
MIGRATION-CAUSED QUALITATIVE CHANGES IN HUMAN POTENTIAL OF THE STATES IN THE TERRITORIAL MIGRATION LABOUR MARKET “UKRAINE – POLAND – GERMANY”

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Abstract

The paper deals with political and economic dimension of the quality changes in human's potential within territorial migration labour market (TMLM) – a stable polycentric system of labour's force turnover, which geographically combines the territories

of two countries (Ukraine and Germany) with the potential impact of cross-border one (Poland). In circumstances of Ukraine's war with Russia, Ukrainians are primarily focused on these countries while looking for temporary asylum, obtaining a European educational document, getting employed, emigration.

The method of principal components is used for finding out the system-forming factors of the territorial migration labour market. This makes it possible to identify the relevant prerequisites for qualitative changes in human potential at the levels of the individual, households and macro-level. Depending on the depth of asymmetry in the development of the territorial migration labour market of participating countries and the nature of the migration policy, the donor country, especially at the macro-level, will irreversibly suffer from qualitative losses. Preventing them and mitigating these effects is the task of donor country policy. Instead, solving the problem of the qualitative losses of immigrants and their families becomes more a task for the host country. An important and indispensable tool in this task is entrepreneurship, especially social one.

In addition, the state program of Ukraine's reconstruction after the Victory should take into consideration the vector of return of its citizens and strengthening of its human capital. This should happen not only due to the patriotism of Ukrainians, but also through the implementation of the system of concrete measures to support small and medium businesses, quality educational trajectories, flexible governance practices, restoring trust among people and ensuring security of life and self-development.

Key words: *State Policy of Donor-Countries and Recipient-Countries, Labor Migration, Territorial Migration Labor Market (TMLM), Qualitative Changes in Human Potential, Ukraine, Germany, Poland, Asynchrony (Nonlinearity) of the World Order, Reconstruction of Ukraine After the Victory.*

INTRODUCTION

Migration has become an integral part of the globalized world. As a result of the systemic crisis and the war with Russia, Ukraine has intensified its status as a donor-country. Today, almost all countries provide support programs for Ukrainians who were able to leave the country looking for/in search for temporary asylum, continuation of their studies and/or research, getting employed or permanent emigration. But Poland and Germany remain a priority for Ukrainians. Features of migration aspirations in Europe is stipulated by deepening of economic asymmetry of development, military-political conflicts, liberalization of visa regimes (and at the same time necessity of making compulsory regulatory decisions aimed at increasing national, epidemiological security), imbalances of labour markets, increasing competition for labour resources. In such circumstances, countries task is to obtain the maximum benefits from objective migration processes at minimum losses [Brzozowski, 2006, p. 473]. At the same time, the main valuable criterion should remain the right of every migrant worker for harmonious human development, decent work, access to the benefits of modern civilization, guaranteeing respect for human and labour rights, "acceptance" of an immigrant as an equal in a new society. That's why the state program of Ukraine's reconstruction after the Victory should take into consideration the vector for return of its citizens and strengthening of its human capital. This should

happen not only due to the patriotism of Ukrainians, but also through the implementation of the system of concrete measures to support small and medium businesses, quality educational trajectories, flexible governance practices, restoring trust among people and ensuring security of life and self-development.

Peculiarities/special features of state migration policies of recipient-countries, differences in mentality of citizens and migrants, as well as other objective reasons are the characteristics of a separate territorial migration system. This creates dual polycentric labour markets, where the peculiarities of the turnover of labour within such markets are formed. In general, due to the asymmetry of world development, one of the countries becomes a donor and faces some qualitative losses of human potential. At the same time other countries turn into recipients. The recipient-country falls into the trap of social tensions due to the urban overpopulation, emergence of potential conflicts because of interethnic or interfaith issues, differences in mentality, and imperfections in the migration legislation. Therefore, it is necessary to identify mechanisms of functioning of territorial migration labour markets (TMLMs). The potential consequences for both countries should be taken into account.

Ukraine has become one of the most active donors of human resources in Europe in recent decades. Diligence, professional skills and abilities, commitment to European values, the similarity of mentality – these characteristics have resulted in competition among EU Member states, Canada and the United States for Ukrainian labor and educational migrants.

Historical, geographical, political, socio-economic reasons have led to the formation of sustainable migration flows and corridors. One of these flows connects Ukraine with Germany, and geographically it goes through Poland. The systematic nature of the migration vector “Ukraine – Germany” and the established patterns of redistribution of migration potential within this direction give a reason to speak about its viability and further development. Considering the influence of Poland, including as a competitor for the labour force, students and young scientists as well as the identification of differences in the migratory labour markets, it is possible to investigate deeper the possible qualitative changes in human potential.

The purpose of the study is to identify multilevel trends in qualitative changes in Ukraine’s human potential, caused by the formation of the Ukrainian-German migration market, and to seek same opportunities for social entrepreneurship (SE) to prevent them. To achieve this goal, a wide range of issues were investigated:

- setting the trend of migration processes and some features of the migration policy of Germany and Poland;
- identification of factors of “attraction” and “ejection” in the Ukrainian-German TMLM taking into account the influence of the transit market in Poland;
- systematization of qualitative changes in the human potential of Ukraine.
- identifying specific features of the use of migration work of Ukrainians and on this basis systematization of qualitative changes in human potential at different levels;

some opportunities of the SE to prevent the consequences of these changes have been identified.

The main hypothesis of the study is that the qualitative loss of human potential, especially at the level of migrants and households, is caused by the peculiarities of each TMLM, which can be adjusted by improving the state migration policy of donor countries and implementation of programs of human capital preservation for each TMLM. Some possibilities of the SE should be considered/evaluated/studied among the measures to prevent human potential losses.

1. MATERIALS AND METHODS

Identifying the causes of population migration, including labour, vastly determine the nature of qualitative changes in human potential. In the interdisciplinary discourse of migration research, numerous publications are devoted to the search for patterns of migration, its causes, and consequences.

In the discourse of migration studies of the search for patterns of migration, its causes and consequences numerous studies are devoted. In particular, Zelinsky (1971) relates migration primarily to demographic processes. Sceldon (1997) extends the approach and calls labour demand and development necessity as one of the important determinants. De Haas (2014) explains migration by the existence of a gap between the desire of the population to have access to goods and the opportunities to obtain them. This approach, in the context of human development, resonates with the concept of Amartia Sen (1993) that formation of the population's well-being as compliance of human potential and possibilities, which give external environment. In later work, de Haas and a team of authors [de Haas et al., 2018] developed a comprehensive approach to the migration study. In particular, it indicates, that it is important to distinguish between causes of migration at different levels: global, international, domestic and regional, where inequalities in development can lead to displacement. At the same time, two-thirds of all movements in the world is labour migration [UN DESA, 2019a; ILO, 2018]. This division is of particular importance in the study of the different levels of migration-caused qualitative changes in human potential.

According to research by Ukrainian scholars [IDSS 2018], socio-economic inequalities in development, especially labour and educational migration, are among the first reasons for migration. Even E. Ravenstein (1885) and J. Hicks (1932) pointed to the primary role of wage differences in stimulating human capital mobility. However, in later studies have been found that the reasons are not as unambiguous, as residents of the poorest countries do not have the resources to move abroad [Hatton and Williamson, 1998, 2003]. And the relationship between the number of labour migrants and their country's poverty rate is parabolic by nature [Massey et al., 1998; Hatton and Williamson, 1998]. Even more complex reasons of the formation of migration systems are named by Ukrainian scientists [Sadova et al., 2013]: the sustainability

of migration entities, the maturity of the labour market and economic relations, access to labour and others.

Academic discourse of political science contains evidence that migration processes, as an objective indicator of nonlinearity of the world order, are political by nature and caused by the specifics of public policy of the country, where the motivation for migration is born, and purposeful political practices of the countries, interested in the new human capital. [Bezugly, Nagornyak, Pachos, 2020].

An unstable political system is vulnerable to the loss of human capital. Political scientists are eager to find out the reasons of the migration of Ukrainians and their search lies within the study of political system of the donor country. Thus, P. Bezugly, [Bezugly, 2019] argues that in a systemic crisis in the country the intensification of external factors that cause emigration of the best through specific individual proposals and opportunities for those who are focused on success (professional growth, quality education) and medical services, favorable conditions for starting a business, decent employment) is expected. In hybrid societies and political systems with economies in transition, economic and social factors of public policy will have the greatest impact on the formation of motivations and migration. The more difficult the socio-economic situation of the certain stratum of the population is, the more representatives of labor migrants this stratum has. Their personal motivations are based on (seasonal earnings, loyal tax system for small businesses, accumulation of money to buy real estate in their country or financial support to relatives). In case of state power changes in transitional systems, social and economic factors of migration will give way (concede) to political ones, which will promote forced migration of the political elite, although its impact on the development of the donor state may remain unaltered. The factor of war in migration processes is one more interdisciplinary research which is being widely studied [Nagornyak, 2017; Parkhomenko 2022].

In the context of globalization and partial liberalization of movements, centres of world (or continental) development have become more accessible for employees from different countries, and the motives for deciding on labour migration have become more complicated. Such decisions can be affected by the comparison of the taxation system, social protection, and work and living environments for the migrant and his or her family. This approach is inherent in synthetic migration theory [Massey, 1990]. According to this approach, the decision on migration is made at the household level and aims to maximize individual income and minimize the risks. The decision can also be influenced by many situational, behavioural factors, and the family's efforts to diversify risks [de Haas, 2010]. According to the approach of Stark and Bloom (1985), a person's sense of deprivation in incomes in comparison with the social group to which he or she is included may be a stimulating factor of migration. Moreover, the migration decision is not individual but collective (within the household). It has also been proven that decisions on migration of scholars are influenced by the tax rates in the destination countries [Akcigit et al., 2016].

The study [Kněžáčková & Volejníková, 2015] demonstrates the impact of unemployment and household incomes on migration decisions, as well as the limiting impact of transaction costs associated with migration movements.

In this context, it should be noted that the differentiation of social security systems and social protection systems in different countries has begun to have a greater impact on migration decisions. The amount of benefits provided by the social insurance system can be a stimulating factor if it includes a function of protection against social risks in addition to higher wages. Therefore, the study of TMLM markets should take into account additional migration risks, in particular the risks of poverty in the country of destination. Obviously, that in the origin country, they are high enough as ejecting factors.

In our view, the intensity of migration flows, including labour, their orientation may also be conditioned by past political and economic ties – for example, colonial ones (I. Walerstein's *theory of world-systems*); previous migration waves that create information exchange systems, capital and form the diaspora and cultural centres (*theories of migration networks, social networks*). According to the *theory of cumulative cause and effect relations, and the basic principles of gravity theory*, migration potential is increasing: each new migrant increases the likelihood appearance of the next due to ties between compatriots, within families. Therefore, all these patterns should be taken into account to some extent in the study of migration labour markets and their impact on human potential changes.

According to the approach of M. Piore (1979), the founder of the dual labour market theory, the primary reason for deciding on labour migration is not so much the shortcomings and underdevelopment of the donor country's labour market as the activation and peculiarities of labour demand in the destination country, which can solve the problem of labour shortages, including the highly skilled. In this way, not only the force of "ejection" but also the greater degree of "attraction" is acting. Although the Piore theory has received some criticism (for example, Wachter, 1974), it has, along with others, underpinned the concept of labour market segmentation. Segmentation of the labour market can occur on various grounds, one of which can be particularly important in the discourse of migrant labour markets. According to the theory of ethnic enclave [Portes and Bach, 1985], the migrations of individual nationalities form "parallel" labour markets, which mostly operate in the grey area. In our view, such processes are quite dangerous, but they will be formed in those labour markets where the migrations of individual nationalities are widespread, the migration policy is liberal, while the receptive nature of the titular nation to other ethnic groups is, on the contrary, conservative and restrictive. Therefore, this approach also should be taken into account.

In the context of the study of the impact of the transnational labour market in Poland, it is important to refer to the work of Okolski (2001), whose research shows the processes of marginalization of temporary migrants both in the host society and in the

country of origin. Such migrants are characterized by higher mobility, easier to move to other countries, but may also have some losses in qualification.

Therefore, due to the “gravitational” forces of “ejection – attraction”, as well as many other reasons, *TMLM* are formed, which are characterized by all features of any local or national labour markets. However, at the same time, such labour markets are characterized by *polycentricity* – combinations in one characteristic of several national labour markets and duality – by the formation of separate segments of the labour market. The polycentricity of the *TMLM* leads to the formation of an “imbalance” of forces, and may manifest itself in the bigger or lesser asymmetry of the two centres of attraction (for example, the national labour markets of the two countries), as well as in the indirect influence of the cross-border territory (of another country). Based on the above-mentioned theoretical references, the definition of *TMLM* is based on the *geospheric approach, the theory of the dual labour market and the theory of migration systems. TMLM is a system of relatively stable connections and regulatory mechanisms in the labour field within territorial migration systems. The characteristics of the TMLM primarily are caused by the socio-economic differences in the territorial development, the historical-economic reasons and institutional factors of public policy, the product of which TMLM is. The emergence of TMLM should be preceded by the formation of conditions for the appearance and intensification of migration flows. Such processes according to synthetic theory [Messey, 1990] in the modern conditions of globalization and deepening regionalization is, in particular, a consequence of the uneven economic development that leads to objective shifts in the labour markets, as well as to the search for the household’s “best strategy” for well-being. The implementation of such decisions often leads to changes in the qualitative characteristics of actual and potential participants in the labour markets in the present and the future. Qualitative losses of the existing labour force during migration may be reflected in the inconsistency between employee’s qualifications and performed job (“over qualification”, which most often occurs at *TMLM*). Also, this leads to a decrease in migrant’s incomes. Despite the efforts of governments and international organizations, the problem of discrimination against labour migrants still exists. This concerns wages, conditions and labour protection, the availability of unregistered employment (especially in some countries, which are characterized by a quite liberal migration policy). For example, in Germany, the wages of people with their own migration experience are 250 € and that of Ukrainian migrants is 350€ less than the average in all households [SB, Bevölkerung mit Migrationshintergrund, 2020].*

Qualitative losses may relate to a reduction in the reproduction of human potential and a deterioration of its characteristics in the donor country. A wide range of loss manifestations can occur on a personal level: from feelings of discomfort and to loss of identity, health and more.

In the context of SE, this research is based on social networks theory [Granovetter, 1973], according to which the inclusion of a migrant in the social network supports

him, especially in the early periods, increasing his chances of getting a better job. Entrepreneurship as a form of realization of the immigrant's potential is one of the ways to adapt more quickly to new conditions, given the fact, that active people, which accept risks, are usually prone to movements [Kosała, 2016]. SE acts as a form of realization of social responsibility of business to the community, united either on a territorial basis or on other grounds – for example, by migrant's origin country.

Methodically, the study relies on the principal components method. In the context of large data sets, it solves the problem of: 1) reducing the number of factors in the factor model (reduction); 2) building the relationship structure and classifying factors in the model. When conducting factor analysis, rotation techniques were applied to facilitate interpretation of the data.

It should be noted that the factor model included household spending on education in Ukraine. This has been done for several reasons: 1) based on estimations of International Labour Organization experts, 27% of the savings of Ukrainian migrants are used for children's education [IOM, 2016a]; 2) on the theory of cumulative causality of family migration, the likelihood of moving children who have been educated in Ukraine to the country of residence of their migrant parents is significant; therefore, the accumulation of human capital, investment in it, is taking place in Ukraine, and its use – already in another country; 3) According to the neoclassical theory of human capital [Sjaastad, 1962], the growth of high qualified migration leads to an increase in education investments.

2. RESULTS

Ukraine has been in the list of countries with the largest diaspora for many decades. Particularly in the last century, Ukraine has been characterized by significant migration movements – both voluntary and forced. In recent decades, the collapse of the Soviet Union, the economic declaim and, later, the liberalization of borders and visa regimes have been the impetus for the activation of migration. In this case, the western regions of the country are traditionally migration-oriented, usually for labour reasons. In 2019, 5.9 million Ukrainians (2.17% of all emigrants) live outside Ukraine. 81% of them are localized in European countries [UN DESA, 2019a]. Ukrainians are most interested in closely located labour markets – Russia, Poland, Czech Republic, Hungary, Slovakia, as well as countries with relatively liberal migration laws and simplified naturalization procedures – Italy, Spain, Portugal. Germany does not belong to the countries of mass migration of Ukrainians, but at the same time, the migration flow is quite stable. 12% of Ukrainians residing in the EU are concentrated in Germany [IOM, 2016b].

In 2015, Germany became the leader among European countries in terms of number of the population born outside the country. In 2019 the total number of migrants was 13.1 million, or 15.7% of the total population of the country (for comparison, in Europe – 11%, in the world – 2.5%) [UN DESA, 2019b]. According to the Federal

Statistical Office, in Germany lives 131 thousand citizens of Ukraine (as of December 31, 2018) and 323 thousands of ethnic Ukrainians (0.4% of the total population) [SB, Bevölkerung mit Migrationshintergrund, 2020]. In 2018, there were 255,000 Ukrainians in Germany; the number of annual official arrivals to the country are on average double the number of disposals [BMF, 2019]. In dynamics, the number of Ukrainians in this country in 2019 has increased 15 times more since 1990 [UN DESA, 2019b]. Especially rapid migration growth occurred in the 1990s, with some recovery after 2014, with growth rates in average 10% annually.

According to the United Nations [UN DESA, 2019a], the number of Ukrainians in Poland in 2019 was 218.7 thousand people and increased by 5.9% compared to 2015. At the same time, according to the Polish evaluation studies, at the end of 2015, 283.7 thousand citizens of Ukraine, aged 18, and 455 thousand in 2016 were permanently and temporarily resident in Poland [GUS, 2018]. Since then, the additional migration balance of Ukrainians arriving in Poland for permanent residence is 1.3-1.9 thousand people annually [GUS, 2019].

In the polycentric TMLM for Germany, Poland plays the role of the donor. According to the Polish Statistical Office, 342.7 thousands of Poles immigrated to Germany since 1991 and the annual average loss (negative migration balance) of Poland is 10 thousand people [GUS, 2019]. At the same time, according to German statistics, the annual increase of Polish citizens in its territory is 10% and in 2018 the number of Poles in Germany amounted to 1.668 million people respectively [SB, Bevölkerung und Erwerbstätigkeit, 2020].

In such circumstances, Poland is forced to carry out a favourable migration policy and attract a sufficiently high-quality Ukrainian labour force to replenish the ranks of workers and meet the demand in the labour market. Accordingly, Poland issued 238.3 thousand of work permits for Ukrainians in 2018 (73% of all permits), of which more than 50% – for more than a year [MRPPS, 2019]. Importantly, in the context of this research, the highest concentration of permits for Ukrainians is in the central and western regions of Poland (in particular, in the Lubusz Voivodeship – more than 85%). Also, employment under simplified procedures is much more common: seasonal work permits, applications of foreigner's assignment (up to 2018 - declarations of intent to outsource) to citizens of Armenia, Belarus, Georgia, Moldova, Russia and Ukraine [Lypchuk, 2017]. Such applications provide for short-term labour migration (up to 1 year), but their number is 6.6 times higher than the number of regular work permits [MRPPS 2019]. Thus, in 2018, 1,446 million of declarations of assignment for work were approved for Ukrainians (91.4% of all) and 119.9 thousand of permits for seasonal work (98.8%) [MRPPS, 2019]. The high likelihood of illegal employment of Ukrainians in Poland, which can take various forms of seasonal, circular, circulating, episodic, cannot be overlooked, since the law allows a foreigner to stay for 3 months without giving any official grounds. Such volumes can only be approximately estimated.

Therefore, Poland is trying to pursue a policy of competition the labour shortage by attracting labour migrants, while this large cohort of Ukrainians creates a strong reserve for replenishing Germany's labour market. In this context, Poland plays the role of a transit labour market. The acquired migration, including labour, experience, additional skills, proximity to countries contribute to this. The barrier remains the knowledge of the language and the institutional obstacles of the German selection policy on labour migration, which is, however, gradually being eased.

Germany has been particularly interested in Ukrainians in recent years for several reasons:

1. geopolitical: since the beginning of the military conflict in 2014, the eastern-oriented vector of migration interests of Ukrainians (Russian Federation) has changed in priority to a western one;
2. socio-demographic: a significant influence on the stable dynamics of migration flows to Germany has a migration potential formed in previous years. Thus, of all issued to Ukrainians in 2018 residence's permits, 46% of them were because of the family's reunification [BMF, 2019];
3. structural and economic: the attractiveness of the German labour market for Ukrainians;
4. cross-border market: the special importance of the transit labour market of Poland.

The combination of these factors and the environment of formation of the Ukrainian-German TMLM determines its specific features, which are manifested in quantitative-qualitative (for example, structural) differences in labour demand, other labour costs, etc. TMLM traits are formed, that are not inherent to the national labour markets of the donor country and destination country. In fact, within the territorial borders of Germany, there are discrepancies in employment and unemployment characteristics for migrant workers from different countries. For the research, an array of indicators is formed, which form the factors of TMLM. The influence of these factors will determine the specificity and orientation of flows (especially migration, as well as others). The intensity and direction of some of these flows may indicate a qualitative loss of human potential or the possibility of increasing quality.

The indicators characterizing the presence of Ukrainians in Germany, including for employment, as well as comparing them with some indicators of the Ukrainian labour market, were concluded in 4 blocks. Dynamic series of indicators for 2007-2017 has been formed to build the model. For the principal components method, factor analysis was performed for each block. The analysis identified two factors in each of the blocks (three in the first). The results of the analysis are shown in table 1.

Table 1. Blocks of indicators, which characterize the peculiarities of Ukrainian-German TMLM, and the results of its factorial analysis

Blocks of indicators	Indicators	Factor loadings		
		F ₁	F ₂	S
1. Demographic and institutional	General quantity of Ukrainian population in Germany, persons		0,887	
	Population number of Ukrainian origin with a migration background* in Germany, thousands of people	0,939		
	Population number of Ukrainian origin with personal migration background in Germany, thousands of people	0,986		
	Number of Ukrainians, who stay in Germany, accordingly to work permissions issued, persons		0,965	
	Naturalization rate of Ukrainians' in Germany, the number of naturalizations relatively to the number of foreigners with 8 or more years of stay			-0,992
	Contribution of main components in dispersion within block, %	59,2	23,4	16,0
2. Possibilities and deprivations of migration labour market in Germany	Fraction of Ukrainians 25-35years old without professional qualification among the population with own migration experience, %	0,904		
	Fraction of Ukrainians 25-35years old with university education among the population with own migration experience, %		0,916	
	Differentiation of levels of Ukrainian's economic activity on the German labour market and economic activity of people with own migration experience, p.p.	0,844		
	Differentiation of the level of employment of Ukrainian's on the German labour market and level of employment of people with own migration experience, p.p.	0,929		
	Differentiation of the level of Ukrainian's unemployment on the German labour market and level of unemployment of people with own migration experience, p.p.	-0,907		
	Differentiation of levels of Ukrainian's economical inactivity on the German labour market and the same indicator among people with own migration experience, p.p.	-0,818		
	Contribution of main components in dispersion within block, %	71,8	17,1	

3. Financial and safety	Correlation of Ukrainian's employee wage in Germany and the average wage in Ukraine's economy	-0,946	
	Fraction of Ukrainians with own migration experience in Germany, who are at risk of poverty, %	-0,832	
	Fraction of working Ukrainians with own migration experience in Germany, who are at risk of poverty, %		-0,825
	Household's expenses in Ukraine on education, \$ millions, based on commercial as for December of the respective year	0,857	
	Transfers of Ukrainian migrants from Germany to Ukraine, \$ millions		0,924
	Contribution of main components in dispersion within block, %	67,7	20,5
4. Conjecture of TMLM	Differentiation of the level of Ukrainian's economic activity on the German labour market and level of economic activity of people with own migration experience, p.p.	0,953	
	Differentiation of the level of employment of Ukrainian's on the German labour market and level of employment of people with own migration experience, p.p.	0,980	
	Differentiation of the level of Ukrainian's unemployment on the German labour market and level of unemployment of people with own migration experience, p.p.	-0,852	
	Differentiation of levels of Ukrainian's economical inactivity on the German labour market and the same indicator among people with own migration experience, p.p.	-0,937	
	Differentiation of the level of Ukrainian's economic activity on the German labour market and level of economic activity of population in Ukraine, p.p.		0,986
	Differentiation of the level of employment of Ukrainian's on the German labour market and level of employment of the population in Ukraine, p.p.		0,857
	Differentiation of the level of Ukrainian's unemployment on the German labour market and level of unemployment of population in Ukraine, p.p.	0,726	
	Differentiation of levels of Ukrainian's economical inactivity on the German labour market and the same indicator among the population in Ukraine, p.p.		-0,986
	Contribution of main components in dispersion within block, %	65,7	25,7

Source: Authors' results.

* population with migration background – persons, who had either personal migration experience or at least one of the person's parents had such an experience

In the next stage, all indicators characterizing the effect of the first factor (F1) were included in the analysis. As a result, the factors that characterize the differentiation of the labour market status of Ukrainians in Germany and the labour market of all migrants, as well as the level of education of Ukrainians, remain. Therefore, in the mechanism of formation of TMLM, the leading role belongs to the factors of “attraction”. Thus, in-depth analysis made it possible to identify the main system-forming factors of Ukrainian-German TMLM and the relevant prerequisites for qualitative changes in human potential.

2.1. Socio-demographic and institutional characteristics (Block 1 from Table 1)

The main factors in this block are Ukrainian population with a migration background and personal migration background (factor loadings 0.94 and 0.99 accordingly). This is a consequence of the peak of migration activity of Ukrainians in the 1990s that led to a dynamic rate of naturalization, which required living in Germany for at least 8 years. Germany’s geographical remoteness, migration policy and living conditions in it, shape the specific of the socio-demographic composition of migrant families and the formation of cumulative migration potential. The composition of Ukrainian migrant households is characteristic. In 2018, the average Ukrainian household was larger, but with fewer workers than, for example, Polish families in Germany [SB, Bevölkerung mit Migrationshintergrund, 2020]. The migration rates of young people are also high – among the 11 countries with the most mass migration from Ukraine, Germany ranks second in terms of the fraction of young people under 34 [SSSU, 2017]. This creates the basis for the demographic reproduction of the Ukrainian population in Germany [Baranyak, 2016]. There are high rates of migration of Ukrainians due to the family’s reunification. At TMLM, this reflects in lower rates of economic activity and a higher risk of poverty.

2.2. Opportunities and deprivation of the labour market. Conjuncture TMLM (Block 2 and 4 from Table 1)

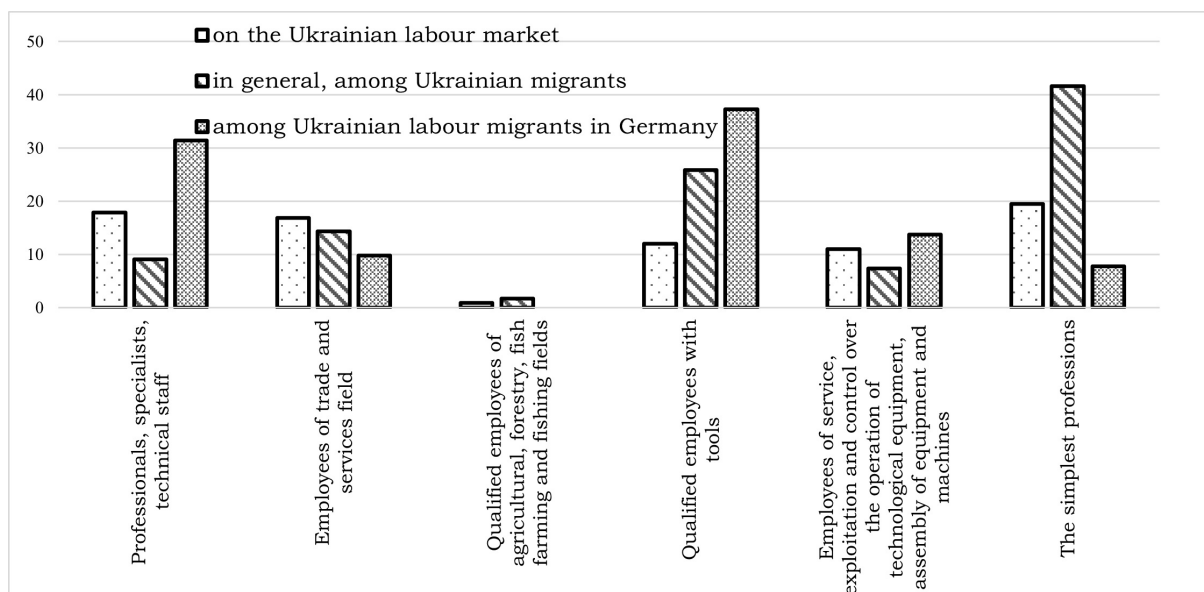
2.2.1. Educational and qualification features

Labour migration is an objectively determined choice of a person who cannot find a decent use of his knowledge and skills at homeland. According to the results of factor analysis fraction of Ukrainians 25-35 years old with university education among the population with own migration experience is a separate factor of block 2 and explains 17.1% of the dispersion in this block. And the share of persons without professional qualifications (factor loading 0.904) together with the lower levels of economic activity of Ukrainians in the German labor market is the main factor in this block (71.8% variance in the block). This is an additional confirmation of higher volumes of family migration. A comparative analysis should be used to assess the depth of loss of educational-professional potential. The specifics of this analysis include: 1) a comparison of the educational structure of migrants in general and by country of destination; 2)

a conformity assessment of the migrant's qualifications and the level of work he or she will perform in the country of destination [Sadova et al., 2020]. In dynamics, the wave of labour migration of highly educated Ukrainians to Germany came in the early 2010s, when the specific weight of migrants with higher education reached 90%. In the future, the part of people with higher education, who were going to Germany was still higher than in average. Such a structure of labour migration indicates existence among migrants, persons with the necessary set of traits, social competences for entrepreneurial activity, and able to carry out effective social communications.

The likelihood of loss of professional-qualification potential of employees is estimated by comparing the level of qualifications of Ukrainian migrants and the complexity of the work they do in Germany, as well as by analyzing professional areas of activity (Fig. 1).

Fig 1. Employees professional areas of activity in Ukraine, labour migrants in general and in Germany in 2015-2017 years, %



Source: built based on State Statistics Service of Ukraine (SSSU, 2017)

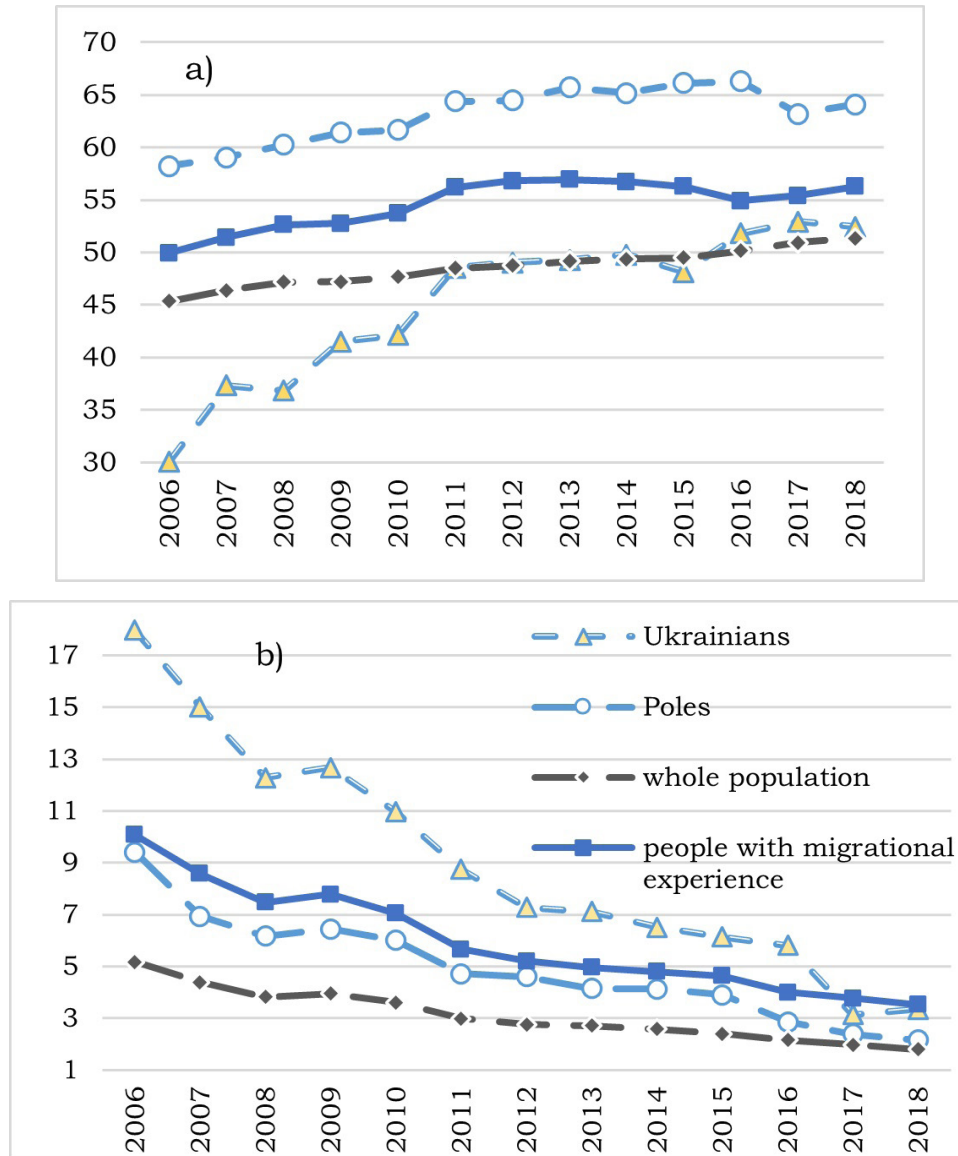
In this perspective, we can conclude that in the German labour market, some Ukrainians are expanding their capabilities compared to other countries of their work. Germany offers them fewer jobs in the simplest professions. Along with the relatively high rates of arrival for educational and family reasons, these tendencies indicate an increase in the human potential of Ukrainian origin with higher education in Germany in the present and the future.

2.2.2. Market conditions and geographical (cross-border) features

Typically, migrant workers are characterized by higher labour market activity in the host country than the authentic population, which indicates the prevailing reasons

for their arrival in the country. However, in the context of the Ukrainian-German TMLM, there are other trends: the highest activity among the surveyed population is noted by the Poles, and the lowest – by the Ukrainians (Fig. 2). Such patterns are largely explained by the proximity of Germany and Poland. After all, similar features characterize the work of Ukrainians in neighbouring Poland.

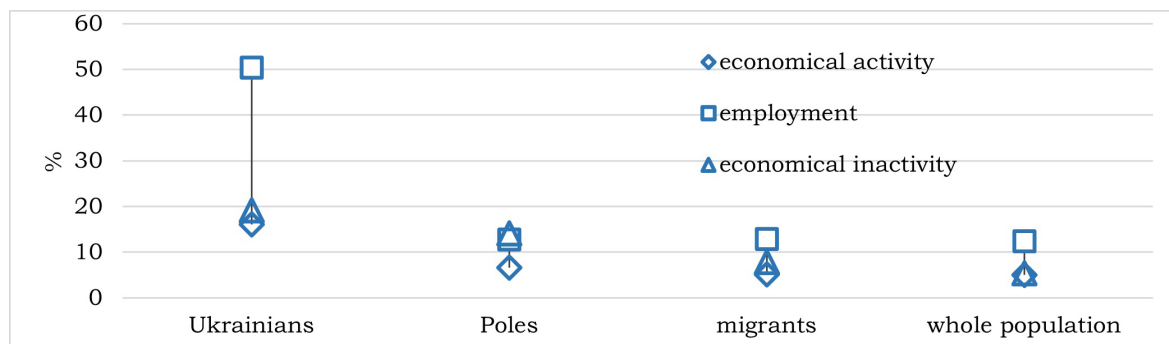
Fig. 2. Dynamics of a) employment rate; b) unemployment rate of different groups of population by migration status and origin on the labour market of Germany in 2006-2018 years, %



Source: built based on the Federal Statistical Office [SB, Bevölkerung mit Migrationshintergrund, 200]

The estimation of the stability of the TMLM in comparison with other labour markets, its sensitivity to risks and threats, give the indicators of variation in labour force participation of different migrant backgrounds in the German labour market as a common environment (Fig. 3).

Fig. 3. Indicators of variability (oscillation coefficients) of participation levels of labour force of different migration origin in the labour market of Germany*Source: calculated based on the Federal Statistical Office [SB, Bevölkerung mit Migrationshintergrund, 2020].



Source: calculated based on the Federal Statistical Office [SB, Bevölkerung mit Migrationshintergrund, 2020].

* oscillation coefficient shows relative fluctuations in a row of years' (2006-2018). Its higher value indicates bigger variability, instability of an indicator. The highest values of variations are inherent for the labour market of Ukrainians and indicate instability TMLM and respectively sensitivity to risks.

A distinctive feature of Ukrainian migration in Germany is the much lower levels of economic activity of Ukrainians. In fact, it is on the verge of the lowest values among European countries. One explanation for this is the large volume of family and educational migration. Therefore, they are a potential Ukrainian labour force in the German labour market, and in the context of the TMLM, this forms the constancy of the trend of non-return to Ukraine. The downside to the lack of activity of Ukrainians is the high risk of poverty among them.

Thus, there is a clear difference between the countries of origin of the TMLM, both in terms of economic activity and sectoral distribution of employment (Ukrainians are more involved in trade, hospitality, services, and Poles instead in manufacturing and construction). According to the concept of a dual labour market, this outlines the formation of the primary and secondary sectors of the TMLM. At the same time, due to Germany's filtration policy, this trend is not as apparent as in other host countries. Thus, as of December 31, 2018, in Germany, about 20% of all current employment permits of Ukrainians at that time were Blue Cards (employment permit for highly skilled workers) [Graf, 2019].

The transboundary impact of Ukrainian-Polish TMLM is significant but not prevalent. As of September 3, 2019, the Personnel Service listed on the website that there exist high risks of Ukrainians movements to Germany. However, it is unlikely this flow will be massive, and furthermore uncontrolled. Specificity of the Ukrainian-Polish TMLM is very different – it is dominated by short-term, seasonal, non-qualified, circulating work. According to World Bank experts, flows of migrants between neighbouring countries are much less qualified than average; they have a 65% lower qualification coefficient [WBG, 2018]. Another important factor in Ukrainians choice between Germany and Poland is not only the distance of movement, but also linguistic, cultural affinity and social ties. This to some extent alleviates the issue of social adaptation

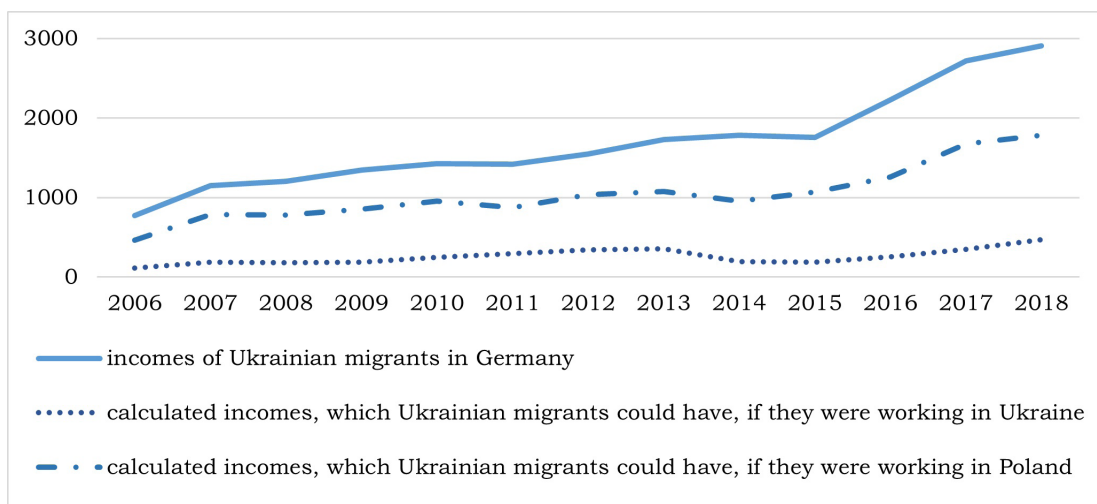
even in the case of long-term emigration, while in Germany this issue will be more acute for Ukrainians. There is an opinion that the practical emphasis in German migration policy is shifted to a better “adaptation” of immigrants than to their full integration, as declared [Cieślińska, 2012]. Therefore, the opportunities of the Polish labour market to supply the Ukrainian labour force to the German labour market are somehow limited. To a greater extent, this influence reflects in the further movement of the Poles to Germany and the need to overcome the labour market deficit at the expense of the Ukrainians.

2.3. Financial and security features (Block 3 from Table 1)

The results of factor analysis within the block 3 (Table 1) show a stronger influence of factor 1 (67.7% variance in the block). This factor includes higher earnings of Ukrainians in Germany compared to their motherland (factor loading -0.946), as well as the risks of their poverty (factor loading -0.832), in particular due to low economic activity. Let’s analyze these factors in more detail.

Among the important factors that usually attract migrants are high wages. In Germany, the incomes of Ukrainian migrants at 6.15 exceeds the average wage in Ukraine. If to assume that Ukrainians working in the respective years would move to Poland or Ukraine, they would receive lower incomes at times (Fig. 4).

Fig. 4. Incomes which Ukrainian labour migrants receive (or could receive in different countries, in euro)



Source: calculated based on webpages [SB, GUS, SSSU]

Fig. 4 demonstrates the relative attractiveness of the Polish and German labour markets for Ukrainians. This confirms the above-stated conclusion that Poland’s influence on the German labour market is reflected not so much in the possible mass influx of Ukrainians, but in the desire of the Poles to move to Germany. This deepens

the labour shortage and encourages the Polish authorities and employers to further promote the involvement of Ukrainians in work. This creates a sort of extra filter.

At the same time, the results of the comparison of labour markets of Germany and Poland gives a reason for conclusions that more highly-educated migrants are attracted to the higher economic development of the country. For those with higher qualifications, the values of productivity, standards of living, career, social security, etc., come to the fore. However, as a major factor, the wage gap is more likely to be an attractive factor for lower-qualified or unqualified labour migrants. In doing so, the question of distance between countries is also a loss factor of primary and circular movements.

As a result of identifying the system-forming factors of the Ukrainian-German TMLM, the next step in the study is the compilation of a matrix of qualitative losses and benefits of human potential at the level of Ukrainian society (macro-levels), households in Ukraine, and migrant (Table 2). Thus, the conclusion that arises is that countries with selective migration policy have greater benefits from migration, and therefore the donor country suffers losses.

Solving the problem of significant macro-level qualitative losses is a priority task for Ukraine's policy and can only be solved in a fragmentary manner by lower-level policy instruments. At the household level and personal qualitative changes are combined, but the losses are also quite significant. Not only migrants and their families but also the states, including the donor country, are interested in overcoming or mitigating them. Therefore, European governments and intergovernmental organizations are making considerable efforts to solve the problem of integrating migrants into the host society. In particular, the European Commission's 2016 Action Plan on the Integration of Migrants from Third Countries identifies 5 priority areas for integration, among it there is employment and vocational training, including the promotion and support of migrants' entrepreneurship [EC, 2016]. The toolkit for achieving such goals is diverse and an important role in this, in our view, belongs to entrepreneurship, especially social. The EU Economic and Social Committee is convinced that SE plays a decisive role in integrating migrants in key aspects of health and care, providing housing, education and training, as well as employment and social inclusion [EESC, 2018].

SE is playing an increasing role in the development of the European economy, first of all by filling a gap where traditional business does not receive sufficient profitability and state social institutions are inefficient. At the same time, having specific features and goals of the activity, SE is a special form of traditional entrepreneurship [Roelants, 2002]. It should be noted that the prevalence in the European economy of social values has led to the fact that every fourth start-up in Europe is a social enterprise [Janecek, 2018]. Therefore, trends in entrepreneurship and SE are interdependent.

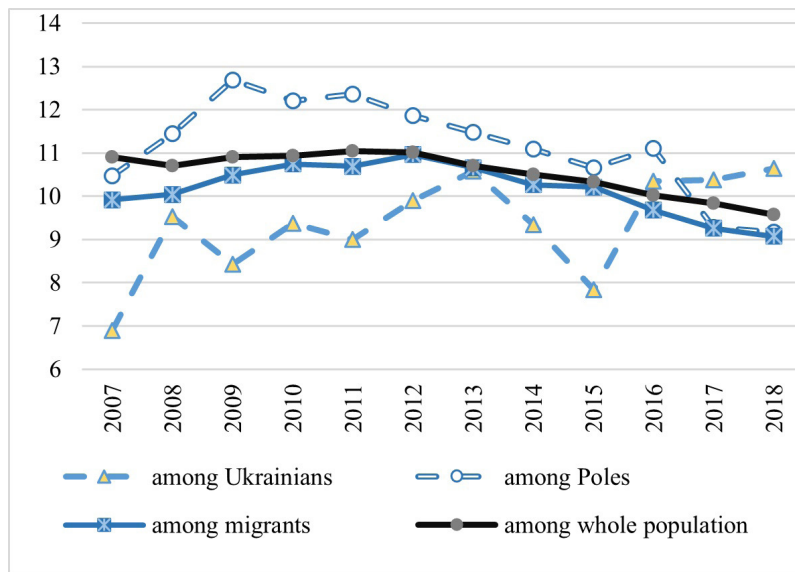
Table 2. Directions, essence and conditions of establishment of qualitative changes of human potential in the context of formation specifics of formation Ukrainian-German TMLM*

Peculiarities	Levels of qualitative changes of human potential			
	Ukraine (macro-level)	Migrant's households (meso-level)	Migrant (personal level)	
Predominance of long-term, educational, family, youth migration	+ Irreversible loss of demographic potential; Loss of the people of working age; Population loss; Risks of non-return; Loss of identity	+ Expansion of possibilities of access to higher living standards for young people, who emigrated	+ Expansion of possibilities of knowledge acquisition, professional experience, including entrepreneurial, in the conditions of advanced work and management technologies; Development of social capital; Acquisition of social competencies	- Difficulties in adaptation; Some loss of contact with homeland, family, national community
Higher indicators of education and professional-qualification level of migrants	- Loss of educational potential; Growth of tension on the market of high-qualified and professional-qualification labour force	- Unjustified expectations for family development (i.e., «social lift»), low payback of investments into education for households	- Possibility to implement educational professional-qualification potential in conditions of decent work; Higher work productivity	- Necessity to build a career from the start; Risks of losing qualification; Gender discrimination in employment
Low values of illegal migration	- Increases the possibility of non-return and loss of demographic potential	- Involvement into the system of social insurance and welfare both employee and household's members (in case of migration)	- Involvement in the system of social insurance and welfare	- Difficulties with adaptation, inclusion in the labour market
Relatively low economic activity of Ukrainians on TMLM	- Insufficient benefit from transfers; Decrease of consumer demand, investments into education	- Poverty risks and insufficient income diversification	- Possibilities of studying and retraining during the time of inactivity	- Poverty risks; Qualification loss; Gender discrimination in employment; Socio-psychological difficulties in adaptation
Growth of wages faster than migrants transfers amounts into Ukraine	+ Possibilities of involvement of investments into economic development	+ Possible increase and diversification of the incomes; Formation of a household's investment capital, including investments in human capital	+ Enhancement of motivational component of labour	-
Transboundary impact Ukrainian-Polish TMLM	- Shortage of labour force in Ukraine; Informal employment**	- Socio-psychological consequences from the absence of members of households; Informal employment**	- Realization of a person's labour potential	- Possible loss of qualification, «over qualification»; Difficulties in moving to the German labour market; Marginalization of temporary migrants; Informal employment**

Source: author's research. * with colour are highlighted those conditions of occurrence and negative qualitative changes of human potential, which can be prevented with SE measures, ** informal employment has an indirect impact on Ukrainian-German TMLM and increases qualitative losses of human potential, as it reduces barriers of movement in the same sector in the other country, even though exist higher restrictive measures and controls in migration politics.

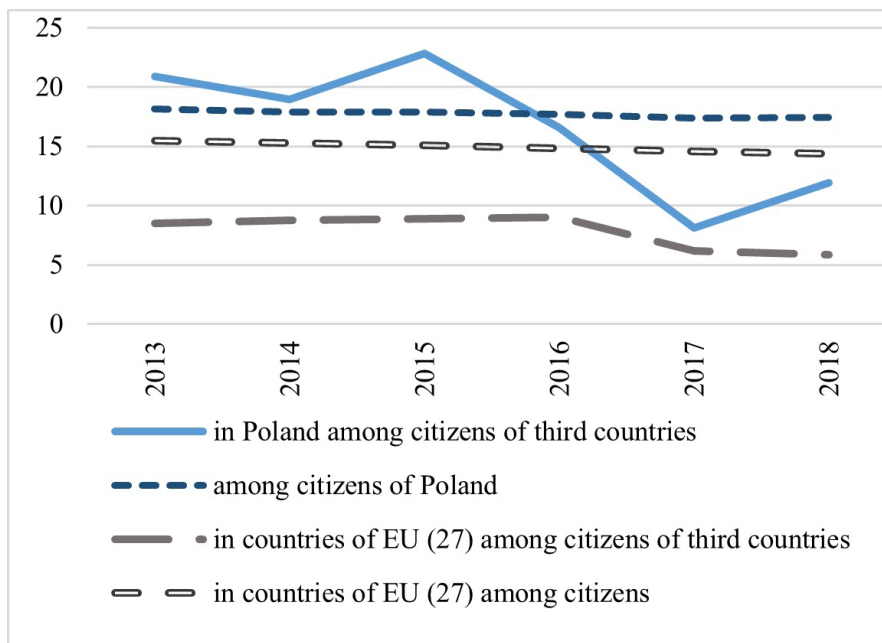
Migrants as risk-takers are more likely to be entrepreneurial. However, the realization of entrepreneurial abilities depends to a large extent on the capabilities of the host country environment. The prevalence of entrepreneurship among migrants and EU citizens cannot be fully estimated due to some differences in statistics, data is not always available for all years. We have compared this with the levels of self-employment in Germany and Poland among individuals of different nationalities (Fig. 5 and Fig. 6).

Fig. 5. Self-employment in Germany among the whole population and persons with migration experience in 2007-2018 years, %



Source: built based on the Federal Statistical Office [SB, Bevölkerung mit Migrationshintergrund, 2020]

Fig. 6. Self-employment in Poland, EU countries among citizens and migrants y 2013-2018 years, %



Source: built based on Eurostat [Eurostat, 2020]

The increase in entrepreneurial activity among Ukrainians in Germany, while its decrease in Poland, creates a reserve of entrepreneurial activity for Ukrainians, which can be realized in Germany when overcoming existing barriers. In this case, the German economy will benefit, as migrant entrepreneurs are the drivers of innovative development for its economy – 49.9% of third-country migrant start-ups were based in knowledge and technology-intensive services [NCFM, 2018]. Competition for human resources and their entrepreneurial capacity is forcing countries to improve their labour market migration policies. In 2018 in Poland was launched the pilot project «Poland Prize» for supporting foreigner's start-ups and innovative firms [OECD, 2019]. This reflected in the dynamics of the level of self-employment of migrants (Fig. 6).

Migrant entrepreneurship has some features. It will rather be directed to groups of relative to its origin (“Ethnic entrepreneurship” – enterprise, established within framework, by efforts (including employees, suppliers and clients) of certain group of immigrants and oriented to fulfil their needs [EC, 2008]), and from this point of view already bears signs of sociality. Migrant entrepreneurship acts at the same time both as an economic activity for the migrant and as a mechanism for job creation, especially for persons of related origin (71.2 % of migrants companies in Germany want to employ refugees, and 16.3 % were doing this for the last 3 years [NCFM, 2018]).

On this basis, the effectiveness of entrepreneurship, especially the “ethnic” one, will be higher if it is based on the economic culture of the ethnic group and its values. Thus, for Ukrainians, the fundamental values are the individualism of entrepreneurship and the propensity for cooperative work [Stepura, 2019], which in itself should encourage them to self-organization.

Germany is one of the countries with the most developed system of SE and its support, with has tens of thousands of such enterprises, although it does not have a single legislative stated definition [EC, 2020]. The task of ethnic migrant communities is the ability to take advantage of these benefits, and this requires the creation of a network and structural ties in the diaspora. This is an unrealized challenge for the Ukrainian community in Germany, and the activism of immigrants should become a driver for this. As a note, it should be noted that in Poland SE is much more institutionalized: national programs for the development of the social economy for 2014-2018, 2019-2023, legislative acts that define and regulate SE are being developed. At the same time, the number of enterprises of this type in Poland is 768 per 1 million inhabitants and is not far behind Germany, where there are 936 enterprises per 1 million inhabitants [EC, 2020, p. 21-22]. This is Poland's significant competitive advantage in the race for migrant's labour.

The development of SE has led to the emergence of many of its forms, each characterized by higher efficiency in a particular field. We believe that some of them (for example, social cooperatives, self-help enterprisers, socio-cultural centres, work integration enterprises, self-managed enterprises of women and eco-movements [EC, 2014; Birkhölzer, 2015]) may be especially effective in solving immigration problems

that lead to a deterioration in the qualitative characteristics of human potential at different levels.

3. DISCUSSION

Due to the continuing difficulties of economic, political, and since 2014 even military nature, Ukraine is providing a not enough systemic socio-economic policy. Ukraine is becoming a supplier of labour to stronger economic systems that compete for its labour force. In doing so, Germany applies a selective migration policy. This leads to rather high professional-qualification rates of labour migration and low volumes of illegal migration. Quite different characteristics of the Ukrainian-Polish TMLM, which are characterized by high rates of informal, illegal, short-term labour migration. The impact of the cross-border labour market will depend on the behaviour of all parties involved, so its assessment in the perspective remains a matter of debate.

Finally, the future changes in Europe's migration policy, which will follow the end of Ukraine's war with Russia, are being discussed and are not easy to predict. It will focus on preserving the EU and its impact on the world economy, tackling socio-economic and financial recovery, and further preventing uncontrolled and illegal migration, which, given the fragility of the EU structure, can do significant damage.

4. CONCLUSION

The European Union countries face the same challenges in the field of migration. Today, the EU is not a homogeneous entity and every day of Ukraine's war with Russia makes it more vulnerable. The United Kingdom, with the support of the United States, is gaining a new status that can act as an attractor in the formation of a new world order, changing the TMLM of Europe in general and the TMLM of Germany and Poland in particular.

EU policy is aimed at social economy development while respecting its core values: equal access, dignity, social justice, social responsibility and diversity. However, within the framework of the proclaimed course, each country develops its own approaches to migration policy, which causes the formation of TMLMs, each characterized by specific features. Gravitational polycentric forces are formed, which determine the qualitative characteristics of the migration flows between the two countries. Prerequisites for qualitative change arise.

Depending on the depth of asymmetry in the development of the TMLM of participating countries and the nature of the migration policy, the donor country, especially at the macro-level, will irreversibly suffer from qualitative losses. Preventing them and mitigating their effects is the task of donor country's macro policy. Instead, solving of the problem of the qualitative losses of immigrants and their families becomes more a task for the host country. An important and indispensable tool in this is entrepreneurship, especially social one. Its importance is recognized at the level of Eu-

ropean intergovernmental organizations, it is actively developing in the EU countries, and according to our research, it also plays the role of Poland's competitive advantage in the race for the labour force.

The most important task of preventing the qualitative loss of human capital of Ukraine is to maintain victory in the middle of the country and gain a new status of a victorious state in the world. Achieving these goals will be possible under the conditions of a moderate and consistent state program of Ukraine's reconstruction, which should include a deep and multi-sectoral audit, a targeted state program to support internally displaced persons and return of its citizens - forced migrants. Strengthening and restoring Ukraine's human potential must begin today on the territories beyond active war/combat zone. The return of Ukrainians should take place not only due to their patriotism, social discomfort in donor countries, forced circumstances, but also owing to the implementation of specific anti-crisis and security policies, effective post-conflict peacebuilding through the deployment of management practices in transitional justice and social administrative services, flexible educational legislation, broad instruments of public diplomacy, policies to restore trust among citizens, building "economic dialogue" at the levels of economic security, attractive government proposals to support small and medium-sized businesses, social entrepreneurship, investment practices, effective practices of governance and mediation, psychological assistance, etc. The process of rebuilding trust among people and providing security of life and self-development should involve the diaspora and sister cities via joint social activity, development of network and structural ties, sustaining of basic values of national economic culture and collective senses of Ukrainians.

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