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O. NOSOVA[1]
D.Sc. (Economics), Professor,
Professor of the Department of Marketing, Management and Entrepreneurship
V. N. Karazin Kharkiv National University, 4 Svobody Sq., Kharkiv, 61022, Ukraine

Professor at the Faculty of Public Governance and Business
Mykolas Romeris University, 20 Ateities St., 20, Vilnius, LT-08303, Lithuania
ORCID ID: https://orcid.org/0000-0002-8523-7802, e-mail: olgano59@gmail.com

THE EFFECT OF LABOUR MIGRATION AND STRUCTURAL CHANGES ON ECONOMIC DEVELOPMENT

The article aims to analyze effects of the labour migration and structural changes on economic development. The Russian invasion in Ukraine increased geopolitical risks for the global economy in 2022 and in the present time. The most immediate economic impact of the Ukrainian conflict was sharply rising food, energy, and commodity prices in the world. In the process of massive population displacement people were forced to leave their homes and lose their livelihood. The analysis of basic approaches to the effects of labour migration, and structural changes on global development highlights the contemporary challenges for the current institutional and structural setting of the economies and societies. The current global crisis is likely to have deep-reaching effects that we cannot foresee. It has been mistaken to believe that migrants will serve as a safety valve for developed economies, by providing labour in times of expansion and going away in the recession (Castles & Vezzoli, 2009). The assessment of structural change on the inclusiveness and sustainability of socioeconomic development depends on the specific country. Both the relative supply of skills and skill-based technological change tends to increase income inequality, though not in all countries (Nomaler et al., 2021). The study of the impacts of international emigration on the evolution of the institutions in the origin countries demonstrates the influence of emigration per se (i.e., people who left the country can voice from abroad), and the transfer of the norms of the host country to the home country. The existence of both impacts was confirmed using different indicators of institutional quality. The effects appear stronger when skilled emigration is considered (Beine & Sekkat, 2013). It is proposed that new job structures based on hiring the low-cost labour will appear under the effects of increasing labour migration. One of the decisions could be adoption by policymakers of new systems of global migration governance based on international collaboration and the rule of law by taking lessons from the crisis experience. It will be directed to define sectors that can speed up the process of rebuilding the global economy. Diversifying the economy, increasing product/service sophistication, using comparative advantages and transfer of resources (both labour and capital) leads to more productive activities and a rise in well-being.

Keywords: **migration, structural changes, labour market, global crisis, evolution.**
JEL Classification: J10, J11, J15.

Problem statement. The purpose of the article is to examine how structural changes and labour migration have affected global development. Labour migration means the movement of individuals from one country or region to another in search of employment opportunities. Depending on the situation and the perspective from which labour migration and global development are viewed, the effects can be both beneficial and harmful. Labour migration causes labour shortages, makes remittances easier, and encourages the transfer of skilled labour. The negative effects include brain drain and wage consequences. To maximize the benefits of labour migration, governments need to apply effective management and labour policy measures. Structural changes influence global development via the expansion of trade and production patterns, adoption of automation, AI, and digital platforms, and alterations in supply chains. Processes of deindustrialization in developed

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countries and industrialization in developing countries result in economic diversification and economic development. Investment in education and skilled development contribute to creating new sectors and technological advancements.

Labour market of the EU countries and the USA has been significantly affected in diverse ways by the global crisis, resulting from the COVID-19 pandemic. Compared to the EU, the US recovered from the recession quicker and saw faster increases in labour productivity. Due to the Russian invasion in Ukraine, there are now more geopolitical dangers for the world economy. The war in Ukraine had the biggest direct impact on the economy through dramatic increases in global food, oil, and commodity prices. The article presents the literature review and the various concepts of migration. The effects of structural changes are considered. The article outlines the effects of migration and structural changes on economic development after the beginning of a large-scale war in Ukraine.

Economic, social, political, and health-related factors are considered regarding the relationship between labour migration and economic indicators. The effects of migration on economic development in Ukraine in the condition of war are examined. In the policy of controlling the effects of labour migration during the war and safeguarding the welfare of migrants and host communities, effective country regulations and international collaboration are proposed.

Analysis of recent research. This article analyses basic approaches to the evaluation of the effects of labour migration and structural changes on global development and sheds light on the contemporary issues facing the structural and institutional changings in the economies and societies. The causes of migration include existing global imbalances, large welfare differences, conflicts, and wars. People are forced to migrate to search for employment opportunities, higher wages, and better living conditions. Labour migration has a significant impact on demographics, labour markets, industries, and global development. Nyaoro (2023) defined pull and push factors of migration in the decision-making process. Labour mobility, growth skills, skill development, and training are the factors that push people to migrate to new residences in other countries.

Darvas (2023) pointed out “the improvement of the institutional framework of the EU between the global financial crisis, and pandemic crisis, because of tougher banking regulations, uniform euro-area banking supervision, the establishment of crisis management agencies, and a stronger emphasis on macroeconomic surveillance”.

Literature review highlights the problem of global economic crises and labour migration caused by Russia's large-scale war against Ukraine, which resulted in 7.7 million refugees and over 6 million internally displaced people (IDPs). Migration has negative effects, resulting in brain drain and a decrease in the number of high-skilled specialists. It is believed that the positive effect of migration is the creation of added value in host countries.

“A people-centric approach to migration acknowledges that migrants and refugees are men and women who must make difficult decisions and should be treated with fairness and respect” (World Development Report, 2023). They promote their interests as representatives of sovereign states and participants in the global community. People's decisions to cross borders have an impact on the growth and well-being of both the origin and destination societies.

The neoclassical theory of migration emphasizes rational decision-making behaviour. Labour Economics and cost-benefit analysis focus on the comparison of the benefits and costs of people staying in their lower-wage home countries versus moving to higher-wage countries. This approach assumes that the quantity and quality of all productive resources are fixed across countries and there is full employment. This analysis defines the policies of the host countries and the extent to which migrants are treated and protected by the economic advantages of their stay. Advanced countries use legal protections for certain groups for humanitarian reasons. De Haas (2010) reviews "transition" theories that are better able to capture the patterns and trends of actual migration movements. He highlights the relationship between higher levels of economic and human development and higher overall levels of migration and corroborates the idea that there is an inverted U-shaped relation between processes of development and emigration. Demographic factors do not have a direct effect on migration. Sulaiman (2020) stresses “the need for additional theoretical investigation into the factors, patterns, and effects of the migration phenomenon of the skilled labour force”. Additionally, skilled migration is growing and has a significant impact on both sending and receiving countries.

According to the theory of New Economics of labour migration, a collective choice was made (rather than that of isolated individual players) to maximize opportunities for income and employment while minimizing risks. Migrants are unique people with unique identities, talents, cultures, and preferences. Destination countries have similarly complicated cultures with a wide range of constituents, interests, and decision-making processes, a few of which may compete.

The migration wave of workers is considered advantageous for host countries. This has a positive effect on the recipient economies. Most studies on the economic effects of migration contend "that border controls are comparable to trade barriers and demonstrate that greater migration boosts global GDP far more than trade liberalization" (Belaid & Slany, 2018).

Alwrekia et al (2023) determine "the effects of the enormous influx of migrants brought on by the Syrian crisis and official development support. The results indicate that refugees have an insignificant effect on the labour market in their host nations. Additionally, self-employment has a beneficial, but limited impact, on the income level of the working poor" (Alwrekia et al. 2023).

Another approach relates existing theories and proposes a complex understanding of the migration consequences for hosting migrant countries. Kumpikaite and Zickute (2012) characterized international movement solvents, spatiotemporal transition theories, and neoclassical and new theories of migration. Researchers consider the fusing and unifying of theories and provide an approach to a single integrated push-and-pull model that drives migration. De Sherbinin et al. (2022) support "a dual strategy that builds on current theory while also employing strategies such as grounded theory" (Charmaz, 2014), which inductively develops theory through the analysis of empirical data.

A growing body of literature assumes that the existing relationship between migration and structural transformation leads to the creation of new activities and businesses with high value-added, labour productivity and increasing returns to scale.

The subject of how migration and structural changes affect economic development is crucial given the current state of global uncertainty, the considerable risk posed by the COVID-19 epidemic and Russian military aggression in Ukraine. The forecast for the world labour markets is becoming more unfavourable in terms of both job quality and employment creation, which has significant consequences for inequality. Egan (2021) explored the interconnection between labour migration and structural changes. The author emphasizes "the migration injustice between wealthy migrants and citizens, who are responsible for the alleviation of inequality among poor migrants and considers the collective policy responses of non-governmental organizations and labour unions".

Mulska (2022) conceptually identifies "the migration process as dynamic, structural changes, related knowledge transfers, and consequences. Increased migrant activity leads to risks, losses, systemic threats, and structural changes in countries of migrant origin." Migration threatens the labour force, including brain drain transfers, destabilizes the economy, reduces labour supply and labour productivity, and results in SME bankruptcy.

The migration process is affected by structural changes in both migrant origin and destination countries. Chung Tsung-Ping (2018) reveals the effects of structural change and job creation on sustainable development. "The first focuses on the nation's economic sector changes with income levels. The second presupposes the impact of manufacturing industrialization on industries". Both methodologies emphasize technological development, product innovation, resource efficiency, skill improvement, and the learning process. UNIDO report (2017) discusses the relationship between structural change and economic growth. Empirical data substantiate the tendency of the manufacturing sector's effects on GDP compared with other sectors. Low employment corresponds to low- and lower-middle-income countries, and industrialized countries have reached their peak of manufacturing activity. After reaching its peak, the manufacturing share starts to decline steadily, while the share of the services sector starts to increase.

Many researchers underline the positive effects of migration in migrant destination countries on economic growth. The empirical results show employment enlargement, job creation in the manufacturing or service sectors, and productive gains in migrant recipient countries. Hao et al. (2020) assert that "immigration policies in China lead to structural transformation, reallocations of resources to higher productivity, and reduced internal movement between sectors and the labour force in provinces".

The study of the effects of migration on the development of institutions in countries of migrant origin indicates the influence of emigration in general (i.e., people who emigrate can vote from

abroad) and the transmission of norms from the host country to the home country. Using various institutional quality metrics, the occurrence of both impacts is confirmed. “When skilled emigration is considered, the impact becomes more pronounced” (Beine and Sekkat, 2013).

Nyaoro (2023), Hernandez (2023), Ecker (2023), Laederach (2023), and Maystadt (2023) “outline the empirical models of migration that stimulate structural changes in countries of migrant origin and destination.” The push-and-pull models explain the socioeconomic process encouraging people to move out of their countries of origin to a new location to avoid armed conflicts and achieve better living conditions. These models display migrant movements but do not propose a mechanism for the reduction or management of migration flows.

On the whole migration theories suggests various scenarios for the basic needs of refugees in cases of armed conflict or in the search of migrants for better life conditions and well-being. Most theories agree that migration has a favourable impact on world development, including skills development and training, cultural interaction, and the interchange of ideas. Countries in the European Union and other economically developed nations should suggest migration policy initiatives to encourage opportunities for the population in low-income nations in education, job development, and a favourable business environment.

Purpose and objectives. The purpose of this article is to check that migration and structural changes in Ukraine affect the global crisis. The methodology of this study is an interdisciplinary approach combining a number of methods of social sciences analysis and practical knowledge. This methodology allows the expansion of social science subject areas because social growth is an evolutionary process. Demography, labour markets, industry, and overall goals for economic growth are impacted by migration. The breadth and nature of these consequences are influenced by several factors, including the number of migrants, their skills, and the policies in place to manage migration and their effects. Bürgenmeier (1992) compared and applied “two models of classical economics based on full employment and defined a country's long-term production function and Keynes’ macroeconomic approach based on an assessment of overall demand.” The author combined two opposing theoretical approaches and proposed a synthesis of classical economics based on full employment, defining a country's long-term production function, and Keynes's macroeconomic approach based on an assessment of overall demand and on the rational behaviour of economic agents pursuing active economic policy. He stressed the existing contradictions in economic theory, reflecting the disputations between followers of economic interventions and non-interventions. This research is an example of a multidisciplinary approach to employment that unites two economic theories and considers the impact of social factors.

The main results of the study. The effects of migration on global development and on recipient nations and migration senders were estimated through surveys of international organizations. The survey (2022) of the International Labour Organization (ILO) highlighted that “multiple crisis exacerbated labour market disparities because of their disproportionate effects on some groups of employees and firms and their contribution to the expanding gap between developed and emerging nations” (ILO Monitor on the World of Work, 2022).

Migration is a reaction to such shocks, as conflict and violence, as well as global imbalances, compared to wide disparities in welfare. The World Development Report (2023) asserted that “around 20 % of the 184 million people reside outside their place of origin and are refugees. 43 % of the people reside in low- and middle-income nations. Most nations, regardless of their income level, serve as both origin and destination countries” (WDR, 2023). “One in every seven people worldwide is a migrant. International migration has surged by 107 million over the past two years” (Hernandez et al., 2023). The impact of migration on the destination country illustrates the need for improvement in the alignment of the abilities and qualities of all migrants with the demands of the societies where they will settle. The migration benefits for destination countries are higher when migrants receive higher wages and transfer remittances to their home countries. Qualification recognition, skill proficiency, and access to the job market are prerequisites for the broad opportunities for migrants abroad.

After becoming an independent state in 1991, migration process in Ukraine began. Until the beginning of the XX-th century the indicator of the nation's net migration revealed excess inflow compared to outflow. World Bank data on net migration confirm, that in 1992 there was a high inflow of people in Ukraine: +204,389. In 1994 the net migration has dropped to –222,324 and has

increased to +68,840 in 2012. Then there is a tendency for net migration to fluctuate. (World Bank Data, 2022).

After the seizure of Crimea by Russia and the start of hostility in Donbas in 2014 the number of migrants increased. In 2014 the net migration in Ukraine was –65,667 and fluctuated to –831 thousand in 2021. As a result of the full-scale war in Ukraine on February 24, 2022, people were compelled to leave their homes and ways of life because of the huge population displacement in Ukraine. Around 7.7 million Ukrainians have fled their country. Poland, Germany and Chechia hosted the largest number of the refugees from Ukraine (Table 1). Of the Ukrainian refugees, 83% were women, children, and people over 60. There are over 6 million internally displaced persons (IDP) in Ukraine.

Table 1 – **Countries accepting refugees from Ukraine in 2023**

№	Countries	Number
1	Belarus	22000
2	Chechia	504000
3	Estonia, Latvia, Lithuania	178000
4	Germany	923000
5	Great Britain	199000
6	France	119000
7	Italy	173000
8	Moldova	107000
9	Poland	1.58 million
10	Romania	108000
11	Russia	2.85 million
12	Slovakia	108000
13	Spain	173000
	Total	8.05 million

Source: Constructed on the data of the International Organization for Migration (2023)

The ILO estimates, 2.75 million of the total number of refugees are of working age. Of these, 43.5 % or 1.2 million, were employed before the crisis began and quit their jobs or lost them during the conflict. Over 87 % of refugees who had previously held jobs did so as full-time employees. Of those surveyed, 88 % were employed by businesses and the remaining 12 % were self-employed.

The advanced (tertiary) level of education is held by two-thirds. Only 15 % of people were employed in low-skilled jobs, compared to half (49 %) in high-skilled ones (ILO Brief, 2022). In the report from the United Nations Organization 4.8 million Ukrainians lost their jobs in 2022. Twelve job seekers are currently applying for one vacancy at the State Employment Centre in Ukraine.

Ukraine's society is under tremendous strain from Russian attacks on vital infrastructure that started in October 2023 and destroyed 50 % of the country's energy sector. With the Ukrainian economy predicted to downturn in 2023, an estimated eighteen million Ukrainians urgently require domestic humanitarian assistance. In addition to the terrible effects on the economy, the conflict has already resulted in environmental harm worth more than $ 37 billion (ICMPD Migration Outlook 2023, 2023).

Table 2 – **Expected Consequences of Migration Processes**

No	Criteria	Migrant-origin countries	Migrant-recipient countries
1	Employment	decrease	increase
2	Unemployment	decrease/increase	increase/decrease
3	Skills	decrease	increase
4	Remittances	increase/decrease	decrease/increase
5	Demographic issue	decrease	increase
6	Cultural diversity	decrease	increase

Source: Author's approach

To determine the impact of migration on global economic development, criteria for the migrants' countries of origin and the migrants' recipient countries were highlighted and the expected consequences of the migration processes were analyzed (see Table 2). The choice of criterion is determined by the estimated economic and socio-cultural impact of migration. Migration has a negative impact on employment and leads to the emigration of talented young people from the migrants' countries of origin. Emigration of skilled workers and decline in the population worsen the economic performance of the countries. In line with the positive socio-cultural outcomes for the migrants' receiving countries, migration leads to an increase in population, an improvement in education and the development of cultural diversity in other areas. Employment growth promotes the influx of young people, the improvement of skills, the increase in demographic rates and cultural development in these countries.

The impact of remittances on the economic progress of a recipient country is not clear. They can weaken the competitiveness of remittance-receiving countries on international markets by increasing the consumption of non-tradable products, raising world market prices, appreciating the real exchange rate and reducing exports. According to the World Bank, Ukraine recorded a record-breaking inflow of USD – 18.2 billion last year, making it the largest recipient of remittances in Europe and Central Asia before the Russian invasion in 2022. However, compared to the monthly average of 2020–2021, the National Bank of Ukraine observed a 10 % decline in the volume of private remittances to Ukraine from January 2023 (see Figure 1). Then the economists believed that the amount of money transferred from the European Union to Ukraine could increase from 15 % to 20 % in 2024 if the situation in Ukraine stabilizes by the end of 2023.

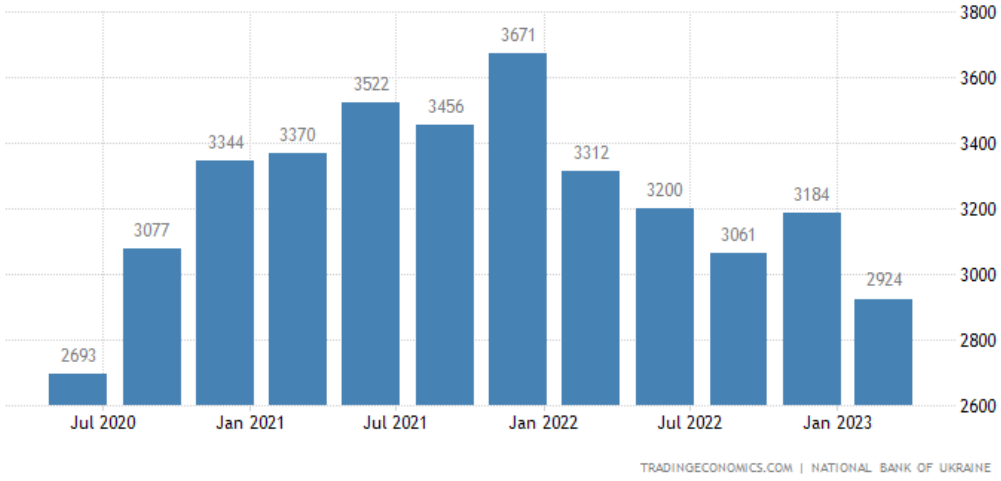


Fig.1. Ukraine Remittances

Source: (Trading Economics, 2023)

The study by the United Nations Refugee Agency, which was conducted between August and September 2022, provided 4,800 responses from Ukrainian refugees hosted in Europe and elsewhere. This research proved the difficulties that migrants encounter and their short-term goals. Most new entrants are educated, prepared to work, and eager to aid in the growth of their home nations, but they require consistent support. The urgent needs include language classes, official acknowledgment of credentials, and more help with childcare so that parents can work outside home (Refugees and Migrants, 2023). Reintegrating into the workforce will help refugees become less dependent on social security.

Gradus Research Company's assessment of war consequences of Ukrainian migration highlights that more than one-third of Ukrainians have been forced to leave their permanent homes, the majority of whom were women and children. Of these, 82 % relocated domestically, while 18 % went abroad. The Eastern areas are home to most migrants; however, other regions also have

substantial movement activity. The percentage of Ukrainians who had jobs but are not working is falling as more and more people start working again. At the same time, 78 % of the population has seen their income decline. Ukrainians constantly show important levels of commitment to supporting the government, the military, and one another. Two-thirds of citizens frequently give money to military and humanitarian needs, responded 64 % (Social Trends 2023, 2023).

New tendency of the labour market demonstrates the lack of vacancies for high-skilled jobs in Ukraine in 2023. The number of vacancies is growing in the sectors of building, sales, and services. The most necessary jobs for SMEs are sales manager, sales manager assistant, driver, cook, and accountant. The study of the labour market conjuncture shows that IT sector is the only segment in Ukraine that had not only nominal but also actual growth compared to 2021–2022. During that period, the average salary in the financial sector increased by more than 16 % while IT sector amplified by 12–22 %. (Shevchenko & Nekrashuk, 2023). Companies apply this to ensure workers that their salaries are competitive to those of their colleagues. The companies provided financial assistance to support employees during the war in Ukraine. Though managers have taken a wait-and-see attitude and are watching the market dynamics. Few companies are pursuing a wage freeze strategy, watching the labour market dynamics. This approach does not apply to the category of critical workers. The comparison data of employees' skills in the world estimations proves the competitive character of the labour force in the global markets.

Global Skills Report (2023) highlights the competitiveness of the labour force in Ukraine. Ukrainian workers are among the world's top employees. Ukrainians came in at number 21 on the general qualifying scale, ahead of Great Britain, Georgia, Hungary, Spain, and the Baltic states. Ukraine ranked eighth in the world in terms of technical proficiency, behind Indonesia, Singapore, Japan, Denmark, Switzerland, and Belarus (See Table 2).

The research findings support the idea that the development of a favourable and secure economic, social, and cultural environment in the nation is a precondition for the emergence of factors motivating individuals to return to their home countries. Governments must implement favourable measures to encourage residents to stay in their nations by enhancing work opportunities, training programs, skills development, and providing social and cultural activities.

Table 3 – **Regional Skill Proficiencies**

Global Rank	Country Name	Business (%)	Technology (%)	Data Science (%)
1	Switzerland	96	99	77
2	Spain	48	100	97
3	Germany	93	84	92
4	Luxembourg	98	58	95
7	Slovakia	80	90	76
8	The Netherlands	87	83	84
9	France	65	88	89
10	Belgium	83	75	91
11	Denmark	95	65	85
12	Italy	89	86	64
13	Sweden	77	82	83
14	Austria	86	71	82
15	Ukraine	54	94	67
17	Finland	71	80	81

Source: Global Skills Report 2023 (2023)

The research results of expected outcomes of the migration process for migrant-origin countries and migrant-recipient countries are ambiguous. Governments, international organizations, and nonprofit organizations (NGOs) must improve policies for developing institutional environments and addressing the economic, social, and educational requirements of underdeveloped nations while considering economic and sociocultural issues.

Adoption of the government policy for returns of Ukrainian refugees fled abroad, including conditions for just compensation, safe workplaces, an innovative growth strategy, and a sizable

amount of government assistance (housing provision and infrastructure development) relates to the priority tasks for the Ukrainian government.

Conclusion. The research results confirm the need to establish policies to encourage people not to leave their countries, and enhance job creation, skills development and training, together with social and cultural issues in migrant countries.

Economic, social, political, and health-related factors affected the relationship between labour migration and world crises. Global crises are exacerbated or responding to labour migration, which has effects on both migrant-origin countries and migrant-recipient nations. To control the effects of labour migration during times of crisis and to safeguard the welfare of migrants and host communities, effective regulations and international collaboration are crucial for global development.

European Union countries and other economically advanced countries should propose migration policy actions to stimulate education for the local population, job creation, institution settings, and attractive business environment in low-income countries.

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О. В. НОСОВА, доктор економічних наук, професор, професор закладу вищої освіти кафедри маркетингу, менеджменту та підприємництва
Харківський національний університет імені В.Н. Каразіна, майдан Свободи, 4, м. Харків, 61022, Україна

професор факультету державного управління та бізнесу
Університет Миколаса Ромеріса, вул. Атейтес, 20, Вільнюс, LT-08303, Литва
ORCID ID: https://orcid.org/0000-0002-8523-7802, e-mail: olgano59@gmail.com

ВПЛИВ ТРУДОВОЇ МІГРАЦІЇ ТА СТРУКТУРНИХ ЗМІН НА ЕКОНОМІЧНИЙ РОЗВИТОК

Метою статті є аналіз впливу трудової міграції та структурних змін на економічний розвиток. Російське вторгнення в Україну посилило геополітичні ризики для світової економіки у 2022 році та в сучасних умовах. Найбільшим економічним наслідком конфлікту в Україні стало різке зростання цін на продовольство, енергоносії та товари у світі.У процесі масового переміщення населення України люди були змушені залишати свої домівки та засоби до існування. Аналіз основних підходів до впливу трудової міграції та структурних змін на глобальний розвиток висвітлює сучасні виклики для поточного інституційного та структурного устрою економік і суспільств. Нинішня глобальна криза, ймовірно, матиме

глибокі наслідки, які ми не можемо передбачити. Було помилково вважати, що мігранти слугуватимуть запобіжним клапаном для розвинутих економік, забезпечуючи робочою силою під час експансії та відходячи під час рецесії (Castles & Vezzoli, 2009). Оцінка структурних змін щодо інклюзивності та стійкості соціально-економічного розвитку залежить від конкретної країни. Як відносна пропозиція навичок, так і технологічні зміни, засновані на навичках, мають тенденцію до збільшення нерівності доходів, хоча не в усіх країнах (Номалер та ін., 2021). Дослідження впливу міжнародної еміграції на еволюцію інституцій у країнах походження демонструє вплив еміграції як такої (тобто люди, які залишили країну, можуть брати участь в голосуванні з-за кордону), і перенесення норм країни, що приймає, до рідної країни. Існування обох впливів було підтверджено за допомогою різних показників інституційної якості. Ефекти виявляються сильнішими, коли розглядається кваліфікована еміграція (Beine & Sekkat, 2013). Передбачається, що під впливом зростання трудової міграції з'являться нові структури робочих місць, засновані на найнятті дешевої робочої сили. Одним із рішень може бути прийняття політиками нових систем управління глобальною міграцією, заснованих на міжнародній співпраці та верховенстві права, використовуючи практики подолання негативних наслідків кризи. Основними питаннями дослідження є виявлення та оцінка нагальних потреб ринку праці та капіталу. Воно буде спрямоване на визначення секторів, які можуть прискорити процес відновлення світової економіки. Диверсифікація економіки, підвищення складності продуктів/послуг, використання порівняльних переваг і передача ресурсів (як праці, так і капіталу) призводить до більш продуктивної діяльності та зростання добробуту.

Ключові слова: **міграція, структурні зміни, ринок праці, глобальна криза, еволюція.**
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