

System Approach to Analysing the Essence of Migration Processes

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Abstract. The growth of professional qualification and educational level with the accumulation of work experience requires a deep understanding and research of the cause-and-effect relationships of labour migration, a deep scientific analysis of current trends, identification of advantages and potential threats to the country, and the development of a developed national labour migration policy. The purpose of the paper is a theoretical analysis of the essence of migration processes as a complex system of social order. The paper uses system and theoretical methods. It was determined that the research of labour migration processes, with a few exceptions, is at an initial stage: many methodological and organisational aspects of their regulation are not properly disclosed, they lack a deep scientific understanding of the essence of migration processes as a complex socio-economic phenomenon. The paper attempts to identify the epistemological nature and essence of the migration process as a complex system of social order. Special attention is paid to the analysis of its system-forming components, which are in causal relationships and ensure its integrity, which is important for the development of an organisational and economic mechanism for regulating labour migration processes. During the study, it was established that the migration process as a complex system includes a number of interrelated stages – migration environment, migration situation, migration behaviour, migration movement, that is, mobility and adaptation of labour migrants. The paper focuses on the analysis of the initial, basic stage of the migration process – the migration environment, which determines the migration situation, under the influence of which migration behaviour is formed, and then migration mobility and the intensity of labour movements. Such an understanding of the essence of migration processes is important for the practice of regulating migration processes and the development of an organisational and economic mechanism for regulating labour movements. The analysis of each of the selected stages allows ensuring systematic and comprehensive management of labour migration processes, to increase the effectiveness of the national migration policy

Keywords: migration process, stages of the migration process, mechanism, regulation

The Problem Statement

The independence of Ukraine and its desire to integrate into the European economic space are accompanied by a large-scale migration of the economically active population, the supporting structure of which is formed by Interstate labour migration. The range of expert assessments of its scale ranges from 3 million up to 7 million people [1].

Socio-economic instability, inconsistency, and errors in the implementation of market reforms, inefficiency and functional incompleteness of the transformation of basic institutions, corruption, the presence of considerable barriers to doing business, the depreciation of human labour, and therefore the decline in the standard of living of a considerable part of the population are the reasons that make

the working-age population look for independent forms of adaptation to the new socio-economic reality. As life shows, the most understandable of them was labour migration, which became one-sided.

Analysis of Recent Research and Publications

The intensification and scale of labour migration processes have considerably activated research, which is an empirical basis for substantiating and implementing labour migration policy, forming effective mechanisms for its regulation. Ukrainian scientists-demographers M.I. Dolishnii [2], F.D. Zastavnyi [3], E.M. Libanova [4; 5], A. Kovalchuk [6], O. Palagniuk [7], U.Ya. Sadova [8], O. Homra [9], M.M. Bil [10] et al have made

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a considerable contribution to their development. The research of regional migration policy has received a considerable impetus, which deals with the development of regional migration systems, regulation of labour migration processes in cross-border regions, substantiation of the role of migration in the harmonisation of socio-economic development of ethnic territorial social systems, etc. [8; 9; 11-14].

Due to the latest developments, the theoretical aspects of the essence of the migration phenomenon, the genesis of the development of its forms and types, factors that determine the spatial movement of the population have been studied, which on the one hand has expanded the boundaries of knowledge of the phenomenon under study, and on the other – the development of government programmes in which rotating, circular migration acquires significant weight [15; 16]. Therewith, the complexity and scale of the process of labour migration, the multiplicity of its forms, the emergence of new phenomena in the conditions of openness of the national economy determine the need to form a state strategy for regulating migration processes to “slow down the rate of depopulation, maintain the number and structure of the population at a level that provides support for the economic development of the territory in all regions of the state while maintaining the existing mentality of the Ukrainian population” [17].

Purpose of the Study

The purpose of the paper is a theoretical analysis of the essence of migration processes as a complex system of social order.

Research Results

The development of effective mechanisms for regulating labour migration processes at any hierarchical level of management requires first of all the implementation of a scientific analysis of research object, clarification of its epistemological nature, identification of internal and external relations, complementary functional subsystems, the interaction of which ensures the implementation of the intended purposes and objectives. Such a statement of the problem primarily requires clarifying the essence of the conceptual and terminological apparatus of the object of research, in a particular case, this refers to a key conceptual pair – the “migration process”.

The activation of research in the field of labour migration issues, which is now characteristic of economic science, contributes to the study of the essence of the category “migration process” from the standpoint of system analysis, which is extremely important for integral systems and practices of regulating migration flows. In the scientific literature, there are practically no serious differences in the interpretation of the content load of the essence of “migration” definition. In a large part of research, “migration” (lat. *migratio*) means the relocation of an individual or group of people, aimed at mastering the resources of new territories and associated with a change of place of residence [8; 10]. This statement is abstracted from pendulum migration since this type of migration, as a rule, is not accompanied by a change of place of residence.

H. Orlova, L. Sytnyk understand migration as “a form of movement primarily of the working-age part of the population” [18]. However, according to O. Kychak, “migration” is caused by economic, political, and social reasons, sometimes military events, permanent or temporary relocation of people across existing state borders [19]. This definition most likely explains the reasons, rather than the essential features of the concept under study and its internal motivational component, and not all forms of migration end with the departure of the population abroad.

In the research of the modernity, labour migration is interpreted as one of the determining factors that characterises the development of social and labour relations, forms the situation on regional labour markets, the sphere of employment, the level of well-being, the structure of consumption, and the modes of reproduction of the population [9; 13]. Some authors understand migration as a complex social process associated with changes in the ethnosocial and labour mobility of the population, as well as with changes in the economic structure of the economic system, in the placement of the main factors of production [10].

The authors can give a number of other definitions of the essence of labour migration, each of which covers certain elements and features of it, which allows clarifying the essential features and nature of labour mobility of the population in the market environment. When analysing the essence of migration processes, the needs and interests of a person are determined by the search for an optimal place of work and the scope of application of labour for the purpose of self-fulfilment and self-development in labour. Recognition of needs and interests as a driving force of spatial movement of the population is determined by human behaviour, which is subject to fundamental principles – maximising utility, that is, obtaining the best effect from the use of one’s own labour. This interpretation of the essence of migration movement is based on the understanding of a person as the highest value of society. Therewith, such processes as the social division of labour, the placement of production, its technical equipment, labour incentives, and the availability of industrial and social infrastructure can only slow down or intensify labour mobility. In fact, these processes, depending on the depth of development of social division, the dynamics of the placement of productive forces, the level of technical equipment of production, functionally expand the boundaries of a person’s choice of the field of labour application and are a means of achieving the immediate purpose – the fulfilment of human needs and interests in the field of labour. Hence, it is quite logical to conclude that in a competitive environment, the dynamism of the development of productive forces is the main incentive for labour mobility, which is realised in various forms of labour movement.

In the context of internationalisation of economic relations, openness of national labour markets, and the development of an innovative and competitive model of the economy, labour migration has significantly intensified as a permanent process (lat. *processus* – displacement), characterised by dynamic changes – waves, duration, pace, scale. The variability and dynamism of territorial labour movements is

characterised not only by the scale of migration and regularity but also by their duration, that is, it takes place over time, which objectively requires its consideration in the analysis of migration processes [14]. Including the time factor is important for two main reasons. Firstly, the time factor underlies the typology of forms of labour migration – seasonal, temporary, constant (astronomical time). Periodisation of labour migration flows in a chronological context and isolation of migration waves reflect historical time. Changes in the social structure of migrant workers, their professional and qualification characteristics, and the development of a work culture reflect social time. Types of labour activity, efficiency and productivity of labour, innovative attitude, competitiveness are reflected in economic time. Secondly, the time factor is extremely important for analysing the speed and dynamics of migration processes, the scale of the population included in the migration orbit, assessing the likely threats and benefits, the impact on the demographic situation, the economic and settlement structure of donor and recipient countries [14].

Thus, the time factor, on the one hand, is a specific meter, indicator of the level of labour mobility, dynamics, and pace of labour movements occurring over time, and on the other – a tool for analysing the social and economic consequences caused by migration movement for labour migrants themselves, as direct subjects of labour relations and the country in general. Therewith, such an analysis can be carried out in different time lags – astronomical, historical, social, and economic time dimensions, which is

important for the development of state labour migration policy and the development of a mechanism for regulating labour flows. According to the authors of this study, the migration process is a complex structured system of social order associated with the movement of the economically active population in space and time, determined by their needs and interests, to fulfil the labour potential in the main sphere of human life – labour.

Theoretical analysis of the essence of the migration process as a complex system of social order, characterised by integral qualities, requires, first of all, the analysis of its system-forming components, that is, functional subsystems, the interaction of which ensures its functioning as an integral phenomenon. Such a statement of the problem is important for conducting empirical research, and based on this, the development of national migration policy and a mechanism for regulating labour migration processes. The analysis of modern research on labour migration issues shows that such an objective can be successfully implemented from the standpoint of system theory, in particular, the concept of territorial migration systems. Based on the existing scientific developments, the subject of research of which is migration processes [5; 7; 10], logical and other methods allow analysing and identifying the components of the migration process, that is, the stages at each of which certain functions are implemented, their interaction, the integrity of the object under study is ensured, and a methodological base is created for regulating migration flows (Fig. 1).

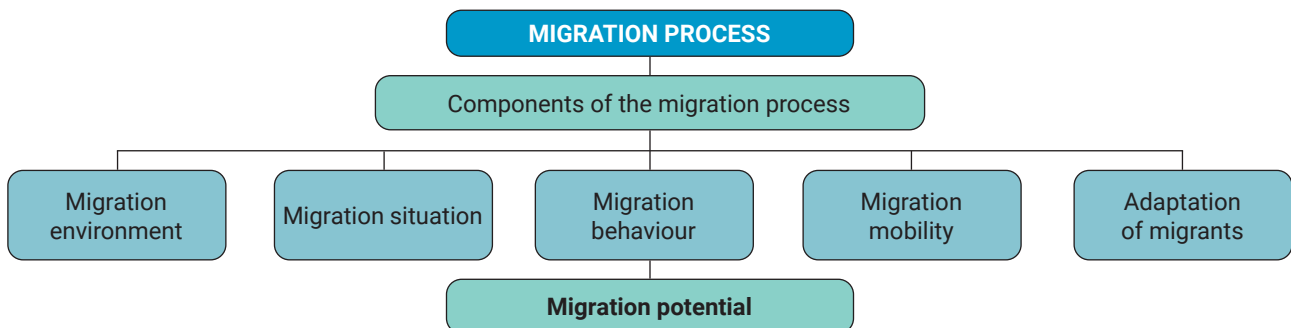


Figure 1. System model of the migration process

Source: developed based on analysis [10]

The initial stage of the migration process is the development of the migration environment as an objective prerequisite for the emergence of a migration situation, which is understood as a set of migration activity and behaviour of its carriers [10]. Sharing this opinion in general, the authors emphasise that the migration situation cannot form or arise without the presence of an appropriate environment, that is, conditions that are determined by a complex of inter-related factors of an economic, social, environmental, and political nature. This is superimposed on the ethno-cultural component, traditions of previous generations, formed value orientations in the sphere of work, mentality, target attitudes, etc. Together, their action creates an environment that produces a migration situation, the nature of which determines migration behaviour, the mood of the population for

migration, which can be characterised by different levels of migration activity. The migration environment, migration situation, and migration behaviour of the population are an integral part of the migration process, which are causally related to each other.

Highlighting the migration environment as a basic element in the migration process, it should be noted that it is influenced by external and internal factors [10]. The task was not set to detail the effect of external factors since they are well known. As for internal, today the priority role is given to economic ones. Incomplete market reforms, weak functioning of fundamental market institutions, lack of effective mechanisms to support entrepreneurship, depreciation of human labour, deep differentiation in incomes of the population, which provoked large-scale poverty [20], especially

among the rural population, which is the core of labour migrants – are the reasons that generate conditions for the intensification of labour migration flows. Under their influence, an unfavourable migration situation with a high migration mood is formed for Ukraine. In fact, this is the reaction of the population, that is, “voting with feet” to the socio-economic situation and the state of social and labour relations in the country.

The permanent crisis in Ukraine, which is accompanied by deep deformations in the sphere of social and labour relations, narrows opportunities and acts as a brake on a considerable part of the economically active population in terms of realising their own labour potential. This leads to the logical conclusion that labour migration of the population is an absolutely justified means of self-fulfilment in the sphere of labour activity. This means the desire and motivation of many potential migrants to have high qualifications, which is required by the labour market of the recipient countries. Obviously, this explains the tendency to increase the share of migrant workers with high professional and qualification characteristics. This is confirmed by studies conducted with the assistance of the International Organisation for Migration (IOM) and the Ministry of foreign affairs of the Kingdom of Norway in 2019 on migration and human trafficking: Ukraine, Moldova, Belarus, Georgia, which showed that almost every fourth migrant was engaged in jobs that require high qualifications [21].

The real processes that are currently taking place in the field of interstate labour migration allow predicting that this trend will not only continue but will also increase due to the liberalisation of labour legislation in the European Union countries and the removal of many barriers to attracting foreign labour. This is confirmed by the current migration policy of Germany, which introduces effective mechanisms for attracting foreign labour migrants. A similar policy is implemented by the governments of the Czech Republic, Slovakia, and Poland, which annually increase quotas for Ukrainian labour migrants [22]. Consequently, the migration corridors of Ukraine-Poland, Ukraine-Germany, and Ukraine-Czech Republic are being formed.

Admittedly, the effectiveness of their migration policy will be determined by measures related to the adaptation of migrants, in the arsenal of which, in addition to economic tools, an important role will be played by levers aimed at developing the quality parameters of migrants' lives – living conditions, medical care, insurance, that is, providing social guarantees, which creates conditions for turning migration into an irrevocable form. This situation creates real risks for reducing the size of the economically active population, deforms its gender and age structure, and leads to large losses in the country's demographic potential. Accordingly, this situation requires improving the efficiency of managing labour migration processes at all hierarchical levels of management. The solvation of this problem requires the

development of an organisational and economic mechanism for regulating labour movements as an important component of the national migration policy. Building such a mechanism based on the principles of consistency will provide an integrated approach to management and will allow influencing all stages of the migration process. This is a very important methodological position since at each of these stages, a system of social and labour relations inherent in it is formed and certain functions are implemented. Therewith, all stages of the migration process are combined with each other and form a complete process. Therefore, effective regulation cannot be achieved if any stage of the migration process is underestimated.

Theoretical analysis of the essence of the migration process indicates that it is a complex system of social order with many internal and external connections, the component structure of which is formed by five functional stages – environmental, situational, motivational-behavioural, mobile, and adaptive, each of which implements certain functions. Their unity makes migration processes of a holistic nature, and like any complex system, it requires the development of effective regulatory mechanisms, in the structure of which the key role belongs to the tools of macroeconomic influence on the economic situation and social and labour relations in the country.

Conclusions

The analysis of the epistemological nature of migration processes indicates that this is a complex system of social order, which includes a number of interrelated stages, the functioning of which ensures the integrity of the object under study and requires the development of effective mechanisms for regulating labour migration flows at different levels of management. The development of a mechanism for regulating labour migration processes contributes to improving the effectiveness of national migration policy measures in the context of the openness of the national labour market. It is quite obvious that if the economy has an unfavourable situation for self-fulfilment in the sphere of labour, then on the one hand, migration activity of the population is increasing, and on the other hand, this is a serious signal for the government, which forms a strategy for economic reforms and the need to make serious adjustments for their implementation. If the profession acquired by a person is not in demand in the labour market, then this is a message for educational institutions about the need to bring the personnel training system to the real needs of the labour market. The lack of proper attention to the problems of balancing labour supply and demand creates conditions for unemployment and potential migration. The processes of labour migration require the development of effective regulatory mechanisms, the operation of which should cover all stages of the migration process and ensure consistency.

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Системний підхід до аналізу сутності міграційних процесів

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Анотація. Зростання професійно-кваліфікаційного та освітнього рівня із накопиченням досвіду роботи вимагає глибокого осмислення та дослідження причинно-наслідкових зв'язків трудової міграції, глибокого наукового аналізу сучасних тенденцій, виявлення переваг та потенційних загроз для країни, формування розвиненої державної трудовіграційної політики. Метою статті є теоретичний аналіз сутності міграційних процесів як складної системи соціального порядку. У статті використано системний і теоретичний методи. Було визначено, що дослідження трудовіграційних процесів, за незначним винятком, знаходяться на початковій стадії: багато методичних та організаційних аспектів їх регулювання належним чином нерозкриті, їм бракує глибокого наукового розуміння сутності міграційних процесів як складного соціально-економічного явища. У статті зроблено спробу розкрити гносеологічну природу та сутність міграційного процесу як складної системи соціального порядку. Особлива увага приділена аналізу його системоформуючих складових, що перебувають між собою у причинно-наслідкових зв'язках і забезпечують його цілісність, що має важливе значення для формування організаційно-економічного механізму регулювання трудовіграційними процесами. Під час дослідження з'ясовано, що міграційний процес як складна система включає низку взаємопов'язаних між собою стадій – міграційне середовище, міграційну ситуацію, міграційну поведінку, міграційний рух, тобто мобільність та адаптацію трудових мігрантів. У статті особливий акцент зроблено на аналізі вихідної, базової стадії міграційного процесу – міграційному середовищі, що детермінує міграційну ситуацію, під впливом якої формується міграційна поведінка, а відтак міграційна мобільність та інтенсивність трудових переміщень. Таке розуміння сутності міграційних процесів має важливе значення для практики регулювання міграційних процесів та формування організаційно-економічного механізму регулювання трудовими переміщеннями. Аналіз кожної із виокремлених стадій дає можливість забезпечити системність і комплексність управління трудовіграційними процесами, підвищити ефективність державної міграційної політики

Ключові слова: міграційний процес, стадії міграційного процесу, механізм, регулювання