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MIGRATION PROCESSES AND THEIR IMPACT ON THE FUNCTIONING OF THE LABOR MARKET OF UKRAINE DURING THE WAR: CHALLENGES AND ADAPTATION MECHANISMS

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The relevance of the chosen topic is due to significant changes in the demographic and socio-economic situation of Ukraine because of Russia's full-scale invasion. A massive outflow of labor resources, particularly highly qualified specialists, reduces the competitiveness of domestic enterprises and creates difficulties in providing the national labor market with labor. At the same time, this process is accompanied by negative social consequences, such as increased social tension and deterioration of working conditions. All this necessitates a thorough analysis of the impact of labor migration on the labor market of Ukraine and the search for ways to stabilize it. Since 2022, it has been turned into a forced one. The main reasons why Ukrainians go abroad are hostilities and security issues. As of November 30, 2024, 4.2 million refugees from Ukraine have received temporary protection status in EU countries [1].

According to researchers at the Razumkov Centre, the decision-making process during forced migration differs significantly from voluntary migration. If, in the case of voluntary migration, a person independently chooses to leave, preparing in advance for study or employment abroad, then internally displaced persons and refugees leave the country due to threats to life, violence, persecution, and hostilities [2].

Consider the categories used in our study. It is essential to distinguish between the concepts of «migrants» and «refugees» since the latter receive legal status due to external circumstances that do not depend on their personal choice. At the same time, it is necessary to distinguish between refugee status and temporary protection because they are not identical. Refugee status, which is recognized in the 145 signatory countries of the Convention relating to the Status of Refugees, is granted to persons who have been persecuted or victims of violence in armed conflict or human rights violations. Unlike refugee status, temporary protection is not a category of international law. It is applied in cases of mass displacement of people fleeing the conflict zone and provides a residence permit and basic social guarantees in the chosen country.

According to sociological surveys, 36% of respondents express their intentions to return home after they are confident of the safety of their stay in the territory where they live; 35% – immediately after the end of martial law; 13% – a year or several years after the end of hostilities; 7% – after the resumption of work of the enterprise where they worked before the start of the full-scale invasion, or there will be a high probability of finding another job at home; 11% of respondents intend to return home in soon and 7% do not plan to return to Ukraine at all (among those who already have a permanent job in the host country, this percentage is 18%). Let's consider the motivation to return in the medium and long term. It is influenced by economic, social, and family factors and integration challenges in the host countries, namely housing, work, study, and medical care.

The internal displacement of Ukrainians from war zones and temporarily occupied territories has led to a significant increase in the number of internally displaced persons (IDPs). According to data for 2024 from the International Organization for Migration (IOM), the number of IDPs in Ukraine is 3548000 people.

Table 4.2 analyzes the main areas of origin of IDPs.

Table 4.2

The Five Main Regions of Origin of IDPs [1]

Region	% of the total number of IDPs
Donetsk region	22
Kharkiv region	20
Kherson region	14
Zaporizhzhia region	12
Luhansk region	7
Other regions	25

Most IDPs come from the frontline territories and those that were or are still occupied by Russia. The most significant number of IDPs returned to Kyiv (22%), Kyiv (15%), Kharkiv (15%) and Dnipropetrovsk region (6%).

Table 4.3 presents the five main areas that accept IDPs.

Table 4.3

Five Main Regions That Accept IDPs [1]

Region	% of the total number of IDPs
Dnipropetrovsk region	14
Kharkiv region	12
Kyiv	10
Kyiv region	8
Zaporizhzhia region	7
Other regions	49

As can be seen from Table 4.3, most Ukrainians move to the Dnipropetrovsk region, the capital, the city of Kyiv, and the Kyiv region. Among the main reasons that

affect the choice of the current place of relocation are the following: improving the security situation (45%) and staying closer to your family and friends (24%). However, the situation in the Kharkiv region, where many people have returned, indicates that improving security is not always the main motive that encourages people to return.

Military-political, economic, and humanitarian challenges determine the need to fulfill the three main tasks of the state regional policy to support and integrate internally displaced people.

Firstly, ensuring temporary accommodation and creating proper living conditions for IDPs in new territories with the necessary psychological, humanitarian, and material support. At the same time, it is essential to adapt the region to new conditions, maintain the stability of infrastructure and housing and communal services in situations of increased load and the threat of rocket attacks, and form reserves of food and medicines.

Secondly, it is necessary to attract the human capital of IDPs to various sectors of the regional economy as much as possible. This involves assessing the current labor potential of the region, considering the consequences of internal migration, determining current personnel needs, and organizing operational training through training, advanced training, and retraining courses. It is also essential to promote the employment of IDPs by providing information about current vacancies, employment opportunities, and support in starting their own business. In addition, it is necessary to identify promising territories for relocating enterprises and look for regions that demand certain professions for the targeted movement of IDPs.

Thirdly, integrating IDPs into community life is key to strengthening social cohesion and preventing social tensions. In addition to the already mentioned measures, it is necessary to promote the active participation of IDPs in the region's social life through the implementation of socially significant initiatives, such as assistance to military personnel and volunteer activities. It is also essential to ensure the inclusiveness of governance processes by involving IDP representatives in decision-making. This can be implemented by creating public committees with the participation of opinion leaders among IDPs and volunteers, as well as public hearings and consultations between the authorities and IDPs.

Hostilities and large-scale labor migration have significantly affected the Ukrainian labor market, exacerbated its structural imbalances, and caused a shortage of qualified specialists in some industries. To restore the balance in the employment structure, reduce unemployment, and ensure sustainable economic growth in the post-war period, a few measures have been proposed, including improving retraining and advanced training programs for IDPs, stimulating employers to employ them, developing social services for internally displaced people, as well as promoting their integration into regional labor markets.

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