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# **Global Determinants of the International Movement of Production Factors: Economic-legal and Institutional Context**

Monograph

General editorship  
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December, 2018

Published in 2018

by «Scientific Route» OÜ

Narva mnt 7-634, Tallin, Harju maakond, Estonia, 10117

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ISBN 978-9949-7316-6-4 (Hardback)

ISBN 978-9949-7316-7-1 (eBook)

ISBN 978-9949-7316-6-4



9 78 9949 7316 64

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## **Abstract**

Scientific research is devoted to current problems of the influence of globalization on changes in the international movement of production factors in the 21st century. Considerable attention is focused on the economic, legal and institutional aspects of the transformation of the international movement of capital and labor in modern conditions, taking into account the need to apply an integrated interdisciplinary approach to identify new phenomena and processes that occur in the global economic environment. The state and trends of development in the organization of global production, investment and marketing in the context of destabilizing phenomena in the global economy, the strengthening of non-protectionist appeals in the world avant-garde countries to return production to the national territory and the exacerbation of social and economic problems caused by international migration are revealed. The authors are looking for answers to difficult questions about the opportunities for small open economies to be attracted to global value chains through the format of investment and contractual relations, to increase the level of localization of international and national production through import substitution, to optimize the taxation of entrepreneurial activities in a liberalized international capital transfer, transform the national regulatory policy as a mechanism that ensures the possibility of taking into account the imperatives of globalization and contributes to the protection of national economic interests, ensure the development of fair competition as a prerequisite for the country's integration into world economic processes.

## **Keywords**

International movement of production factors, national economic interests, small open economics, regulatory policy, global imbalances, international capital movement, liberalization of international capital transfer.

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# **Chapter 5**

## **International movement of the labor power in measuring regulatory changes**

### **5.1 Mechanism of regulation of the international labor movement**

The intensification of the international movement of goods, services, investments and innovations leads to a significant increase in the international mobility of labor resources, which is at the beginning of the 21st century. acquired a global character and dimensions. According to experts of the International Labor Organization, today there are from 36 to 42 million migrant workers in the world, and over the past 25 years their number has doubled.

International Labor Migration (ILM) is becoming an important factor in socio-economic development and civilizational progress, ambiguously affecting the economies of donor and recipient countries. This is due, on the one hand, to protecting the national labor market from the spontaneous flow of migrant workers, imposes a financial burden on the host state and exacerbates the employment problem, and on the other, through the mass nature of labor emigration, the loss of the more mobile and progressive part of the labor reduction of the intellectual and workable potential of the nation. Therefore, the issue of improving the modern model of regulating international labor migration to maximize the positive and neutralize the negative consequences of this phenomenon both for donor countries and recipient countries is being actualized.

The problem of improving the regulation of the international labor movement is particularly relevant for Ukraine, which is one of the most active participants in international migration processes in the context of European integration trends and entry into the European labor market, which makes it necessary to create a socio-economic basis for regulating migration flows that are in the interests of migrants and the state as a whole.

In the context of the development of integration processes, which increasingly cover global economic relations, the international labor movement plays a significant role. The substantial increase in the scale and

expansion of the geography of international labor migration determines the important influence on the economic, social, demographic and political development of the countries of the world.

At the same time, modern science does not have a single generally accepted definition of the term «international migration». Some researchers are trying to distinguish such concepts as international and external migration. They argue their position by the fact that international migration is carried out under close state control, while in external migration conditions there is almost no such control (for example, the experience of «transparent borders» within the Schengen zone of EU member states is given) [28; 64].

V. Iontsev explains international migration by territorial (spatial) movements of people across state borders related to changes in permanent residence and citizenship due to various factors (family, national, political, etc.), or staying in the country of entry, which has a long-term (more than 1 year), seasonal and pendulum character, as well as with circular trips to work, rest, treatment, etc. On this basis, an international migrant is defined as a person who performs interstate territorial movement (international migration) in order to change his place of residence and work, permanently or for a certain period (from 1 day to several years) [41, p. 30].

In the system of migration processes, labor migration plays a leading role, which is realized in the form of labor migration. The latter has the most important influence on the socio-economic development of any state, since it is directly related to the problems and peculiarities of the formation and use of the country's labor potential.

An analysis of the fundamental works on this issue showed that there are different interpretations of the definition of international labor migration. First of all, this is due to the complexity and multidimensionality of this socio-economic process and their impact on various areas of activity of countries. However, despite the special role of labor migration in the system of international economic relations, there is still no unity in understanding the essence of this phenomenon.

According to the Glossary of the International Organization for Migration, labor migration is the movement of people from one country to another with the intention to receive [16].

The famous Western researcher A. Zolberg believes that labor migration is the movement of workers, due to the development of the transnational capitalist economy, which simultaneously determines the factors of «push» and «pull» of the labor force [7].

Scientist S. Riazantsev proposes his own two approaches to the definition of the concept of labor migration. According to the first (broad), labor migration can be understood as moving for the purpose of employment, including moving to a permanent place of residence, if the main motive is to look for a job. In the second (narrow) approach, the scientist notes that labor migration is temporary population movements with the aim of working



in another region or country with a periodic return to normal or permanent residence, regardless of the method and legality of border crossing and employment, time and frequency of work, that is, without final relocation to a region or country of employment [84, p. 242].

K. Takhtarova notes that international labor migration is the movement of the working-age population from one country to another for more than one year, associated with a change of residence and work [89, p. 38].

I. Kukurudza and I. Romashchenko under the international labor migration understand the interstate movement of labor for the purpose of employment or commercial advantage, which is predetermined by economic and other reasons and is carried out on a temporary basis [50, p. 33–34].

M. Romaniuk connects labor migration with movement, resettlement and movement, on a permanent or temporary basis, of carriers of labor force and pre-crescent potential in the regional, national and interstate migration space in order to ensure an appropriate economic reproduction cycle and own needs of labor migrants [83, p. 30].

In general, in a market economy, international labor migration is the result of geographical differences in the ratio of labor demand and supply. The difference in wage levels encourages workers to move from areas with low wages, in which there is an excess of labor, to areas with higher wages and lack of labor. Migrants fill gaps in labor markets and fill the shortage of skilled labor, thereby stimulating economic growth and the competitiveness of countries.

In addition, globalization, which in a certain way concerns the labor markets of all countries, creates new trends in migration processes, which, in turn, requires changes and transformations of theoretical and methodological approaches to the study of the regulation of international labor migration. Not only migration processes are changing, but also its consequences for society, which are expressed in the form of cash receipts from migrants, which need to be given more attention.

Thus, the issue of regulation of international migration flows is being updated, the basis of which should be, firstly, consistency of the scale, structure and directions of external labor migration with internal migration flows. The lack of coherence leads to the fact that certain countries receive an influx of external migrants, with a sufficient amount of internal labor resources that could be effectively used in place of foreign workers.

Accordingly, it is necessary to conduct continuous monitoring of the balance of labor resources, the socio-economic and work environment of the country. Secondly, the determination of the additional need of countries for foreign labor migrants should occur in the context of professionally qualified groups, taking into account the prospects for socio-economic development and the introduction of new technologies.

In our opinion, the systematization of theoretical scientific approaches to the study of migration processes shows that for their holistic

understanding and study it is necessary to analyze various aspects that interact and complement each other.

In particular, one can agree with the opinion of Yu. Gumeniuk and G. Gogol that it is practically impossible to explain all the features of international labor migration «...within the framework of a single universal concept, which is reflected in the multiplicity of the existence of relevant theories...» [35, p. 491]. This proves that individual theories of international labor migration are imperfect and require an integrated approach to their study.

The study of a significant number of theories in the field of international migration [6; 8; 9; 20; 23; 25; 27; 33; 40, 44; 79; 83; 86; 92], an analysis of their advantages and weaknesses led to conclusions about the multidimensional nature and complexity of international migration processes, the lack of a unified approach to interpreting this phenomenon and its motivations, as well as disregarding in most of them an important aspect of regulating migration flows, which leads to the need to form a concept that takes into account among other prerequisites and the factor of the regulatory impact of these processes.

Considering this, the international labor migration (international labor movement, international labor migration, international labor migration) is interpreted by the author as a result of economic and territorial differences in the ratio of labor demand and supply, involves the movement of labor in the global economy, which is regulated by government agencies non-governmental institutions (international organizations, regional associations, diasporas, international enterprises, other institutions civil society) and migrants, on the basis of the implementation of skills, abilities, labor potential of migrants to meet their economic and social needs and to eliminate the imbalance in the labor market [57].

Today, the international movement of labor is an important component of world economic development. The globalization of the world economy facilitates international economic integration, contributes to the reform of the institutional component, activates the movement of labor in the world.

Owing to the scale of the international labor movement, the need arises to protect the national interests of the nations of the world. At the same time, the problems of various states are unified, and their solution requires the development of appropriate methods and tools for regulating international labor migration.

In the economic literature, the term «regulation» is considered as the implementation of a targeted impact on the socio-economic system or its individual links [38].

«Regulation» is also interpreted as a type of management activity aimed at eliminating deficiencies, inaccuracies, deficiencies, etc. in a managed system through the development and implementation of relevant measures by the management system [95]; or as a form of purposeful managerial influence, it is focused on maintaining balance in a managerial

object and on its development through the use of certain methods, tools, and means [32, p. 105]. On this basis, regulation is considered as one of the management methods.

At the same time, the concept of «regulation of international labor migration» covers the regulation of the processes of interstate movement of persons for the purpose of employment and resolves the following issues:

1) fuzzy definition of legal relations arising in connection with the movement, employment and stay abroad of both the labor migrants and their family members;

2) presence of a number of prerequisites and the destructive consequences of this movement;

3) structural imbalances and deformations of volumes, age, sex, qualification composition, etc. domestic labor market [78, p. 68].

Compliance with international standards for regulating migration flows by the state, taking into account both its own interests and the interests of external migrants, contributes to resolving demographic imbalances, developing the labor market, and helps in forming a positive image in the international arena. Conversely, the lack of a coherent policy that has involved all the factors influencing labor migration provokes further imbalances, deepens the severity of socio-economic problems and can influence the growth of illegal migration.

Thus, it is possible to talk about a definite certainty of problematic issues and components, the security of the tasks and functions of regulating the international labor movement by the countries of the world (Fig. 5.1).

The functions of bodies on international labor migration differ significantly, since in some countries their powers are defined within one issue, while in others they cover a whole range of responsibilities.

Thus, countries have such a system of migration bodies, including the regulation of international labor migration:

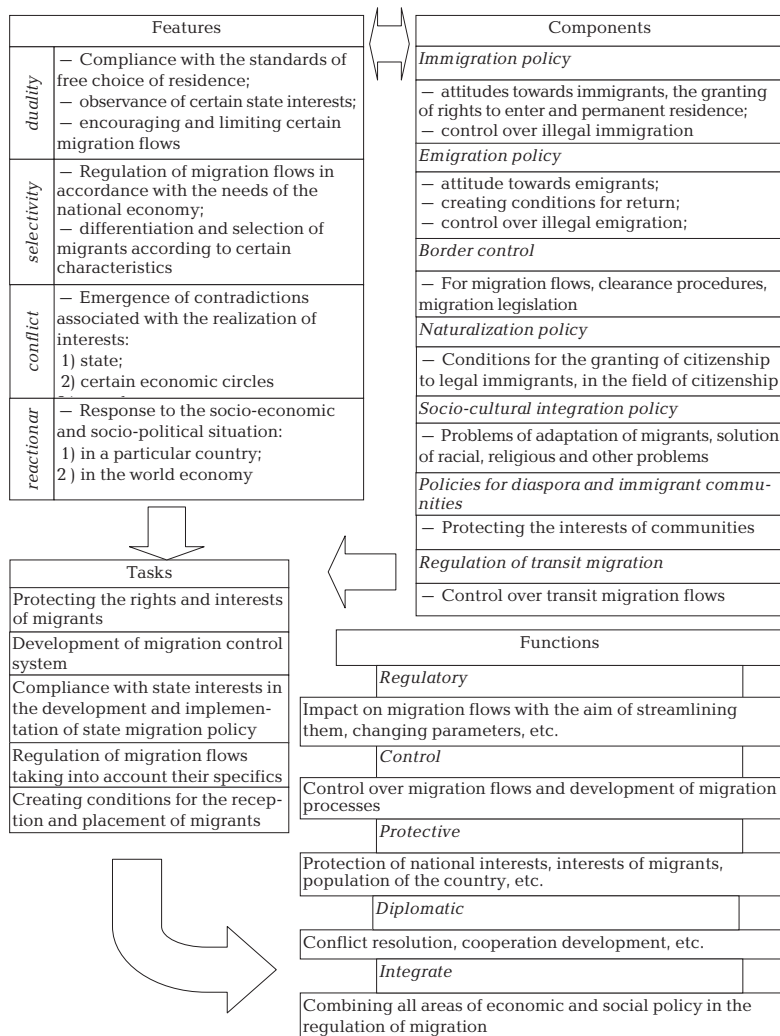
1. On migration issues (in Finland, Greece, Norway, Spain – the Office for Foreigners Affairs, Italy, Slovakia – the migration bureau; in Lithuania and Belgium – migration departments).

2. On issues of migration and obtaining citizenship of the country (Citizenship and Migration Bureau (Latvia), Bureau of Immigration and Nationality (Hungary), Department of Migration and Civil Registration (Cyprus), Migration and Naturalization Service (Netherlands, Slovenia).

3. On issues of migration and asylum (Department of Migration Policy and Asylum (Czech Republic), Federal Bureau for Migration and Refugees (Germany)).

4. On border control issues and on work with foreigners (Department of Immigration Policy and Border Control (Austria), Foreigners Service and Border Control (Portugal)).

5. On repatriation and work with refugees (Bureau of Repatriation and Aliens (Poland), Department of Citizenship and Refugees (Malta)) [63].



**Fig. 5.1** Tasks and functions of regulation of the international labor movement of the countries of the world. *Source: compiled by the author according to [37]*

The mechanism of regulation of international migration includes a number of methods, tools, principles and levers with which the regulation of labor resources at all its levels is regulated [53, p. 75].

The main methods of regulating the international labor movement are administrative, legal, economic and operational. The first include measures

of national legislation that determine the legal, political and professional status of immigrants in a given country, actions of national migration services and measures of intergovernmental agreements to regulate external labor migration.

Economic regulation measures are designed to create motivational incentives to optimize migration flows, in this case labor migration. Operational activities perform corrective and coordinating functions, as well as monitor labor migration processes [64, p. 85].

The analysis of theoretical sources [61; 82; 87] shows that the complex of regulatory methods is quite large and has both direct and indirect effects on international labor migration and the national economy as a whole.

Direct methods are aimed at regulating the volume and structure of emigration flows. They include requirements for labor migration subjects: intermediary enterprises, migrants.

To obtain a license, intermediary companies must have:

- proper organizational and material and technical base, information and computer system, vocational training opportunities, language training for emigrants, etc.;
- experience in the close field of activity – international tourism – and reliable international relations;
- personnel of appropriate qualification;
- scientific substantiation (for example, a plan of activities submitted to the Ministry of Social Policy for consideration);
- material (financial) guarantees and legal responsibility for the results of its activities.

Direct methods also include expansionist policies designed to facilitate entry into foreign labor markets:

- labor dumping, stimulation of concomitant export of goods produced domestically (that is, such groups of citizens are employed, whose work abroad requires the export of domestic products);
- creation of conditions for long-term work abroad;
- expansion of the geographical distribution and professional composition of their emigrants;
- orientation of the training system to the needs of recipient countries, and sometimes training is carried out at the expense of the host countries;
- regulation of fees for intermediary services.

The direct methods include the structural policy, the main objectives of which are to prevent the diversion of workers in deficient specialties abroad. Among the main elements of structural policy are the following:

- limiting the issuance of foreign passports, a ban (direct and indirect) on the departure of certain categories of workers and the introduction of emigration quotas;
- establishment of the terms of compulsory work in the country after the completion of education at the state expense;

- allocation of priority regions of the country according to the criterion of employment;
- differentiation of the rates of currency payments of emigrant workers.

Direct methods include measures to protect the rights of emigrant workers through the use of bilateral agreements and a contract form of hiring labor to work abroad, which is designed to provide certain economic and social guarantees by organizing institutions, foundations, representative offices, appointment of special officials, etc. in order to monitor compliance with the conditions of international agreements on labor migration, the resolution of controversial issues in the host country of migrants and the observance of their fundamental rights. Special attention in this regard deserves the experience of creating special funds, which tasks, in addition to monitoring the observance of the rights of migrant workers and members of their families, include accumulating funds to provide health care, housing, expanding the network of schools and other needs [74].

Indirect methods of regulating international labor migration are designed to create a positive macroeconomic effect of emigration, they include means of encouraging foreign exchange transfers from abroad and their implementation in the country's economy:

1. Granting privileges on foreign currency deposits in national banks (high interest on deposits as compared to domestic deposits, exemption of deposits from taxes, preferential postal and telegraph fees for foreign currency transfers, etc.). In the places of the greatest concentration of emigrants open branches of domestic banks. In parallel with the opening of their own banks, exporting countries resort to the help of foreign banks, providing them with privileges on their territory in order to facilitate the procedure of transferring money from abroad.

2. Sale to immigrant workers of securities not taxable. In India, for example, at the initial stage of the development of the emigration process, migrant workers were asked to purchase non-taxable government securities, payments for which were made only in local currency.

3. Creating a favorable climate for the use of foreign currency to purchase goods, land, production equipment. For migrant workers, the Pakistani government, for example, provided for a favorable regime when they acquired land plots for individual development, as well as the construction of industrial facilities and infrastructure.

4. Establishment of specialized government agencies with advisory functions. This practice takes place in India.

Also indirect methods include special emigrant programs, which are additionally adopted in many countries in order to return migrants from abroad and their employment in the country. These programs include customs policy, in which customs privileges for grocery and consumer goods are differentiated.

The privileges for the first category stimulate the investment of foreign currency savings in the development of private business and form part of the

overall investment policy. Benefits for the second category are designed to saturate the consumer market with scarce goods. For example, in Bangladesh, the government allows migrants to bring into the country at preferential customs tariffs more than 40 items of products – from raw materials to luxury goods [64, p. 87].

The influence of legal and economic methods is complemented by informational measures that are designed to influence the ideological prerequisites of migration and use the socio-psychological factors of its occurrence. Such measures include the use of various tools of information impact on social groups, decisions taken and the behavior of real and potential migrants [43, p. 53].

The tools for regulating state migration policy depend on the type of country participation in global migration processes (donor or recipient of labor resources), which in particular determines the importance and degree of development of two types (directions) of migration policy – immigration and emigration policies. Based on the fact that each of the tools can «dry out», it requires constant modernization in accordance with the country's socio-economic circumstances and changes in the international environment. The constant increase in dependence on global circumstances forms a certain reactionary approach to the development of the mechanism for regulating international labor migration [43, p. 49].

At the same time, state regulation is carried out through the adoption of funded budget programs aimed at restricting the influx of foreign labor (immigration) or at encouraging migrants to return to their homeland (re-emigration) [91, p. 284].

The regulation of immigration flows is based on the priority of the entry of specialists, which are the most popular in the country, and restricting the entry of workers of those professions that are redundant in the state. The list of desired immigrants varies by country, but they usually fall into one of the following categories:

- workers who are ready for a minimum fee to perform heavy, harmful, dirty and unskilled work;
- experts of new and promising industries – programmers, highly specialized engineers, bank employees;
- representatives of rare professions – painting restorers, diamond cutters, doctors practicing non-traditional methods of treatment;
- world-renowned specialists – musicians, artists, scientists, athletes, doctors, writers;
- foreign businessmen who transfer their activities in the host country to invest capital and create new jobs [81].

Immigration policy is formed using the tools to regulate international labor migration. The first group of such tools includes «quality requirements for foreign labor». Today, many countries lack qualified personnel. For example, in the UAE, qualified doctors and nurses are needed, in Australia, specialists in computer technology with a higher education, etc. [34].

However, the laws of all recipient countries impose strict requirements on the level of education and work experience in the specialty. A mandatory requirement for the level of education is the completion of a full course of secondary school or vocational school, which must be supported by an appropriate diploma [85]. In most cases, the diploma must be confirmed or assessed in the host country for compliance with the requirements of a specialist in the relevant field.

Priority in hiring is given to host countries by specialists with at least 3–5 years of work experience in the specialty [85]. Letters of recommendation may also be required. For most professions, documents confirming the specified qualifications are required (diplomas, certificates, etc.). For example, in Australia there are specialists with professional experience of at least 3 years, and in Cyprus – 2 years [34].

Immigrants who have special professional skills and professional experience are encouraged. An immigrant must have at least two years of professional experience in the last five years immediately preceding its arrival in the United States. The minimum level of education for immigrants must correspond to the level of the American school (12-year course of study) [81].

For some categories of highly qualified specialists, a simplified scheme of «working authorization» was introduced, which does not require the procedures necessary for issuing ordinary work permits. These professionals include: IT professionals, civil engineers and designers, doctors. Foreigners who, for example, have an invitation from Irish firms to work in these specialties, may receive an «authorization» for two years at the Irish embassy or consulate, which does not require additional work permits and at the same time replaces a work visa.

The advantage of the authorization system is that it does not have limitations specific to the general scheme of work permits, does not provide for «linking» the migrant to the employer and allows migrant workers to freely enter the internal labor market, change jobs, etc.

At the same time, Ireland accepts similar schemes for certain categories of workers (builders, nurses, nurses and junior service personnel), whose offer is limited in the domestic labor market. Thus, Ireland is one of the first European countries to extend liberal immigration schemes to temporary low-skilled migrant workers [91, p. 120].

The next tool for regulating international labor migration is the age limit. Most importing countries have been accepting foreign workers for 20–40 years. The influx of old immigrants, women with small children is limited, since these categories of citizens increase social spending. For example, in Algeria, the age of workers of different specialties should not exceed 40 years; Sweden and Norway are in dire need of oil drilling workers aged 20–40 years [90, p. 121].

Also, the legislation of the host countries put forward stringent requirements for the health of immigrants. Addicts, mentally ill people, people



infected with the AIDS virus are not allowed into countries. Immigrants are required to submit a certificate of their state of health, certified by the consulate of the host country, or undergo a special medical examination. According to the 1990 immigration act, drug addicts and people suffering from various types of mental illness are not allowed in the United States. Swedish and Norwegian employers conduct preliminary medical and psychological testing of foreign entry candidates [90, p. 121].

Restrictions of a personal nature (the so-called social cleansing) can also be instruments for regulating international labor migration. For example, in the United States, the entry of members of a communist or any other totalitarian type party is restricted. Ireland is denied to foreigners previously convicted for more than one year [34].

The next tool is the direct quota of imports of labor. Each year, the host country determines the maximum number of immigrants, which is calculated on the basis of the immigration quota. This is done so that the influx of immigrants does not cause an increase in unemployment in host countries. For example, the ratio of the number of foreigners and local workers in enterprises in Greece should be 1:10 [34].

Quantitative quotas can be introduced: for the economy as a whole, determining the maximum share of foreign labor among other labor resources; for individual industries, determining the maximum share of foreign workers among all employed in the industry; for individual enterprises, determining the maximum proportion of foreign workers in one enterprise; as a limit on the total number of immigrants arriving in the country during the year [42, p. 604].

Economic regulation provides for certain financial restrictions that ensure a reduction in the number of migrants. Importing countries are the first to accept immigrants who are ready to invest in the economy of the host country a certain amount of law and create a certain number of jobs.

According to the laws of some countries, immigrants are required to pay a certain amount of money to the state budget for employment at a local enterprise. For example, in Slovakia, simple migrant workers should pay for employment. In Ireland, a work permit for 4 months must be paid a fee of 100 Irish pounds [34].

Most of the host countries set the maximum duration of stay of foreign workers in their territories. After this period, foreign workers must leave the country or obtain permission to extend their stay in the country. For example, in Zimbabwe, temporary work permits are issued for a period of not more than 5 years, in Poland — by 0.5 years, in Norway — for 1 year [34].

Tools for regulating international labor migration also form the country's national geographic priorities. Virtually every host country legislates a geographical and national immigration structure. It is usually regulated by quotas on the entry of immigrants from certain countries.

Sometimes, in order to avoid accusations of bias and violation of human rights, governments hold within the limits of geographical quotas a lottery

on the right to immigrate between representatives from different countries or one geographic region [90, p. 120]. For example, in the United States since 1924, the structure of immigration quotas established by Congress, which was favorable for residents of North-Western Europe. The reform of immigration law in 1966 stimulated the entry of immigrants from Asia and Latin America. However, since 1990, the New Immigration Law provides great opportunities for qualified specialists from European countries [34].

Also among the instruments for regulating international labor migration is the system of sanctions applicable to illegal migrant workers, persons engaged in the illegal import of labor, employers illegally using migrant workers.

Explicit and implicit prohibitions on hiring foreign labor are usually contained in laws on professions that foreigners are prohibited from engaging in. Explicit prohibitions directly list industries or specialties in which foreigners cannot work. Hidden bans, on the contrary, establish a list of industries or specialties in which only citizens of a given country can work, thus blocking foreigners' access to them.

Usually for any movement of an immigrant, change of specialty, change of place of work, you need to get additional permission from the immigration authorities, which may refuse to issue it. The legislation establishes sanctions for violation of immigration. They can be imposed both on the migrants themselves and on those who help them illegally enter the country or hire them to work. For unlawful entry into the country, deportation, fines and even imprisonment are provided for. Such a repeated offense is punishable by repeated deportation, a large fine and longer sentences. For illegal mediation or hiring an illegal immigrant, there are heavy fines that can lead to bankruptcy and the closure of businesses. Also in some cases, it is possible and imprisonment of the offender [84].

Another group of instruments are repatriation programs, the purpose of which is to stimulate the outflow of migrant workers. Usually, three types of programs are used:

- a) financial compensation programs that provide cash payments to immigrants for the premature termination of their activities;
- b) vocational training programs with the aim of facilitating immigrants' return home and their employment at home;
- c) program of economic assistance to the regions of mass emigration.

The use of these tools has its own specifics. The extent of their use directly depends on economic and social problems, their combination with needs. Therefore, restriction of migration flows is increasingly based on the principle of selectivity, focuses on certain categories of migrants, distinguished by qualitative characteristics (age, gender, level of education and training, etc.). The «hard» nature of restriction regarding certain categories of immigrants must implement the selection (filtering) functions through differentiating the conditions of entry, employment, family reunification, and the like. Regarding

emigrants, restriction can be carried out indirectly (except in certain cases) and be of a «soft» nature. Restricting the departure of certain categories of potential migrants is mainly solved by economic incentives [43, p. 52].

The main levers by which the mechanical movement of the working population is regulated are financial, legal, monetary, tax, administrative, informational and social levers for regulating international labor migration.

Summarizing the views of scientists and specialists, let's highlight the basic principles on which modern international labor migration is built:

1. Systematic — implies taking into account in the conduct of the migration policy of the relationship of all spheres of public life of migrant workers, including law enforcement, as well as economic and social spheres.

2. Complexity — contains the most complete accounting for the migration of various factors of social reality, understanding the influence of multidirectional social processes on migration, correlating the goals and objectives of migration policies with the basic needs and interests of migrant workers in this area.

3. Objectivity — means the orientation of migration policy to take into account basic socio-economic trends in the development of society, uncertainty factor and probability of social dynamics, correlation of the wording of migration policy objectives to real goals of social systems, needs and interests of groups, communities, associations, and individuals.

4. Scientific — means conducting a migration policy based on modern methods of scientific knowledge, allowing for effective social diagnostics, forecasting, planning and modeling of migration processes.

5. Perspectives — provides for the implementation of migration policy based on scientific forecasts, do not claim to be an exhaustive prediction of the future, but form its strategic goals and objectives.

6. Situational — focuses migration policy on the study and development of technologies for solving specific contradictions and social problems, focus on the real social reality of the development of migration processes.

7. Legality — allows to talk about the presence of established and fixed procedures for the migration processes that do not violate the rights of migrant workers.

8. Timeliness — means the prompt solution of urgent migration problems of compliance with basic social needs and interests on the basis of a developed system of social and legal technologies aimed at constant monitoring of migration processes.

9. Innovation — implies the orientation of migration policy on the disclosure and development of the positive potential of migration processes, variability, flexibility in accordance with the requirements of the external environment [93, p. 43].

In general, each country develops its own measures to regulate the inflow and outflow of labor, depending on its internal economic situation. Moreover, a characteristic feature of the regulation of migration processes

is that national migration legislation is decisive in resolving controversial issues [34].

Traditional government remigration measures are as follows:

1. Re-emigration incentive programs. They include a wide range of activities, ranging from measures for the forced repatriation of illegal immigrants to the provision of material assistance to immigrants wishing to return to their homeland. However, the effectiveness of these programs is quite low.

2. Immigrant training programs. It is assumed that after receiving education in a developed country, immigrants can count on a more prestigious and well-paid job in their homeland. However, the interest of immigrants in these programs was rather low, because they did not give guarantees of employment after returning to their homeland.

3. Programs of economic assistance to countries of mass emigration. Developed countries enter into agreements with labor exporting countries to invest part of the remittance of workers to their homeland and part of public funds in the creation of new enterprises in developing countries that could become a place of work for re-emigrants (for example, Germany and Turkey) [37].

At the same time, there is also a policy aimed at the re-emigration (or repatriation) of a certain part of the population of the country. Repatriation is the return to the country of residence and restoration of the rights of citizens who, for various reasons, are located outside their country such as refugees, prisoners of war, displaced persons and immigrants [88].

The governments of the countries pay considerable attention to the ethnocultural environment, which allows preserving the national traditions of immigrants and maintaining their ties with their families. Often re-emigration is supported financially, for example, migrants are given the means to return to homeland.

The analysis of modern approaches to the regulation of international labor migration has made it possible to single out the levels: individual, national, transnational, regional and international. This allows to identify further relevant directions, methods and tools of regulation.

At the individual level, decisions and actions of specific subjects of migration policy are analyzed: politicians, experts, as well as migrants themselves in cooperation with the indigenous population.

At the national level, the regulation of the international labor movement is embodied in the conduct of the state migration policy, which is part of the country's social and economic policy and provides for the determination of the regime of border crossing by citizens and foreigners, the establishment of conditions for foreigners to stay and conditions for their admission to employment [52, p. 180–181].

The state migration policy should be understood as a system of goals, principles and measures for regulating the migration movement of the population, optimizing the parameters of the dynamics, number and qualitative

structure of the country's migration flows. The main area of implementation of state migration policy is the regulation of external migration in order to protect national interests, including the improvement of the demographic situation, the standard of living of the population and the security of the national economy with labor resources.

The implementation of state migration policy measures involves not only state authorities, but also various non-governmental organizations whose activities are aimed at streamlining migration processes and protecting the rights of migrants.

The basis of the state migration policy is its goals, which are set on the basis of migration priorities (in particular in the area of labor resources) of the state, taking into account the need to protect the interests of other subjects of international relations, as well as migrants and national workers [43, p. 48 – 49].

Migration policy should be considered as an activity of state power to streamline migration processes, as well as a complex of general and special measures that are implemented by the state and aimed at changing the qualitative structure and parameters of the dynamics of migration flows of the country based on direct and indirect effects [43, p. 48].

The transnational level of regulation of the international labor movement outside state borders reflects the activities of non-state institutions such as transnational corporations (TNCs), enterprises with foreign labor and foreign capital.

Transnational corporations, within which there are special forms of movement of qualified personnel, play an important role in the formation and development of the international labor market. TNCs influence the development of the international labor market in various ways, primarily through the transfer of production and capital from country to country. In addition, with their industrial, technical and economic policies, they contribute to changing the sectoral and qualification structure of the labor force of national labor markets.

The sufficiently large financial and production potential of TNCs allows them to select the most highly qualified labor force on the international labor market and, moreover, to form it in accordance with their goals and specific requirements [66].

The regulation of migration processes is also carried out at the regional (integration) level. This level assumes a set of measures by a group of countries to regulate labor migration between the countries participating in an integration association.

Questions of the international movement of labor are considered in the framework of integration agreements in the creation of trade and economic blocs of countries. The terms of the free movement of citizens of the State of the Economic Community of West African Countries (ECOWAS) and the Common Market for Eastern and Southern Africa (COMESA) were almost

completely agreed, but these agreements were not implemented and did not concern the implementation of a common migration policy; also agreements on facilitating the regime of population migration were signed by the countries of the Andean Community of Nations and the Common Market of the Southern Cone MERCOSUR (however, many of the decisions taken are not yet implemented in practice).

For such groups as the Commonwealth of Independent States (CIS) and the Organization of the Black Sea Economic Cooperation is characterized by increased partnership of the participating countries in the field of migration policy. In contrast, for example, the agreement on the establishment of the North American Free Trade Agreement (NAFTA) did not touch upon the issues of migration of the population [72].

The most striking example in the development of the system of regulation of migration processes is the experience of the European Union (EU), one of the basic principles of which is the freedom of movement of people. The international integration system for regulating migration, created in the EU (as in other groupings), is also based on the system of European law.

Thus, under the auspices of the Council of Europe, the European Convention for the Protection of Human Rights and Fundamental Freedoms (1950), the European Settlement Convention (1955), the European Social Charter (1961), the European Code of Social Security (1964), the European Convention on Social Security (1972), the European Convention on the Legal Status of Migrant Workers (1977), etc. were adopted. One of the basic documents is the European Convention for the Protection of Human Rights and Fundamental Freedoms, defines freedom of movement and choice place of residence (Protocol No. 4, Article 2) [72].

Back in 1985, a Schengen agreement was signed between 5 countries, which set the standards for freedom of movement and choice of place of residence. The following convention was signed in 1990 (entered into force in 1995) and meant the abolition of control at the internal borders of countries and the creation of common external borders, where immigration control (when entering the Schengen zone) is carried out in accordance with uniform procedures (uniform rules for issuing visas, granting rights to asylum controls at external borders, etc.). For this purpose, the Schengen Information System (SIS) was created to compile databases and exchange information about a specific category of persons and goods. Subsequently, the Schengen area has been expanded several times and includes 25 countries (24 – EU countries and Switzerland) [72].

In 2004, the Green Paper on the EU Policy on the Regulation of Economic Migration was published, which, as the main guidelines, introduced a focus on attracting highly skilled migrants to national labor markets [80].

To ensure normal interethnic relations since 2000, the formation of anti-discrimination legislation began, extended to the sphere of employment, education, health, etc. [26].

So, since 2001, The Action Programme to combat discrimination and the EQUAL program, since 2005, are being implemented. The strategy «Non-discrimination and equal opportunities for all» is being introduced. At the same time, even with the coordinated participation of the EU structures in the field of political integration of foreigners across countries, large differences remain (including at the level of national regions), as well as in the area of housing policy (regulating the resettlement of migrants) [72].

In 2009 in the context of the Lisbon Treaty, the «Stockholm Program» for the development of the space of freedom, security and justice for 2010 – 2014 was adopted that involves the consolidation of the Schengen and Visa codes.

By the end of 2009, an «Action Plan in the field of legal migration» on the conditions of entry and residence of third-country nationals was adopted [80, p. 43; 47 – 49]. These documents are based on the legal framework that regulates the international movement of labor, and they also define the limits for the implementation of state migration policy.

It is necessary to note the migration regulation scheme, applied in the European Union, Blue Card Scheme, adopted by the EU Council Directive in May 2009. This scheme was developed specifically to simplify the conditions for highly qualified specialists from third countries to enter and reside in the European Union, as well as the unimpeded movement of professionals throughout the EU [31, p. 163]. The Blue Card provides:

- ability to work in any EU country;
- salary equal to the salary of EU citizens;
- free movement on the territory of the Schengen countries;
- social benefits (for example, unemployment benefits);
- Possibility of family reunification in a simplified procedure;
- Possibility to get an education (or provide education to children), to join labor and public organizations on a par with citizens of the European Union;
- Ability to obtain the status of «permanent resident of the EU» after 5 years in the EU.

There are three conditions for obtaining a «Blue Card»: lack of EU citizenship; higher education or extensive work experience; have a signed work contract or a formal job offer, and the salary should be 1.5 of the average in the country, in some cases 1, 2 (for in-demand occupations) [95].

The growth of the scale of the international labor movement and its influence on national economies, as well as the aggravation of a number of common problems for countries have led to the intensification of its regulation at the international level.

The regulation of international migration processes at the intergovernmental level is: one-sided – this is the state regulation of migration processes in accordance with their own interests and without coordination with other states; bilateral is the regulation of migration processes on the basis of bilateral interstate agreements; multilateral – based on the signing of

international agreements, conventions at the global level, as well as within individual integration groups [49].

Each country is guided by its own directions and goals of international labor migration, the choice of methods, tools and measures to regulate it. However, an essential condition for the functioning of a democratic society is compliance with the relevant legal norms and standards enshrined in the documents of international organizations, and the regulation of migration labor processes is carried out primarily in accordance with the norms of international law [54, p. 18 – 20]. This is due to the signing of various international agreements and the activities of special international organizations (Table 5.1).

**Table 5.1** Regulation of international labor migration at the international level

Name of the organization	Directions of regulation	Regulation tools
1	2	3
International Labor Organization	<ul style="list-style-type: none"> <li>– Development of coherent policies and programs aimed at solving social and labor problems;</li> <li>– development and adoption of international labor standards and monitoring their implementation;</li> <li>– assistance to member countries in solving problems of employment, reducing unemployment and regulating migration;</li> <li>– protection of human rights (rights to work, association, collective bargaining, protection from forced labor, discrimination, etc.);</li> <li>– the fight against poverty, for the improvement of the living standards of the working people, the development of social security;</li> <li>– assistance in vocational training and retraining of workers and the unemployed;</li> <li>– development and implementation of programs in the area of improving working conditions and the working environment, occupational safety and health, protecting and restoring the environment;</li> <li>– development and implementation of measures to protect the most vulnerable groups of workers (regulation of working time, combating unemployment, establishing a guarantee of wages and recognizing the principle of equality for equal work, protecting workers from occupational diseases and injuries at work; regulating social insurance and social security and others)</li> </ul>	<ul style="list-style-type: none"> <li>– Convention (ILO Convention No. 97 on Migrant Workers, ILO Convention No. 48 on the Establishment of a System of International Cooperation for the Preservation of Rights arising from Insurance for Disability Social Security, Convention No. 118 on Equality of Citizens of the Country and Foreigners and Stateless Persons in the Field of Social Security, ILO Convention No. 143 on Abuse of Migration and the Provision of Equality in the field of social and civil rights of migrant workers and others);</li> <li>– recommendations;</li> <li>– programs</li> </ul>



Continuation of Table 5.1

1	2	3
International Organization for Migration	<ul style="list-style-type: none"> <li>– For humanitarian purposes (assistance to people affected by conflicts and their consequences, refugees and returnees, displaced persons, both within their own country and abroad, people who want to reunite with their families);</li> <li>– for development (ensuring the flow of qualified labor of the state, taking into account the priorities of their development, the needs and interests of the local population in the host countries)</li> </ul>	<ul style="list-style-type: none"> <li>– Programs;</li> <li>– recommendations;</li> <li>– consulting services;</li> <li>– information campaigns</li> </ul>
International Organization for Migration	<ul style="list-style-type: none"> <li>– Technical cooperation programs (provision of advisory services to governments, inter-governmental and non-governmental organizations in the field of migration, the development of the necessary integrated measures to address migration issues in a changing international environment, and the strengthening of the capacity of states by training personnel in migration management services and providing them with technical support);</li> <li>– carries out research and analysis of information (holding regional and international seminars and conferences to discuss migration issues, study the causes and consequences of migration processes, the state and needs of migrants, develop and conduct information campaigns)</li> </ul>	
World Health Organization	Regulates health issues in the field of migration	Development of standards for migrant health. These standards are used in the processing of documents by the ILO and other international organizations
United Nations Educa- tional, Scientific, Cultural Organiza- tion	Regulates the issues of education, science, culture in the field of migration	Development of educational documents for migrants and their families
The World Bank	Assistance in solving problems related to migration and remittances of migrants through lending initiatives and measures to improve migration policies	<ul style="list-style-type: none"> <li>– Loans;</li> <li>– setting interest credits;</li> <li>– consulting assistance</li> </ul>

Continuation of Table 5.1

1	2	3
World Trade organization	Providing migrants access to the labor market	Agreements (General Agreement on Trade in Services (GATS), which defines the methods of providing services (cross-border, mode of foreign consumption, commercial presence, presence of individuals))
Continuous migration monitoring system	<ul style="list-style-type: none"> <li>– Coordinates the activities of the national immigration offices of 29 leading countries of the world (OECD members);</li> <li>– collects statistics and reviews trends in international migration, as well as migration policies of countries</li> </ul>	Reports on International Migration

*Source: compiled by the author according to [1–4; 11; 16; 19]*

The fundamental role in regulating the international labor movement belongs to the United Nations (UN) – the most influential international institution to which Ukraine is a member. Describing the UN, it should be emphasized that within this institution, declarations, covenants and conventions are adopted, the main purpose of which is to introduce universal human values and priorities in international and interstate communication, in particular by ensuring effective international legal regulation.

The UN has the following divisions:

- Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families,
- Human Rights Council,
- Trade and Development Board,
- The Population Fund (UNFPA),
- The Committee on Human Rights and others, which coordinate the development of international labor migration and migration policies of individual countries.

A number of specialized agencies, such as the World Health Organization and the United Nations Educational, Scientific and Cultural Organization (UNESCO), in their activities related to migration management issues that are relevant to their competence.

The main activities of the UN in the field of international migration are determined by the UN Economic and Social Council. Within the UN, a Global Migration Group has been formed, the purpose of which is to strengthen coordination within the UN system and together with the International Organization for Migration to ensure the effectiveness of

international migration policy. On the basis of this group, a Consultative Forum has been created, open to all UN member states, and is an international partnership structure for discussing and resolving issues related to international migration [3].

The UN has a specialized intergovernmental organization in the field of migration – the International Organization for Migration (IOM), working closely with government, intergovernmental and non-governmental partners. IOM was founded in 1951, today it includes 157 countries and 10 countries have observer status, it also has offices in more than 100 countries of the world. IOM promotes humane and orderly migration for the common good by providing services, support and advice to governments and migrants [1].

An important role in the regulation of the international labor movement belongs to the International Labor Organization (ILO) – a specialized UN agency founded in 1919, which activities are aimed at promoting social justice and protecting internationally recognized human rights and labor rights.

The main objectives of the ILO in accordance with its status are as follows:

- protection of the interests and rights of workers through the regulation of working time;
- the fight against unemployment;
- establishment of a guarantee of wages and recognition of the principle of equality for equal work;
- protection of workers from occupational diseases and injuries at work;
- regulation of issues of social insurance and social security, etc. [2].

The ILO's normative work involves the development and adoption of conventions and recommendations, as well as the monitoring of their implementation, which, in principle, is considered to be central to the organization's activities. About 400 conventions and recommendations were adopted by the ILO, each of which deals with various aspects of the labor legal personality of the main subjects of labor law.

The activities of the UN specialized agencies are coordinated and supplemented by the Department of Economic and Social Affairs, provided by the United Nations Development Program (UNDP), the United Nations Conference on Trade and Development (UNCTAD), the United Nations Population Fund (UNFPA), the Office of the United Nations High Commissioner for Human Rights, The United Nations High Commissioner for Refugees, the United Nations Office on Drugs and Crime (UNODC), the Office for Solving Humanitarian Problems, and others. Also, the World Bank and its associated international financial institutions.

This demonstrates the priority attention to solving global humanitarian and environmental problems, ensuring economic development and protecting human rights, creates an additional context of global regulation of the international labor movement [3].

Coordinates the activities of national immigration offices of the Continuous Reporting System on Migration (SOPEMI), established in the

framework of the OECD [80, p. 84]. This organization provides statistical data collection and a review of trends in international migration, as well as the migration policy of OECD member countries [19].

The World Trade Organization (WTO) is actively involved in regulating the international labor movement. The WTO has signed the General Agreement on Trade in Services (GATS), which defines the methods of providing services (cross-border, mode of foreign consumption, commercial presence, presence of individuals). The terms of the agreement provide access to the labor market for service providers. However, due to the fact that a number of issues (security, family reunification, etc.) are not fully settled, the characteristics of the economic activities of migrants largely depend on the national policies of individual countries [4].

Contractual sources of international labor law are international treaties concluded on a multilateral basis. They are mainly devoted to the protection of the rights of international migrants in the field of settlement, immigration, vocational education, social security, as well as the protection of the rights of seasonal workers, etc.

Among the UN international acts, the main place is taken in 1948 by the Universal Declaration of Human Rights [39], the fundamental document of international regulation of the movement of labor resources, which determines the human right to choose the country of residence, work, etc. Also, the important documents regulating the international movement of labor are:

- UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families from 1990;
- International Covenant on Economic, Social and Cultural Rights of 1966;
- International Covenant on Civil and Political Rights of 1966;
- Declaration of the UN General Assembly on human rights in relation to persons who are not citizens of the country in which they live (since 1985) [36; 48; 71].

A significant role here is played by such documents as the International Convention on the Elimination of All Forms of Racial Discrimination of 1965 [70], the Convention on the Elimination of All Forms of Discrimination against Women of 1979 United Nations Convention on the Status of Refugees 1951 [45].

The most important documents regulating the international movement of labor should also include the conventions of the International Labor Organization:

- ILO Convention No. 97 On Migrant Workers;
- ILO Convention No. 48 Concerning the Establishment of a System of International Cooperation on the Preservation of Rights arising from insurance for disability, old age and on the occasion of the loss of the breadwinner of a family;

- Convention No. 157 On the Establishment of an International System for the Conservation of Rights in the Field of Social Security;
- Convention No. 118 On Equality of Rights of Citizens of the Country and Foreigners and Stateless Persons in the Field of Social Security;
- ILO Convention No. 143 on abuses in the field of migration and on ensuring equality in the field of social and civil rights of migrant workers, and others [46].

As of November 1, 2015, Ukraine has ratified 8 of the 8 ILO core conventions, 4 of 4 policy conventions, and 57 of the 177 technical conventions – a total of 69 conventions, of which 61 are in force and 8 are denounced [45].

In 2015, the Verkhovna Rada of Ukraine adopted, as a whole, the Law of Ukraine «On ratification of the ILO Convention on Main Objectives and Social Policy Standards No. 117» (No. 0055). The convention, in particular, provides for the adoption of measures at the international, regional or national levels to promote progress in areas such as health, housing, food, education, care for the well-being of children, the situation of women, working conditions, improvement of living conditions in rural areas. protection of the rights of migrant workers and social security. The Convention provides for the abolition of discrimination on grounds of race, color, sex, religion, nationality or trade union membership [29]. Thus, research and generalization of world experience in the use of methods and tools for regulating the international movement of labor has allowed them to be systematized depending on:

- level of regulatory implementation (individual, national, transnational, regional and international);
- subjects of regulation (migrants, politicians, experts, government agencies, private companies, TNCs, integration associations of countries, international organizations);
- regulatory impact on the international movement of labor and the national economy (direct, aimed at regulating the volume and structure of emigration flows and indirect, ensuring the use of benefits from emigration flows by encouraging foreign exchange transfers from abroad and their implementation in the economy) (Table 5.2).

**Table 5.2** Methods and tools for regulating international labor migration

Subjects of regulation	Methods		Tools
1	2		3
<b>INDIVIDUAL LEVEL</b>			
Migrants, politicians, experts	Operative	Measures to inform labor migrants about the situation on the international labor market and their rights	Development of information programs

Continuation of Table 5.2

1	2		3
NATIONAL LEVEL			
Government agencies, private companies	<i>Immigration direction</i>		
	Direct	<p>Administrative and legal Socio-economic</p> <p>Measures determining the legal, political and professional status of immigrants</p> <p>Financial constraints; recovery (exemption from recovery) or reduction (increase) of various fees and duties; attracting foreign workers</p>	<p>Restrictions on: professional qualifications; age limit; personal character; health conditions. Quotas, limits; penalties</p> <p>Restrictions on hiring labor; attracting migrants investing in the country's economy; employment fee; registration fees, salary, advanced training; employment; provision of proper medical care, etc.</p>
Government agencies, private companies	Operative	Strengthening additional operational control measures to ensure the established migration order	Checks of migrants; filtration measures for migration flows; creation of a centralized information resource
	<i>Emigration direction</i>		
	Direct	<p>Administrative and legal Socio-economic</p> <p>Requirements for subjects of labor migration; structural policy (preventing the outflow of workers in scarce specialties); protection of the rights of emigrant workers</p> <p>Expansionary policy (facilitating the conquest of foreign labor markets)</p>	<p>Licenses; documents defining the legal, political and professional status of emigrants; limit of issuance of passports, emigration quotas; differentiation of the rates of foreign currency payments of emigrant workers; bilateral agreements, contractual employment</p> <p>Stimulation of concomitant export of goods; creating conditions for long-term work abroad; training programs for recipient countries; regulation of fees for intermediary services</p>
Indirect	<p>Operative</p> <p>Means of encouraging foreign exchange transfers from abroad and their effective use</p> <p>Repatriation programs that aim to stimulate the outflow of migrant workers; remigration programs</p>	<p>Benefits on foreign currency deposits in national banks; the creation of specialized institutions with advisory functions; the opening of foreign branches of domestic banks; creating a favorable climate for the use of foreign currency to purchase goods, land and the like</p> <p>Economic assistance to the region of mass emigration; training programs for departing; material compensation for early termination of activities; customs benefits, programs to encourage the return of migrants from abroad and help them find employment</p>	

Continuation of Table 5.2

1	2	3	
TRANSNATIONAL LEVEL			
TNC, enterprises with foreign capital and labor	Administrative and legal Socio-economic	Measures to attract highly qualified foreign labor; attraction of foreign investment funds, private money transfers	High profit payment; educational requirements, age limit
REGIONAL LEVEL			
Integration associations of countries	Administrative and legal	Protecting the overall labor market from unwanted immigrants	Agreements (multilateral, bilateral), treaties, rules and contracts concluded between integration integration states (European Convention for the Protection of Human Rights and Fundamental Freedoms, European Convention on the Legal Status of Migrant Workers, Schengen Agreement, Blue Card, etc.)
INTERNATIONAL LEVEL			
International organizations	Administrative and legal	Intergovernmental agreements on the regulation of labor migration	Convention, agreements, covenants, laws (International Covenant on Economic, Social and Cultural Rights, UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, UN General Assembly Declaration on Human Rights to Persons which are not citizens of the country in which they live, etc.)

*Source: compiled by the author according to [34; 42; 43; 47; 49; 64; 72; 74; 82; 84; 87; 90]*

## 5.2 Analysis of the dynamics and structure of the international labor movement

An important component of the global economic system is international migration, the volume and influence of which are constantly growing in the world. Special attention of international organizations and national governments requires the study of international labor migration, which is determined primarily by high dynamics, rapid response to changes in society and the economy. At the same time, the policy of the countries receiving labor migrants, aimed at encouraging their integration into the system of societies and encouraging the immigration of highly skilled workers. In the

countries of origin, the policy on migrant workers is aimed at regulating emigration, taking dual citizenship, encouraging their return to their homeland, and the like. The causes and ambiguity of the consequences of international labor migration require studying the current state of migration flows in the world, identifying the factors of their formation, disclosing existing threats, predicting opportunities and negative consequences of international labor migration necessitate the development of an effective migration policy to regulate it.

According to the latest World Bank data, more than 247 million people or 3.4 % of the world's population live **outside their countries of birth** [1].

For the period from 2000 to 2015, the number of migrants in the world has grown rapidly. Thus, over the past 15 years, it increased by 41.11 %, over 10 years – by 27.84 %, over 5 years – by 13.9 %, and in 2015, compared to 2013, by 14.13 % (Table 5.3).

The main causes of migration processes are labor shortages as a result of declining birth rates, the desire for better employment, **internal conflict and war, natural disasters, climate change, and increased access to information by telephone and the Internet** [58, p. 54].

**Table 5.3** Dynamics of the number of international immigrants in 2000 – 2015

Group of countries by level of development	Number of international immigrants									
	2000		2005		2010		2013		2015	
	million people	% <sup>1</sup>	million people	% <sup>1</sup>	million people	% <sup>1</sup>	million people	% <sup>1</sup>	million people	% <sup>1</sup>
World as a whole	172.7	2.8	190.6	3	213.9	3.1	231.5	3.2	243.7	3.3
Most developed regions	103.4	8.7	115.4	9.5	127.7	10.3	135.6	10.8	140.5	11.2
Developing countries	59.3	1.4	64.8	1.4	74.7	1.3	84.9	1.4	91.3	1.8
Least developed countries	10.1	1.5	10.5	1.4	11.5	1.3	10.9	1.2	11.9	1.3

*Note:* <sup>1</sup> Of the total population.

*Source:* calculated by the author according to [13–15; 17].

Analyzing the data in Table 5.3, it can be concluded that, in general, there is a medium-term positive trend in the stable component of international immigration. The largest number of immigrants in all the years of the study period is observed in the most developed countries. So, in 2015, it is 140.5 million people, the second place is occupied by developing countries – 91.3 million people, in third place, respectively, the least developed countries – 11.9 million people.



The above dynamics is primarily due to the fact that international migration is mainly carried out with the aim of finding employment and receiving wages higher than at home.

Over the past 15 years, the gap between developed countries and developing countries is getting wider. This, in turn, increases the concentration of labor migrants in developed countries, since the income that they can receive from them significantly exceeds the level of income that they receive in developing countries and in the least developed countries [59, p. 29].

According to the UN, in high-income countries there are more than two-thirds of all international migrants. In particular, in 2015 their number was 71 % of the total number of international migrants, or 173 million people, of which 124 million migrants come from countries belonging to the Organization for Economic Cooperation and Development (OECD), and 49 million people come from countries non-OECD. The remaining 29 % are in middle- and low-income countries, 61 million people and 9 million people, respectively [18].

It should be noted that international statistics covers international migrants and refugees, that is, persons who are forced to emigrate mainly due to political and military conflicts, that is, such persons are not labor migrants.

According to the UN, by the end of 2015, 65.3 million people were refugees, asylum seekers, or internally displaced persons. Over the past year, their number increased by 5 million people. Thus, approximately every 113th person on the planet is a refugee [18].

The following countries accepted the largest number of refugees: Turkey (1.6 million people), Pakistan (1.5 million people), Lebanon (1.2 million people) and the Islamic Republic of Iran (1.0 million people). The majority (53 %) of refugees came from three countries: the Syrian Arab Republic (3.9 million people), Afghanistan (2.6 million people) and Somalia (1.1 million people) [18].

If we assume that all immigrants, except for refugees, are labor migrants, their share in the total migration will be about 92 %. This suggests that the general trends of international migration are determined precisely by labor migration, and therefore the latter must be investigated using statistical data on the total migration of the population, presented by such international organizations as the UN, the World Bank, Eurostat, etc.

The regional distribution of international migrants (Table 5.4) shows that for the period 2000 – 2015. The largest number of migrants concentrated mainly in Europe. The 2015 data shows that in this region their number reached 76.15 million people, that is, 31.25 % of the total number of migrants in the world.

In Asia, the number of migrants amounted to 75.08 million people, that is, 30.8 %. A slightly smaller share of migrants is in North America (5.4490000 people), Africa (20.65 million people), Latin America and the Caribbean (9.23 million people), Oceania (8.1 million people).

**Table 5.4** Regional distribution of international migrants for 2000 – 2015

Years	Indicators		Regions						
			Europe	Asia	North America	Latin America and the Caribbean	Africa	Oceania	Total
2000	Immigration rate	million people % <sup>1</sup>	56.3	49.3	40.4	6.6	14.8	5.4	172.8
			32.6	28.5	23.4	3.8	8.6	3.1	100
	Emigration rate	million people % <sup>1</sup>	49.8	64.7	3.1	24.3	21.6	1.2	164.7
			30.2	39.3	1.9	14.8	13.1	0.7	100
2005	Immigration rate	million people % <sup>1</sup>	64.1	53.4	45.4	7.2	15.2	6	191.3
			33.5	27.9	23.7	3.8	7.9	3.1	100
	Emigration rate	million people % <sup>1</sup>	52.1	72.3	3.5	28.8	24.3	1.4	182.4
			28.6	39.6	1.9	15.8	13.3	0.8	100
2010	Immigration rate	million people % <sup>1</sup>	72.4	65.9	51.2	8.2	16.8	7.1	221.6
			32.7	29.7	23.1	3.7	7.6	3.2	100
	Emigration rate	million people % <sup>1</sup>	56.5	88	4	33.6	28	1.6	211.7
			26.7	41.6	1.9	15.9	13.2	0.8	100
2015	Immigration rate	million people % <sup>1</sup>	76.1	75.1	54.5	9.2	20.6	8.1	243.6
			31.2	30.8	22.4	3.8	8.5	3.3	100
	Emigration rate	million people % <sup>1</sup>	59.6	99.8	4.3	35.8	32.6	1.8	233.9
			25.5	42.7	1.8	15.3	13.9	0.8	100
growth 2015/2000	Immigration rate	%	35.17	52.33	34.90	39.39	39.19	50.00	40.97
		%	19.68	54.25	38.71	47.33	50.93	50.00	42.02

*Note:* <sup>1</sup> Of the total.

*Source:* built by the author according to [13–15; 17; 18]

According to 2015, 104 million people, or 43 % of migrants, are Asian. Europe ranks second in the region of origin of labor migrants (62 million people, or 25 %), the next emigration regions are Latin America and the Caribbean (34 million people, or 14 %), North America (4 million people, or 2 %) and Oceania (2 million people, or 1 %). In this case, from 2000 to 2015, the number of emigrants from Asia grew faster than in other regions: by 2.8 % per year, compared with 1.2 % in Europe [18].

In 2015, only 10 countries account for 51.4 % of the total number of international migrants (Table 5.5). The United States of America is the leader in migrant income (in 2015, 46.63 million people, or 19.1 % of the global number of migrants). Germany and Russia took about 12 million migrants each, Saudi Arabia – 10.19 million people, Great Britain and Northern Ireland – 8.54 million people each, United Arab Emirates – 8.1 million

people, Canada – 7.84 million people, France – 7.78 million people, Australia – 6.76 million people and Spain – 5.85 million people person. In Ukraine, the number of immigrants was 4.83 million people.

**Table 5.5** Top 10 countries by number of immigrants in 2015

No.	Country	Number of migrants, million people	Share of migrants in the total population, %	Share of the global number of migrants, %
1	USA	46.63	14.5	19.1
2	Germany	12.00	14.9	4.9
3	Russia	11.64	8.1	4.8
4	Saudi Arabia	10.19	32.3	4.2
5	United Kingdom and Northern Ireland	8.54	13.2	3.5
6	United Arab Emirates	8.10	88.4	3.3
7	Canada	7.84	21.8	3.2
8	France	7.78	12.1	3.2
9	Australia	6.76	28.2	2.8
10	Spain	5.85	12.7	2.4

*Source:* calculated by the author according to the data of [18]

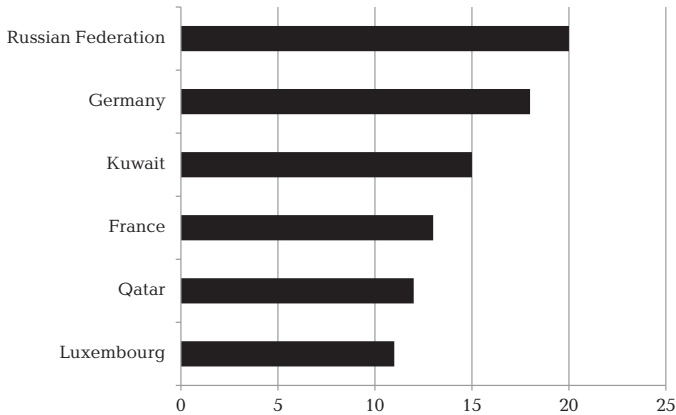
For the period 2000 – 2015, the largest number of migrants in the world is concentrated in the United States of America, because they are attracted by high wages, the possibility of self-realization and advanced training, proper working conditions for migrants, social security, high economic development of the country, infrastructure development and others. However, the issue of illegal migration, for 2015, remains a problem for the United States of America. The number of illegal immigrants who lived there was 11 million people [17].

According to the UN, during the investigated period, a significant number of migrants were received by Germany and Russia. The reasons for this in Germany were not only high economic development, a loyal migration policy of the country, the possibility of obtaining German education, but also a high threshold for the acceptance of refugees by the country. As a result, only in 2015 Germany took less than 800 thousand refugees [3]. Since 2013, the number of immigrants in Russia has decreased due to the military-political conflict in the country and the abolition of migration benefits for Ukrainians.

Since 2013 there has been an influx of a significant number of migrants to the United Arab Emirates: from 2010 to 2013. Their number increased by 4.54 million, that is, more than doubled, and in 2015 it was already 8.1 million [14; 15]. This is due to the acceleration of economic development: for example, in the last 5 years more than 1 million jobs have been created

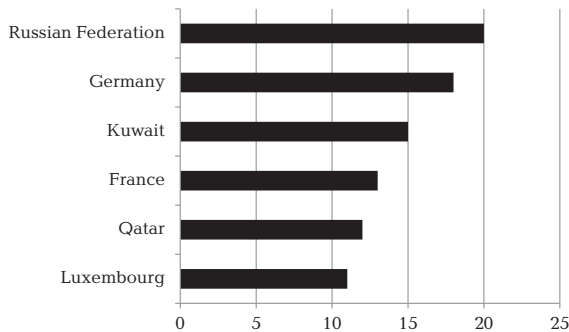
for migrants in the United Arab Emirates, and the country has attracted by its high wages (1.500 – 2.700 USD per month), social guarantees and developed infrastructure [51].

Among donor countries of international migrants (Fig. 5.2), their number in 2015 was distinguished by India (16 million people), Mexico (12 million people), Russia (11 million people), China (10 million people). In 2015, 6 million people went abroad from Ukraine.



**Fig. 5.2** The main donor countries of international migration 2015, million people.  
*Source: built by the author according to [18]*

Comparing the concentration of immigrants and emigrants, it is necessary to consider the migration corridors in the world (Fig. 5.3).



**Fig. 5.3** Top 6 corridors in 2015 with the largest number of migrants from their country of origin to the country of destination, million people.  
*Source: built by the author according to [18]*

The data in Fig. 5.3 show that the «Mexico-USA» became the very corridor of migration in the world in 2015: 12 million migrants moved from Mexico to the United States of America, which is about 98 % of the total number of Mexicans who emigrated. The following five corridors number 3 million migrants each.

The popularization of these corridors is due to the better standard of living conditions, economic opportunities, as well as the geographical proximity of these countries.

As already noted, the main reason for encouraging migrants to travel abroad is the realization of their own capabilities, including professional, the difference in social security and economic security in different regions of the world, in particular between developed countries (OECD) and developing countries, as well as transitional economy.

The bulk of international labor migrants in developed countries are service workers, builders and workers employed in industry.

However, today their qualitative differentiation is taking place more and more actively, primarily due to an increase in the share of qualified specialists of a different profile in the total number of the migrating population.

Destination countries can receive significant benefits from the influx of skilled migrants, as skilled labor contributes to increasing the productive potential of a certain country's economy and introducing innovations, especially in areas related to scientific and technological progress.

According to the latest World Bank data, the proportion of migrants with higher education is 27.6 % of the total number of migrants belonging to the OECD, among them 28 % are women [21]. In general, most international migrants are of working age. In 2015, persons between the ages of 20 and 64 years old migrated, and the average age of migrants was 39 years. Young international migrants live in Africa, their average age is 29 years old, Asia (35 years old), Latin America and the Caribbean (36 years old). Senior migrants travel to Europe (43 years), North America (42 years) and Oceania (44 years) [18].

The significant contribution of donor countries is also to the increase in the number of scientists, doctors, engineers and technicians in recipient countries of foreign labor resources. A fairly common way of «brain drain» in developed countries is to involve talented foreign youth in training [55, p. 185].

«Muscle flight» (traveling abroad of leading athletes), «flight of talents» (migration of famous artists, singers, actors, filmmakers and other creative individuals), as well as «flight of brides» (traveling to another country, mainly women with the aim of creating a family with foreigners), increases annually [97, p. 129].

Another characteristic feature of the development of modern migration processes is their enhanced feminization. Until recently, it was considered that the overwhelming majority of migrants are men. Women, if they migrated, were mainly as family members who moved to another country after a male migrant.

However, according to statistics, today the female component of migration flows is practically not inferior to the male. Thus, according to the

latest UN data, in 2015 the share of women migrants is 48 % of the total number of international migrants in the world [18].

It should be noted that in the regional context, the share of women in the overall structure of the migrant population is not the same. Thus, the largest concentration of migrant women is observed in Europe, North America and Oceania, while in Latin America and the Caribbean the proportion of migrant women is equal to the proportion of male migrants in Asia and Africa.

According to some Western researchers, there are two main groups of factors affecting the increased participation of women in the migration processes of our time.

First, it is a logical consequence of attracting more women as labor into the labor markets of donor countries. With the increasing integration of national economies, this workforce is increasingly beginning to look for more profitable applications abroad. Secondly, the involvement of a large number of women in the ranks of international migrants is also due to the need for them in certain sectors of the national economy of the host countries [11; 30].

To the above trends in the development of international migration in modern conditions, in our opinion, it is worth adding the growth of the role of remittances of workers, which are a mandatory attribute of the globalization of migration processes.

Private migrant remittances play an important role in the economies of donor and recipient countries of labor resources, replacing other types of remittances to the states and contributing to the acceleration of GDP growth.

The return movement of migration capital and, especially, its size have a significant impact, mainly on the countries of origin of migrants. The increase in the total number of labor migrants in the world has become a factor for a significant increase in the total volume of remittances from countries-importers of labor to the countries supplied. If in 2006 these transfers amounted to about 330 billion USD, then as of 2015, the amount of remittances made by migrants was already 601 billion USD [21].

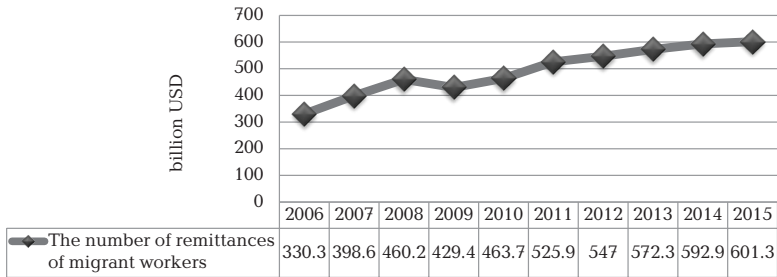
It should be noted that these statistics are not accurate, since the volumes of illegal transfers are not taken into account.

Changes in the global dynamics of remittances of migrant workers during 2006 – 2015 are shown in Fig. 5.4.

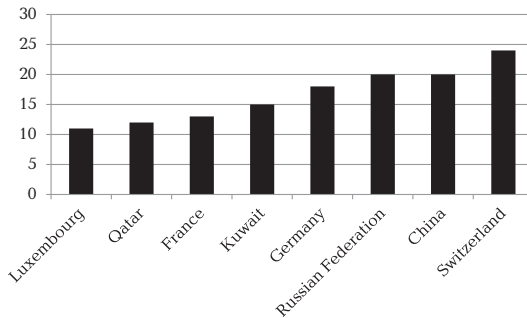
At the same time, for some small developing countries, foreign exchange transfers account for more than 20 % of GDP, which significantly affects their economies (Fig. 5.5).

The leading recipient of financial assistance for workers is India, which in 2015 received transfers in the amount of 72 billion USD; China (64 billion USD). Somewhat less was the migration capital, which went to the Philippines and Mexico – 30 and 26 billion USD, respectively (Fig. 5.6). According to the World Bank, Ukraine in 2015 received 6.2 billion USD [21].

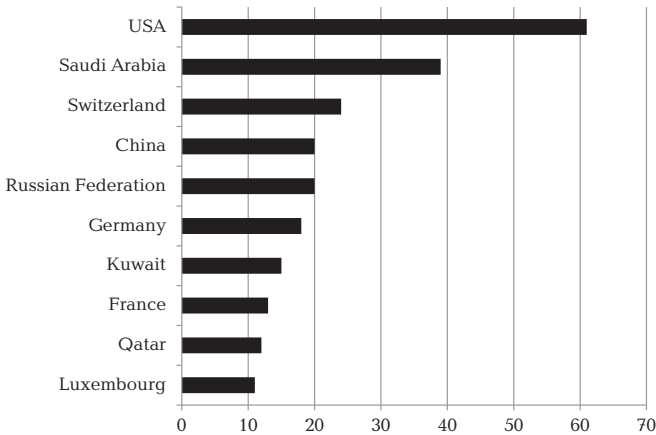
A characteristic feature of the migration capital movement is its focus on developing countries (Fig. 5.7).



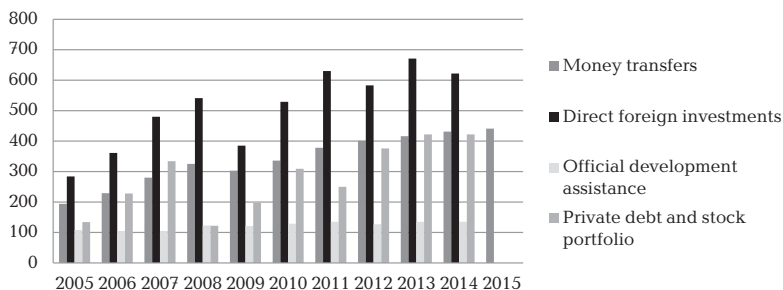
**Fig. 5.4** Dynamics of remittances of migrant workers in 2006–2015, billion USD.  
*Source: built by the author according to [21]*



**Fig. 5.5** Share of remittances in GDP of host countries, %.  
*Source: built by the author according to [21]*



**Fig. 5.6** Leading countries in remittances in 2015, billion USD.  
*Source: built by the author according to [21]*

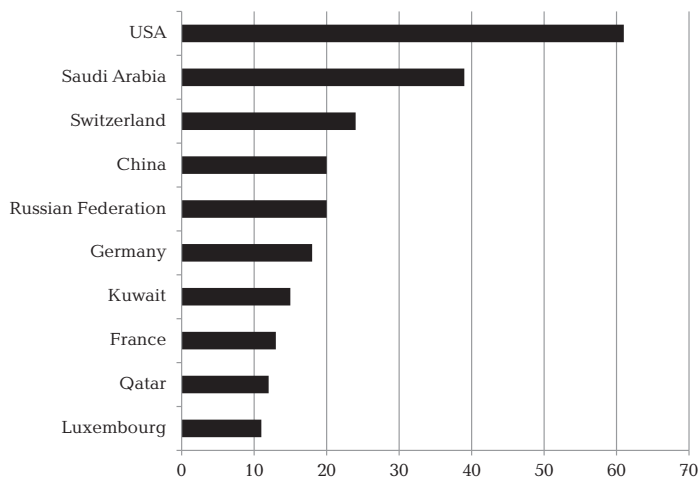


**Fig. 5.7** Comparison of the main foreign exchange earnings in developing countries, billion USD. *Source: built by the author according to [21]*

In the countries from which migrants come, labor migration can lead to a reduction in the burden of part-time employment and, through remittances, contribute to economic growth and human development.

So, in 2015, the volume of remittances to developing countries reached 441 billion USD. Last year, the figure was 431 billion USD, more than three times the amount of official development assistance. At the same time, remittances of migrants to their homeland also significantly exceeded the total foreign direct investment in all developing countries, with the exception of China [21].

Migration capital under certain conditions has a positive impact on the countries that import it (Fig. 5.8).



**Fig. 5.8** Geographical structure of remittances by their largest volumes in 2015, billion USD. *Source: built by the author according to [21]*



Fig. 5.8 shows that in 2015 the total remittances came from the USA – 61 billion USD. Most of these funds went to Mexico and China. Significant amounts of financial injections from labor migrants were created in Saudi Arabia (almost 39 billion USD), Switzerland (25 billion USD), China (20 billion USD) and Russia (19.7 billion USD) [21]. To a certain extent, they contribute to the improvement of the living conditions of relatives and close labor migrants remaining in their homeland.

Thus, in most countries of the world, international migration is primarily associated with high unemployment and low wages. The specific features of international labor migration are explained not only by internal economic processes that occur in a particular country, but also by external political and social circumstances that motivate people to migrate to other countries.

Positive impact on the development of the economies of countries and increase the livelihoods of their people produce remittances of migrant workers. The rapid activation of international migration, the main component of which is labor migration, greatly enhances the importance of regulating migration processes. In our opinion, the main task of regulating migration processes should be to ensure economic balance and social justice in the world's labor markets. This requires the development of an efficient and effective migration policy algorithm that will not only minimize migration losses, but also create favorable conditions for migrant workers in each country to return to their homeland.

### **5.3 Conceptual model of the international labor movement regulation**

In order to effectively regulate international labor migration in Ukraine, first of all, it is necessary to determine the socio-economic consequences of migration and identify the factors that influence it. At the global (international) level, all factors influencing international labor migration can be divided into six groups: economic, demographic, social, cultural, political, and environmental. Analysis of scientific publications of domestic and foreign scientists devoted to the problems of population migration [62; 69; 83], allows to divide all factors into «push-pull» factors (Table 5.6). Population migration is a characteristic phenomenon of modern society. Depending on the direction and scale, migration processes in a certain way indicate the existence of problems or relative advantages in the living conditions of a country's population, the state of its economy and the level of social standards.

In the context of the rapid activation of the international mobility of the population of Ukraine, the relevance of the issue of regulating migration processes is significantly increasing. An effective migration policy is necessary both to minimize the risks associated with migration and to use the significant positive migration potential in the interests of the development of the regions and the country as a whole.

**Table 5.6** Influencing factors on international labor migration

«Push» factors	«Pull» factors	Indicators determining the quantitative assessment of factors
1	2	3
Economic		
Low GDP	High GDP	GDP level
Low salary	High profit payment	Minimal salary
Low quality of life	High quality of life	Quality of Life Index, Human Development Index
High unemployment	Availability of jobs	Unemployment rate
Economic instability	Stable economic development	Prosperity index
Burdensome taxation system	Liberal taxation system	Index of economic freedom
High level of prices for goods and services	Low prices for goods and services	Consumer price inflation, cost of living index, national consumer price index, purchasing power parity
Low level of competitiveness of the country	High level of competitiveness of the country	Global Competitiveness Index
Burden of doing business	Ease of doing business	Ease of doing business
Demographic		
High birth rate	Low birth rate	Population growth rate, population density, demographic load factor
Social		
Low quality of education	High quality of education	Knowledge economy index, Education index, Adjusted savings: expenditure on education (% of GNI)
No health system available	Affordable and quality healthcare system	Health expenditure (% of GDP), health index, mortality rate due to an infectious disease, HIV incidence, tuberculosis, malaria
Lack of opportunities for professional self-realization	Availability of opportunities for professional self-realization	Economic freedom index, Press freedom index
Low level of science	High level of science development	Press freedom index, Global innovation index, High tech export

Continuation of Table 5.6

1	2	3
Cultural		
Religious persecution	Freedom of religion	Index of social discord
Ethnic discrimination	Lack of ethnic discrimination	Global gender inequality index
Racial discrimination	Lack of racial discrimination	Index of social discord
Political		
Lack of democracy	Developed democracy	Democracy index
Political instability	Stability of the political system	Index of political and civil liberty
Corruption of power structures	Lack of corruption	Corruption perception index, Index of economic freedom
Presence of military conflicts	Lack of military conflicts	Defense spending (% of GDP)
High crime rate	Low crime rate	Security index, crime rate, homicide rate, attack rate, theft rate
Ecological (natural)		
Polluted environment	The best environmental situation	The index of environmental efficiency, emissions of pollutants, sources of quality drinking water (% of the population with access)
Poor quality of drinking water and food	Clean drinking water and environmentally friendly food	Lack of nutrition, the incidence of diabetes, sources of quality drinking water (% of the population with access)

*Source:* built by the author according to [12; 22; 24; 75–77].

The migration policy is designed to balance the national and regional labor market by influencing the direction of movement, the sex and educational composition of migrants. The main goal of the migration policy of any state is to ensure a rational distribution of the population from the point of view of effective economic growth, even development of individual regions and smoothing the socio-economic differentiation of living conditions of citizens.

In order to develop an effective migration policy for countries, it is necessary to consider two models for regulating migration flows: a model for regulating the volume of immigration and a model for regulating the level of migrants' adaptation to the socio-economic conditions in the country.

These models establish the functional dependence of the volume of immigration and the level of adaptation of migrants from those presented

in Table 5.6 indicators allow determining priority directions of migration policy of states and justifying measures and instruments for their implementation.

The most important factors for international labor migrants are the level of gross domestic product, the level of wages, the quality of life in the country, the level of prices, the level of development of science, the quality of education and health care.

Consequently, when making a decision on immigration to any country, economic and social factors are necessarily taken into account, however, it should be noted that the relationship between economic factors and the immigration rate is significant. In particular, there is a large interdependence of the migration indicator with the level of GDP, which confirms the need to further assess the macroeconomic impact of immigration.

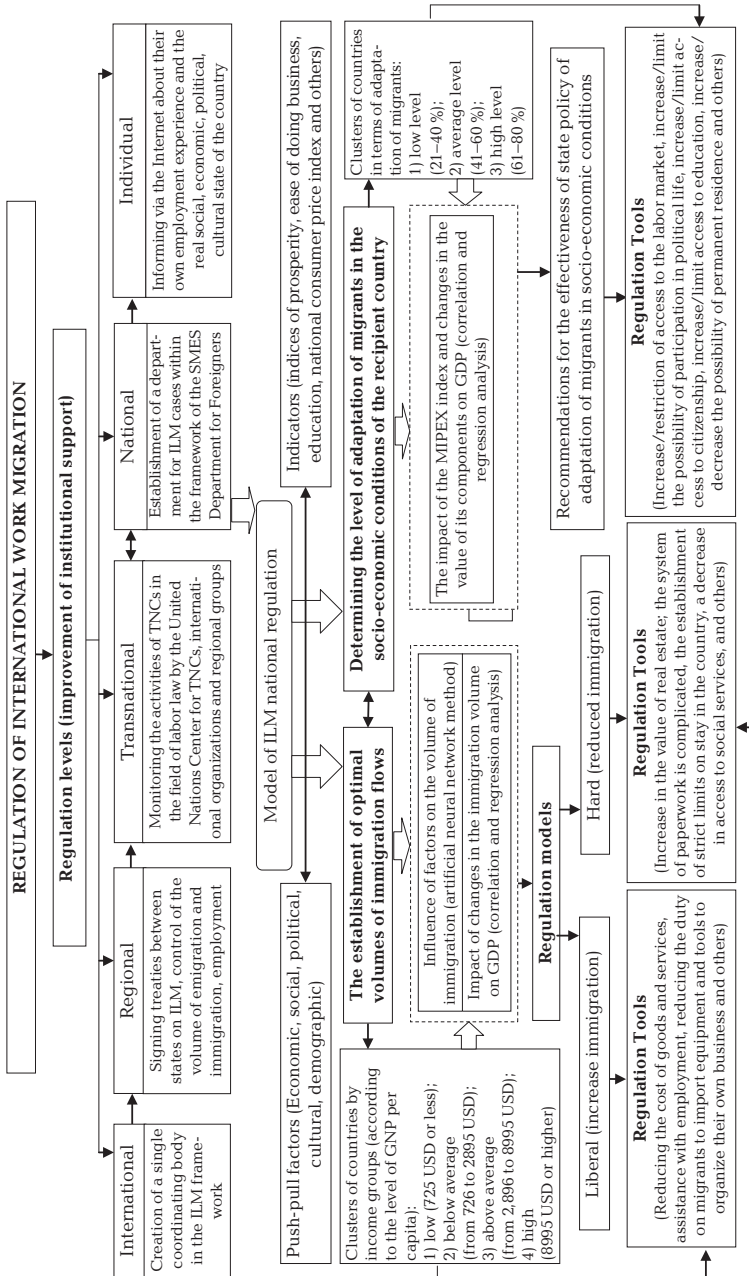
For countries with high incomes and incomes above the average, an increase in immigration has a negative effect on GDP, and for countries with low incomes and income levels below average, the impact is positive. Since in each of the groups there are countries with a large difference in the indicators characterizing the main economic, political, social and other factors, it is advisable to analyze the macroeconomic impact of immigration for each country separately.

The need to replace immigration flows can be explained by the imperfect system of adaptation of migrants in the country, the high level of unemployment, the lack of state funds for the maintenance of foreign labor, and the like. The need to increase the number of immigrants in the country is explained by the effective system of adaptation of migrants to the socio-economic conditions of the country, the lack of an adequate number of specialists in certain sectors of the economy, and the like.

For many countries, the human development index is particularly sensitive. It is also determined that with a change in the human development index, the number of international migrants will rapidly increase. In our opinion, this is explained by the fact that today migrants are increasingly focusing not only on the quantitative measurement of wages, but also on the possibility of using it to meet their own needs.

When deciding on migration to another country, people take into account such criteria as: the quality of education, the security level in the country, accessibility and high level of health care, the level of prosperity of the country, the ecology of the area and others.

A study of the regulation of international labor migration [57] in the countries of the world, the identification of problems in this area and the implementation of practical calculations made it possible to formulate a conceptual model for regulating the international movement of labor (Fig. 5.9), which involves the formation of multi-level institutional support with the appropriate application of and instruments at an appropriate level of regulation.



**Fig. 5.9** Conceptual model of the international labor movement regulation.  
*Source: built by the author*

This approach is based on a dual model for estimating the volume of immigration and its impact on the host country's GDP with the determination of the level of adaptation of immigrants to the socio-economic policy of the recipient country will be calculated below.

The proposed conceptual approach allows, on the one hand, to determine the quantitative dependence of the immigration volume on the push-pull factors (economic, demographic, social, cultural, political factors, highlighting countries with positive and negative effects from increasing immigration, and on the other hand, the interrelation of these factors with the level of adaptation of migrants in the socio-economic conditions of life in the host country (access to the labor market, education and health, There are seven reunions for her, citizenship, permanent residence, political participation).

The implementation of the proposed model will justify the strategic directions of regulation of the international labor movement in the context of increasing or weakening migration flows and the degree of tolerance of the national migration policy for immigrants with appropriate regulatory policy instruments aimed at obtaining a positive effect from international labor migration. Since the strategy of state migration policy should take into account not only the volume of migrants arriving and departing in the country, but also those immigrants living in the state.

For the effective use of migrants already living in the country, the influence of the MIPEX index has been established, which determines the level of migrants' adaptation to the countries' GDP. For countries with a low level of adaptation, migrants need to reduce access to health care and the possibility of permanent residence, as well as weaken the system of obtaining citizenship and strengthen the role of anti-discrimination in the country. Countries with a medium level of adaptation of migrants need to reduce the access of immigrants to the labor market, increase the access of immigrants to medicine, provide greater opportunities for political participation and ease the conditions for permanent residence. Countries with a high level of adaptation of migrants need to increase access to the labor market and education, impede access to citizenship and family reunification, reduce financial support for anti-discrimination policies.

According to [57], most countries of the world should focus on reducing the number of immigration. This trend is inherent in low-income and lower-middle-income countries. This is due to the unsuitable adaptation policies of immigrants, the inability of low-income countries to retain foreign labor due to lack of funds, high unemployment, and the like. The countries that should be attracted to foreign labor were high-income countries, which can be explained by the well-adjusted adaptive policies of immigrants, the ability of these countries to realize the professional skills of immigrants, and the availability of jobs. For Ukraine, such migration policies are relevant today: a reduction in the volume of immigration into the country and an increase in the level of adaptation of immigrants living in Ukraine.

Based on the above and research [57], the main principles of the improved Concept of State Migration Policy are proposed, the main objectives of which will be:

- ensuring sustainable socio-economic and demographic development;
- meeting the needs of the country's economy in the workforce of adequate quality and in sufficient quantities;
- reduction of losses of the population of the country (region, city, village) as a result of emigration;
- protection of domestic migrants who have gone abroad, their interests and rights, close cooperation with them in matters of the development of the country;
- the return of migrant workers, the creation of attractive conditions for the use of their currency savings in small and medium-sized businesses, agriculture, housing and others;
- rendering assistance in returning home (repatriation) descendants of ethnic Ukrainian and national minorities living in the country;
- limited admission of temporary economic immigrants and the development of a mechanism and criteria that would allow the effective use of the potential of immigrants in the country;
- attraction and effective use of private remittances sent by migrants;
- adaptation of foreign migrants to the socio-economic conditions in Ukraine, prevention of racism and xenophobia.

The formation of the above objectives gives reason to develop a set of areas for regulating international migration.

The first direction aimed at reducing emigration from the country by improving the socio-economic situation of the country. Particular attention in the definition of tools in this area is paid to preventing the emigration of young people, constitutes a significant potential for the country (since it is educated, speaks languages, the latest technologies, etc.) and certain categories of specialists (for example, athletes, doctors), provides for countering «brain drain».

The toolkit to ensure this direction is aimed at improving the welfare of potential migrants and includes:

1. High wages — for migrants of all professions, mainly for young people and highly qualified specialists, taking into account regional characteristics of the labor market. It is worth introducing given the resources of the country and providing social guarantees. Remuneration may increase simultaneously with the increase in labor productivity and reorientation to other areas of activity. The level of wages depends on the needs of the national labor market.

2. Preferential loans — for professionals of high professional level, taking into account regional differences in labor and real estate markets.

3. Special benefits — for all migrants, first of all highlighting young people and highly qualified specialists and paying attention to the standard of living in different areas of the country, these benefits are designed to correct.

They are also an additional incentive to work in Ukraine, because they give the right to reduce taxes on land, rent, tariffs, business activities and the like.

4. Free consultations — for all future emigrants. It is applied in such spheres: banking, legal, security.

5. Low interest rates on loans — for those business entities that are active in the global economy, in different countries, given their business climate.

6. New jobs — will help the development of the economy of individual regions and the country as a whole created taking into account the needs of the national labor market. Encouragement for the introduction of innovations, the expansion of the economy and promising enterprises should be priorities. People who work in public positions should be given the opportunity to move up the career ladder.

7. Operating expenses on departure — their volume is planned to increase for all emigrants; certain occupations may include the requirement to compensate for state spending on education. In parallel with this, the payment for registration of a package of documents for emigration will increase and additional payments for medical insurance of temporary emigrants are introduced.

8. Reducing the differentiation of regions in the level of employment, wages, real estate value, which provides for a corresponding reduction in external flows of migrants, compensating them by providing additional prospects for internal migrants, given the difference in levels of socio-economic development in different areas of the country. Strategic development plans at the state and city level, as well as the improvement of the demographic condition and territorial location of industrial enterprises become decisive in this.

9. Campaigning — for all groups of future emigrants to provide information, would change their opinion about emigration and reduce the desire to move. This tool operates through the media.

10. Increase in the size of pensions — focused on those professional groups that are necessary for the development of the country's economy.

11. Education and retraining — mainly for young people and representatives of certain specialties, worked in public positions, taking into account the dominant trends in regional labor markets and migration patterns within the country.

12. Allocation of funds to fight corruption, improve security and the environment — focused on all groups of migrants to increase the attractiveness of the country for permanent residence.

13. Neutralization of attracting Ukrainian-intellectuals — a special tool that is designed to reduce the volume and intensity of emigration of highly qualified specialists and rare professions. A system of measures is being developed aimed at keeping people from moving by providing them with various grants, benefits, senior positions and the like.

The next direction in the sphere of regulation of emigration flows is aimed at regulating the external employment of citizens of the country.



Employment by profession and short-term stay in a foreign country helps migrants to maintain and increase their potential and realize it at home. To implement an effective state policy in the field of foreign labor activity of migrants, it is necessary first of all to study their educational level, to know whether their place of work abroad meets their qualifications, to provide an opportunity to improve the professional level of migrants and recognition of qualifications by destination countries as Ukrainian. In addition, there is a need for legislative regulation of social and pension security issues for migrants, in particular with regard to contributions to the Pension Fund of Ukraine, and crediting the period of work abroad as insurance experience.

Since today the majority of Ukrainian labor migrants work in the informal sector of destination countries (for example, the household), the process of regulating foreign employment may include the conclusion of agreements on employment of citizens between the State Employment Service of Ukraine and state employment associations and employment agencies that cooperate with subjects of the informal sector destination countries. Such agreements that ensure the social rights of migrants and give them legal status can create favorable conditions for legal temporary emigration [73, p. 189]. Special attention should be paid to the expansion of interstate cooperation in the field of protecting the rights and interests of emigrants on the basis of the norms of international law. To do this, countries (integration groups), which are the centers of attraction for Ukrainian emigrants, must sign the relevant agreements on: employment of migrants, minimum wage, respect for the rights of migrants and under. Coordination over the observance of the rights and interests of migrants is carried out in cooperation with the migration services of the countries of immigration with the participation of diplomatic missions of the country [43, p. 166].

In order to strengthen the protection of the rights and interests of migrant workers abroad, it is necessary: to intensify negotiations with the recipient countries of the workforce to expand the legal channels of employment of workers in their territory, guarantees their rights; to sign intergovernmental agreements on social protection and pension coverage of migrant workers, which would envisage taking into account the aggregate insurance experience acquired in the territory of the country and countries of employment; to provide migrants through diplomatic missions abroad, call centers and websites of state bodies in the country with reliable information about their rights and obligations, to establish a system of legal and social assistance abroad to those migrants who need it; maintain close liaison and interaction with organizations of migrants, assist in the development of cultural life and Ukrainian education and upbringing in communities of migrant workers abroad [68].

A separate direction is necessary to highlight the attraction of private remittances and their implementation in the economy of Ukraine, as well as the use of transnational migrants. The relevance of the chosen direction

is confirmed by the economic and mathematical analysis and research conducted in section 2.3 of this research.

Reducing the negative effects of emigration of Ukrainian labor is possible under the condition that migrants' capital is transferred to investment in two ways:

1) directing private remittances to savings – interest rates on emigrant bank deposits should increase. Those banks that do this should be given additional benefits to expand the possibilities of using these funds;

2) transformation of the capital of emigrants into investments – will help to realize the state programs for the creation of investment funds of all forms of ownership, which will contribute to the improvement of the national economy. For this, the state should provide guarantees for the return of funds and insure these contributions [43, p. 166 – 167].

Measures to attract remittances to migrants and the use of transnational migrants are:

- provision of certain benefits to children of immigrants who will study in higher educational institutions of Ukraine;

- facilitating the participation of domestic scientists, temporarily employed in other countries, in Ukrainian research projects, as well as conferences, symposia and other scientific events;

- official employment of highly qualified specialists in the fields of education, medicine, etc.;

- creation of special banking programs, creation of joint investment funds, issue of bonds for diasporas. In the country, programs for issuing and placing bonds for the diaspora can be introduced under the auspices of the government and the National Bank of Ukraine (NBU).

It is advisable to distribute and service these bonds to banks through their branches abroad and in close cooperation with the country's consular missions;

- reduction in the cost of money transfers by migrants to Ukraine (reduction of commission percent)

- raising interest rates on bank deposits, replenished by remittances;

- introduction of special state programs for the creation of investment funds that accumulate cash contributions of emigrants and finance high-yielding projects in the private or public sector; creating favorable conditions for investing remittances into production, providing relevant information to migrants, developing attractive investment programs for immigrants;

- improvement of the system of statistical accounting of remittances (conducting surveys);

- dissemination of information and free advice on the use of Internet banking and mobile banking.

Reducing the cost of transferring funds from abroad is the most important direction of migration policy, because high transfer costs force people

to use unofficial transfer channels. We see a way out in increasing the number of operators and international transfer companies and, thus, increasing competition in the market of payment operators.

Let's offer the use of such additional tools to improve the implementation of remittances to the economy of Ukraine:

- elimination of barriers to the introduction of funds into the country through the electronic payment system PayPal;
- signing or improving agreements with international payment systems and international electronic payment systems (WebMoney, Opal-Transfer, etc.) to reduce the tariffs of their services and expanding the boundaries of their actions regarding remittances to the country;
- creation of own international electronic payment system at favorable rates for transfers to the country;
- signing of agreements with foreign banks to establish a low commission for international transfers between bank accounts [60, p. 153].

Let's consider the directions of state migration policy in the field of immigration regulation. Analyzing the experience of Poland, it should be noted that its migration policy after entering the EU was aimed at actively attracting immigrants, primarily from Ukraine and Belarus.

According to Polish Prime Minister Szydło, Poland over the past few years has received about a million migrant workers from Ukraine. This made it possible for Poland to «fight off» from the migrants from the countries of the East imposed by the EU. First of all, Poland is interested in seasonal migrants. However, the Polish authorities began to actively attract Ukrainian specialists to official work. There was even an official website for employment for the Ukrainian. This approach has already allowed the Polish government to close the hole in the budget of the pension fund. According to Polish media, Ukrainians have already provided 300,000 Poles with pensions. An effective migration policy provided the Polish authorities to reduce the retirement age to 65 for men and 60 for women [68].

The first direction in the regulation of immigration flows is to attract migrant workers who are ready to invest in the country's economy and foreign students on a fee basis. According to this direction, the following tools are offered:

- reducing the amount of expenses for entry – low cost of services for the processing of migration documents and the state reimbursement of additional services;
- provision of housing temporarily or for a long term through state programs for emigrants and immigrants (for certain groups of migrants of certain professions);
- receipt by immigrants of additional benefits on land, credit, tax, etc., provision of free services to those who are planning to engage in business. The amount of benefits is influenced by the amount of investments and their location;

- ensuring the access of immigrants to education and health care on an equal basis with the citizens of the country. Creation of information programs for training in the country;
- simplified paperwork;
- free consulting services;
- manual on legal registration;
- reduction of import duties on equipment and tools for immigrants in order to organize their own business in Ukraine;
- dissemination of information on priority areas and investment opportunities;
- international agreements on education in Ukrainian universities.

Separately, it is necessary to highlight the problem of unwanted immigrants, as well as the problem of illegal migration. To do this, it is necessary to update the quota system in the country in accordance with current problems in the labor market, as well as to use a strict immigration control system.

The next area is the reduction of immigration (tighter controls). It should be noted that this direction excludes immigrants who are ready to invest in the economy of the country and foreign students on a paid basis (defined in the previous direction).

The next direction concerns the regulation of the activities of immigrants in the country. In our opinion, within the framework of this direction, legalization of illegal immigrants already present is necessary in some cases. This is carried out in the form of immigration amnesties and by general simplification of legalization procedures, which contribute to obtaining official documents and official employment. Legalization can be accompanied by measures for the optimal resettlement of migrants in accordance with changes in the territorial structure of the economic complex and demography [43, p. 170]. Also, special attention should be paid to the protection of the rights and interests of immigrants in Ukraine, which provides for the implementation of international treaties in this area and the implementation of international legal norms. Among other things produced in the framework of cooperation with some states.

During the improvement of the legal policy in the field of migration, it is necessary first of all pay attention to the protection of the rights and interests of migrants in our country and abroad. Innovations should not lead to discrimination or worsen the lives of migrants. The legislation in this area must be stable, and any changes (or their projects) in it are made public.

To achieve this goal, it is necessary to do the following:

- 1) use the experience of EU visa centers;
- 2) become a member of all thematic programs of the EU concerning international migration;
- 3) provide all possible assistance to the EU mission in its fight against illegal migration and to introduce new programs in this field [43, p. 145].

The aforementioned areas and instruments of regulation form a system within the framework of the strategy for regulating international labor migration. This strategy is the basis for the strategic management system, which is developed during the strategic planning of the socio-economic development of the country.

The basic element of the strategy is the goals and objectives aimed at solving tactical and strategic problems of economic development associated with external migration flows. At its core, the migration management strategy is a national program that enshrines the strategic approach to managing the development of migration potential in the context of integration into the global space (systems of global and regional migration flows) [43, p. 149].

The purpose of the strategy is to improve the state migration policy. The proposed regulatory strategy for ILM is based on four stages:

- stage I (implemented within 2 years) – includes analyzing the structure and trends of international migration flows, identifying gaps in legislative support in relation to the sphere of migration relations, assessing the ILM effects;
- stage II (implemented within 2 years) – involves the study of the influence of factors on the ILM, the definition of the components of migration policy, which require improvement, the formation of priority areas of ILM regulation, the determination of the impact of private remittances in the economy;
- stage III (implemented within 5 years) – creating a strategic action plan to increase the positive socio-economic effect of ILM, the distribution of migrants by categories and geographic areas, determining their optimal number, signing new agreements with integration associations, international organizations and individual governments, development of tools to ensure the direction of ILM regulation;
- stage IV (implemented within 5 years) – development of the concept of state migration policy, implementation of certain measures, checking the adequacy and effectiveness of the proposed concept, identifying the shortcomings of the ILM regulation strategy, preparing a new improved strategy.

The last stage of the ILM regulation strategy includes an assessment of the effectiveness of state migration policy, which involves the use of special indicators, such as the marginal propensity of the population to emigrate, the coverage rate of emigration of highly skilled labor resources due to immigration, the intensity factor of migration outflow/inflow of highly skilled labor resources and others.

Modern methods for determining the regulatory impact on the activity of international labor migration processes do not take into account the features characteristic of labor resource movements (uncertainty, risks, and non-linearity of connections). The proposed theoretical and methodical approach of dual modeling of the influence of push-pull factors on migration

volumes and on determining the impact of the MIPEX migratory adaptation index based on the decomposition of indicators of 150 countries according to income levels and effects on the economy from changes in immigration. It allows to establish: the influence of factors on the ILM and the macro-economic effect of immigration; the relationship of factors with the level of adaptation of migrants and determine its impact on GDP. Such an approach allows substantiating the priority directions of regulation by the ILM states and the tools to ensure it, which will enable the countries of the world to form an effective strategy of state migration policy.

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