JEL Classification: O 15; R 23

UDC 314.7

DOI: 10.30857/2415-3206.2018.2.3

Introduction. Significant geopolitical transformations, the annexation of the Crimea, and the conflict in the Donbass affect the functioning of the Ukrainian economy. These processes provoked a profound and only political but also socio-economic crisis, intensification of labor migration, massive forced displacement of the population: the emergence of the category of forced migrants - internally displaced persons (IDP). IDPs are citizens of a country that does not cross borders and migrate within their own country for compelled reasons (similar to the case with refugees). In Ukraine, they are called forced migrants.

The hypothesis of scientific research is to find out how the emergence of regional migration asymmetry, in particular the emergence of a significant number of IDP, affects the asymmetry of migration processes in Ukraine, the economy and welfare of the population, and the level of socio-economic development of the country.

The aim is to diagnose the existing processes of domestic forced migration processes in Ukraine, including the asymmetry of migratory flows, the impact of the movement of internally displaced persons on the level of development of regional economies.

The research methodology is fundamental and applied research in the field of forced internal migration, the demographic situation and the state of the labor market, UN materials, the ILO, UNESCO, the bodies of

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the state statistics service, materials from other official sources and Internet resources. During the study, methods of systematization, theoretical generalization, scientific classification, comparative analysis, statistical methods were used.

Results: the main factors determining the conditions and nature of forced internal migration in Ukraine in 2014–2017 were determined. The main directions of forced internal migration since the beginning of hostilities in the Donbass were determined. The emergence of regional asymmetry of migration processes at the level of aggregate migratory flows is investigated.

Conclusions: it is proved that all regions of significant right-side Ukraine have а asymmetry of balance in the direction of arrivals in the region, which manifests itself in the concentration of refugees in the presence of a relatively small number of most mass flows. HPE is perceived in their places of residence as an additional resource for the development of a regional economy: the opportunities emergence of new for increasing social activity by refugees; the opening of new businesses; a strong motivation to succeed; intensification of production and provision of services; filling jobs that were not in demand by the local population.

Keywords: internally displaced persons; forced displaced persons; refugees; regional migration asymmetry.

JEL Classification: O 15; R 23

УДК 314.7

DOI: 10.30857/2415-3206.2018.2.3

ВПЛИВ ВИМУШЕНОЇ МІГРАЦІЇ НА Економіку україни

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Вступ. Значні геополітичні трансформації, анексія Криму, конфлікт на Донбасі справляють вплив функціонування економіки України. процеси Шi спровокували глибоку н тільки політичну, соціально-економічну й а кризу, інтенсифікацію трудової міграції, масштабні вимушені переміщення населення: появу категорії вимушених мігрантів – внутрішньо переміщених осіб (ВПО). ВПО – це громадяни країни, які не перетинають кордонів і мігрують в межах своєї держави по вимушеним причин (аналогічним у випадку з біженцями). В Україні ïх називають вимушеними переселенцями.

Гіпотеза наукового дослідження є з'ясування яким чином поява регіональної міграційної асиметрії, зокрема поява значної кількості ВПО, впливають на асиметричність міграційних процесів в Україні, економіку та добробут населення, рівень соціально-економічного розвитку країни.

Метою є діагностика існуючих процесів внутрішніх вимушених міграційних процесів Україні, включаючи в асиметричність міграційних потоків, вплив руху внутрішньо переміщених осіб на рівень розвитку регіональних економік. Методологією дослідження € фундаментальні і прикладні дослідження в галузі вимушеної внутрішньої міграції, демографічної ситуації та стану ринку праці, матеріали ООН, МОП, ЮНЕСКО, органів служби державної статистики,

матеріали інших офіційних джерел і інтернет-ресурсів. В ході дослідження були використані методи систематизації, теоретичного узагальнення, наукової класифікації, порівняльного аналізу, статистичні методи.

Результати: з'ясовано основні чинники, визначали умови які та характер вимушеної внутрішньої міграції в Україні 2014–2017 рр. Визначено основні v напрями вимушеної внутрішньої міграції з початку військових дій на Донбасі. Досліджено поява регіональної асиметрії міграційних процесів на рівні сукупності міграційних потоків.

Висновки: доведено, що усім регіонам України притаманна значна правостороння асиметрія балансу в бік прибулих до регіону, що проявляється у біженців при концентрації наявності відносно невеликій кількості найбільш масових потоків. ВПО сприймаються в місцях їхнього перебування як додатковий ресурс розвитку регіональної економіки: появі нових можливостей у підвищенні соціальної активності за рахунок біженців; відкриттям нових бізнесів; сильною мотивацією досягнення ycnixy; інтенсифікації виробництва та надання послуг; заповненням не робочих місць, які не користувались попитом у місцевого населення.

Ключові слова: внутрішня вимушена міграція; вимушено переміщені особи; біженці; регіональна міграційна асиметрія. **Formulation of the problem.** The question of the formation and development of labor resources, labor potential of regions and the country as a whole has always been relevant. This problem became even more significant during the period of socio-economic changes in the country and in the world. In the regulation of relations in the labor market in the field of the provision of labor resources unwittingly faced with such a phenomenon as labor migration, which arose in the industrial era, and, having undergone significant changes in terms of industrial development of countries and regions, has become an integral part of the modern system of relations in society and economy.

Currently, labor migration, covering an increasing number of countries and regions, has gained a global character, contributing to the spread of new knowledge, technologies and progressive productions on the one hand, and, creating a strong tangle of socio-political and economic contradictions and problems, on the other. Strengthening the international and national division of labor, military and political conflicts in the country, contribute to the increase in the volumes and diversity of migratory flows that move from one region to another, which entails both benefits and losses for the country and territories involved in migration process.

Unlike developed countries that have already accumulated experience in managing forced migratory flows, Ukraine first faced a large-scale population movement in 2014–2017, which was associated with the aggressive actions of the Russian Federation, the annexation of the Crimea, the loss of control over the Donbas part of the industry. The combination of these negative factors led to an increase in military expenses, a loss of part of external markets, a decline in the standard of living of the population and the economy of Ukraine. With a strong social and political character, forced labor migration makes changes in the lives of local communities, changes the situation in the labor markets, influences state activity, corrects the socio-economic characteristics of migrants who are forced to move to other territories in search of a peaceful life and a secure future.

It should be emphasized that spontaneous migration processes create one of the most complicated state problems in Ukraine. Hundreds of thousands of forced migrants need legal, material and financial assistance, the volumes that often exceed the socio-economic capabilities of the state and individual regions, and the conditions in which an economically active part of the settlers could engage in self-sufficiency are virtually absent. Contradictions also arise when choosing a new place of residence – the interests of forced migrants, who tend to settle in major cities in large cities and the interests of the state as a whole, regions and local authorities often do not coincide.

Analysis of recent research and unresolved part of the problem. Different aspects of the development of social and labor relations, the role of labor migration as a process of employment of the population in the market conditions of management, as well as its impact on the labor market and sociolabor relations developed and investigated by domestic and foreign scientists and specialists. In the writings of the classics, these problems are described in the works of D. Keynes, K. Marx, D. Massey, A. Smith, D. Ricardo, T. Malthus, J. Gelbert, M. Friedman.

Some aspects of internal labor migration of the population are covered in A. Arsenyenko, of N. Tolstykh, T. Dronyuk, the works A. Solodko, E. Libanova, V. Smal, O. Poznyak, I. Prybitkova, R. Chorny, and others. In these works the quantitative characteristics of forced internal labor migration, peculiarities of its regional reintegration into labor life are determined. All of them agree that the main reason for global changes in labor markets is the massive displacement of the population, including the able-bodied, in connection with the deployment of armed confrontation in the East of Ukraine. Thus, in the publications of E. Libanova, I. Prybitkova, R. Black, the scale of internal forced labor migration is considered as one of the factors of the threat to the economic security of the state. V. Smal and O. Poznyak analyze the specifics of social and economic integration in host communities by internally displaced persons [4].

All these studies allow us to identify the main aspects and issues that arise in the field of social and labor relations, including in the context of forced internal labor migration, but that some of the social and psychological aspects of the reintegration of the IDP are left out of the attention of scholars and legislators and need to be considered and resolved.

The aim is to study the main factors that determine the conditions, nature and direction of forced domestic labor migration in Ukraine, the specifics of concentration of labor migrants in the regions, and the main measures to restore the balance of the labor market.

Research results. In today's conditions of development of Ukraine, connected with the necessity of modernization of the economy, the growth of industrial production in all sectors of the economy, the need for expanded reproduction of labor resources, the competent labor migration policy of the state, which is aimed at the effective use of labor potential in order to increase the efficiency of employment, becomes very important. population of the country. Both external and internal migration should be evaluated on the basis of the long-term strategy of reproduction of labor resources, despite the contradictions that arise in the social and labor sphere and the disturbance in the balance of macro-social stability initiated by the armed conflict in eastern Ukraine.

The population of Ukraine is 42.7 million by January 1, 2016 (excluding the annexed territory of the Autonomous Republic of Crimea and the city of

Sevastopol). The economy and welfare of the population are characterized as follows. The zero growth of GDP, recorded in 2013, has shifted from contraction (by 6.6% in 2014 and 9.9% in 2015) due to the conflict in the east, as well as falling prices for commodities on the global market (Fig. 1).



Source: State Statistics Service of Ukraine. Figure 1. Real GDP of Ukraine, changes in percentage to the previous year, 2010–2015

The conflict in the industrial region of the country has led to a significant reduction in industrial production (by 13.1% in 2015), an increase in budget expenditures for the financing of power agencies and the restoration of destroyed infrastructure.

Inflation rates are high. If in 2013 consumer prices increased by only half a percent, in 2014 – by almost 25%, in 2015 – by 43% 1. At the same time, the average monthly real wage in 2014 was 94% of the 2013 level, and in 2015 – 80% of the level of the previous year. Although nominal average wages increased – 3480 UAH in 2014 and UAH 4195 in 2015, as a result of the rapid inflation of the national currency in dollar terms, it sharply decreased – 292 USD in 2014 and 192 USD in 2015 (Fig. 2).





Figure 2. Dynamics of average monthly real wages in 2010–2015 as a percentage of the previous year

In December 2015, the average number of employees was 7.8 million people, which is 600 thousand less than in December 2014. The number of unemployed reached 1.6 million, or 9% of the economically active population. Moreover, among young people up to 25 years old -22%, that is, twice [5]. The level of absolute poverty has risen sharply, from 3.3% in 2014 to 5.8% in 2015 [6]. According to the index of human development, Ukraine in 2015 ranked 81st among 188 countries of the world.

The population of Ukraine, which amounted to 52 million in 1993, has decreased by almost 10 million in the result of negative natural reproduction trends. In 2010–2015, the natural reduction was on average more than 160 thousand per year. According to the forecast, if fertility, life expectancy and migration rates remain unchanged, in 2050 there will be 32 million inhabitants in Ukraine. The share of population over the age of 60 will increase by one and a half times (Fig. 3) [7].



Source: Integrated Demographic Forecast of Ukraine for the period up to 2050 / Institute of Demography and Social Research of the National Academy of Sciences of Ukraine.

Figure 3. Forecast of the population of Ukraine under the condition of unchanged indicators of birth rate, life expectancy and migration according to the data of 2011, *million people*

The growth of industrial production in modern Ukraine as a factor in stabilizing the economy should be ensured by the constant reproduction of labor resources. To do this, it is necessary to pursue an active employment policy, to use flexible methods and tools in the course of professional training and retraining, to increase the competitiveness of workers, to promote the professional orientation of the population and the territorial mobility of unemployed citizens.

It should be clearly understood that along with external labor migration, which, despite its necessity, often leads to inter-ethnic conflicts, domestic or inter-regional forced labor migration, especially in relation to highly skilled personnel, should receive state support as it is promotes efficiency of the employment policy of the country's population.

The work of domestic labor migrants, especially in large cities, has become a structural factor in an economy that is unable to function effectively without their involvement. Due to the urgent restructuring of the economy, the demand for labor migrants, as a rather inexpensive and at the same time high-quality workforce, will grow in both the medium and long-term, so that state and regional labor migration policies should be strategically oriented in this direction. At the same time, the growth of the number of migrant workers from the near and far abroad, forced domestic labor migrants leads to problems and contradictions in social and labor relations, undermining macroeconomic and macro-social stability of the country. Socio-economic realities of the modern labor market of Ukraine, the crucial task of ensuring optimal mobility of workers and the fastest satisfaction of supply and demand for labor, point to the need to optimize employment policy taking into account the labor migration component.

It is believed that labor migration is a territorial movement of the population with different periodicity (temporary or permanent, if the main motive is job search), within and outside the boundaries of a particular country, associated with the implementation of the labor market of the host country skills, and Abilities of foreign workers for employment and income generation. Regardless of the reasons for moving and time of stay, a migrant worker goes to the labor market system, therefore, is considered a labor migrant.

From the point of view of practical regulation of the migration process, it is expedient to give the following definition of labor migration. Labor migration is the temporary movement of citizens of a particular country or foreign citizens for the purpose of finding a job in another region or country with different periods or with the possibility of permanent residence. Such a definition from the point of view of a narrow approach to the definition of labor migration includes not only international but also interregional (ie, internal) migration, as well as its various forms, including illegal ones. Thus, this approach provides an opportunity to present labor migration policies conducted by the government as part of an effective public employment policy.

Migration is now viewed as a major part of society as a negative phenomenon that characterizes the difficult economic situation in the regions of departure and the great attractiveness for employment and residence of the regions of the arrival of migrants, which is accompanied by a change in the economic and socio-demographic characteristics of the territories and the structure of the regional labor market.

At the same time, the level of labor migration in the regions of arrival is an indicator of comparative favorable conditions for employment (higher wages, availability of more jobs) and/or residence (better living conditions for the migrant and his family members) – the more perspective and comfortable the specific area for employment and/or residence, the greater the number of arriving.

After independence, the volume of domestic migration in Ukraine has declined significantly as a result of the disappearance of the Soviet-era organized resettlement and labor force collections, the commercialization of education, the rise in housing prices, employment difficulties, etc. If, at the turn of the 1980–1990s, domestic migration turned out to be 3 million, now less than a million. According to the State Statistics Service, in 2015, only 12 out of thousands of Ukrainians changed their place of residence [5; 8]. Nevertheless, domestic stationary movements are still about 10 times the size of international migration. Dominated in the internal migration between the city and the countryside. The rural population is shrinking due to the outflow of youth in the city, which accelerates its aging.

In interregional migrations, the main recipient is Kyiv and Kyiv oblast. In the 2000s, the growth of the population of the capital at the expense of other regions amounted to 20 thousand per year. In the context of the current crisis, migration has decreased (14.4 thousand in 2014, about 12 thousand in 2015), but remained the largest in Ukraine. These data, however, relate only to relocations that are recorded officially and do not include temporary displacement, including forced.

In addition, there is a large number of people in the internal labor migration, not connected with the daily or weekly return to the place of permanent residence. They are carried out to perform seasonal, shift, or even longer work in the capital and the largest industrial centers.

According to the most recent data from the IOM 2014–2015 survey, the number of domestic labor migrants in Ukraine exceeds 1.6 million and reaches 9% of the economically active population. And in the near future, internal labor migration may increase by about 50% [9]. According to other sociological surveys, for 55% of the respondents from the domestic labor migrants, their workplace is permanent, for the vast majority – the only one. At the same time, only 20% of the polled domestic labor migrants work formally, by labor agreement, others – by verbal arrangement, or consider themselves self-employed [10].

Since 2014, numerous internal resettlements in Ukraine, caused by the annexation of Crimea and military actions in the Donbas, are compulsory. According to the Interdepartmental Coordination Headquarters on Social Security for Internally Displaced Persons (IDP), as of July 20, 2016, 1 million 29 thousand 571 persons were transferred from non-controlled territories of the Government to other regions of Ukraine, including those from Donetsk and Luhansk Oblasts 1 million 7 thousand 112 people and the Autonomous Republic of Crimea and the city of Sevastopol 22 thousand 459 people, including 170 thousand 581 children and 495 thousand 93 people with disabilities and the elderly (Fig. 4).



Source: Interdepartmental coordination staff on social security issues for Ukrainian citizens moving from areas of anti-terrorist operation and temporarily occupied territory.

Figure 4. Operational information on resettlement from the Crimea and uncontrolled Ukrainian Government of Donbas regions to other regions, *thsd. persons*, 2014–2016

At the same time, according to the Ministry of Social Policy of Ukraine, which carries out registration of IDP, which is a prerequisite for obtaining social support, the number of forced migrants is larger and amounted to 1,774,627 persons in Donbass and Crimea by July 2016 [11].

The interdepartmental coordinating staff provided the following information on the location of HBO. Most of them are located in Lugansk (275 thousand people), Kharkiv (191 thousand people), Donetsk (120 thousand people), Dnipropetrovsk (81 thousand), Zaporozhye (69 thousand), Kyiv (51 thousand persons) regions and the city of Kyiv (39 thousand people). The smallest number of Ternopil (2.5 thousand people), Chernivtsi (3 thousand), Rivne (3 thousand), Transcarpathian (4 thousand), Ivano-Frankivsk (4 thousand) and Volyn (5 thousand people) regions.

Thus, most of the HROs are in the closest to the places of their previous residence, indicating that they intend to return to the abandoned homes. At the same time, according to sociologists, about one third of the HSP is oriented to permanent residence in other regions of Ukraine [12].

There is a certain dynamics. Since the beginning of the conflict in the East and by mid-last year, the number of internally displaced persons has steadily increased. The largest number of settlers during all the years of the conflict in Ukraine was in June 2014 - 1,800,970 people. Later, the number of IDPs

decreased by at least 20,000 people a month. There were months when the settlers became less than 50,000. There is a constant movement of HPE. For example, over the past year, about 160,000 new settlers arrived. There are also people who constantly leave or come. Seasonal migration is also observed. That is, there are those who spring home to their private homes. There, they plant gardens, take care of their plots, harvest closer to the fall and return to the control area. And there are those who, on the contrary, are returning now, after having been wintering in the occupied territory, because there are cheaper utilities there. At the same time, taking into account all these trends and phenomena, it can be stated that the number of settlers in Ukraine is systematically decreasing.

The largest number of settlers in the oblast centers, in particular, in Kiev. Exception – Luhansk and Donetsk region. There are a lot of settlers and they live in villages as well as in larger settlements. HOP massively traveled abroad at the beginning of the conflict: both as labor migrants and as refugees. Now everyone is first studying the labor legislation of those countries where they would like to go. Find out where and under which conditions you can get in, and where you can only stay illegally, and then go. In this regard, internally displaced people are not fundamentally different from all others. And if you look at the general statistics, then over the last two years the number of migrant workers from Ukraine to Europe has really increased, but not significantly.

The Ukrainian market is responding to all challenges and challenges facing the state. Loss of production potential in the Donetsk and Luhansk regions and the Autonomous Republic of Crimea led to job cuts, and the large-scale displacement of the population from the temporarily occupied territory and zone of armed confrontation in the East of the country-to the increase of tensions on regional and local labor markets, increase of unemployment.

Adopted in March 2015, the Law No. 245-VIII "On Amendments to Some Laws of Ukraine Concerning the Strengthening of Social Protection of Internally Displaced Persons" is aimed at solving the problem of employment of internally displaced persons. The law contains a series of measures to promote the employment of HPE. According to the Law, a) for employers for placement in the HPE, compensation is provided for compensation of labor costs for such persons up to 6 months, and, depending on the situation in the labor market of the region, up to 12 months; b) the registered unemployed will be compensated for the expenses for moving to the place where he will work, and the expenses for the medical or narcological examination, if it is necessary for employment; c) the list of persons from the number of unemployed who have the right to receive a voucher to maintain competitiveness in the labor market through retraining, specialization, advanced training in occupations and specialties for priority economic activities is expanded. In order to facilitate the increase of employment of IDP, the Resolution of the Cabinet of Ministers of Ukraine "Main directions of solving the problems of employment of internally displaced persons for 2015–2016" is also directed, which analyzes the state and problems of IDP in the labor market, and outlines ways and ways of ensuring employment and improving the competitiveness of internally displaced persons. persons in the social and labor sphere. However, the problem of HPE in the labor market is not limited to employment but needs analysis in terms of the effective use of human potential.

The first thing to note when analyzing data from the State Employment Service (PES) on HPE in the Ukrainian labor market is the low activity of migrants in the search for work. Only 3.75% of the total number or 64.3 thousand internally displaced persons turned to the PES for the period from March 1, 2014 to January 31, 2016. Such low activity of the search of work by settlers can be explained by various reasons: orientation for a quick return home, ignorance of legislative support for the employment of HPE, the need for care of family members, the impossibility of finding a job on a specialty, the unwillingness to break the previous employment relationship, the mismatch of wage expectations an immigrant, lack of documents, doubts about the effectiveness of the employment service, lack of intention to change the profession, etc. The low level of appeals to the PES can also be explained by employment in the shadow economy, which entails the seizure of significant human potential from the Ukrainian economy.

A study conducted by IOM with the support of the Government of Japan [13] has shown that HPE is perceived in their current residence for the most part as an additional resource for development. The local population sees new opportunities in connection with: an increase in social activity at the expense of the arrival of activists; the opening of new businesses and the strong motivation to succeed; introduction of higher requirements for assortment and quality of goods and services; filling in the local population's unprocessed jobs, cheaper due to the production of goods.

Conclusions and suggestions. The peculiarities of the process of forced forced labor migration of the population and their influence on social and labor relations in Ukraine are distinguished. The characteristic of those changes in modern social and labor relations, which are caused by the development of internal forced labor migration. During 2014–2017, the areas of labor migration were defined as financial opportunities for a new location where the main motive for moving was the desire to avoid engaging in hostilities that endangered the life and health of the family or the desire to get a job in its absence in a particular area. (as a rule, in rural settlements), to improve the level of remuneration or employment conditions.

In recent years, large-scale and uneven distribution of HBO in the regions of Ukraine has been a significant migration problem. If by 2013, including in Ukraine (even if there was large-scale external labor migration), there was no excessive form of regional migration asymmetry, but now it has emerged as a result of the movement of internally displaced persons. Consequently, the key areas of Ukraine's migration policy as a means of mitigating the negative manifestations of regional asymmetry of migration processes are the effective attraction of migration capital to the Ukrainian economy and the use of human resources of the IDP for improving the demographic situation in the regions that need it.

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