

Forced labour migration as a threat to social and economic human rights and a factor of influence on the national labour market and business entities

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Abstract. The full-scale military invasion of the Russian Federation on the territory of Ukraine led to the emergence of a number of substantial destabilising processes and phenomena of a socio-economic nature, one of which is the strengthening of forced emigration of a substantial number of the economically active population of Ukraine. The purpose of the study was a comprehensive review and analysis of the current scientific legacy of papers devoted to the examination of the features, state, and problems of forced labour migration and identifying its impact on the national labour market and economic entities. The theoretical and methodological basis of the study as made up of general scientific heuristic methods, historiographic analysis and synthesis, comparison, and systematisation. Based on the results of the study, it was established that in the modern scientific discourse, the essence of forced labour migration is defined as a complex and dangerous socio-economic phenomenon that manifests itself in the uncontrolled movement of the population for the purpose of employment within the country and extends to other countries of the world. It was determined that most of the researchers are inclined to argue that the scale of forced labour migration has acquired threatening importance, the threatening trends of which were particularly acute during the war of the Russian Federation against Ukraine in 2022-2023,

Suggested Citation

Article's History: Received: 09.03.2024 Revised: 26.05.2024 Accepted: 26.06.2024

Kopytko, M., Panchenko, V., Levchenko, A., Kapinos, H., & Hrytsan, V. (2024). Forced labour migration as a threat to social and economic human rights and a factor of influence on the national labour market and business entities. *Social & Legal Studios*, 7(2), 140-148. doi: 10.32518/sals2.2024.140.

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during which there is a critical increase in the volume of forced labour migration from Ukraine to European countries. There is an opinion among the scientific community that the processes of forced labour migration cause substantial problems in the national and international labour market. Most of the researchers argue that the most substantial problem caused by forced labour migration is the increase in the unemployment rate, which in Ukraine during the war reached 35% of the economically active population, which substantially unbalances the international and European labour markets, causing it to increase competition for highly paid jobs. Based on the assessment of researchers' opinions, the main ways to reduce imbalances in the development of the labour market in Ukraine and methods for minimising the risks of unemployment growth are proposed. The obtained research results can be used to create generalising reviews and more effectively work with the bibliography on the subject

Keywords: migration; labour force; labour resources; migration growth; employment; unemployment; business sustainability of enterprises

Introduction

Modern challenges and dangers have substantially reformatting the established world economic order and led to the emergence of substantial destabilising factors of a socio-economic nature that negatively affect the functioning of national economies and societies in each of the countries of the world pose threats to ensuring economic and social human rights, defined in the International Covenant on Economic, Social, and Cultural Rights (1966). The technological breakthrough and the industrial revolution based on digitalisation and the strengthening of the role of information and communication systems have further increased the importance of dynamic changes and require effective management of stability mechanisms. Under these conditions, the processes of globalisation and megaregionalisation have begun to develop especially intensively, blurring the borders in national economies and provoking the unification and unity of the functioning of the financial systems of the world's countries. It is evident that new challenges cause changes in the development of the economy, require providing new methods of conducting financial and economic activities of business entities and intensifying the attraction of innovations both at the macro and micro level. Therefore, substantial scientific developments are aimed at finding optimal ways to balance socio-economic phenomena and processes and ensuring the stability and sustainability of international and national economies.

One of the negative consequences of the Russian war against Ukraine is the violation of the structural integrity of the internal labour market and the emergence of such a new uncontrolled socio-economic phenomenon as forced labour migration. It is evident that in conditions of danger and uncertainty, it is impossible to track the directions of movement of the labour force and the organisation of the life of the population in a new place. The problems of forced labour migration in Ukraine were updated back in 2014 as a result of the annexation by the aggressor country of the Autonomous Republic of Crimea and substantial territories of the Donetsk and Luhansk regions, which is sufficiently thoroughly covered and proven in studies, and especially deepened in 2022 during the period of a full-scale invasion when the forced labour migration has acquired an alarming scale and is estimated by multimillion flows of internationally and internally displaced migrants. Therewith, a substantial number of labour migrants randomly settled in relatively safe territories of Ukraine and left its borders, which provoked a critical impact on the socio-economic, medical, and educational spheres of recipient regions and foreign countries that accepted refugees and displaced persons. It is also an absolute fact that the national and international labour markets, which have become the main source of obtaining financial

resources to ensure life and cover the needs of the population, have suffered a substantial destabilising impact under such circumstances.

Evidently, a long period of financial, economic, and socio-political instability in Ukraine is accompanied by certain scientific developments to find ways to reduce the imbalances of the national labour market, and certain mechanisms for balancing employment and unemployment indicators are being formed, which is reflected in a number of publications by leading national and foreign researchers. In particular, the study by N.O. Komarnytska *et al.* (2022) is notable which identified the negative impact of forced migration of Ukrainians on the labour market and the national economy, established the need for statistical observations on the number of internally displaced persons and the number of people moving outside the country, and also proved the existence of substantial problems in ensuring the forced labour migrants with workplaces.

Ye. Rudnichrko *et al.* (2019) prove the dominant influence of external migration processes on the labour market of Ukraine and argue that substantial directions of migration labour flows were formed in Ukraine in the pre-war period, as a result of which the countries of the European Union were forced to develop and implement a special migration policy. M. Tsybaliuk *et al.* (2023), examining the problems of forced labour migration at the international level, concluded that substantial migration flows from Ukraine caused serious problems, which led to the need to review the legislative aspects of economic-legal regulation of migration processes in different countries of the world and coordinate the interests of employers with the interests of the local population and international migrants. It is clear that the problem of forced labour migration is gradually being transformed from the plane of the national policy of ensuring socio-economic, socio-political, and financial stability to the plane of the need to form a special international migration policy, the regulatory mechanisms of which are aimed at regulating the interests of all participants in such relations at different levels (Blikhar *et al.*, 2022).

The strengthening of labour migration of the population of Ukraine is actively investigated by J. Vogt Isaksen (2019) and K. Sandvig and A. Garnier (2022), who argue that forced labour migration from Ukraine has acquired threatening proportions and is intensifying in the context of socio-political and military instability, causing a migration crisis on the European continent. F. Sakka & M. Ghadi (2023) believe that the processes of labour migration have a mixed impact on the economy of the countries from which the population leaves and to which they arrive since the earned funds, as a

rule, are returned to the country of origin of migrant workers, which leads to the stimulation of their economic growth.

One of the biggest problems of forced labour migration, according to H.S. Alkaabi *et al.* (2023), is substantial losses in intellectual resources and human resources by countries from which migrants leave in search of work. Therewith, the loss of human capital, according to K. Tipayalai (2020) and F. Tanrikulu (2020), threaten to reduce the pace of innovative development of the donor-countries economies and oversaturate the labour markets of recipient countries with the workforce. L. Chernobay *et al.* (2021) and M. Tsybaliuk *et al.* (2023) argue that forced labour migration, combined with substantial losses of human capital, leads to a decrease in the competitiveness of enterprises and has a destructive impact on the development of business activities both in Ukraine and in the countries of the world.

Such trends are negative and prove the importance of balancing migration processes at the national, regional, and international levels. Considering the above, the problems of examining the features and problems of forced labour migration and its impact on the national labour market are extremely relevant and require additional in-depth research.

The purpose of the study is a comprehensive review and analysis of the current scientific legacy of papers devoted to the examination of the features, state, and problems of forced labour migration and identifying its impact on the national labour market and business entities in the context of increasing dangers of war in Ukraine. The specified purpose of the study determined the need to solve several main tasks, namely: determine the essence of the concept of forced labour migration, analyse the main trends in indicators of forced labour migration, and suggest ways to solve the problems of activation of forced labour migration.

The methodological basis of the research is made up of general scientific heuristic methods: historiographic analysis and synthesis, comparison, and systematisation. Historiographic analysis and synthesis allowed reviewing the evolution of research on the subject of forced labour migration in the context of military conflict, considering various

approaches and research directions. The analysis of various approaches helped to gain a more complete understanding of the problem. A comparison of different studies helped to identify similar and different approaches to the examination of the problem of forced labour migration in the context of military conflict. This allowed avoiding one-sidedness in the assessment and getting a more objective picture of the situation. By systematising the results of various studies, general trends in the scientific understanding of the impact of forced labour migration on the national labour market and business entities were identified.

Examination of quantitative indicators of the problem of population migration

The investigation of forced labour migration and its impact on the national labour market and business in Ukraine for a long period of time has become particularly relevant and substantial, which is due to the large-scale movement of the country's population from the zone of active hostilities in the Eastern and Southern regions of the country, the annexation of substantial territories of Ukraine, and those that systematically suffer from shelling by the aggressor country. It is currently impossible to make a complete and reliable estimate of the number of internally displaced persons both inside and outside the country. However, certain empirical studies were conducted, and the spatial disintegration of migration flows at the regional and international levels were proved. It is evident that the international, national, and regional labour markets have undergone substantial changes, which are particularly critical in the frontline, western regions of Ukraine, and in the countries bordering Ukraine. As of December 2023, the number of refugees from Ukraine who have crossed the national border and are located on the territory of other countries is 6,308,600 people, of which 5,905,000 people are located in European countries (Ukrainian Refugee Situation, 2023). The results of detailed studies on the number of forced migrants from Ukraine in the context of the main countries of the world are shown in Figure 1.

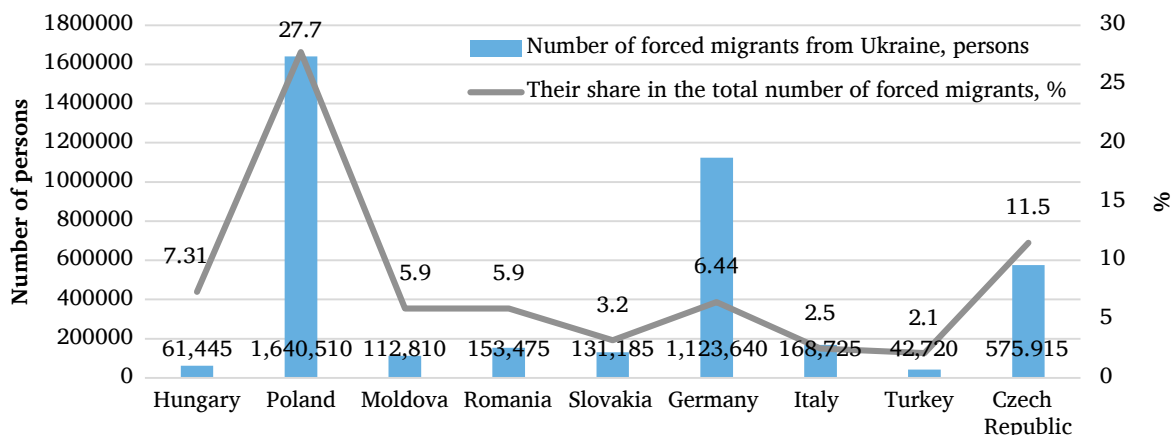


Figure 1. The total number of forced migrants from Ukraine in certain countries of the world and their share in the total number

Source: compiled by the author based on the studies of the International Labour Organisation (2022), Nearly 5 million jobs have been lost in Ukraine since the start of the russian aggression, says ILO. International Labour Organization (2022), UNHCR (2023)

The analysis of these data shows that the largest share of internally displaced migrants is concentrated in the countries of the European Union, in particular, in Poland

1,640,510 people (27.7% of the total number), in Germany 1,123,640 people (6.44% of the total number) and in the Czech Republic 575,915 people (11.5% of the total number).

Therewith, there is a tendency that even in the pre-war period, these countries were the leaders in attracting labour migrants from Ukraine, so it is quite reasonable for Ukrainian refugees to go to Poland, Germany, and the Czech Republic, where they can find work to ensure their lives.

As for forced labour migration within the regions of Ukraine, it is a rather difficult situation, and it is extremely difficult to obtain clear and reliable data as of December 2023. According to the results of the study conducted by the International Organisation for Migration and its representative office in Ukraine (International Organisation for Migration, 2023) as of the end of September 2023, there are 3.7 million internally displaced persons in Ukraine, 52% of the total number of which is located in the Dnepropetrovsk (14%), Kharkiv (13%), Kyiv (8%), Odesa (7%) regions and the city of Kyiv (10%). The remaining 48% of the total number of internally displaced migrants are located in other regions. A detailed description of the percentage reflection of these data is systematised in Figure 2 in the context of regions of Ukraine.

It is an absolute fact that internal migrants mainly seek temporary movement in territories that are close to their permanent place of residence in terms of geographical location, so the frontline regions received the largest number of internally displaced persons (International Organisation for Migration, 2023). Accordingly, substantial disproportions of development are observed in the labour market of those regions where the largest number of Internally displaced persons is located, namely the Dnepropetrovsk, Kharkiv, Kyiv, Odesa regions and the city of Kyiv, where there is a glut of labour supply and increased competition for highly paid jobs.

In addition, a substantial problem in Ukraine is a substantial reduction in the number of business entities and, accordingly, the number of jobs. According to the Opendatabot state service, for the period from March 2022 to November 2023, 6,482 enterprises in Ukraine are at the stage of termination (Opendatabot, 2023). The largest number of cases of termination of business activities and curtailment of business was recorded in the city of Kyiv (893), the Lviv (526), Dnipropetrovsk (479), Kyiv (368), and Kharkiv (318) regions. Therewith, it was determined that the industry structure of business termination shows the highest indicators for the closure of public organisations (16.5%), wholesale trade institutions (12.7%), retail trade (4.0%), agricultural and hunting entities (7.6%), cultural institutions (5.8%), companies operating in the real estate sector (5.1%), educational institutions (4.4%), subjects in the field of public administration and defence (3.9%), and subjects in the construction sector (2.9%). A small part of such business entities intend or have already localised their activities to relatively safe territories of Ukraine, however, it is quite difficult, and sometimes impossible, to completely solve the problems of the national labour market in the context of the continuation of the war.

Therefore, the aggravation of the problem of rising unemployment in Ukraine is a fact. However, this problem should be considered and investigated in the context of the analysis of both countries bordering Ukraine and those countries where the largest number of forced migrants from Ukraine is located. The corresponding empirical calculations for identifying trends in the unemployment rate in Ukraine and in certain European countries are shown in Figure 2.

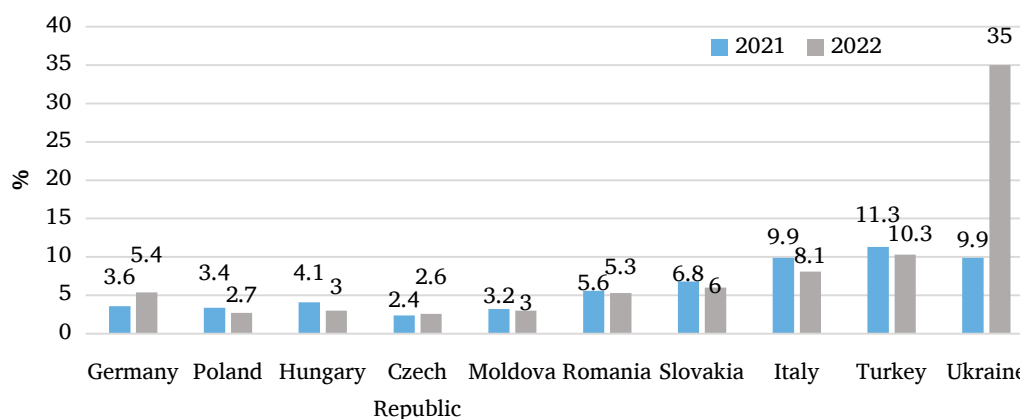


Figure 2. The main trends of changes in the unemployment rate in Ukraine and in certain European countries in the pre-war period and during the war of Russia against Ukraine, 2021-2022
Source: compiled by the author based on the studies by the International Labour Organisation (2023)

The results of the study prove that the extreme crisis situation regarding the growth of the unemployment rate during the war in Ukraine, the value of which has reached 35% of the economically active population. As for other European countries, there is an ambiguous situation regarding the parameters of unemployment. Notably, in some of them, in particular, Germany, in 2022, there is also an increase in the unemployment rate from 3.6% in pre-war 2021 to 5.4% in 2022 (the rate of change is +1.8%) and in the Czech Republic from 2.4% in 2021 to 2.6% in 2022. In other countries, on the contrary, there was a decrease in the value of the unemployment rate. Thus, it can be argued that

forced labour migration from Ukraine caused an unprecedented increase in the unemployment rate in the country to 35% and a substantial imbalance in the national labour market, and the need to reduce unemployment rates gradually transformed into one of the biggest problems caused by forced labour migration. Data provided by the International Labour Organisation (International Labour Organisation, 2023) show that the increase in the flow of forced labour migrants from Ukraine has had a positive impact on the unemployment rate, reducing it in Poland, Hungary, Moldova, Romania, Slovakia, Italy, and Turkey. However, the labour market of European countries has experienced a

substantial destabilising effect from the activation of illegal employment of migrant workers from Ukraine and the intensification of shadow wages, which, in turn, reduces the pace of economic development in such countries.

Some aspects of the problem of Ukrainian migration in scientific research

In the conditions of instability and uncertainty, which are aggravated by the challenges of Ukraine's armed confrontation with the unprovoked aggression of the Russian Federation, a new global problem has emerged – the uncontrolled movement of the population within the country where active military operations are being conducted, and on the territory of other countries of the world, which, in turn, activates the development of such a dangerous socio-economic phenomenon as forced labour migration. Problematic aspects of examining the essence of forced labour migration and identifying its impact on the national labour market and business entities in the context of the increasing dangers of Russia's war against Ukraine are reflected in the papers of many Ukrainian researchers. In particular, studies in this direction by E.M. Libanova *et al.* (2022) and A.I. Suprunovsky (2022) are notable. They have common views on the analysed issues and argue that the full-scale invasion of the Russian Federation on the territory of Ukraine provoked a surge in an unprecedented humanitarian crisis not only in Ukraine but also around the world, as a result of which the sphere of international migration has been reformatted in the direction of isolation of forced migration. Moreover, O.V. Lytvynchuk and A.Y. Yurkivsky (2023) consider this situation to be an aggravation of the migration crisis, the settlement of which substantially depends on the effectiveness of state management of migration processes both at the national and international levels. Therefore, the statement of O. Pyshchulina *et al.* (2023; 2024), who claim that forced labour migration is one of the biggest geopolitical challenges of our time, is justified. A similar opinion is shared by O.P. Mulska (2023) and S. Lykholat *et al.* (2020), who are also convinced that the state policy of managing migration processes can become an effective tool for regulating internal and external migration of the population.

Researchers from Western Europe and North America are also actively interested in this issue because forced labour migration poses a substantial threat to the international labour market and destabilises the processes of balancing employment and unemployment in those countries where Ukrainian refugees and displaced persons are sent. In this context, J. Vogt Isaksen (2019) and K. Sandvig and A. Garnier (2022) prove that the growth of labour migration flows from Ukraine causes increased competition in the international labour market and destabilises it. Therewith, researchers note that the insubstantial positive effects of forced labour migration apply to business entities that receive additional opportunities to attract highly qualified employees to their activities. Moreover, M. Al-Dalalmeh and K. Dajnoki (2021) and N. Havlovska *et al.* (2019) prove that forced labour migration affects the establishment of wages in those countries where migrants are sent, and economic entities of recipient countries get the opportunity to attract highly qualified employees with lower wages, which allows them to optimise and save their financial resources. However, researchers also note the positive aspects of forced labour migration because it stimulates economic growth,

which is supported by F. Fasani *et al.* (2020) and S. Stróż *et al.* (2023). Thus, F. Fasani *et al.* (2020) note that along with the problems of forced labour migration, there is a problem of illegal migration, the scale of which is constantly growing and spreading to different countries of the world, causing the growth of the shadow sector of the economy of countries and provoking the desire of subjects to get cheap labour without further guarantees of social protection of such employees. In this context, M. Blikhar *et al.* (2023) and A. Sokar *et al.* (2022) argue that under these conditions, the international labour market is intensifying the processes of shadow employment, the problems of which have acquired a particularly threatening scale in Eastern European countries.

M. Dias-Abeu (2021) sees the solving of the identified problems at the international level in the formation of effective national legislation in the field of labour relations regulation and argues that only the introduction of relevant legal norms will determine and consolidate the organisational and legal mechanisms for the employment and use of the labour of migrant workers. It is clear that, as noted by M. Blikhar *et al.* (2023), improving the national labour legislation and including problematic aspects of regulating forced labour migration in conditions of instability and increasing military challenges in it is a prerequisite for the transformation of the national labour market and solving the most substantial problems of its functioning. O. Malynovska (2022) believes that solving the problems of forced labour migration requires a comprehensive approach and intensification of joint efforts of Ukraine and recipient countries in the direction of forming mechanisms to ensure appropriate conditions for the return of refugees to Ukraine. However, achieving the desired result, according to A. Gaidutskyi (2022) is quite a problematic task, as the massive outflow of economically active labour continues, and the lack of prospects for the return of migrants to the country creates additional threats to ensure the development of the economy and society and also turns out to be a substantial obstacle to the post-war reconstruction of Ukraine, as the country has and deepens the shortage of labour resources necessary for the implementation of strategic plans and programmes.

O. Yadlovska (2022) suggests that the problems of forced labour migration will continue to deepen, and the consequences will be noticeable in the post-war period. This thesis is justified by the researcher from the position of unwillingness of a substantial proportion of migrants from Ukraine to return home, and, if possible, they will seek to reunite their families outside the country, which will lead to the mass departure of men abroad after the lifting of the ban on their movement outside Ukraine.

S. Becker and A. Ferrara (2019) quite thoroughly examined the problems of migration and established that its main types are voluntary and forced labour migration. Accordingly, researchers claim that binary connections can be traced between these concepts, and there are substantial differences. According to researchers, voluntary labour migration is caused by the desire to obtain material benefits to ensure the highest level of financial status in society. On the other hand, forced labour migration is triggered by the consequences of natural disasters and military conflicts and is usually a temporary phenomenon.

D. Bobrova and O. Don (2023) and M. Kopytko *et al.* (2022) highlight the current problems of the labour market of Ukraine, which were actualised in connection with

the introduction of a special legal regime of martial law in the country and substantially unbalance it, the most substantial of which include: (1) large-scale job losses due to the destruction of business entities, restrictions on access to them in territories not controlled by the Ukrainian side and the destruction of infrastructure facilities; (2) low wages; (3) rising unemployment; (4) increased economic instability, rising inflation, and declining purchasing power of the population; (5) imperfect current legislation, weak tax mechanisms, and increased corruption; (6) an increase in the number of unofficially employed workers and problems of their social protection; (7) the introduction of preferential working conditions for internally displaced workers in the European Union countries. Therefore, in view of the above, S. Sliusar (2018) emphasises the need to strengthen state regulation of the country's labour market because substantial labour losses cause substantial obstacles in the recovery and development of the economy, so the following will help in solving the existing problems: (1) attracting different segments of the population to employment by creating additional jobs; (2) reallocation of excess labour in those sectors of the economy where it is most concentrated; (3) ensuring equal and inclusive access to projects that ensure the life of the population (providing opportunities for obtaining quick short-term income); (4) ensuring equal access to retraining of labour resources, their re-education, including using infrastructure and digital training technologies; (5) formation of effective mechanisms for the reintegration of migrants; (6) stimulating employment of partially unemployed, unemployed, and low-skilled youth and women, especially during the post-war reconstruction period; (7) increased involvement of territorial communities and public organisations in the process of increasing employment indicators. Therewith, N. Chernenko (2023) concluded that solving the problems of forced labour migration is impossible without stabilising the national labour market and ensuring the opportunities for migrants to get jobs in their country of origin and the security of their stay in Ukraine.

K.B. Bannikova (2023) determined that the national labour market is flexible and quickly adapted to the challenges of war, however, forced labour migration from Ukraine caused a decrease in individual professional groups and substantial problems of mass uncontrolled population movement. Moreover, the researcher conducted a study on regional aspects of forced labour migration and identified which regions are most affected by it. Therewith, T.H. Vasylytsiv *et al.* (2022), having deepened the examination of regional aspects of the development of the labour market of Ukraine, established that under martial law, three types of transformation of the national labour market are identified, and the main threats to the labour market are an increase in the unemployment rate, a deterioration in the well-being of the population of the regions and a decrease in their purchasing power, and an increase in the burden on social infrastructure, increased competition for jobs, and a shortage of certain categories of professionals. H.O. Komarnytska *et al.* (2022) state the impossibility of solving the problems of employment of internally displaced persons within Ukraine in the near future due to the lack of resources necessary to stabilise the labour market and the impossibility of creating new jobs in the context of the introduction of a special legal regime of martial law. Therefore, the main efforts at this stage should be directed at the search for effective methods

to ensure the functioning of international and national labour markets and to the formation of mechanisms for regulating forced labour migration.

The analysis of the current state of migration research allows stating that substantial problems caused by forced labour migration and its negative impact on the national labour market and on business entities in the context of increasing dangers of the war of the Russian Federation against Ukraine remain relevant and unresolved. Therefore, considering the existence of crisis conditions in the national labour market, it is advisable to identify areas in which it is necessary to conduct further active scientific research and developments:

- search for a scientific basis for the formation of effective mechanisms for regulating the national labour market and balancing the processes of employment and unemployment;
- research ways to stimulate the economic activity of business entities, in particular, representatives of small and medium-sized businesses, and intensify their attraction and innovation;
- analysis of the possibilities of ensuring the coherence of the activities of bodies that manage the processes of forced labour migration;
- development of proposals by researchers to improve the current national legislation in the field of regulating labour relations and protecting the rights of the population to work;
- formation of a scientifically based effective migration policy and prevention of illegal employment;
- research on the possibilities of strengthening social protection of forced labour migrants and protection against unjustified dismissals and part-time official employment;
- examination of prospects for legalising the legal labour activity of forced labour migrants through the conclusion of relevant Interstate contracts;
- identification of possible ways to activate re-immigration processes and introduction of accounting systems for forced labour migrants both at the national and international levels.

Conclusions

Thus, based on the results of a comprehensive review and analysis of modern scientific approaches to the examination of the features, state, and problems of forced labour migration, it was established that the essence of forced labour migration is identified in its interpretation by the majority of Ukrainian and foreign researchers as a dangerous socio-economic phenomenon, which is difficult to control, and tracing of population movement moved to the territory of other countries of the world or to relatively safe territories of the country for the purpose of employment is problematic. Researchers proved the substantial importance of forced labour migration for the country's economy and society. It was established that in the modern scientific discourse, the problems of forced labour migration were actualised under the influence of challenges and dangers of a full-scale invasion of the Russian Federation on the territory of Ukraine and especially worsened in the context of increasing socio-political and socio-economic instability, which threatens to ensure economic and social human rights. It was determined that most researchers prove the substantial impact of forced labour migration on the national and international labour market and business entities. Therewith, there is an opinion among the scientific community that threatening trends

in the growth of the number of internally displaced labour migrants within Ukraine and abroad substantially unbalance the International and European labour markets, causing increased competition for highly paid jobs and causing an increase in the unemployment rate, especially in Ukraine, the parameters of which have reached the level of 35% of the economically active population. Modern research on these subjects is characterised by the systematisation of the main problems of forced labour migration, the solution of which will reduce the disparity in the development of the labour market in Ukraine and Europe, and minimise the crisis conditions on them and the risks of unemployment growth. Some scientific approaches to finding effective ways to reduce the scale of forced labour migration are based on the need to form a powerful mechanism for state regulation of

migration processes, capable of providing appropriate conditions for the return of labour migrants to Ukraine.

Promising areas of further scientific research can be the study of scientific approaches to the search for potential opportunities for cooperation between Ukraine and European countries, where the largest number of labour migrants from Ukraine are directed towards forming accounting systems for forced labour migrants and stimulating the processes of re-emigration of the population.

Acknowledgements

None.

Conflict of interest

None.

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Вимушена трудова міграція як загроза соціальним та економічним правам людини та фактор впливу на національний ринок праці та суб'єктів господарювання

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Анотація. Повномасштабне військове вторгнення РФ на територію України зумовило виникнення низки вагомих дестабілізуючих процесів та явищ соціально-економічного характеру, одним із яких є посилення вимушеної еміграції значної кількості економічно активного населення України. Метою статті був комплексний огляд та аналіз сучасного наукового доробку праць, присвячених вивченню особливостей, стану та проблем вимушеної трудової міграції та виявлення її впливу на національний ринок праці й суб'єктів господарювання. Теоретико-методологічну основу проведеного дослідження становили загальнонаукові евристичні методи, історіографічного аналізу та синтезу, порівняння та систематизації. На підставі результатів, проведеного дослідження встановлено, що в сучасному науковому дискурсі сутність вимушеної трудової міграції визначається як складне й небезпечне соціально-економічне явище, яке проявляється у неконтрольованому переміщенні населення з метою працевлаштування в межах країни та поширюється на інші країни світу. Встановлено, що більшість із науковців схильні стверджувати, що масштаби вимушеної трудової міграції набули загрозливого значення, загрозливі тенденції яких особливо гостро постали в період війни РФ проти України у 2022-2023 рр., за час якої спостерігається критичне зростання обсягів вимушеної трудової міграції із України в країни Європи. Серед наукової спільноти існує думка, що процеси вимушеної трудової міграції обумовлюють значні проблеми на національному та міжнародному ринку праці. Більшість із науковців стверджують, що найбільш вагомою проблемою, що спричинена вимушеною трудовою міграцією, є зростання рівня безробіття, яке в Україні в умовах війни досягнуло 35% економічно активного населення, що істотно розбалансовує міжнародний та європейський ринок праці, спричинюючи на ньому посилення конкурентної боротьби за високо оплачувані робочі місця. На основі вивчення думок вчених, запропоновано основні шляхи зниження диспропорцій розвитку ринку праці України та методи мінімізації ризиків зростання безробіття. Одержані результати дослідження можуть бути використані науковцями для створення узагальнюючих досліджень з тематики та більш ефективного опрацювання бібліографії тематики

Ключові слова: міграція; робоча сила; трудові ресурси; міграційний приріст; зайнятість; безробіття; бізнес-стійкість підприємств