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UDC 331.556(4)(477.83)

УДК 331.556(4)(477.83)

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**INTERNATIONAL LABOUR MIGRATION:  
EUROPEAN AND UKRAINIAN SPECIAL  
ASPECTS**

**МІЖНАРОДНА ТРУДОВА МІГРАЦІЯ:  
ЄВРОПЕЙСЬКІ ТА УКРАЇНСЬКІ  
ОСОБЛИВОСТІ**

**Urgency of the research.** *The relevance of the European integration processes and their impact on the labour potential is not called into question. Therefore, the study of the special aspects of migration flows in Ukraine and the attributes of their display in the euro area is very important at the moment.*

**Target setting.** *The study of migration flows is an important trend of economic and social development of the country. The well-being of the nation, economic, political and social situation in the country will depend on the country's capacity to control the migratory pressure.*

**Actual scientific researches and issues analysis.** *The scientific works of L. Shaulska., S. Fomishyn. G. Sereda, M. Zub, B. Lyudkevych and others the issues of international migration and its features are elucidate.*

**Uninvestigated parts of general matters defining.** *The migration processes in Ukraine in the context of European integration haven't still got sufficient theoretical and practical solutions.*

**The research objective.** *The study aims at exploring theoretical and practical aspects of Ukraine's labour migration policy of Ukraine under conditions of the European integration.*

**The statement of basic materials.** *The article proves the basic directions of the influence of European integration processes on the labour potential of the country in the context of its component structures. The process of labour migration can acquire menacing proportions, if the proportion of skilled labour migrants in the total population increases disproportionately. The author has studied specific features of the international labour potential migration are also worth noticing.*

**Conclusions.** *The question of effective cooperation with European countries arise before Ukraine, as it should be aimed at obtaining benefits on the development of the component structure of the labour potential, as well as mitigating the limiting effects of the European integration processes on the labour potential through the significant demographic and intellectual losses due to the much better working conditions in European countries.*

**Keywords:** *international migration; labor potential; labor market; European integration processes.*

**DOI:** 10.25140/2410-9576-2017-2-2(10)-44-51

**Urgency of the research.** *Modern conditions substantially change the strategic guidelines of our state in the international arena, so that the relevance of the European integration processes and their impact on the labour potential is not called into question. Pro-Eastern orientation with the gradual*

**Актуальність теми дослідження.** *Актуальність євроінтеграційних процесів та їх впливу на трудовий потенціал не ставляться під сумнів. Тому вивчення особливостей міграційних потоків в Україні та атрибутів їх прояву в Єврозоні на сьогоднішній день є дуже актуальним.*

**Постановка проблеми.** *Вивчення особливостей міграційних потоків є суттєвим напрямом економічного та соціального розвитку держави. Від того, наскільки країна зможе контролювати міграційний тиск, буде залежати добробут нації, економічна, політична та соціальна ситуація в державі.*

**Аналіз останніх досліджень і публікацій.** *Наукові праці Шаульської Л., Фомішина С., Середи Г., Зуб М., Людкевич В. та інших висвітлюють проблеми міжнародної трудової міграції та її особливості.*

**Виділення недосліджених частин загальної проблеми.** *Міграційні процеси в Україні в умовах європейської інтеграції ще достатньою мірою не розкриті.*

**Постановка завдання.** *Метою статті є дослідження теоретичних та практичних аспектів трудової міграційної політики України в умовах євроінтеграції.*

**Виклад основного матеріалу.** *У статті з'ясовуються базові напрями впливу євроінтеграційних процесів на трудовий потенціал країни у розрізі його компонентної структури. Процес трудової міграції може набути загрозливих масштабів, якщо частка кваліфікованих трудових мігрантів у загальному обсязі населення непропорційно зростає. Автором досліджено характерні риси міжнародної міграції трудового потенціалу.*

**Висновок.** *Для України постає питання ефективності співпраці з європейськими країнами, яка б мала бути націлена на одержання вигод щодо розвитку компонентної структури трудового потенціалу, а також нівелювання лімітуючих впливів євроінтеграційних процесів на трудовий потенціал через значні демографічні й інтелектуальні втрати у зв'язку зі значно кращими умовами праці європейських країн.*

**Ключові слова:** *міжнародна міграція; трудовий потенціал; ринок праці; євроінтеграційні процеси.*

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deepening of foreign trade relations, individual events of a political nature determine the importance of Ukraine's accession to the EU as an equal partner. On the other hand, in the context of the global financial and economic crisis, when the debts of European countries grow and become a threat, the need for such membership also may seem to be not quite expedient.

In line with such contradictions, a new development strategy of migration flows from countries outside the euro zone is formed, especially from neighbour areas. And under such conditions, it is unacceptable to ignore the influence of European integration processes on the labour potential of the country. The identification of the basic effects of the European integration processes on the formation, development and use of Ukraine's labour potential is usually limited to the study of migration flows with the reallocation of the economically active population of the countries with the worse working conditions to the countries, where working conditions are more attractive, and here not only the labour payment plays the role, but also the possibility of professional advancement, if it is a legal migration. Therefore, the study of the special aspects of migration flows in Ukraine and the attributes of their display in the euro area is very important at the moment.

**The statement of the problem.** Today, migration processes represent one of the key problems of both international relations and domestic policy of the countries. The study of migration flows is an important trend of economic and social development of the country. The well-being of the nation, economic, political and social situation in the country will depend on the country's capacity to control the migratory pressure. Inadequate scientific developments regarding the special aspects of Ukraine's and the EU migration policy development determined the choice of research topic.

**Analysis of recent research and publications.** The problems of migration processes and labour migration are analyzed in the works of many scientists. In particular, the issue of increasing the competitiveness of the "labour force", the improvement of social and labour legislation in accordance with domestic needs and international requirements, the implementation support of social and labour rights and guarantees, increase of the social security level of the workers are described in the works of L. Shaulska. The essence of "external value of labour force" concept is defined in the works of S. Fomishyn. The studies about the influence of European integration processes on the labour market by G. Sereda should be also mentioned. The necessity to reconsider the conceptual approaches to the management of the labour market with consideration of the European integration processes is explored in the works of M. Zub and B. Lyudkevych. The intellectual migration problem is widely described in the works of Z. P. Baranyk and I. O. Romanenko.

**Identification of open aspects of the problem.** Despite the fact that important aspects of labour migration are covered in the works of abovementioned scholars, some important issues, such as migration processes in Ukraine in the context of European integration, haven't still got sufficient theoretical and practical solutions.

**Problem statement.** The study aims at exploring theoretical and practical aspects of Ukraine's labour migration policy of Ukraine under conditions of the European integration.

**Presentation of the material.** The authors pay attention to the statements of some national scientists to determine the basic directions of the influence of European integration processes on the labour potential of the country in the context of its component structures. They gave prominence in their research to the special nature of the impact of European integration on such an important socio-economic category, that reflects the level of socio-economic development of the country.

For example, L. Shaulsky, a well-known expert in labour potential studies, in her research indicates simultaneous the requirements of Ukraine's modern development and its desire to be a part of the European integration process requires *the increase in competitiveness of the "labour force"*, improvement of social and labour legislation in accordance to the national needs and international requirements, ensuring the implementation of social and labour rights and guarantees, increase of the social security of workers, the improvement of social and labour relations and the elimination of "shadow" relations in the labour area, the development of social partnership, labour, entrepreneurial and innovative activities, individual's development and ability to defend itself [1, p. 1].

The study of S. Fomishyn, in which he described the essence of "external value of labour force", is also very interesting. We believe that the current use of the term "workforce" is incorrect (as in the

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abovementioned formulation made by L. Shaulska), it is advisable instead to use the concepts "human resources", "economically active population" and "labour potential". However, such research findings are very important in the context of understanding the external value terms of labour potential, which is significantly affected by the European integration processes with the formation of the new competitive environment. Thus, S. Fomishyn declares that the formation of external value of "labour force" covers three main points [2, p. 5]:

- formation of new costs associated with the maintenance of the new employee and his family members – physical, nervous, mental, intellectual costs conditioned by increased labour intensity and efficiency; consumption of a certain amount of tangible and intangible values at different prices, accommodation expense, etc;
- appearance of new costs caused by the need of retraining, obtaining new profession, learning of languages, etc .;
- development of the new needs of an employee in the new environment, i.e. the modification of the socio-historical element of the "labour force" cost, which reflects the development of the material, social and spiritual needs.

Among the studies of the effect of the European integration processes on the labour markets we should mention the conclusions of G. Sereda, who in her thesis research define *pan-European labour market* (as a system of relations between the EU and other countries of the continent on the harmonization of "labour force" supply and demand and the conditions of its use) and *institutional structure of the EU's common labour market regulation* (as a set of rules and institutions of the legislative, information and analytical and financial support, as well as special programs and supranational projects that are designed in order to implement the European employment strategy). The scientist also mentioned that the reform of the Ukraine's labour market regulation system in the context of integration into the EU should be carried out in the direction of implementation of the relevant EU legislation, active cooperation with the competent institutions of the EU's institutional structure of the common labour market regulation. [3]

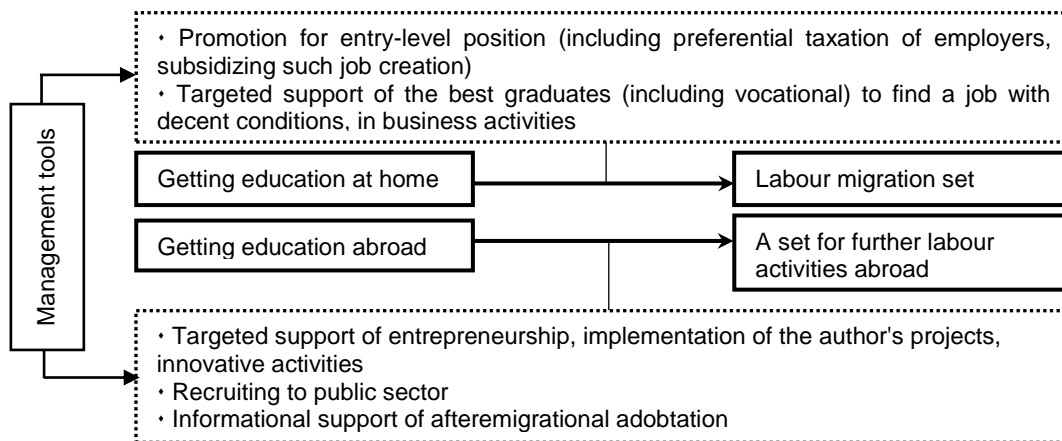
M. Zub draws attention to the need to reconsider the conceptual approaches to the state management of the labour market adjusted for the European integration processes. The scientist points out, by reference to individual statements of V. Lyudkevych, that the reforms and the European direction of public management in Ukraine requires, firstly, a systematic identification of new increasing requirements to the labour market infrastructure, including the compliance with the requirements of globalization and regionalization, strategic importance, compliance with market conditions of operation and the EU requirements to the candidate countries, and, secondly, the use of European approaches to the implementation of the principles [4, p. 14; 5, p. 160-161].

Authors' research of the specific features of the international labour potential migration are also worth noticing, which are as follows:

- international economic integration creates entire regions, where the movement of labour potential across national borders are fully open for earning money;
- international labour potential migration is an important object of the state economic policy;
- international movement of working age labour potential grows persistently;
- remittances of labour potential rise with an increase in migration, that is an important part of the balance of payments and foreign exchange proceedings;
- expatriation to the countries, that accept immigrants, goes on;
- the states appear, which "send" labour potential abroad and "accept" it at their labour markets.

The majority of tools, that can be used to regulate migration processes in order to avoid unbalancing sex-age structure of the population, may seem rather tough and discord with the constitutional principles of freedom of choice (of the place of residence, professional activity, education, etc.). For example, the limitation for the young people of leaving abroad, as "strategic" labour potential carriers, cannot be extremely tough and absolute. The authorities should use the tools of indirect impact with the provision of favourable conditions for labour activity (including education) at home. At that various segments of potential young migrants appear, with regard to whom the tools of influence should be adapted (Fig. 1).

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**Fig. 1. Key instruments of the indirect impact on preventing the loss of the labour potential of young people in the process and after completion of their education\***

\* Compiled by the authors

The first group is those individuals who have received education at home, but can be described as highly labour mobile and have a distinct abroad labour migration set. In particular, the individuals can be separated in this group, whose parents are working abroad, and for them the labour mobility is considerably higher. To prevent their emigration (especially the mass one) is important in the context of securing the state investments return in the human capital of such labour potential carriers. Another group is those persons who have received education abroad, which qualitative parameters are obviously quite high, and they plan to carry out the labour activity there without returning home.

However, they have certain psychological and cultural potencies that manifest in nostalgia for home and high admissibility of return upon the condition in the least of some support from the state. Therefore, management tools regarding these persons is more adaptive and provides for the creation of conditions for the use their of relatively high potencies, carrying out active innovative, entrepreneurial activities and employment in the public service positions. Such practices can be quite positive, because the persons, who received education in the EU member states, have significantly changed the views at living standards, norms of social behaviour, including labour one. Their morality is much less transformed in relation to numerous systemic deformations in the social and labour relations area, that have entrenched in the present time in Ukraine. Therefore, the employment of such persons in the public sector will not only provide the possibilities to implement their experience of the EU Member States, that they have got, but also carry out labour activities based on the new moral and ethical principles, which are more common and settled in Europe.

The authors have mentioned the most effective, in their opinion, management decisions among the administrative tools, illustrated in Figure 1. The lack of resource support for a wider regulatory impact will be felt acute, that will greatly raise the probability of declarativity of management decisions.

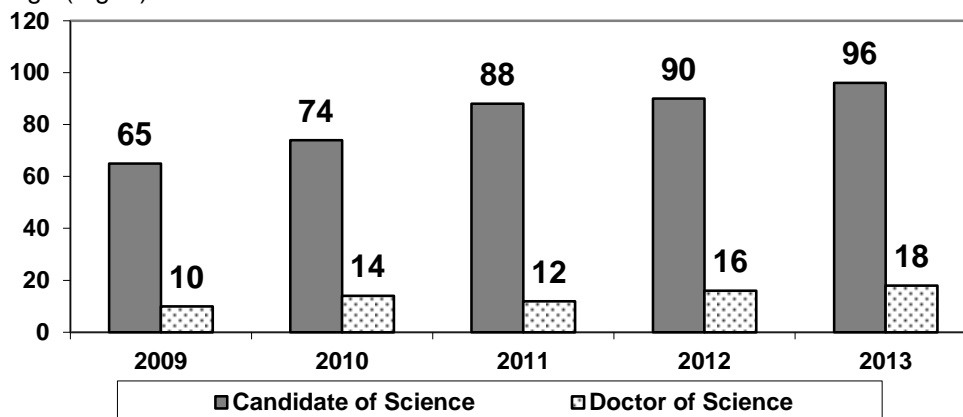
The authors cannot but mention that among the consequences of labour migration for Ukraine the most negative is in this context the loss of highly skilled workers, especially highly qualified scientists. The process of labour migration, that covers migration of highly skilled workers, occurs some way in almost every country. At the same time it can acquire menacing proportions, if the proportion of skilled labour migrants in the total population increases disproportionately.

According to the State Statistics Committee data [6], about 1500 Candidates of Science (the first post-graduate scientific degree in Ukraine) and 46 Doctors of Science left the country in 1991-2013, although 70% of scientists want to come back to Ukraine in the case of improving the financial situation in the country. It is obvious that 0.7% of the GDP of Ukraine, that is allocated for the

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development of science, is not enough. If this figure is increased to 2%, our scientists will be able to have a satisfactory level of material support, equipped workplace, adequate wages. The European experience shows that € 1 invested in science brings a profit of 5 euros. But, unfortunately, even creating science-intensive products that can generate significant financial benefit, neither national business nor bureaucratic patent system is interested in national author. Our scientists patent a significant number of inventions abroad, creating jobs and added value in terms of money outside the country. In other words, for our scientists, inventors and innovators it is a problem even to fulfil themselves.

Tens of thousands of employees of the scientific sphere went abroad for permanent residence and work during the years of Ukraine's independence, the main percentage of whom are persons of productive age (Fig. 2).



**Fig. 2. Number of of intellectual migrants from Ukraine, 2010-2013**

Source: [6; 7; 8]

The number of intellectual migrants increases steadily. Such a situation gives grounds to say that Ukraine is characterized by signs of the nation's intellectual potential destruction. This situation is disappointing, because due to the outflow of intellectual migrants the country loses scientific potential of the Ukrainian society, which in turn negatively affects the development of the national economy. After all, the intellectual migration is caused by the same factors as the migration of unskilled workers, among which economic, political and social impact factors are identified.

According to unofficial statistics sources, the annual drift of scientists from Ukraine is up to 95.4 thousand specialists, i.e. every 26 specialist with higher education emigrates. In recent years, about 5.5 thousand scientists have left Ukraine, that is equivalent to a loss of USD 4 bln. The experts estimate that the expenditures spent on the training of one specialist with higher education account for about USD 20 thousand, which means that every highly skilled labour migrant enriches the country of their new residence for that amount. [9]

In turn, the flow of our compatriots, who leave to work in Europe, implement state policy regarding employment of foreign resources. The main factors, that attract highly skilled migrants, are as follows: the creation of a favourable environment for the accumulation of scientific knowledge, creation of international programs for the information exchange to improve the skills and intellectual potential of the scientist, that leads to greater competitiveness.

Other important driver is the international co-operation with the ability to carry out business trips abroad, promoting adherence to the achievements of world science and business culture. Thus, it leads to the transformation in the development of a researcher, scientist or teacher, corresponding to the principles of the development and functioning of the information society. The formation of scientific and technical experts through active use of information exchange will lead to the adopting of international business culture; high mobility of new knowledge, skills and experience.

Thus, we can say that there is economic, socio-political and ideological argumentation in favour of Ukraine's integration into the EU. The latter is based both on the perception by the Ukraine's citizens

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of the integration prospects as a prospect for the growth of their own welfare, and by the EU citizens about the features of lifestyle, doing business and carrying out entrepreneurial and labour activities in Ukraine. It is important to gradually overcome the perception of the worker-citizen of Ukraine (that gradually transforms into a stable stereotype for Europeans) as a low-cost, insufficient skilled labour force, which is liable to assimilation and which is characterized by the absolute dominance of material values.

The positive influence of the European integration process will occur through the creation of more favourable conditions of work and prevention of the deepening of antisocial manifestations in the area of social and labour relations (Tab. 1). However, it is important to understand that we should not implicitly accept the European integration as an absolutely positive process of Ukraine's entry into the European space with a set of advantages to using the labour potential of the country and its regions. These benefits can only be achieved upon condition of a clear, consistent regulation of these processes.

Table 1

### Arguments in favour of the integration process of Ukraine into the European space in the context of mitigating the negative effects of labour migration \*

№ з/п	Argument in favour of the European integration	Impact on the impact on the efficiency of labor potential usage
1	Inheriting the experience of the countries with higher levels of social and labour relations	Creating a more favourable environment for the use of labour potentials of economically active population
2	Lowering the influence of the countries with lower standards of social and labour relations, interested in engaging Ukraine to the joint integration formations	Formation of a new type of labour behaviour of the economically active population without antisocial manifestations with the perception of the objectivity of the competitive environment of regional labour markets
3	Entrenching of the pro-European views of the young generation in Ukraine	Additional motivation for more productive labour activity in order to increase personal competitiveness in the European labour market
4	Legalization of migration processes	Guarantees for decent working conditions for the economically active population engaged in labour activities abroad with concurrent active selective immigration policy
5	Mitigation of subjective evaluations and stereotypes	Perception of a worker from Ukraine as a worthy, highly qualified, equal competitor at the labor market

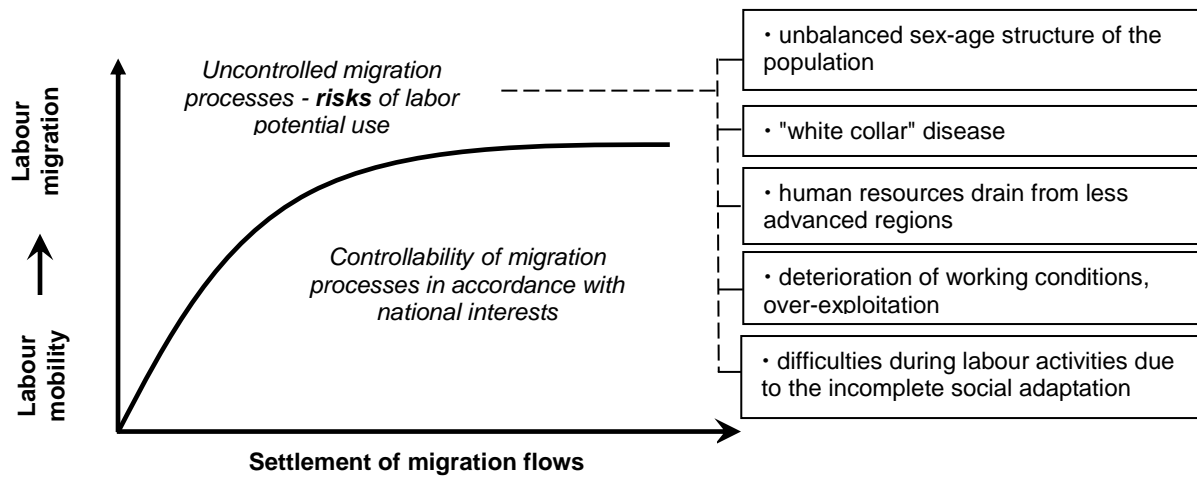
\* Compiled by the authors

One argument in favour of legalization of migration processes among mentioned in Table 1 has not yet been characterized. It deserves special attention with a more detailed examination in the context of determining the impact on the use of the labour potential.

When it comes to the use of labour potentials, then a set of risks can emerge, that in particular involve: unbalanced sex-age structure of the population – risk of demographic deformation; "white collar" disease (lack of qualified staff while preserving a high level of unemployment) – the risk of social degradation; human resources drain from less advanced regions – risk of ekistics-settlement decomposition; deterioration of working conditions, over-exploitation – risk of economic disintegration; difficulties during labour activities due to the incomplete social adaptation – the risk of information disorientation.

All of these risks emerge mainly due to the significant drawbacks of the instruments of migration processes regulation, so that uncontrolled migration absorbs a significant part of the economically active population, that carries out labour activity in destructive conditions for themselves with full adaptation to the new environment. Fig. 3 displays a model of settling the migration processes depending on their growth, that at first manifest in increasing labour mobility of the population, and later transform into a real migration flows. It is important to note that the settlement of migration processes should further grow at a consistently high level of labour migration in order to overcome permanently a set of migration risks directly relating to the efficient use of labour potential.

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**Fig. 3. Model of settling the migration processes depending on their growth\***

\* Compiled by the authors

Understanding the controllability of migration processes in accordance with national interests means such their focus on the quantitative and qualitative parameters, that they should not have a destructive impact on the strategic benchmark of the Ukraine's development altogether and its regions according to program objectives of regional strategies for socio-economic development. For example, if the improvement of the demographic situation in Ukraine today is one of the key strategic objectives, then the decrease of emigration outflows is an important task of public authorities in the context of the implementation of this task. However, as some countries act, the demographic problems can be solved by encouraging immigration processes. But for Ukraine, with the existing territorial focus of immigration, this scenario is unacceptable.

Conclusion. In general, the Ukrainian authorities through the existing pause in the negotiations with the EU on accession should participate actively in other forms of cooperation with European countries, declaring and defending in such a way the national interests with the best possible leveling the limiting factors of integration processes on the labour potential of the country. These forms are usually Euroregions, all sorts of cross-border institutional formations (associations, agglomerations, clusters), the approval of the joint legal documents (agreements, strategies, concepts) in certain areas of development of labour potential components, including the adjustment of direct migration movements of the economically active population, the establishment of direct contacts between concrete settlements (popular practice of twin cities), the implementation of joint programs and projects with pooling the resource potential.

As you can see, there is a lot of possibilities of cooperation with the EU member states and geopolitical position of Ukraine increase the interest of European countries in such cooperation. The question of effective cooperation with European countries arise before Ukraine, as it should be aimed at obtaining benefits on the development of the component structure of the labour potential, including through adopting the experience of the organization of social and labour relations, as well as mitigating the limiting effects of the European integration processes on the labour potential through the significant demographic and intellectual losses due to the much better working conditions in European countries as compared to national. It is important to understand that the current situation is rather contradictory and complicated on the part of the EU countries in terms of deepening the crisis with huge debts, that have a direct impact on their labour markets, and on the part of Ukraine in terms of uncertainty and politicization of foreign economy targets. Such situation further strengthens the limiting influence of European integration processes on the labour potential of the country. Therefore, without

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providing a sufficient level of competitiveness of the national labour market, the European integration of Ukraine will be inexpedient due to further intensification of the outflow of the economically active population on legal grounds and further filling the national labour market with immigrants from Asia.

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Received for publication 07.11.2016

**Бібліографічний опис для цитування :**

Grynkevych, S. S. International labour migration: European and Ukrainian special aspects / S. S. Grynkevych, O. B. Bulyk // Науковий вісник Полісся. – 2016. – № 2 (10). Ч. 2. – С. 44-51.