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# DIE WIRTSCHAFTLICHE ENTWICKLUNG EUROPÄISCHER REGIONEN IN DER AUSBILDUNGS - UND ARBEITSMARKTPOLITIK – ÜBERGÄNGE UND STRATEGIEN III.



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STRATEGIEN III, 2018*

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## Prolog

In Ihren Händen erhalten Sie eine Reihe von bemerkenswerten Beiträgen, die viele der Top-Themen des Unternehmens ansprechen, die soziale Beziehungen und die aktuellen problematischen Themen hervorheben. Informationen zu den Prioritäten des Unternehmens oder zu den Bedürfnissen der naregionischen Ebene sind immer aktuell, da sie auf individuelle Probleme und Lösungen hinweisen.

Wir sind uns bewusst, dass die Entwicklung eines Systems der Entwicklungshilfe auf individueller Ebene ein langfristiger Prozess ist, der einer umfassenden personellen Unterstützung, regionaler und lokaler wirtschaftlicher Unterstützung, Unterstützung für die Entwicklung der technischen und sozialen Infrastruktur und auch zur Verbesserung der Attraktivität des ländlichen Raums unterliegt Qualität der erbrachten Dienstleistungen.

Im Fokus der Verlage stehen keine schlechteren Indikatoren, die nicht immer von Vorteil sind. Erwähnenswert ist der Begriff Arbeitslosigkeit, der in vielen Bereichen den Rekord bildet, selbst dort, wo sich viele Länder in einem Mangel an qualifizierten Arbeitskräften befinden. Der oben genannte Fachkräftemangel stellt eine ernsthafte Bedrohung für die weitere Entwicklung der Unternehmen und der gesamten Wirtschaft dar, und daher ist es sehr wichtig, die allgemeine und berufliche Bildung an die Anforderungen des Arbeitsmarktes und an die Anforderungen der Arbeitgeber anzupassen.

Die Regionalpolitik in diesem Bereich fordert insbesondere eine wirksamere Bildung und die Lösung einer Situation, in der ein Mangel an qualifizierten Arbeitskräften gewährleistet werden muss. Ehrliche Arbeit ist ein vorrangiger Wert der Sozialdemokratie, und deshalb ist es von grundlegender Bedeutung, dass insbesondere die Regierung Zusagen für die gesamte Gesellschaft garantiert, in der jeder hochwertige Dienstleistungen und qualitativ hochwertige Dienstleistungen erhält, so wie sie diese benötigen.

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## THE INFLUENCE OF INTERNATIONAL LABOR MIGRATION ON THE DEVELOPMENT OF LABOR RESOURCES OF THE TRANSCARPATH REGION

Tsimbolynets G.I.

#### Summary

In this article the theoretical and practical aspects of the impact of migration of labor resources on the labor market and socio-economic situation of the donor country are analyzed. An overview of the peculiarities of the current state of the labor market in the Transcarpathian region and the impact of international labor migration and money transfers on its functioning are made.

#### Key words

Labor market, international labor migration, international money transfers.

#### Preface.

Transformation processes in the economic system, the complicated crisis period in the Transcarpathian region, contributed to the aggravation of a number of problems, in particular employment problems, labor market tensions, imperfect regulation of demand and supply of labor from the state, and the mechanisms of social protection of dismissed workers. Thus, the problem of employment and social protection of the population today is relevant both for the society and for the state in general. The transition to market relations for many reasons caused a sharp decline in production in the Transcarpathian region, which led to the emergence and growth of unemployment. In addition to the problems that are encountered in almost all regions of Ukraine, labor migration, which has gained considerable significance in the Transcarpathian region, has a very significant impact on all aspects of the functioning of the labor market. Taking into account the peculiarities of the geographical location of the Transcarpathian region (the region



borders on the four European countries Romania, Hungary, Slovakia, Poland), the economic situation and redundancy within the region of unoccupied labor resources, it can be determined that international labor migration is one of the most important tools for regulating the local labor market in Transcarpathian region. The problem of international labor migration in Transcarpathian region exists constantly. Migration of Transcarpathian regionabroad for the purpose of earnings is almost always due to the difficult economic situation.

Labor migration has a historical basis and is characterized by the large scale of the inclusion of the able-bodied population in the orbit of interstate labor movements, which is conditioned by the effect of significant differences in the level and rates of economic development of European countries, including the states adjacent to the Transcarpathian regionn region, as well as the ethnic component of the labor migrants of the region, language, and similar mentality.

#### **The objective**

of the article is to identify the positive and negative aspects of international labor migration for the labor market, a comprehensive study of the labor resources of the Transcarpathian regionn region and the impact of international migration on their further development.

#### **Materials and methods of research**

Leading scientists contributed greatly to the study of the theory and practice of international labor migration, the legal and regulatory aspects of the regulation of migration, and the improvement of organizational and economic aspects of their regulation in modern conditions. In particular, V. Budkin explores the causes and socio-economic implications of international migration and participation in Ukraine. O.Malinovska on the basis of complex studies of migration processes considers migration as an economic phenomenon, characterizing it in a pan-European context. E.Libanova explores the socio-economic aspects of migration and its impact on the demographic situation in the country. U.Sadov examines the peculiarities of migration processes and approaches to the formation of regional migration policy in Ukraine. Theoretical aspects of migration, their quantitative assessments

are devoted to the scientific developments of L. Rybakovsky, Z. Zayonychkovsky. Issues of labor intergovernmental migration and management of labor emigration are reflected in the works of O. Shymansky. B. Dovzhuk investigates the problems of illegal migration and the role of the state employment service in regulating foreign labor migration at the regional level.

The methodological basis of the article is the fundamental provisions of classical and modern theories of employment, scientific research of domestic and foreign scientists, the dialectical method of cognition, the systemic, complex and structural-functional approach, quantitative and statistical analysis.

#### **Research results**

Considering the impact of the international migration of labor resources on the labor market and the socio-economic situation in Ukraine, the money transfer of labor migrants is a very important aspect, which according to unofficial data is about one fifth of GDP in Ukraine. V. Shevchuk notes that flows are the second largest source of external financing for developing countries. Instead, Y. Orlovskaya emphasizes that transfers can affect not only the quantity but also the quality of investments. Migrants are better acquainted with the conditions of functioning of local business than foreign lenders, therefore, domestic investors are better informed about the possibilities of investing. It is unambiguous to conclude that money transfers help to improve the material situation of large strata of the population during periods of economic recession. Migration capital is also a source of financing for economic growth, since remittances form an investment base, especially for small and medium-sized businesses.

Growth of consumer demand of the population contributes to the increase of budget revenues through the payment of direct and indirect taxes. O. Voytyuk notes that due to money transfers, individual countries can mitigate the financial deficit and compensate for the additional demand for foreign currency. This is one of the most stable sources of foreign capital inflows.

However, the impact of migration on economic growth is rather controversial. On the one hand, labor migration can be considered as a means of reducing unemployment and accumulation of capital - financial and human. On the other hand, income from working



abroad can create an imbalance in the labor market, and accordingly - worsen the investment perspective and provoke a regional "trap of stagnation". It all depends on the nature of the use of private transfers and state economic policy.

The main migratory flows that affect the formation of labor markets in Ukraine and regions include:

- commuting labor migration. Typically, it involves residents of suburban areas entering the agglomeration and carrying out daily labor swing migrations;

- interregional migration reflects the movement of population from one region to another within Ukraine. At the same time, the territorial movement of human resources can take the form of labor migration (without changing permanent place of residence), and irrevocable migration (for permanent residence);

- labor migration outside the country (external migration). External migrants can move either for permanent residence or for the purpose of temporary employment (foreign labor force). The above-mentioned flows of migrants are a significant factor in the supply structure of the labor force in the regions and Ukraine as a whole.

Naturally, the labor market makes it possible to look for work where it is paid more for it. If, for example, a Ukrainian highly skilled specialist lacks the money he earns in Ukraine, then he is forced to go to work abroad or in other regions of the country. This will determine his need for obtaining the appropriate status and protection both within Ukraine and beyond its borders. In Western European countries, these processes are legalized: Slovaks, Czechs or Poles are legally employed in other countries and, while working in Austria, Germany, France or the UK, have legal and social protection [1, P. 28].

Today, the experts' assessment of the processes of labor migration in Ukraine is ambiguous. On the one hand, labor migration is an objective consequence of the processes of globalization (including the globalization of labor markets), reduces the burden of the unemployed on one vacancy, promotes the receipt of additional funds (including funds of investment purpose) in Ukraine. At the same time, labor migration has a host of negative consequences for the recipient country (social, economic, and psychological) (P. Matyšák, 2015).

Migration contributes to the mutual enrichment of national cultures, while at the same time creating the problem of preserving the national identity of both labor migrants and the

local population. Eliminates the surplus of labor in the regions, thereby creating competition in the world labor market.

The generalized consequences of labor migration for the development of labor resources are presented in Table. 1.1.

Table. 1.1.

Consequences of labor migration [2, P. 45]

Negative consequences of labor migration	
For donor countries	For recipient countries
<ul style="list-style-type: none"> <li>- reduction of number and deformation population structure;</li> <li>- the outflow of "intelligence" and skilled personnel, which leads to a decrease in technological potential, cultural and scientific level;</li> <li>- country losses are due to outflow human capital;</li> <li>- the spread of social orphanhood;</li> <li>- the tides of the younger generation from the regions countries;</li> <li>- aging population and deterioration labor resource potential of the country;</li> <li>- Decalulation due to execution for the border is mostly low-skilled works;</li> </ul>	<ul style="list-style-type: none"> <li>- Uncontrolled increasing scale illegal migrants;</li> <li>- Increased pressure on the domestic market work of the recipient country of a foreign worker strength;</li> <li>- high probability of occurrence of shadow labor markets and shadow cells life of foreigners;</li> <li>- the emergence of additional problems related to social protection immigrants;</li> <li>- outflow of national currency in the form of export or transfer;</li> <li>- the loss of cheap immigrant specialists, arrived to return to their homeland;</li> <li>- Increased competition on the domestic market</li> </ul>



	the labor market.
Positive Consequences	
<ul style="list-style-type: none"> <li>- Reducing labor market tensions through departure of a part of labor-intensive population;</li> <li>- professional development of labor a migrant who has returned to his homeland;</li> <li>- raising the standard of living of the working family migrant;</li> <li>- the possibility of entrepreneurship development and improving employment opportunities as a result of creating new jobs former labor migrants who are earned enough to open their own things are the amount of money.</li> </ul>	<ul style="list-style-type: none"> <li>- replenishment of the labor market mainly by cheap labor;</li> <li>- the use of work is already professional trained migrant workers;</li> <li>- Savings on professional training of highly skilled workers;</li> <li>- acceleration of economic growth;</li> <li>- Increased competition on the domestic market the labor market, which enables employers to choose the most efficient employee.</li> </ul>

For Ukraine, labor migration on the one hand, increasing depopulation and affecting the national security of the country, contributes to solving the problems of unemployment, is returned to the loss of a qualitatively better workforce. Negatively affects demographic development. On the other hand, money transfers carried out by migrant workers have a significant impact on the socio-economic development of both regions and the country as a whole [2, P.50].

Private transfers of labor migrants contribute to macroeconomic stabilization of the country, through maintaining the balance of payments, balancing demand for foreign currency, increasing investment, and increasing credit, that is, they can well be called a means of financing the economic sphere, but without significant side effects.

Money transfers potentially increase the savings of the population and serve as a source of investment resources. In this case, the demand for foreign currency increases, and

the creditworthiness of the population increases, which in turn affects the balance of payments balance.

By promoting welfare, private transfers contribute to the accumulation of human capital through investment in education, which in turn increases the professional qualities of the workforce and is a factor in long-term economic growth.

Labor migration is gradually becoming more and more important in the system of priorities of citizens of the Transcarpathian region and for many of them becomes the main and only opportunity to obtain means of living, and not an addition to another work. Labor migration in the Transcarpathian region has become large in scope, from 20% to 25% of the able-bodied population, and it remains an important factor in the employment of the population. According to official monitoring results, 125-250 thousand people in the Transcarpathian region work abroad, especially in the mountainous and foothill areas of the region that are characterized by high unemployment, low incomes, and underdeveloped areas of employment.

In general, labor migration has a beneficial effect on the situation in the region:

- firstly, at the expense of leaving part of the labor-intensive potential, respectively, the social tension and the load on the labor market decrease, in particular, the unemployment rate is reduced;

- secondly, substantial cash inflows from migrants provide ample opportunities for increasing their own welfare and the transition to a category of economically passive population of people who have accumulated the necessary means for life through labor migration, the possibility of material retention of families, financing of children's education, improvement of living conditions, purchase of goods of long-term use, improvement of relatives, development of small business at the expense of accumulated funds;

- thirdly, former labor migrants, who have earned enough to open their own business, make money by themselves creating new jobs; Fourth, migrants have the opportunity to expand their outlook, gain insight into the real conditions of the market economy of developed countries, and learn foreign languages.

By working out the relevant scientific works in this sphere, the main negative consequences of illegal labor migration abroad are highlighted:



- firstly, a part of the labor potential of the region goes, including skilled highly skilled workers, who subsequently lose their professionalism, because the work they perform abroad is often simple and primitive;

- secondly, the social nature of the social consequences: the disintegrating families, especially young people; The spread of such a phenomenon was a "social orphanhood" when children are left without care of one or both parents; Working illegally abroad migrants do not receive proper medical care, are exposed to heavy physical labor, difficult living conditions, lose their own health and have no guarantee of earning money; fertility in young families decreases;

- thirdly, there is an increase in prices for goods and services in the domestic market, with the current low purchasing power of the bulk of the population, which causes uneven distribution of funds and greater stratification of society [3, P.43].

According to V. Shevchuk, there are two variants of the influence of money transfers on the labor market: optimistic and pessimistic. According to the first option, income from labor migrants contributes to the accumulation and improvement of the quality of human capital. This can be seen in the case of increased funding for education and the return of migrants from abroad, which leads to an increase in the number of students in higher education and the development of certain types of small and medium-sized businesses. In a pessimistic scenario, revenues lead to a decrease in the inflow of foreign investment, which provokes "deindustrialization" of the region. On the other hand, the combination of high labor costs and low demand for it only increases the incentives for migration, which, on its part, deepens the stagnation of the economy [14].

Under such conditions, migration problems become national. The task of state bodies is to take control of these processes by regulating migration processes and licensing activities of business entities engaged in the employment of Ukrainian citizens abroad, as well as the organization of decent social protection for Ukrainians who are employed outside the country. In addition, a problem that requires special attention is the need to stimulate the processes of returning Ukrainian emigrants by establishing reliable information on changes in the employment system in Ukraine. It is necessary to carry out a single state migration policy and to establish contacts between all interested state bodies in the country and coordinate their actions with international organizations.

Entrepreneurial structures are especially mobile in the field of employment of migrants abroad. The activities of business entities engaged in mediation in the employment of citizens abroad are regulated mainly by two normative and legal acts: the Law of Ukraine "On Licensing Certain Types of Economic Activities" and "Licensing Conditions for the Implementation of Economic Activity on the Intermediation of Employment for Employment Abroad" . According to the Transcarpathian regionn region Oblast Employment Service, in 2017, eight business entities that received a license to provide services related to mediation in employment abroad were registered in the oblast. According to the concluded agreements, they can employ Ukrainian citizens to Russia, the Czech Republic, Poland, Slovakia. According to the reports provided by the oblast employment center by business entities during the year 2017, 80 residents of the Transcarpathian regionn region left the country. Official employment was received by 16 people in Russia and 64 people in Poland. The largest proportion of people traveling abroad are those of the most productive age (25-50 years).

At the moment, we can observe the following situation in the labor market: according to the results of the sample survey of the population (households) on economic activity, the number of employed population aged 15-70 in 2017. amounted to 496.3 thousand people, and the number of unemployed - 58.2 thousand people. The employment rate of the population aged 15-70, compared to the corresponding period of the previous year, decreased by 1.0 percentage points. and amounted to 53.8%, and among the working-age population - by 0.6 percentage points and 60.6% respectively. The unemployment rate among the economically active population aged 15-70 increased from 10.0% in 2016 to 10.5% in 2017. The number of registered unemployed at the end of December 2017 amounted to 5.2 thousand people. Unemployment benefits were received by 82.0% of the unemployed at the end of the month. Of the total number of unemployed, 64.4% were women. The level of registered unemployment in the region as a whole increased by 0.1 pp compared to November 2017 and by the end of December 2017 amounted to 0.7% of the working-age population, in rural and urban areas it was 0.6% and 0.7% respectively. The state of demand and supply for labor resources is given in Table 1.2. [4, P.166-167].

Table 1.2

**Demand and supply of labor resources in the Transcarpathian regionn region in the third quarter of 2017 [5]**



Month	Number registered the unemployed	vacant posts	Load on one free working place (vacant post)
January	6281	940	7
February	6438	912	7
March	6262	1177	5
April	5897	1060	6
May	5906	1156	5
June	5768	1064	5
July	5713	1025	6
August	5582	1607	3
September	5436	1734	3

The number of vacancies (vacant posts) declared by employers to the state employment service in September 2017 compared to August 2017 increased by 127 or 7.9% and at the end of the month amounted to 1734. Compared to September 2016, this indicator increased by 1,9 times.

Nowadays in Transcarpathian region there is an increase in the number of vacancies at the enterprises of the region. By professional groups, the greatest demand for skilled workers with a tool, seamstress. "The increase in the size of the minimum wage resulted in the increase in wages offered by the employers of the region in the announced vacancies, which greatly revitalized the labor market and helped to increase the motivation of the unemployed to find a job. At the end of December 2017 According to the professional groups, the greatest demand for labor was observed for skilled workers with the tool (27.6% of the total number of vacancies), maintenance, operation and control workers for the process equipment, assembly of equipment and machinery (20.0%), workers the sector of trade and services (16.2%), and the smallest - to legislators, senior civil servants, managers, managers (managers) (4.2%) and skilled workers of agriculture and forestry, fish farming and fishing (3 , 1%). Among the workers of agriculture: tractor drivers, loggers, poultry farmers, livestock farmers. Among the civil servants: accountants, economists, managers, doctors, teachers, pharmacists, IT workers.

The load of registered unemployed persons on a vacant place (vacant post) decreased compared to May 2017 at 2 at the end of September 2017 was 3 [5].

While in our neighbors, it sharply decreases: in Hungary - 4,3%, Poland - 4,8%, Slovakia - 7,5%. It is a fact that a significant part of Transcarpathian regionn people works outside of our region. Some experts call the figure - 200 thousand workers. Therefore, we faced an acute problem of personnel famine in some sectors [6, P. 133]. So, we are trying to somehow improve this situation. In particular, we conduct vocational guidance and retraining. Last year employers offered us 22,346 vacancies. I want to emphasize that large enterprises of the region can create jobs, but the workforce is not enough. As the labor market in Transcarpathian region continues to experience a significant imbalance between supply and demand. Therefore, some managers of large enterprises of the region are ready to raise the average salary to 11-12 thousand UAH, so that Transcarpathian regiondid not go to work abroad.

As for the recipients of unemployment benefits, now their number is 4271 people. The average amount of unemployment benefit is 1985 UAH (which is 61.4% of the statutory minimum wage (UAH 3200), and the maximum is 7048 UAH. Today, the Transcarpathian regionn Regional Employment Center has 807 vacancies. If, as of January 1, 2017, 14 unemployed persons claimed on average one job, then on January 1, 2018 - 6.

In Transcarpathian region there is an imbalance between the demand for labor force and supply, since young people tend to seek higher education, and the labor market today needs professional workforce.

Generally, in Transcarpathian region, there is a tendency that of all graduates this year only 20% gain worker's professions, the rest - higher education. While in the EU, the situation is the exact opposite. However, it often happens that the holders of two diplomas with a higher education are retrained into the labor professions. Now it's not important what profession is in you, the main thing - what are you in this profession So, jobseekers are now working to orient young people in choosing a future profession and become a demand-driven and successful specialist [7] .

The problem of recruitment and placement of vacancies is the discrepancy between the demand for labor and its offer in a professional qualification. In addition, employers place high demands on the quality of their professional training, their work experience and,



at the same time, offer a minimum wage level, even for highly skilled workers and specialists. In conditions of structural adjustment, the state of employment in the Transcarpathian region can be improved through the development of small and medium-sized businesses, scientific and technological centers, mini-enterprises for the processing of scrap metal, environmental and electronic industries; as well as by stimulating the migration flow of the countryside, the development of the recreational sphere. Particularly relevant in the period of technological restructuring are taking measures for the training and retraining of the employed and unemployed population. At the level of potentially viable enterprises, it is advisable to use the "Employment Plan", which reflects the internal and external migration of workers. The introduction of such plans will enable the professional qualification of the workforce to be preserved [8].

Consequently, labor migration is a reflection of the changes taking place in the structure of the regional economy, and accordingly the labor market, which is characterized by:

- exceeding the supply of labor on demand by 10 times, as well as a significant drop in demand for labor in the last 5 years - more than 1.7 times;

- high load on one free work place - 6 people, while the load on the vacant place was for workers - 7 people, for employees - 10 and for places not requiring special training - 56 people;

- high unemployment, in particular in the countryside and mountainous regions of the Oblast: Volovetsky - 7.1%, Mizhhirsky - 4.4%, Velikiy Berezhnyansky - 4.1% (on average in the oblast - 1.8%, in Ukraine - 1, 8%);

- high level of registered unemployment among women - 19% at the age of 15 to 24 years; 9.2% - at the age of 25-29 years old; 5.4% - at the age from 40 to 49 years old;

- the average monthly wage is much lower compared to the average Ukrainian indicator.

The asymmetry between demand and supply of labor creates a potential resource for labor migration, which includes various segments of the population with different professional qualification levels. A high proportion of highly skilled workers in the EU countries (30%) is characteristic of them, which shows that there are more opportunities for

the skilled workers to realize their own potential in European countries compared to the countries of the the Custom Union.

The peculiarity of the work of migrant workers in the countries of the Custom Union is their predominant employment in the construction sector (34%) and in the services sector (13%), while for the EU countries, it is characteristic of increased employment in the healthcare sector (8%), agriculture (8%), scientific and educational activities (4%), services (17%), which shows the diversification of the application of labor in European countries and the need for workers with a higher professional qualification level.

Labor migration to the EU countries is focused on permanent work. Seasonal jobs in EU countries consist only 26 % of their total. At the same time, 74% of labor migrants work on seasonal work in the countries of the Customs Union.

By way of employment abroad, about 35% of labor migrants working in the EU countries are employed by employer, that is, legally, while in the Custom Union, 25% of the labor migrants are employed through friends and relatives.

Transcarpathian region are accustomed to the "life on wheels", since labor has long been a traditional craft for many people. Moreover, labor migration often ends in the fact that our "seekers of happiness" take families from another state and stay there forever. It is not necessary to blame the mercantilisms of the Ukrainians, because without having a "place under the sun" at home, people are simply forced to find means for survival far from their home.

However, the Transcarpathian region realities are somewhat different from the all-Ukrainian ones. Most often our compatriots emigrate to neighboring countries: the Czech Republic, Slovakia, Hungary, Poland. Acquired by the demand among the population of the Silver Earth and Germany, Italy, Spain, the USA and England.

Therefore, according to the statistics administration in the Transcarpathian region, last year 2620 people left Ukraine. The largest number of migrants is from Uzhgorod - 405, the second position is Mukacheve - 179, the third is Vinogradov - 126, the fourth - Mukachevo - 116, the fifth - Tyachivsky - 102, the sixth - Berehove - 96, the seventh - Uzhgorod and Irshava districts - 81, The number of settlers in Rakhiv is 57, Khust and Perechyn district - 55, in Chop - 46, in Mizhhiria district - 42. The closure list is Svalyava



district - 34, Volovets district - 32, Velyky Berezhnyy - 27. However, the least are in Khust - only 24.

Surprisingly, it is officially believed that the main reason for migration is low wages at home, although at the same time, life's realities are an eloquent testimony to the reverse. After all, according to the same data, the regional statistics office says that the highest salary is in Uzhgorod district - 4121 UAH, at the second place is Uzhgorod - 3698 UAH, and at the same time, the same time the lowest salaries are in Khust - 2971 UAH [9].

So, why do our fellow countrymen go to the domicile to other states? Until recently, it was thought that marriage is the shortest way to the "European paradise". However, during the last two years, the number of marriages between Transcarpathian regionn citizens and citizens of other states has decreased by 70 percent. If groomers from the United States, Canada, Russia, the Czech Republic and the East were previously in favor, then now the inhabitants of the Silver Earth often choose the other half among the Hungarians and Germans. So the stereotype that Transcarpathian regionn citizens migrate abroad due to family circumstances also does not correspond to reality.

Another issue is receiving in European higher education. Such an offer sounds extremely tempting. In addition, universities in many countries do not need certificates of Ukrainian ITO, and even the prospect of obtaining an internationally recognized diploma with the ability to work anywhere in the world, it would seem, can not but tempt ambitious youth. However ... in fact, most of Transcarpathian region study at home and only 6-7 percent of graduates go to study in the Czech Republic, Hungary, Poland, France, Germany, England and the United States [10, P.3-4].

Another hypothesis is that those who changed their residence in the 90's have already settled abroad and are now taking their relatives. However, this theory is also true only partially, because for more than 20 years, all who wanted to be with their loved ones, have already drank for a long time.

The length of stay of Ukrainian citizens at work abroad varies from three months (seasonal work) to several years (due to the impossibility of legal crossing of the border in the opposite direction). It is worth noting that a certain proportion of civil servants and scholars point out that Ukraine today benefits from the fact that a significant number of citizens go to work. According to rough estimates, every year through the system of

transferring money to the state comes about 21 - 22 billion dollars. Transcarpathian regionn gets about 500 - 600 million from this sum [11, P. 343].

Consequently, labor migration significantly reduces the tension in the regional labor market and contributes to the arrival of additional funds in the region's economy, which, even under the conditional estimates, is several times higher than attracted foreign direct investment and domestic investment.

Local features such as the availability of well-established transport links with the recipient countries of labor resources, traditions of migratory behavior, established links with other migrant workers have a significant impact on the geography of migrant travel. A large proportion of migrants find employment in Slovakia, Hungary, Poland, Romania, as well as Russia, Portugal, Italy, Lithuania, Latvia, Estonia, Germany, Ireland, Austria, France, Greece, USA, Canada, Israel, etc. Today in Europe and other countries there is a steady demand for Ukrainian labor resources. Their main competitive advantage is the consent to work for a salary, which is several times lower than the employer pays to his compatriots. The main areas where the inhabitants of the Transcarpathian regionn region are mostly occupied are construction, light industry, domestic and transportation services, agriculture. And only a few - in education and medicine.

Unregulated migration reduces the population, worsens the demographic situation, deforms the age structure of the population significantly, exacerbates social tension, and causes the destruction of family values and traditions. At the same time, there are significant differences between the registered labor market of the Transcarpathian regionn region and the real situation. These inconsistencies hinder the definition of key areas and the creation of specific mechanisms for improving the socio-economic situation in the region [12, P.65].

One consequence of the impact of labor migration on the functioning of the labor market is the loss of skills by migrant workers. Persons with a high level of professional training due to the illegal nature of employment and often quite low level of knowledge of the language of the country where they are employed carry out low-paid jobs abroad and, accordingly.

Irregularity of the problem of illegal labor migration, the imperfection of migration legislation negatively affects the rating of Ukraine in the system of European and international standards of labor and social protection. One of the ways to reduce the scale



and overcome the negative effects of labor migration is to develop and implement targeted programs for the return of migrant workers, envisaging the possibility of legalizing the earned funds in Ukraine.

As we see, at the present stage of the formation of the labor market of the Transcarpathian region, the migration factor has a significant impact on the parameters of its functioning. It defines the peculiarities and specifics of its functioning by mitigating the effects of chronic unemployment processes both at the oblast level as a whole and on individual local labor markets in particular.

Particularly acutely, the negative impact of labor migration on the local level in the context of individual settlements is felt, where migration outflow is very significant due to high unemployment and poorly developed sphere of application of labor, generating a number of negative phenomena that manifest themselves in the deformation of the age structure, growth of the unregistered segment of the labor market.

The multidimensional impact of labor migration on different aspects of the life of the population requires intensifying efforts to protect the interests of Ukrainian citizens, taking into account the peculiarities of migration in the socio-economic development of a particular region. The key points in solving the problem of illegal labor migration and overcoming their negative consequences are the development of regulatory documents that would provide an opportunity to assess the real situation at the local, regional and national level, and helped to streamline migration flows both in the western and eastern directions. Adoption of targeted government decisions will accelerate this process and stabilize it at individual local, regional and national labor markets.

At this stage, there is an urgent need for a reliable and efficient migration policy that would realize that an increase in the share of migrants will lead to a demographic crisis and an increase in illegal migration to the violation of the national security of the state and its individual regions [13, P.233].

### Conclusions

To overcome unemployment in the Transcarpathian region, certain measures are needed, such as: implementation of state and regional employment programs; bringing the legislation of Ukraine in line with international norms; protection of the domestic labor market; accession of Ukraine to the international labor market; providing favorable

conditions for the development of small business and entrepreneurial activity of the unemployed, etc. Under these conditions, there is a need to revise the state policy on labor security and labor migration. After all, no citizen or citizen of Ukraine will look for ways of illegal earnings outside the state if favorable conditions for employment within the country will be created. Such a situation will certainly contribute to the improvement of the socio-demographic and geodeographic situation at the level of individual regions of the country, including in the Transcarpathian region.

As it turned out, the main positive result of labor migration is the promotion of socioeconomic stability both in Ukraine and in the Transcarpathian region by the addition of significant financial resources, which is beneficial not only to individual citizens who own these resources but also to the state as a whole, as poverty decreases, aggregate demand increases, domestic market volume increases, etc. In addition, after returning from abroad, a significant portion of the money earned by the population spends on starting up its own business, creating jobs for not only members of its family, but also for other citizens.

The conducted research showed that at the present stage of socio-economic development of the Transcarpathian region migration factor has a significant impact on its functioning. However, labor migration processes are fundamentally contradictory. On the one hand, the implementation of the migration potential of the region weakens the manifestations of the negative consequences of unemployment and contributes to the increase of migrants' incomes; on the other hand, migrant workers are outside the sphere of social production of the region, which negatively affects its socio-economic development.

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