

CHAPTER «POLITICAL SCIENCES»

POLICY OF TOLERANCE AS FACTOR IN REDUCING INTELLECTUAL MIGRATION IN UKRAINE

Oleg Batrymenko¹

Vitalii Turenko²

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Abstract. Study of the peculiarities of the dynamics of intellectual migration at all levels (secondary, higher school and highly qualified personnel) in independent Ukraine, as well as consideration of the importance of tolerance in migration processes and key factors in the formation and functioning of the relevant policy in our country. *Methodology.* The key methodological basis was the interdisciplinary approach, which made it possible to apply the work of both political scientists and state managers, as well as economists, sociologists and psychologists, in the given problem. Also, important methods were dialectical and comparative, as well as the use of statistical (sociological) data and psychological intelligence, which made it possible to make the research complex and systematic. *The purpose of the study* – reveal the specifics of the dynamics of intellectual migration in independent Ukraine, revealing both positive and negative aspects, as well as to form a state concept of tolerance in order to prevent the "brain drain" to other states. *Conclusions.* The authors considered the statistical data of domestic scientists, as well as the research of Western scientists, which made it possible to reveal a kind of regularity – intellectual migration from Ukraine depended on the state of the political dialogue of our state with certain countries. Accordingly, the importance of constant political

¹ Doctor of Political Science, Professor,
Head of Department of Politology,
Taras Shevchenko National University of Kyiv, Ukraine
ORCID: <https://orcid.org/0000-0003-0211-248X>

² Doctor of Science (Philosophy), Senior Researcher,
Taras Shevchenko National University of Kyiv, Ukraine
ORCID: <https://orcid.org/0000-0003-0572-9119>

communication of the Ukrainian authorities with key recipient states has been proven. The use of research not only by specialists in public management and administration, but also related humanities – sociology, psychology and philosophy, made it possible to reveal the multi-level and complex problem of intellectual migration in the conditions of a full-scale war between Russia and Ukraine. Management challenges regarding the formation of tolerance policy should take place not only in the context of the adoption of various types of legislative and state initiatives, including at the international level, but also the introduction of certain fundamental educational and scientific projects that would form a high culture of tolerance in our country. It is justified that the state policy in the field of tolerance should be formed not only in relation to the migrant intellectuals and the country themselves but also clearly prescribed methods and principles of dialogue between the government and the leaders of other states and international organizations. It is such joint cooperation that will be able to make an effective policy to prevent further brain drain not only of ethnic Ukrainians but also of representatives of other peoples and ethnic groups located in Ukraine.

1. Introduction

In the conditions of process globalization and internationalization of the world economy, the interdependence of countries, organizations, individual enterprises, and employees is formed. In this context, the international movement of labor resources contributes to the redistribution of global wealth – according to the World Bank, international labor migration brings more benefits to the international economy than international trade.

For host countries, migration brings income in the form of taxes paid by workers, increased investment due to the availability of labor resources, development of science and technology in the case of highly qualified foreign workers, etc. For the donor country, the main economic advantage is remittances from labor migrants, which fill the country with additional foreign exchange resources and households with cash to meet daily needs. Thus, based on the theoretical model of the equilibrium of the world economy, the World Bank concluded that an increase in the number of migrants in 2025 compared to 2000 by 8% will ensure an increase in global income by 0.6% (for developed countries by 0.4%, and for countries, which are developing, by 1.8%) [9, c. 42].

At the same time, the problem of intellectual migration as one of the types of migration processes is especially important for Ukraine, especially after the start of a full-scale war Russia against it.

Scientific studies of Ukrainian and foreign researchers from different areas of the humanities – political science, public administration, sociology, psychology, and economics became the basis of our research. However, they focus on various kinds of statistical data, while the formation of the policy itself to avoid the growth of migration processes from Ukraine, and especially the role and importance of tolerance in this, are actually absent in the developments of scientists.

Therefore, the purpose of the proposed study is to identify the specifics of intellectual migration in Ukraine, as well as the role, significance, and features of the formation of a policy of tolerance in the (post)war conditions of our country.

2. The specifics of intellectual migration in independent Ukraine

Globalization is a modern phenomenon, the components of which are the movement of capital, information, technology, an unbalanced economic background, and migration movement, in particular, intellectual migration. Studying these questions, it is possible to form the "postulates" of the world migration movement:

- migration becomes more intensive;
- the flows of migrant people are large enough, but less mobile, unlike the flows of capital, goods, and technologies, which are less dependent on state and bureaucratic obstacles.

The labor market situation also plays a significant role. In particular, despite the relatively small part of the directed movement of scientific and technical personnel, intellectual migration has a significant role in world development with adequate use of its opportunities, therefore states should form a migration policy of an organic combination of citizens' interests [7, p. 68].

It should be noted that by "intellectual migration" we mean "migration of highly and highly qualified scientific and teaching personnel, actually or potentially engaged in scientific research and development, as well as service in this field" [10, p. 127]. In 1962, in the report of the British Royal Society, the concept of "brain drain" appeared for the first time, which was used to describe the emigration of scientists, engineers, and

technicians from Great Britain to the USA. Soon, this term found its wide application, and since even then the phenomenon described with its help gained worldwide resonance. As the phenomenon of intellectual emigration became a problem, there were attempts to conceptualize it scientifically. Over time, two main, but competing, concepts emerged:

1) according to the concept of brain exchange, people migrate in search of a new place of work, taking into account their profession and qualifications;

2) within the framework of the brain waste concept, intellectual emigration is considered a net loss for the total workforce of the exporting country [18, p. 812].

Interstate intellectual migration can be temporary or permanent. Temporary is one of the traditional permanent forms of international scientific cooperation, while permanent is tantamount to emigration. It can be interpreted in the broadest sense – as the departure from the country of any specialists engaged in skilled, intellectual, or creative work, as well as the departure of future potential specialists – students, graduate students, and interns.

The migration movement, in particular intellectual migration, is an integral part of modern globalization. Studying these questions, Ukrainian researchers propose the main postulates of the world migration movement:

1) first, migration becomes more intensive;

2) secondly, the flows of migrant people are large enough, but less mobile, unlike the flows of capital, goods, and technologies, which are less dependent on state and bureaucratic obstacles.

The labor market situation also plays a significant role. In particular, despite the relatively small part of the directed movement of scientific and technical personnel, intellectual migration has a significant role in world development with adequate use of its opportunities, therefore states should form a migration policy of an organic combination of citizens' interests.

In Ukraine, the migration process among scientists acquired a quite large scale in the early 90s of the XX century, a particular doctor of science:

– in 1991, 39 left Ukraine;

– in 1992 – 57;

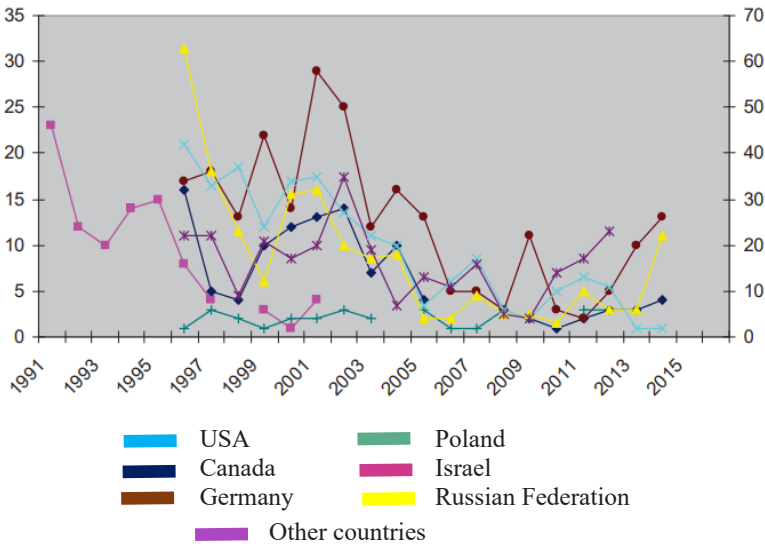
– in 1993 – 68;

– in 1994 – 90;

– in 1996, 83 doctors of science left Ukraine, which was 40.7% higher than in 1995 and twice as much as in 1991.

Experts in the field of natural sciences: mathematical analysis, solid-state physics, semiconductor physics, solid-state mechanics, surgery, etc., visited most often. In general, Germany, Israel, and the USA continue to be the traditional countries of choice for migration. Thus, according to the State Committee of Statistics of Ukraine, if in 1993 the number of emigrants from Ukraine who arrived in Germany barely reached 8,000, then in 1997 they numbered almost 10,000 [16, c. 126]. The largest outflow of human resources is observed from the eastern border regions of Donetsk, Luhansk, and Kharkiv, as well as Dnipropetrovsk and Zaporizhzhya.

In general, the outflow of doctors' science from Ukraine can be represented in the form of the following scheme (See Scheme 1) [1]:



Scheme 1. The number of doctors of science and the countries to which they emigrated from Ukraine

Therefore, special attention should be paid to the causes of interstate intellectual migration. In modern scientific literature, the following are most often indicated:

- family strategies aimed at concluding marriages between citizens of different states, reuniting families separated by borders;
- a low standard of living, which forces one to look for good earning opportunities where intellectual work is highly paid;
- the disintegration of scientific teams;
- low and such that the prestige of science continues to decline, society's underestimation of the social significance of intellectual work;
- limited access for talented young scientists from the periphery to large scientific centers;
- the insecurity of property rights to products of intellectual work, material, informational and other obstacles to communication with foreign colleagues etc.

The study of the factors that are the causes of intellectual migration is necessary not only theoretically (to identify the interdependence between the level of qualifications, scientific activity, age and the influence of external factors on the decision to emigrate), but also in practice – in order to predict the dynamics. A particularly important aspect of the problem, in our opinion, is the reduction of opportunities for the reproduction of scientific personnel (difficulties in the system of postgraduate and doctoral studies, the unattractiveness of a scientific career for young people, a decrease in the construction of scientific facilities, the crisis of scientific instrument construction).

The conclusion suggests itself: "brain drain" is practically inevitable due to the modern attitude to science in Ukraine. As for the emigration intentions of real and potential (student) scientists, their level is quite high. At the same time, humanitarians are more oriented towards departure to Western Europe, and representatives of technical specialties – towards emigration to the USA. In the scientific literature, there is no single approach to assessing the consequences of intellectual emigration. When this phenomenon began to acquire a large-scale character, negative assessments prevailed. They were obtained almost exclusively by calculating real and potential losses, mainly economic.

Later, another view spread, according to which the emigration of scientists and specialists can be useful not only for the receiving country but also for the sending country. It contributes to the reduction of unemployment among those who "remained", while emigrants have a real opportunity to

significantly improve their financial situation. Acquainting emigrants with foreign experience can bring significant benefits if at least some of them return to their homeland for permanent residence or, while staying abroad, cooperate with Ukrainian scientists [10, p. 118].

However, it should be noted that both negative and positive aspects can be observed in intellectual migration. Let's consider them in more detail in the proposed author's table (see Table 1).

Table 1

Positive and negative aspects of intellectual migration for Ukraine

Negative aspects	Positive aspects
<ul style="list-style-type: none"> – slowing down the rate of development of scientific and technical progress in connection with the numerous intellectual emigrations of Ukrainian scientists; – the country's loss of a competitive part of its own labor resources; – Ukraine's loss of foreign currency exported by emigrants as their own savings; – increased pressure on the national labor market as a result of foreign citizens creating competition for the local workforce; – the use of our citizens abroad mainly in low-skilled, difficult jobs with harmful working conditions; – the presence of cases of discrimination and exploitation by local employers; – the emergence of political and economic claims against our country in connection with the increase in illegal labor emigration of Ukrainians; – long-term separation from the family, the presence of opportunities to get into military conflicts, and even die. 	<ul style="list-style-type: none"> – providing an opportunity to realize one's abilities abroad, to raise the level of qualifications, to familiarize oneself with world experience, to improve the financial situation of both the emigrants themselves and their family members; – promoting Ukraine's integration into the international labor market through interstate labor exchange; – weakening of the pressure of unemployment on the national labor market, reduction of social tension in society; – additional foreign currency coming into Ukraine through remittances from working emigrants and investing them in the economy through the creation of joint ventures with foreign founders; – stimulation of more productive activities of Ukrainian scientists due to the emergence of competition with foreign specialists; – increasing the world rating of Ukraine as a democratic, free, and open state. Intellectual migration also creates national diasporas, which can become certain support for the foreign policy of the donor country.

As we can see, the key factor in both positive and negative aspects is human resources, intellectual potential, and the issue of demography. The

flow of intellectual migrants has a high proportion of young people at the age most suitable for marriage and childbearing. As a rule, expecting to leave, they postpone the birth of children. This, of course, leads to a decrease in the birth rate, because a significant share of specialists will remain abroad forever or for a long time, there is a fairly high probability that the children born to them after the parents establish their position will not return to Ukraine either. The demographic mode of reproduction of intellectual potential will be disrupted, thereby endangering the social security of the group that is its carrier and society as a whole.

Studying the trends of intellectual migration, L. Zhurakovska emphasizes that educational migrants, that is, foreign students, can be considered the most desirable category of migrants, as they are represented, as a rule, by the most gifted and motivated young people, ready to perceive new knowledge and technologies. For most economically developed countries, educational immigration becomes one of the means of forming human capital necessary for the development of national economies, at the same time it is a powerful geopolitical resource used to spread and promote the culture and technologies of the countries of education of foreigners [4, p. 234].

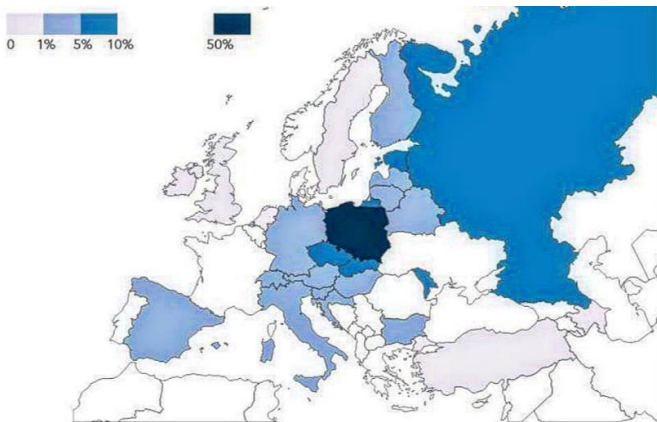
A person, acquiring new skills and knowledge, becomes the main driver of economic progress. With this in mind, every country is interested in increasing human potential. As a result, educational migration becomes more relevant in the conditions of globalization, as noted by D. Kucherenko [8, p. 30]. Taking into account the rather narrow opportunities for decent employment of young people in Ukraine and the extremely low wages of beginners, emigration sentiments among young Ukrainians are quite widespread – according to sociological services, 56% of representatives of this category of respondents are ready to emigrate abroad [9, p. 15].

The migration priorities of student youth – future graduates of higher education institutions, who constitute the potential personnel base of domestic science and high-tech production – can be assessed by a survey organized in Dnipropetrovsk in 2013. The Russian Federation (25%), the USA (14%), and Germany (10%) were the most popular destinations for migration among students [10, p. 44].

Conducted in 2015–2016, an expert survey of representatives of universities in the city of Chernihiv demonstrates changes in the geographic

preferences of Ukrainian students and prospective migrants after the events of the Revolution of Dignity and the beginning of Russian aggression. According to the received data, the most attractive country for migrants is Germany – it was preferred by 44% of the total number of students who confirmed their migration intentions. The USA (24%), France (14%), and Great Britain (14%) are also popular. Respondents named Poland, Denmark, China, and Singapore as middle countries [14, p. 20]. The above data demonstrate the migration priorities of Ukrainian students who seek to participate in the processes of irreversible migration. However, there is another dimension of the migration movement of students – a temporary one, implemented as part of studying abroad.

In general, the share of Ukrainian students among foreign students in Europe in 2018–2019 can be visualized as follows (see map 1) [6, p. 145].



Map 1. Ukrainian students among foreign students in Europe

Such a picture is not accidental, after all in the field of intellectual migration, a situation has developed where migration attractiveness is formed by simplified conditions or preferences for obtaining an education, which Ukrainian students can take advantage of. The undisputed leader here remains Poland, where the influx of Ukrainian student youth has increased several times in recent years. In general, the available data testify to a greater orientation of Ukrainian intellectual migrants toward the

western migration direction – especially after the events of the Revolution of Dignity and the beginning of Russian aggression. They go to countries that enjoy the reputation of world leaders, where they can fully realize their potential and ambitions, improve their professional qualifications and ensure proper living conditions. It's possible to prevent the further spread of the migration phenomenon only by modernizing the internal Ukrainian sphere of education and science in accordance with the standards offered by the mentioned countries.

The existing migration flow should be used to improve the image of Ukraine as a place of residence for educated and capable people, thus emphasizing once again the civilizational choice of our state. In modern conditions of globalization, the processes of return and temporary intellectual migration (in the form of exchange of experience, and participation in grant activities) are indispensable conditions for the inclusion of the state in the world scientific environment. This becomes an important element in increasing the country's potential for intensive development in the international arena.

3. From intolerance to tolerance at (post)war Ukraine: state policy

The irreversible emigration of the intellectual elite becomes a leading security threat for Ukraine, which thus loses its potential. Even more quantitatively, this became visible as a result of Russia's full-scale war against Ukraine, which began in February 2022. In general, it should be noted that the war caused terrible challenges for our society. This is clearly demonstrated in the proposed scheme below (See Table 2) [17].

So, in particular, in the table below of the main consequences of the war regarding science and education, where personnel challenges occupy an important place (See Table 3) [16, p. 4]:

As we can see from this table, intellectual (personnel) losses are very diverse and large-scale. Especially considering that the high level of distance of Ukrainian society from "others", and "strangers", is characteristic, especially when it concerns those who migrated as a result of the war. So, Ukraine now faces two important problems in this direction. This is the formation of a tolerant social consciousness, and legislative norms and mechanisms of real regulation of the rights of various religious groups, and social and cultural communities.

Challenges and recommendations for the reception of people fleeing the war in Ukraine

Key Challenges		Recommendation for LRAs
<ul style="list-style-type: none"> – Ad hoc responses; – Over-reliance on volunteerism; – Lack of public oversight; – Risk of human trafficking and exploitation. 	Accommodation	<ul style="list-style-type: none"> – Development of mid-term cross-sectoral reception plan; – LRA coordination and financing of reception/integration; – Proactive upscaling of accommodation capacity; – Host matching, vetting and oversight processes; – Compensation for non-state service providers.
<ul style="list-style-type: none"> – Growing mismatch between needs and the available assistance, also due to increasingly indigent new arrivals; – Limits and reduced benefits due to lack of funding; – Conditional access to benefits. 	Means of subsistence	<ul style="list-style-type: none"> – Needs-based rather than legal status-based support; – Supporting long term subsistence through promoting including in the labor market; – Proactive mapping and requesting of material aid and funding.
<ul style="list-style-type: none"> – Language barrier; – Saturation of the health care system on destination countries; – Staff shortages and lack of infrastructure in transit countries. 	Medical care	<ul style="list-style-type: none"> – Proactive mapping or needs; – Upscaling of health care capacity; – Facilitating the hiring of Ukrainian staff; – Resorting to the intra-EU medical transfers solidarity mechanism.
<ul style="list-style-type: none"> – Language barrier; – Lack of school capacity; – Lack of adequate financial support; – Lack of equal right to admission in some Member States. 	Education	<ul style="list-style-type: none"> – Mapping of existing/expected needs and capacities; – Proactive upscaling of education capacities; – Development and roll-out of "bridging classes"; – Facilitating remote access to education in Ukraine; – Proactive labour market integration of Ukrainian teachers.
<ul style="list-style-type: none"> – Language barrier; – Lack of recognition of qualifications for certain professions; – The labour markets of the receiving countries cannot absorb the incoming flows. 	Employment	<ul style="list-style-type: none"> – Providing language courses and labour market orientation; – Providing assistance to job search; – Providing centralized, simplified information in Ukrainian.

Key challenges of "Education and Science"

Infrastructure challenges	Staffing challenges	Content Challenges	Funding challenges
<p>– Destroyed/damaged infrastructure of educational institutions and institutions;</p> <p>– Imperfect security infrastructure of already existing educational institutions;</p> <p>– Lack of access to computer equipment, software, and high-quality Internet for many participants in the educational process, which worsens access to distance learning;</p> <p>– Lack of a network of qualification/certification centers and underdevelopment of the network of adult education institutions;</p> <p>– Destroyed/damaged research infrastructure, loss of scientific and technical information, data, collections, archives, a threat to the operation of strategically important objects of research infrastructure.</p>	<p>– Human victims among employees of educational institutions, scientific institutions;</p> <p>– Outflow (migration abroad, movement within the country) of teaching and scientific personnel, shortage of qualified teaching staff;</p> <p>– Low compliance of personnel with the needs of the labor market, difficulties in employment of certain segments of the population;</p> <p>– A decrease in the number of vocational (vocational and technical) education recipients, as well as a sharp change in their demographic composition due to the war, with a simultaneous increase in the needs of the labor market for qualified workers;</p> <p>– Significant changes in the contingent of students and teaching staff caused by the war (IDPs, refugees, persons staying in temporarily occupied territories).</p>	<p>– Outdated content of educational programs;</p> <p>– The content of preschool education and the educational environment do not meet the European quality framework for preschool education and the principles of inclusion;</p> <p>– Insufficient compliance of the competencies of graduates of vocational (vocational-technical) education institutions with the requirements of the modern labor market;</p> <p>– Loss of established or lack of business partnerships in professional and higher education</p> <p>– A synchronization of efforts and programs of ministries and institutions involved in the training/retraining of war veterans;</p> <p>– Lack of skills and competencies among teaching staff of general secondary education institutions regarding the modification and adaptation of educational programs to the needs of persons with special educational needs.</p>	<p>– Limited financing of the education system at all levels, inefficient use of budget funds</p> <p>– Inefficient system of management and financing of educational institutions and scientific institutions</p> <p>– Too large an expensive network of educational institutions that needs optimization</p> <p>– Critically low knowledge intensity of GDP due to limited financing of scientific, technical, and innovative activities</p>

Analyzing the problem of intolerance of societies towards migrants in the modern world, the following conclusions were made.

– First, the process of globalization has led to the integration of societies, their interaction, and the clash of cultures, interests and values. This is evidenced by the spread of cases of terrorism and extremism, which lead to the mass death of people around the world. Today, even in the countries of Europe and the USA, the centers of the emergence of tolerance as a social norm and legal institution, negative attitudes towards migrants are growing.

– Secondly, it was found that the most widespread, conflicting form today is intolerance towards Muslim immigrants. A trend has been revealed, which consists in a crisis of normativity, which was formed as a result of the permissiveness of individual manifestations and the absence of concrete formation of the limits of tolerance and any regulations of pluralism.

– Thirdly, the problem of the imbalance of developments, both scientific and legislative, regarding issues of tolerance towards representatives of the indigenous population, compared to the development of concepts of tolerance towards ethnic minorities, was revealed. The problem of uncontrolled multiculturalism, which created considerable consequences in European society, was considered. State institutions must monitor the principle of migration tolerance both at the level of relations between society and the community and with the migration associations themselves in relation to society [5, p. 160].

Therefore, our country needs a well-thought-out and clear strategy for the return of the workforce (not only ethnic Ukrainians), where the main incentive for return should be programs of an economic, social, and cultural nature to stimulate the leaving and return of young people to Ukraine.

As a result of terrible destruction (in all aspects of social life) in the conditions of martial law and threats to our country, the Government presented the Plan for the Recovery of Ukraine [14], the implementation of which will make it possible to create the basis for the future reconstruction and development of the national economy over the next 10 years. Within this document, which consists of 15 national programs, the main areas of recovery of the destroyed economy in both the war and post-war periods are defined. One of the priority areas of the Recovery Plan of Ukraine is "Education and Science" [15], for the development of which it is planned to allocate 5 billion \$ USA. The integration of science, education and business

is extremely important to ensure the economic growth of the state in the face of military threats.

The process of re-emigration of citizens of any country is multifaceted and multi-step, therefore, for the successful completion of the task, all parties involved in the process, for example:

- country of origin or citizenship;
- actually migrants;
- host country;
- (in some cases) international organizations.

All these three (four) parties must work harmoniously and be interested in the process.

If at least one of the links obstructs the procedure or deviates from the outlined action plan, the negotiated conditions, the re-emigration process will be postponed.

In the field of migration policy, the following measures should be taken in the near future:

"– intensify the negotiation process regarding the conclusion of agreements on mutual employment of citizens and their social protection with countries where the number of labor migrants – citizens of Ukraine is the largest;

– promote the acceleration of amendments to agreements on cooperation in the field of labor migration and social protection of labor migrants;

– implement measures to adopt draft agreements regulating labor movement with EU countries;

– to intensify the negotiation process with the aim of implementing the provisions of the PACE Resolution "Consequences of the enlargement of the European Union for the freedom of movement of citizens of the member states of the Council of Europe" into the national legislation of these states;

– to promote the dissemination of information for citizens of Ukraine about the possibility of legal employment abroad through mass media;

– to create mechanisms to prevent the lowering of the qualifications of highly educated specialists as a result of their stay in low-skilled jobs abroad;

– to prepare a comprehensive state program for the regulation of migration processes with a clear division of powers and responsibilities of the central bodies of executive power and local self-government;

- reduce the scale of illegal labor migration of the population outside the country;
- carry out work on the introduction of analytical reporting in order to control the return to Ukraine of citizens who were provided with tourist services;
- to create effective mechanisms for the legalization of incomes of citizens working abroad: to develop a mechanism for creating favorable conditions for the transfer of remittances to Ukraine from labor migrants – citizens of Ukraine;
- to study the system of taxation of labor migrants of other countries and to standardize the regime of taxation of incomes of labor migrants – citizens of Ukraine" [1].

So, in the economy of Ukraine as a donor state, the following most important positive external economic effects of international labor migration should be singled out:

- relaxation of tension in the local labor market;
- investments of potential migrants in education;
- reduction of the unemployment rate;
- reducing the budget burden;
- growth of population income due to migrant transfers;
- increase in demand on the domestic market for goods and services due to transfers;
- investments in migrant families;
- the possibility of the return of qualified workers, and reduction of the poverty level [12, c. 6].

However, it should be noted that not only the donor country should pay attention not only to the donor country but also to other participants in potential re-emigration processes (see Table 4).

Therefore, it is quite logical that within the framework of the Declaration of Principles of Tolerance, which was adopted at the twenty-eighth session of the General Conference from October 25 to November 16, 1995 in Paris, the following is emphasized

"2.1 At the state level, the implementation of the principle of tolerance presupposes the existence of fair and impartial legislation, compliance with law and order, judicial and administrative norms. It is also necessary that economic and social opportunities are available to every person without

Recommendations for effective re-emigration policy

Subject	Recommendations on possible actions and measures
<i>Migrant</i>	<ul style="list-style-type: none"> – the legality of migration – compliance with ethics – compliance with procedures – support of patriotism and national spirit – do not abuse help – replenishment of the state budget
<i>International organizations</i>	<ul style="list-style-type: none"> – to be a neutral and disinterested player where necessary – readmission of Ukrainians – financing provision – provision of initial capital for the establishment of a business
<i>Country refuge</i>	<ul style="list-style-type: none"> – not to hinder re-emigration processes – conclusion of agreements on termination of temporary protection – road assistance – organization of consultation points – agreements on readmission

any discrimination. Alienation and marginalization can lead to passivity, hostility and fanaticism.

2.2 In order to make society more tolerant, states should ratify existing international conventions on human rights and, if necessary, develop new legislation on with the aim of ensuring equal relations and equal opportunities for all groups and every individual in society.

2.3 In the interests of international harmony, it is fundamentally important that every person, community and nation realize and respect the multicultural nature of the human community. Without tolerance cannot be peace, and without peace, development and democracy are impossible.

2.4 Intolerance can take the form of marginalization of socially least protected groups, their removal from social and political life, violence and discrimination against them" [3].

At the same time, in our opinion, educational and psychological education in the context of a tolerant attitude towards various types of compatriots who will return to post-war Ukraine is also important within the framework of state policy.

After all, it is not for nothing that one of the post-war projects is a "peace school", in which the key element is the functioning of the "Culture of good

neighborliness" – elements of the program for educational institutions, the purpose of which is to educate socially competent, critically thinking and tolerant individuals, conscious citizens, and patriots, well familiar with their homeland, who will strive to responsibly manage its life activities, preserve and multiply its natural, economic and cultural potential [13, p. 128].

However, it should be noted that this requires specialists with a high level of resilience. Because, analyzing this phenomenon, the famous American researcher D. Hellerstein identified its two main components – physical resilience as an indicator of stress resistance and tolerance and psychological resilience, which includes the development and maintenance of social contacts, the use of social support, the search for the meaning of life in difficult events or situations, raising the educational level and mastering various psychotechnology that help the development and overcoming of the negative effects of stress. Resilient people have three characteristics: stable acceptance of reality as such; deep, supported by strong values, the belief that life has meaning; extraordinary ability to improvise [2, p. 228].

So, based on above, we can emphasize that:

– Firstly, tolerance should not be equated with passivity, indifference, permissiveness since its semantic basis has nothing to do with condescension in the face of a potential enemy. To be tolerant means to respect the rights and freedoms of every citizen as an individual, to perceive their worldview with understanding, based on the principles of humanism, not ethnocentrism. It is clear that true tolerance can occur in societies with a high level of education, where citizens of their country are morally ready to sacrifice their own interests for the common future of humanity. Tolerance is impossible in a situation where every citizen will act according to the principle of "my house is on the edge".

– Secondly, the willingness to accept people as they are requires the reproduction of democratic principles in the life of society, namely equal access of every member of the community to social benefits, full responsibility of all sections of the population before the law, as well as their collective condemnation of any forms of intolerance. That is why tolerance is a sign of a democratic system, and in totalitarian states, it is usually perceived as a threat to state sovereignty, national integrity, etc.

– Thirdly, tolerance should be an absolute and not a situational phenomenon. It is a kind of oral agreement between representatives of

different ethnic groups, and religious or socio-cultural groups regarding the conscious recognition of alternative considerations regarding this or that situation.

4. Conclusions

Thus, having analyzed in a comprehensive and systematic way the features of intellectual migration from Ukraine, we can draw the following conclusions:

1) This process is multi-layered and ambiguous, since the outflow of brains occurs at all times from high school students to doctors of sciences, and is also accompanied, to one degree or another, by the “circulation” of brains in our country. The process we are studying is associated with the (periodic) loss of the intellectual resource and scientific potential of Ukraine, which leads to the full and effective existence of secondary and higher educational institutions, and especially the functioning of scientific schools at Universities and the Academy of Sciences (including branch ones).

2) It was revealed that in the conditions of a full-scale war, which Russia unleashed, tolerance in the context of intellectual migration of Ukraine should function in two ways: firstly, towards those compatriots who are either still staying or have already returned from abroad, and, secondly, to foreigners, so that they see the perspective and demand for the post-war reconstruction of our country.

3) It is justified that the implementation of the policy of tolerance should be carried out not only in the context of the dialogue between the state (political authorities) and intellectual migrants, but also taking into account the side of one or another recipient country (in particular, scientific/educational institutions) and international organizations. Internally, the state policy of tolerance should be based not only on the adoption of various legislative initiatives or treaties, but also on the introduction of special electives and trainings in schools and institutions of higher education.

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