

1. Демографія, економіка праці, соціальна економіка і політика.

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**OUTSOURCING AS AN OPPORTUNITY OPTION FOR LABOUR
MIGRATION**

Despite growing official nominal average salary, which happens during recent years, labour is leaving from Ukraine. Modern labour migration happens both in legal and illegal ways and concerns major part of economically active population. Transit migration to West Europe also takes place, immigrant number also grows bigger. Scientists claim Ukraine to supply the majority of postsoviet migrant labour power to the rest of the world. This is a warring trend considering the depopulation in Ukraine due to high death and low birth rates. According to various sources five years ago up to 7 mln Ukrainians lived abroad and their number is getting bigger. [1, p.114]

Table 1. Average wage growth in Ukraine*

Year	2010	2011	2012	2013	2014	2015	2016	2017
Average wage, in national currency	2250	2648	3041	3282	3480	4195	5183	7104
Exchange rate UAH/USD, last day of the corresponding year	8,00	8,00	8,00	8,00	15,80	24,00	27,20	28,06
Average wage, in dollars USA	281	331	380	410	220	175	191	253

* calculated by the author based on <http://ukrstat.gov.ua/> and <https://index.minfin.com.ua>

Labour migration of the population means a special kind of economic migration, stipulated by the search of a job placement and includes moving away from the permanent place of residence. From the broader point of view it can be defined as an aggregate of all forms of the territorial movement of the population, connected with a

working activity on the territory of another country. In a more narrow point of view it means relocation of the population of one country to the territory of another with further job placement. [2, p. 289]

Despite the fact that more than 1/3 of immigrants from Ukraine have tertiary education level, major part of them take low paid and low qualified jobs in European countries, which are not demanded by local workers. [3, p.125]

Qualified Ukrainian personnel which have specialization in the sphere of immaterial production can participate in the international labour market even without changing the permanent place of residence and physical relocation. Modern technologies allow seeking foreign employment both by travelling to another country and also without the necessity to move and keeping the previous residence. New forms of employment appear, and often in more developed economies, which provide the possibility to work from any place of the world.

Development of network technologies leads to the decrease of price of communication and improve of the connection quality and its reliability. This allows many employees to work from their homes remotely while keeping a strong connection with the organization, establishing own work schedule and scope of work.

Polls provided by employment offices prove that employees find it insignificant whether employers are Ukrainian residents or not, and compensation remains the most important factor for employment.

Employing companies do not like to bend themselves with legal obligations and offer cooperation without official job placement. Sometimes they argue that certain work is done for them on the terms of outsourcing.

Outsourcing is a form of the organization of the enterprise activity when some scope of work is performed by the executors, not included in the staff of the company. Executor remains individual enterprise and performs predetermined scope of work within contract obligations and with certain conditions. [4, p.176]

In fact employer and employee enter into social and labor relations outside the labor legislation. The employee cooperates with only one customer, is obliged to perform work at his request, follows the rules of internal regulations, cooperate with

other personnel of the company, and the employer provides payment of remuneration on the basis of agreed tariffs and taking into account the individual qualities of the worker and advanced training. Russian researchers also argue that tax evasion and other obligations are often avoided.

In this case, person actually agrees to enter into an employment relationship with the employer outside the national legal framework. Payment for the services performed is often carried out through international payment systems, and the mutual responsibility of the parties is limited by timely compensation for the provided services if the customer fulfills all conditions.

Nevertheless, for an employee, this type of employment also has a number of advantages both in comparison with official employment in Ukraine and ordinary labor emigration: it is often possible to combine employment at a Ukrainian and foreign enterprises, the salary is mainly higher due to the reduced deductions from the wage fund and higher profitability of international labour market. In comparison with migration, the psychological loss of a person significantly reduces, person maintains a connection with the family and the usual way of life, the usual socio-cultural environment.

The negative consequences of such processes for an employee may be the lack of social guarantees on the part of the employer, the absence of retirement benefits. Among disadvantages for society, there will be a reduction of revenues to budgets of all levels, the outflow of skilled personnel, the reduction of labor supply for local enterprises and the need to compete with foreign employers.

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