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**THE DIRECTIONS OF IMPROVEMENT OF MECHANISMS OF PUBLIC
ADMINISTRATION OF LABOR FORCE MIGRATION**

Victoriia Shvedun

Doctor of Science in Public Administration, Full Professor, Professor, Department of
Public Administration and Entrepreneurship Department, National Aerospace University
«Kharkiv Aviation Institute», Kharkiv, Ukraine

ORCID ID: *0000-0002-5170-4222*

Kyrylo Husarov

Editor of the “Global Scientific Trends” Publishing Center, Kharkiv, Ukraine

ORCID ID: *0000-0001-7509-8063*

Olena Antyptseva

PhD in Economics, Kharkiv, Ukraine

ORCID ID: *0000-0003-1239-8020*

Yuliia Kharlamova

PhD in Public Administration, National University of Civil Defence of Ukraine,
Kharkiv, Ukraine

ORCID ID: *0000-0002-1106-5964*

Abstract. The authors create the project on examination of the successful European experience of use and the possible directions of improvement of mechanisms

of public administration of labor force migration in cooperation with representatives of scientific community of Latvia.

The project gives an opportunity for students of obtaining of practical skills of field researches carrying out and of experience concerning pre-processing of the obtained information and also processing the offers concerning improvement of contents of those training programs, which are concentrated on studying of questions of demographic changes and migration.

Keywords: labor force migration, public administration, socioeconomic development, migration motives.

Introduction. The perspective of public administration of migration processes, irrespective of accent of attention of its consideration, has essential importance for identification of tendencies and definition of a vector of social development. The challenges which European civilization has met during mass migration to EU countries of natives of Africa, the Middle East and also the challenges which the countries of the last wave of the European integration processes have met during mass departure of experts to the countries of so-called old Europe have essentially different nature and consequences which are nonidentical on force and direction vectors. So, according to information of the UN High Commissioner for refugees, over 5 thousand migrants arrive in the EU countries every day during aggravation of crisis in the Middle East. Besides, very third specialist in the higher education within age group from 25 to 34 has left Latvia by the results of research of professor of faculty of business, management and economy of the Latvian University M. Hazan. The relevance of the direction of implementation of the research project chosen by us with the Latvian partner is caused by the fact that 65% of Ukrainians aged from 14 up to 35 years intend to leave Ukraine by the researches of domestic sociologists. Ukraine not only will lose a considerable share of the labor potential, but also and will receive the threat of destruction of own social and economic subsystem of society in conditions of implementation of such scenario. The Republic of Latvia has gained the uncommon experience in administration

of questions of migration processes at the stage of integration processes in the EU and, accordingly, its studying and generalization can be useful for improvement of modern migration policy of Ukraine.

Main Part. Migration of man force, especially in the context of a possibility of its attraction to national economy, is considered as the powerful source for further socioeconomic development for the countries which have the constant level of development of public and market institutions. For example, the contribution of labor migrants to the economic system of the USA is estimated approximately at \$2 trillion by researches of the international consulting company McKinsey Global Institute. The corresponding indicator is calculated approximately at the level of \$550 billion for Germany, for Great Britain it is near \$390 billion. Also those fact looks convincing, that the international migrants, who make only 3.4% of total world's population, provide 10% of receipts in so-called global GDP. At the same time labor migration has certain threats for those countries, which accept labor migrants, and for those countries, which they have left, despite the positive contribution to social development of the concrete country. It is necessary to pay attention to that fact that these threats have no especially economic or social nature of the origin, and are even more often positioned in the plane of the social and political and religious and cult urological relations. The identification of threats, which cause migration of labor force and determination of its potentials for social development, is a necessary condition for development of the weighed migration policy by the state. Actually, on the one hand the efficiency and safety of functioning of an economic subsystem of society, and on the other hand - dynamics of development of the concrete state depend mainly from the contents and mechanisms of realization of the weighed migration policy.

We consider necessary to examine the successful European experience of use and the possible directions of improvement of mechanisms of public administration of migration of labor force in cooperation with representatives of scientific community of Latvia (Information Systems Management Institute, Riga). The information obtained

during the field researches of migration motives as well as the results of implementation of the project concerning contents and results of realization of migration policy, can become a reliable source for improvement of practice of its realization.

The main objectives of the project are the following:

- Realizing the potential of the international scientific and technical cooperation within implementation of the real research project and also to strengthen relations between NTU "KhPI" and ISMA at the level of administrative personnel and scientific and pedagogical workers and at the level of student's youth;
- Creation the methodological and scientific and methodical bases for teaching the subject matter "Migration processes and migration policy" and also providing a possibility of its teaching in the relevant educational institutions;
- Rendering the assistance for coordination of scientific positions of representatives of scientific community concerning the place and role of migration processes in social and economic and social and political development of the state and also for processing of expert recommendations concerning contents and practice of use of mechanisms of public administration of migration of labor force and also recommendations concerning the directions of improvement of modern migration policy;
- Creation the platform for holding of thematic scientific and communicative actions for discussion of a perspective of demographic changes and migration and also uniting of representatives of scientific community for the purpose of the solution of topical issues of migration policy;
- Giving an opportunity for students of obtaining of practical skills of field researches carrying out and of experience concerning pre-processing of the obtained information and also processing the offers concerning improvement of contents of those training programs, which are concentrated on studying of questions of demographic changes and migration.

The participants of the project are the following:

- From NTU "KPI": scientific and pedagogical workers and students of Department of Pedagogy, Psychology of Social Systems Management of academician I.A. Zyazyun of NTU "KhPI"; scientific and pedagogical workers and students of Department of Sociology and Political Science of NTU "KhPI";
- From NUCPU: scientific and pedagogical workers and graduate students of the Educational, Research and Production Centre;
- From ISMA: scientific and pedagogical workers, which provide teaching of the training program "Management of business activity" and also students, who study within the corresponding direction.

The features of implementation of the project and specifics of its results are the following:

- Participation of two higher educational institutions from Ukraine in implementation of the research project will provide not only the complex and comprehensive consideration of a perspective of demographic changes and migration processes (the on-stage performance groups of both higher educational institutions have the unique potentials for achievement of the goal of the research project, namely NTU "KhPI" - powerful sociological and psychological schools of sciences; NUCPU - powerful school of sciences in public administration), but will also render assistance to promoting of the chosen perspective at the level of higher educational institutions (theoretical aspect) and at the level of public authorities (practical aspect);
- Attraction of rather large number of student's youth to implementation of the project will provide not only their professional development within performance of tasks of the real research project, but will also render assistance to establishment of the friendly relations between the Ukrainian and Latvian students;
- not only scientists from partner higher educational institutions but also public authorities of the relevant countries and society in general are interested in results of implementation of the project.

The main actions of the project are the following.

The preparatory stage:

- Discussion of features of contents and practice of implementation of the project between representatives of partner higher educational institutions and definition of zones of responsibility and competence of each of participants (the organization of a discussion is carried out by means of IP-telephony in real time mode);

- Distribution of duties between partner higher educational institutions and participants of the project and also approval of the specified plan of performance of tasks of the project with a specification of time of performance and personalisation of the responsible persons for the directions of implementation of the project (the organization of a discussion is carried out by means of IP-telephony in real time mode);

- Selection and the organization of training of those persons who will be involved in implementation of the project (each partner higher educational institution will organize the corresponding work independently, but according to the plan, which is coordinated with the partner higher educational institution by contents and time);

- Development of scientific and methodical materials for ensuring of implementation of actions (development of the plan of actions; determination of criteria for evaluation of efficiency of performance of actions; development of the questionnaire and definition of mechanisms of collection of information concerning the object of research, etc.).

The main stage:

- Carrying out of a sociological research concerning the outlined perspective (each of partner higher educational institutions carries out questioning of at least 500 persons within the region of its placement by means of the interviewers - trained in advance students) and carrying out of analysis of the received results;

- Preparation and publication of at least five publications from participants of the project from each of partner higher educational institutions in the peer-reviewed scientific publications, which are indexed within the known scientometric databases;

- Preparation and carrying out of the 1st Scientific and practical conference of students and young scientists with international participation (Kharkiv, Ukraine) concerning previous results of implementation of the research project (both representatives of partner higher educational institutions and representatives of other higher educational institutions of Ukraine and Latvia are invited to participation in the conference); edition of the electronic collection of the conference materials);

- Preparation of the training and working program on discipline "Migration processes and migration policy" and also processing of its educational and methodical materials; coordination of a possibility of teaching of the appropriate program within a course of disciplines of selective preparation;

- Discussion and development of the concept of electronic scientific edition "Public administration and public interests: theory and practice" (members of editorial board; editorial ethics (ethical engagements of Coordination council, editorial board, authors and reviewers of the scientific publication); requirements to manuscripts of articles and rules of their registration and representation; edition website, etc.); registration of the scientific edition in the standard and legal framework of the Republic of Latvia (partner higher educational institutions are founders of the edition);

- Preparation and carrying out of the 1st International scientific and practical conference (Riga, Latvia) concerning main results of implementation of the research project (scientists of partner higher educational institutions and scientists interested in a focal perspective from Ukraine, Latvia and other countries of the world are invited to participation in the conference); edition of the paper collection of a conference);

- Edition of the collective monograph on a perspective of the research project;

- Discussion of the current results of implementation of the project and control of implementation of actions provided by the plan (the organization of a discussion is carried out by means of IP-telephony in real time mode);

The final stage

- Discussion of the final results of implementation of the project between representatives of partner higher educational institutions (the organization of a discussion is carried out by means of IP-telephony in real time mode) and also processing, statement and submission of the final report;

- Discussion of the directions of further cooperation between partner higher educational institutions and planning of further interaction.

4.5. Materials, necessary for implementation of the project:

- The office equipment and expendables (each of partner higher educational institutions has to receive: personal computer (laptop); interactive short-focus projector; laser printer; office paper A4 (5000 letters); office supplies (handles, pencils, folders, etc.).

Conclusions. *Finally, we declare the following ones as the main expected results:*

- 1) Organization and carrying out of the sociological research "Migration: tendencies, threats and prospects" within the territory of Ukraine and the Republic of Latvia (it is provided: preparation of contents of the questionnaire and interviewers; holding questioning of at least 500 respondents from each party; primary analysis of contents of the received questionnaires);

- 2) Processing of scientific publications and their placement in specialized scientific editions of Ukraine and Latvia and also preparation and edition of the collective monograph on a perspective of the chosen project (preparation of 10 scientific articles is provided (publication languages: Ukrainian; Latvian; English);

- 3) Preparation of training and working program on discipline "Migration processes and migration policy" and also processing of its educational and methodical providing (the preparation of training and working programs, educational and methodical manual and basic abstract of lectures is provided);

- 4) Preparation and holding of scientific and communicative actions for discussion of a perspective of migration processes and demographic changes caused by them (the

organization and holding of two international scientific and practical conferences of different levels is provided, namely: the scientific and practical conference of students and young scientists with international participation (Kharkiv, Ukraine) and the International scientific and practical conference (Riga, Latvia); the edition of collections of materials of conferences);

5) Registration and edition of the international electronic scientific journal "Public administration and public interests: theory and practice" (it is provided: the preparation and registration of the electronic scientific edition in the standard and legal framework of the Republic of Latvia; development of the website of the scientific edition and its administration; the edition of the first four issues of the electronic scientific edition and their registration in the most available scientometric databases).

We declare the following ones as the mediate expected results:

1) Establishment and development of professional communications between partners of implementation of the project (between higher education institutions) and representatives of scientific community from Ukraine and the Republic of Latvia. Establishment of contacts between students of the countries of implementation of the project and their further development within the educational and scientific sphere and programs of cultural exchanges (*increase in level of interaction between representatives of scientific community of Ukraine and the Republic of Latvia*);

2) Drawing attention of subjects of public administration and scientific community to need of increase in efficiency of administration of migration processes in the context of threats and potentials, which they contain (*emphasis of attention of society and public authorities on problems and potentials of migration processes*);

3) Increase of level of scientific and technological cooperation between skilled and young scientists and students of the universities within implementation of the research project (*receiving experience of the general work on the project as a part of international on-stage performance group*);

4) Formation of an information and analytical basis for the organization of further scientific search within the perspective determined by the project (*open information and analytical base formation, dissertation researches carrying out, scientific articles and monographs writing, etc.*);

5) Increase of level of understanding and trust between citizens of Ukraine and the Republic of Latvia and also understanding of the place and role of interaction in realization of common interests (*increase of level of tolerance, respect and trust for representatives of the partner country within implementation of the general project and during everyday life*).

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