

ДЕМОГРАФІЯ, ЕКОНОМІКА ПРАЦІ, СОЦІАЛЬНА ЕКОНОМІКА І ПОЛІТИКА

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IMPACT OF MIGRATION PROCESSES ON THE LABOUR MARKET IN UKRAINE AND POLAND

ВПЛИВ МІГРАЦІЙНИХ ПРОЦЕСІВ НА РИНКИ ПРАЦІ УКРАЇНИ ТА ПОЛЬЩІ

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The article reveals the impact of migration processes on the Ukrainian and Polish labour market. A significant share of issues regarding this problem is beyond the scholars' consideration, particularly, those ones seeing into the youth section of the labour market. Dealing with challenges concerning Ukrainian youth labour market under European integration conditions is of actual importance nowadays. To cope with the tasks set in the study, general scientific methods are employed like analysis and synthesis, systematization of information, as well as methods of an opinion poll. The article highlights the reasons for Ukrainian youth migration abroad with the purpose of obtaining higher education there and grounds the choice of Poland as the most attractive destination for the migrating youth. The study also estimates benefits and losses from migration processes for Ukrainian and Polish economies. These days, it is of great necessity to evaluate properly the scope of the youth migration both for Poland and Ukraine, as well as forecast its dynamics, find the ways of braking these processes through giving efficient assistance to the youngsters, introduce effective employment programs which prioritize the tools of employment programs realization.

Key words: migration, labour market, youth, employment, unemployment.

У статті розкривається вплив міграційних процесів на український і польський ринок праці. Значна частина питань, що стосуються цієї проблематики, недостатньо досліджені, особливо ті, які відносяться до молодіжного ринку праці. Вирішення проблем, пов'язаних з українським молодіжним ринком праці в умовах євроінтеграції, на даний момент, є актуальним. Для виконання завдань, поставлених у дослідженні, використовуються загальнонаукові методи, такі як аналіз і синтез, систематизація інформації, а також методи опитування. У статті висвітлюються причини міграції української молоді за кордон з метою отримання там вищої освіти, і обґрунтовується вибір Польщі як найбільш привабливого місця для мігруючої молоді. У дослідженні також оцінюються вигоди і втрати від міграційних процесів для економіки України і Польщі. Відтік молоді з України до Польщі дає польському ринку праці певні переваги: Польща реально потребує кваліфікованої робочої сили, при цьому українців не потрібно активувати; українські мігранти створюють додаткові можливості для польських роботодавців щодо пошуку талантів в умовах глобальної конкуренції; українські мігранти забезпечують заповнення дефіциту робочої сили у в тих секторах польського ринку праці, які є менш привабливими для місцевих працівників; внаслідок присутності українських мігрантів відбувається збільшення внутрішнього попиту в окремих секторах польської економіки. Однак масові запити української молоді стосовно міграції є суттєвою втратою трудового потенціалу для України. Політика невтручання в зазначені процеси приведе до бюджетних втрат для України, зниженню темпів створення нових робочих місць, «розмиванню» середнього класу, втрати конкурентоздатності української економіки. В даний час вкрай необхідно правильно оцінити масштаби молодіжної міграції як для Польщі, так і для України, а також спрогнозувати її динаміку, знайти шляхи гальмування цих процесів шляхом надання ефективної допомоги молодим людям, впровадження діючих програми зайнятості, які містять не тільки пріоритети у сфері зайнятості, а й механізми їх реалізації.

Ключові слова: міграції, ринок праці, молодь, зайнятість, безробіття.

В статье раскрывается влияние миграционных процессов на украинский и польский рынок труда. Большая часть вопросов, касающихся этой проблематики, не достаточно исследована, особенно те, которые относятся к молодежному рынку труда. Решение проблем, связанных с украинским молодежным рынком труда в условиях евроинтеграции, на данный момент, является актуальным. Для решения задач, поставленных в исследовании, используются общенаучные методы, такие как анализ и синтез, систематизация информации, а также методы опроса. В статье освещаются причины миграции украинской молодежи за границу с целью получения там высшего образования, и обосновывается выбор Польши как наиболее привлекательного места для мигрирующей молодежи. В исследовании также оцениваются выгоды и потери от миграционных процессов для экономики Украины и Польши. В настоящее время крайне необходимо правильно оценить масштабы молодежной миграции как для Польши, так и для Украины, а также спрогнозировать ее динамику, найти пути торможения этих процессов путем оказания эффективной помощи молодым людям, внедрения действующих программы занятости, которые содержат не только приоритеты в сфере занятости, но и механизмы их реализации.

Ключевые слова: миграции, рынок труда, молодежь, занятость, безработица.

The problem of labour market activity is given much attention in a number of contemporary scientific studies, for instance, the challenges concerning the European labour market were examined under the project "European model of regional development: Lifelong Learning Programme, Jean Monet's subprogram, grant agreement # 2012-2848 / 001 – 001" [1]. The International Labour Organization did scale investigations into a crisis of employment, in particular, the youth employment in Eastern Europe countries [5]. The issues concerning the impact of migration processes on regional labour markets are of actual importance. Within this theme, the study "Migration in Ukraine: facts and figures" [6], project "Research and Policy Dialogue Initiative on Migration and Remittances in Ukraine" done by Mission of International Organization for Migration in Ukraine [7], as well as study "Ukrainian immigration in Poland in the context of the labour market situation" done by Eastern Europe College and Warsaw Institute of Entrepreneurship [2] are of great interest. Nevertheless, a significant number of challenges concerning the impact of migration processes on the labour market of Ukraine and Poland are beyond consideration. Besides, the investigation into the Ukrainian labour market under European integration conditions requires further study.

One of the most widespread myths linking to European integration is the sharp increase in unemployment and decline in the economy on joining in EU. Considering the reaction of EU countries' economies to the latest crisis, the following scenarios are highlighted:

1. Baltic scenario. Under the economic boom, the situation in the Lithuanian labour market was the worst one of three Baltic countries. The rate of employment decreased constantly from 2000 to 2006. Lithuanian government with the assistance of the European Commission developed the plan of action on labour market stabilization. Particularly, it concerned the projects of motivating local employment for depressive regions, creating jobs in the countryside. Though, after joining the EU, many Lithuanians immigrated to European countries, including the UK, because of the wages gap.

As the crisis began, the rate of unemployment in branches dependent on money lending and/or focused on domestic demand rose. The high level of youth unemployment was observed. Latvia faced a similar situation.

2. Polish scenario. Now Poland suffers from unemployment rather less than most of the EU countries. This index fluctuates within 8,5-6,8% according to the Central Statistics Bureau and is steadily lower than the average rate in the EU [3]. Such a situation in the Polish labour market is often explained by mass labour migration of the Poles to other EU countries after opening the borders. Though it is not like that. Joining the European Union and having a low-income population, Poland displayed a substantial increase in this indicator. In such a way, it not only preserved employment but also created high-paying jobs. Besides, economic cooperation with Germany and other Western European countries played an important role.

Ukraine on its way to European integration should find its own means of efficient labour market regulation. The peculiarities of Ukrainian unemployment require undertaking further research and developing special employment support programs for such a vulnerable part of the population as the youth, taking European experience into account.

According to data of Ukrainian State Statistics Service, by January 1, 2017, there were 11,53 million people aged 14-35 (27,08% of the total population). The youngsters aged 15-19 was 4,4% of the total population, aged 20-24 – 5,8%, aged 25-29 – 7,6%, aged 30-35 – 8,5%. The rate of Ukrainian population unemployment (by the methodology of the International Labour Organization) in the first half of 2017 was 9,4%, whereas the rate of unemployment among the people aged 15-24 was 23,1%, aged 25-29 – 11,6%, aged 30-34 – 9,4% [13].

According to a survey "The Youth of Ukraine-2017" in which the students of Borys Grinchenko Kyiv University took part, and which was conducted by the Centre for sociological research "Omega" with the support of Ministry of Youth and Sports of Ukraine, 45,5% of young Ukrainians consider the skills they have got to provide them the ability to develop in employment [9]. The data concerning the research

into youth employment in Eastern Europe countries [5] reveal that 6,8% of young Ukrainians have secondary vocational training, 26,4% have general secondary education, 21,2% have general higher technical education, 43,9% have higher education and graduated from post-graduate courses, that is the highest index in Eastern European countries the research was conducted in.

Ukrainian youth labour market is of a specific nature. Firstly, it is characterized by instability of supply and demand stipulated by changeability of the youth orientation and their uncertainty as for future occupation. Secondly, the youth is of lower competitiveness compared with other age groups. Thirdly, youth employment is of visible and hidden nature as the range of the youngsters who neither work nor study is increased.

The substantial challenge in Ukraine is also the fact that State Employment Service covers only a few unemployed people (nearly 30%), but the report on the labour market is submitted by the State Statistics Service and its labour force monitoring conducted regularly. Ukrainian legislation on employment entrusted the State Statistics Service with all duties concerning labour market functioning without taking into consideration its limited role. In its way, there is a widespread practice in the EU, according to which it is only State Employment Service that is in charge of employment policy implementation. In most European countries, State Employment Services cover nearly 100% of the unemployed and are entitled to implement the corresponding observation in the labour market possessing the necessary resources. In the author of the study's point of view, state regulation of Ukrainian labour market should provide for a wide range of measures concerning employment policy like tax benefits, educational programs, and branch development plans.

The important direction within the sphere of youth employment is the introduction and realization of state and target-oriented programs aimed at making provisions in this sphere. As a result of the study done, under the efficiency of existing programs on youth employment regulation in Ukraine was revealed despite all the measures stated. These programs are inefficient as they do not promote improving youth labour market functioning.

In the survey, answering the question on financial circumstances, only 1,8% of young people noted they can afford to buy everything they need, 44,4% emphasized that they are able to get by but can't afford to buy consumer durable goods, 26,7% mentioned that they can afford to buy only food, 6,3% live below the poverty line [9]. All the above-mentioned force Ukrainian young people to search for a better life.

According to "The Youth of Ukraine -2017" data, only 62,1 % of young people want to live in Ukraine, mostly they are the people aged 30-34 (68,8%) and those who live in Eastern Ukraine (67%). The wish of rural youth to emigrate from Ukraine is 6,8 more

than those of urban young people. In general, every fifth of those who want to work abroad is eager to return to Ukraine (among the aged 20-24 – every fourth of surveyed) [9].

The reasons for Ukrainian young people migration are the following [9]: material well-being (54,1%), lack of job opportunities in Ukraine compared with those ones in other countries (34%), lack of democracy and rule of law in Ukraine (26,3%). The other reasons include striving for the experience of life in other countries, appealing to other cultures, and warfare in Eastern Ukraine.

The causes of studying abroad are the next ones [9]: wish to experience life in other countries (52,2%), opportunity to meet other cultures (46,5%), lack of opportunities to study in Ukraine compared with other countries (28,7%).

Poland is considered the most attractive country for immigration and study for Ukrainian young people. According to data of study "Migration in Ukraine: facts and figures" [6], 336 thousand Ukrainians lived there (though this figure does not correspond with Polish statistics). Ambassador of the Republic of Poland Yan Peklo stated that more than 1 million Ukrainian resides in Poland [15]. Ukrainian migrants are appealed to the fact Poland is the only Schengen zone country and EU country which legislation provides the opportunity to get a job for all EU non-citizens crossing the border within the visa-free regime, supposing they fill in specific documents on their arrival. Obviously, such a situation encourages more Ukrainians to migrate to Poland in the nearest future.

The youth outflow from Ukraine to Poland gives the Polish labour market the specific benefits such as:

- Poland is really in need of skilled labour force, whereas the Ukrainians are eager to work properly;

- Ukrainian migrants create extra opportunities for Polish employers as for the search for talents under the terms of global competitiveness which stimulates innovation activity rise in Polish economy;

- Ukrainian migrants provide the job applications which the Polish labour market lacks and the ones which are less attractive for local employees;

- The inflow of Ukrainian migrants encourages the specific branches of the Polish economy to develop like the housing market, food industry, employment agencies.

Nowadays Poland is in need of skilled workers in some branches of the economy. As the data of "Free Wings" show, the actual importance for the Polish economy have such branches as manufacturing, tourism and hotel business, construction, services, light and heavy industries [4]. The special demand for jobs exist in IT technology sphere as a lot of Polish businesses are developing fast and constantly require skilled IT-oriented workers. Ukraine is known as the fundamentals for producing IT specialists.

As for research into IT education efficiency in Ukraine done by Association "IT Ukraine" in 2013 with the support of first-rate IT companies in Ukraine, it surveyed nearly 10 thousand actual market players in the IT sphere located in over 20 Ukrainian cities (a quarter of total ones employed in this sphere) and proved that the greatest contribution to IT-specialists preparation is given by 12 higher educational establishments of Ukraine, among which the top five are [8]:

- Ukrainian National Technical University "Kyiv Polytechnic Institute", 4,6 thousand people (17% of total employed in the IT sphere and getting IT-oriented training);
- Kharkiv National University of Radio Electronics – 1,7 thousand people;
- Lviv Polytechnics National University – 1,6 thousand people;
- Oles Honchar Dnipro National University – 1 thousand people;
- National Aviation University – 950 people.

As for efficiency of IT-graduates employment in IT sphere, estimated as ratio between the number of employed graduates and total graduates for specific period, the best results account for National University of Kyiv Mohyla Academy (76% of total IT graduates employed in IT sphere) and National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute" (44,06%) [8].

Borys Grinchenko Kyiv University is also engaged in educating IT sphere specialists (Computer Sciences) and has licensed a range of 50 bachelors and 42 masters. The launching of speciality "Cybersecurity" is on the way (qualification levels of bachelor, master, and Ph.D.). In spite of fairly low rate of IT specialists training, the institute has rather efficient indicators of employment by the occupation – 50% of bachelors' graduates and nearly 100% masters' graduates. Such figures are the result of efficient, innovative, and practice-oriented educational methodology implemented at the IT and Management Faculty.

IT branch in 2016 was the third export branch in Ukraine, considering the fact that in 2013 it was beyond the top five. Nearly all Ukrainian business players note that education and training are of dramatic importance for branch development, as it lacks skilled professionals and rates of additions in branch leave the training of the professionals far behind. That is why all IT businesses in Ukraine contribute finances into education development and support universities.

Thus, the fact that IT specialists actively immigrate to Poland is the benefit for the Polish and the great challenge for Ukraine. Obviously, IT specialists are inclined to migrate among countries nowadays but in Ukraine, such situation is one-sided, which means that the Ukrainians emigrate from the country and foreigners do not immigrate to it.

Nonetheless, Polish society is obsessed with the idea that the Ukrainians in the labour market are of a threat to the Polish workers. Polish

research [2] proves that the situation is not like that, as the Ukrainians apply for jobs rejected by the Poles. World studies of migrations show up that there is 'domino effect' which is observed in Poland, in particular. Whereas mass migration of the Poles to the UK and Scandinavian countries is observed (according to Vice-Prime-Minister Mateusz Morawiecki) and Poland is going to lose 10% of labour pool by 2020, Ukrainian migrants replace them and their number will rise to 2 million people. So Ukrainian labour migrants, and especially students, are a powerful economic factor for Poland.

We should not neglect the fact that the Ukrainian youth demands for migration cause the basis for labour potential loss in Ukraine. The policy of non-intrusion into the processes mentioned leads to budget losses (according to data gathered by the researchers into world migration sphere, such losses will rise to 1 million USD per person accounting for indirect losses), slow down of jobs creation, middle-class evaporation, Ukrainian economy competitiveness losses. We have nothing to do but come to terms with the phenomenon of 'brain circulation' when a number of students on their graduation and a range of labour migrants will return to Ukraine with skills, experience, and knowledge obtained, as well as with material benefits from migration. According to the data of project "Research and Policy Dialogue Initiative on Migration and Remittances in Ukraine" done by Mission of International Organization for Migration in Ukraine [7], all Ukrainian long-term migrants transferred 1,691 million USD to Ukraine in 2014, which means 4348 USD per household, 61% of which were saved or invested in Ukraine. The ratio between labour migrants savings abroad and money transfer to Ukraine is 2,4:1. As for Poland, the average sum of transfer is 1793 zloty [11]. The average frequency of transfer is 2-3 times per month. Particularly, by the results of 2015, the general volume of money transfer from Poland to Ukraine is 5 billion zloty [11], in 2016 – 8,1 billion zloty [12].

Conclusions. In spite of all positive benefits from migration processes, it should be confessed that both for Poland and Ukraine the loss of own young population resource is of critical nature. The words of UN General Secretary Deputy Dr. Babatunde Osotimehin are expedient in this case: "Never before have there been so many young people – never again is there likely to be such potential for economic and social progress" [14]. Thus our ability to meet the demands and wished of the youth makes the future of both countries. So it is of critical nature to estimate the scopes of migration and forecast its dynamics, find the ways to slow down these processes through efficient assistance to the youngsters, introduction of effective employment programs including priorities in employment sphere, as well as tools for their realization.

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