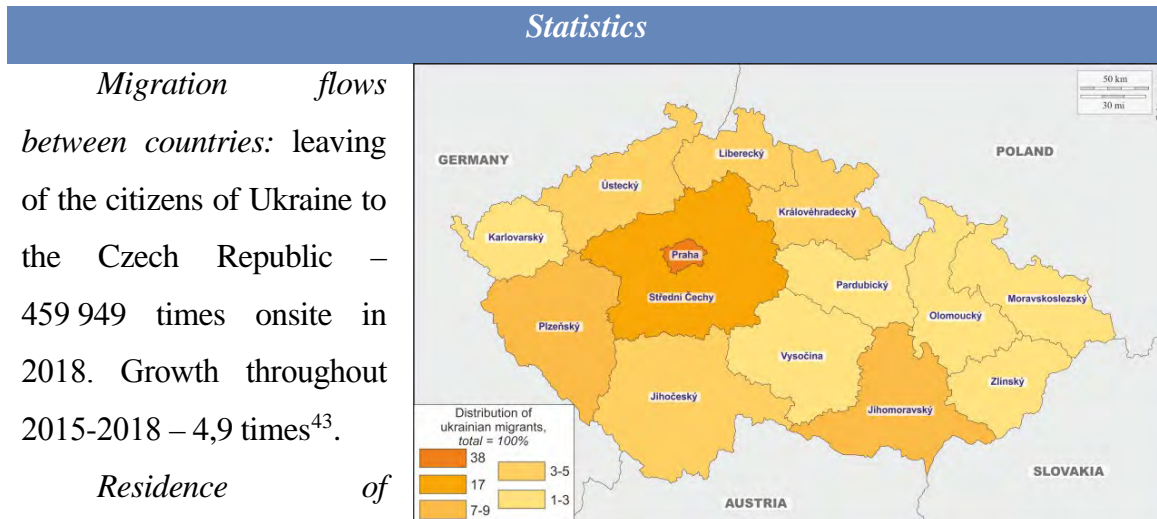
- Visa-free entry procedure on a mutual basis based on the passport of a citizen of Ukraine (2017).
- Agreement on local border traffic rules between Ukraine and Hungary (2007).

⁴⁰ International Labour Organization : Free and open access to labour statistics. URL: <https://ilostat.ilo.org/data/>

⁴¹ Orban's double standards: Why are migrants from Syria evil and rescue from Ukraine? (19.04.2019). URL: <https://ua.112.ua/mnenie/podviini-standarty-orbana-chomu-mihranty-z-syrii--zlo-a-z-ukrainy--poriatunok-488671.html>.

⁴² Examples adoption of dual citizenship legislation in conflict not - experts (24.02.2020). URL: <https://www.radiosvoboda.org/a/30451106.html>.

Profile of ukrainian labour migration: CZECH REPUBLIC VECTOR



Employment: as if December 31, 2017, there were 81 695 Ukrainian workers (together with members of their families) in the Czech Republic, which was 57,6 % of all foreign workers in the country. 23 680 of them had work permit (including 12 180 work permit and 11382 employees cards, and also the owners of 'blue' and 'green' cards), the others 58 015 were the owners of so-called 'information cards'⁴⁵.

The average *salary* of Ukrainian migrant worker in the Czech Republic – 25,9 thousand kroons (81 % of the national average).

Naturalization: in 2017 – 1906 persons (38,1 % of all foreigners who received citizenship).

Illegal migration. In 2017 1510 Ukrainians who illegally staying in the Czech Republic (one in three migrants in the country).

⁴³ Migration profile of Ukraine for 2018. State Migration Service of Ukraine. (Міграційний профіль України за 2018 рік. Державна міграційна служба України). Київ, 2019. 94 с.

⁴⁴ Report on the situation of migration and integration of foreigners in the Czech Republic in 2017 (ZPRÁVA O SITUACI V OBLASTI MIGRACE A INTEGRACE CIZINCŮ NA ÚZEMÍ ČESKÉ REPUBLIKY V

Attraction factors

- Economic – stable and favourable economic situation;
- Ethnocultural – cultural and language similarities, a long history of migration flows between the Czech Republic and Ukraine.

Interesting information (according to periodicals)

In the Czech Republic, Ukrainians are quite active in entrepreneurial activity. There are 21 746 Ukrainian entrepreneurs (24,9 % of foreign entrepreneurs), Ukrainian migrants were the owners of 25 359 trade licenses for Ukrainians (22 % of all foreign licenses) (as of December 31, 2017)⁴⁶.

Ukrainian labour migration in the Czech Republic has 'young face' – this indicates a significant quantity of migrants' children: 11 294 (26,5% of all children of migrant workers in the Czech Republic).

Institutional and legal features

Migration quota. In 2016, the quota was 3800 workers from Ukraine, in 2017 – 9600 workers, in 2018 – 19 600.

Visa regime. Staying in the Czech Republic: A – airport transit visa, C – the only Schengen visa (stay up to 90 days), D – long-term visa (stay more than 90 days)⁴⁷

ROCE 2017). URL: <https://www.czso.cz/csu/czso/3-ekonomicka-aktivita-cizincu-hhv5qd1xbx;%20https://www.mvcr.cz/migrace/web-statistiky.aspx>.

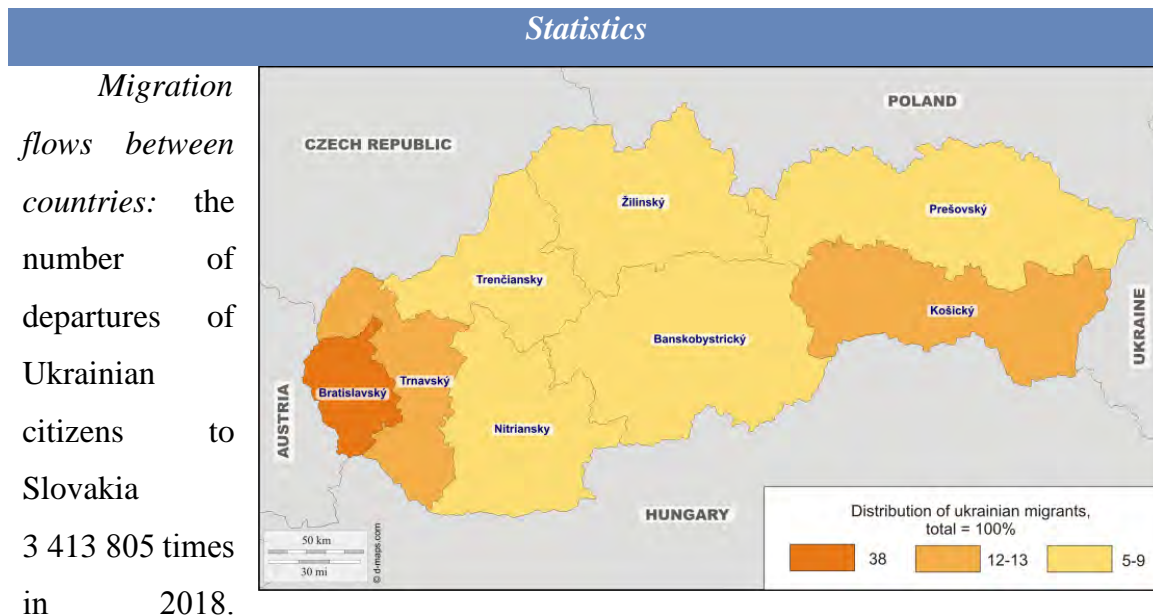
⁴⁵ Ibid.

⁴⁶ Bishop P. Migration from Ukraine to the Czech Republic - myths and acts. Myths and facts about Ukrainian labour migration to the countries of Visegrad / Project, NGO 'Europe without Barriers'; ed. I. Sushko. P.21–25. (Бішоп П. Міграція з України в Чехію – міфи і акти. Міфи і факти про українську трудову міграцію до країн Вишеграду / Проект ГО 'Європа без бар'єрів'; ред. І. Сушко. С.21–25.) URL: <https://europewb.org.ua/mify-i-fakty-pro-ukrayinsku-trudovu-migratsiyu-do-krayin-vyshegradu/>.

⁴⁷ Visa Center of the Embassy of the Czech Republic in Ukraine. (Візовий Центр Посольства Республіки Чехії в Україні). URL: <https://www.vfsglobal.com/czechrepublic/ukraine/index.html>.

Profile of ukrainian labour migration:

SLOVAKIA VECTOR



Growth in the period between 2015-2018 – 4,5 times⁴⁸.

Residence of Ukrainian citizens in the territory of the Slovak Republic: in 2018, the number of Ukrainians in Slovakia has increased significantly. This year, the Ukrainians were issued 14235 new temporary and 682 permanent residence permits (a total of 14917 compared to 8036 in 2017)⁴⁹.

Employment: in 2018 in Slovakia 11842 Ukrainians worked, among them – machinery and equipment operators and mounters (5757, average salary 1005 euros), qualified workers and craftsmen (1371, 650 euro), assistants and unqualified workers (999, 1418 euro), and employes of sphere of service and sales (758; 775 euro)⁵⁰.

⁴⁸ Migration profile of Ukraine for 2018. State Migration Service of Ukraine. (Міграційний профіль України за 2018 рік. Державна міграційна служба України). Київ, 2019. 94 с.

⁴⁹ Employment of foreigners in the territory of the Slovak Republic in 2018. (Zamestnávanie cudzincov na území Slovenskej republiky za rok 2018). URL: https://www.upsvr.gov.sk/statistiky/zamestnavanie-cudzincov-statistiky/zamestnavanie-cudzincov-na-uzemi-slovenskejrepubliky-za-rok-2018.html?page_id=772215.

⁵⁰ Ibid.

Attraction factors

- The managerial – improved legal framework to attract labour migrants from outside the EU;
- The educational – many Ukrainian people study in Slovakia. During 2016–2017 academic year 1 258 Ukrainian citizens studied here. The majority in Prešov University (328), technical University in Košice (304), the University of Matej Bel in Banská Bystrica (131), the University of Komenský in Bratislava (86), the University of Economics in Bratislava (59). Mostly Ukrainian students study Slovak language and culture, social sciences, and also informational technologies, biology and ecology⁵¹.

Interesting information (according to periodicals)

In November 2018 the government of Slovakia agreed to further amendments to the legislation on employment and residence of foreign citizens to facilitate the employment of third-country citizens. The most significant change was the reduction of application time for a temporary residence permit from 90 to 30 days in case of scarce sector employment. This change came into force on January 1st 2019. At the same time, the amount of documentation and bureaucracy when filling such an application was reduced⁵².

Institutional and legal features

- *Migration quota*. It was 12 000 in 2018
- *Visa regime*. Staying in Slovakia A – airport transit visa, C – the only Schengen visa (stay up to 90 days), D – long-term visa (stay more than 90 days), or based on the agreement between Ukraine and the Slovak Republic on local border traffic. In 2018 the Slovak Republic issued 1530 Type C and 219 Type D96 visas to Ukrainian citizens⁵³.

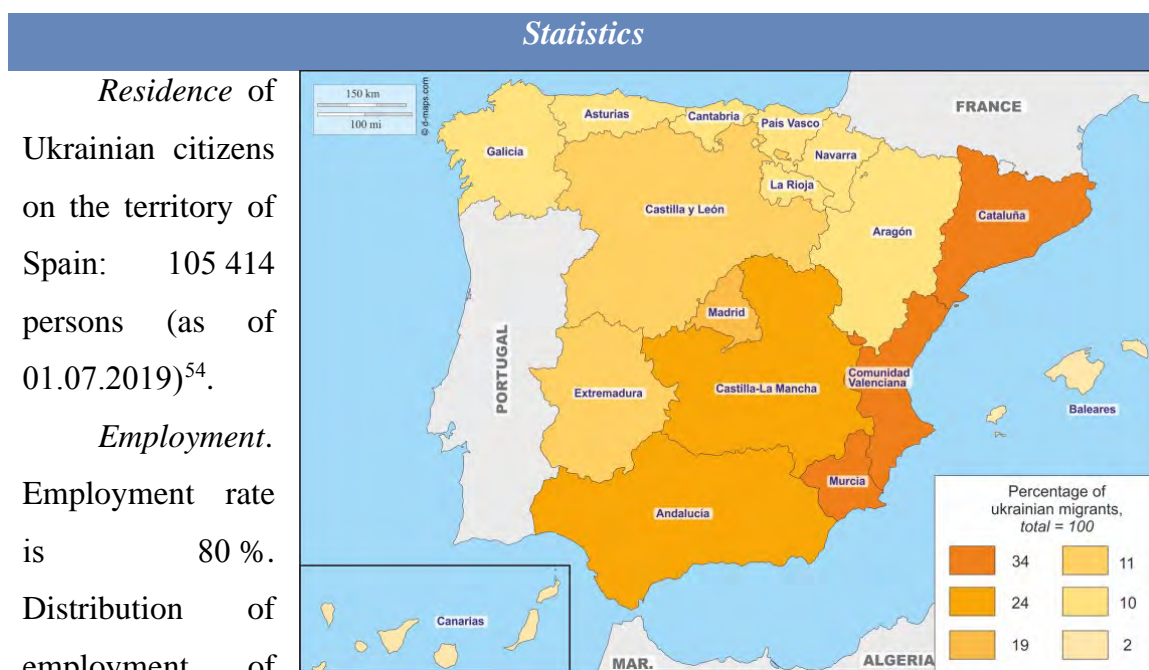
⁵¹ Employment of foreigners in the territory of the Slovak Republic in 2018. (Zamestnávanie cudzincov na území Slovenskej republiky za rok 2018). URL: https://www.upsvr.gov.sk/statistiky/zamestnavanie-cudzincov-statistiky/zamestnavanie-cudzincov-na-uzemi-slovenskejrepubliky-za-rok-2018.html?page_id=772215.

⁵² Changes in the Labour Code and in the Act on the Minimum Wage - leave, allowance for the child's sports activities. (Zmeny v Zákonníku práce a v zákone o minimálnej mzde – dovolenka, príspevok na športovú činnosť dieťaťa). URL: <http://www.vssr.sk/clanok-z-titulky/jednoduchsi-prichod-pracovnikov-z-tretich-krajin-odobril-aj-prezident-spravodajstvo-12-2018.htm>.

⁵³ Agreements between Ukraine and the Slovak Republic on local border traffic. (Угоди між Україною та Словачкою Республікою про місцевий прикордонний рух). (19.04.2019). URL: https://zakon.rada.gov.ua/laws/show/703_076.

Profile of ukrainian labour migration:

SPAIN VECTOR



Ukrainians in the labour market:

- agriculture and production (harvesting of citrus fruits, grapes, vegetables, fruits, olive crops, their processing, industrial production) – 45%;
- construction (buildings, roads, etc.) – 30%;
- work in Spanish families as servants, care for the sick and the elderly – 15%;
- service sector (hotels, cafes, restaurants, dance clubs, apartment repairs, cars, appliances, guarding) – 10%⁵⁵.

⁵⁴ Population Figures (PF) as of July 1, 2019. Migration Statistics (Cifras de Población (CP) a 1 de julio de 2019.) Estadística de Migraciones (EM). Primer semestre de 2019. Datos provisionales. URL: https://www.ine.es/prensa/cp_j2019_p.pdf.

⁵⁵ Ukrainians in Spain. URL: <https://spain.mfa.gov.ua/posolstvo/172-ukrajinci-v-ispniji>.

In total, 66 191 Ukrainians received Spanish citizenship during 2008-2010⁵⁶ (Fig. 1).

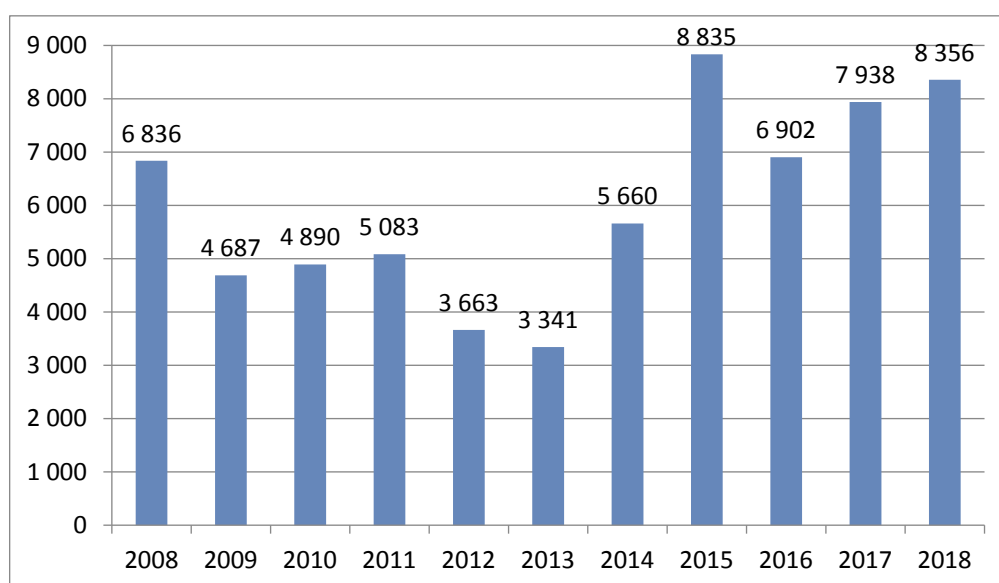


Fig. 1. Immigration of Ukrainians to Spain (citizenship obtaining), persons⁵⁷

Attraction factors

- Loyalty to migrants, a simple, in comparison with other EU countries, naturalization process;
- Favourable living and working conditions: housing and other government programs.

Interesting information

- The vast majority of Ukrainians in Spain (70 %) come from the western regions of Ukraine (Lviv, Ternopil, Ivano-Frankivsk, Khmelnytsky, Rivne, Volyn);
- Average age of Ukrainian migrant – 30–40 years;
- One of three Ukrainians is in Spain with school-age children.

⁵⁶ Immigration flow from abroad by semester, sex, age group and country of birth. URL: <https://www.ine.es/jaxiT3/Tabla.htm?t=24390&L=0>.

⁵⁷ Migration statistics. URL: <https://www.ine.es/dynt3/inebase/index.htm?padre=3678&capsel=3695>.

Profile of ukrainian labour migration:

ITALY VECTOR

Statistics

Residence of Ukrainian citizens on the territory of Italy: 235 245 Ukrainian migrants (6,3% of all 3,7 million migrants from outside the EU)⁵⁸. Every year, Ukrainian citizens receive more than 7 000 new residence permits in Italy.

Employment: The reasons for permitting work are 49,9 %, which is the main reason for staying, and 38,2 % is family reunification.

The distribution of employees from Ukraine among economic sectors is influenced by gender composition of the community. Provision of services in the social sphere – 62 %, in trade and public catering – 14 %, in industry – 11 %, in the transport and business services sector – 10 %, in agriculture, hunting and fishing – 3 %⁵⁹. In terms of specialties, workers in the field of personal services (personal assistance) prevail – 51 % of community workers, 32 % are employed as unskilled workers, 15 % are skilled workers, and the share of intellectual and technical managers and specialists is only 3 %.

Wages of Ukrainian migrants by type of employment: EUR 1 044 for skilled workers, EUR 646 for domestic workers and EUR 605 for agricultural workers.

Education. Unlike migrants from other countries, workers with an average (2/3) and higher education (24 %) are predominant.



⁵⁸ The Ukrainian community in Italy / Annual report on the presence of migrants. Ministry of Labour and Social Policies. (La comunità ucraina in Italia / Rapporto annuale sulla presenza dei migranti. Ministero del lavoro e delle politiche sociali). URL: http://www.integrazionemigranti.gov.it/Attualita/Approfondimenti/Documents/RC2018/RC_Ucraina_2018_DEF.pdf.

Family structure. Single-person families are most common among non-EU citizens. In particular, the proportion of lonely people in the Ukrainian community is 60 % (non-EU – 34 %). For the Ukrainian community, the proportion of mixed Ukrainian-Italian families reaches 13%, 10% of Ukrainian families are incomplete (1 parent), and couples without children make up 5 %, with children – 6 %. Overall, of the 130,221 Ukrainian families, 78% are without children, 21% have 1–2 children, 1 % have 3 or more children.

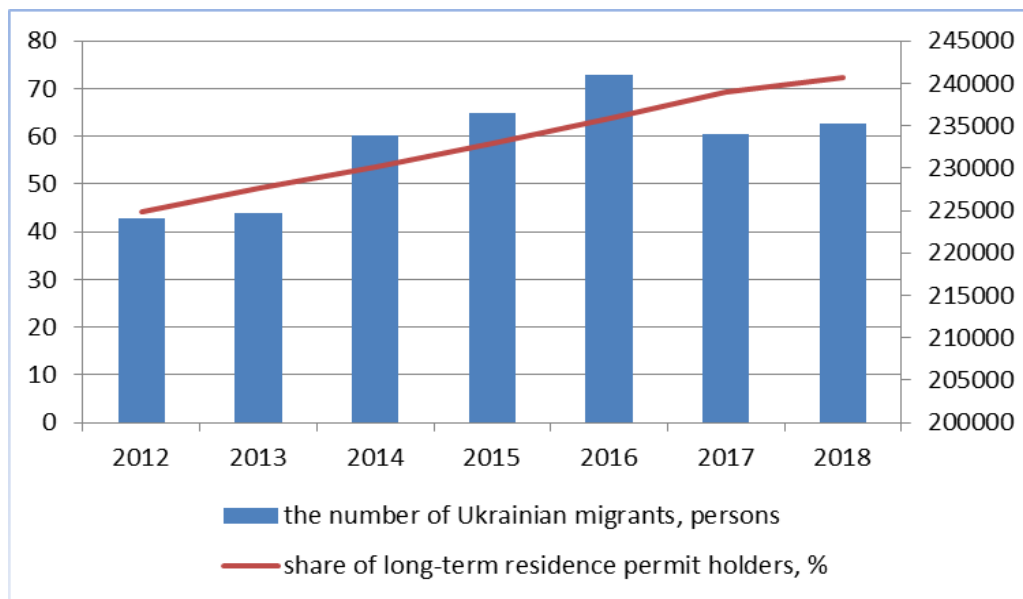


Fig. 2. General information about Ukrainian migrants in Italy

Interesting information

- Italy's share among all countries of destination of Ukrainian migrants during 2013-2018 is steadily 10–12 %⁶⁰;
- Specific sex-age structure of Ukrainian migrants in Italy causes the emergence of socio-psychological problems: social orphanhood, the so-called. 'Italian syndrome'⁶¹ social and professional maladaptation of men and more.

⁵⁹ Ibid.

⁶⁰ Migration in Ukraine. Facts and figures. URL: http://iom.org.ua/sites/default/files/ff_ukr_21_10_press.pdf.

⁶¹ 'Italian syndrome' is a psychological term used to describe the condition of people and their families who come back from abroad and cannot adapt in a previously routine life, especially this concerns the children of migrants.

Profile of ukrainian labour migration:

PORTUGAL VECTOR

Statistics

As for 2018, 29,197 *Ukrainian citizens were legally resident in the country* (7 % of all foreigners in Portugal)⁶². Along with illegal migrants – about 40 thousand.

The largest number of Ukrainian migrants in Portugal was in 2008 (52,4 thousand), after which their number gradually decreased. At the same time, between 1 500 and 4 000 Ukrainians are granted Portuguese citizenship annually during 2011–2018 (25,6 thousand in 2008 as a whole).

Employment. Among modern migrant workers in Portugal, most men work in construction, women are employed in the hotel and transport sectors. The specificity of employment has created gender imbalances within the Ukrainian community for the benefit of men, but today the correlation of articles has levelled off. Only 14 % work according to their qualifications. 57 % of migrants are employed in a field other than qualification; 29 % – at work, which does not require qualification. 42 % of migrants go there for more than a year, 22 % – from six months to one year, others – from 3 months to six months. The average monthly wage of an emigrant is \$ 950. Most Portuguese Ukrainians are from the western regions of Ukraine.⁶³



⁶² Foreign population who acquired Portuguese nationality: total and by main previous nationalities. (População estrangeira que adquiriu nacionalidade portuguesa: total e por principais nacionalidades anteriores). URL: <http://www.pordata.pt>.

⁶³ Information about the Ukrainian community in Portugal. URL: <https://portugal.mfa.gov.ua/spivrobotnictvo/240-ukrajinci-u-portugaliji/informaciya-pro-ukrayinsku-gromadu-v-portugaliji>.

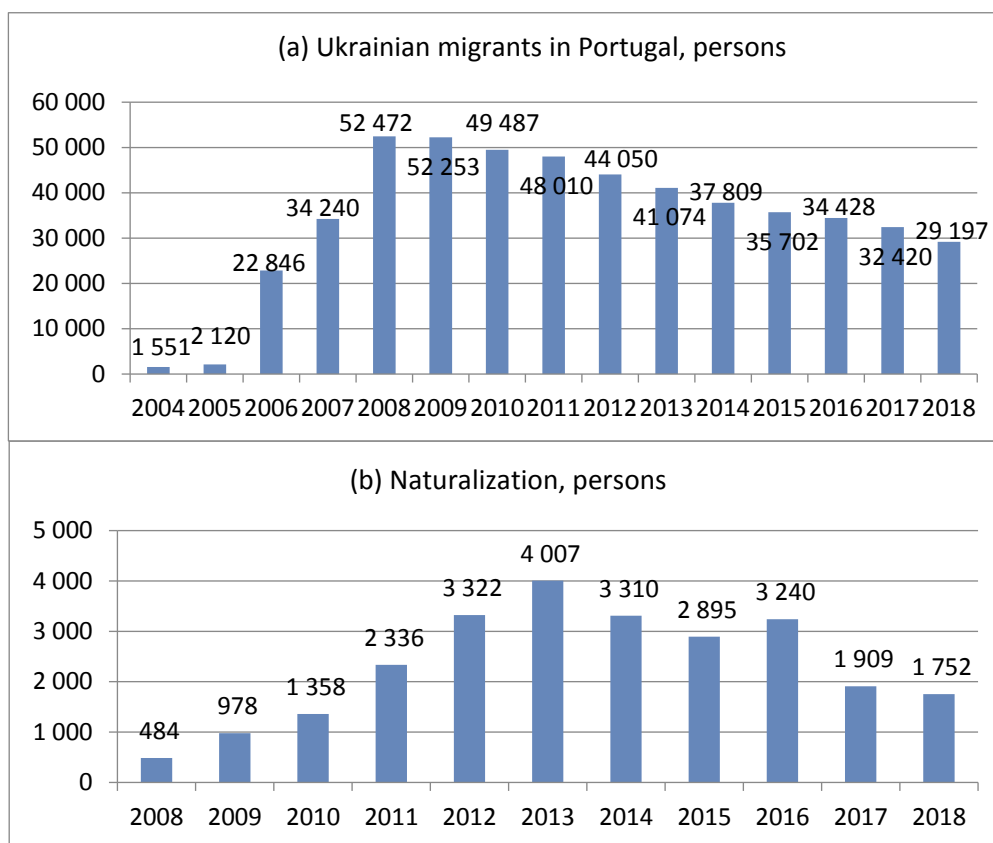


Fig. 3. General information about Ukrainian migrants: Ukrainian migrants in Portugal (a), Naturalization (b)

Attraction factors

- Expansion of the labour market offer: the mass departure of Ukrainian citizens to Portugal accounts for 2001-2004, which is connected with the country's preparation for the European Football Championship in 2004;
- The liberal attitude towards migrants and the facilitation of their acquisition of nationality in connection with the projected natural decline of the Portuguese population.

Interesting information

Avenida da Ucrania opened in Lisbon on June 23, 2008 in gratitude of the Portuguese people for the hard work of Ukrainians.

NGO

Association of Ukrainians in Portugal (Associação dos Ucrânicos em Portugal). Head - Pavlo Sadokha. Rua Félix Correia Nº1, 2-Esq, 500-271 Lisboa. ukrspilka@gmail.com. www.spilka.pt.

3. UKRAINIAN LABOUR MIGRATION AND SOCIAL PROTECTION OF MIGRANTS



Oksana Hoshovska
TOWARDS THE SUN

Ukrainian labour migration is closely constrained with the problems of social protection of rights, guarantees and freedoms of labour migrants and members of their families.

In accordance with the Universal declaration of human rights every member of society has the right to security in the event of unemployment,

sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control (the Article 25). The states that signed the International Covenant on Economic, Social and Cultural Rights admitted the right of everyone to social security, including social insurance (the Article 9)⁶⁴.

In the real life difficulties for Ukrainian labour migrants arise continually. The situation, when they are just not aware that in some host countries the social insurance system refers exceptionally to the citizens of this country, or is limited to the borders of the state, is typical.

Most often the persons, in relation to whom information about possibilities of migration, labour, employment is provided by unofficial, shadow or criminal channels, remain beyond the bounds of the social insurance system. According to estimations of some international organizations (in particular, MOM), currently approximately 20-

⁶⁴ International Covenant on Economic, Social and Cultural Rights (Міжнародний пакт про економічні, соціальні і культурні права). URL: http://zakon1.rada.gov.ua/laws/show/995_042.

25 percent of Ukrainian labour migrants, including specialists and experts, work illegally. Accordingly, they have no social guarantees.

The types of labour migrant hostilities and discrimination at the labour market, at the workplace, are various. They may consider concluding short-term civil contracts instead of full-fledged labour agreements (providing contribution of payments into the social insurance and medical insurance funds), overtime work (10–12 hours per day instead of 8 hours, with one only day-off or totally without a weekend), as well as coercive change of the employer (which may negatively influence the procedures of legalization and residence permit) etc.

The situation with social protection of Ukrainian labour migrants in Poland is quite representative. In 2019 a sociological study was conducted by a company 'Ewl', supported by the Migrants Fund at the labour market and Center of the East European studies of the Warsaw university, that proved that 30 percent of labour migrants worked illegally, and the amount of those, who agree to work without legal documents, grew to 38 percent. This phenomenon is typical for small firms and agencies (specialized on processing of industrial raw material, guarding, clearing, construction). Punishments for violations of the legal labour rules are severe: a fine up to 3 to 30 thous PLZ (700–7000 EUR) for an employer, a fine of 1 000 PLZ and more for a worker, or and even deportation followed by including to the list of persons, whose stay in the Schengen zone is undesirable⁶⁵. Interestingly, according to opinion polls, each second Ukrainian in Poland would not work illegally under any circumstances. It also explains high motivation of Ukrainians to get labour permissions. In 2018 Ukrainian citizens in Poland, according to studies⁶⁶, 'have obtained over 250 thousand labour permissions, which allow working legally in the country for 3 years, and over million declarations on intention to employ foreigners, which allow working legally in the country for 6 months during a year'. So far it concerns less than one fourth of general number of Ukrainian labour migrants in this country.

⁶⁵ Work on the black: why Ukrainians work illegally in Poland (September 3, 2019). (Робота по-чорному: чому українці нелегально працюють у Польщі (3 вересня 2019 р.)). URL :<https://hromadske.ua/posts/robota-po-chornomu-chomu-ukrayinci-nelegalno-pracyuyut-u-polshi>.

⁶⁶ Ibid.

Another point of interest is the issue of Ukrainian labour migrants' social risks insurance. Analytics shows that 'In June 2019 contributions to the Social insurance Fund in Poland were paid by 644 thousand of foreigners (therefore, working legally within full-fledged labour agreements), including 470 thousand of Ukrainian citizens. This is 6 times higher than in 2014, however still too little compared to the total number of the Ukrainian labour migrants at the Polish labour market – estimated by the National Bank around 800–900 thousand people'⁶⁷.

A separate page in the story of social protection development for Ukrainian labour migrants, may be opened by the risks related to contraction and spreading of various new diseases, pandemics etc.; presently it is the coronavirus. It is worth mentioning the recent history, when Poland intended to compel labour migrants' vaccination due to problems with measles and tuberculosis in Ukraine⁶⁸. Presently the Polish State inspection of Labour conducts an informative campaign 'Work legally' – the action urging for higher financial stability, life and health of labour migrants'.⁶⁹.

Thus, effective solutions for social insurance for Ukrainian labour migrants are an organic constituent of the Ukrainian overall social national policy. The aim of the policy is legal and institutional protection of all vitally important interests of the citizens, every person (society as the whole) from internal and external risks and threats. It is a characteristic of durability of the constitutional mode of the state, its political and social stability. The Ukrainian state needs to systematically approach the issues of social risks and threats diversification in relation to such category of its citizens as labour migrants. The weight of this issue is so high, that a whole row of public authorities' powers in

⁶⁷ Work on the black: why Ukrainians work illegally in Poland (September 3, 2019). (Робота по-чорному: чому українці нелегально працюють у Польщі (3 вересня 2019 р. URL: <https://hromadske.ua/posts/robota-po-chornomu-chomu-ukrayinci-nelegalno-pracyuyut-u-polshi>).

⁶⁸ Ukrainian workers are accused of spreading measles in Poland (December 13, 2018). (Українських заробітчан звинувачують у розповсюдженні кору в Польщі (13 грудня 2018 р.)). URL: <https://ua.news.ua/ukrayinskih-zarobitchan-zvinuvatili-u-rozpovsyudzhenni-koru-v-polshhi/>.

⁶⁹ Tsikhon J. Do you work in Poland? (Ціхонь Я. Працюєш у Польщі? Працюй легально!). Państwowa Inspekcja Pracy Główny inspektorat pracy Warszawa. URL: <https://www.pip.gov.pl/pl/f/v/121751/PracLegalnie.pdf>

relation to the citizens' migratory activity is determined by the Law of Ukraine 'On national safety'⁷⁰.

Providing social protection of labour migrants is a multilevel task. It envisages acceleration of the system of state social and economic measures in the area of the migrants' financial support in case of illness, disability, old age, loss of bread-earner, significant reduction of income, unemployment, industrial accidents, etc. Proper level of social security for labour migrants and members of their families should be the result of this system functioning. We should separately stress the issue of methodology of structuring and provision of the state social insurance system for Ukrainian labour migrants. It should contain the same components as the system aimed for social insurance of all citizens, refer to basic protection, human freedom and equality protection, life level protection, legal and institutional rights protection, personal, incl. ethnic and cultural interests protection, labour (workplace, payment, access to work) protection, family, children, childbirth protection⁷¹ (Fig. 4).

However, there are plenty of problems related to provisioning of the system by state. The ideological discussion on human wealth and role of the state in providing the human wealth, as well as approaches to implementation of the social insurance policy both for local employees and labour migrants is very old. Thus, in some cases human wealth is seen as a *burden* for the national economy and society, while according to another opinion – social *commonness* in the form of social insurance funds is seen as basis for human wealth, yet another – *the distribution principle*, the national solidarity and distribution fairness are creating the ground for human wealth.

⁷⁰ Law of Ukraine On National Security of Ukraine (adopted by the Verkhovna Rada on June 21, 2018, come into force on July 8, 2018). (Закон України 'Про національну безпеку України' (прийнятий ВРУ 21 червні 2018 року, набув чинності 8 липня 2018 р.).

⁷¹ Standing Guy, Zholdos Laszlo Mop Ways to Overcome Socio-Economic Insecurity: A Survey of the Protection of the Population of Ukraine. (Стендінг Гай, Жолдош Ласло Моп Шляхи подолання соціально-економічної незахищеності: обстеження захищеності населення України). *Соціально-економічна захищеність населення України: Збірник матеріалів, підготовлених до міжнародної науково-практичної конференції*. Київ, 2001 406с. (С.17–64).

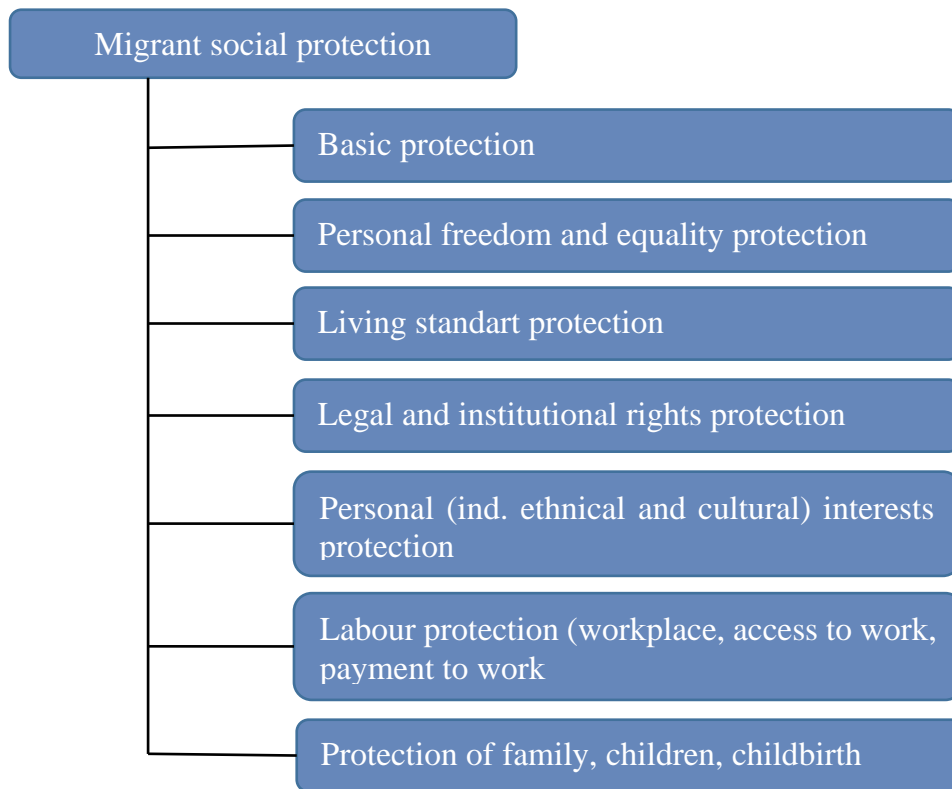
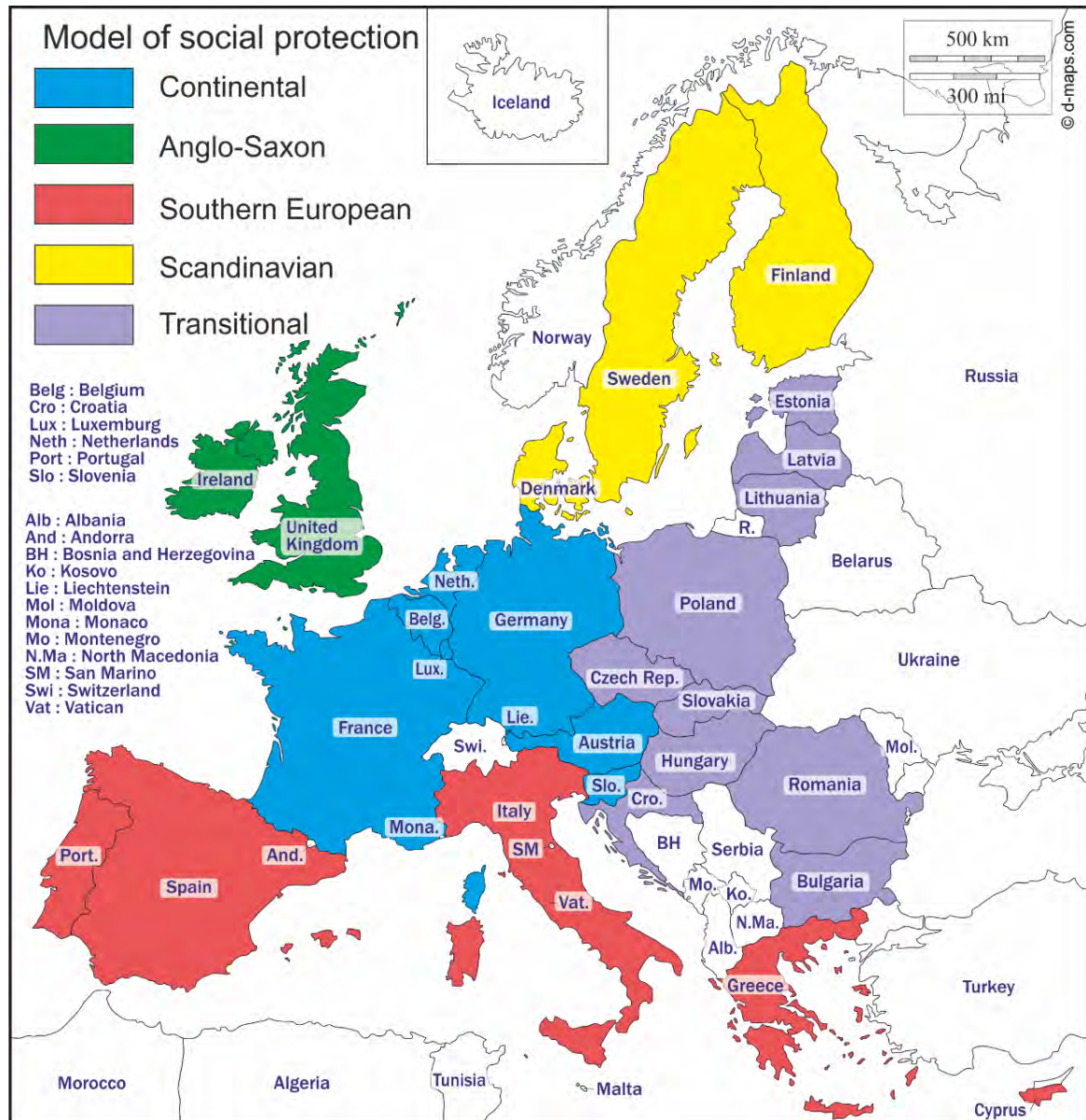


Fig. 4. Conceptual model of the basic parameters for labour migrants protection

One more rendering of the wealth concept may be described as positioning it as the system of social security; according to the latter the model is aimed at verifying the level of personal income, big accent being made on the controlling function of the state. One more vector of opinions is directed at *motivation to work* as the ground for state policy implementation.

According to the present model specific alternatives for budgeting the expenditures aiming at social protection of labour migrants should be selected. Obviously, they will not reach the level of social expenditures determined for social protection of the local labour force. For example, the mentioned social expenditures in the states of the European Union are being determined within 4 different models (Fig. 5 (a; b)).



*Fig. 5. Model of social protection expenditures
in the EU states and the UK (a)
(by V. Hrycevyh, I. Naum; translated by R. Tesliuk)*

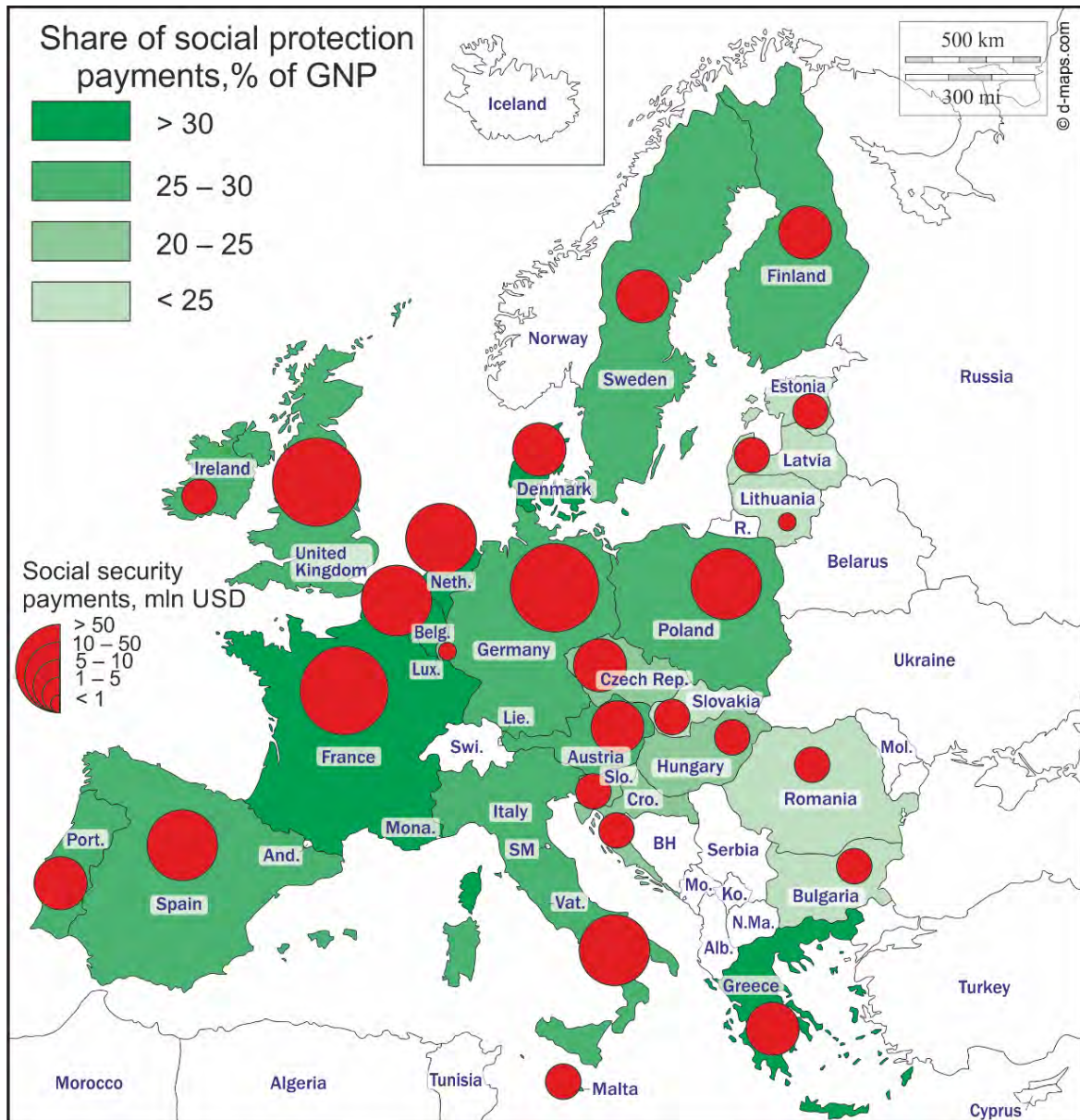


Fig. 5. Model of social protection expenditures
in the EU states and the UK (b)
(by V. Hrycevyh, I. Naum; translated by R. Tesliuk)

Each of the systems has both positive and negative features. However, all of them are sensible to force-majeure circumstances; the example of that are financial and economic crises⁷² – taking the economic crisis of 2008 as an example. As the outcome of the crises, situation with the level of labour protection for foreign workers became considerably worse, as compared to local workers. The situation at the labour markets in Italy, Germany, Spain, France and Great Britain was especially representative considering immigrants originating from the non EU-member states (Fig. 6).

Having in mind interests of labour migrants' employment, we may state that the labour markets of Spain and Italy appeared to be most sensible to the crisis. Some better situation was observed in France and Great Britain, and the best it was in Germany. By the way, in Great Britain at the very beginning of the crisis that destabilized overall economic equilibrium in 2008, an immediate drop of the labour migrants' employment level was observed (in 2009). On the other hand local citizens experienced similar problems only in a years' time (in 2010). As for Germany, situation with the changes in employment level of the two examined categories of population on labour markets remained within the limits of established trends.

In general, the conducted analysis entitled us to formulate a few hypotheses that were later supported by correlation analysis, specifically:

- the countries' labour markets are ultimately sensible to the influence of global factors;
- processes that take place on the labour markets of labour migrants and local workers influence the level of employment both times;
- labour markets and local labour force of labour migrants are interrelated;
- the employment index for labour migrants is more sensible to the dramatic changes of other factors and less proof (unprotected from influence) to different risks.

Unemployment was one more labour market index analyzed and broken down by each of the two groups – citizens and immigrants in the EU states.

⁷² Only in the XXI century there were three significant economic crises: cement (2006-2008), global financial (2008-2011), currency in Russia as a result of falling oil prices and the introduction of external sanctions in connection with the events in Ukraine. (Лише у XXI столітті відчувалися економічні кризи було три: цементна (2006-2008р.), світова фінансова (2008-2011 рр.), валютна у Росії як результат падіння цін на нафту та запровадження зовнішніх санкцій у зв'язку з подіями в Україні (2014-2015 рр.).

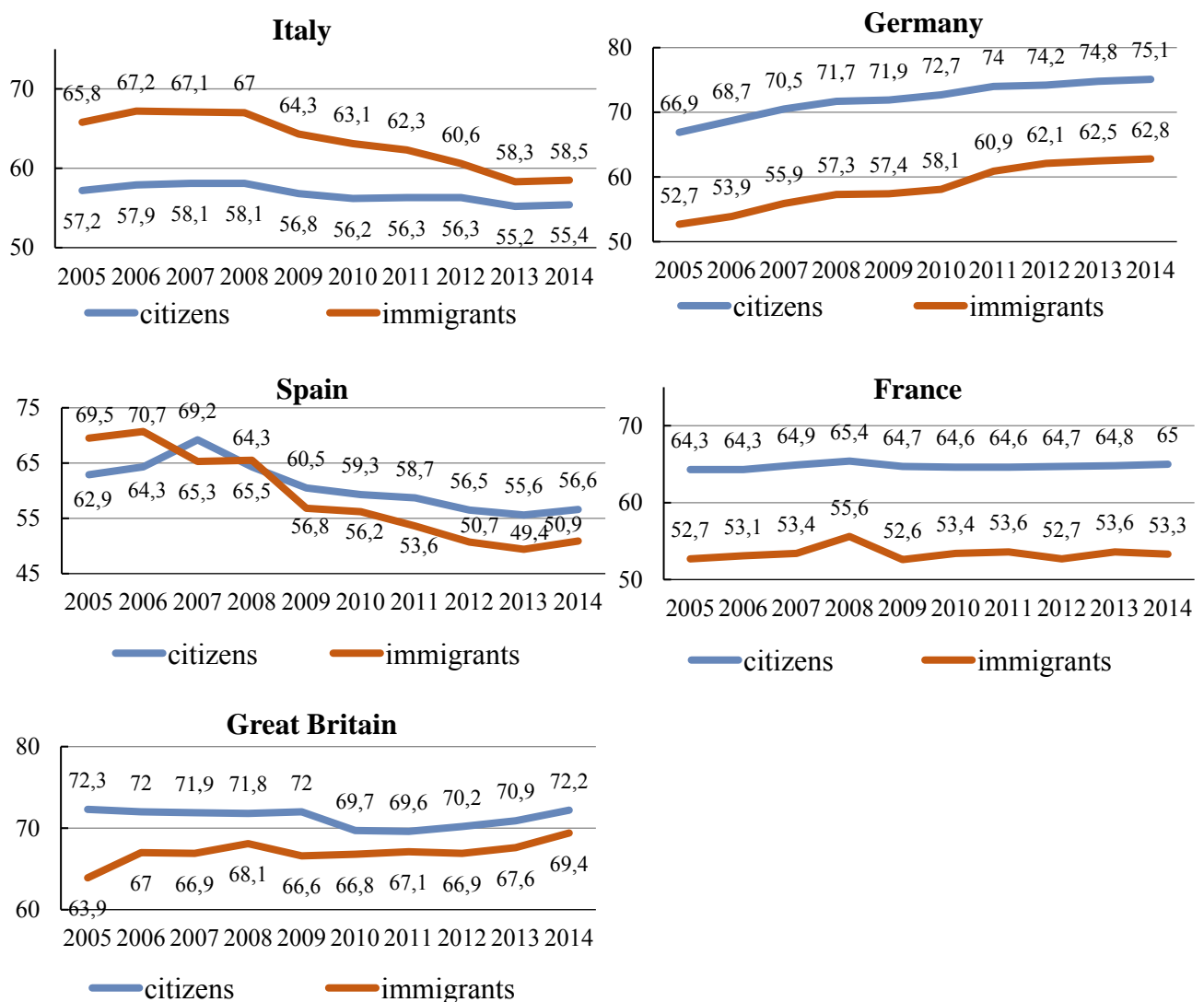


Fig. 6. Employment level (%), of citizens and immigrants at the age of 15–64 in some EU states in 2005-2014⁷³.
(Compiled by Andrusyshyn N. I.)

Even the most general statistics proves that social security of workplace of labour migrants is lower than that of local population (Fig. 7). Therefore, the conducted analysis results consistently underscore the gap between the social protection systems in the investigated UE states for labour migrants and local citizens.

⁷³ Built according to data: Fifth annual report Migrants on the labour market in Italy by the Management. General of Immigration and Integration Policies. (Побудовано за даними: Quinto rapporto annuale I migranti nel mercato del lavoro in Italia a cura della Direzione. Generale dell'Immigrazione e delle Politiche di Integrazione) / Ministero del Lavoro e delle Politiche Sociali. 2015. 122 c.

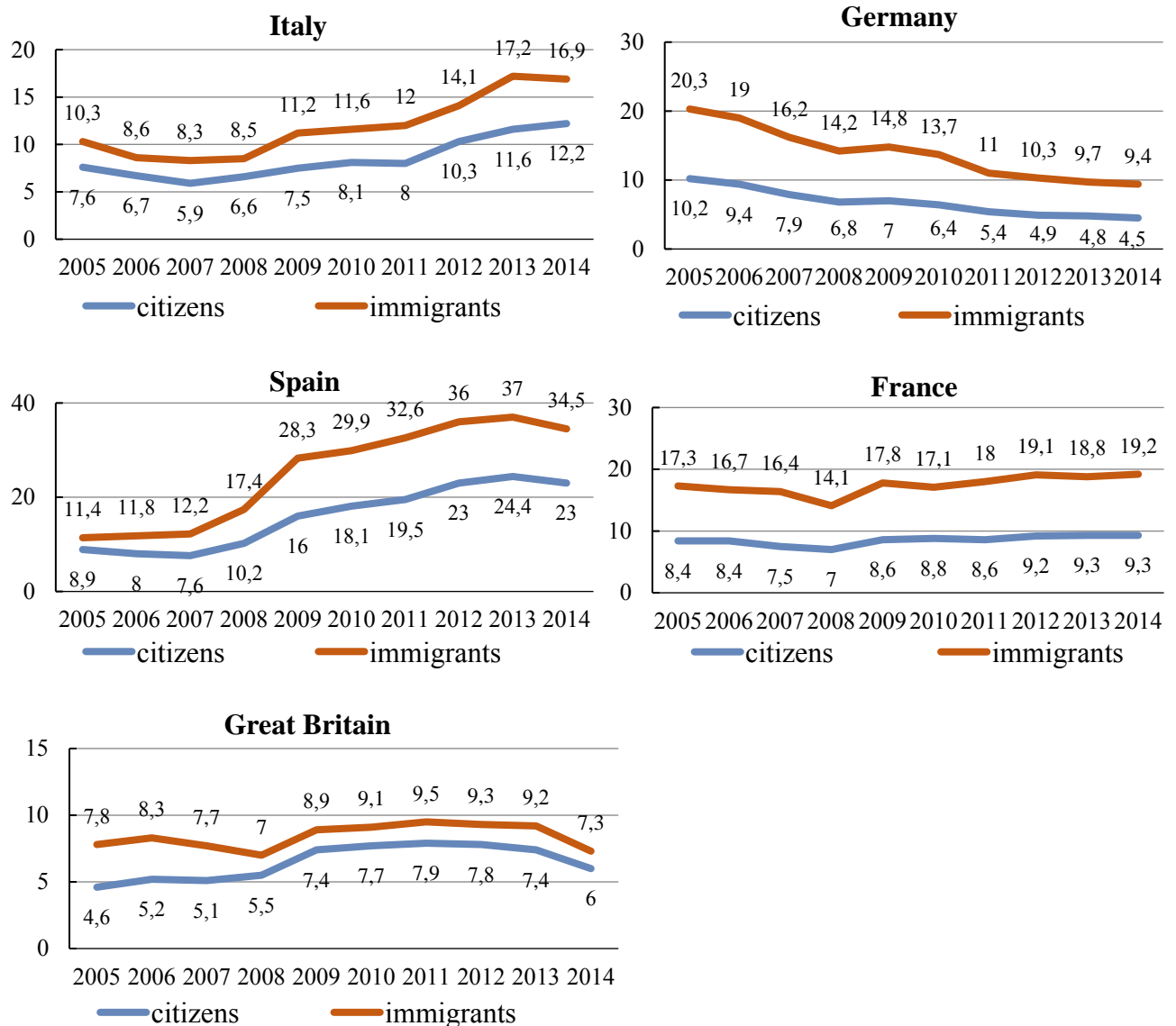


Fig. 7. Unemployment level (%) of citizens and immigrants aged 15-64 in some EU states in 2005–2014⁷⁴
(Compiled by Andrusyshyn N. I.)

Discrimination of labour migrants against the background of crisis brings attention to the problems that need to be solved. Labour migrants get considerably lower level of protection compared to the local citizens. On one hand, it is a logical phenomenon. On the other hand, it shows that it is not exclusively the fault of Ukrainian labour migrants for being unprotected at the labour markets abroad, but that the

⁷⁴ Compiled based on Quinto rapporto annuale I migranti nel mercato del lavoro in Italia a cura della Direzione. Generale dell'Immigrazione e delle Politiche di Integrazione / Ministero del Lavoro e delle Politiche Sociali. 2015. 122p.

Ukrainian state needs to enhance institutional, contractual and other mechanisms for defending the interests of labour migrants, as well as provide decent and protected jobs for Ukrainian citizens in their own country.

The leading world economists currently declare about a new Great Depression⁷⁵. Due to general inequality and instability of the financial sector at the macro level a new economic trend appears similar to that observed in 1920-s, which had lead to collapse of the markets in 1929.

For Ukrainian labour migrants it will be crucially important to:

- first of all, to 'defend' the importance of workplace protection as pre-conditions earning income and obtaining access to other means of social insurance and public welfare;

- secondly, to realize that the risks of losing a job and earning lower income are considerably higher (twice or more), than for a local worker;

- thirdly, to understand all limitations of access to highly paid jobs and lower possibility of employment according to personal labour potential;

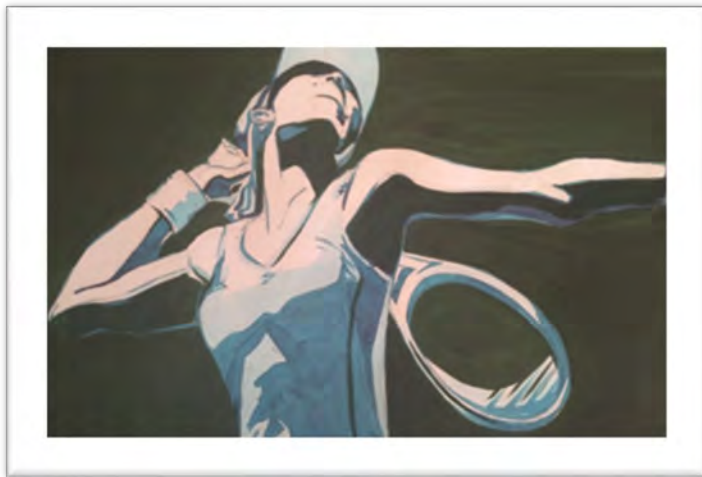
- fourthly, realize the existence of labour and national discrimination at the labour market.

At the same time, considering the European demographic crisis, the labour-markets in EU will develop in such a manner that will help to draw over the skilled labour force from other countries, in particular from Ukraine. In witness thereof are growing quotas in Poland, Czech Republic, Slovakia, Germany and other countries. The Ukrainian state should take own measures in order to defend the Ukrainian skilled labour which is its direct duty and interest.

All the evidence now suggests that in the nearest time competition at the European labour market will be quite severe. And it is important that Ukraine pursues its own interests in this competition.

⁷⁵ IMF boss says global economy risks return of Great Depression. The Guardian (International edition)-17.01.2020. URL: <https://www.theguardian.com/business/2020/jan/17/head-of-imf-says-global-economy-risks-return-of-great-depression> (last accessed: 1.03.2020).

4. UKRAINIAN TRIP TO TERRITORIAL MIGRATION SYSTEMS⁷⁶



Oksana Hoshovska
GREAT GAME

Management of Ukrainian labour migration means its transformation into a factor of sustainable (social, economic and innovative) development of the state.

On the one hand, it is about the relationship between social planning, social forecasting and

urban planning for the development of geospatial entities in the country. On the other - about the importance of people mobility in the formation of new structure of the society territorial organization.

Since the early 2000s, Ukrainian labour migration has not only become massive, but also received different geospatial forms. Binary (and not only) pairs of countries - participants of migrant social and labour relations have years been formed as well as new territorial migration systems (TMS) have emerged.

The fundamental hypothesis of migration systems theory is that migration changes social, cultural, economic and institutional conditions in both sending and receiving countries, that is, the entire developmental space within which migration processes take place. There are not only flows of people inside the migration system, but also flows of money (investments, transfers, etc.) and goods.

⁷⁶ Pyatkovska O. Lviv Polytechnic National University - o.pyatkovska@gmail.com, Baraniak I.Ye. –State University Institute of regional research named after Dolishniy M.I. of the National Scientific Academy of Ukraine

Let us analyze Ukraine's participation in modern territorial migration systems. Today Ukraine mainly acts as the migration source country due to significant outflow of population primarily of working age.

For further analyses, the main Ukrainian migrants receiving countries were selected, divided into 3 groups according to the number of Ukrainian immigrants: (1) from 1000 to 10 000; (2) from 10 thousands to 100 thousands; (3) more than 100 thousands migrants. We also ranged all countries in each group.

Yet, on this stage of analyses, it was possible to identify the following trends: in 2015 Slovakia moved from group 3 to group 2, and in 2019 other countries like Switzerland, Sweden, Denmark and Bulgaria also made the transition from 3^d to 2^d group; additionally, after 2015 the Netherlands has appeared in the 1st group. All this demonstrates that migration flow from Ukraine to the above mentioned countries is increasing.

A more detailed analysis of the formation and development of TMS was made using such macroeconomic parameters as: remittances to Ukraine from selected countries, foreign direct investments to Ukraine from selected countries, flows of goods (sum of export and import of goods toward and from Ukraine), trade in services (sum of export and import of services toward and from Ukraine).

The results of the analysis of the ranking positions of the analyzed countries according to the selected parameters for the period 2015-2019 confirm the following: a decrease in the position of Belarus in the number of migrants from the 3rd to the 5th position, which may be an evidence of the instability of the migration system. This can be stated also due to low position of this country in the range of financial flows (10th position in terms of remittances and foreign direct investments), exports and imports of services (ranking position is lower than that of the migration one). Migration systems between Ukraine and Kazakhstan as well as Uzbekistan are also quite unstable. This is due to the high migration rate, with sufficiently low ratings of all selected data (mostly 9th and 10th positions) between Ukraine and Kazakhstan; 8th range in terms of migrants and mostly 10th range in all the other parameters between Ukraine and Uzbekistan.

Instead, Canada, Spain, Poland, Czech Republic and Germany generally have higher ratings on all macroeconomic parameters than the migration rating position,

which may indicate the effective functioning of the migration system and these countries are likely to face further Ukrainian immigration flows in future.

To compare the selected countries by selected indicators, we also conducted cluster analysis (hierarchical clustering method, using software Statistica.13 package). The result of data processing for years 2018-2019 is Tree Diagram, which shows the formation of two main clusters of countries: the first, formed by Poland, Germany, Belarus, Italy, USA, and the second, comprising Israel, Kazakhstan, Canada, Uzbekistan, Spain and the Czech Republic.

The first cluster includes all the leading countries in the number of Ukrainian immigrants (except Kazakhstan), which at the same time show relatively good positions in all other indicators, with a sub cluster formed from the USA, Belarus and Italy, apparently due to the fact that these countries sometimes show slightly lower positions on indicators other than migration. Although Spain and the Czech Republic are in another cluster, apparently due to the lower migration position, however, the Euclidean distance between them and the first cluster, in particular Poland and Germany, is small, indicating their similarity.

Thus, the results of both analyzes generally correlate with each other and allow us to distinguish the most stable migration systems between Ukraine and Poland, Ukraine and Germany, Ukraine and Czech Republic.

5. NEW CONCEPTS OF WORK, OCCUPATIONS AND EMPLOYMENT: THE CHANGING FLOWS OF LABOUR MIGRATION



Oksana Hoshovska
HORIZON

New types of employment, actively developing in Ukraine, are characterized by specific features, namely by intellectualization of labour; dynamic sectoral and intra-sectoral restructuring of employment; increase in the workforce skills;

creation of new types of work and occupations; development of new forms of self-employment; humanization of employment; increasing flexibility of labour market; growing employment in small and medium business sector.

In the new economy, a great expansion of various forms of non-standard employment is currently observed. Different practices of remote personnel employment (outsourcing, outstaffing and staff leasing) are becoming more and more popular. Today, in most Eastern European countries from 2% to 5% of population works as remote employees, but according to some analysts, the global staff leasing industry grows by an average of 20-30 %. At the same time, in highly developed countries, the innovative virtual enterprises based on e-mail and the Internet use have been actively created in recent years. One of the most socially significant innovations concerning new labour relations is a remote employment using the latest technologies, such as telecommuting or telework. By definition of the leading organization building Europe's confidence and competence in key aspects of the information society (European Telework Development, ETD), telework occurs when Information and communications technology (ICT) is used to perform work at a distance from the place where the

essential results of this work are needed or from where it is usually carried out. The main components of telecommuting include home employment, mobile work, employment in a specially equipped telecentres and different types of outsourcing using ICT.

Innovative skills and competencies, as well as atypical forms of employment are primarily performed in the sectors of ICT, biotechnology, energy, transport, education, health care, etc. (Table 1).

Table 1. Sectors of Ukraine's economy with the most in-demand new professions⁷⁷

Sectors	Professions (occupations)	
Information and communications technology	Programmer; system architect; software developer; cybersecurity specialist; web engineer;	systems engineer; system administrator; nanotechnology and robotics specialist
Biotechnology	Urban ecologist; architect of living systems; systems biotechnologist;	biopharmacologist; GMO-agronomist; city farmer
Health care	IT physician; IT geneticist; architect of medical equipment; bioethicist (specialist in regulatory and ethical aspects); genetic adviser; clinical bioinformatics specialist; medical marketer; R&D health manager (communication specialist); molecular nutritionist; cyber-prosthetics specialist; network physician(providing online diagnoses);	crystallography specialist (specialist in the use of crystals in medicine); professional in development of a hospital life cycle (medical designer); expert in personified medicine (specialist who studies the genetic health of the patient and develops individual programs of his support, as well as offers appropriate medical insurance products); healthy aging consultant; medical robot operator

⁷⁷ Based on data on new jobs and professions.

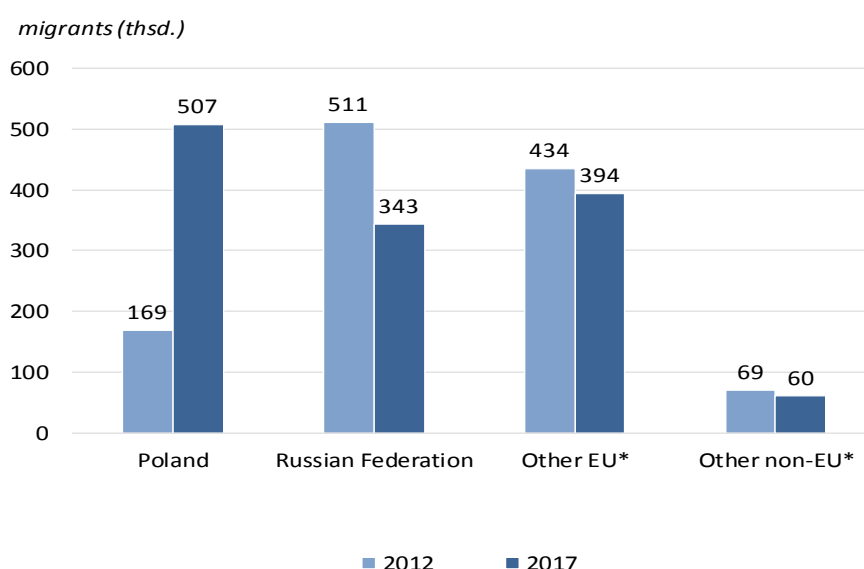
**NEW CONCEPTS OF WORK, OCCUPATIONS AND EMPLOYMENT:
THE CHANGING FLOWS OF LABOUR MIGRATION**

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Energy and its accumulation	Modernization manager; developer of microgeneration systems; designer of recovery systems; local power systems specialist;	designer of energy storage devices; meteoenergetic; designer of portable devices (clothing, shoes, etc.)
Energy network and energy consumption	Energy market specialist; advocate for the rights of electricity consumers; energy system developer;	intelligent network engineer; energy refueler; power grid controller for distributed energy; energy auditor
Transport systems	Operator of automated transport systems; transport network security engineer; designer of intermodal transport nodes (develops transplant systems from one vehicle to another); technician of intermodal transport systems;	'smart' roads engineer; designer of composite structures for transport facilities; designer of high-speed rail tracks; cross-logistics operator; architect of intelligent control systems
Waterway and air transport	Port ecologist; system engineer of marine infrastructure; Arctic navigation specialist; interface designer for remotely piloted aviation; small aviation engineer; operational data analyst;	airship designer; infrastructure designer for air navigation; developer of intelligent systems for dynamic dispatching control; space biologist; space geologist; space tourism manager
Education	Moderator; developer of educational trajectories; tutor; organizer of project training;	coordinator of online educational platforms; start-up mentor; game master, game teacher; mind fitness trainer
Ecology	Climate change specialist; renewable energy engineer; 'green' transport engineer (electric vehicle specialist);	'green' constructor (who is using environmentally friendly materials); waste recycling specialist; water quality specialist

The transformations in international and domestic labour markets, the new emerging education areas and training programmes, professions, innovative activities, atypical forms of employment and high-tech and knowledge-intensive jobs make influence on modern migration processes changing their vectors and trends. The world is currently facing *intellectualization*, *virtualization*, *permanentization* (the shift from economic to permanent migration orientations), *precarization* (migrants' precarious existence accompanied with a lack of predictability and job security) of migration processes, as well as the *shift in the age structure of migrants* towards the younger age population (pupils and students).

In Ukraine, in addition to the mentioned migration trends, the changing 'East-West' migration vector in respect of Ukrainian labour migrants' employment is being observed. The shift to the West migration vector is determined not only by the escalation of the armed conflict in the East of Ukraine, but also by the development of active migration policies in the European countries, especially Poland, aimed at attracting foreign labour force and students from abroad. During 2012-2017, the Ukrainian labour migration (namely temporary migration) to Russia decreased at least by one third, and the number of migrants in Poland increased three times, which is up to 0.5 million people (Fig. 8).



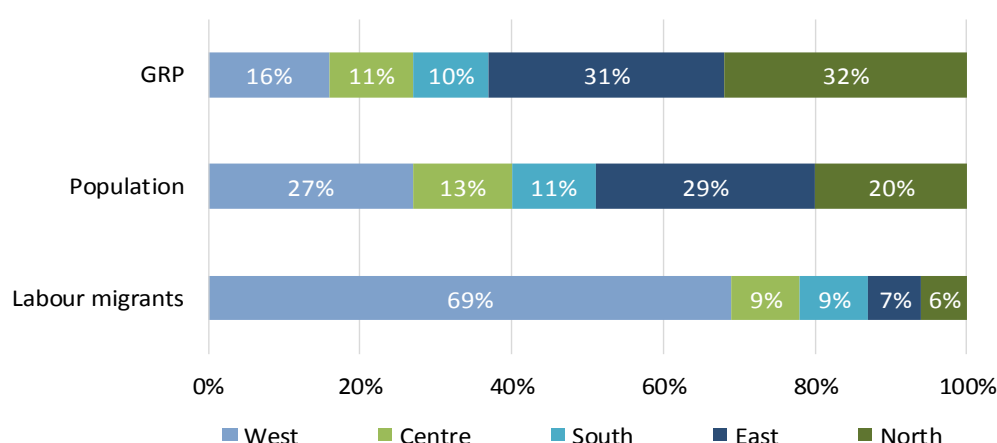
*Finland is included in non-EU in 2012, but in EU in 2017 (approx. 13 thsd.)

Fig. 8. Shifts in Ukrainian labour migration vectors in 2012–2017⁷⁸

⁷⁸ Ukrstat; the Ukrainian Labour Force Survey (LFS) 2012 and 2017.

According to the National Bank of Poland, labour migration trends after 2017 indicate the annual arrival of approximately 200 thousand Ukrainian migrants. In 2019, the labour migration from Ukraine slowed down, which can be explained as a temporary phenomenon during the election year.

In the regional aspect, the most migration-active areas are the western regions of Ukraine, the border ones in particular. According to the Special Migration Modules of the Ukrainian Labour Force Survey (LFS) in 2017, 69% of migrant workers (excluding permanent migrants) came from the Western Ukraine, although only 27% of the population resides in this region. The highest mobility of the western regions' residents is typical for Ukraine, since the West remains a poorer region (compared to the Eastern region) producing only 16% of Ukraine's Gross Domestic Product (Fig. 9).



*GRP denotes Gross Regional Product per capita

Fig. 9. The structure of selected indicators by economic regions of Ukraine, in percent, 2017⁷⁹

In general, migration processes should be a relevant part of strategic public policy planning, and given the fact that Ukraine is currently pursuing active political reform, social transformations and economic reorientation, migration and employment issues must be consistent with each other, and global trends must be taken into account. Implementation of important socio-economic reforms enhancing competitiveness of the domestic labour market, constraining intellectual migration and stimulating the return of Ukrainian citizens from abroad should be the main priorities of Ukraine's sustainable economic development.

⁷⁹ Ukrstat, the Ukrainian Labour Force Survey 2017.

6. UKRAINIAN LABOUR MIGRATION IN THE CONTEXT OF EUROPEAN INTEGRATION PROCESSES



Oksana Hoshovska
REGATTA AT THE START

Ukraine is the leader in the number of citizens who have obtained residence permits and jobs in the EU. The Association Agreement between Ukraine and the EU (2014), Russian armed aggression (2014), and a visa-free regime with the EU (2017) have an essential impact on the labour market in Ukraine, in particular, on the flow of legal labour migration. According to

Eurostat data, in 2018 Ukraine was the leader in the number of citizens who obtained a residence permit in the EU. The dominant reason for applying Ukrainian residence permits (76 % on average) is the opportunity to work in EU countries (Fig. 10).

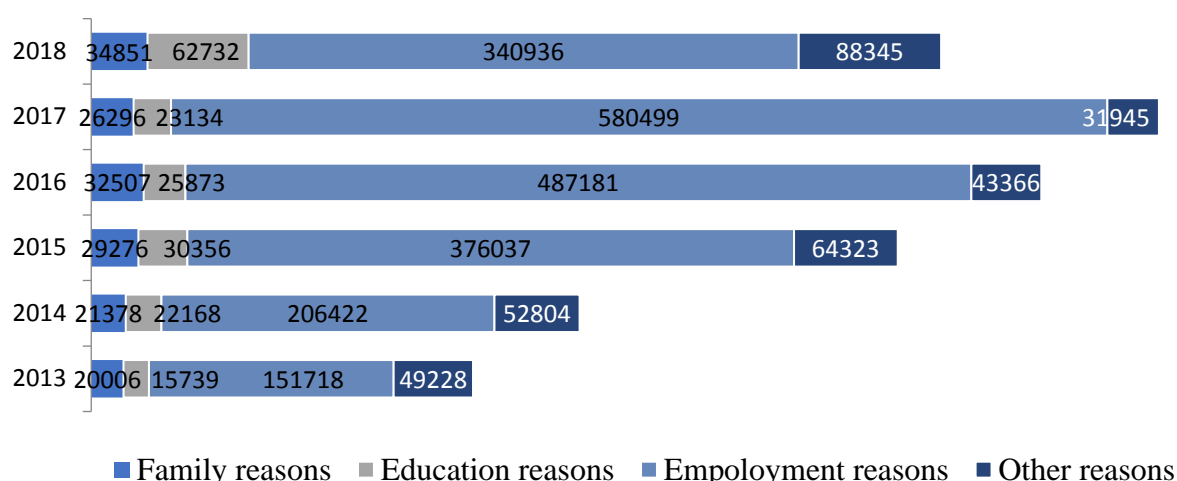
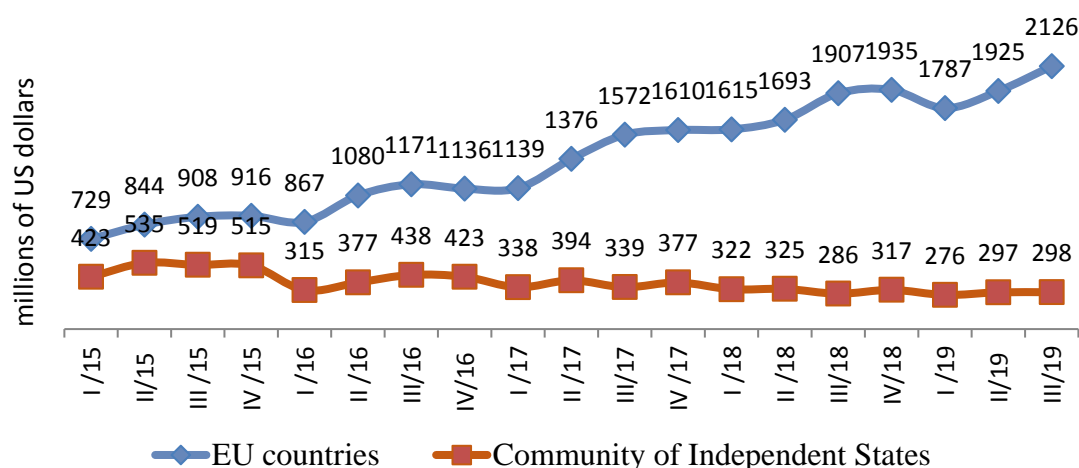


Fig.10. The number of residence permits that Ukrainians received in the EU for reasons of appeal⁸⁰

⁸⁰ Eurostat. URL: <https://ec.europa.eu/eurostat>.

The introduction of a visa-free regime has caused an increase the volume of legal labour migration to the EU. This conclusion is supported by the changing dynamics of private money transfers to Ukraine from EU countries. Increasing net wages in private money transfers to Ukraine indicate an increase in the share of legal employment of Ukrainians in EU labour markets (Fig. 11).



*Fig. 11. Private money transfers to Ukraine from the EU and CIS
from 2015 to 2019 by quarter⁸¹*

EU countries are increasing quotas for labour migrants from Ukraine. The main EU countries where Ukrainians applied for residence and work permits in 2018 were Poland, the Czech Republic and Hungary. It is in these countries that an active 'competition' for the Ukrainian workforce is taking place.

In 2020, Germany will abolish the priority right of EU citizens to apply for a job, restrict the issuance of work visas only to jobs with a large shortage of workers, and also introduce a six-month work search visa (Law on Employment of Foreigners). A migrant can obtain a work visa if they have a contract to work with an employer, along with recognition of their diploma in Germany. The maximum duration of a work visa is 4 years, if the contract is unlimited in time.

In 2019, the Czech Government simplified the procedure for hiring labour from other countries and decided to increase the quota for hiring skilled workers from Ukraine from 19 600 to 40 000. The number of employment programs in the Czech

⁸¹ National bank of Ukraine. URL: <https://bank.gov.ua/>.

Republic will be reduced from six to three - for skilled, highly skilled workers, as well as scientists and researchers in key sectors.

Integration with the EU: advantages and disadvantages for Ukraine. The analysis of the dynamics of migration flows of Ukrainians to the EU countries, changes in the labour legislation of the EU member states give grounds to the following conclusions:

1) the Ukrainian labour market is experiencing conditions of fierce competition from European employers, whose governments are increasing quotas for the employment of skilled labour from Ukraine. It is this tendency that is most threatening to the domestic Ukrainian labour market and the competitiveness of the economy as a whole. Domestic enterprises are gradually raising wages and substantially revising working conditions, but are unable to compete with employers in EU countries;

2) the increase of private remittances to Ukraine contributes to an increase in the purchasing power of the population, domestic demand in Ukraine due to external revenues, and a decrease in the current account deficit. However, the question remains whether the remittances of migrant workers outweigh the human costs associated with the transformation of temporary work in the EU into long-term stay and residence of Ukrainians abroad.

3) it is important for the Ukrainian government to develop special programs on labour migration as part of strategic planning in the country. Such programs should include measures related to the formation of a qualitative database of administrative and statistical data (modules on migration in labour surveys) on migration of Ukrainians, adaptation to the adverse effects of labour migration, creating conditions for reducing disparities in quality of working life, and establishing various systems of communication with Ukrainian migrants, in particular within the framework of professional and other public associations.

PROPOSALS ON THE REGULATION OF UKRAINIAN LABOUR MIGRATION

Ukraine, which is on the threshold of the third decade of the 21st century, is one of the Top 10 largest countries in the world - labour exporters, is facing a new migration challenge of its own development. The price of migration losses is very high. Human capital export reserves are depleted. The transformation of educational migration into work is accompanied by a sharp asymmetry in the use of this capital outside Ukraine, despite national interests. Knowledge capitalization is weakly correlated with the real steps of the state, domestic business on the way to launching new high value-added productions and creating jobs with decent working conditions.

In the current situation, the Ukrainian state is forced to take extraordinary steps in the area of the regulation of Ukrainian labour migration. Migration policy should become part of the overall economic growth policy as it is in neighboring countries.

The key areas of Ukraine's state policy in the area of labour migration regulation and labour market development should include searching for talents in a global competitive environment, filling labour shortages in the sectors that are less attractive to local workers, limiting wage increases in those sectors of the economy which are particularly sensitive to the cost of labour, further diversifying the structure of the economy by supporting the employment of migrants in those sectors of the economy that respond to population migration risks; an increase in domestic demand in certain sectors of the economy due to the presence of migrants (housing market, food industry, employment agency services market); promotion of innovation activity of the economy – is understood not only as innovations in the advanced technology sector, but also innovative activities in such areas as trade, household and social services and catering services, etc.

The implementation of the effective state policy in the sphere of the regulation of Ukrainian labour migration should unite the efforts of all the participants of social dialogue – the state and trade union business.

The participants of the International Scientific and Practical Conference address to:

The Cabinet of Ministers of Ukraine:

- To develop an Action Plan to implement the State Migration Policy Strategy of Ukraine for the period until 2025 and ensure its implementation. Considering that in the conditions of visa-free travel it is likely in the short term to increase labour migration abroad, to develop and approve a plan of measures for the implementation of the Law of Ukraine 'On Foreign Labour Migration'.

- To ensure that the migration component is taken into account in the strategic planning of the socio-economic development of the state, individual regions and industries.

- To establish a permanent inter-agency commission to monitor the migration situation, study the issues of improving the migration policy and legislation of Ukraine, prepare appropriate proposals, exchange information and coordinate the activities of various agencies with the involvement of authorities, civil society, including associations of migrants, experts.

The Ministry of Social Policy of Ukraine:

- To strengthen organizationally and by means of the staff the department of the Ministry, which is responsible for the issue of labour migration of citizens abroad.

- To identify in the local bodies of the Employment Service and the Pension Fund of Ukraine, the social services of the regions, where the most widespread labour migration takes place, contact persons / subdivisions responsible for the labour migration issues.

- To consider creating specialized counseling centers for potential migrants and returning migrants in employment services in Ukraine.

- To develop the cooperation of employment services with employment services of foreign countries on organized temporary migration of citizens to work abroad.

- To intensify work on the conclusion and implementation of interstate agreements on the employment of Ukrainian citizens abroad, pensions of migrants, transfer of social rights earned outside the state to Ukraine.

- To simplify and promote the system of voluntary pension insurance for migrants.

- To provide migrants with all the information they need for employment abroad and, most importantly, to return to the country, post and update such information on the official website of the Ministry, disseminate it at consulates of Ukraine abroad, cultural

centers and national and cultural unions of Ukrainians in the countries of residence, at the border crossing points of Ukraine, etc.

For the Ministry of Science and Education of Ukraine:

- Develop opportunities for distance education of migrant children, provide distance education technically and methodically, allocate budgetary funds for the organization of state certification of Ukrainian students abroad.

- Develop and approve procedures for recognizing documents and periods of study with a view to ensuring the continuing education of returning migrant children in secondary and vocational education institutions. Provide, if necessary, additional Ukrainian language classes and other subjects for those children.

- Improve the legal acts of Ukraine regarding the qualification of migrants acquired through informal learning.

- In order to prepare personnel for implementation of state migration policy to include relevant topics in the curricula of training lawyers, managers, political scientists, etc.

- Consider setting up in Ukraine a specialized research center for migration studies on an interdisciplinary basis.

For the Ministry of Foreign Affairs of Ukraine:

- In Ukraine consulate offices in countries with a significant number of labour migrants, introduce the post of a diplomat, whose competence includes the study of the situation, in which the migrants are living and assist them (Attaché labour and social issues).

- Promote the self-organization of migrants, strengthen support for the associations they have created, provide transparent competitive procedures for the allocation of funds from the State Budget of Ukraine in support of diaspora organizations, detailed information on the possibilities of such support.

- Provide feedback between Ukrainian diplomats and migrants, respond promptly to their problems, create at the embassies advisory bodies to involve migrant associations activists.

- Initiate negotiations with interested countries of stay of Ukrainian migrants to develop and implement joint programs of circular migration, return and reintegration of Ukrainian migrants in their homeland.

For the Ministry of Economic Development, Trade and Agriculture of Ukraine:

- Consider the feasibility of introducing a duty-free import procedure for migrants returning after a long stay abroad, personal property, as well as means of production and industrial goods for the purpose of starting/developing their own business or for agricultural production.
- Explore the possibility of improving conditions for labour migrant money transfer from abroad, facilitating cheaper transfers, including the release of the commission transfers of labour migrants.
- Using international experience, including Moldova, to develop a pilot project for migrants and their families who initiate or develop their own business, to provide irreversible grants scheme 1 + 1 (1 UAH additional funding from donor and public funds for each hryvnia earned abroad).

For Local authorities:

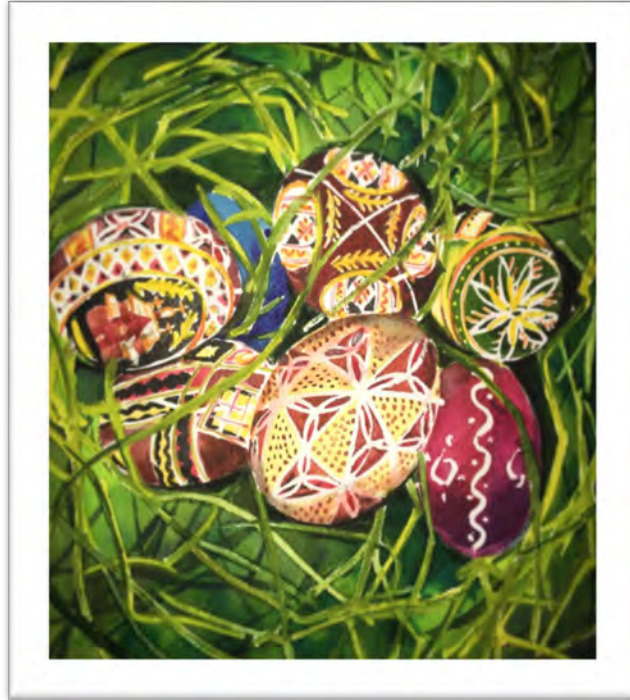
- Develop, especially in regions where there is most mass migration program to promote the return and reintegration of migrants with a focus on vulnerable people, provide them a range of measures to encourage migrants create jobs using money earned abroad.

For Bodies NGOs, trade unions:

- Organize active and full-scale protection of labour migrant rights.
- Act as effective agents of international relations in the conclusion and implementation of bilateral agreements on social security of workers abroad.
- Strengthen existing and develop new partnerships between members of trade union organizations and individual organizations within and between industry associations.
- Promote a positive image of Ukraine in the world.
- Demonstrate openness of Ukrainian trade unions to dialogue with international organizations in the context of global growing competition.
- Greater use in the new information technologies in the sphere of new social rights and freedoms of Ukrainian labour migrants (internet, social networks). Consider creating a 'virtual union' that would become effective in the way of organization of social services Ukrainian migrant workers in the field of social security.

INSTEAD OF THE EPILOGUE

Very strong customs are laid in the traditions of the Ukrainian family –to be together during religious holidays. In the spring, during the Easter holidays, the vector of Ukrainian labour migrants turned to Ukraine. Everyone wants to bless an Easter egg.



Oksana Hoshovska **PYSANKY**

Egg – is the symbol of the Sun, source of life and whole Universe, its immortality. In the myths of many peoples it is the egg that is the key to world creation. It is confirmed by ancient Indo-Iran's legends.

Among ancient Persians, Indians, Byzantines, and also ancient Greeks and Romans it was generally believed that Universe had arisen of an egg.

The ancestors of Slavs called **Pysanka**, the decorated Easter eggs 'krasna' – translated as 'red', which also means 'beautiful'. Fortunately, exactly Ukrainians succeeded to save sacralness, id est sacred sense of Pysanka. The symbols of Pysanka are joined into patterns, creating guards from evil. It is said that the mindset and thoughts of the Pysanka master clear the Space round.

Once in Ukraine Pysankas were created in all villages; now also men are Pysankas masters, and this tradition also lives in cities.

Pysanka master – is not only a passion or hobby, it is also an exquisite profession.

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