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DETERMINATION OF MOTIVATION GROWTH OF LABOR MIGRATION: EVOLUTION, MODERN CONTENT

Об'єктом дослідження є мотиваційне підґрунтя трудової міграції, еволюція її розвитку та сучасний зміст. Одним з найбільш проблемних питань є відсутність єдиного розуміння поняття «трудова міграція». Сьогодні відбувається стрімкий розвиток науково-технічного прогресу, інтенсифікація міжнародних економічних відносин, структурні перетворення у світовій економіці, трансформація міжнародного ринку праці, посилення інтеграційних процесів та накопичення наслідків кризових явищ. Все це зумовило набуття масштабного виміру проблеми трудової міграції, яка є одним із найважливіших факторів глобальних змін.

В ході дослідження були використані загальнонаукові та спеціальні методи і прийоми. Так, аналітичний метод було застосовано для збирання, узагальнення та обробки наукової інформації про стан розвитку трудової міграції, що дозволило дослідити існуючі думки з досліджуваної тематики. Також застосовано абстрактно-логічний метод для аналізу та систематизації отриманого матеріалу, а табличний та графічний методи – для наочного представлення теоретичних положень і формування висновків та рекомендацій щодо отриманих результатів дослідження.

Проведено аналіз основних визначень поняття «трудова міграція» різними авторами, досліджено етапи розвитку міжнародної міграції робочої сили та встановлено взаємозв'язок між основними типами трудової міграції. Сформовано власне визначення поняття «трудова міграція» з урахуванням її мотиваційного підґрунтя, яке підкреслює важливість дослідження цього процесу. Систематизовано основні види трудової міграції та окреслено провідні тенденції її розвитку.

Визначення поняття «трудова міграція» дозволяє чітко розуміти сутність цього процесу та його місце у системі світового господарства. Використання представленої класифікації її видів значно спростить майбутні дослідження її структури та динаміки. Теоретичний огляд провідних тенденцій розвитку та становлення трудової міграції дозволить сформулювати ключові проблеми та намітити можливі заходи впливу на імовірні негативні результати.

Ключові слова: міграція робочої сили, мотиваційні чинники трудової міграції, тенденції розвитку трудової міграції.

1. Introduction

In the current economic conditions of increasing globalization trends: internationalization of production, international economic and political integration, deepening the social division of labor and the growing influence of international transnational corporations, the labor market occupies a key place in the structure of the world economy. Through labor imbalances in the labor markets of different countries, the 21st century is characterized by record migration flows in which all countries of the world take part. The number of migrants in the world is more than 3 % of the world's population, as described in numerous reports of the UN Population Department. This record number is a concern, because it is more than ever in the history of mankind. That is why it is important to clearly understand the motivating factors that motivate employees to look for the «best lot» in other countries.

An increase in the scale of migration flows inevitably entails a number of consequences for all participants (countries of origin, transit countries, countries of acceptance and labor migrants). A detailed study of the positive and negative results of this process, important for the governments of all countries, hence this issue of international importance.

Therefore, the study of the motivational basis of labor motivation, its evolution and development is relevant.

2. The object of research and its technological audit

The object of research is the motivational basis of labor migration, the evolution of its development and modern content. Migration processes appeared together with mankind, even during primitive society, in search of better living conditions, people were forced to change their geography. Today, in the context of globalization, migration has acquired completely new forms. Firstly, the level of communication has changed significantly, information about the conditions of migration and the fate of migrant workers is distributed in one click on a computer keyboard, making the opportunity to migrate much more attractive. Secondly, a significant part of countries makes every effort to «civilize» this phenomenon, regulations are adopted that regulate this process, organizations, public and private funds for migrants are established, standards and social guarantees are approved. Thirdly, due to the significant spread of geography of movements, there is an integration of cultures and religions, even a hundred years ago it was a completely uncharacteristic phenomenon.

So, one of the most problematic places remains the definition of the theoretical essence of this multifaceted process and the analysis of the main motivational factors and development trends.

3. The aim and objectives of research

The aim of research is determination of the main motivational factors of labor migration, its essence and meaning.

To achieve this aim, the following objectives are defined:

1. Form your own definition of «labor migration» concept.
2. Determine the main stages of migration development.
3. Group the types of labor migration.

4. Research of existing solutions of the problem

The research of theoretical and methodological aspects of labor migration is devoted to the work of many scientists. The problems of international migration in the world dimension and their demographic consequences are considered, but do not describe the impact of the example of one particular country participating in the migration process [1]. Great importance is attached to migration as manifestations of international integration processes, although they do not take into account its consequences [2]. The key motives of re-emigration are determined, and do not indicate the existing problems [3]. New theories of international migration are substantiated, but not making a comparison with existing theories [4]. The need to learn languages is emphasized as a prerequisite for successful integration of immigrants, and overlooks other integration factors [5]. Finance and technology, which can have a positive impact on the countries of origin of migrant workers, are considered, but motivational factors are out of sight [6]. International labor migration through multinational companies is described without disclosing the motivational basis [7].

Among economists, researchers from various fields of knowledge, such as economists, sociologists, demographers and psychologists, are engaged in research on labor migration in various aspects, which confirms the multidimensionality of this process.

A thorough study of the assessment of the effects of external labor migration for Ukraine is carried out in [8]. The theoretical and applied aspects of labor migration are characterized by a team of scientists from the Ptoukha Institute for Demography and Social Research, National Academy of Sciences of Ukraine. They make an assessment of the earnings of migrant workers and remittances, develop proposals for the formation of migration policies and the improvement of labor migration statistics [9].

Taking into account the crisis phenomena, the author studies the prospects for the development of migration processes, traced the impact of the crisis on migration processes in the countries of the world in four main interrelated directions [10]:

- 1) rising unemployment;
- 2) decrease in the volume of transfers;
- 3) deterioration of working conditions, increased discrimination and stigmatization of migrants;
- 4) changes in policies of countries of destination and origin.

Also of interest are the works [11, 12], devoted to assessing the scope, analyzing the composition of international labor migration in Ukraine, highlighting the impact of part-time work on the development of the economy and social sphere in Ukraine, and considering the issues of state policy on labor migration.

So, the main studies of labor migration, certain theories of international migration, the dynamics of migration processes are considered, the influence of labor emigration on the socio-economic position of Ukraine is characterized. But many theoretical questions on establishing a clear understanding of the economic essence of labor migration, its types, factors and mainstream trends still need to be studied.

5. Methods of research

General scientific and special research methods are applied in this research:

- analytical method – to collect, summarize and process scientific information on the state of development of labor migration, which allowed to explore existing opinions on problematic topics;
- abstract-logical method – for the analysis and systematization of the obtained material;
- tabular and graphical methods – for a clear presentation of theoretical positions and the formation of conclusions on the research results;
- method of analogies and comparative comparison – to determine the characteristics of the introduction of measures of influence on the process of labor migration.

6. Research results

The theoretical and practical interest in studying the motivational basis of international labor migration is the allocation of its stages of development. Many scientists paid considerable attention to this issue, in particular, in work [13] 6 stages of the development of human resources migration are highlighted. And in the work [14] 5 stages of territorial mobility of the population are distinguished. The author of [15] also highlights 5 stages of the international movement of labor resources.

The main stages and characteristics inherent in each period of international labor migration for these scientists are presented in Table 1.

The most detailed and justified is the division, taking into account the scale, intensity of migration flows, geographical directions and their regulation (Table 1). At each stage, the motivational factors of migration have changed and expanded. From simple relocation caused by necessity, they evolved to a meaningful process of choosing the best places and conditions for work and life.

International labor migration reflects the process of redistribution of labor resources between different countries and regions of the world and is an important factor in shaping the demand and supply of labor in the international, national and regional labor market [15]. The authors consider the concept of «international labor migration» and «international labor force» as identical or similar in meaning (Table 2).

Thus, examining the existing definitions of the concept of «labor migration», it formed its own, which includes the essential features, namely: objectivity, belonging to a certain territory, systematic, timeframe, legality, composition of migrants, purpose and government regulation of the process. Labor migration is the movement of the able-bodied population temporarily or permanently to other localities, including abroad, with a certain frequency (one-time, several times, regularly). It complies with the regulations of the receiving party and the party of origin, in order to obtain higher wage or entrepreneurial talent.

Table 1
Approaches to the selection of stages of development
of international labor migration*

Source	Stages	Time intervals
[13]	I	Covers the period of pre-monopoly capitalism, when labor migration from the countries of Western and Northern Europe (England, Ireland, Germany, Sweden) to America is characteristic
	II	Period of change of pre-monopoly capitalism to monopoly, that is, in the 80s of the XIX century, began and lasted until the beginning of the First World War and the October Revolution in Russia
	III	Covers the period between the two world wars
	IV	Began after the World War II and lasted until the 70s of the last century
	V	Began from the second half of the twentieth century and lasted until the 90s, with the spread of globalization of the economy
	VI	Transmigration stage
[14]	I	The industrial revolution in Europe, in the last third of the XVIII – the middle of the XIX century, caused a massive migration from Europe to North America, Austria, New Zealand and the colonization of sparsely populated regions
	II	Period from the 80s of the XIX century before World War I – there was an uneven accumulation of capital
	III	Between the two world wars, restrictions on migration processes during the global economic crisis – 1929–1933
	IV	After World War II to the 90s
	V	From the beginning of the 90s to the present, the monopolization of international labor and capital markets, internationalization and integration
[15]	I	Late XVIII – first half of the XIX century – covers the period of pre-monopoly capitalism, the formation of which was observed in England, France, Germany and other European countries
	II	Development of pre-monopoly capitalism into monopoly, that is, in the 80s of XIX century and lasted until the World War I in 1914
	III	Between the two world wars (1914–1945)
	IV	After World War II to the 90s (before the collapse of the socialist camp in Western and Central Europe)
	V	Late 1980s to early 1990s – active increase in migration in the world, controlled by states

Note: * – generalized by the author

Table 2
Basic definitions of «labor migration» concept*

Source	Definition
[16]	Labor migration is a process of territorial movement of labor with the specific purpose of employing people for a certain period of time
[9]	Labor migration is movement in space, carried out by individuals with the aim of raising the standard of living based on more profitable use of their own labor force without changing their permanent place of residence
[17]	Labor migration is the movement of a person for the purpose of temporary employment, accompanied by the crossing of the state border (external labor migration) or the borders of administrative-territorial units of Ukraine (internal labor migration)
[18]	Labor migration is the movement of an able-bodied person to the territory of a state of which it is not a citizen and in which it does not reside permanently, with the aim of engaging in paid labor activity
[19]	Labor migration is the migration connected with crossing the state border in order to «sell one's labor», that is, to find a job and work at a particular enterprise and to receive the corresponding remuneration – wages

Note: * – generalized by the author

For a deeper understanding of the essence of the labor migration process, it is worth considering its types. In the economic literature there are a large number of criteria for the migration classification, which can be grouped (Table 3).

Table 3
Types of labor migration

Criterion	Types	Characteristic
By legal status	– legal (permanent and temporary type of work); – illegal (without permission of employment or stay)	Depending on the correctness of the paperwork and compliance with the established legal norms
By system	– seasonal; – pendulum; – episodic	Defines certain equal lengths of stay
By duration	– irrevocable; – constant (long term); – short term	Associated with the term of employment
By reasons	– forced; – voluntary	The basis is the presence or absence of the individual's desire for labor migration
By direction of travel	– emigration; – immigration; – remigration	In relation to the borders of the country-based migrants
By quality composition	– workers; – specialists; – representatives of liberal professions	Determined by the presence of a profession, specialty or qualification
By location	– internal; – external	Associated with internal or external movement
By spatial movement	– external; – intracontinental; – intercontinental	Depending on the intersection of geographical components
By method of implementation	– spontaneous; – organized; – chain	Availability of ready-made scenarios for successful migration

Note: systematized by the author based on [20–22]

Thus, a clear distinction between the criteria for the classification of labor migration makes it possible to understand the relationship and interdependence of various types of labor migration.

7. SWOT analysis of research results

Strengths. The strengths lie in the fact that the definition of the concept of «labor migration» is formed, which allows to take into account the omitted features of this process in the existing definitions of other authors. The evolution process of the development of labor migration has been studied and systematization of approaches to their classification has been carried out, which will allow analyzing the dynamics of this process in the context of temporal and species indicators in the future.

Weaknesses. The analysis of the evolution of the development of labor migration covers the general periods of time characteristic of the world economy, but in a particular country this division may differ significantly and have its own characteristic features.

Opportunities. It should be noted that in future studies of this problem it is possible to predict a list of possible measures of international and state regulation that will help maximize potential opportunities and minimize negative consequences.

Threats. The main threats to the development of labor migration are the turbulence and instability of the global economic environment, which carry risks for the prospects that can be obtained from the labor migration process by its participants.

8. Conclusions

1. The analysis of the existing approaches to the definition of the concept of «labor migration» is carried out. According to the results of the analysis own definition of Labor migration is formed. It is the movement of the able-bodied population temporarily or permanently to other localities, including abroad, with a certain frequency (one-time, several times, regularly). It complies with the regulations of the receiving party and the party of origin, in order to obtain higher wage or entrepreneurial talent.

2. The main stages of labor migration with the indication of time intervals, which are divided as follows:

- the first stage is the period of pre-monopoly capitalism;
- the second stage is the period of the change of pre-monopoly capitalism to monopoly;
- the third stage is the period between the two world wars;
- the fourth stage is the period after the World War II and until the 70s of the twentieth century;
- the fifth stage is the period from the second half of the twentieth century and until the 90s of the twentieth century;
- the sixth stage is the transmigration stage.

3. Types of labor migration are systemized in accordance with the classification, which will help in future studies of the dynamics of the process. According to this classification, the types of labor migration are divided by:

- legal status;
- systematic;
- duration;
- reasons;
- directions of movement;
- high-quality composition;
- location;
- spatial movement;
- method of implementation.

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