

Таким чином, індекс сприйняття корупції не лише визначає рівень корумпованості країни, а й впливає на сприйняття корупції суспільством.

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## **MIGRATION IN TRANSITION UKRAINE**

Ukraine is still in a state of economic crisis, which is characterized by a significant decline in living standards, the decline of domestic production, which leads to unemployment in Ukraine. In fact, there is only one main reason why young people do not see their future life in their native country: youth unemployment.

The desire to obtain high-quality education at foreign educational institutions as factor raising competitiveness at the job market is powerful factor encouraging migration of Ukrainian youth to more developed countries. For young people it is the chance of extending their cultural horizons.

An intention to obtain a rare profession or study according to a special academic curriculum not offered by any educational institution of Ukraine or to have access to huge resources of foreign universities which can hardly be compared with resources of Ukrainian universities is an influential incentive for young people to move to another country and study there. The number of students from Ukraine studying abroad is gradually increasing.

In recent years, Ukraine has become one of the major labor exporting countries in Europe. This has left its mark on Ukrainian society and changed the perception of the labor migrants. One also should not forget that by the cultural and civilizational features of their mentality. Ukrainians are much closer to representatives of any country in the European Union than people from Asia, Africa or South America, whose presence is quite noticeable in almost all European countries.

European countries have a constant need for fresh labor resources, as in the area of unskilled labor, so in the intellectual sphere. And Ukraine, as a country with one of the highest in Europe levels of population education (more than 70% of the population with higher education), can be a source of personnel so necessary for the EU. Also it should not be forgotten that the number of Ukrainians who speak English, German, Spanish, Italian and other languages of the EU countries is constantly growing.

Although estimates vary, approximately two to three million Ukrainian citizens are currently working abroad, most of them illegally, in construction, service, housekeeping, and agriculture industries. It is worth noting that one of the labor migration consequences at the labor market is the reduction of skilled workers supply. A significant part of Ukrainian labor migrants works abroad in positions that do not match their training received in Ukraine. Most of them are people ready to perform the odd-job or representatives of technical specialties, demanded by the European labor market. According to unofficial data their number is approximately up to 1 – 1,5 million people.

Youngsters, especially women, use very popular work-and-travel programs to go overseas and stay there legally or illegally. Young people leave Ukraine because of very limited opportunities available to them in their Motherland.

It should be taken into account that in recent years the proportion of youth in our country's population's structure decreased significantly. High unemployment rate is evidence of instability in the economy and has its negative socio-economic consequences for the country.

In conclusion, foreign labor migration in Ukraine shouldn't be considered as a tool for accelerating economic development.

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## **СОЦІАЛЬНО ВІДПОВІДАЛЬНА ПОВЕДІНКА РОБОТОДАВЦЯ У РАЗІ СКОРОЧЕННЯ ПРАЦІВНИКІВ**

Одним з аспектів соціальної відповідальності бізнеса є аналіз дії роботодавців щодо працівників у разі звільнення останніх.

Роботодавець, дбаючи про те, щоб про нього не поширювали інформацію як про керівника, якому абсолютно байдужі люди, може зробити наступне. Самостійно або найняти відповідних фахівців і навчити своїх колишніх працівників правильно скласти резюме для пошуку нової роботи та підібрати фото для нього (на практиці це не так просто, як видається); поінформувати скорочених працівників про ситуацію на ринку праці, зокрема у сфері, де вони шукатимуть роботу; розповісти, які нині є вакансії, зарплати, яка конкуренція; можливо, порадити змінити сферу діяльності, якщо не вдається знайти роботу за фахом, тощо; на прохання колишнього працівника надати листи, які рекомендують його як фахів-