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DEVELOPMENT OF INTERNATIONAL MIGRATION IN THE GLOBAL LABOR MARKET SYSTEM: LABOR RESOURCE ASPECT

The article conducts a comprehensive study of the development of international migration in the context of the global labor market, with a special emphasis on the labor resource aspect. International labor mobility is considered a key factor in the formation of a global labor resource space, which ensures the effective distribution of labor between countries with different levels of economic development, contributes to the stabilization of national labor markets and the integration of economies into the global economic system. The article reveals in detail the main types of international migration, including labor, seasonal, temporary and highly skilled, and also analyzes new forms of employment that appear under the influence of globalization, digitalization and the rapid development of information technologies.

A systematic analysis of current trends in international migration has been conducted, key migration corridors and directions have been identified, the dynamics of labor flows in different regions of the world and their impact on the economic and social development of recipient and donor countries have been studied. Special attention is paid to the problem of «brain drain», its consequences for the economies of countries of origin and possible mechanisms for transforming this process into a positive effect of «brain circulation», which involves the return of highly qualified specialists or the maintenance of active professional ties with the country of origin. The analysis shows that international migration not only compensates for the shortage of labor resources in host countries, but also stimulates the development of the economies of countries exporting personnel through remittances and knowledge transfer.

The transformation of employment in the context of international labor mobility is studied: the spread of remote work, freelancing, project work, and the virtualization of labor platforms. Particular attention is paid to the impact of digitalization and the development of online platforms on the global labor market, which allows workers to participate in the international market without physical migration, increases labor market flexibility, optimizes the redistribution of labor resources, and contributes to the creation of new employment models.

The study is based on the analysis of statistical data from international organizations such as OECD, IOM, UN DESA and World Bank, as well as on the study of modern scientific publications and analytical reports on migration processes, global employment and labor market transformation.

The main trends in the development of international migration in the labor resource dimension are outlined, and challenges and prospects for further research are identified, in particular in the field of digital employment, global labor mobility, and the integration of national labor markets into the global economy.

Keywords: *migration, international migration, labor migration, migration flows, migration corridors, labor market, global labor market, globalization, labor space, labor supply, brain drain, employment, new forms of employment, virtualization of employment, digital labor platforms.*

Problem statement. In modern conditions of globalization, international migration of the population is becoming an important factor in the transformation of the world economy and the formation of the global labor market. The growth of population mobility is due to economic integration, uneven development of countries, demographic imbalances, the development of transport and digital technologies, and the demand for labor. Migration contributes to the redistribution of labor resources, the formation of a global labor space and new migration corridors. Labor migration provides recipient countries with the necessary personnel and stimulates economic growth, while donor countries may experience losses of qualified specialists and imbalances in the labor market. The development of digital technologies and new forms of employment, in particular remote and platform work, contributes to the virtualization of labor mobility. Therefore, the study of international migration from the standpoint of a labor resource approach is important for understanding its impact on employment, the structure of the labor market, the development of human capital, and the provision of economies with the necessary labor resources.

Analysis of recent research and publications. The issue of international and labor migration is studied by economists, sociologists, demographers, and political scientists. The scientific literature distinguishes different approaches to the analysis of migration processes that explain the causes, mechanisms, and consequences of the movement of labor resources on a global scale. Migration is associated with uneven economic development, imbalances in labor markets, and the impact of globalization (Вишневіська та Петренко, 2022). Neoclassical economic theory explains migration as the desire of individuals to increase income and well-being. Structural and institutional theories, in particular the concept of a dual labor market, emphasize the role of labor demand in developed countries, especially in low-wage sectors filled by migrants. Human capital theory, world-system, and network approaches view migration as the result of the interaction of economic, social, political, and cultural factors that form global migration networks. Despite numerous studies, the labor aspect of migration, the impact of digitalization, remote and platform work on the transformation of the global labor market, has not been sufficiently studied (Томашук та Болтовська, 2022). Further research should focus on a comprehensive analysis of international migration from a labor perspective to better understand its role in shaping the global labor market and current trends in worker mobility.

Purpose of the article. The purpose of the article is to study international migration in the global labor market from a labor resource perspective, determine its impact on the redistribution of labor resources, the transformation of employment and the formation of a modern global labor resource space, as well as analyze the role of migration in providing economies with human resources and the development of new models of the global labor market in the context of globalization and digitalization.

Results of scientific research. International migration is a key socio-economic process that influences the formation and development of the global labor market. Its activation in the 21st century is due to globalization, economic integration, the development of transport and information infrastructure, and uneven development of regions. Migration acts as a mechanism for the redistribution of labor resources, forming the global labor space and transforming modern labor markets (Воронко, 2023).

International migration is the movement of people across state borders for temporary or permanent residence and employment, education or other activities. It includes labor, educational, forced, seasonal and other forms of movement. Labor migration is of particular importance, providing employment abroad and becoming an important factor in the development of the world economy and the international division of labor (Дняк та Белінська,

2023). International migration is classified by the duration and nature of the movement. By duration, permanent, temporary, and seasonal migration are distinguished, depending on the length of stay in the country of destination. By nature, voluntary migration, driven by economic factors, and forced migration, related to conflicts, disasters, or crises, are distinguished.

Highly skilled labor migration, or «brain drain», involves the outflow of specialists and scientists from donor countries, which reduces their human capital. For recipient countries, it contributes to the development of innovations, increased productivity, and strengthening of scientific and technological potential.

With the development of globalization, international migration is increasingly integrated into the global labor market - a system of economic relations between countries regarding the demand and supply of labor. Its formation is due to the deepening of the international division of labor, the development of transnational corporations, economic integration and increased mobility of labor resources.

The global labor market is dynamic and heterogeneous, connecting national and regional markets through migration flows, transnational labor relations, and labor exchange. New forms of employment-telework, the gig economy, and digital platforms-create models of international labor mobility without the physical movement of workers (Верительник, Мацука, Слетенко та Набокова, 2025).

Labor resource space is a system of interaction of labor resources of different countries and regions, where they are redistributed depending on the needs of economies, human capital development, and employment opportunities. Its formation is determined by demographic processes: the aging of the population in developed countries increases the demand for migrants, while the surplus of labor in developing countries stimulates migration to economically developed regions (Ткачук, 2021).

The formation of international migration flows is determined by economic, political, socio-cultural and technological factors. Economic disparities – differences in wages, living standards and employment opportunities – stimulate migration and create stable corridors between donor and recipient countries. Political and institutional factors, in particular migration policies, permit regimes and international agreements, influence the scale and direction of labour migration. Socio-cultural networks facilitate migration, support migrants and disseminate information about working abroad. Digitalisation and information technologies contribute to remote employment and the development of virtual labour migration (Мацука, 2024).

In the 21st century, international migration has become a key factor in the transformation of the global labor market and the redistribution of labor resources between countries. Its intensity is increasing due to globalization, demographic changes, economic inequality, and the development of digital technologies and transport. Modern migration flows form a system of interaction between donor and recipient countries, contributing to the formation of a global labor space. According to International Labor Organization, in 2022 there were about 167,7 million international migrant workers (4.7% of the global workforce), mostly in highly developed countries due to high demand for labor and wage levels (International Organization for Migration, 2022).

Modern international migration flows form stable corridors between countries of origin and destination under the influence of economic, demographic, historical and cultural factors. The largest flows are directed to economically developed regions – North America, Europe and the Gulf countries, which experience labor shortages due to aging populations and the need for skilled and unskilled workers (Іжевський та Кравець, 2022).

Table 1 shows the uneven distribution of international labor migrants by region. The largest number of migrants is concentrated in Europe and Central Asia – about 62 million (37 % of global migration), mainly in the services, industry, and construction sectors. America comes in second place – about 43 million (26 %), mostly in the US and Canada, in agriculture, technology and services. The Arab countries and the Asia – Pacific region each have 24 million migrants (14 %), employed in construction, the oil industry, manufacturing and the services sector. The fewest migrants in Africa – about 14 million (8 %), mostly intra-regional, in agriculture, trade and mining (OECD, 2022).

Table 1

The largest regions of destination for international labor migrants as of 2022

World region	Number of labor migrants, million people	Share in global labor migration, %	Share in the total number of international migrants in the region, %	Main destination countries	Main areas of employment
Europe and Central Asia	62	37	41	Germany, United Kingdom, Poland, Italy	Industry, construction, services
America	43	26	30	USA, Canada	Agriculture, technology, services
Arab states	24	14	55	Saudi Arabia, UAE, Qatar	Construction, oil and gas industry, home service
Asia and the Pacific	24	14	28	Japan, South Korea, Singapore, Australia	Production, services, care for people
Africa	14	8	22	South Africa, Kenya	Agriculture, trade, mining industry

Source: summarized by the authors based on data from International Labour Organization (ILO)

Among the most well-known migration corridors, the following can be distinguished: Mexico → USA, India → Persian Gulf countries, Ukraine → European Union countries, Philippines → USA, Japan and Middle Eastern countries, North Africa → European countries. The formation of such corridors is explained not only by economic factors, but also by historical ties, linguistic proximity and the presence of migration networks (OECD, 2025).

Over the past decades, international labor migration has increased from about 150 million at the beginning of the 21st century to more than 167 million people, driven by increased population mobility, the development of the global labor market, and growing demand for labor in developed countries. Global crises, such as the COVID-19 pandemic, temporarily reduced mobility, but after 2021, migration resumed, confirming its structural role in the global economy.

Modern migrant workers mainly work in the services sector (66,2 %), industry (26,7 %), and agriculture (7,1 %), which ensures the functioning of key sectors of the economy (United Nations, 2022). Globalization, international trade, transnational corporations and digital technologies are increasing the integration of national labor markets, shaping global demand for labor: developed countries attract migrants due to labor shortages, and developing countries are the main suppliers of labor resources.

Globalization is fostering the emergence of new forms of employment, including remote and digital work, which is shaping the phenomenon of virtual labor migration. Labor migration

supports the economies of countries of origin through remittances, which often constitute a significant share of household income and GDP. The main suppliers of migrants are countries with large populations or economic and political difficulties, and the largest centers of inflow are economically developed countries, in particular the Gulf countries (OECD, 2024).

Current trends in international labor migration include the growth of global labor mobility, the formation of sustainable migration corridors, the strengthening of the role of highly skilled migration («brain drain»), the development of digital and remote employment, and the growing importance of remittances.

International migration is an important factor in the formation and development of the global labor market, ensuring the redistribution of labor resources between countries and regions. Countries with high incomes and aging populations attract migrants for the stable functioning of the economy, while countries with a surplus of labor act as suppliers of labor resources and receive remittances that support socio-economic development.

Migration contributes to the formation of a global labor space, integrating national labor markets and creating an international employment system in which transnational corporations play an important role. At the same time, a massive outflow of labor from individual countries can lead to a shortage of workers in key sectors, in particular medicine, education, and industry, which is observed in many countries of Eastern Europe, including Ukraine (Боброва та Дон, 2023).

«Brain drain» is the outflow of highly qualified specialists from developing countries to more developed countries due to the difference in salaries, better working conditions, access to modern infrastructure and political instability. For recipient countries, this stimulates the development of innovations, increases productivity and strengthens scientific potential, while countries of origin lose human capital, innovative potential and slow down economic development.

Modern research highlights the concept of «brain circulation», when specialists, after gaining experience abroad, return or maintain ties with their country of origin, contributing to the spread of knowledge and technology.

International migration is transforming employment patterns in the global economy, stimulating the growth of flexible forms of work: temporary, seasonal, project-based, remote and cross-border. The development of digital technologies and online platforms contributes to the virtualization of employment, allowing workers to collaborate with international employers without physical movement (Осіпова та Хаєцька, 2024). The modern labor market includes temporary, hybrid, and freelance employment, which increases market flexibility and labor efficiency (Table 2).

Table 2

Common forms of employment and their characteristics

Form of employment	Characteristic	Benefits for the employee	Benefits for the employer
Temporary	Short-term contracts, seasonal work	Flexibility, possibility of combining with training	Adapting to demand, saving costs
Project	Fulfillment of tasks under a project contract	Experience in various fields	Focus on specific tasks
Freelance	Self-employment, remote work	Independence, customer choice	Pay for results, minimal employee retention costs
Hybrid	Combining offline and online work	Convenience, mobility	Resource optimization, access to international expertise

At the same time, new forms of work require adaptation of labor legislation and social protection systems to protect workers' rights and ensure equal access to social guarantees.

Employment virtualization is moving workflows into the digital realm, allowing workers to perform tasks remotely and collaborate with international employers through platforms like Upwork, Freelancer, Fiverr, and Toptal.

This expands international labor mobility, attracts labor to regions with limited employment opportunities, and stimulates demand for new professions, including IT specialists, data analysts, and cybersecurity specialists.

Digitalization increases labor market flexibility, lowers barriers for workers from donor countries, and allows companies to recruit labor on demand. At the same time, it creates regulatory challenges, including tax and social obligations and protecting the rights of remote workers.

Conclusions. The study found that international migration is an important factor in the formation of the global labor market and the redistribution of labor resources between countries with different levels of economic development. It contributes to the integration of national labor markets, covering the labor shortage in recipient countries, and supports the economic development of donor countries through remittances and knowledge exchange. At the same time, the problem of «brain drain» remains relevant. Modern trends in international labor migration are characterized by increased labor mobility, the spread of new forms of employment, in particular temporary contracts, freelance work, and remote work. Digitalization plays an important role in these processes, which contributes to the integration of workers into the global labor market even without physical migration. Further research should be directed at analyzing the impact of digitalization, assessing state policy in the field of attracting labor resources, and predicting long-term changes in the distribution of labor in the world economy.

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РОЗВИТОК МІЖНАРОДНОЇ МІГРАЦІЇ В СИСТЕМІ ГЛОБАЛЬНОГО РИНКУ ПРАЦІ: ТРУДОРЕСУРСНИЙ АСПЕКТ

У статті здійснено комплексне дослідження розвитку міжнародної міграції в контексті глобального ринку праці, з особливим акцентом на трудоворесурсний аспект. Міжнародна трудова мобільність розглядається як ключовий чинник формування глобального трудоворесурсного простору, що забезпечує ефективний розподіл робочої сили між країнами з різним рівнем економічного розвитку, сприяє стабілізації національних ринків праці та інтеграції економік у глобальну економічну систему. У статті детально розкриваються основні види міжнародної міграції, включно з трудовою, сезонною, тимчасовою та висококваліфікованою, а також аналізуються нові форми зайнятості, що з'являються під впливом глобалізації, цифровізації та стрімкого розвитку інформаційних технологій.

Проведено системний аналіз сучасних тенденцій міжнародної міграції, визначено ключові міграційні коридори та напрями, досліджено динаміку трудових потоків у різних регіонах світу та їхній вплив на економічний і соціальний розвиток країн-реципієнтів і країн-донорів. Особливу увагу приділено проблемі «втечі мізків», її наслідкам для економіки країн походження та можливим механізмам трансформації цього процесу у позитивний ефект «обігу мізків», який передбачає повернення висококваліфікованих фахівців або підтримку активних професійних зв'язків із країною походження. Аналіз показує, що міжнародна міграція не лише компенсує нестачу трудових ресурсів у приймаючих країнах, а й стимулює розвиток економік країн-експортерів кадрів через грошові перекази та трансфер знань.

Досліджено трансформацію зайнятості в умовах міжнародної мобільності праці: поширення дистанційної роботи, фрилансу, проектної діяльності та віртуалізацію трудових платформ. Особливу увагу приділено впливу цифровізації та розвитку онлайн-платформ на глобальний ринок праці, що дозволяє працівникам брати участь у міжнародному ринку без фізичної міграції, підвищує гнучкість ринку праці, оптимізує перерозподіл трудових ресурсів та сприяє створенню нових моделей зайнятості.

Дослідження базується на аналізі статистичних даних міжнародних організацій, таких як OECD, IOM, UN DESA та World Bank, а також на вивченні сучасних наукових

публікацій і аналітичних звітів щодо міграційних процесів, глобальної зайнятості та трансформації ринку праці.

Окреслено основні тенденції розвитку міжнародної міграції у трудоворесурсному вимірі, визначено виклики та перспективи подальших досліджень, зокрема у сфері цифрової зайнятості, глобальної мобільності робочої сили та інтеграції національних ринків праці у світову економіку.

Ключові слова: *міграція, міжнародна міграція, трудова міграція, міграційні потоки, міграційні коридори, ринок праці, глобальний ринок праці, глобалізація, трудоворесурсний простір, трудоворесурсне забезпечення, втеча мізків, зайнятість, нові форми зайнятості, віртуалізація зайнятості, цифрові трудові платформи.*