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INTERNATIONAL LABOR MIGRATION IN THE CONTEXT OF GEO-ECONOMIC TRANSFORMATION

Inna Tomashuk¹, Vasyl Baldynyuk²

Abstract. *The purpose* of this work is to develop a methodology for the systematic study of international labor migration in conditions of geo-economic transformations and to substantiate on this basis new conceptual principles for regulating international migration at the national, interstate and regional levels. *Methodology.* The current state and influence of geo-economic transformations on the processes of international migration of labor resources is analyzed. It is determined that the regional migration policy should help to maximize the benefits of human resource migration for the development of the region and the use of immigrants in the region as an economic resource of strategic importance in the conditions of geo-economic transformations. The results show that the intensification of international migration contributes to removing institutional barriers to international human mobility, but numerous crises (illegal migration, migrants' income going into the shadows, humanitarian problems, social and security tensions) demonstrate the deficiencies of the institutional environment of countries pursuing migration policies. It is emphasized that deepening economic integration in less developed regions of the world requires the construction of regional migration policy as an element of the geo-economic strategies of regional integration associations. *Practical implications.* The issue of institutionalization of the regulation of international migration flows at the global, regional and national levels with the definition of the peculiarities of regional migration policies of certain integration associations is investigated. It is noted that the annexation of Crimea and the military conflict in eastern Ukraine have a negative impact on migration processes, leading to large-scale population displacement, a deep economic crisis and the intensification of labor migration. *Value/originality.* It is indicated that the United Nations (UN) Sustainable Development Goals for 2016–2030 include overcoming poverty, hunger, quality education and gender equality, reducing inequalities between countries, ensuring environmental sustainability, building a peaceful and open society. An institutional model of regional migration policy of integration associations as a factor of geo-economic transformation was developed.

Key words: international migration, national security, migration policy, geoeconomic transformations, globalization, labor force, human resources, restructuring, demographic potential.

JEL Classification: J15, F15, K33

1. Introduction

Globalization of the world economy, like the globalization of the world labor market, has led to natural changes in the qualitative and quantitative characteristics of human capital and potential, overall competitiveness, restructuring of national labor markets, partial reduction and elimination of barriers. At the same time, globalization has led to the emergence of new phenomena, uncharacteristic for the world and national economies, which are not reflected in traditional economic and demographic

studies. In this regard, the question of systematic study of the impact of the migration activity of the region's population on the demographic potential and socio-cultural life of the region's inhabitants is relevant.

Geo-economic transformations are also manifested in the structural changes of national economies and the world economy due to the rapid scientific and technological development and intensification of innovation (Vavryshchuk, 2007). Thus, the effective implementation of geo-economic strategy becomes possible only with a sufficiently diversified structure of

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the economy, which is able to ensure the adaptability of countries to the unstable conditions of world markets for goods and services.

Modern migration, for all its fragmented manifestations, raises many problems of human development. Practically from the first step of a migrant to master a new social space comes the question of coordinating the whole range of problems of everyday life with the resources of the new environment (Verbovyi, 2011). The solution to these problems is to study the consequences of migration processes in terms of the possibilities of migrant integration in the host region, the use of their potential to modernize its economy and the interests of the state and society to promote Ukrainian history, culture and social traditions. Such research should be based on an interdisciplinary approach.

2. The results of the study of migration as a social phenomenon

Migration as a social phenomenon undoubtedly plays a significant role in the modernization of the economy, state and society. For some it is a way of innovative organization of human life, for others it is a factor of progress, for others it is a historical challenge to preserve the identity of nations and nationalities. Numerous scientific studies on migration have repeatedly argued that the consequences of migration can be both positive and negative for human development.

International labor migration is an integral part of the global economic system, it is the result of the evolution of labor, the system of international division of labor and integration (Velychko, Nosach, Pechenka, 2017).

Globalization facilitates the migration of highly skilled workers to industrialized countries. The prerequisites for such specialists to move are career growth and high income, the opportunity to apply their knowledge and skills (Zaremba, 2014).

The study of the consequences of migration processes is based on the provisions of an interdisciplinary approach. From the point of view of the interests of demography, labor economics, social economics and politics, and regional economics, a special role is played by:

- the concept of social capital is a qualitative characteristic of the organization of society, which is formed due to the presence of such components as common norms and values, mutual trust and social networks, that is, it has a two-component structure – a value-normative component and a network component;
- the concept of reproduction of the population as the preservation of its measure (the ratio of its quantity and quality). According to this concept, we consider the consequences of migration processes in two focuses of possible effect in the context of modernization of the

economy, state, society (region-society): positive and negative;

- the concept of migration capital (a socio-economic category used to refer to the stock of socio-economic and other resources (land, machines, buildings, raw materials, skills and knowledge, experience) that generate the flow of goods (goods and services) over time and are the result of the migration activity of the population);

- the concept of spiritual and informational mobility (DIM) of the nation. The concept (discussed above) harmonizes modern processes of globalization by intensifying the use of regional (national) factors in the development of intelligence of Ukraine in the innovative model of its state-building and integration on an equal footing with Europe. The phenomenon of Ukraine's intelligence, its main components – education, science, culture, religion, language, information space, traditions, etc., the use of human capital, the introduction of modern innovations is considered as the basis of national security, the preservation of intellectual sovereignty and existential identity of the Ukrainian people. In this sense, the concept of spiritual and informational mobility (DIM) of a nation rationally combines the intergenerational transmission of traditional knowledge, customs, experiences, etc., by one generation or individual (Kaletnik, Honcharuk, Okhota, 2020). Labor migration is a kind of separate migration flow, which is formed under the influence of various social and demographic factors, as well as the mentality of the labor migrants themselves. International migration has undergone significant changes in the era of great economic transformation.

3. A study of the influence of social capital on the rescue behavior of a migrant

The current migration situation in Ukraine is characterized by stabilization of the intensity of migration movements related to the change of official residence, the transition to a positive balance of stationary migration with a large scale of external labor migration. Migration processes, if they are voluntary, are formed mainly under the influence of economic factors and contribute to the movement of people and labor from countries (regions) with a worse socio-economic situation to countries (regions) where living conditions, employment and earnings are better (Kibalnyk, 2013). Figure 1 presents a diagram of the mechanism of the influence of social capital on the migrant's rescue behavior.

Ukraine is one of the largest donors of labor in Europe, where external labor migration has now become an objective reality. As a result of labor migration, labor supply and wages decrease in capital-poor countries, while the opposite process occurs in

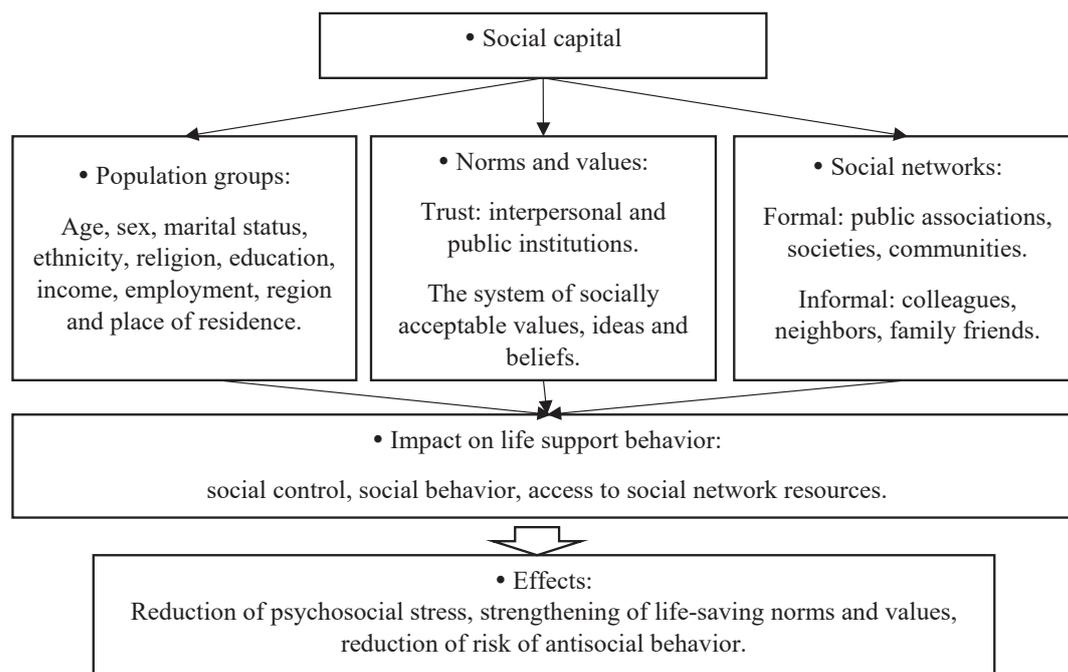


Figure 1. Scheme of the mechanism of influence of social capital on the rescue behavior of a migrant

Source: formed according to the results of the study

capital-rich countries. The positive features of labor migration include, first of all, a decrease in tension on the labor market and an increase in the well-being of certain segments of the population. In addition, the consequence of a long-term stay in Western and Central Europe is the assimilation of market consciousness, values and norms of civilized society (Kyslytsyna, 2011; Mazur, Tomashuk, 2019). Figure 2 shows the effects of migration in light of the economic and sociocultural transformation of the economy, state, and society, including the region-society.

As early as 1949, the International Labor Organization Convention No. 97 on Migrant Workers defined migrant workers as those who migrate from one country to another with the intention of obtaining work on their own account.

The development of economic processes in a world where political and ethnic conflicts provoke numerous human casualties and economic recession, and the unprecedented intensive forced migration of human resources takes on a global scale. The annexation of Crimea and the military conflict in eastern Ukraine have a negative impact on migration processes, resulting in forced large-scale population displacement, a deep economic crisis, and an intensification of labor migration. Figure 3 provides information on the number of issued documents (issued permits) for citizens of Ukraine to travel abroad for permanent residence in the period 2014–2021 (9 months).

In our view, this reflects the geo-economic aspect of refugee migratory movements and, accordingly,

the geopolitical problems and threats of worsening disintegration contradictions due to the increased burden on refugees in their countries of asylum (Olshevska, 2007). Figure 4 shows the logic of determining the determinants of the formation of the motive of migration.

The concept of the new economy of labor migration, as well as the theory of cumulative conditioning, when considering the distribution of income in the country (region) of origin of migrants uses the concept of relative deprivation and relative satisfaction. To reduce labor migration, the government of the migrants' country of origin should promote a more even distribution of income in society. Even wage increases in the donor country can increase incentives to migrate if such wage increases are unequal and affect only the wealthier people (Pelekh, 2007). Table 1 presents an approximate scheme for studying the effects of migration.

However, as world experience shows, an excessive, even managed, influx of immigrants, especially those sharply differing in their culture, beliefs, and mentality from the local population, not only disrupts the ethnic structure of historically established territories, but also generates various interethnic misunderstandings and conflicts that do not contribute to the effective functioning of social systems at the national or regional level. Examples of such conflicts are interethnic relations in France, Germany, Italy and other European countries (Rovenchak, 2006).

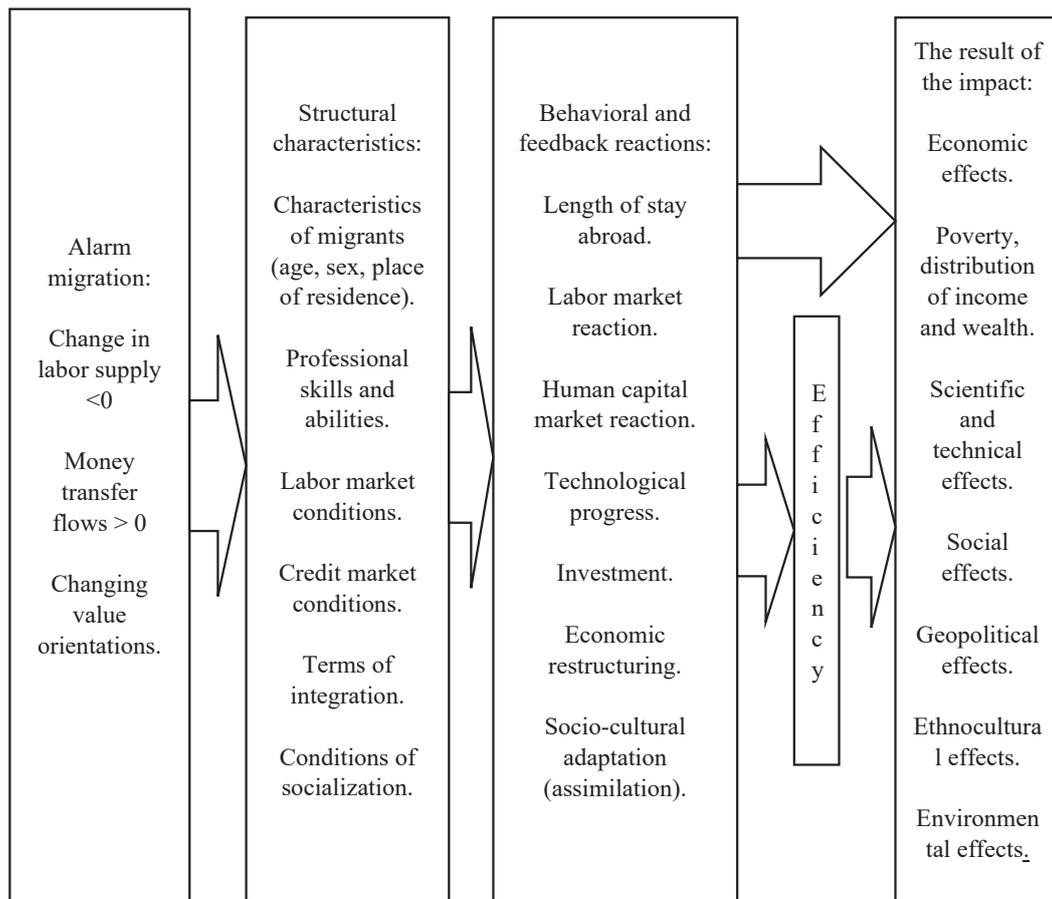


Figure 2. Migration effects in the light of economic and sociocultural transformation of the economy, state, and society (region-society)

Source: formed according to the results of the study

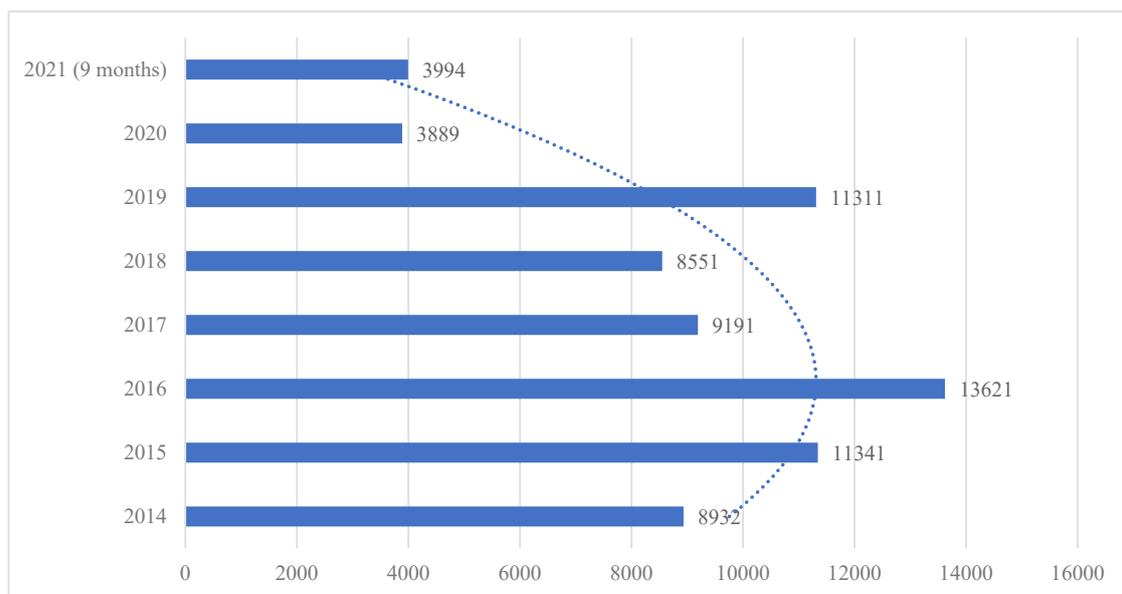


Figure 3. Documents were drawn up (permits were issued) for Ukrainian citizens to go abroad for permanent residence in 2014–2021 (9 months), persons

Source: formed according to data (Official site of the State Migration Service of Ukraine)

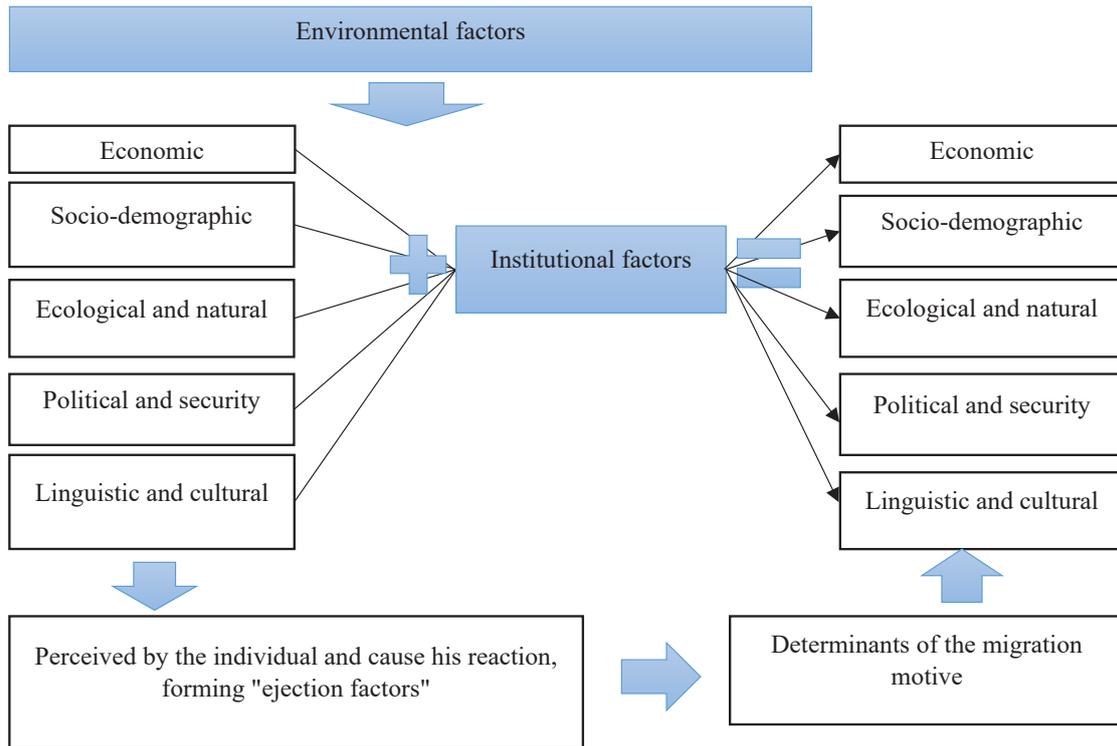


Figure 4. The logic of determining the determinants of the formation of the motive of migration

Source: formed according to the results of the study

Table 1

Approximate scheme of research of consequences / effects of migration

Characteristics	Sociocultural (short-term/long-term perspective)		Economic (short-term / long-term)		Political (short / long term)	
	+ /for households, business, society	- /for households, business, society	+ /for households, business, society	- /for households, business, society	+ /for households, business, society	- /for households, business, society
Countries / regions of origin of emigrants.		Increasing the number of single-parent families due to divorce processes; deviant behavior of children; depopulation of an aging; change in the level of qualification of certain professional groups in the labor market.		Increasing inequality in the processes of formation and distribution of income due to the transfer of money.		
Countries of residence of emigrants.			Reducing the cost of labor.	Growing share of informal employment and the shadow labor market.		

Source: formed according to the results of the study

On the basis of general theories of migration, trends in modern society and factor analysis, the following general migratory factors of attraction can be identified:

- 1) economic (average wages, prices in the country, quality of life, availability of jobs, stable economic development, human development index);
- 2) socio-cultural (positive demographic situation in the country, high quality education, decent working conditions, harmonious health care system, opportunity for development and self-realization, lack of religious persecution, racial and ethnic discrimination, culture of social environment, high standards of social protection);
- 3) ecological (harmonized eco-social system, low level of radiation and harmful emissions into the environment, development of natural resources and recreation);
- 4) political (stability of the political system, development of democracy, absence of corruption and military conflicts, low level of risk factors, consolidated society) (Stasiuk, 2004).

The current state of social capital of Ukrainian migrant communities is characterized by dynamism, the main feature of which is the spread of circular migration behavior. These changes are also significant when measuring the social capital of migrant communities. Circulating migration increases the mobility of migrants and weakens their embeddedness in the local context, a complex reconfiguration of social ties takes place in which traditional forms of migrant associations become less relevant, and instead personal migration networks that transcend narrow ethnicity and narrowness grow in importance.

4. The main characteristics of general immigration policy in the European Union

The intensification of international migration, which is a consequence and at the same time a driving force of globalization, is fully observed on the European continent. For Ukraine, the migration policy of united Europe is of double interest. First, the EU is an important partner of our country in population exchange, to which numerous migration flows are directed. Numerous Ukrainians work, study, and live in the European Union, especially in neighboring countries, but also in Southern Europe (Malynovska, 2014). EU enlargement has led to a significant flow of migrants from Eastern Europe to the west of the continent, especially to those countries that have not introduced transitional restrictions on the employment of citizens of new member states (United Kingdom, Ireland, Sweden) (Malynovska, 2014). Table 2 presents the unifying goals of migrant self-organization on the interstate dimension.

In the European Union, a great deal of attention is given to developing a general immigration policy and dealing with the reception of refugees. As far as migrant integration policies are concerned, they are the responsibility of the national level, since a number of issues related to immigrant integration must be addressed locally. At the same time, the European Union develops standards to guide the integration policies of member states and those seeking to join the EU. For example, in 2004, the European Council approved the Common Basic Principles for Immigrant Integration Policy (McAuliffe, Triandafyllidou, 2021). Their essence is as follows: integration is a dynamic, two-way process of mutual adaptation of immigrants and residents of member countries; immigration implies respect for the basic values of the EU; employment is a key condition for integration and a decisive factor in ensuring the participation of immigrants in society, their contribution to society and the obviousness of this contribution to other members; basic knowledge of the language, history, institutions of the host society is necessary for the integration of immigrants, and providing migrants with access to such knowledge is an important element of successful integration; education is crucial for preparing immigrants, especially their descendants, for a more active role in society; immigrants' access to public institutions and services at the level of local residents is the basis of integration; communication, constant contacts of immigrants and local citizens are a fundamental mechanism of integration; the diversity of cultures and religions is guaranteed by the Charter of Fundamental Rights and must be ensured, unless it conflicts with other rights or national law; the participation of immigrants themselves in the democratic process and in the formation of integration policies, especially at the local level, promotes integration; Inclusion of integration issues in sectoral policies at all levels is an important component of the formation and implementation of integration policy.

In order to implement these principles, a Common Integration Agenda for 2010 was developed in 2005, which provided for the establishment of certain structures and the implementation of specific actions aimed at the integration of immigrants. The document emphasized that the main efforts to integrate migrants should be made at the local level (Rudenko, Hohunskyi, Kovtun, Smrkovska, 2021).

Today the European Union declares the interpretation of "integration" as a dynamic two-way process of mutual adaptation of immigrants and citizens of member states. Meanwhile, the public policies of some countries (e.g. Norway) define integration of ethnic minorities as both an objective and a process of public policy (quality of life, equal opportunities). At the same time, it is a process to be carried out by

Table 2

The unifying goals of migrant self-organization: the interstate dimension

Nº	The nature of the unifying goal	Forms of activity	Advantage
1	Socio-economic security – personal, family member	1. Public councils under state structures. 2. Cooperation with embassies, ombudsmen, social welfare departments, and more. 3. Organized (shadow) remittances, the involvement of family members and the immediate social environment in migration processes.	1. Improving the socio-economic protection of migrants and their families. 2. Improving the legal culture of migrants and their families. 3. Development of socialization mechanisms, support for the processes of enculturation.
2	Preservation of socio-cultural characteristics (language, traditions, faith). The need for communication	1. Public organizations (including network). 2. Association at churches. 3. Cultural and artistic, sports activities (ensembles, choirs. Teams, art, fiction). 4. Language schools. 5. Camps, conventions, gatherings. 6. Cooperation with religious and public organizations in the homeland. 7. Publishing activities (journalistic, scientific and cognitive literature). 8. Promoting frequent visits to the native land (country).	1. Preservation of ethno-national and cultural identity due to high self-motivation, slowing down assimilation. 2. Development of civil society. 3. Increasing the patriotism of the population of the region (country) of origin.
3	Manifestation of patriotism	1. Different forms of assistance to the homeland. 2. Volunteering. 3. Public actions. 4. Targeted projects (investment, training, cultural exchange, etc.).	1. Preservation of psycho-emotional connection with the homeland, the region of origin. 2. Formation of the nation.

Source: formed according to the results of the study

state authorities through the development and implementation of appropriate measures. Common to most European and Scandinavian countries is an understanding of the duty and responsibility of the host country to allow immigrants to participate in all spheres of social life. Simultaneously, immigrants should be active subjects of integration, respecting the fundamental norms and values of the host society without losing their own identity.

5. Characteristics of integration models

Integration is the ideal goal. By integration model we mean a number of interrelated ideas and practices that are the basis for adaptation, adaptation of newly arrived migrants to a particular society. Analyzing global trends in "immigration expansion," the following models of interaction between the host society and immigrants can be identified:

1. The model of total exclusion – the refusal to accept immigrants as the simplest form of solving the problem of ethno-cultural misunderstandings and conflicts. However, in the context of globalization, the model of total rejection of immigration into a country is practically unrealizable. And given the diversity of cultures in today's world, a state seeking to implement this model must take certain discriminatory measures. In addition, the ban on legal immigration leads to illegal immigration.

2. The segregation (differential exclusion) model focuses on allowing temporary entry of migrants into a country in order to include them in certain subsystems of society (labor market) and exclude them from other spheres of society (political life, social security, citizenship). Exclusion can take place both through legal mechanisms (denial of citizenship, significant differences in the rights of citizens and stateless people) and informal methods (racism and discrimination).

3. The assimilation model assumes the incorporation of migrants into the host society through a one-way process of changing their cultural, social, and linguistic characteristics. It is assumed that in the future migrants will not differ from the majority population. For this purpose, the state creates favorable conditions for immigrants' adaptation, transformation of their culture and most of their values by maintaining the use of the dominant language and teaching migrants' children in schools.

4. The model of pluralism (multiculturalism) is based on ensuring equal rights for migrants in all spheres of society while preserving their own culture, language, and traditions. This model assumes the readiness of the majority to accept cultural differences and, accordingly, to change social behavior in society (Pelekh, 2007). Table 3 presents the typology of migration regimes of population reproduction.

The course towards European integration is a natural consequence of Ukraine's independence. Proponents

Table 3

Typology of migration regimes of population reproduction

Migration mode / type of migration population reproduction regime	The main characteristics of the democratic development of the country as a prerequisite for the choice of migration policy	Characteristics of the migration regime	The impact of migration policy on population reproduction	Sociocultural aspects
Between EU countries / enlargement	Narrow type of population reproduction, deep aging of the population, lack of human resources to meet the needs of the labor market (especially job vacancies that do not require high skills).	Free residence of EU citizens on the territory of any of its countries on the condition of employment or the ability to live without government assistance (self-sufficiency). Naturalization of willing labor immigrants, their social protection (personal of all family members). The right to obtain citizenship at the place of birth with certain exceptions and in some countries.	More than 50% of all immigrants from the EU are EU citizens who quickly integrate into society. Assimilation of such immigrants occurs in the 2nd, 3rd generation. Erosion of the identity of EU nationalities, but better preservation of the European gene pool.	Cultural and personal qualities are undergoing changes and additions. However, the idea of common (related) sociocultural aspects of many EU countries is widely promoted.
North American / selected	Narrowed type of population reproduction, population aging, lack of resources to ensure economic development.	Obtaining immigration visas (citizenship) is selective, depending on personal and professional qualities and the needs of the economy. Full social security for qualified immigrants and their families. Low-skilled – have temporary immigrant status and somewhat limited social rights. All who qualify for immigrant status must know the language, be educated, and not belong to marginalized groups.	Population growth comes mainly from migration. The right kind of immigration helps attract more educated, physically and mentally healthy people to the process of demographic reproduction.	Shaping the sociocultural characteristics of immigrants is a key task of the assimilation and integration processes that are receiving increasing attention.
Gulf countries / restrictive	Expanded type of population reproduction, acute need for labor force, rapid economic development. Attraction of a high proportion of skilled workers.	Labor immigration on a contract basis, without family support. Complete exclusion of labor immigrants from the demographic, social and political structure of the population. Prohibition (maximum minimization of possibilities) of naturalization.	Religious and cultural traditions create a distance between indigenous peoples and immigrant workers that does not directly affect reproductive processes. However, given that without them it is impossible to ensure the economic growth of the country, which directly affects the increase in living standards, the aging of the population and the decline in the birth rate, labor immigration has some indirect impact on democracies.	

Source: formed according to the results of the study

of the Eurasian integration model challenge Ukraine to ensure the development of the Common Economic Space (CES) on the principles and values that once guaranteed the effective development of the European integration process. Critics of this course emphasize that Ukraine's simultaneous participation in two geopolitically polar integration groupings – the EU and the CES – is impossible.

In this context, the model of migration attractiveness describes "the dependence of population flows on movement factors, properties and characteristics of regions":

$$n_{ij} = (n_i n_j / d_{ij}) F(c_i, c_j),$$

where n_{ij} – the average number of people who moved per unit time (usually a year) from the region i in the region j ;

n_i – population in the region i , $i = 1, \dots, k$, at the beginning of the period;

d_{ij} – "Distance" between regions i and j ;

c_i – vector of region properties i ;

$F(x, y)$ – some function of the properties of the regions.

In addition, a general model for estimating the intensity of transitions between regions is proposed:

$$r_{ij} = (a_i b_j / d_{ij}),$$

where r_{ij} – intensity of transitions, i.e., the average number of transitions per person in the i -th region per unit time;

a_i – possibility to leave the i -th region;

b_j – availability of the j -th region (Shymanska, 2019).

On the basis of the Strategy of Ukraine's integration into the EU sectoral programs and the National program of Ukraine's integration into the EU approved by Presidential Decree of September 14, 2000 were developed. EU at all levels – national, regional and local, at the level of governmental and non-governmental organizations, as well as the systematic and purposeful formation of a sustainable pro-European majority in Ukrainian society. In order to ensure organizationally the implementation of the National program of Ukraine's integration into the EU, in accordance with the Decree of the President of Ukraine from November 26, 2001, the Institute of Commissioner for European Integration was created.

6. The role of human resources in achieving the Sustainable Development Goals

The Sustainable Development Goals (SDGs) define global priorities for sustainable development and aspirations for 2030. They aim to mobilize the global community around a set of common goals and targets. The Sustainable Development Goals (SDGs) call on governments, business, and the public to work together at the global level to address poverty and

create decent lives and opportunities for all in the world (Rovenchak, 2006).

The UN Sustainable Development Goals can serve as a reference point for such development, given the diversity of individual competitiveness strategies. Therefore, it is advisable to outline the relationship between human resource groups and the development goals, which is what the authors propose to do by constructing a matrix describing the coverage of human resource categories in achieving the Sustainable Development Goals (Table 4) (Shymanska, 2019).

This matrix identifies the groups of demographic and labor resources that are the focus of national and regional policies during the implementation of the Sustainable Development Goals. Its use allows to focus on target categories of human resources, which allows to target employment policy, social and educational policy, based on the characteristics of each group of human resources (Aymeric Faure, 2022). Note that these categories also include the human resources of immigrants, which are formed in the course of various types of migration.

A feature of the modern stage of modernization at the European level is the emergence of a "fifth freedom" – the freedom of movement of knowledge (along with the four freedoms of movement – capital, labor, goods and services). The resulting single "European Higher Education Area" and "European Research Area" created the institutional conditions for the revitalization of the academic movement of students, teachers, and researchers. Eliminating virtual boundaries between historically different educational systems requires the introduction of a clear and understandable for all participants system of diplomas, transparency in the awarding of degrees, equivalence of qualifications, etc., this is the main idea of the Bologna process.

The global challenges of sustainable development are themselves market opportunities for those companies that are able to develop and implement innovative and effective solutions.

7. Findings

Migration processes in Ukraine are closely related to the following: rational redistribution of labor resources is one of the phenomena for solving demographic problems in such issues as population aging, scientific and technological progress, information exchange, integration of the country in world production. But to ensure a stable socio-economic situation, Ukraine, as a donor country, has a number of threats and risks, namely: the outflow of labor resources, deterioration of the age and sex structure of the population, reducing innovation and intellectual potential of the country, etc. (Rudenko, Hohunskyi,

Table 4

Coverage of human resource categories in achieving the Sustainable Development Goals

№	Sustainable development goals 2016–2030	Human resources				
		Demographic resources			Workforce	
		PRA	R	RA	U / SS	HG / P
Target 1.	– Overcoming poverty in all its forms around the world.	+	+	+	+	+
Target 2.	– End hunger, achieve food security, improve nutrition and promote sustainable agriculture.	+	+	+		
Target 3.	– Ensuring healthy lifestyles and promoting well-being for people of all ages.	+	+	+		
Target 4.	– To provide comprehensive and high-quality general education and encourage lifelong learning for all segments of the population.	+	+	+	+	+
Target 5.	– Achieving gender equality and equal opportunities for men for women and girls.	+	+	+	+	+
Target 6.	– Ensuring universal access to water and sanitation systems.	+	+	+		
Target 7.	– Ensuring everyone has access to an affordable, uninterrupted, sustainable and modern energy supply.					
Target 8.	– Promote inclusive and sustainable economic development, employment and decent work for all segments of the population.		+	+	+	+
Target 9.	– Building sustainable infrastructure and promoting sustainable industrialization and innovation.				+	+
Target 10.	– Reducing inequalities within and between countries.	+	+	+	+	+
Target 11.	– Promoting integration, security, adaptation to changing conditions, and urban sustainability.	+	+	+	+	+
Target 12.	– Implementing the principles of sustainable consumption and production.	+	+	+		
Target 13.	– Take urgent action to combat the effects of climate change.	+	+	+		
Target 14.	– Conservation and sustainable use of the oceans, seas and marine resources.	+	+	+		
Target 15.	– Implementation of measures for sustainable forest management, overcoming desertification, stopping land degradation and loss of biodiversity.	+	+	+		
Target 16.	– Promoting just, peaceful, open communities.	+	+	+	+	+
Target 17.	– Strengthening and enhancing the global partnership for sustainable development.	+	+	+	+	+

Legend: PRA – potentially reproductive age; R – reproductive age; RA – reproductive age; U – unskilled; SS – semi-skilled; HG – highly qualified; P – professionals.

Source: formed according to the results of the study

Kovtun, Smrkovska, 2021) Migration flows cannot be stopped, but they can be corrected, thanks in part to deep reforms and an improvement in living standards in Ukraine.

The phenomenon of educational migration has deep historical roots. The emergence of the first universities in Western Europe in the XII–XIII centuries marked the beginning of educational migration. The first auditorium in Europe was opened in 425 by the Byzantine emperor Theodosius II. Later other European universities were established: the University of Bologna (1119), in France – the Sorbonne (1170), in Spain – Seville (1254), in England – Oxford (1163) and others. Indeed, educational migration is increasingly taking the form of labor immigration. Table 5 presents the characteristics of the elements of migration policy.

The goal of regional migration policy is to maximize the positive and minimize the negative effects of international labor migration, based on the provisions of the geo-economic strategy of the integration association. Figure 5 presents the key elements of regional labor migration management.

Migration has objectively become a structural element of the global economy, supplementing the inherent interdependence of states with a new form of interdependence – migration.

The need to develop a comprehensive national migration policy stems from the fact that the country is both a donor and a recipient of human resources in the migration process, that is, it acts as a country of origin, destination, and transit of migrants. Effective integration of migrants into the host society implies their inclusion in the labor market, social protection, bringing migrants' incomes and financial flows between countries out of the shadows. Therefore, an appropriate institutional environment for migration should include migrant access to productive employment, expanded guarantees provided by the formal social security system, a balanced tax burden on migrant workers, and the possibility and cost-effectiveness of the banking system and other official channels for remittances.

Today, geo-economic transformations in the world are becoming a powerful external factor that parameterizes the characteristics of individual countries and regions in the system of international

Table 5

Characteristics of elements of migration policy

Components	Elements		
	Immigration	Emigration	Integration
Goal	Protection of the domestic labor market and the socio-demographic environment of the country of destination of migrants from the consequences of the influx of migrant labor resources.	Protecting the domestic labor market and the socio-demographic environment of the country of origin from the destabilizing effects of the outflow of human resources from the country.	Facilitate the integration of migrants in the destination country to reduce their burden on the destination country and eliminate the negative personal effects of migration.
Tools	1. Limitations on the characteristics of human resources: gender, age, social, educational, financial, personal. 2. Restrictions on migration goals and parameters. 3. Limitations of spatial and temporal nature. 4. Sanctions for violations of immigration laws.	1. Limitations of the institutional status of the subjects of relations in the sphere of migration. 2. Limitations of spatial and temporal nature. 3. Institutional incentives to facilitate emigration and the return of migrants' financial capital to the country.	1. Financial compensation programs (provide cash payments to immigrants for previously terminated activities). 2. Training programs to make it easier for immigrants to leave for homeland of work. 3. Economic assistance programs for regions of mass emigration.
	The tools of other state policies (related to migration policy in terms of migration) – social, employment, educational, environmental, information, infrastructure, political and security policies.		
Models	1. Strictly restrictive model; 2. Moderately restrictive model; 3. Liberal model.	1. Model of migratory protectionism. 2. Expansion model. 3. The model is oriented. 4. Dual migration protectionism. 5. Dual mutual migration support.	1. Model of integration of emigrants. 2. Immigrant integration model.

Source: formed according to the results of the study

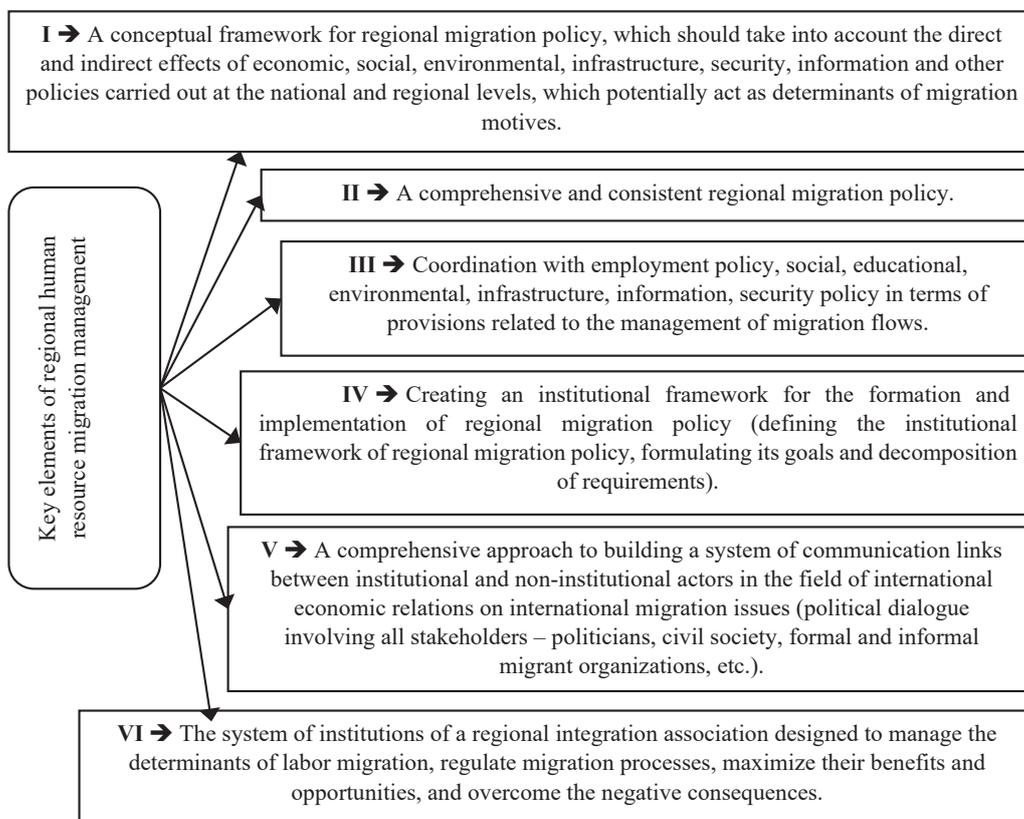


Figure 5. Key elements of regional human resource migration management

Source: formed according to the results of the study

economic relations, transforming their importance in achieving global development priorities and, accordingly, influencing the genesis of national or regional geo-economic strategies.

Summarizing the above, the following trends of geo-economic transformation and their impact on international migration should be highlighted:

- 1) formation of a multipolar geo-economic space in which the centers of economic development (poles) achieve geopolitical influence by increasing economic influence on peripheral countries. At the same time, the centers of economic development become centers of regional economic integration;
- 2) the leadership of developed countries in terms of GDP per capita and their predominance in the ranking of absolute GDP, along with the strengthening of the positions of newly industrialized countries, as well as the leadership of developing and least developed countries in terms of economic growth (GDP growth);
- 3) the highest rates of human development and the development of information and computer technology in developed countries;
- 4) transformation of the vectors of geo-economic strategies of countries on the basis of geo-economic interests of their regional associations, which makes it necessary to take into account the institutional environment of each integration association in the study of economic phenomena and processes (Shymanska, 2019).

Assessing the prospects for the development of international labor migration, we can draw the following conclusions: the strengthening of globalization and migration flows; the formation of new bilateral corridors; the continuing trend of movement of labor resources to industrially and innovatively developed countries; the constant growth of demand in these countries for highly skilled workers, the so-called "intellectual labor".

Among the measures to address the problems of migration in the context of geo-economic transformation are the following:

- revise existing and create new interstate agreements between donor countries and labor recipient countries to protect the rights and freedoms of migrants;

- the formation of specialized migration exchanges (so-called "labor exchanges"), which will play the role of an intermediary in the process of hiring migrants;
- intensified cooperation with the International Organization for Migration;
- comprehensive use of the grant system to reduce the outflow of highly skilled labor and scientific personnel from transition countries to highly developed countries;
- continuous monitoring of migration processes at the state level, identifying major trends in forecasting migration flows.

8. Conclusions

Strengthening processes of globalization led to the intensification of migration processes, which today in difficult socio-economic living conditions, post-conflict countries and regions, numerous humanitarian problems are one of the ways to physically save people, improve living standards and income financial problems in the country of origin.

Living standards are one of the most important factors in labor migration. Dissatisfaction with their own material situation and the well-being of their family is often the reason why economically active members of the household decide in favor of labor migration. Disproportions in the national labor market, reducing the availability of the main economic resource that generates income for the entire population – work, forcing our citizens to seek employment opportunities and, accordingly, earn money in other countries.

The migration process is indeed insurmountable because it is based on the globalization of the world economy. Improving the information field at the level of the institutional environment allows the development of national and regional migration policies based on agreed goals of migration management in migrant pairs and regional migration associations in accordance with the Sustainable Development Goals.

To overcome the negative effects of migration it is necessary to build and develop a competitive economy with the systematic formation of an effective migration policy, which is based on a focus on preserving and increasing the active human labor potential in the national labor market.

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