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LABOR MIGRATION TRENDS IN THE GLOBAL LABOR MARKET

ТЕНДЕНЦІЇ ТРУДОВОЇ МІГРАЦІЇ НА СВІТОВОМУ РИНКУ ПРАЦІ

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The paper is devoted to the study of trends in the global labor market. The special and general methods are used in the research, namely methods of induction and deduction, comparative analysis, generalization. The variety of migration flows is characterized, which is connected with political, religious, demographic, social, economic, and natural factors. The indicators of international migration are analyzed and systematized. The countries with the largest number of labor force of foreign origin are determined. The main trends of migration processes in the world and European countries are outlined. The migration policy measures of donor and recipient countries are analyzed. The dynamics of changes in the number of Ukrainians abroad in recent years are determined. The prospects for the return of Ukrainian migrants are given.

Keywords: migration, global labor market, labor resources, international labor migration, migration processes.

Стаття присвячена питанням вивчення трендів на світовому ринку праці. Питання вивчення трендів на світовому ринку праці є актуальними через різноманітні соціальні, економічні, політичні проблеми у суспільстві. Вимушена масова міграція українців суттєво вплинула на економіку як приймаючих, так і відправляючої країн, що актуалізує проблематику проведеного дослідження. Метою дослідження є дослідження тенденцій трудової міграції на світовому ринку робочої сили. Міграційні процеси в світі по-різному впливають на економіку країн. Сьогоднішні тренди на світовому ринку праці свідчать про те, що процеси трудової міграції охоплюють більшість країн світу. На міграційні процеси здійснюють вплив політичні, релігійні, демографічні, соціальні, економічні, природні та інші фактори. Питання міграції трудових ресурсів та її впливу на економіку країни, стан та розвиток бізнесу щодо людських ресурсів, прогнозування розвитку трудового потенціалу країни є суттєво важливим на сьогодні і на майбутнє, оскільки від цих чинників залежать теперішній розвиток економіки та відбудова країни після військових дій. У дослідженні використано спеціальні та загальні методи, а саме методи індукції та дедукції, порівняльного аналізу, узагальнення. Основою для дослідження стали матеріали міжнародних інституцій, Евростату та Укрстату. Охарактеризовано різноманітність міграційних потоків, які пов'язано із політичними, релігійними, демографічними, соціальними, економічними, природними чинниками. Проаналізовано та систематизовано індикатори міжнародної міграції. Визначено країни із найбільшою кількістю робочої сили іноземного походження. Окреслено основні тренди міграційних процесів у світі та країнах Європи. Проаналізовано заходи міграційної політики країн донорів та реципієнтів. Визначено динаміку зміни кількості українців за кордоном на протязі останніх років. Наведено перспективи щодо повернення українських мігрантів. Сформульовано перелік умов, що сприятимуть поверненню та інтеграції населення після припинення військових дій.

Ключові слова: міграція, світовий ринок праці, трудові ресурси, міжнародна трудова міграція, міграційні процеси.

Statement of the problem. The issue of studying trends in the global labor market is relevant due to various social, economic, and political problems in society. Trends in labor migration motivate forecasting the number of the

workforce, determining the need for specialists in certain professions, etc. It should be taken into account that from an economic point of view, significant volumes of labor migration may pose certain threats to business, reduce production

volumes, reduce competitiveness on the labor market and business opportunities. At the same time, migration processes can be an opportunity for businesses to introduce new technologies that replace human labor. In the course of recent years, the economy of Ukraine has also been affected by a significant outflow of labor resources. The main direction of migration has become the countries of the European Union, creating favorable conditions for accepting migrants. Taking into account the above, it should be noted that the issue of studying the trends of international labor migration is important both for the country and for the business of both the host and the sending countries; is relevant and difficult to regulate.

Analysis of recent research and publications. The issue of international labor migration is studied by foreign and domestic scientists. As noted by a number of scientists, international labor migration is determined by various factors and conditions [2]. Statistical sources of information are the main source of assessment and analysis of migration processes in the world labor market. The essence, expediency of regulation, advantages and disadvantages of migration processes in the international labor market are constantly updated by scientists. A difficult aspect remains solving the issues of providing business with labor resources in conditions of labor force outflow.

Formulation of the goals of the paper. The purpose of the paper is to study labor migration trends in the world labor market.

Outline of the main research material. Today's realities indicate that 184 million people (2.3% of the world's population), including 37 million refugees live outside their country

of citizenship. About 43% of migrants are concentrated in low- and middle-income countries, 40% in high-income countries, namely countries of the Organization for Economic Cooperation and Development, and 17% in countries that are members of the Arab Gulf Cooperation Council [1]. Trends in international labor migration indicate the diversity of migration flows, which is related to the reasons for migration, the skills of migrants, their demographic characteristics, legal status, etc. Donor and recipient countries can both attract and repel migrants, eg the UK, Mexico, Nigeria, etc [8].

As a result of intensifying global competition among workers, migration processes are also taking place. The demographic situation in certain countries leads to competition for qualified workers. Population aging in high-wage countries is also a trend in migration events. Thus, in 2022, the percentage of people over 65 in high-income countries was more than 19% and continues to increase. A large share of the population over the age of 65 has a negative impact not only on the country's budget policy, but also on the world economy [7]. For example, the fastest aging population is South Korea, where it is predicted that by 2050, a sixth of the country's population will be over 80 years old [13]. Middle-income countries are not yet in such a critical state, but similar trends are beginning to be seen due to low birth rates. For example, in India, Mexico, China, Turkey, the birth rate is below the population reproduction indicator. At the same time, the population is increasing in low-income countries. In the Table 1 shows indicators of international migration 1970–2020.

It is worth noting that current climate changes also increase the influence of factors that

Table 1

Indicators of international migration in 1970–2020

Year	Number of international migrants	Migrants in % of the world population
1970	84 460 125	2,3
1975	90 368 010	2,2
1980	101 983 149	2,3
1985	113 206 691	2,3
1990	152 986 157	2,9
1995	161 289 976	2,8
2000	173 230 585	2,8
2005	191 446 828	2,9
2010	220 983 187	3,2
2015	247 958 644	3,4
2020	280 598 105	3,6

Source: summarized by the author based on [1; 6; 12]

stimulate migration. About 3.5 billion people (40%) of the total population live in regions affected by climate change (droughts, floods, water shortages, cyclones, sea level rise, etc.) [7]. Opportunities to use these territories are decreasing, which increases migratory pressure. In addition, due to climate change, there is a risk of further life in the territory of certain regions. Population migration as a result of climate change to this day occurs mostly within the country, but as a result of critical changes, it will concern international migration movements.

It is a well-known trend that migration is associated with both losses and gains for both recipient and recipient countries. The increase in benefits from migration processes depends on the personal characteristics of the migrants and the circumstances and reasons for their migration, as well as the directions of the country's migration policy. In the Table 2 the top 20 countries with the largest number of labor force of foreign origin in 2022 (million people) are given.

Table 2

Top 20 countries with the largest number of labor force of foreign origin in 2022 (million people)

Country	Number of labor force of foreign origin
USA	32,15
Germany	8,99
Great Britain	6,05
Canada	6,05
Spain	4,77
France	4,04
Italy	3,73
Australia	3,63
Kenya	2,47
Kuwait	2,03
Switzerland	1,68
South Africa	1,57
Oman	1,43
Netherlands	1,41
Sweden	1,40
Côte d'Ivoire	1,29
Colombia	1,29
Austria	1,15
Thailand	1,14
Chile	1,10

Source: summarized by the author based on [2; 6; 13]

In 2022, the United States was the country with the largest number of migrant workers. That same year, there were more than 32 million foreign-born US citizens in the US labor force. Germany had the second largest foreign workforce with 9 million, followed by Great Britain and Canada. A large number of countries on the list are members of the European Union [12].

Global trends indicate that the number of migrants in the world has increased in recent years. Climate changes, wars, conflicts, human trafficking, economic needs stimulate migration.

Let's highlight the main trends of migration processes in the world and European countries in recent years. First, crises force the population to migrate. Global and local crises, which combine with each other, are reflected in the increase in the number of migrants. Thus, in 2022, the increase in cases of illegal border crossing increased by 64% compared to 2021, only for the countries of the European Union. In addition, the number of applications from asylum seekers increased by 58% [7]. Secondly, there is a recovery of the Western Balkan and Mediterranean migration routes. In 2022, the number of such migrants was 75% of the total [12]. The third trend is the impact on migration of the consequences of the pandemic in low-income countries. The increase in prices and the cost of living served as reasons for food security in some countries. Due to the military actions in Ukraine, residents of other countries of the world experienced an increase in food and energy prices, due to which many people remained in poverty. Fourth, migration processes had a new wave of refugees from Ukraine. About 8 million Ukrainians migrated to European countries [5].

Regarding the world statistics of international migration, it should be noted that the largest number of international migrants live in Europe (86.7 million people) and Asia (85.6 million people); the fastest growing number of international migrants in Latin America (almost doubled since 2005); 21.4% of all residents are international migrants, in North America 15.7% of the population are migrants, and in Europe 11.6% of the population [12]. India remains the main country of origin of migrants in the world. Indian migrants are spread all over the world, but the countries with the largest number of Indian migrants are the United Arab Emirates (3.5 million), the United States (2.7 million) and Saudi Arabia (2.5 million). Since 2010, India has been the world's largest recipient of remittances. Remittances to India increased from

\$53 billion in 2010 to \$89 billion in 2021. Since 1990, the United States has been the largest source of remittances [13].

Migration policy measures of donor countries consist in increasing the impact of labor migration on the development of society, and recipient countries in using the potential of migration to meet the needs of workers.

Over the last ten years, Ukrainians have been actively involved in the processes of international migration. For many years, significant movements of the working population of Ukraine were directed to Poland, the Czech Republic, Germany, Italy and Spain. In the pre-war period, Ukraine was included in the list of countries from which the largest number of people leave each year, but at the same time in the list of countries where a large number of migrants from other countries come. For Ukraine, the main factor of migration, in addition to the development of the economy, was the geographical location at the intersection of the main transport corridors. The base of migration flows in Ukraine is labor migration. It is labor migration that is a tool for employment, a means of obtaining income, which positively influenced its inclusion in the world labor market, allowed to start forming the middle class. As of the beginning of July 2023, there were 8 million 177 thousand citizens outside the country [3; 9]. Compared to the information as of February 1, 2023, the number increased by 188,000 people [24]. The largest share of Ukrainian migrants is in Poland (22%), Germany (14.6%), and the USA (11%). In addition, Ukrainians also received a leaflet in the Czech Republic (7.9%), Italy (5%), Canada (4.9%), Spain (3.4%), Israel (2.8%) [10]. In the table 3 shows the number of Ukrainian migrants in European countries.

Taking into account the fact that, according to the information of the governments of European countries, the number of Ukrainian migrants is decreasing, the dynamics of border crossings indicate that the number of those leaving is greater than the number of those returning. Ukrainians migrate through Europe to Canada, the USA, Israel, etc. With the decrease in the number of benefits in the countries, the task of counting Ukrainian migrants becomes more difficult. Analyzing the sex-age structure of Ukrainian migrants, it is possible to make an approximate forecast that approximately 3 million able-bodied people left Ukraine as a result of forced migration. 78% of migrants were women who were employed.

According to estimates by the International Labor Organization, there are 1.7 million forced

migrants from Ukraine who had a permanent job in the country, which is 11% of the Ukrainian workforce [10]. Regarding the quality of emigrant workers, 73% of Ukrainian refugees in Europe have a higher education [11]. That is, the level of education of those who left is significantly higher than the level of education among the employed population in Ukraine. Ukrainians who left have good experience, namely 75% worked in a profession that requires a high level of qualification [3].

Thus, according to the results of a survey of 43,000 Ukrainians in European countries, 15% worked in the trade sector, 14% in the educational segment, 9% in the health care sector, 5% in the hotel and restaurant business and beauty salons, 4% in social services, administration, construction and mining industry [5]. Consequently, the departure of the working-age population disproportionately affects various areas of the economy. It should be felt especially in the fields of education, medical care, trade in goods and services. In the post-war period, specialists in construction, energy supply, medicine, psychology, and educators will be relevant.

The displacement of the population from the country has a negative effect on the reduction of solvent demand and, accordingly, the development of the economy. According to experts, the migration of Ukrainians reduced demand by approximately 10% of the gross domestic product [9]. In addition, the use of bank cards of Ukrainian banks contributed to a large outflow of currency funds. There is no unanimous answer to the question of reversibility or irreversibility of labor resources, since these movements will depend on the amount of destruction, the time of hostilities, the adaptation of migrants, the migration policy of the host countries, etc. Time has a significant impact on the probability of return of migrants. The longer a migrant stays abroad, the better he adapts to new conditions and the less he wants to return. Migrants' plans mostly depend on what the purpose of migration was.

Conclusions. The assessment of prospects for the return of Ukrainian migrants is characterized by the fact that their stay is temporary, after the normalization of the situation, each country will decide how to deal with migrants, depending on its own interests in the labor market. Those countries that are interested in replenishing labor resources will try to retain highly qualified specialists and young people. As for persons without a specialty and of

Table 3

The number of Ukrainian migrants in European countries

Country	Data relevance	Recorded number of Ukrainian immigrants	Ukrainians registered in national protection programs
Germany	25.06.2023	1 072 705	958 590
Poland	26.06.2023	994 775	1 618 785
Czech Republic	18.06.2023	345 880	528 045
United Kingdom	20.06.2023	205 700	590
Spain	25.06.2023	183 980	183 980
Italy	02.06.2023	183 685	183 685
Bulgaria	27.06.2023	162 935	162 935
Romania	25.06.2023	136 075	136 075
Moldova	25.06.2023	110 855	7 980
Slovakia	25.06.2023	103 490	119 505
Austria	26.06.2023	99 590	99 590
Netherlands	26.05.2023	94 415	94 380
Ireland	26.06.2023	86 575	86 575
Lithuania	02.06.2023	77 545	77 490
Belgium	20.06.2023	71 070	71 070
France	31.12.2022	70 570	67 230
Switzerland	23.06.2023	65 435	84 775
Portugal	04.06.2023	56 995	58 275
Sweden	06.06.2023	56 165	56 165
Finland	23.05.2023	55 600	56 750
Hungary	26.06.2023	52 335	36 315
Estonia	05.06.2023	48 590	50 625
Norway	05.06.2023	48 280	48 280
Turkey	15.06.2023	45 820	4 955
Denmark	29.05.2023	41 155	41 305
Montenegro	26.06.2023	38 540	14 180
Latvia	31.12.2022	38 145	47 940
Georgia	09.05.2023	24 180	605
Greece	30.04.2023	23 780	24 985
Croatia	23.06.2023	22 390	23 305
Cyprus	04.06.2023	18 185	18 680
Slovenia	26.06.2023	8 790	9 550
North Macedonia	11.06.2023	7 620	5
Luxembourg	13.06.2023	5 890	5 890
Azerbaijan	12.06.2023	4 735	95
Serbia and Kosovo	05.06.2023	4 530	2 065
Albania	07.06.2023	3 800	30
Iceland	30.04.2023	3 010	2 975
Malta	11.06.2023	2 145	2 145
Liechtenstein	14.06.2023	640	640
Armenia	21.06.2023	595	595
Bosnia and Herzegovina	11.06.2023	175	15
Generally		4 677 370	4 987 650

Source: summarized by the author based on [4; 9; 10]

an older age, for whom the possibility of further stay will most likely be terminated. Those who have a family, found a job, etc. will remain in the countries of migration. The reasons for not returning will be loss of property, lack of housing, etc. We should not forget about chain migration, which concerns relatives, acquaintances, who will have information about opportunities in other countries and seek to receive additional funds. Most likely, the losses of labor and intellectual potential of Ukraine will be significant. It is

impossible to plan their dimensions before the end of hostilities, but it is possible to assess their impact and consequences.

In order to return migrants, it is advisable to create favorable conditions for return and integration. These favorable conditions can be employment opportunities, ease and simplicity of startups or starting a business, creating living conditions, preferential lending for small and medium-sized businesses, retraining or financing of professional education, etc.

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