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## FORMATION OF TRANSNATIONAL LABOR FLOWS IN CONDITIONS OF THE LABOR MARKET GLOBALIZATION: CONCEPTUAL DISCOURSE

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**Abstract.** *The article considers the formation of international labor flows at the stage of the labor market globalization. The formation of the global labor space as the basis for the world economy development is certified.*

*The aim of the study is to analyze the role of transnational corporations in the formation of the global labor space and to determine the features of the formation of transnational labor flows in the globalization of the labor market.*

*The role of transnational corporations in the development of the world labor market is highlighted. It is established that the globalization of labor supply of the economy is a manifestation of the labor market transnationalization: transnational structures form a separate segment of the world labor market with its own patterns of labor movement, causing the phenomenon of labor flows transnationalization.*

*It's stated that segmentation of the world labor market indicates the peculiarities of demand for labor resources, their skills and the international labor division - the labor force in the world labor market is diverse and differs from the one which appears only in national markets, it is characterized by high mobility and adaptability employers.*

*The concentration of human resources of the required quality, knowledge and experience within TNCs, as well as the global organization of management allow such companies to optimally locate structural units on a global scale. Taking advantage of the transnational structure, they can benefit from international differences in the business cycle, productivity, characteristics of demand, taxation, etc.*

*It is emphasized that a special segment of the transnational labor space is highly qualified workers. It is substantiated that in the long run transnational corporations will play a crucial role in generating requirements for quality labor force indicators worldwide.*

*The formation of the phenomenon of labor flows transnationalization is characterized, the emergence of the self-organization effect of these labor flows is stated. It is concluded that the activities of transnational corporations lead to the phenomenon of labor world economic division, in which human capital is positioned as a source of companies' competitiveness.*

**Keywords:** *international labor market, transnational labor flows, globalization, international migration, transnational corporations.*

### Introduction

The current stage of world economic development features determine the need to rethink the mechanism of the labor market as a basis for labor supply of the world economy. The

analysis of transformational tendencies of the international labor market development as a system-forming component of labor flows internationalization becomes important.

The international labor market rapid development affects the intensification of economic cooperation between countries, which contributes to the formation of stable international economic relations and leads to the system's formation to meet the demand for labor on a global scale. The globalization of the world economy and the activities of transnational corporations leads to the formation of new forms of labor support on a global scale.

The world labor market is not only a set of multilevel markets, but also a qualitatively new stage of labor market development in the global dimension in the context of growing production transnationalization and diversification of communications between national economies. Transnationalization creates changes in the international division of labor, acting as one of the most important prerequisites for the labor supply internationalization of the economy. Covering all subsystems of the world economy, the labor component through the international labor division becomes the main condition for balanced development of the globalized economy.

At the same time, the mechanisms of the economic activity transnationalization's influence on the formation of transnational labor flows in the context of globalization remain insufficiently studied by economics and require further research, which led to the choice of the topic of this article.

**Analysis of recent research and publications.** Issues of the impact of globalization on the international labor market development are considered in the works of N. Grazhevskaya (Grazhevskaya, 2008), Y. Kozak, D. Lukyanenko, Y. Makogon (Kozak, Lukyanenko, Makogon, etc., 2004) Kalinina (Kalinina, Hetmanenko, Olivko, Takhtarova, Gaidash and Kushnarenko, 2015; Kalinina, Mykhailyshyn, Korovchuk, Savchenko, 2021), general transformational aspects of the world market are studied in the scientific works of V. Sidorov, A. Medova (Sidorov, Medova, 2014 ) etc. However, the transnational aspect of labor market development in the context of globalization needs further study.

**The aim of the study** is to analyze the role of transnational corporations in the formation of the global labor space and to determine the features of the formation of transnational labor flows in the globalization of the labor market.

The objectives of the study are:

- to determine the role of international labor migration in the the world labor market's formation;
- to study the formation of the transnational segment of the global labor market;
- to identify the features of the formation of transnational labor flows in the context of globalization.

Research methods used to perform the tasks:

- dialectical method of scientific knowledge - to determine the role of the international labor market as a new level of labor use in globalization;
- method of system analysis - to determine the impact of the transnationalization process on the formation of international labor flows;
- segmentation method - to highlight the specific features of the transnational segment of the global labor market;
- method of complex analysis – to analyse the peculiarities of the transnational labor flows' formation in the world labor market.

In the context of globalization, the international labor market is a new level of development of the labor market, which strengthens ties between countries. The development of the world economy has led to increased participation of countries in meeting the world economies' needs in labor force, regardless of place of residence. (Starostenko, Kozar, 2015, p. 25).

In the process of globalization there are two main ways of forming the world labor market: (Petrenko, Pigul, 2015, p. 38).

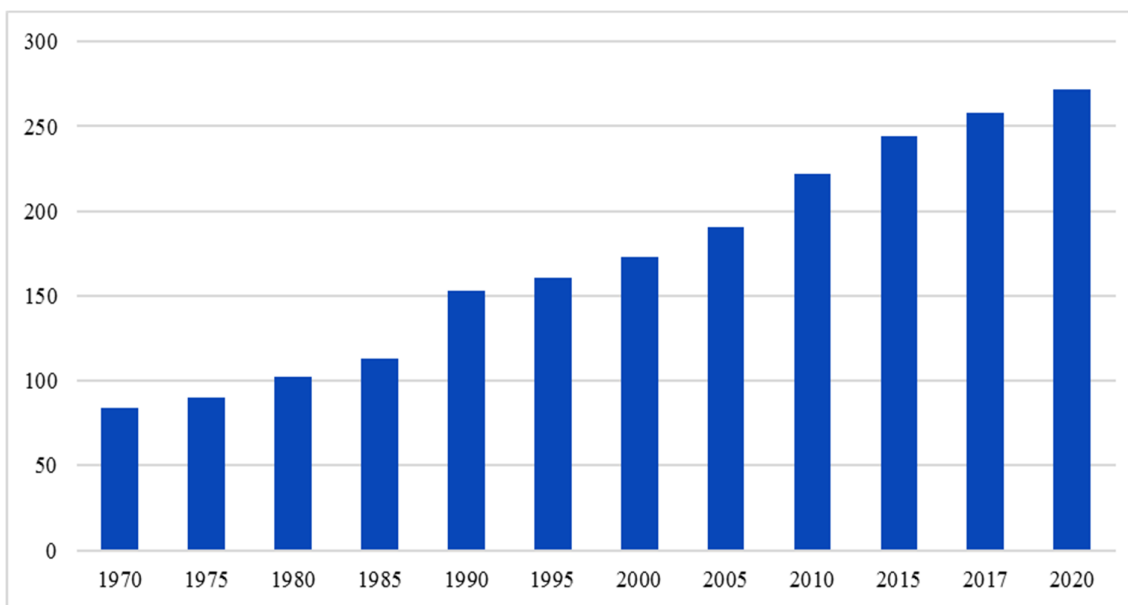
- unification of labor markets of individual countries, when any barriers (social, cultural, administrative) to the market are eliminated (Schengen Agreement of the single labor market);
- migration of labor resources of the country (formation of international labor flows). In this aspect consider both physical movement and virtual movement, using new methods of communication.

International labor migration is determined by:

- the factors of internal economic development of each individual country;
- external factors: the state of the international economy as a whole and economic ties between countries.

There is no internationally accepted statistical definition of labour migration. However, the main actors in labour migration are migrant workers, which the International Labour Organization (ILO) defines as: "... all international migrants who are currently employed or unemployed and seeking employment in their present country of residence." (ILO, 2015).

The United Nations Statistics Division (UN SD) also provides a statistical definition of a foreign migrant worker: "Foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold. Their dependents, if admitted, are also included in this category." (UN SD, 2017).



**Figure 1. Dynamics of international migration in the world in 1970–2019, million people.**

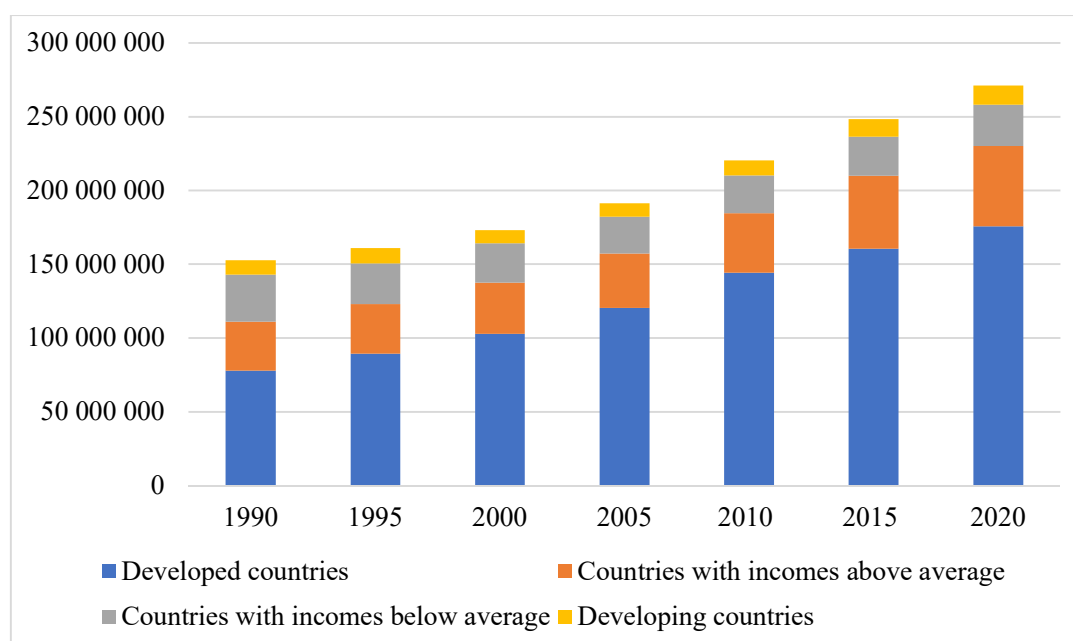
*Source: International Organization for Migration*

While migrant workers are often also international migrants, not all are (see table below). It is important to note the difference between the definition of a foreign migrant worker and an international migrant. An international migrant is defined as: “any person who changes his or her country of usual residence” (UN DESA, 1998).

International labor migration (Fig. 1) is influenced by factors of internal economic development of each country and external factors: the state of the international economy as a whole and economic relations between countries. In certain periods, political, military, religious, national, cultural, family and other social factors may also be the driving forces of international labor mobility (Kozak, Lukyanenko, Makogon et al., 2004, p. 170).

In general, international labor migration covers the whole world - both its developed part and less developed periphery (Fig. 2). This phenomenon is one of the objective reasons for the formation of a holistic world economic system.

The predominant number of migrants are labor migrants - their share is estimated at over 75%, mostly they go to developed countries. In general, the share of developed countries that encourage labor migration is growing: in 1996 only 2% of countries took appropriate measures, then at the beginning of 2020 there were already 25% such countries, and the share of countries that encourage highly skilled labor, estimated at 75% (OECD, ILO, World Bank, 2015).



**Figure 2. Dynamics of the number of international migrants by major groups of countries in 1990-2019.**  
*Source: International Organization for Migration*

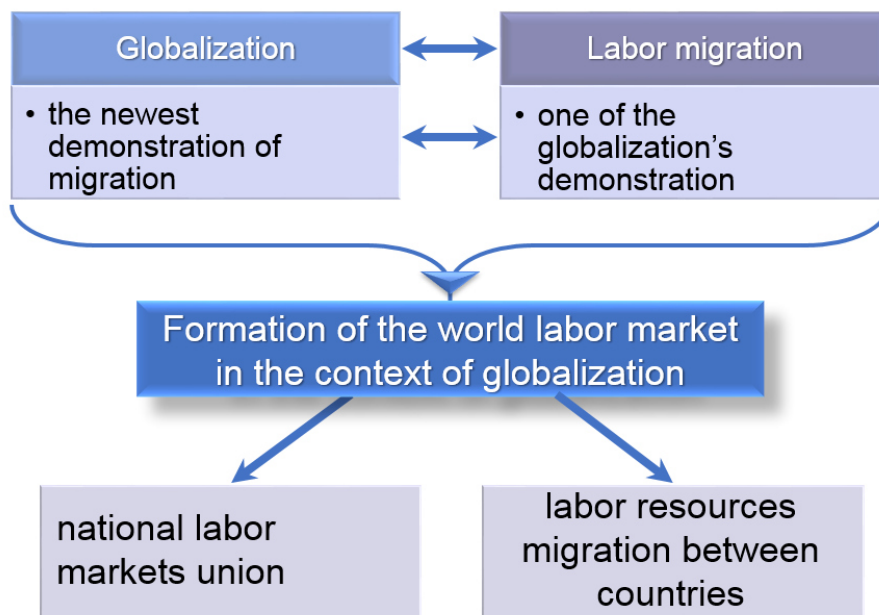
Traditionally, the economic cause is the main reason for international labor migration, so it is related to the scale, pace and structure of capital accumulation (Petrenko, Pigul, 2015, pp. 170-171):

- 1) differences in the capital's accumulation rate cause differences in the forces of labor attraction or expulsion in different regions of the world economy, which ultimately determines the direction of movement of this production factor between countries;

- 2) the level and scale of capital accumulation have a direct impact on the level of working population's employment and, as a result, on relative overpopulation (unemployment) size, which is the main source of labor migration;
- 3) the pace and size of capital accumulation depend on the level of migration. This dependence is that the relatively low wages of immigrants and the ability to reduce wages of domestic workers can reduce production costs and thus increase capital accumulation. This goal is also achieved by organizing production in countries with cheap labor. In order to accelerate the accumulation of capital, transnational corporations either use the movement of labor to capital, or move their capital to redundant regions;
- 4) the reason for the labor movement is changes in the structure of production caused by scientific and technological progress. Reducing production or eliminating some obsolete industries is freeing up labor that is seeking employment in other countries.

Thus, international labor migration is, firstly, a form of movement against the surplus population from one center of capital accumulation to another. This is the essence of the economic nature of the formation of international labor flows and their main reason (ILO, 2020).

The connection between globalization and labor migration is mutual. The first acts as the latest stimulus to migration and a source of new types and forms of human movement, and migration processes are one of the globalization's demonstration, as well as its stimulus or limiter (Yuskiv, 2009, p. 167). Fig. 3.



**Figure 3. The connection between globalization and labor migration**

*Source: systematized by the author*

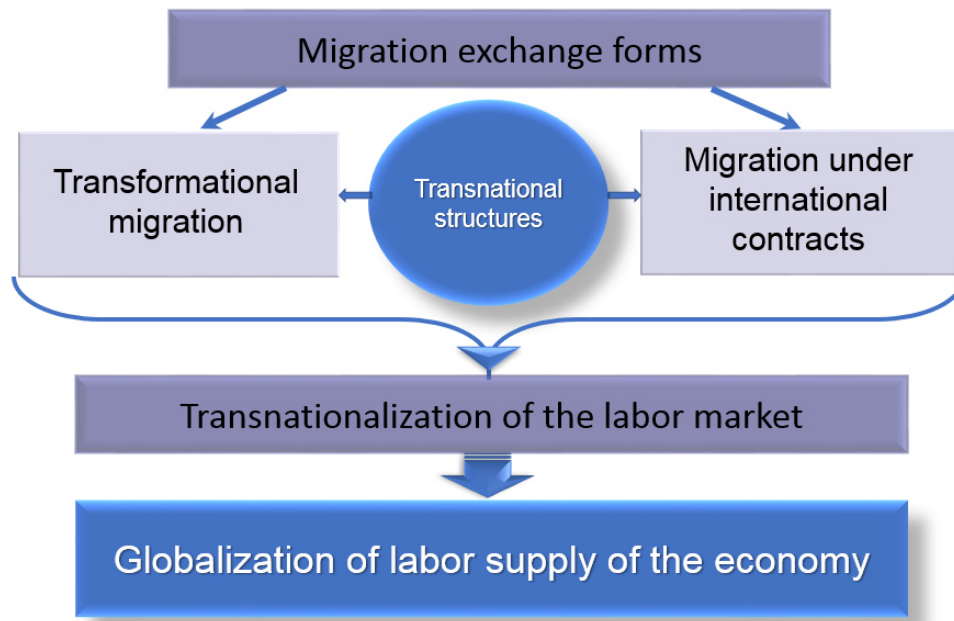
In addition, globalization significantly changes the nature of migration:

1. the process of globalization makes the nature of modern human movements latent, and the time and geographical framework of movement - unclear;

2. globalization blurs the parameters of migration identification - time, distance, meeting the needs of migration actors, etc.

That is, globalization is one of the factors that influences the development of current migration trends, as well as determines the specifics of the global labor market (Starostenko, Kozar, 2015, p. 25).

Exchange forms of migration, such as cross-border migration and migration, which is based on the international contracts for the provision of individual services or the implementation of a foreign firm tasks, are developing dynamically. The first form is one of the types of pendulum migration and involves the movement of labor with the simultaneous functioning of the migrant in at least two countries - the country of origin and country of work. The second form of exchange is developing mainly in connection with the deregulation and liberalization of the world economy. Moreover, this form is connected to the growing freedom of economic activity, the independence of the individual as an economic unit from a particular society (country). It is typical for territories that are economically and geographically connected and that are interested in it (for example, the EU or NAFTA), fig. 4. (Starostenko, Kozar, 2015, p. 24).



**Figure 4. Connection between migration forms and labor globalization**

*Source: systematized by the author*

Transnational corporations play an important role in the development of the world labor market, as they operate on the basis of scientific, technical and commercial enterprises' cooperation of any organizational and legal form and regardless of the activity operate in the markets of two or more countries. policy through several decision-making centers (Petrenko, Pigul, 2015, p.39).

As a result of the objective economic processes that takes place in the world economy, TNCs are penetrating high-tech, science-intensive industries that require huge investments and highly skilled workers (staff) (Dadalko, 2001, p. 549).

Transnational companies shape international demand for certain occupational groups and their career expectations, directly and indirectly influencing global employment parameters (Kirichenko, 2008). Thus, the globalization of labor resources of the economy is a manifestation of the formation of labor market transnationalization.

The current stage of international economic relations' development is characterized by rapid growth of production factors' world markets, which forms the basis for combining local reproduction processes into a single system. It is also determines the global labor space formation as a basis for sustainable development of the world economy. At the same time, the relationship between the global and micro levels of the world economy is provided by transnational structures, whose activities, as was noted, have become global due to the freedom of capital, technology and human resources movement.

Global TNCs have become the driving force of the innovation and investment process in the world economy. At present, TNCs define and direct world production, which is developing on the basis of modern technologies, knowledge, information and global transport networks. It can be argued that today TNCs are leaders in education and research, training professionals and forming leadership-type managers, who in turn provide flexibility, dynamism and resilience to TNCs themselves (Shook E., Knickrehm M. 2018).

Transnational structures form a separate segment of the world labor market, distinguished by their own patterns of labor resources movement (Table 1).

**Table 1. Segments of the modern world labor market**

*Source: Petrenko, Pigul, 2015*

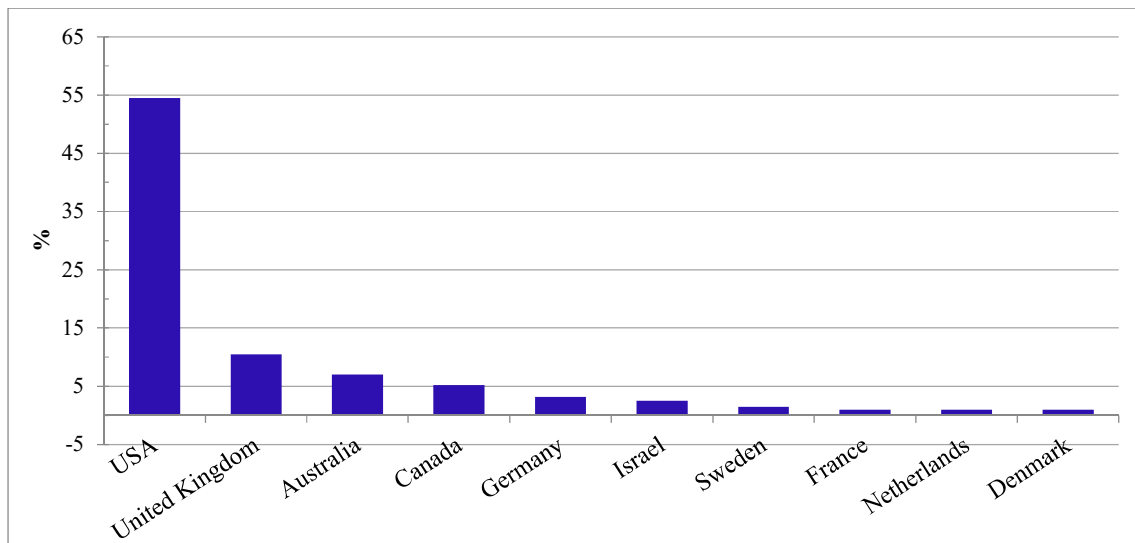
<i>TNCs</i>	<i>Medium and small enterprises of developed countries</i>
Privileged workers ICT workers, programmers Specialists with secondary qualification Highly qualified groups of workers Female workforce (young single women) Labor force that supplied from areas with low levels of development Migrant workers Scientists	Specialists with secondary qualification Female workforce (young single women) Labor force that supplied from areas with low levels of development Migrant workers Scientists
<i>Entrepreneurs of developing countries</i>	<i>International organizations</i>
Privileged workers ICT workers, programmers Specialists with secondary qualification Highly qualified groups of workers Female workforce (young single women) Labor force that supplied from areas with low levels of development "Exported" workers from Asia Illegal workers	ICT workers, programmers Specialists with secondary qualification Scientists

Objective opportunities for private capital attracting labor force of different nationalities are connected with the development of TNCs. Companies deployed large-scale international production with hierarchical division of different groups of employees, who, living and working in different countries, integrated into a single production system. Within TNCs, over time, there is an internal labor market, which is characterized by frequent movements of different

categories of workers (especially management) from one country to another (Starostenko, Kozar, 2015, p.39).

Within the transnational segment of the labor market, it is also possible to distinguish certain segments of the labor force: by age and professional characteristics, cultural characteristics, national and other characteristics. A special segment consists of highly qualified workers (scientists, analysts, engineers, IT specialists, etc.), the growth of demand for which is due to the rapid growth of world trade in services. The specificity of this segment of the transnational labor market is that due to the information technology development, a certain part of the intelligent workforce can participate in the production process remotely.

Thus, according to a study by Top\$dev (a service for programmers and IT recruitment that include 29 countries, almost 170 thousand developers, more than 1.5 million projects), at the beginning of 2020 the market for orders for IT freelancers from Eastern Europe was divided between the United States (54.5%), Great Britain (10.5%), Australia (7.0%), Canada (5.2%), Germany (3.2%) (Fig. 5). That is, digital technologies make the labor market truly global, forming a number of advantages of digital employment - non-standard forms of employment, global mobility, a decent level of wages (Kalinina, Mykhailyshyn, Korovchuk, Savchenko, 2021), and unifying the conditions of use of labor within TNCs.



**Figure 5. Countries-customer of services of IT freelancers from Eastern Europe at the beginning of 2020, share in volume, %**

*Source: Kalinina, Mykhailyshyn, Korovchuk, Savchenko, 2021*

Segmentation of the world labor market indicates the peculiarities of demand for labor resources, their skills and the international division of labor. The labor force in the world labor market is diverse and differs from that which appears only in national markets, it is characterized by high mobility and adaptability employers (Petrenko, Pigul, 2015, p.39).

On the one hand, the world labor market has a significant impact on economic growth and macroeconomic environment, on the other - the international labor market is influenced by the dynamics of the world economy and certain socio-economic factors influencing the formation of transnational labor flows:

- international division of labor;



- scientific and technological progress, informatization and communication;
- development of international transport infrastructure;
- international competition;
- international capital mobility;
- structural changes in the economy;
- price liberalization;
- international migration (Petrenko, Pigul, 2015, p.39).

Thus, the generally recognized center of attraction for ready professionals is the United States, which, along with other countries (Table 2), implements a targeted policy to attract highly qualified personnel. Among immigrants leaving for the United States, there is a predominance of scientists and highly skilled workers. It is estimated that thanks to the involvement of highly qualified foreign experts, during 1965-2000 the United States managed to save about \$ 200 billion (Starostenko, Kozar, 2015).

At the same time, transnational companies have proven to be more effective in improving the workforce quality within the system than in stimulating international labor migration (Kirichenko, 2008). Their concentration on high-tech (innovative) sectors that require higher-level skills (capable of generating competitive advantage) means that TNCs will play a crucial role in generating quality workforce requirements globally in the long run.

The crucial role of human resources in the global economy is formed due to the decisive influence of innovation processes on the formation and development of international business modern forms. This involves both major firms and separate divisions of TNCs located in different countries and linked by a single technological cycle. This led to the phenomenon of labor flows transnationalization as a determining factor of the international economic activity development at the corporate, sectoral, national and global levels, which has a long-term impact on both TNCs and national economies development.

At the same time, the activities of TNCs lead to the phenomenon of world economic division of labor, which in contrast to the international (global) division of labor (division of labor between countries), is a division of labor between transnational corporations (*intracorporate division of labor*).

Like the international division of labor, the world division of labor is extraterritorial in nature, but unlike the first, the world division of labor is a technological one in the production process and based on a single division (internal to multinational corporations) in the form of transnational specialization and cooperation production (a single production process is divided into operations carried out in different countries). A partial product made in a country has no consumer value outside the transnationally organized production process (Dadalko, 2001, p. 17).

Within the global division of labor, multinational companies are an effective tool for transferring skills to local workers. As a rule, employees working in structural units of TNCs have a higher level of skills compared to employees of local firms and a higher level of wages. Transnational companies are not interested in converging wage levels in the international economic system because of the benefits they receive from relatively lower earnings in non-TNC companies, but paying higher wages than purely local enterprises (because their requirements to the labor force are higher) (Kirichenko, 2008), thus TNCs solve the problem of labor supply.

**Table 2. Policy priorities and strategies for highly qualified migrants**

Country	Political conditions	Strategy	Conclusions and issues that need attention
Canada	Migration as an element of the overall development strategy for professionals with a certain level of qualification. Migration that compensates for scarce specialties.	Selection of highly qualified immigrants with a family for permanent residence in the country. Assistance to foreign students.	Goals are generally achieved. Some problems with retraining newcomers without an invitation to work.
Australia	Migration as an element of the overall development strategy for professionals with a certain level of qualification. Migration that compensates for scarce specialties. Assistance to foreign students. Goals are generally achieved.	Selection of highly qualified migrants with a family for permanent residence in the country.	Some problems with retraining newcomers without an invitation to work.
USA	Protection of local workers when considering employers' applications to hire a foreign worker. Prevent the migration of low-skilled people and restrict immigration in general. Quotas for the most qualified categories.	An invitation to work is required. Extensive program for temporary residence. A little help for foreign students. A huge number of applicants for existing programs, a long queue of applicants.	Return to the issuance of temporary visas (exchange, resettlement under special program etc).
United Kingdom	Maximum free resettlement. Permission for highly qualified personnel to restrict the migration of low-skilled people. Rating system for processing entry applications from highly qualified migrants, no quotas.	List of scarce specialties that require high qualifications. Possibility of entry of foreign students of scarce specialties.	Goals are generally achieved.
France	Protection of local workers when considering employers' applications to hire a foreign worker. Increasing economic migration.	Careful study of the labor market and the list of professions.	Immigration restrictions.
Netherlands	Restrictions on the migration of people with low qualifications and insufficient knowledge of the Danish language. Exemption from labor market research and language exams for highly qualified migrants and with high wages.	Satisfactory use of entry permits for highly qualified workers.	Some employers still use the standard job invitation.
Germany	Permission for highly qualified personnel to enter, while restricting the immigration of low-skilled people. Compete with other countries for highly qualified staff.	Permanent residence for foreigners with a high level of qualification and salary. Strict restrictions for other categories. A number of opportunities for university graduates.	Restrictions on immigration, the possibility of changing the status of stay for students. The flow of migrants does not meet expectations.
Norway	Protection of local workers when considering employers' applications to hire a foreign worker. Free resettlement to meet the needs of employers. An invitation to work is required.	Quotas for the most qualified categories.	Existing quotas exceed the number of applicants.
Japan	Admission of highly qualified personnel while limiting the immigration of low-skilled people.	Strict demarcation of specialties that require a high level of qualification. Permission for international students to look for work.	Low level of migration of highly qualified personnel, despite openness. Some students stay in the country to work.
Czech Republic	Assistance to Czech employers in hiring foreign highly qualified employees.	Accelerated acquisition of the right of permanent residence for foreign workers with a high level of qualification.	The flow of migrants is less than expected.

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The activities of transnational corporations as an organizational form of the world labor division (transnational economy) provides regular circulation on a global scale of goods, services, financial and raw materials, human resources, and with them - knowledge, technological and managerial experience (Kozak, Lukyanenko, Makogon et al., 2004, p.18). Thus, the formation of transnational labor flows is a direct consequence of TNCs in the world economy globalization, as evidenced by the formation of TNCs' intercorporate cooperation (R&D cooperation, cooperation with science parks, etc.), which is based on knowledge and skills as a basis for international competitive advantages, which are carried by human resources.

Labor flows transnationalization allows us to consider the world economy as a single supranational world economic space, which through the world division of labor forms a transnational level of world economic relations, within which there are unified economic, technological, legal and socio-cultural requirements for production and commercial quality. Forces (Hooijdonk van R., Hewlett M. *The Future of Work*, 2017).

At the same time, multinational companies are one of the most complex forms of international business. Such a company uses an international approach to the issue of production location, which is built into the global business philosophy, which provides for economic activities both within the country and abroad. It is clear that the location of TNCs' structural units abroad takes into account the full range of economic factors: the availability of natural resources, production infrastructure, skilled labor (including its cost), the markets' potential, tax conditions, etc.

In conditions when the corporations' effectiveness is ensured by highly skilled labor, the required quality labor resources' availability is the main factor in deciding on TNCs' structural units' location in certain countries. Taking the cost indicator into account, the labor force in countries with a lower level of economic development is an attractive factor for TNCs of potential host countries. On the other hand, the formation of a quality component at the corporations' request takes time to direct the highly skilled professionals' flow of TNCs. Improving the workers' quality characteristics leads to the reorganization of the host countries' economies with the help of national staff, thereby helping to increase the level of their economic and technological development.

Thus, at the level of transnational corporations, the labor factor is considered as the leading situational factor of the corporation, while labor needs are met in two ways:

- 1) satisfaction of needs at the expense of own labor resources (home country);
- 2) by attracting the best workers from different countries.

An important factor in the labor flows' transnationalization is also the informatization of world economic development. It influences not only the geographical boundaries of hiring, but also the requirements for the potential employees' characteristics. In terms of demand for flexible workers with broad skills, preference is given to those who are capable of continuous training - the transition from one set of knowledge and skills needed by the corporation to another. That is, human capital is positioned as a source of companies' competitiveness, to use the opportunities of which the unified goals of TNCs are as follows:

- providing opportunities for training, retraining and development of company employees;
- retraining of people who lost their jobs due to the transition to new technologies, products, production methods;
- exchange of ideas and experience in the field of staff training and development;

- support for national and local programs aimed at increasing employee participation in management.

It can be argued that in achieving the goals of TNCs, the main problems do not arise in terms of profit, but in connection with ways to achieve it (Kozak, Lukyanenko, Makogon, etc., 2004, p.463), which are driven by existing human resources of the company, able to ensure long-term prospects of economic activity through the provision of stable productivity.

The concentration of human resources of the required quality, knowledge and experience within TNCs, as well as the global organization of management allow such companies to optimally locate structural units on a global scale. Taking advantage of the transnational structure, they can benefit from international differences in the business cycle, productivity, characteristics of demand, taxation, etc.

At the same time, it should be noted that transnational structures can arise outside the traditional corporate framework - the so-called flexible megastructures. Thus, according to estimates, the number of cooperation agreements in the US TNCs in the 90s XX century was 4 times more than the number of controlled subsidiaries. This was contributed by the rapid development of telecommunications and information technology, creating conditions for operational regulation of enterprises, regardless of their location, which changed the possible forms of employment (PwC, 2017).

Today there is a trend of TNCs' decapitalization, their transformation into cloud firms, which are actually a brand's shell for coordination the network of external structures. We can talk about the emergence of the phenomenon of transnational corporate relations (interconnected community of TNCs) as a factor in the formation of a new center of economic power in the world economy. The formation of transnational corporate networks testifies to the formation of the latest integrated form of international business, which, thanks to information technology, changes the mechanisms of labor supply in the context of the world economic space globalization.

Information technologies functionally provide the appropriate direction of human capabilities in the process of TNCs' labor support. This affects the value of such an economic indicator as the level of productivity. With the help of information technology, TNCs make advanced choices of production directions and intensity and technological activities in conjunction with the socio-economic cycle through targeted modeling of results and determining the means to achieve them. That is, today the activities of TNCs are in the coordinates of "information base - labor (intellectual) support - innovation".

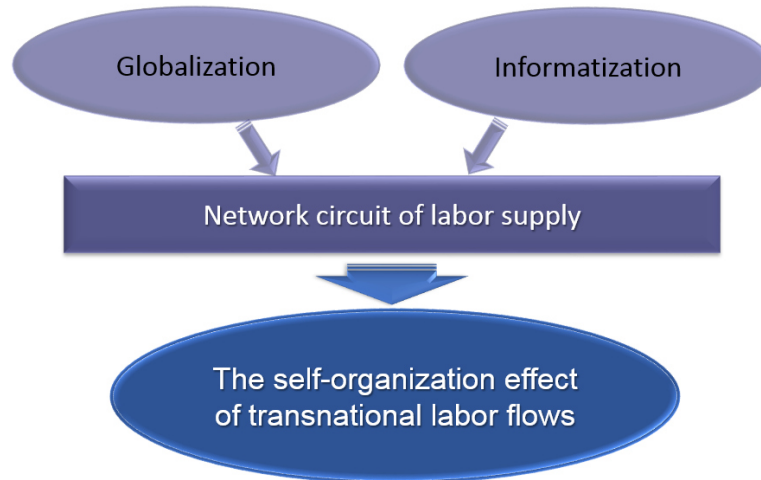
Based on the above, at the present stage, information and knowledge are the basis of TNCs' labor resources. Respectively, the formation of transnational labor flows occurs around the above coordinates, determining the multidimensional subject-object nature of these flows.

Global regularity, which is to accelerate the formation of the network structure of TNCs, provides TNCs with a wide range of tools for employment through informatization. This mean from the educational and qualification requirements' unification worldwide to the advanced formation of quality characteristics of the existing workforce. The organizational basis of such tools are planetary communication systems as an information basis for the formation of global labor space, which meets the needs of TNCs in employees and determine the global nature of the transnationalization process.

TNCs are in close contact with the territories where their activities are located, expanding the network of labor resources through information technology, overcoming the so-called

"island effect" of labor space (availability of qualified personnel only in large cities of TNCs) and promoting such way of including countries in the global labor market.

Given the above, in fact, as a result of TNCs' activity there is an effect of self-organization of transnational labor flows, the driving force of which is, on the one hand, globalization, and on the other - the informatization of labor space (fig. 3).



**Figure 6. The sources of the self-organization of transnational labor flows**  
*Source: systematized by the author*

At the same time, the transnationalization of labor resources is characterized by certain contradictions (Kirichenko, 2008):

- labor relations are built in such a way that employees are incorporated into the global structure, with priority given to the company's interests, which may become a source of conflict in the future;
- work organizing through team building techniques, team briefings and direct communication in combination with the creation of workers' committees instead of trade unions can create some tension in the team, as it requires exceptional loyalty from employees.

In order to overcome these contradictions, organizational and managerial components of the world labor market transformation process is embodied in the activities of states and supranational organizations. They have a regulatory impact on social transformation through coordination, coordination and streamlining of subsystems and elements of multilevel socio-economic systems (Grazhevskaya, 2008).

## Conclusions

The modern world economy is developing under the influence of a number of factors, among which the most important is the labor market globalization as a reflection of the process of interpenetration of national systems of labor support, deepening the international division of labor. The leading direction of the labor market globalization is the transnationalization of labor flows - transnational structures form a separate segment of the world labor market with its own

patterns of labor movement, causing the effect of self-organization of transnational labor systems.

Acting as a driving force of innovation and investment process in the world economy, transnational structures form a separate segment of the world labor market with its own laws of labor movement. This causes the phenomenon of labor flows transnationalization as a determining factor in international economic activity and leads to the emergence of the phenomenon of world economic division of labor - the division of labor between transnational corporations. Accordingly, the formation of transnational labor flows is a manifestation of the TNCs' activities as an organizational form of world economic division of labor.

Transnationalization of labor flows allows us to consider the world economy as a single supranational world economic space, in which the long-term prospects of economic activity are determined by the available human resources of the required quality in the company. At the same time, due to the IT technologies' development, the network contour of the TNC's labor supply is significantly expanding, promoting the countries' inclusion to the global labor market. In fact, as a result of the TNCs' activities there is an effect of self-organization of transnational labor flows, the driving force of which is, on the one hand, globalization, and on the other - the informatization of labor space

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