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UKRAINE’S PLACE IN THE INTERNATIONAL LABOR MARKET SYSTEM

Introduction. Ukraine will be able to become an equal actor in the world labor market only if it improves the efficiency of using its existing labor potential and ensuring its development in accordance with international standards, as it is the main productive force and the basis for ensuring the competitiveness of each country's economy. At the same time, in order to determine the directions of strengthening the integrational interaction in Ukraine, it is necessary to have a comprehensive and in-depth analysis of the processes taking place in the world labor market.

Review of recent publications. Many works devoted to the issue of Ukraine's participation in the international labor market and migration processes of our country were written by Ukrainian and foreign scientists such as O.I. Piskun, O.A. Malinovskaya, E.M. Libanova, Y.G. Cossack and others. However, the

tendencies are changing rapidly, so the question of Ukraine's role in the system of the international labor market remains unresolved.

Objectives of the paper. The paper aims at evaluating and characterizing Ukraine's place in the international labor market system.

Results of research. Now Ukraine is one of the largest donor states in Europe and is in the top ten donor countries in the world. The main problem of migration from Ukraine is that our country loses young people who have the opportunity to go abroad for permanent residence and work during their studies or after graduation and loses highly qualified specialists who wish to work abroad for salaries several times higher than in Ukraine.

Foreign researcher F. Duvel, citing World Bank data, calls Ukraine the second largest country in the world, after Mexico, the largest in the migration corridor, third in the list of countries of origin of immigrants after India and China. Emigration of labor resources is estimated quantitatively within the limits of 4–15% of the total population or 20% of the working population [1].

Comparing all known surveys and data on actual registrations, the integrated assessment of persons who participated in labor migration in 2015–2017 will be 4 million emigrants, which is about 16% of the working population of Ukraine.

Having analyzed the structure of labor migrants according to certain classification factors, namely duration, legality, we came to the conclusion that most of them are pendulum migrants – 34%, that is, they regularly travel to work abroad. The volume of long-term and short-term migration reaches 20% of the total number of migrants. About 10% are illegal migrants. At the same time, only 14% of workers abroad return to their homeland [2].

Among migrant workers men predominate, the largest number of them are individuals aged 30–44 (over 40%), most of them come from the western part of the country. 41% of migrant workers have secondary or secondary specialized education, 36% have higher education. Most educated migrants travel to the US, Israel, Germany and Finland.

The major countries for migrant workers are Poland, the Russian Federation, the Czech Republic and Italy. They account for about 80% of the total flows of short- and long-term migrant workers from Ukraine.

The increase in labor migration is accompanied by a reorientation of its flows from the traditional eastern direction to the western one. In times of conflict, this trend has accelerated. According to the GFK-Ukraine survey commissioned by the ILO, among potential labor migrants from Ukraine, the proportion of job seekers in Russia decreased from 18% in 2011 to 12% in 2016. At the same time, Poland's attractiveness increased from 7% in 2006, when the first similar survey was carried out, up to 30% [3].

At the same time, according to the results of the study of financial income related to migration and their impact on the development of Ukraine organized by the ILO most potential migrants who plan to leave short-term to earn money are going to leave to Russia. Russia is the second largest destination country after Poland [4].

The most common employment sector for Ukrainians abroad is construction sphere, although the share of employed in this sector is gradually decreasing from 52% in 2008 to 39% in 2017.

Households – domestic services (child care, elderly and sick service, cleaning, housekeeping, etc.) – occupy second place with the percentage of 12% and 8% of labor migrants in the long and short term respectively, 42% of the workers are women. In Italy, 63% of all Ukrainians work in households.

The involvement of Ukrainian migrants in other areas, such as manufacturing, agriculture, trade and other services, has increased in recent years, largely due to changes in the employment system in Poland.

Under the influence of military conflict and deep economic crisis, the emigration sentiment of the population is increasing. Attempts to solve life problems in the way of employment abroad are facilitated by the experience gained abroad by the Ukrainians, powerful migration networks that have emerged over the last decades.

A survey commissioned by the International Organization for Migration in spring of 2015 found that 8% of Ukrainians plan to find a job abroad soon or have already found one contrary to 6% in 2011 [5].

According to the same study, changes in the structure of labor migration from Ukraine are also taking place, namely the increase in long-term migration; more young people, women, urban dwellers, natives of northern, central and eastern Ukraine are attracted to migration [2].

Conclusion. Ukraine's transition to a market economy has created real conditions for Ukraine's integration into the world labor market. Every year our labor market is more and more integrated within the world labor market. More and more Ukrainian people are travelling abroad on a permanent or local basis, and they work in all sectors of the world economy. The massive displacement of labor causes significant socio-economic consequences both in the labor exporting countries and in the importing countries. However, this process is not the reverse, as the era of globalization requires the cooperation of countries and their continuous interaction, which contributes to the development of the world labor market.

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CURRENT TRENDS IN MERGERS AND ACQUISITIONS IN INTERNATIONAL BUSINESS

Introduction. Growth and competitiveness are one of the most important factors of success of any company. Nowadays, merger and acquisition strategy has become the most popular way to achieve rapid growth. In the broad sense of mergers and acquisitions is not only a mechanism for combating competitors, but firstly – a means of modernizing the enterprise. This is what determines the relevance of this topic.

Review of recent publications. Mergers and acquisitions, as well as evaluating the effectiveness of these processes, are investigated in the works of scientists T. Koller, O. Kyrchan [1], T. Copeland [3], J. Murin, P. Arzac [2], J. C. Horne, J. M. Wachowicz [4] and others. Many interesting and important business and merger