

Praca nieopłacona, opłacona, emigracja zagraniczna

Dylematy rynku pracy w Polsce, Ukrainie i Słowacji

Pod redakcją
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Spis treści

Wprowadzenie	9
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Część I

Praca nieopłacona – skala, przejawy, formy

Rozdział 1

Praca nieopłacona a płeć w świetle badań OECD

– Anna Barwińska-Małajowicz, Patrycja Żegleń	17
--	----

Wprowadzenie	17
--------------------	----

1.1. Praca opłacona a praca nieopłacona – kategorie pojęciowe	18
---	----

1.2. Praca nieopłacona według płci w świetle badań przeprowadzonych przez OECD	19
--	----

1.3. Wycena pracy nieopłaconej w krajach OECD	22
---	----

1.4. Praca nieopłacona w Polsce na tle innych krajów OECD	23
---	----

Podsumowanie	25
--------------------	----

Literatura	26
------------------	----

Rozdział 2

Praca nieopłacona w gospodarstwach domowych z perspektywy ekonomii pracy i tworzenia PKB – Małgorzata Leszczyńska

29

Wprowadzenie	29
--------------------	----

2.1. Gospodarstwo domowe jako podmiot świadczący pracę nieodpłatną – makroekonomiczne ramy zagadnienia	31
--	----

2.2. Ograniczenia PKB jako miernika produkcji i dobrobytu społecznego w kontekście pracy nieopłaconej	32
---	----

2.3. Skala problemu pracy nieopłaconej w gospodarce	34
---	----

2.4. Nowe podejścia koncepcyjne uwzględniające znaczenie pracy nieopłaconej	36
---	----

Podsumowanie	38
--------------------	----

Literatura	40
------------------	----

6.2.1. Extent of unpaid work.....	99
6.2.2. Unpaid work in Slovak regions.....	100
6.2.3. Unpaid work and market substitutes.....	101
6.3. Unpaid work and paid work.....	103
Conclusions.....	104
Acknowledgement.....	104
Literature.....	105

Rozdział 7

Stress and its Impact in the form of Burnout on Women Working in Tourism

Sphere – Kristína Šambronská, Daniela Matušíková	109
Introduction.....	109
7.1. Tourism establishments and their specificities	109
7.1.1. Travel agency service providers.....	110
7.2. The position of women in tourism.....	112
7.3. Stress and burnout	113
7.3.1. Risk factors of burnout syndrome.....	117
7.3.2. Personality dispositions.....	120
7.3.3. Approaches to Burnout syndrome Prevention.....	121
7.4. Presentation of partial results of the research „Women in tourism”	122
Conclusions.....	126
Literature	127

Część III

Emigracja zagraniczna – przesłanki, cele i tendencje.

Studium przypadku Ukrainy

Rozdział 8

Ukrainian Labor Market: Tendencies, Problems and Prospects

– Anatoli Zadoia, Aleksandr Zadoia	133
Introduction.....	133
8.1. The scale of the Ukrainian labor market and its trends.....	134
8.2. Migration aspirations of the Ukrainian youth.....	144
Conclusions.....	149
Literature	149

Rozdział 9

Dynamism and Structure of Labor Migration from Ukraine to Poland

– Ruslan Motoryn, Bogusław Ślusarczyk	153
Introduction.....	153
9.1. Analysis of recent research and publications.....	154
9.2. Dynamics of migration flows.....	154

Rozdział 8

Ukrainian Labor Market: Tendencies, Problems and Prospects

Anatoli Zadoia, Aleksandr Zadoia

Introduction

The state of employment is one of the main indicators of the national economy. It reflects the way in a society uses labor resources and consequently, the possibilities of economic growth. World experience indicates the impossibility of achieving the full utilization of the available labor resources, the existence of the problem of unemployment, covering millions of people. And it is among the most important and acute economic and social problems of society.

To meet their economic needs, people must work and generate income. For more than 90% of the economically active population of Ukraine, which roughly corresponds to the similar indicators in other countries of the world, income generation is connected with the sale of labor abilities, i.e. these people act as employees, get jobs in public or private enterprises. The labor market is the main way through which the interaction of sellers (workers) and buyers of labor services (employers). Like any other market, it assumes the free nature of the interaction of counterparties, competition and the significant role of price (wages) in achieving coordination of their decisions.

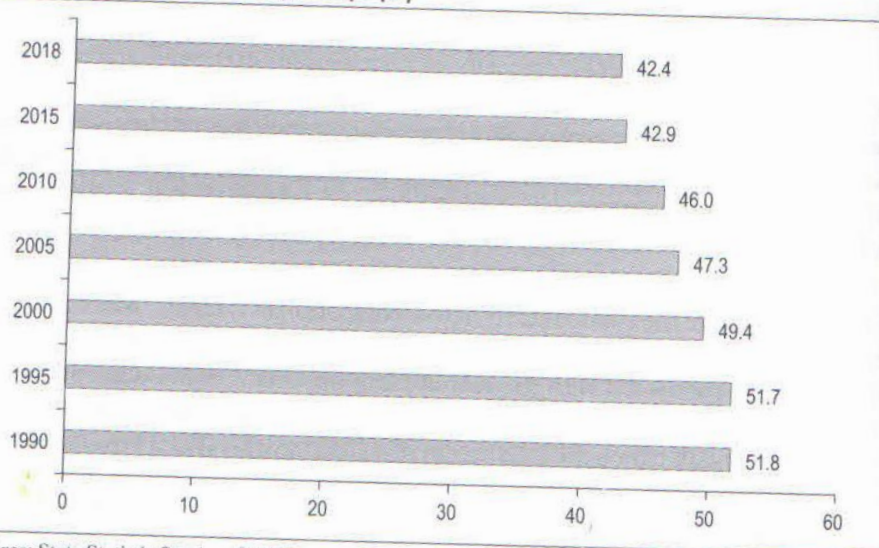
In recent years, significant changes have taken place in the labor market of Ukraine. They are associated with a change in the size of the economically active population, the structure of employment, and active migration processes. The aim of the study is to detect trends in the development of the Ukrainian labor market, its problems and prospects for change.

8.1. The scale of the Ukrainian labor market and its trends

The population of Ukraine, as a baseline for assessing the state of the labor market, has a steady tendency to decrease. According to official data, as of January 1, 2019, the number of Ukrainian citizens was 42.4 million, which is 18.1% less than in 1990 (Fig. 8.1). There are several reasons for such a decline in the population, the main ones being the following:

1. Permanent excess of death rates compared to fertility rates. For example, in 2017, the number of newborns was 354 thousand people, and the dead – 574 thousand. For this reason alone, the population decreased by 210 thousand people. The current decline in fertility can be considered the second wave of a similar process occurring in the 90s of the twentieth century. As a result of the deepest economic crisis in that period, a sharp decrease in the birth rate was observed. Namely, those born in that period are now entering child-bearing age.

Fig. 8.1. The population of Ukraine (million people)



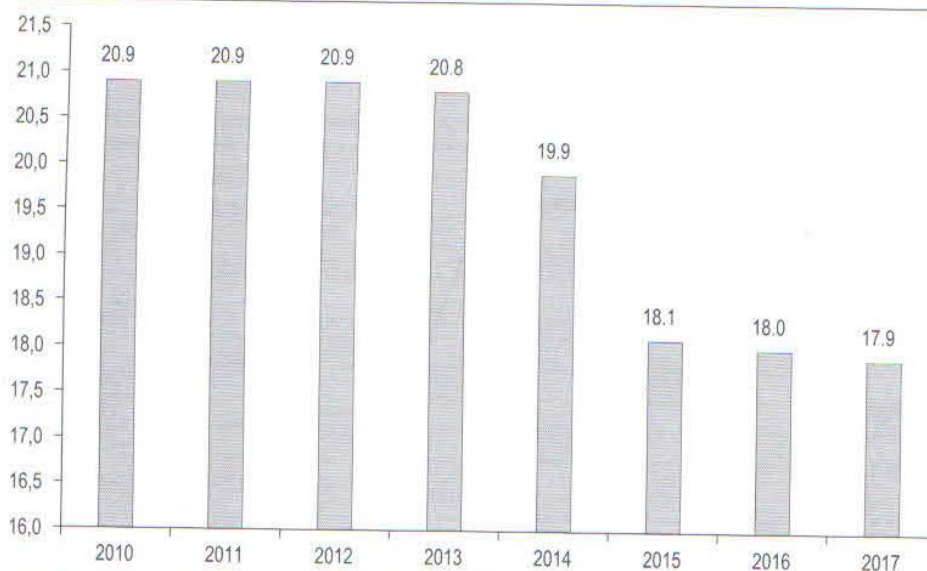
Source: State Statistic Service of Ukraine.

2. The significant reduction of the population in recent years (starting from 2015) is associated with the temporary occupation of the Autonomous Republic of Crimea and the city of Sevastopol. As a result, the population of Ukraine has decreased by more than 2 million people.

3. Migration processes also have a negative impact on the population of Ukraine. Every year, a part of Ukrainian citizens goes to other countries not only for work, but also for permanent residence. Of course, on the other hand, the population of Ukraine is replenished at the expense of immigrants, but recently the number is less than the number of emigrants, which reduces the total population of the country.

Such dynamics of the population of the country adversely affects the indicators of the economically active population. Its number also has a steady downward trend (Fig. 8.2).

Fig. 8.2. Economically active population (thousand people)

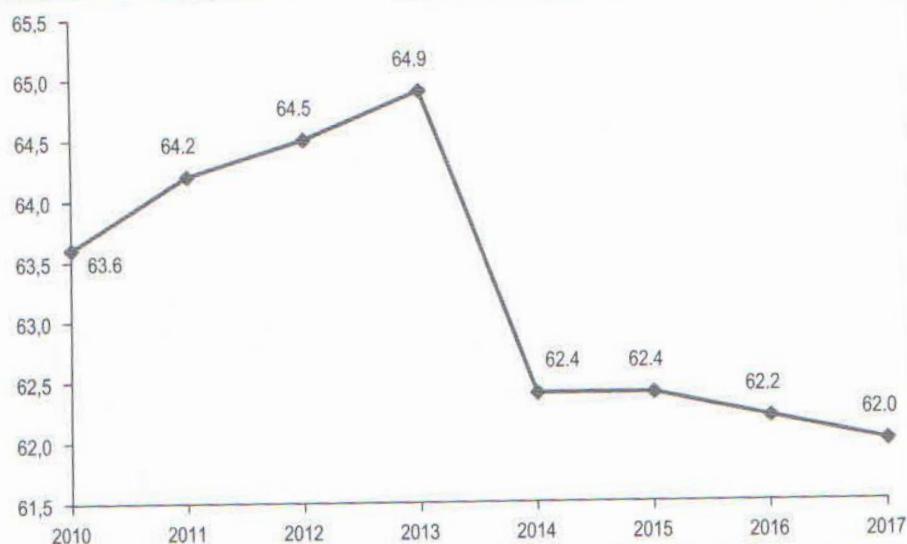


Source: State Statistic Service of Ukraine.

The dynamics of the economic active population largely follow the dynamics of the population as a whole. The largest decrease was due to the occupation of the Crimea and part of the Donetsk and Lugansk regions. However, it is impossible to explain everything only by occupation. After all, the reduction of the economically active population occurred both before the occupation and after it: in 2017, this figure decreased by 244 thousand people compared to 2015.

The cause of the observed dynamics should be sought in the change in the proportion of the division of the population into economically active and economically inactive. The share of economically active population in the population of the corresponding age group (from 15 to 70 years) from 2010 to 2013 had a steady upward trend. This indicator reached its maximum value (64.9%) in 2013. The reverse trend is observed in subsequent years. In 2017, the share of economically active population is only 62%. This means that the proportion of those who do not offer their services on the labor market or do not create their own jobs on their own (economically inactive population) increases (Fig. 8.3).

Fig. 8.3. Percentage of economically active population in the population of the corresponding age group (percent)



Source: State Statistic Service of Ukraine.

Of course, the proportion of the economically inactive population is very different for certain age groups (Table 1). The largest share of the economically inactive population is observed for a group of 60-70 years. And this is understandable, since a significant part of the population of this group is retired and does not offer their labor services. Absolutely understandable can be considered a large proportion of the economically inactive population in the age group 15-24 years. People at this age still finish their education. However, observations show that the share of economically inactive

population in this group in Ukraine is slightly higher compared with European countries. This is explained by the fact that in Ukraine the majority of secondary school graduates want to get a higher education (today it is about 80%), which does not quite correspond to the needs of the labor market. There is an overproduction of specialists with higher education and a shortage of personnel in the country.

And the proportion of the economically inactive population in the next age group (25-29 years old) is somewhat higher than European indicators. It can be explained by several reasons. Firstly, due to the insufficient development of the kindergarten system, many young mothers are engaged in caring for young children and do not enter the labor market. Secondly, not high wages inside the country are pushing many young people to look for work abroad. And therefore, within the country, they fall into the category of economically inactive.

Table 8.1. Economically inactive population of Ukraine in 2017

Age groups	Economically inactive population	
	thousands of people	per cent
The whole population aged 15-70 years	10 945.0	38.0
15-24 years	2 642.3	65.6
25-29 years	630.1	21.4
30-34 years	567.9	17.3
35-39 years	442.5	15.3
40-49 years	826.7	15.3
50-59 years	1 736.3	31.6
60-70 years	4 099.2	86.1

Source: State Statistic Service of Ukraine.

The results of the analysis of the proportion of the economically inactive population among women and men are very interesting (Table 8.2). Men are more economically active both as a whole and in each age group individually. And this is consistent with global trends. There is an especially large gap between the share of the economically inactive population among women and men in the group of 25-29 years old (25.1 percentage points). This confirms the opinion expressed earlier that care for small children is reflected here. After 60 years, only 12% of women remain economically active, whereas for men this figure is 16.5%.

Table 8.2. Percentage of economically inactive population in the population of the corresponding age group in 2017 (per cent)

Age groups	Women	Men
For group in general	44.3	31.0
15-24 years	70.0	61.4
25-29 years	34.3	9.2
30-34 years	26.6	8.2
35-39 years	21.4	9.1
40-49 years	17.2	13.3
50-59 years	36.9	25.1
60-70 years	87.9	83.5

Source: State Statistic Service of Ukraine.

It should be emphasized that the border between the economically active and the economically inactive population is very mobile. In a rapidly changing economic situation in the country, the transition of the population from the economically active to the economically inactive, and vice versa, can occur quite quickly. Factors of such a transition may include: changes in the overall dynamics of economic development; salary level change; change in the level of social guarantees, etc. For example, it can be assumed that in the near future in Ukraine the number of young people studying in higher educational institutions may decrease, which will increase their influx into the economically active population. In fact, budget funding for higher education is declining. In addition, a decision was made to introduce an indicative cost of training under a contract, which now has to correspond to the level of budget financing. This will inevitably increase the cost of education for students studying at the expense of individuals and legal entities. With the current level of income in the country, higher education will become inaccessible for a certain part of young people, and they will become part of the economically active population. In addition, the decline in fertility will reduce the distraction of young people to care for young children. All this suggests that in the coming years the trend of reducing the share of the economically active population will be overcome, and this figure will start to rise again.

However, the economically active population is only the potential, which can be realized or not. The demanded economic active population turns into employed, and the unclaimed – into unemployed.

In recent years, the number of the employed population of Ukraine has been declining and has reached a level threatening economic stability today. The employed is only 38% of the total population (Table 8.3). This is one of the reasons for the low GDP per capita in Ukraine. In 2017, in terms of GDP per

capita, calculated at purchasing power parity (\$ 8,800), Ukraine occupied the 146th place in the world. An increase in the proportion of those employed at least up to 45% would mean an increase in their number by 18%, which would lead to a corresponding increase in both total GDP and per capita (up to 10,380 dollars). With this indicator, Ukraine could move up 10 steps.

Table 8.3. Employed in national economy of Ukraine

Years	Labour force (employed in national economy)		
	million persons	percentage in	
		population of corresponding age group	total population
2010	19.2	58.4	41.7
2011	19.2	59.1	41.9
2012	19.3	59.6	42.3
2013	19.3	60.2	42.3
2014	18.1	56.6	39.9
2015	16.4	56.7	38.2
2016	16.3	56.3	38.1
2017	16.2	56.1	38.0

Source: State Statistic Service of Ukraine.

If we compare the proportion of employed people in the population of Ukraine with that in other countries, we can see that this indicator is the lowest in Ukraine (Table 8.4). For example, in the Russian Federation, the percentage of employed in the total population of the country is 53.8%, in Slovakia – 51.9%, in the Czech Republic – 50.5%. This indicator is slightly less in Bulgaria, Hungary, Romania, Belarus and Poland, but still it is more than 45% in each country.

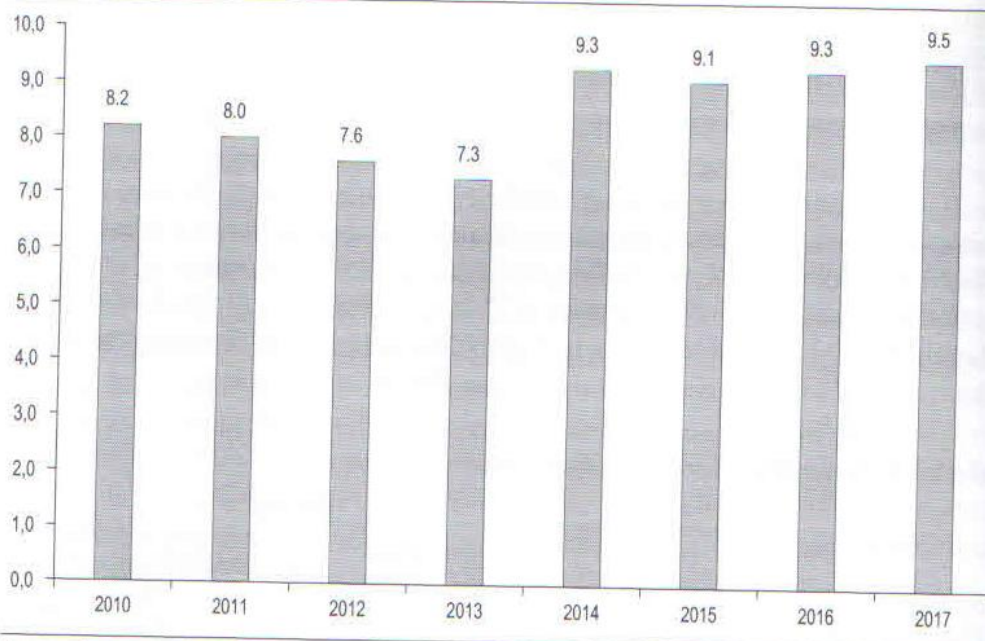
Table 8.4. Percentage of labor force in the total population

Country	Population, million persons	Labor force	
		million persons	percentage in the total population, per cent
Russia	142.1	76.5	53.8
Belarus	9.5	4.4	46.3
Poland	38.4	17.6	45.8
Slovakia	5.4	2.8	51.9
Czech Republic	10.7	5.4	50.5
Romania	21.5	10.0	46.5
Bulgaria	7.1	3.4	47.9
Hungary	9.8	4.6	46.9

Source: The World Factbook.

The main reason for the low employment rate in Ukraine is the high unemployment rate (Fig. 4). If until 2013, the unemployment rate was falling and even began to approach the natural level, then in 2014 there was a jump that brought this figure closer to 10% of the economically active population. This is due to a significant reduction in production in 2014 and 2015. But one should pay attention to another feature of the dynamics of unemployment in Ukraine. In 2016-2017 economic growth is observed (about 2.5% annually). However, even in these years, the unemployment rate continued to increase. This is somewhat inconsistent with the theoretical proposition that in the process of economic recovery, employment increases and unemployment decreases. Most likely, the main factor in the growth of GDP in Ukraine in recent years is not an increase in employment, but the removal of a part of the economy from the shadow sector.

Fig. 8.4. Rate of unemployment in Ukraine



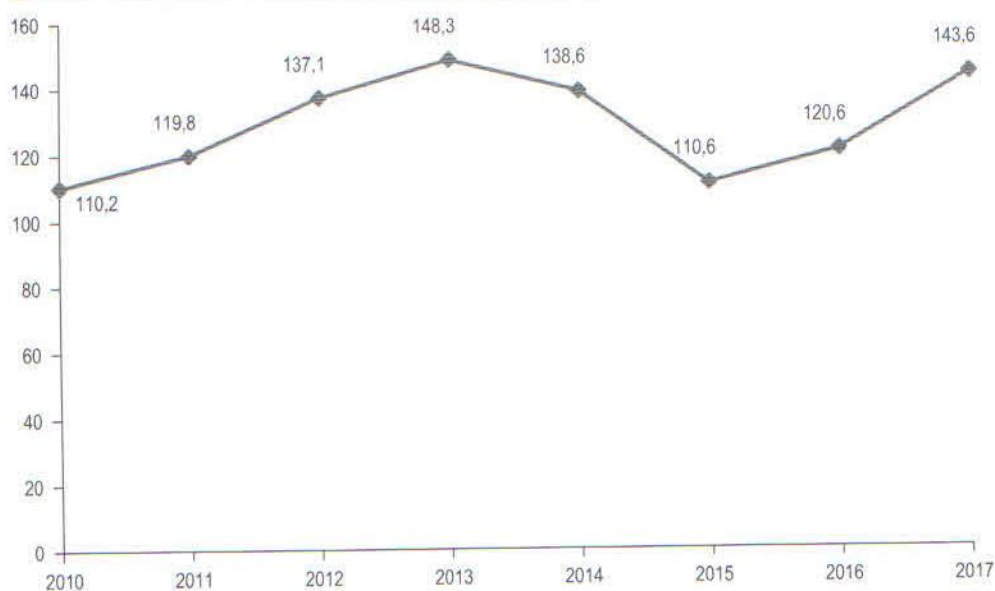
Source: State Statistic Service of Ukraine.

The correctness of our assumption is confirmed by the analysis of the dynamics of real wages. If until 2015 its dynamics corresponded to the theoretical provisions on the direct relationship between the level of real wages and the

level of employment, in 2016-2017 real wage growth did not increase the economically active population.

An important indicator of the labor market can be considered the structure of employment. First of all, it is necessary to pay attention to the division of employed into formally employed and informally employed. For Ukraine, as for most developing countries, informal employment in many ways makes it possible to solve the problems of survival for a certain part of the population. And although informally employed lose a lot in terms of their social security, but they agree to this option of employment, because as a rule they have no other alternative.

Fig 8.5. Dynamics of the level of real wages in Ukraine (percentage to level in 2009)



Source: State Statistic Service of Ukraine.

According to official statistics in Ukraine, informally employed account for 22.9% (Table 8.5). A higher level of informal employment is typical for men (26.0%) and for rural areas (39.6%). The latter can be explained by the more limited opportunities of rural residents for formal employment compared to urban residents.

Table 8.5. Informal employment by sex and place of residence in 2017

	Number of informally employed population aged 15-70	
	thousand people	percentage to the total number of employed population aged 15-70 years
Total	3695.6	22.9
Women	1514.7	19.5
Men	2180.9	26.0
Urban settlements	1697.2	15.3
Countryside	1998.4	39.6

Source: State Statistic Service of Ukraine.

Researchers quite often associate the level of informal employment with the level of economic development in the country, since a significant share in informal employment is the shadow economy [Kuznets 1966; Acs, Audretsch, Evans, 1992]. To test this hypothesis, we conducted a comparison of informal employment and GDP per capita for thirty countries (Table 8.6). Correlation analysis showed that the relationship between these indicators is quite close: the correlation coefficient is -0.76.

A similar conclusion can be made comparing the average indicators for groups. If for the first group of countries (the proportion of informally employed more than 70%), the average GDP per capita is \$ 4.5 thousand, for the third group (the proportion of informally employed from 15 to 45%) it is \$ 18.4 thousand.

Comparing the data table 8.5 and 8.6, it can be found that Ukraine somewhat does not fit into the general scheme: in terms of per capita GDP, it could be classified as group 2, but the proportion of informally employed people is even lower than the average for group 3. This can be evaluated as one of the inconsistencies of the Ukrainian economy, due to the fact that having sufficient potential, Ukraine could not realize it in the level of economic development.

A similar discrepancy is found when comparing the sectoral structure of employment. In Ukraine, more than 60% of the workforce is employed in the service sector, which corresponds to the indicators of countries that have 3-4 times more GDP per capita.

The under-utilization of the existing potential in Ukraine and, as a result, the unresolved many social problems, the high level of unemployment and the relatively low level of wages are pushing many people to look for jobs abroad, which gives rise to mass labor migration.

Table 8.6. Interconnection between indicators of informal employment and GDP per capita

	Country	Number of informally employed population (percentage to the total number of employed population)	GDP per capita, PPP (thousand US dollar)
	Group 1		
1	Benin	94.5	2.3
2	Bangladesh	91.3	4.2
3	Cambodia	90.6	4.0
4	Mali	90.5	2.2
5	Uganda	83.2	2.4
6	Cameroon	82.4	3.7
7	Bolivia	77.3	7.6
8	Nicaragua	74.9	5.9
9	India	74.8	7.2
10	Pakistan	71.2	5.4
	Average for group 1	83.1	4.5
	Group 2		
11	Angola	68.1	6.8
12	Paraguay	65.4	12.8
13	Zambia	65.4	4.0
14	Ecuador	64.8	11.5
15	Zimbabwe	62.5	2.3
16	Mexico	60.7	19.9
17	Peru	59.0	13.2
18	Vietnam	56.1	6.9
19	Colombia	55.8	14.4
20	Argentina	47.9	20.9
	Average for group 2	60.1	11.3
	Group 3		
21	Panama	42.7	25.4
22	Chili	39.5	24.6
23	Brasília	38.3	15.6
24	Costa Rica	36.0	16.9
25	South Africa	35.2	13.6
26	Albania	33.1	12.5
27	Armenia	24.8	9.5
28	Uruguay	23.6	22.4
29	Russia	16.7	27.9
30	Serbia	16.1	15.1
	Average for group 3	30.6	18.4

Source: The World Factbook.

8.2. Migration aspirations of the Ukrainian youth

Today, Ukraine is undergoing another wave of migration. Its scale, according to some estimates, fluctuates between 8% and 10% of the working population (according to more pessimistic estimates, they make up 16%, which is a real threat to the economy of the country) [*Labor and educational migration...*]. This leads to a shortage of specialists from individual professions at a general rather high level of unemployment (about 10%). On the other hand, money transfers to migrants in Ukraine are one of the main sources of foreign currency inflows. In 2018, they will exceed \$10 billion [*State Statistic Service of Ukraine*]. Without such a refinement, it would not be possible to maintain a more or less stable national currency.

Theoretical issues of labor migration and ways to overcome its possible negative consequences for Ukraine are actively discussed in the scientific literature. The research of such scientists as O. Vlasyuk, P. Gaydutsky, V. Heyets, A. Kravchenko, E. Libanov, O. Malinowska, S. Pyrozhkov, T. Romashchenko, E. Savelyev, A. Filippenko et al is made a considerable contribution to the coverage of these problems. A number of works are devoted to the study of youth migration (Брензович, 2017; Романенко, 2015; Слободян, 2019; Чорна, 2014). In 2017, a special survey was conducted, which gives some idea of the main reasons that encourage young people to find work abroad [*Migration in Ukraine: facts and figures-2016*].

However, in spite of such attention to this problem, in our opinion, a number of questions remain beyond the analysis. The link between the desire of young people to do their own business and their aspirations to migrate to other countries was not explored. There are no international comparisons of entrepreneurial and migratory desires of young people from different countries.

Recently, there have been changes both in the causes of migration and in its forms. Labor migration remains its main form. But if earlier employees went abroad because of the lack of jobs in Ukraine, today the main reasons for migration are: the opportunity to earn more, the desire to change lives, and the possibility of living in another environment.

Educational migration has become a special form of international movement of youth. In the past academic year, more than 72,000 Ukrainians were studying abroad, including about 34,000 in Poland [*How many Ukrainian students are studying abroad...?*]. According to a survey conducted among graduate students of some Lviv universities, 97% of respondents intend to go abroad to improve their lives [*Labor and educational migration...*].

At the same time, one of the ways to overcome labor migration may be to create conditions for the development of small and medium businesses in Ukraine. If there is a possibility to start their own business in their country, will young people be looking for higher earnings abroad? How many modern students are ready to take risks associated with entrepreneurial activity? Do they prefer contractual employment, albeit with a smaller but stable income?

In order to find an answer to these questions a survey of students 'Students' Entrepreneurship and Migration International Survey' has been conducted in six countries: Poland, Czech Republic, Ukraine, China, Vietnam and Columbia [Students' Entrepreneurship and Migration International Survey "SEAMIS"]. The sample in each country was more than 600 people. In particular, we interviewed more than 650 students of the Dnipro and Ternopil universities. Among the respondents, three groups were identified: first-year students in the bachelor's program, the last year students in the bachelor's program and students in the master's program. The task of the survey was to identify the entrepreneurial aspirations of current students and their desires to move to another country.

First of all, attention should be paid to the fact that just about 40% of the respondents focused only on education (Table 8.7). This percentage decreases as you approach university graduation. If in the first year of study at the bachelor program such students make up more than 60%, then in the master's program there are about 20% of them. At the same time, the number of students who combine study with work is increasing. Among first-year students there is a little more than 10%, and among the undergraduates they are almost 40%. In addition, every fourth student continues to look for work.

Table 8.7. Type of current professional (working) activity (percent)

Responds	Students of			Total
	Bachelor program (1 st year)	Bachelor program (last year)	Master program	
a. I'm just learning	61.5	36.2	21.7	39.6
b. I study and work for someone in the company	11.3	27.2	39.6	26.1
c. I study and run my own business	5.6	8.9	10.1	8.3
d. I study and look for work	22.1	25.0	29.5	25.5

Source: own elaboration.

According to the survey results, every twelfth student already has his own business (among first-year students there are 5.6%, and among undergraduates – 10.1%). This is, as a rule, a family business, in which students are also

participants, although there are cases when students themselves create their own business.

International comparisons show that Polish and Chinese students, on the one hand, pay more attention to studying, since almost half of them devote all their time to it, not combining it with work (Table 8.8). But if they still make a decision to find a job, it is easier for them than for Ukrainian students, since 25.5% of our young people are in a job search, while such a percentage in China and Poland is in the range of 14 to 19%. A slightly different picture is observed in Vietnam. First, only one in five students devote all their efforts to the training. Twenty more students study and work. Another third is looking for a job. Thus, 51.6% of the total number of people work or are looking for work in Ukraine, 48.3% in Poland, 43.4% in China, and 75% in Vietnam.

Table 8.8. Types of current professional (working) activity, international comparisons (in per cent)

Answers	Ukraine	Poland	China	Vietnam
a. I'm just learning	39.6	49.9	49.3	20.8
b. I study and work for someone in the company	26.1	29.6	28.9	42.2
c. I study and run my own business	8.3	1.8	7.3	4.2
d. I study and look for work	25.5	18.7	14.5	32.8

Source: own elaboration.

Comparing the results of the survey of Ukrainian students and their friends from other countries demonstrates common features in their attitude to business, as well as serious differences (Table 8.9). First of all, Ukraine belongs to those countries where the percentage of students who already have a business is rather high (this indicator is higher only in the Czech Republic). Secondly, the total proportion of those who already have business or are thinking about its creation in Ukraine is second only to Colombia, where this figure is almost 90%! Thirdly, among Ukrainian students there is an atypically low proportion of those who prefer employment. This, on the one hand, reflects students' perceptions of the Ukrainian environment as more or less favorable to starting a business, and on the other hand, indicates a relatively low level of wages that does not create motives for contract work.

During the polls, the reasons and circumstances that could lead to a decision to seek employment abroad were clarified. Among them the first places are the following: the possibility of better mastering of a foreign language (86.2%), the opportunity to earn more money (84.6%) and the opportunity to acquire the

Table 8.9. Do (did) you consider the possibility of starting your own business? (international comparisons (in per cent))

Answers	Ukraine	Poland	Czech Republic	China	Vietnam	Columbia
I am currently pursuing a business activity	8	3	10	4	2	6
Yes, I think about it	55	44	49	54	43	83
No, I prefer to work on a contract of employment	14	34	35	23	43	8
No	23	19	5	19	12	3

Source: own elaboration.

necessary experience (81.2%) (Table 8.10). In other words, the absolute majority considers migration as a temporary phenomenon, which allows you to acquire the necessary skills for further success.

Table 8.10. Under what circumstances would you decide to go abroad to find the work? (in per cent)

Circumstances	Ukraine		Poland	
	Yes	No	Yes	No
I do not see another possibility to earn money	26.3	69.1	57.6	41.9
Abroad I would earn more	84.6	11.9	82.7	17.3
I could have learned a foreign language better	86.2	10.6	79.7	20.3
Only if I could go abroad with my family	28.9	66.8	53.8	45.4
If I had the same rights as the citizens of the country to which the trip would be planned	51.5	43.6	59.9	38.3
If I had better career prospects there than in my home country	81.2	15.1	78.4	21.3

Source: own elaboration.

Polish students also distinguish the main motives behind finding a job abroad as the Ukrainians. There are only two positions on which the answers differ significantly. Yes, the Poles are more oriented towards traveling abroad with their families. Ukrainian students are not ready for this. Secondly, Ukrainian students are more optimistic about the possibility of earning the necessary funds for living in the country.

This is confirmed by the answer to the question: "Is there an intention to work abroad for a single chance to earn a living?" Only 14.8% agreed with this statement. 41.4% of respondents believe that there are other ways to earn enough money, mainly doing business. Therefore, the main way to reduce migration should be not just to create additional jobs in Ukraine, but also to be able to earn more, including creating conditions for small and medium businesses.

It is interesting to compare the responses of Ukrainian and Polish students to their plans to find work abroad. Both groups of respondents are approximately equally concerned with long-term job search (labor contract): 51.1% of Ukrainian students and 53.0 Polish students (Table 8.11). However, if 40.1% of Polish students are ready to agree on incidental work, then among Ukrainian students this is only 17.3%. This can largely be explained by the peculiarities of the visa regime: for Poles, there are no problems working for a certain time abroad, returning home and again looking for work outside your home country. Ukrainians in this case will encounter more problems, and therefore less agree to work without a contract.

Table 8.11. During your stay abroad for a job search I consider (I would consider) (in per cent)

Answers	Ukraine				Poland
	Students of			Total	
	Bachelor program (1 st year)	Bachelor program (last year)	Master program		
a. Finding incidental work (for a short period)	18.8	14.7	18.4	17.3	40,1
b. Finding a job for a long period (employment contract)	47.9	55.4	49.8	51.1	53,0
c. Self-settlement – setting up a business abroad	36.2	37.9	35.9	36.7	7,2
d. Work on own account – extension of existing business activities	14.6	18.3	10.1	14.4	2,8
e. Work in the grey economy	0.9	3.6	2.8	2.4	4,2

Source: own elaboration.

The main possible areas of labor migration for graduates of Ukrainian universities, judging by the results of the survey, may be the United States, Poland, Germany, the United Kingdom and Canada. The second five of the potential recipient countries include Italy, Spain, the Czech Republic, Russia and China. This list does not coincide with the existing priorities of labor migration, which can be explained by many reasons. First, in this case it is not about the fact, but about the wishes. Therefore, it is not yet known what actual decision will be made by the university graduate when faced with the problem of choosing a country to find a job. Secondly, the actual directions of labor migration of Ukrainians today largely form the flows of unskilled labor, and therefore they will not objectively match the directions of migration of university graduates. Thirdly, the results of the survey reflect the geopolitical changes that have taken place in recent years, which, with a certain time delay, will change the actual directions of labor migration.

Conclusions

Thus, the studies have confirmed the hypothesis of the high orientation of modern students to entrepreneurial activity. This orientation practically does not depend on the specialty on which the student acquires education. Therefore, students should be given the opportunity to acquire the necessary knowledge and skills in organizing their own business, using a variety of forms (through discipline, by choice of student, through practice, through the possibility of undergraduate training, etc.).

Ukrainian youth, like all young people in the world, is characterized by increased mobility. They are ready to look for work in another country. But research has shown some shift in motivation for international mobility. As with the creation of their business, as well as in the context of international migration, the motives for earning big incomes give way to opportunities for self-realization and decent living conditions. These circumstances need to be taken into account when developing the basic principles of youth policy in the country.

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Abstract

The chapter is devoted to the study of tendencies, problems and prospects of Ukrainian labor market. In recent years, significant changes have taken place in the labor market of Ukraine. They are associated with a change in the size of the economically active population, the structure of employment, and active migration processes. The under-utilization of the existing potential in Ukraine and, as a result, the unresolved many social problems, the high level of unemployment and the relatively low level of wages are pushing many people to look for jobs abroad, which gives rise to mass labor migration.

The results of the survey of students from six countries of the world were summarized, conducted within the framework "International Student Entrepreneurship and Migration International Survey". The conducted studies confirmed the hypothesis of the high orientation of modern students to entrepreneurial activity. This orientation practically does not depend on the specialty on which the student acquires education.

A certain shift is found in the motivation of international mobility. During the polls, the reasons and circumstances that could lead to a decision to seek employment abroad were clarified. Among them the first places are: the possibility of better mastering of a foreign language, the opportunity to earn more money and the opportunity to acquire the necessary experience. In other words, the absolute majority considers migration as a temporary phenomenon, which allows you to acquire the necessary skills for further success.

Streszczenie

Ukraiński rynek pracy: tendencje, problemy i perspektywy

Rozdział poświęcony jest zagadnieniom dotyczącym kierunków, problemów oraz perspektyw ukraińskiego rynku pracy. Od niedawna na ukraińskim rynku pracy obserwuje się znaczące zmiany, które związane są z liczbą populacji w wieku produkcyjnym, strukturą zatrudnienia oraz procesami aktywnej migracji. Niepełne wykorzystanie istniejącego potencjału na Ukrainie i w związku z tym, wiele nierozwiązanych problemów społecznych, wysoka stopa bezrobocia i relatywnie niski poziom wynagrodzeń skłaniają ludzi do poszukiwania pracy za granicą, co daje początek masowej ekonomicznej migracji.

W opracowaniu przedstawiono wyniki badań, przeprowadzonych wśród studentów z sześciu krajów, przeprowadzonych w ramach „Międzynarodowej Ankiety dt. Przedsiębiorczości i Migracji Międzynarodowej Studentów”. Wyniki badań potwierdziły hipotezę mówiącą o gotowości studentów do podejmowania przedsiębiorczych działań niezależnie od obranego kierunku studiów.

Widoczna zmiana nastąpiła w motywacji w zakresie międzynarodowej mobilności. Badania ujawniły powody i okoliczności, dla których respondenci podejmowali decyzję o poszukiwaniu pracy za granicą. Są to przede wszystkim: możliwość lepszego posługiwania się językiem obcym, możliwość zarobku większych pieniędzy oraz zdobycia doświadczenia. Innymi słowy, zdecydowana większość respondentów rozpatruje migrację w kategorii tymczasowego pobytu za granicą, który umożliwi zdobycie niezbędnych umiejętności i osiągnięcie sukcesu.