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## DEVELOPMENT OF THE EFFECTIVE MIGRATION POLICY: THEORETICAL ASPECT РОЗРОБКА ЕФЕКТИВНОЇ МІГРАЦІЙНОЇ ПОЛІТИКИ: ТЕОРЕТИЧНИЙ АСПЕКТ

Славкова О. П., Ван Ц. Розробка ефективної  
міграційної політики: теоретичний аспект.  
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*The essence of the concept of "migration" and "migration policy" was considered in the article. Among the main directions within which the research was conducted, we singled out the development and implementation of measures to improve the state regulation of migration processes. It was determined that the way of life of individuals, actual social practices, the distribution of jobs, and differences in the living conditions of different population strata determine migration behavior. The state's migration policy should influence all factors: the state of the employment sector, differences in the living conditions of the population, and the way of life of the population to influence the migratory behavior of the population. Migration policy is a complex, structured system containing agreed ideas, goals, strategies and measures, resources, mechanisms, and tools interacting with them, thoroughly ensuring their state regulation. It has been proven that the mechanism of implementation of the state migration policy can consist of developing special interstate programs to stimulate the re-emigration of the workforce, interstate programs for professional training of re-emigrants, and interstate programs of economic assistance. It was established that when developing a migration policy, it is necessary to consider economic trends, demographic changes, the political and social state of the country, etc. to adapt to changing circumstances and geopolitical challenges. The article provides an overview of the current migration situation around the world. The factors and consequences of international migration, as well as their importance for the development and security of countries, are analyzed. Some theoretical approaches to migration policy, international legal documents, and migration policy in foreign countries are defined. The main directions of migration policy are illustrated by foreign experience. Attention is paid to the formation and development of Ukraine's migration policy and prospects for further improvement. The study of integration processes, which are important for evaluating the effectiveness of adaptation programs for different categories of immigrants, was conducted. Various aspects of the migration policy are considered, and careful study is required to develop mechanisms for ensuring national security without violating the rights of migrants.*

**Keywords:** migration, migration policy, migrants, state policy, human capital, demographic changes, economy, economic development.

*В статті було розглянуто сутність поняття «міграція» та «міграційна політика». Серед основних напрямів, у межах яких велося дослідження нами виділено здійснення розробки та реалізації заходів щодо вдосконалення державного регулювання міграційних процесів. Визначено, що міграційна поведінка визначається способом життя індивідуумів, реальною соціальною практикою, розподілом робочих місць, відмінностями в умовах життя різних верств населення. Міграційна політика держави повинна впливати на всі фактори: стан сфери зайнятості, відмінності в умовах життя населення, способу життя населення з метою впливу на міграційну поведінку населення. Міграційна політика є складною, структурованою системою, яка містить узгоджені ідеї, цілі, стратегії та взаємодіючі з ними заходи, ресурси, механізми та інструменти, які повною мірою забезпечують їх державне регулювання. Доведено, що механізм реалізації державної міграційної політики може полягати у розробці спеціальних міждержавних програм стимулювання рееміграції робочої сили, міждержавних програм професійної підготовки реемігрантів; міждержавних програм економічної допомоги. Встановлено, що при розробці міграційної політики необхідно враховувати економічні тенденції, демографічні зміни, політичний та соціальний стан країни, тощо для адаптації до мінливих обставин та геополітичних викликів. У статті подано огляд сучасної міграційної ситуації у світі. Проаналізовано фактори та наслідки міжнародної міграції, а також їхнє значення для розвитку та безпеки країн. Визначено деякі теоретичні підходи до міграційної політики, міжнародно-правові документи з питань міграції та міграційної політики в зарубіжних країнах. Основні напрямки міграційної політики проілюстровано зарубіжним досвідом. Прیدілено увагу формуванню та розвитку міграційної політики України, а також перспективам її подальшого вдосконалення. Проведено дослідження інтеграційних процесів, які є важливим для оцінки ефективності адаптаційних програм для різних категорій іммігрантів. Розглянуто різні аспекти міграційної політики, які потребують ретельного вивчення з метою розробки механізмів забезпечення національної безпеки без порушення прав мігрантів.*

**Ключові слова:** міграція, міграційна політика, мігранти, державна політика, людський капітал, демографічні зміни, економіка, економічний розвиток.

### Statement of the problem

Modern studies of the problems of the development of state regulation of migration processes in Ukraine are very relevant. Among the main areas within which it is planned to develop and implement measures to improve

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the state regulation of migration processes. In this regard, a state migration policy should be developed throughout the world in general and in Ukraine in particular in the following directions: – labor migration: expansion of the information base and scope of consulting services in the countries of origin, transit and destination of migrants in order to build the capacity of governments to better manage labor migration; – illegal migration: conducting information campaigns to prevent illegal migration; – improvement of border and immigration control; return/reintegration of migrants: strengthening the capacity of governments and communities to integrate returnees; – social and medical assistance to migrants; – assistance in the voluntary return of migrants; - development of research programs aimed at solving problems in the field of migration [1].

Labor migration has an economic nature and should be studied at the level of countries participating in the exchange of human resources, at the individual level (migrant and his human capital). Migration is an object of statistical analysis and forecasting, unfortunately in Ukraine their possibilities are limited due to the problem of under-accounting of migration [2, p. 57] (the system of accounting and statistics of migration is divided into state and departmental, each of which is oriented towards different goals and has its own methodological basis).

In modern scientific literature, the concept of "migration policy" is interpreted differently, and there is currently no consensus on its definition. For a long time, it was believed in scientific circles that although migration policy is determined by the general economic, political and social objectives of the development of society, it is still primarily aimed at achieving demographic goals. Research into the understanding of migration policy, its essential characteristics and components has been studied by both Ukrainian and foreign scholars, in particular: Abel G. [3], Ackers L. [4], Berg J. [5], Boyd M. [6], Hardill I. [7], Malinovska O. [8], Slavkova O.[9], Pyschulina O. [9], Taylor J. [10] and others. But today, global development, including management and economics, poses new challenges for in-depth and thorough scientific research, especially migration policy, which, in our opinion, requires in-depth research.

### **The purpose of the research**

The purpose of our scientific article is to study the theoretical aspects of building an effective migration policy and build recommendations for their use in different countries of the world on the basis of sustainable development.

### **Presentation of the main research material**

The main role in the formation and implementation of the migration policy should belong to the state structures, which are created at different levels of management and implement their functions by the means that belong to their competence. Non-governmental institutions, cooperating with state authorities or acting independently, play a supporting role in regulating migration processes.

In this monograph on "Migration policy: global context and Ukrainian realities" O. Malinovska noted that migration policy is an independent direction of state policy that is closely related to its internal and external components. It is an element of population policy and one of the means of projecting the number and structure of the population and labor resources, a part of social and economic policy, a tool for achieving its goals [8, c. 412].

Blok N. believes that migration policy is "a set of measures implemented by the state to regulate migration processes, creating conditions for realizing the intellectual and labor potential of migrants, building a demographic legal society, ensuring proper socio-economic and demographic development, observing the principles of protection of national interests, security and territorial integrity" [11].

According to Shaporenko O.I. migration policy can act in different forms: perform a conjunctural and corrective role, being a tool of current socio-economic policy, and a strategically significant role, when it is connected with the development of long-term problems of strategic economic development, changes in volume and quality characteristics of population movement [1].

Analysis of global migration data (table 1) shows that the number of migrants increased by 131 million during the study period. Region with the highest proportion of international migrants is Oceania. Global international remittances (USD), billion during the study period increased almost 8 times. Number of internally displaced persons, increased by 50.4 million dollars or 340 percent [12].

**Table 1. Key facts and figures from World Migration Reports 2000y and 2024 y.**

Indicators	2020 y	2024 y
Estimated number of international migrants, million	150	281
Estimated proportion of world population who are migrants, %	2.8	3.6
Estimated proportion of female international migrants, %	47.5	48.0
Estimated proportion of international migrants who are children, %	16.0	10.1
Region with the highest proportion of international migrants	Oceania	Oceania
Country with the highest proportion of international migrants	UAE	UAE
Number of migrant workers, million	-	169
Global international remittances (USD), billion	128	831
Number of refugees, million	14	35.4
Number of internally displaced persons, million	21	71,4

*Source: [12, p. 8]*

Data shows that in the global world, migration processes are developing at a high speed and the number of migrants is increasing every year.

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Immigration access management. According to the purpose of immigration, immigrants can be divided into economic immigrants and non-economic immigrants. Economic immigration can generally be divided into business immigration and independent immigration. Business immigration can be further subdivided into investment immigration, entrepreneur immigration and self-employed immigration. Independent immigration is also called skilled immigration. Non-economic immigration includes family reunification and refugee protection. Accordingly, the access policy of immigrants can be roughly sorted out from three perspectives: economic immigrants, family reunion immigrants and refugees [5].

Economic immigration. Economic immigration can be said to be the most important type of immigration in the world. Starting from the above, the policies and regulations on economic immigration are more flexible and diverse. But to sum up, their commonalities are mainly reflected as follows: First, For the screening and screening of immigration applicants, avoid introducing "trouble" into the country, and select personnel who meet the needs of the country; the second is the introduction of talents. All countries (regions) have formulated introduction plans for high-tech and high-knowledge talents. The United States has a high proportion of skilled immigrants and investment immigrants. With the evolution of the times, the economic immigration policy of the United States is also constantly changing transformation and reform. The biggest revision of immigration reform bills announced by the U.S. Senate in recent years was in 2013 when Obama was still in office. During the period, a point-based "green card" was established, and the score was based on academic qualifications, employment experience, time in the United States, whether there were relatives in the United States, English fluency, etc. Conditionally, the quota for this type of immigrant visa is set between 120,000 and 250,000 people and is adjusted annually according to job market demand. The bill created a "blue card" specifically for foreign workers in agricultural jobs to address the shortage of low-skilled labor in the United States. while in Trang President Pu has adopted austerity policies after taking office, strengthened the protection of the interests of the United States and its own personnel in terms of employment, and demanded strict control of H1-B technology [13]. Issuance of skilled immigrant visas, which are granted to the most skilled individuals. The United Kingdom combines the needs of the labor force with the level of talents, and formulates a five-point point system. Economic immigration of foreign residents to the UK is divided into five categories: people with exceptional talents, skilled workers, low-skilled workers, students and Temporary workers. Later the Cameron government announced further cuts, removing the third tier (access for skilled workers). Similar to the UK, plus The goal of Canada's immigration system is to encourage young, bilingual, highly skilled immigrants to complement Canada's aging workforce Therefore, Canada has established certain education and skills regulations for economic immigrants, focusing on attracting people with work experience, higher education Immigrants with strong English and French language skills. France is the second largest immigrant-receiving country in Europe, but for more than 20 years, France's economic immigration policy has been in an ambiguous state available status. Influenced significantly by the ruling party, successive French governments on the one hand have constantly emphasized strict control over immigration, on the other hand, they have Another batch of immigrants, both legal and illegal, was admitted. Therefore, France's economic immigration policy is committed to establishing a screening mechanism for immigrants, only accepting Accept "needed" applicants. Among them, the most influential is the immigration law reform promoted by then Prime Minister François Fillon in 2007 and the New Immigration Act 2016. At the heart of the 2007 Act was the implementation of the Competency and Talent Card (CCT), which Retain mandates, set specific priority areas of focus and other measures to prevent talent loss. However, it is more difficult to obtain this visa. Applicants are often required to have a master's degree or above, and the applicant's contribution to France is also required to be examined [4]. The core of the 2016 Act is to implement The "Talent Passport" program aims to relax restrictions on foreigners' work and residence, and issue "Talent Passports" to certain highly skilled foreigners. Holder of a new residence permit valid for four years. Japan is a relatively aging country, facing the problem of labor shortage. For general foreigners, only in Japan After living for 10 years and working for 5 years, the application for permanent residence may be approved. At the end of 2011, the Japanese government aimed at foreigners with professional technical knowledge. A new policy of "points system for senior foreign talents" has been introduced, which will be graded according to academic qualifications, professional history and annual income. Qualified as "senior talents", these people will be given preferential treatment, including relaxation of permanent residence qualifications and spouse employment conditions, parents permanent application for residence, etc. In 2019, the Ministry of Justice of Japan relaxed the conditions for permanent residence of foreigners, and the focus of the reform was on the field of "high-level foreign talents". Those with a score of 70 or above for domestic talents can apply for permanent residence only by staying in Japan for 3 years; while for foreign talents with a score of 80 or more It takes 1 year of residence to apply for permanent residence. Although Japan has relatively relaxed its immigration policy, the requirements for the quality of immigrants have never been lowered. Lower the threshold for such applications to attract more senior foreign talent.

Family reunification immigration. In addition to the category of economic immigration, family reunification/relative immigration is also a very important type of immigration in the world [6]. The United States issues family reunification visas to relatives of U.S. citizens and legal permanent residents every year, mainly including two categories of visas for spouses and family members. For spouses of U.S. citizens, there is no upper limit on the number of applicants; other personnel must follow basic priorities during the application process and screen visa applicants in order. From a historical point of view, family reunification visas in the United States have shown an increasing trend. In the UK, spouses and dependants of their UK citizens will be allowed to remain in the

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UK in most cases. However, the UK's family reunification eligibility regulations are more complicated, involving various factors such as the applicant's marital status, identity status, and country of origin [7]. On the whole, family reunification immigrants in the UK are mainly divided into two categories: refugees and immigration of marriage and family members. Affected by Brexit, the United Kingdom has withdrawn from the Dublin Agreement, so the European Union Residents of the United Kingdom, Switzerland, Norway and Iceland who hold Pre-settled status in the UK and whose family members apply for long-term reunion in the UK also need to apply for a family reunification visa [14]. In Canada, citizens and permanent residents can apply to join their spouses and children in Canada. If the spouse and children are already in Canada, they can apply for permanent residence in Canada; if the spouse and children are overseas, they need to apply for immigrant visas in the same way as overseas applications. In addition, Canadian citizens or permanent residents can sponsor their parents, grandparents or adopted children to immigrate to Canada if they meet certain conditions [15]. This visa is similar to the application process for spouse reunion immigration and child reunion immigration, but the difference is that sponsoring parents and grandparents have high requirements for the sponsor's financial guarantee ability and need to have a higher family income [2].

Management of immigration. Most immigrant countries do not have a dedicated immigration management system, and their strategy focuses on increasing scrutiny on immigration admission. Because therefore, immigrant countries have generally established a very strict and perfect visa examination system. For example, in the United States, there are no restrictions on domestic migration. After entering the United States, citizens can choose to apply for a U.S. green card or become a U.S. citizen if conditions permit. Similar to the US, the UK does not have a special immigration management system. However, due to the influence of terrorism, starting in 2005, the United Kingdom introduced "British Citizenship" to all immigrants. The "Citizenship Test", titled "Life in the UK", requires applicants to answer a full English-language paper covering British society, traditions and government. Three categories of questions, the move is aimed at strengthening the screening of immigrants. In the management of immigration and immigration, Japan's foreigner management system is the most complete and comprehensive, which is worth learning from. Immigration management system in Japan. The degree mainly includes two aspects, one is the foreigner residence qualification system. The Japanese government defines the activities that foreigners can do during their stay in Japan. The status and status that are active or able to stay in Japan are divided by type, and the residence qualifications are divided into 27 types, which is convenient for immigration personnel.

Confirmation and arrangement of identity. The second is the alien registration system. Before 2012, Japan implemented the "Alien Registration System". Residency in Japan. Foreigners who have passed 90 days (except diplomats, U.S. military personnel in Japan and their families) must arrive in person within 90 days from the date of landing. The foreign registration office of the municipality in the place of residence will apply for registration, carry out the registration, and issue a registration certificate [3]. Alien Registration System after 2012. It was abolished, the alien registration card system was also abolished, and it was changed to a residence card for aliens to facilitate the updating of data. The Japanese government has adopted this. The management of foreigners in Japan has been simplified, and the number of illegal stayers has been reduced.

Migration behavior is determined by the way of life, real social practice, distribution of jobs, differences in the living conditions of the population. Migration policy in the broadest sense of the word should influence the totality of all factors: the state of the employment sector, differences in the living conditions of the population, the way of life of the population, in order to influence the migration behavior of a person through them. In the narrow sense of the word, migration policy affects only the mechanism of migration movement [16].

The mechanism of implementation of the state migration policy may consist in the development of: special interstate programs to stimulate the re-emigration of the workforce with Ukrainian citizenship; interstate professional training programs for re-emigrants; interstate programs of economic assistance to Ukraine (as a state with mass emigration) from other developed countries; informational and financial support programs for re-emigrants; interstate programs of the first workplace in Ukraine for persons who studied in other countries under special programs; a procedure for recognizing non-formal education and skills of labor migrants; programs aimed at promoting the continuation of education in Ukraine by migrant children; the procedure for exemption from payment of customs duties for the importation of personal property by returning labor migrants (not more often than once every three years), as well as customs benefits for the importation of industrial goods by labor migrants for the purpose of opening or expanding their own business, etc.

The migration policy of Ukraine should include a system of legal, administrative, organizational and financial measures and information support for government structures and public associations to organize the migration space, regulate the migration movement of the population from the standpoint of national priorities, the quantitative and qualitative composition of migration flows, their social, demographic and economic structure [15, p. 49].

The dynamics of the return of citizens to Ukraine from abroad depends on the security situation. According to sociological studies<sup>32</sup>, at the end of August 2022 almost 71% of respondents planned to return to Ukraine after the end of the war and in the event of an improvement in the security situation. During the summer and autumn of 2022, according to UN and EU data, almost 5 million asylum seekers from Ukraine returned from EU countries<sup>33</sup>. Migration and seeking asylum have a pendulum nature. Ukrainian citizens return home for several months, but given the security situation, they may leave Ukraine again.

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The dynamics of migratory sentiment have fluctuated markedly during the nine months of the full-scale invasion. In particular, such changes in attitudes and intentions were monitored by the research company Gradus. During the October wave of surveys, a stabilization of the share of those migrants who want to return home at the first opportunity (77%) was recorded 34. The drivers of returning to Ukraine also remain stable: it is security and the desire to return home to a normal life. Over time, migrants began to attach more importance to such factors as the availability of housing in Ukraine and better access to medical care. According to other Ukrainian sociological surveys 35, 36% of respondents express their intention to return after they are convinced that it is safe to stay in the area where they lived; 35% - immediately after the war ends; 13% - a year or a few years after the end of the war; 7% - after the company they worked for resumes work, or they are sure that they will find another job at home; 11% of respondents plan to return in the near future, and 7% do not plan to return to Ukraine at all (among those who have a permanent job in the host country, such 18%) [17].

For Ukraine, the mentioned problem has the following consequences. First of all, the reconstruction of the national economy becomes an urgent task for the Ukrainian state and the international community. For the recovery of the economy, it is the working population that will work, pay taxes and spend the earned money in the country that is important. Therefore, the most important challenge that Ukraine has faced and that we must work with now is emigration, a huge flow of forced migrants to EU countries. In this regard, the issue of the return of Ukrainian citizens who fled the war needs to be resolved. This problem directly affects national security, in particular economic security, as it actualizes the question of "who will rebuild the country after the war" [18].

### Conclusions and prospects for further research

By analyzing and researching the process of international labor migration, this paper first explores the nature of international labor migration and the significance of international labor migration. Then it divides the types of international labor migration and distinguishes the types of international labor migration. Combined with the methodological principles of international labor migration, the main trends of its flow are analyzed. Then, it evaluates the causes of labor migration and the scale of labor migration. Subsequently, the socio-economic consequences of the migration process are analyzed and elaborated. The impact of labor migration on the main indicators of economic development is evaluated through data comparison and real cases. Based on the above content, the research on the issue of international labor migration in Ukraine is launched. Through the analysis and interpretation of Ukraine's international labor immigration management policy, it discusses how to form effective immigration-related policies. Combined with international experience, Ukraine can learn from others in improving immigration policy. This effectively improves Ukraine's immigration policy. We see further research in the deepening of certain aspects of international migration and the development of specific proposals for the development of its various forms and tools.

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