

**ГЕНДЕРНІ ТРАНСФОРМАЦІЇ ЗАЙНЯТОСТІ ЯК ІНСТРУМЕНТ
МІЖНАРОДНОЇ ІНТЕГРАЦІЇ РИНКУ ПРАЦІ УКРАЇНИ В УМОВАХ
РОСІЙСЬКО-УКРАЇНСЬКОЇ ВІЙНИ**

Прикарпатський національний
університет імені Василя Стефаника,
Міністерство освіти і науки України,
кафедра міжнарод
них економічних відносин,
вул. Чорновола, 1, м. Івано-Франківськ,
76019, Україна,
тел.: (0342) 75-20-27

¹e-mail: liliiia.mykhailyshyn@pnu.edu.ua
ORCID: <https://orcid.org/0000-0001-6015-5205>

²e-mail: yuriy.korovchuk@pnu.edu.ua
ORCID: <https://orcid.org/0000-0002-3987-1319>

³e-mail: oksana.hrushko@pnu.edu.ua
ORCID: <https://orcid.org/0009-0002-5197-0181>

Анотація. У статті досліджено особливості гендерних трансформацій як інструменту міжнародної інтеграції ринку праці України в умовах російсько-української війни. Визначено особливості трансформацій, довоєнний та післявоєнний стан ринку праці України. За результатами дослідження доведено, що в довоєнні роки ринок праці України мав вагомий вплив на міжнародний (зокрема європейський) ринок праці, а з початком війни, цей вплив значно посилюється через масштабні потоки біженців з території всієї країни. Здійснено узагальнення об'єктивних та вимушених причин посилення існуючих соціально-економічних факторів міграції серед яких особливо відчутними стали: руйнування економічних об'єктів, пошкодження інфраструктури, втрати пропозиції товарів, зниження сукупного споживчого попиту, зростання потреб в безпеці, додатковому соціальному захисті, реабілітації та навчанні. Доведено, що ринок праці України в умовах війни став донором кваліфікованої і високопродуктивної робочої сили для країн ЄС, в результаті чого відбувається його трансформація з моделі надлишку робочої сили до моделі її дефіциту. Зазначено, що масовість міграції внаслідок вищевказаних причин стала не єдиним фактором, що зумовив значні потрясіння на ринку праці України. Окремо, негативні тенденції розвитку ринку праці України і як результат зниження його інтеграційного потенціалу сформувалися внаслідок виключно воєнних факторів: окупація мільйонів українців, мобілізація чоловічого населення із подальшим залученням до лав ЗСУ чи волонтерства, зростання смертності серед військових працездатного віку та цивільного населення. Як наслідок констатовано суттєве зменшення пропозиції робочої сили на українському ринку праці, а враховуючи терміновість відновлення даного ресурсу, негативний вплив цих змін відчуватиметься в економіці України впродовж тривалого періоду. Виходячи із таких умов, обґрунтовано необхідність розробки заходів та впровадження ряду необхідних реформ, які б спрямовувалися б на подолання гендерних дисбалансів в різних сферах зайнятості українського суспільства. Такі заходи сприятимуть стабілізації вітчизняного ринку праці для повоєнної відбудови країни, і забезпечуватимуть збереження ідентичності України і української нації.

Ключові слова: міжнародний ринок праці, національний ринок праці, гендерні трансформації, причини міграції, міжнародна інтеграція, російсько-українська війна, стабілізаційні заходи, повоєнне відновлення, національна ідентичність.

Mykhailyshyn L. I.¹, Korovchuk Y. I.², Hrushko O. D.³

**GENDER TRANSFORMATIONS IN EMPLOYMENT AS A TOOL FOR
INTERNATIONAL INTEGRATION OF THE UKRAINIAN LABOR MARKET IN
THE CONTEXT OF THE RUSSIAN-UKRAINIAN WAR**

Vasyl Stefanyk Precarpathian National
National University,
Ministry of Education and Science of Ukraine,
Department of International Economic Relations,
Chornovola str, 1, Ivano-Frankivsk,
76019, Ukraine,
tel.: (0342) 75-20-27

¹e-mail: liliia.mykhailyshyn@pnu.edu.ua
ORCID: <https://orcid.org/0000-0001-6015-5205>

²e-mail: yuriy.korovchuk@pnu.edu.ua
ORCID: <https://orcid.org/0000-0002-3987-1319>

³e-mail: oksana.hrushko@pnu.edu.ua
ORCID: <https://orcid.org/0009-0002-5197-0181>

Abstract. The study examines the peculiarities of gender transformations as an instrument of international integration of the Ukrainian labor market in the context of the Russian-Ukrainian war. The features of transformations, the pre-war and post-war state of the Ukrainian labor market are identified. The study's findings demonstrate that during the pre-war years, the Ukrainian labor market strongly impacted the international (in particular, European) labor market. With the outbreak of war, this impact increased significantly due to large-scale flows of refugees from the entire country. The authors provide a summary of the objective and forced reasons for the increase in the existing socio-economic factors of migration, among which the following are particularly noticeable: destruction of economic facilities, damage to infrastructure, loss of supply of goods, decline in aggregate consumer demand, increased need for security, additional social protection, rehabilitation, and education. It is proved that the labor market of Ukraine in the conditions of war has become a donor of the skilled and highly productive workforce for the EU countries, resulting in its transformation from a model of labor excess to a model of labor deficit. It is noted that mass migration due to the abovementioned reasons was not the only factor that caused significant changes in the Ukrainian labor market. In addition, the negative trends in the development of Ukraine's labor market and the resulting decline in its integration potential were formed exclusively by military factors: the occupation of millions of Ukrainians, the mobilization of the men's population with subsequent recruitment into the Armed Forces or volunteering, and the increase in mortality among the working-age military and civilians. As a result, a significant reduction in the offer of workforce in the Ukrainian labor market has been noted, and given the urgency of restoring this resource, the negative impact of these changes will be observed in the Ukrainian economy for a long period. Based on these conditions, the author substantiates the need to develop measures and implement several necessary reforms aimed at overcoming gender imbalances in various areas of employment in Ukrainian society. Such measures will contribute to stabilizing the domestic labor market for the post-war reconstruction of the country and will ensure the preservation of the identity of Ukraine and the Ukrainian nation.

Keywords: international labor market, national labor market, gender transformations, reasons for migration, international integration, Russian-Ukrainian war, stabilization measures, post-war recovery, national identity.

Introduction. The labor market is a sector of the economy that determines the characteristics of socio-economic development in the context of ensuring the well-being of

society, and the job market is extremely sensitive to economic turmoil and responds dynamically to fluctuations. The full-scale war unleashed by Russia against Ukraine has become the biggest challenge for all spheres of the national economy since Ukraine's independence, and the transformations of the labor market have not been limited to national borders but have global consequences. Being in a state of war, Ukraine faced not only large-scale losses of productive forces but also the growing need for militarization, which in turn completely transformed the concept of social and employment relations in the country, as mobilization measures removed the male population from the system of economic reproduction. On the other hand, Russia's full-scale invasion led to a massive outflow of human capital, mostly women and children, from Ukraine to Europe and provoked a migration crisis. Due to all of the above factors and the deaths of military and civilians, there is an urgent need to study gender transformations in employment in the international job market, in the context of developing proposals aimed at stabilizing the Ukrainian workforce in the context of war and ensuring the processes of re-emigration and reproduction of the Ukrainian workers in the post-war period.

The process of functioning of the global job market and Ukraine's role in it have been researched by leading scholars such as S. Kalinina, O. Bulatova, O. Hryshnova, O. Levytska, A. Vasylyk, V. Danyuk, A. Voitenko, and others. The issues of gender imbalances in the labor market were directly focused on by such scholars as V. Pokryshchuk, S. Koval, I. Prokopovych-Pavliuk, I. Krylova, O. Pizhuk, and others. It should also be noted that a relatively small number of publications have been devoted to the study of the impact of the war on the Ukrainian labor market, which is due to the time required to study this complex and multifaceted issue. Among them are studies by L. Shamilova, E. Libanova, N. Azmuk, N. Vapnyarchuk, and V. Blyznyuk.

Despite the multidimensional nature of existing research on trends in the development of the international job market and its gender characteristics, the specificity of these processes in wartime requires additional scientific study. All of this determines the relevance of the presented paper, defining its aim, logic, and structure. While writing the article, the authors used inductive and deductive methods, analysis, comparison, and abstract logical methods.

Task statement. The purpose of the study is to determine the peculiarities of the transformations of the Ukrainian labor market during the Russian-Ukrainian war, to analyze the extent of gender asymmetry in the labor offer caused by the impact of external migration, and to develop measures to stabilize the domestic labor market for the post-war reconstruction of the country. In the process of writing the article, the authors used the inductive, deductive method, analysis, comparison, and abstract-logical method.

Results. In the context of globalization, the international job market should be analyzed through the lens of two processes:

- 1) synchronization of labor markets between individual countries;
- 2) migration of workforce from one country to job markets in other countries.

Although these processes are considered separately, they are often characterized by close interrelation, and thus the existence of one does not mean the absence of the other. The participation of a particular country in the international job market is characterized by its different subjective positioning in global workforce relations. Thus, a country may act as a donor or recipient of labor resources, initiate the elimination or introduction of social, cultural, administrative, or other measures to increase or limit the inflow of labor resources from other countries, or increase or limit the migration of its employable population. Regardless of the 'national dogma' concerning the participation of a country in the international labor market, the consequences for it will be complex and characterized by individual polarity in terms of the impact on socio-economic development. For example, for a country with a surplus of labor, transfers from potential emigrants will have a greater

economic effect than their 'cheap' involvement in work. For countries with low-skilled labor resources, attracting one skilled emigrant can compensate for the loss of economic benefits from several immigrants. For another category of countries, the influx of cheap workforce, although it contributes to the increase of added value in the economy by saving labor costs, but later generates social tensions and similar consequences, the regulation of which will require additional costs. All the negative or positive consequences of migration activity change with each new period of civilizational development, creating opportunities or threats to the socio-economic development of individual countries.

In the pre-war period, Ukraine's participation in the international job market could be characterized as a donor rather than a recipient. According to the Ministry of Social Policy, there were 3.2 million labor migrants in 2019. At certain times, during seasonal work, there are 7-9 million labor migrants. According to the Institute of Population and Social Studies, the number of labor migrants in 2021 was 2.5-3 million, of whom 4-500 thousand returned home, but mainly due to the coronavirus pandemic[1].

On the other hand, according to the International Organisation for Migration (IOM), 293,600 foreigners permanently reside in Ukraine, which is approximately 0.7% of the total population. In 2020, only 12,000 immigration permits were issued. Among immigrants, the majority (83% in 2020) were family members of Ukrainian citizens, as well as native Ukrainians and their descendants who are eligible for Ukrainian citizenship and receive annual immigration permits in addition to the government's quotas. They are mainly citizens of the Russian Federation (more than half) and other post-Soviet countries. Most immigrants in the quota category are family members of foreigners permanently residing in Ukraine. Although the government has increased the immigration quota (3,800 in 2019, 8,500 in 2020, and almost 10,000 in 2021), it has never been filled[2].

At the end of 2020, 151.3 thousand foreigners temporarily resided in the country. These are mainly people who came to Ukraine to study. As for workforce immigrants, they ranked only second in terms of number, which means that the economic effect of immigration on socio-economic growth for Ukraine was extremely limited, as most immigrants did not create added value in the economy but were only consumers of goods and services.

The effect of Ukrainian emigrants is determined primarily by its economic nature (the number of money transfers, the slow and slowly growing wages in the country), and secondarily by social effects, including improved attitudes towards their work, a greater understanding of their productivity, and efficiency, and the application of their experience in Ukraine.

In 2021, migrant workers transferred a record amount of money to Ukraine - \$15 billion. This is \$3 billion more than in 2020. Thus, in 2021, \$8.1 billion came through official channels (in 2020 - \$7.4 billion), and \$6.8 billion - through unofficial channels (compared to \$4.5 billion in 2020). [3].

Ukrainian labor migrants' money transfers are one of the largest sources of foreign currency inflows into the Ukrainian economy. For example, in 2019, transfers of labor migrants amounted to 7.7% of Ukraine's GDP, and in 2018 - 8.3% of Ukraine's GDP[3].

The massive migration from Ukraine in the pre-war period was caused not only by economic factors (attempts to increase welfare and improve material conditions, the desire to solve accommodation problems, accumulate capital to pay for university studies, and start a business) but also by social factors (social exhaustion due to the lack of real reforms to ensure economic growth, the effectiveness of legislation to combat corruption, lobbying, clannish elites, uneven distribution of national wealth, etc.) The expansion of employment opportunities in the EU after the introduction of the visa-free regime and the increased loyalty of governments to Ukraine played a significant role in the growth of migration flows from

Ukraine. Moreover, some countries, such as Poland, have identified Ukrainian migrants as one of the key reasons for their economic growth.

According to the Central Statistical Office of Poland, before 2014, the impact of immigration from Ukraine on GDP growth in the Republic of Poland was still insignificant (less than 0.1%), but in 2014-2019, Ukrainian labor migration increased the country's GDP by 0.3-0.9% annually [4].

Such data indicate that even in the pre-war years, Ukraine had a significant impact on the international (in particular, European) job market.

The outbreak of Russia's full-scale invasion of Ukraine not only exacerbated the existing socio-economic causes of migration due to the destruction of economic facilities, damage to infrastructure, loss of supply of goods, and a decline in aggregate consumer demand but also led to new ones - the need for security, additional social protection, rehabilitation, and training.

The results of the Gradus research group show that since the beginning of the military aggression until 22 March 2022, 86% of companies in the country have stopped, slowed down, or reduced their operations, of which 48% partially or almost did not work, and only 13% were still working [5].

As a result, since 24 February, more than 17 million people have left Ukraine for neighboring countries, although approximately 9.2 million have returned to Ukraine. Moreover, according to statistics, from 24 February 2022 to 3 January 2023, 7.9 million people were registered for temporary protection in Europe [6].

Despite the migration losses, Ukraine's job market has been significantly affected by military factors in particular. For example, more than 4 million Ukrainians are under occupation; the number of people involved in the Armed Forces has increased due to mobilization, and mortality rates have risen, not only among military personnel of working age but also among the civilian population. All of these prerequisites indicate that the supply of workforce in the Ukrainian job market has significantly decreased, and given the urgency of restoring this resource, the negative impact of these changes will be reflected in the Ukrainian economy for a long period.

In such circumstances, there is an urgent need to develop measures to adapt the population to the relevant changes in the job market. Taking into account all the above, we believe that, today, among all the measures proposed by national science, measures to neutralize gender inequalities in social and labor relations could be extremely effective. The objectivity of such measures is determined by the range of benefits they can provide, as they not only bring the standards of social and employment relations in Ukraine closer to European norms and increase the opportunities for the integration of the national market into the European economic space but also provide significant tools for re-emigration of refugees, filling critical vacancies, personal growth and development of society as a whole.

The prospects of implementing measures to neutralize gender inequality in the Ukrainian labor market are confirmed by the achievements in this area in the pre-war years.

According to the Global Gender Gap Report 2023, Ukraine ranks 55th out of 146 countries in terms of economic participation and opportunities [7]. To compare, in the Global Gender Gap Index 2021, Ukraine ranked 74th out of 156 countries [8].

Moreover, in terms of such indicators as economic activity and equal pay for equal work, promotion of women to leadership positions, etc., Ukraine has taken a leading position, ahead of Poland. The process of overcoming gender inequality in Ukraine has been quite successful, contrary to the widespread belief that our country has not been developing in line with European standards.

A significant problem for gender equality in the Ukrainian labor market is the significant gap in wage equality between men and women. According to the International

Labor Organization, the gender wage gap averages 20%, and Ukraine is above the average, but the difference is only 1.4%, compared to 18.6%, and although the government declares the need to bridge this gap, the effectiveness of the measures taken is extremely limited (to reduce the gap by 5% by 2023) [9].

The largest gender payment gap remains in South Korea - 31.06%, followed by Israel and Japan.

The war and the large-scale destruction of jobs, mobilization, and mass emigration of women and children caused a significant reduction in employment opportunities, which had a stronger impact on the gender structure of the Ukrainian labor market.

More than half of Ukrainian refugees are children (52%). About 14 percent of all refugees are children under the age of 5, about the same number as 6-9 and 10-13 year olds. This is followed by women aged 35-49 (18%). Overall, women make up 83.4 percent of adult refugees[10].

It is worth noting that such a massive number of refugees will have an impact on the labor markets of European countries, and the procedure of adaptation of domestic refugees to their environment contributes to the delay of this process. And the longer the war lasts and the deeper domestic refugees integrate into European job markets, the greater the risk of losing these workers to the domestic economy. At the end of 2022, 50% of respondents said they 'definitely' intended to return, and another 24% "definitely plan to return", compared to 26% in January 2024. The same applies to the opinions of refugee children: in May 2023, 39% of them 'definitely' wanted to return and another 17% 'to some extent' wanted to return, while now these figures are 22% and 25% respectively.

Western economists believe that today's refugees from Ukraine play a leading role in forming a reserve for economic recovery and that if Ukraine fails to return them, it will result in a loss of more than \$100 billion in GDP. According to preliminary estimates, even with record unemployment in Ukraine in recent years at 21.1%, 4.5 million people need to be returned over the next decade.

Because of the above, it can be stated that the Ukrainian labor market in the context of the war has become a donor of the skilled and highly productive workforce for the EU countries, resulting in its transformation from a model of a labor surplus to a model of workforce deficit [11]. Therefore, an important method for optimizing the effects of these transformations in the current context and the future post-war recovery is to ensure the implementation of several necessary reforms, which should potentially be aimed at increasing the level of women's participation in the labor force, their re-emigration, retraining and gender reorientation and adaptation of certain jobs. Specific measures in this context should include:

- increasing the level of technologisation of economic processes in the context of reducing physical exertion in certain types of work and, as a result, increasing opportunities for greater involvement of women in the workforce. The experience of the Scandinavian countries, where, according to research, a balance in the job market has been practically achieved, can serve as a guide to such transformations;

- to liberalize the operating environment for organizations whose activities are aimed at promoting the principles of gender equality in the labor market, conducting educational and awareness-raising activities among women on the potential for them to perform certain types of work, and facilitating the development of retraining initiatives to meet the needs of the job market;

- creating effective conditions to support business development and self-employment, which will create additional stimuli for the re-emigration of mostly women and reduce financial pressure on the social security system in the future;

- development and support at the state level of opportunities for flexible forms of employment, including remote work;

- modeling forms of joint employment in certain types of economic activity (road transport, IT, equipment testing, etc.) with further investment in gender adaptation of the relevant workforce;

- expanding the sources of financial support and stimulating the process of re-profiling and upgrading women's qualifications for various professions, and, introducing the implementation of dual education; by providing grants and attracting foreign investment;

- neutralizing and limiting any manifestations of gender differentiation in wages in the same spheres of employment for men and women;

- organization of separate structural units of enterprises, the functioning of which would be ensured by women's jobs, as well as stimulating the development of the market of domestic and social services, which would simultaneously provide workplaces for some women and provide more time for others realized in careers, business, design, art, etc.

The priorities identified to improve the consequences of gender transformations in the Ukrainian labor market during the war are measures to promote Europeanisation of the Ukrainian job market standards, and given that their target population is largely Ukrainian refugees, i.e. people who have learned these standards during the war, the process of their implementation has high prospects for fulfillment. The importance of such measures is most likely explained by the focus on qualitative rather than quantitative replacement of economically active people displaced by the war. The maximum activation of the Ukrainian population through gender transformations of the national job market, rather than the massive attraction of immigrants, is an extremely important course of action that will not only shape the range of economic growth opportunities but also help preserve the identity of Ukraine and the Ukrainian nation.

Conclusions. Thus, our study leads us to the conclusion that a full-scale war has a huge negative impact on the job market in Ukraine, which is manifested in a significant reduction in the number of workplaces due to the destruction and occupation of certain economic entities, a decrease in the number of the economically active population due to the deaths of military and civilians, disability and mass migration. Because Ukraine's job market has always been closely linked to the EU labor markets through migration, the full-scale war has significantly deepened this connection and the consequences that follow. Traditionally for the EU, refugees from Ukraine have contributed to filling some vacancies in the employment market, partly helping to keep their economies from suffering large-scale losses due to geopolitical instability. For Ukraine, there is a change in the priority of interests regarding migration, because if before the war migrants' transfers were an important source of stability in the country's monetary and financial system, then in the war, accompanied by a significant reduction in the country's population, the value of national human capital is constantly growing and becomes a priority in the issues of effective post-war recovery. The most effective measures to stabilize the transformation of Ukraine's labor market in the context of war could be measures to neutralize gender inequalities in social and labor relationships.

In general, the gender imbalance in the pre-war Ukrainian job market was similar to that in Eastern European labor markets, but armed aggression led to its rapid growth. Promoting women's economic activity requires creating conditions that reduce the physical burden of certain types of work, simplify retraining procedures, help change social stereotypes, ensure progressive production methods, unify the payment system, and promote flexible/remote work models, etc. Such measures are targeted not only at women living in the country but also at those who are refugees abroad and intend or are considering returning to Ukraine, as awareness of the reality of the prospects for stabilizing their well-being will be in favor of a positive decision in these matters. In addition, it is the activation of the Ukrainian population through gender transformations of the national job market, rather than the massive attraction of immigrants, that will help preserve the identity of Ukraine and the Ukrainian nation.

1. Трудова міграція: скільки українців працювали за кордоном в 2019-2021 роках. URL: <https://www.slovoidilo.ua/2021/03/18/infografika/suspilstvo/trudova-mihracziya-skilkyukrayincziv-pracyuvaly-kordonom-2019-2021-rokax> (дата звернення 08.05.2024)
2. 2021 міграція в Україні цифри і факти. MOM, Агентство ООН з питань міграції. URL: https://ukraine.iom.int/sites/g/files/tmzbd11861/files/documents/migration_in_ukraine_facts_and_figures_2021-ukr_web.pdf (дата звернення 08.05.2024)
3. Трудові мігранти торік переказали в Україну рекордну суму. *Економічна правда*. URL: <https://www.epravda.com.ua/news/2022/02/7/682160/> (дата звернення 08.05.2024)
4. Полковниченко С., Салай І. Вплив української міграції на розвиток економіки України та Польщі. *Проблеми і перспективи економіки та управління*. 2023. №3 (31) (Квіт 2023). С.19–35. DOI:[https://doi.org/10.25140/2411-5215-2022-3\(31\)-19-35](https://doi.org/10.25140/2411-5215-2022-3(31)-19-35). (дата звернення 08.05.2024)
5. Gradus research company. Діагностування стану українського бізнесу під час повномасштабної війни Росії з Україною. URL: https://gradus.app/documents/188/BusinessInWar_Gradus_KSE_Report_30032022_ua.pdf (дата звернення 08.05.2024)
6. В ООН назвали кількість українських біженців у Європі. URL: <https://www.slovoidilo.ua/2023/01/05/novyna/suspilstvo/oon-nazvaly-kilkist-ukrayinskyx-bizhencziv-yevropi> (дата звернення 08.05.2024)
7. World Economic Forum Global Gender Gap Report 2023. URL:<http://surl.li/nxgux> (дата звернення 08.05.2024)
8. Global Gender Gap Report 2021. Insight report. March 2021. World economic forum. URL: https://www3.weforum.org/docs/WEF_GGGR_2021.pdf (дата звернення: 04.05.2024)
9. Гендерний розрив в оплаті праці: на скільки більше заробляють чоловіки у країнах світу. URL: <https://www.slovoidilo.ua/2023/10/24/infografika/svit/hendernyj-rozryv-oplati-praczi-skilky-bilshe-zaroblyayut-choloviky-krayinax-svitu> (дата звернення 08.05.2024)
10. Усе менше охочих повертатися. Як змінилися настрої українських біженців. *Економічна правда*. URL: <https://www.epravda.com.ua/publications/2024/03/25/711576/> (дата звернення 08.05.2024)
11. Калініна, С. П., Коровчук Ю. І., Кушнарченко О. П. Міжнародний ринок праці в умовах глобалізації: міграційний дискурс. *Вісник Приазовського державного технічного університету* : зб. наук. праць. Маріуполь, 2018. Вип. 35. С. 69–76. (Серія : Економічні науки = Section : Economic sciences);
12. Kalinina S., Mykhailyshyn L., Korovchuk Y., Kushnarenko O. Monitoring of international labor migration in the context of the world economy labor resources providing problems. URL: <https://dx.doi.org/10.2991/mdsmes-19.2019.747-th> international conference on modeling, development and strategig management of economic system - MDSMES-2019 .
13. Калініна С.П., Михайлишин Л.І., Коровчук Ю.І., Савченко Е.О. Трансформація трудових ресурсів та забезпечення світової економіки: глобалізаційний дискурс. Монографія / за заг.ред д-ра екон. наук, професора С.П. Калініної. Вінниця: ТВОРИ, 2021. 256 с
14. Калініна С.П., Булатова О.В., Кушнарченко О.П., Савченко Е.О. Розвиток світового ринку в умовах глобалізації: трансформаційний дискурс. Монографія / за заг. ред. д.е.н., проф. С.П.Калініної, д.е.н., проф. О.В.Булатової. Вінниця: ТВОРИ. 2022 р. 221 с.

References

1. “Labor migration: how many Ukrainians worked abroad in 2019-2021.” Slovo i dilo, <https://www.slovoidilo.ua/2021/03/18/infografika/suspilstvo/trudova-mihracziya-skilkyukrayincziv-pracyuvaly-kordonom-2019-2021-rokax> Accessed 08 May 2024.
2. “2021 migration in Ukraine: numbers and facts.” IOM, the United Nations Migration Agency, ukraine.iom.int/sites/g/files/tmzbd11861/files/documents/migration_in_ukraine_facts_and_figures_2021-ukr_web.pdf Accessed 08 May 2024.
3. “Worker migrants transferred a record amount to Ukraine last year.” Economic truth, www.epravda.com.ua/news/2022/02/7/682160/ Accessed 08 May 2024.
4. Polkovnychenko, S., and I. Salai. “The impact of Ukrainian migration on the development of the economies of Ukraine and Poland.” *Problems and Prospects of Economics and Management*, no.3 (31) (April 2023), 2023, pp. 19–35. DOI:[https://doi.org/10.25140/2411-5215-2022-3\(31\)-19-35](https://doi.org/10.25140/2411-5215-2022-3(31)-19-35).
5. “Diagnosing the State of Ukrainian Business during russia's Full-scale War with Ukraine.” Gradus Research Company, gradus.app/documents/188/BusinessInWar_Gradus_KSE_Report_30032022_ua.pdf Accessed 08 May 2024.
6. “The UN has announced the number of Ukrainian refugees in Europe.” Slovo i dilo, www.slovoidilo.ua/2023/01/05/novyna/suspilstvo/oon-nazvaly-kilkist-ukrayinskyx-bizhencziv-yevropi Accessed 08 May 2024.

7. *World Economic Forum Global Gender Gap Report 2023*. World Economic Forum, surl.li/nxgux Accessed 08 May 2024.
8. *Global Gender Gap Report 2021. Insight report. March 2021*. World Economic Forum, www3.weforum.org/docs/WEF_GGGR_2021.pdf Accessed 08 May 2024.
9. "Gender payment gap: how much more men earn in different countries of the world. Slovo i dilo, www.slovoidilo.ua/2023/10/24/infografika/svit/hendernyj-rozryv-oplati-praczi-skilky-bilshe-zaroblyayut-choloviky-krayinax-svitu Accessed 08 May 2024.
10. "There are fewer and fewer people willing to return. How the attitudes of Ukrainian refugees have changed." *Economic Pravda*, www.epravda.com.ua/publications/2024/03/25/711576/ Accessed 08 May 2024.
11. Kalinina, S.P., Korovchuk, Y.I., and O.P. Kushnarenko. "International Labor Market in the Conditions of Globalization: Migration Discourse." *Bulletin of Priazovsky State Technical University* (Series: Economic Sciences), issue 35, 2018, pp. 69–76.
12. Kalinina, S., Mykhailyshyn, L., Korovchuk, Y., and O. Kushnarenko. "Monitoring of international labor migration in the context of the world economy labor resources providing problems." <https://dx.doi.org/10.2991/mdsmes-19.2019.747-th-international-conference-on-modeling-development-and-strategic-management-of-economic-system-MDSMES-2019>.
13. Kalinina, S.P., Mykhailyshyn, L.I., Korovchuk, Yu.I., and E.O. Savchenko. *Transformation of labor supply of the world economy: globalization discourse: [monograph]*. Vinnythia, TVORY, 2021. 253 p. Scientific Library of Vasyl Stefanyk PreCarpathian National University, lib.pnu.edu.ua:8080/handle/123456789/15048 Accessed 08 May 2024.
14. Kalinina, S.P., Bulatova, O.V., Kushnarenko, O.P., and E.O. Savchenko. *The development of the world labor market in the conditions of globalization: a transformational discourse: [monograph]*. Vinnytsia, TVORY, 2022, repository.mu.edu.ua/jspui/handle/123456789/3572 Accessed 08 May 2024.