

DOI <https://doi.org/10.30525/978-9934-26-534-1-5>

MECHANISMS FOR REGULATING LABOR EMIGRATION PROCESSES

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Russia's large-scale aggression has provoked a labor market crisis in Ukraine and changed the labor market of host countries, affecting demographic models and the integration of migrants into the new social environment. Central to this analysis is determining how to create conditions that will promote and encourage the return of Ukrainian migrants, contributing to Ukraine's post-war reconstruction and economic recovery. The analysis of international experience is of practical importance for policymakers, international and non-governmental organizations dealing with migration issues, in particular, in developing strategies aimed at supporting the return and reintegration of Ukrainian labor migrants.

Labor migration is an important element of global migration policy and economic development. It encompasses the return of labor migrants to their countries of origin, which can significantly impact economic growth, labor markets, social processes, and institutional stability [3]. International mechanisms for regulating labor migration are aimed at creating conditions for an effective reintegration process, utilizing the experience and capital acquired abroad, and minimizing potential negative consequences of emigration [7].

Several approaches exist in the academic literature for analyzing labor re-emigration. Classical migration theories, such as the neoclassical economic theory and the dual labor market theory, explain migration as a result of income disparities between countries [1, 5]. The social network theory emphasizes the importance of connections between migrants and their home communities in making return decisions [6]. Modern approaches, particularly the cumulative causation theory, consider migration processes as self-reinforcing, which also influences migration decisions [4]. Moreover, the concept of "circular migration" [1] highlights the possibility of repeated migration and its connection with socio-economic mobility.

Key international organizations, such as the International Labour Organization (ILO) [9], the International Organization for

Migration (IOM) [10], and the Organization for Economic Co-operation and Development (OECD) [8], play a crucial role in developing mechanisms for regulating labor emigration. **ILO** focuses on social protection and reintegration of return migrants into national labor markets [9]. The ILO recommends that member states develop special reintegration programs that include skills enhancement and employment assistance. **IOM** implements projects aimed at supporting the return and reintegration of labor migrants, including microfinance programs, advisory assistance, and entrepreneurship development [10]. **OECD** studies the impact of re-emigration on labor markets and recommends mechanisms for incentivizing return migrants through tax benefits, access to credit, and professional development opportunities. **According to the analytical research [8], in 2022, migration flows reached 6 million new long-term migrants (not including 4.7 million Ukrainian refugees). More than 2.4 million work permits were issued in the EU countries, which is 16% more than in 2022) [8].**

Developing labor migration mechanisms is crucial for Ukraine for several reasons. The return of labor migrants contributes to the country's economic development by attracting skilled workers with international experience, which enhances labor productivity and national economic competitiveness. Additionally, return migrants often bring financial resources that can be invested in the development of small and medium-sized enterprises, a key factor in economic growth. Migration also plays a significant role in maintaining demographic balance. A high level of emigration leads to population decline and labor market imbalances, particularly in highly skilled sectors [6]. The return of citizens with experience living abroad promotes the adoption of new social standards, innovations in public administration, and increased civic engagement. Furthermore, it reduces the economy's dependence on remittances from labor migrants. Creating conditions for utilizing these funds for investment purposes instead of consumption can significantly improve the country's financial stability.

For effective management of labor re-emigration, Ukraine needs to develop comprehensive reintegration programs that include tax incentives, business support, qualification recognition, and social protection measures for return migrants. International cooperation and the exchange of best practices in re-emigration policies are also essential.

Despite numerous international initiatives, re-emigration faces several challenges: insufficient reintegration programs that account for the specific needs of different categories of return migrants; bureaucratic barriers upon return, including difficulties in recognizing foreign experience and qualifications and limited employment opportunities in countries of origin. The prospects for international regulation of labor re-emigration include the development of digital platforms to simplify return procedures, strengthening

intergovernmental coordination, and improving legal mechanisms for state-to-state interactions.

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