

SKILLS AND MIGRATION COUNTRY FICHE UKRAINE

September 2021



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PREFACE

The ETF Skills and Migration Country Fiche is intended as a first-entry evidence-based analysis of the main issues relating to the skills dimensions of migration. It is composed of three main conceptual blocks and a critical analysis approach is adopted.

- It presents data, trends and challenges relating to the skills dimension of migration to provide an updated and structured state of play.
- It focuses on policy developments and practical experiences to reinforce migrants' skills. Policies and projects are analysed with reference to addressing legal labour migration needs and migration and development issues. The logic behind the analysis is to identify success factors and challenges to be addressed.
- It provides recommendations for areas of intervention in the short to medium term.

The goal of the fiche is twofold. On the one hand, it aims to contribute to the broader policy dialogue on the skills dimensions of migration issues of specific countries with EU institutions, Member States and international players. On the other hand, it serves as a reflection of and communication tool in the policy dialogue of the ETF and national authorities in charge of human capital development. As such, the fiche will contribute to the policy analysis and policy making support that the ETF provides to its partner countries in order to improve the employability of citizens via lifelong learning, including migration in this specific case.

The ETF fiches aim to cover the partner countries with whom circular and/or mobility schemes can be established¹.

More in-depth country-specific or cross-country studies may be produced as a follow up to the fiches' findings and recommendations and to support the needs expressed by EU institutions. Further follow-up actions to the fiche could take the form of specific ETF support actions to the EU; in line with the ETF's mandate, this might include inputs to the programming of new initiatives, content monitoring or other specific actions to be agreed.

¹ In 2021, the fiches cover Georgia, Jordan, Lebanon, Moldova, Morocco, Tunisia and Ukraine.

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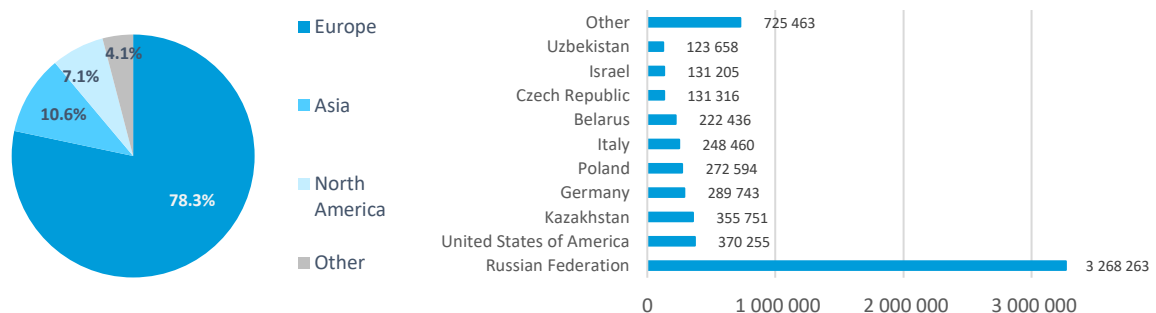
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ANALYSIS

1. Skills and migration overview

Ukraine has a long history of being a country of origin, transit and destination for migrants. This is reflected in numerous, well-developed diasporas in Canada, the United States and post-Soviet countries. As a result, between 1990 and 2020, the country systematically found itself in the top 20 list of migrant countries worldwide as defined by place of birth and residency (UN DESA, 2020). In 2020, 6.1 million people born in Ukraine resided outside the country, while 5 million foreign-born people lived in Ukraine (equivalent to 11% of the population)².

FIGURE 1. TOP 10 REGIONS AND COUNTRIES OF EMIGRATION, 2020



Source: UN DESA, *International Migrant Stocks, 2020*

Using the criterion of place of birth when defining a migrant (as per international standards) provides statistics that are up to date and comparable internationally. However, in the case of Ukraine, some caution is needed as this pulls together pre- and post-independence mobility. Specifically, in the early 1990s, almost 85% of 'emigrants' from Ukraine (4.6 million) lived in former Soviet states. As a result, this data might create a somewhat misleading impression about the current migration situation (with repercussions for the political debate about this topic).

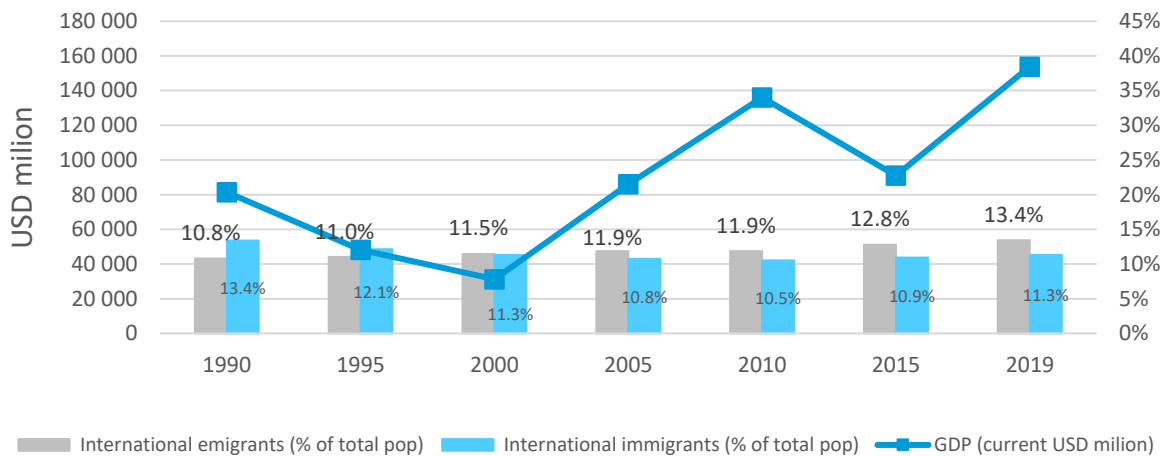
In the first decade of Ukraine's independence³, international mobility was fuelled by two factors. First, the collapse of the Soviet Union caused significant ethnic mobility in both directions and led to repatriation and the inflow of refugees from conflict areas in other post-Soviet states. Second, the severe and prolonged decline in gross domestic product (GDP) created the conditions for the outflow of Ukrainians, mostly for economic purposes. Economic factors have been accompanied by an unfavourable demographic trend. Low fertility, relatively high mortality and stagnating life expectancy at birth, together with a decline in the population due to the conflict, have reduced the Ukrainian population by about 9.5 million inhabitants (14%). The economic recovery, which started in 2000, was interrupted in 2009 by the Great Recession and further damaged by the illegal annexation of Crimea

² It is important to note that about 85% of the foreign-born population moved to Ukraine prior to its independence, i.e. more than 30 years ago, and also includes children of Ukrainians or Tatars deported in the late 1930s and early 1940s. These groups receive Ukrainian passports at the same time as everybody else or in their first few years. They are Ukrainian citizens, most of whom never had any other citizenship in the previous 30 years. They are 'immigrants' only according to the United Nations (UN) definition.

³ Ukraine declared its independence on 24 August 1991.

and the military conflict with Russia in 2014. As a result, the share of the Ukraine-born population residing abroad relative to its population has increased.

FIGURE 2. GROSS DOMESTIC PRODUCT AND MIGRATION STOCKS (% OF TOTAL POPULATION), 1990–2019



Source: UN DESA International Migrant Stock 2019, World Bank (World Development Indicators)

The number of Ukrainian workers living abroad is estimated at between 2.2 and 4 million people⁴, which corresponds to 13–24% of its employed population. Ukrainian nationals work mainly in Poland, Russia, Italy and Czechia and account for the largest group of temporary migrants in the European Union (EU)⁵. On average, migrant workers are relatively less educated relative to the Ukrainian population. Many migrants end up in low-skilled jobs. Educational outflow is relatively small – 72 000 outbound mobile tertiary students – but fast-growing (UNESCO, 2018⁶), while the corresponding cohort of inbound tertiary students in the population is declining. Despite its scale, the economic gains of Ukrainian emigration are not fully recognised and are not documented, except for remittances, which in 2019 amounted to USD 16 million and accounted for 10% of GDP (World Bank, 2019).

Internal migration is moderate. Surveys suggest that at least 12% of adult Ukrainians (15–30% in large cities) do not live in their registered place of residence (IOM, 2019). The military conflict in eastern Ukraine generated substantial forced migration. Some 1.4 million Ukrainians are currently officially registered as internally displaced persons (IDPs). About 70% of registered IDPs are children, pensioners and people with disabilities. The heads of IDP households are well educated – 60% of them have higher or incomplete higher education. While the employment of working-age IDPs is increasing, it has not yet reached their pre-displacement level nor the level of employment among the general population. Most of the officially registered IDPs are located in nearby regions, even when there are no jobs there for them; their skills are thus degraded. More educated and skilled IDPs have located further to the west of the country.

⁴ IOM (2019) estimates the figure to be 3 million.

⁵ In 2019, the EU states (mostly Poland) issued more than 750 000 first residence permits to citizens of Ukraine; this was 5.7 times higher than the number of permits issued to citizens of Morocco (the second largest group). Ukraine ranks in third place for stock of residence permits (Eurostat, 2020).

⁶ <http://data.uis.unesco.org/>

Official immigration⁷ is not a significant factor but it is increasing slowly. As of June 2021, about 465 000 foreigners and stateless people, mainly from the former Soviet Union, held official residence permits, and about 2 000 people were recognised as refugees or persons with complementary protection (State Migration Service of Ukraine, 2021). Less than 5% of them, mostly managers and professionals, had a work permit issued at the request of an employer. The outflow of remittances is 30 times lower than the inflow (World Bank, 2019).

Labour migration is largely shaped by demand in the destination countries. This has significant implications for the skills of migrants. Earlier studies (Vakhitova and Coupe, 2013; Leontiyeva, 2014) showed that blue-collar Ukrainian migrant workers are significantly more likely to be employed in jobs that match their previous occupation and qualification, while a large share of highly skilled migrant workers (particularly those in the EU) experience skills mismatch and deskilling as they are employed in elementary occupations in sales, domestic services or agriculture.

Migration patterns in Ukraine have been changing in the last five years. External migration is increasing in volume and attracts more skilled and younger workers. COVID-19 seems to have had a harsh immediate impact on migration in Ukraine (particularly for seasonal and informal workers). As of July 2020, between 300 000 and 400 000 migrant workers had returned to Ukraine (IOM, 2020) but information about their skills and qualifications is missing. Nor is there firm evidence about how migration flows changed in the following months when a positive trend in the inflow of remittances was quickly restored, contrary to the National Bank of Ukraine's forecast. Quarantine, checkpoint closures and the subsequent economic downturn severely affected IDPs and residents of the conflict-affected areas⁸.

In the absence of a population census since 2001 and poor migration data collection, no reliable projections on the number of migrants are available.

2. National policy framework

Over the last several years, labour migration has gradually become a regular item on the political agenda. Politicians are increasingly voicing the need to develop and implement an active migration policy.

For a long time, legislative regulation was dominated by bilateral agreements on cooperation in the area of labour migration and pension payments. The development of a national policy framework in the area of labour migration was given further momentum when Ukraine intensified implementation of the EU Association Agreement and the Visa Liberalisation Action Plan. In 2015, the Law on External Labour Migration⁹ came into effect. Several key documents were adopted in 2017 (a migration strategy, an action plan on its implementation and an action plan on the reintegration of returned migrants) with a focus on making migration safe and legal. In particular, the strategy strongly emphasises the legal and social protection of migrants as well as the reintegration of returning migrants; however, less attention is paid to the skills dimension of migration. Specifically, Goal 2 emphasises the intention to reduce the negative consequences of emigration from Ukraine while

⁷ Based on current citizenship laws, 'official immigrants' are classified as 'registered foreigners'. This is a different category to the one mentioned in footnote no. 2.

⁸ See

https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/07_2020_sss_report_idps_lif_e_before_and_during_the_covid-19_ukr.pdf (in Ukrainian).

⁹ For information on this law (in Ukrainian), see Закон України "Про зовнішню трудову міграцію".

increasing its positive impact on the development of society using the following mechanisms in particular:

- developing opportunities for temporary legal employment abroad as an alternative to permanent emigration;
- promoting educational exchange programmes;
- raising public awareness about legal migration opportunities;
- ensuring the protection of the rights of Ukrainian citizens who work and live abroad.

Goal 3 points to the development of conditions to stimulate the return and reintegration of Ukrainian migrants into Ukrainian society by:

- informing migrants about employment opportunities at home and social services that can be accessed by all Ukrainian citizens, including emigrants;
- analysing returnees' needs;
- improving the financial literacy of returnees for the more efficient investment of remittances;
- advocating for the educational opportunities of migrants' children within the Ukrainian education system (through distant learning).

Despite the declared intentions, few actual steps have been taken so far. Action plans do not translate the various goals into specific tasks. Both of the above-mentioned action plans are formulated rather broadly; they are not reviewed on a regular basis and in many cases they duplicate the strategy goals. There is no direct reference to the skills dimension of migration in these documents. An overview of the actions that have been implemented suggests that neither action plan is sufficiently operationalised yet, although some progress has been made in the last year and a half.

The human capital development agenda in Ukraine focuses on reforming health, education and pension systems. The most relevant intersection between human capital development policies and the skills–migration nexus can be observed in the education sector. In 2015, the new Law on Education significantly simplified the recognition of foreign degrees. In June 2021, Ukraine adopted a procedure to recognise professional qualifications, including certificates, other credentials and skills obtained informally in other countries.

There is a clear awareness among policy makers and large Ukrainian labour market players that the current scale of emigration has already created serious risks for the sustainable development of the country. The labour and student outflows are clearly linked to the shortage of labour in specific regions (western Ukraine) and occupations (IT, agriculture, various blue-collar professions). The response includes mainly requests to 'limit' emigration and abolish 'unfair' tax treatment of remittances and IT specialists' earnings.

Within the existing regulatory and policy environment, including human capital and social protection, migrants are mostly treated the same way as other citizens. No special needs of migrant workers as a separate group are formally recognised.

Migration governance is dispersed between various state agencies and lacks coordination. Until recently, the former Ministry of Labour and Social Policy (now the Ministry of Social Policy) played a leading role in the area of external labour migration. In 2019, responsibility for this area was transferred to the Ministry of Economic Development, Trade and Agriculture (Ministry of Economy). In particular, the ministry has taken over the licensing activities relating to mediation in employment abroad (currently the responsibility of the Employment Policy and Human Capital Development

Division/Управління економіки гуманітарної сфери та реалізації політики зайнятості). The Directorate of Employment and Labour Migration¹⁰, and specifically its expert group on labour migration, is called upon to contribute to the development of state policy on labour migration by monitoring, analysing and evaluating the existing practices and developing alternative proposals and corresponding legislative inputs. The directorate is currently involved in the development of several proposals that aim to simplify foreigners' access to the Ukrainian labour market and better address its current needs. The Ministry of Economy is responsible for the reintegration of returned migrants.

The Ministry of Education and Science supervises the area of education and skills, including the transformation of the education system to better match labour market needs as well as more routine issues, such as the education of foreigners and recognition of qualifications obtained abroad. The State Migration Service of Ukraine (subordinated to the Ministry of Internal Affairs) provides administrative services such as the issuing of passports and the registering of residence. Statistics on remittances are collected and analysed by the National Bank of Ukraine. Finally, the Ministry of Foreign Affairs deals with the legal needs of Ukrainians abroad and relationships with the diaspora. In its current state, this system leads to the blurring of responsibilities and creates the risk of overlap among different state agencies.

To address migration issues and ensure proper coordination, the Prime Minister issued an instruction requiring the establishment of a separate subgroup within the Interagency working group on Integrated Border Management chaired by Deputy Prime Minister for European and Euro-Atlantic Integration, Ms Olha Stefanishyna. However, the implementation of this approach has encountered a number of difficulties due to lack of resources, capacity and expertise in the Deputy Prime Minister's office. The Ministry of Foreign Affairs is negotiating the mobility partnership in accordance with its mandate, but it is the Deputy Prime Minister who initiated the inclusion of this issue in the dialogue with the EU.

3. Cooperation projects on skills and migration

Limited institutional capacity, resource constraints and priorities in other sectors mean that migrant support measures from an employment and skills perspective (MISMES) are largely absent in Ukraine. To a great extent, the situation reflects the cultural and social environment, which in turn constrains public discourse and policy. Both in- and out-migration are very sensitive topics¹¹. In response, international donors avoid putting migration on their agendas. This leads to a lack of development in the nexus between skills and migration.

Skills-related issues have long been an area in which the EU has provided support to the Ukrainian government. VET reform and the development of the national qualification standards have been the focus of the 'EU4skills: Better Skills for Modern Ukraine' programme. This is a large-scale project that is being funded by the EU and some of its Member States. The project is being implemented in seven pilot regions: Vinnytsia, Poltava, Zaporizhia, Rivne, Lviv, Mykolaiv and Chernivtsi. The main pillars include the modernisation of infrastructure, the purchase of modern equipment, the creation of centres of excellence (innovative regional VET hubs where best practices are accumulated and shared) and the training of teachers. The project involves a wide variety of actors and the country is showing a high

¹⁰ Directorates are new units in ministries, an element of civil service reform. They are assumed to be a driving force for reform in a specific sector.

¹¹ Local stakeholders often prefer to refer to many migration-related matters as 'demographic' issues.

degree of ownership. Information about the project and recent news are available on the Ministry of Education and Science's website¹² and in the media. The project is integrated directly into the ministry's mid- and short-term plans¹³. The reform of VET education is co-funded by state and local authority budgets, supported by business.

Many small-scale projects also target migrants either as a distinct group or as a part of the general population. These projects are run by non-governmental organisations and private sector bodies with the support of international donors, mainly the International Organization for Migration (IOM), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the United States Agency for International Development (USAID) and the International Labour Organization (ILO). Some of the projects run recently by GIZ offer training and retraining to people in eastern Ukraine (including IDPs). For example, by July 2020, more than 2 000 people from six regions affected by the conflict in eastern Ukraine had improved their skills to better match local labour market needs. In 2019, with funding from USAID, the IOM began implementation of the '1+1' initiative, which supports 260 migrants who wish to open their own business with a matching grant for equipment. The IOM is currently conducting a study on the integration of foreigners in the labour market in Ukraine; preliminary results will be available in autumn 2021. These activities are rarely owned by Ukrainian authorities and are unlikely to be scalable and sustainable without external funding.

Among the previous and ongoing projects, it is worth mentioning that donors initially began supporting reforms in 2014. While not focused on migration, they helped (even if for a short time) to reverse the brain drain by involving motivated and highly skilled migrants, foreign-educated Ukrainians and representatives of the diaspora in state building. Examples include Ukraine Reforms Architecture, a comprehensive support programme financed by the Ukraine Stabilisation and Sustainable Growth Multi-Donor Account and managed by the European Bank for Reconstruction and Development; EU4PAR, an EU-financed project devoted to public administration reform; and EDGE, a project funded by Canada to support the transformation of public services. Such initiatives received strong technical assistance and funding from the EU and other donors. However, a critical assessment of this experience pointed to numerous problems driven by the lack of coordination and consistency¹⁴.

ETF support

The ETF actively supports and promotes the inclusion of a VET and skills agenda in EU interventions. The Torino Process launched by the ETF in 2010 is a vehicle for empowering Ukraine to develop and implement clear and actionable medium-term plans to modernise its VET policies based on evidence and collaboration. Within the framework of the Torino Process, the ETF produced an evidence-based assessment of Ukraine's human capital development issues and VET policy responses in a lifelong learning perspective and in the context of inclusive growth (ETF, 2020). The report recognises that outward migration is a threat to Ukraine's sustainable development. A shortage of industrial workers in Ukraine and the gradual loss of professional skills by one-third of emigrants are outlined among key challenges to Ukraine's human capital development.

¹² See <https://mon.gov.ua/eng/news/eu-programme-eu4skills-supports-ukraine-reforming-system-vocational-education-and-training>; more details are available in Ukrainian at <https://mon.gov.ua/ua/tag/eu4skills> and <http://edreform.mon.gov.ua/projects?sid=7370&lang=0>

¹³ See <https://auc.org.ua/novyna/mon-predstavlylo-priorityty-u-sferi-profesijnoyi-profesijno-tehnichnoyi-osvity> and <https://www.kmu.gov.ua/news/mon-viznachen-prioritetni-diyi-uryadu-u-sferi-profesijnoyi-osviti-na-2021-rik> (both in Ukrainian).

¹⁴ See http://www.ier.com.ua/files/publications/Books/2018/IER_Priority_reform_report_6.07.2018_1.pdf (in Ukrainian).

The national qualifications framework is an instrument designed to harmonise approaches to qualifications in the labour market and education and to promote national and international recognition of these qualifications. It is also a tool for European integration, as it is mentioned in the Association Agreement of Ukraine with the EU. All educational and professional qualifications need to be described by learning outcomes formulated in accordance with the national qualifications framework descriptors. These are: knowledge, skills, communication, responsibility and autonomy. In 2021, Ukraine was selected by the European Qualifications Framework Advisory Group as one of the pilot countries for a project that compares third countries' national and regional qualifications frameworks with the European Qualifications Framework. This pilot will contribute to the further alignment of EU and Ukrainian qualifications and is supported by the ETF.

THE WAY FORWARD

The mobility of Ukrainian citizens (predominantly for labour purposes) is considerable, both in terms of its scale and the socio-economic effects domestically and in destination countries (particularly in the EU).

The issue is gradually gaining momentum among national authorities. The president, government representatives and politicians repeatedly declare a strong intention to retain potential and current migrants by creating opportunities within the domestic labour market. Such a political environment offers a good opportunity to turn the strategic policy objectives into realistic actions by developing and implementing measures and practices for effective governance of labour migration.

Current migration policy is based on a strong perception that skill-focused measures can benefit mainly migrants themselves while imposing a heavy burden on Ukrainian society and the domestic economy. Following this social discourse, Ukrainian policy makers are cautious about initiatives that focus on migrants' human capital and may be associated with the facilitation of outflows of citizens. As a result, international stakeholders do not specifically include skills and migration issues in their plans.

The reintegration of returning migrants is probably the only well-perceived goal in the current migration-related social and political discourse. However, there is a clear shortage of expertise regarding skill-enhancing support measures. As a result, Ukraine lacks projects that focus on the skills dimension of migration and misses out on the benefits of well-organised circular migration. This is an area where assistance is highly warranted and should be exercised in a delicate manner and via dialogue with stakeholders and the general public.

The adoption of the Law on the Validation of Informal Learning and the further development of the national qualification standards are good examples of the long-lasting systematic work that is being done. Recognition of informal learning is a crucial factor in finding skilled employment abroad and continuous human capital development upon return. Supportive measures will ensure proper skill matching and prevent deskilling and skills waste. This legislative work provides a good foundation for further implementation of post-migration MISMES and efficient, large-scale income-generating schemes for returnees.

Policies must be evidence-based, systematic and timely to ensure the efficient governance of migration. The current system of data collection on migration is deficient and costly. The government monitors labour migration by means of a nationally representative survey that is conducted every five years. The frequency of this survey limits the ability to monitor flows between the periods, both quantitatively and qualitatively, to capture new trends and to respond promptly to the situation. There is a strong need to capture the skills dimension of migration to increase its benefits.

Given the experience of other cooperation projects in the recent past, the policy dialogue should not be limited to technical advice but should be extended to include the implementation of reforms on the ground. Taking into account its migration agenda, Ukraine should explore the opportunities of Talent Partnerships, a recent EU initiative under the New Pact on Migration and Asylum. The focus of both parties on legal and circular migration offers a good basis for mutually beneficial cooperation. Given the interest of other donors, information exchange and horizontal cooperation is highly warranted.

ANNEX I: STATISTICAL ANNEX

General economic and demographic indicators:

	1990	1995	2000	2005	2010	2015	2019	2020
1 GDP (current USD million)	81 456.92	48 213.87	31 261.53	86 057.92	136 013.16	91 030.96	153 781.07	m
2 GDP per person employed (constant 2017 purchasing power parity USD)	m	16 888.17	17 318.45	25 086.74	27 122.42	25 287.58	29 021.89	m
3 Total population at mid-year and by age group	51 463 105	50 903 785	48 838 065	46 890 772	45 792 090	44 921 639	43 993 638	43 733 759
0–19 (%)	28.3	27.1	24.9	22.0	20.1	20.0	20.4	20.5
20–64 (%)	59.7	59.4	61.3	62.2	64.2	64.3	62.9	62.5
65+ (%)	12.0	13.5	13.8	15.9	15.7	15.7	16.7	16.9

Key migration indicators:

	1990	1995	2000	2005	2010	2015	2019	2020
4a Total emigrants	5 545 760	5 606 432	5 596 883	5 567 629	5 433 315	5 740 765	5 901 067	6 139 144
4b International migrants: emigrants (% of total population)	10.8	11.0	11.5	11.9	11.9	12.8	13.4	14.0
Emigrants by sex:								
5a Females (emigrants)	2 910 993	2 963 084	2 977 979	3 009 832	2 993 524	3 155 965	3 242 539	3 360 527
5b Females (as a % of total emigrants)	52.5	52.9	53.2	54.1	55.1	55.0	54.9	54.7
5c Males (emigrants)	2 634 767	2 643 348	2 618 904	2 557 797	2 439 791	2 584 800	2 658 528	2 778 617
5d Males (as a % of total emigrants)	47.5	47.1	46.8	45.9	44.9	45.0	45.1	45.3
6a Total immigrants	6 892 920	6 172 338	5 527 087	5 050 302	4 818 767	4 915 142	4 964 293	4 997 387
6b International migrants: immigrants (% of total population)	13.4	12.1	11.3	10.8	10.5	10.9	11.3	11.4
Immigrants by sex:								
7a Females (immigrants)	3 939 317	3 527 493	3 158 723	2 882 242	2 746 293	2 801 218	2 829 229	2 848 089
7b Females (as a % of total immigrants)	57.2	57.2	57.1	57.1	57.0	57.0	57.0	57.0
7c Males (immigrants)	2 953 603	2 644 845	2 368 364	2 168 060	2 072 474	2 113 924	2 135 064	2 149 298
7d Males (as a % of total immigrants)	42.8	42.8	42.9	42.9	43.0	43.0	43.0	43.0
8 Immigrants by age group								
0–19 (%)	13.9	13.9	9.5	9.5	5.7	5.7	6.3	6.8
20–64 (%)	69.4	69.4	71.5	71.5	73.6	73.6	73.2	72.9
65+ (%)	16.6	16.6	19.0	19.0	20.7	20.7	20.5	20.3
9a Refugees (including asylum seekers) at mid-year	M	5 193	3 031	3 964	6 003	9 775	9 395	4 602
9b Refugees (including asylum seekers) as a % of the international migrant stock (immigrants)	M	0.1	0.1	0.1	0.1	0.2	0.2	0.1
10a Personal remittances, received (current USD million)	M	m	419.00	2 408.00	6 535.00	8 474.00	15 788.00	m
10b Personal remittances, received (% of GDP)	M	m	1.3	2.8	4.8	9.3	10.3	m
11a Personal remittances, paid (current USD million)	M	m	5.00	186.00	703.00	627.00	575.00	m
11b Personal remittances, paid (% of GDP)	M	m	0.0	0.2	0.5	0.7	0.4	m

	2020		2020
15a Total emigrants	6 139 144	15b Total immigrants	4 997 387
Main destination regions:		Main countries of origin:	
Europe	4 982 919	Russian Federation	3 330 586
Asia	672 672	Belarus	249 641
North America	448 899	Kazakhstan	225 962
Main destination countries:		Uzbekistan	223 491
Russian Federation	3 268 263	Moldova	152 249
United States of America	370 255	Azerbaijan	83 674
Kazakhstan	355 751	Georgia	65 475
Germany	289 743	Armenia	48 097
Poland	272 594	Tajikistan	29 857
Italy	248 460	Kyrgyzstan	27 175
Belarus	222 436		
Czechia	131 316		
Israel	131 205		
Uzbekistan	123 658		

	2000	2005	2010	2015	2018	2019
16 Inbound mobility rate (%)	m	0.9	1.4	3.2	3.1	3.5
17 Outbound mobility ratio (%)	1.3	0.9	1.3	3.8	4.5	m
18 Total inbound mobile tertiary students	m	23 259	37 674	57 583	49 632	55 333
19 Total outbound mobile tertiary students	23 316	23 741	35 316	68 209	72 063	m
20 Net flow of internationally mobile tertiary students	m	-482	2 358	-10 626	-22 431	m

21a	Inbound tertiary students per country of origin (2019, top five available countries)	21b	Outbound tertiary students per country of destination (2018, top five available countries)		
(i)	India	10 698	(i)	Poland	26 864
	Azerbaijan	5 474		Germany	6 481
	Morocco	4 723		Czechia	3 233
	Turkmenistan	3 817		Italy	2 950
	Nigeria	2 882		Slovakia	1 965

Last update: end of May 2021

Sources:

Indicators: 1, 2, 10a, 10b, 11a, 11b – World Bank (World Development Indicators)
 Indicators: 3, 12 – UN DESA, World Population Prospects 2019¹⁵
 Indicators: 4a, 4b, 5a, 5b, 5c, 5d, 6a, 6b, 7a, 7b, 7c, 7d, 8, 9a, 9b, 13, 14, 15a, 15b – UN DESA, International Migrant Stock 2019¹⁶, 2020¹⁷
 Indicators: 16, 17, 18, 19, 20, 21a, 21b – UNESCO

Notes:

⁽¹⁾ Not all the countries of origin and destination are available

Legend:

m = missing data

¹⁵ See <https://population.un.org/wpp/>

¹⁶ See <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimates19.asp>

¹⁷ See <https://www.un.org/development/desa/pd/content/international-migrant-stock>

This data collection is intended to give a short but comprehensive description of the dynamics of immigration and emigration inserted in the economic and socio-demographic context of the country. Most of the indicators cover the period 1990–2020, a period long enough to observe significant demographic and migratory changes. A five-year gap between one detection and another has been left in order to make the data description as concise as possible. The 2019 values for all the indicators are also collected (where available) in order to facilitate comparability with the economic and 'international mobile students' indicators for which 2019 (or in some cases 2018) is the last available year.

The major limitation of this data collection relates to the lack of available and comparable indicators for migrants' skills and qualifications. Indicators for migrants' skills exist, but most of the time they come from specific national surveys and/or studies regarding a specific target group, year and country.

The UNESCO indicators for tertiary-level students who migrate with the aim of studying abroad, also referred to as 'international mobile students', have been collected as an attempt to address this lack of information on migrants' skills. Although these indicators represent only part of the skills dimension, they are nevertheless regularly updated and they describe a specific aspect of migration.

The UN DESA database has been used as source for the demographic, migration stock and refugee indicators. The economic indicators come from the World Bank database. The UNESCO database is the source for the international mobile students indicators.

General economic and demographic indicators:

	Description	Definition
1	GDP (current USD million)	GDP at purchaser's prices is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products. It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. Data are in current USD. Dollar figures for GDP are converted from domestic currencies using single year official exchange rates.
2	GDP per person employed (constant 2017 purchasing power parity USD)	GDP per person employed is GDP divided by total employment in the economy. Purchasing power parity GDP is GDP converted to 2017 constant international dollars using purchasing power parity rates. An international dollar has the same purchasing power over GDP that a US dollar has in the United States.
3	Total population at mid-year and by age group	Estimates of the total population, as of 1 July, expressed as a number and as a percentage of the total for the age groups 0–19, 20–64 and 65+

Key migration indicators:

	Description	Definition
4a, 5a, 5c	Total emigrants, females (emigrants), males (emigrants)	International migrant stock (emigrants) at mid-year, both sexes, females and males
4b	International migrants: emigrants (% of total population)	The number of international migrants (emigrants) divided by the total population. Data are expressed as percentages.
5b/d	Females/males (as a % of total emigrants)	The number of female/male emigrants divided by the total number of international migrants (emigrants).
6a, 7a, 7c	Total immigrants, females (immigrants), males (immigrants)	International migrant stock (immigrants) at mid-year, both sexes, females and males.
6b	International migrants: immigrants (% of total population)	The number of international migrants (immigrants) divided by the total population. Data are expressed as percentages.
7b/d	Females/males (as a % of total immigrants)	The number of female/male immigrants divided by the total number of international migrants (immigrants).
8	Immigrants by age group	The number of immigrants in a particular age group expressed as a percentage of the total number of international migrants (immigrants). Age groups: 0–19, 20–64 and

		65+.
9a	Refugees (including asylum seekers) at mid-year	Estimated refugee stock. This stock is a subset of the stock of international migrants (immigrants).
9b	Refugees (including asylum seekers) as a percentage of the international migrant stock (immigrants)	Estimated number of refugees as a percentage of the immigrant stock. These indicators are based on the end of year 2017 estimates of refugee populations or persons in refugee-like situations prepared by the Office of the United Nations High Commissioner for Refugees (UNHCR) and, where appropriate, by the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA).
10a/b	Personal remittances, received (current USD million/% of GDP)	Inflow of personal remittances into the country expressed in current USD million and as a percentage of GDP. Personal remittances comprise personal transfers and compensation of employees. Personal transfers consist of all current transfers in cash or in kind made or received by resident households to or from non-resident households. Personal transfers thus include all current transfers between resident and non-resident individuals. Compensation of employees refers to the income of border, seasonal and other short-term workers who are employed in an economy where they are not resident and of residents employed by non-resident entities. Data are the sum of two items defined in the sixth edition of the International Monetary Fund's Balance of Payments Manual: personal transfers and compensation of employees.
11a/b	Personal remittances, paid (current USD million/% of GDP)	Outflow of personal remittances in the country expressed in current USD million and as a percentage of GDP. Personal remittances comprise personal transfers and compensation of employees. Personal transfers consist of all current transfers in cash or in kind made or received by resident households to or from non-resident households. Personal transfers thus include all current transfers between resident and non-resident individuals. Compensation of employees refers to the income of border, seasonal and other short-term workers who are employed in an economy where they are not resident and of residents employed by non-resident entities. Data are the sum of two items defined in the sixth edition of the International Monetary Fund's Balance of Payments Manual: personal transfers and compensation of employees.
12	Net number of migrants	Estimated number of immigrants minus the number of emigrants.
13	Annual rate of change of the migrant stock (%)	Estimated exponential annual rate of change of the international migrant stock (immigrants), expressed as a percentage.
14	Annual rate of change of the refugee stock (including asylum seekers)	Estimated exponential rate of change of the refugee population (including asylum seekers) per year expressed as a percentage.
15a	Main destination regions and countries	Top 10 destination countries (and top 3 destination continents) for emigrants in the last available year with their respective number of international migrants.
15b	Main countries of origin	Top 10 countries of origin for immigrants in the last available year with their respective number of international migrants.
16	Inbound mobility rate (%)	Number of tertiary students from abroad studying in a given country, expressed as a percentage of total tertiary enrolment in that country.
17	Outbound mobility ratio (%)	Number of students from a given country studying abroad, expressed as a percentage of total tertiary enrolment in that country.
18	Total inbound mobile tertiary students	Total number of tertiary students from abroad studying in the country.
19	Total outbound mobile tertiary students	Total number of tertiary students from the country studying abroad.
20	Net flow of internationally mobile tertiary students	Number of tertiary students from abroad (inbound students) studying in a given country minus the number of students at the same level from a given country studying abroad (outbound students).
21a/b	Inbound/outbound tertiary students per country of origin	Top 5 origin/destination countries of mobile tertiary students with their respective number of mobile students (last available year).

ANNEX II: LIST OF RELEVANT PROJECTS

This list is not exhaustive and includes selected projects specifically targeting the development of migrants' skills.

Project title	Implementing agency	Amount and/or source of funding	Duration	Main activities	Beneficiaries
<p>EU4Skills: Better Skills for Modern Ukraine</p> <p>EU programme 'EU4Skills' supports Ukraine in reforming system of vocational education and training Ministry of Education and Science of Ukraine (mon.gov.ua)</p>	GIZ and Kreditanstalt für Wiederaufbau (KfW)	EUR 58 million	2019–2023	<p>Purchases equipment</p> <p>Establishes centres of excellence</p> <p>Trains school managers and teachers in seven pilot regions: Chernivtsi, Lviv, Mykolaiv, Poltava, Rivne, Vinnytsia and Zaporizhia</p>	Ministry of Education and Science
<p>1+1 initiative</p> <p>Migration and development IOM Ukraine</p>	IOM	USAID	2019 to date	<p>Supports communities prone to economically induced outward migration</p> <p>Assists migrant workers and their families with the provision of co-funding for the creation and development of businesses</p>	260 migrants willing to open their own business
<p>Improving employment opportunities for internally displaced persons and supporting the reform of vocational training in Ukraine GIZ</p>	GIZ, Ministry for Reintegration of the Temporarily Occupied Territories of Ukraine, Ministry of Education and Science of Ukraine	German Federal Ministry for Economic Cooperation and Development (BMZ), EU	2017–2023	<p>Supports reputable local non-governmental organisations and state educational institutions in developing and providing training courses based on identified local market needs</p>	2 000 people from the conflict-affected areas, local educational institutions

LIST OF ABBREVIATIONS

EU	European Union
GDP	Gross domestic product
GIZ	Gesellschaft für Internationale Zusammenarbeit
IDP	Internally displaced person
IOM	International Organization for Migration
MISMES	Migrant support measures from an employment and skills perspective
NQF	National qualifications framework
VET	Vocational education and training

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