

THE CONTRIBUTION OF HUMAN RESOURCES DEVELOPMENT TO MIGRATION POLICY IN UKRAINE

(draft - not edited)



2008

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Foreword

In 2006 the European Training Foundation (ETF) launched a pilot study on the links between migration, education and training systems and labour markets. Since knowledge of the overall consequences of migration in relation to education/skills and labour markets is limited, the ETF approach included desk research, fact-finding missions and field surveys in the five countries selected, namely Albania, Egypt, Moldova, Tunisia and Ukraine, some of these being new sources of migration to the EU and some being traditional sources.

For the Ukrainian part of the study, a local organisation, the GFK Ukraine, was contracted to carry out the field survey and first level of data analysis.

The fact-finding mission to the country took place in July 2007 and involved an ETF team of experts, assisted by the local contractor. Key national stakeholders in the Ukrainian context were visited during the mission, including the Ministry of Labour, the State Centre of Employment, the Ministry of Education, the Confederation of Employers, the Institute of Demographics and Social Research and the local offices of the International Organization of Migration, the International Labour Organization, the World Bank Office, the Canadian Embassy.

The ETF is extremely grateful to the Ministry of Labour, in particular Ms Natalia Ivanova, Deputy Minister in the area of employment and labour migration, for their indispensable support.

Based upon the data collected on potential and returning migrants, analyses were carried out by an ETF Team of experts, consisting of Natalia Popova, Francesco Panzica, Jesús Alquézar, and Timo Kuusela. A preliminary report was drafted and sent to the Ministry of Labour for comments and endorsement.

The findings and preliminary conclusions from the study **has been presented** to the relevant national stakeholders at a validation workshop held in Kiev on 02 July 2008. The results of the debate will be incorporated into the final draft of the report with a view of their publication and presentation to a wider public.

Executive summary

In 2006 the European Training Foundation¹ (ETF) launched a pilot study on the links between migration, education and training systems, and labour markets. In 2007 the research has been extended to Ukraine. In the latter case a sample of 2,100 people was identified (1,086 potential and 1,014 returning migrants). The results were collected in a database, and have been further analysed by the ETF and local experts.

The lack of opportunities for increased earnings remains the main reason for migration. Approximately one-quarter of the Ukrainian population aged 18-40 (26.7%) is seriously considering migrating, with 19% indicating a high probability of leaving Ukraine within the next 2 years. The effective readiness to migrate appears to be low since few people have already an international passports and are able to finance their move. The absolute majority of potential migrants plans to migrate temporarily (1-2 years). Only 8.8% of them plan to emigrate forever. 56.5% of respondents believe that their experience abroad will improve their employment opportunities in Ukraine afterwards.

The most popular destinations are Russia, Germany, Italy, USA and the United Kingdom. The forecasts are for an increase in the share of migrants to Germany, Great Britain, Spain, USA and Canada, with a corresponding decrease in the percentage migrating to Russia, Poland and the Czech Republic. This is due to the fact that with economic development, salaries and wages in Ukraine are becoming closer to those in neighbouring post-Soviet countries. Migration to the EU countries is expected to increase.

25.4% of potential migrants expressed the intention (compared with 11% of returning migrants) to undergo pre-departure training, which means mostly language training.

Potential migrants are more aware (27.6%) of migration programmes offered by state and private organisations than the returning migrants (20%). Unfortunately, this increased awareness does not significantly apply to migrants to EU countries, but to those coming from Russia and North America.

There is an interesting tendency, indicating that better-educated potential migrants are likely to leave sooner (within the next 6 months).

48,5% of potential migrants knows at least one foreign language. At the same time, 30.8% (excluding potential migrants to Russia) of respondents plan to migrate without knowledge of the language of the destination countries. The percentage of respondents completely unable to communicate in the language of the destination country is remarkably large among individuals planning to leave to the EU countries (37.1%, versus 12.2% among those planning to go to North America). The main sectors of employment for potential migrants are the same as for returning migrants: construction, domestic services and trade. For migrants to EU countries, the largest potential market is in the area of domestic services. There is an increase in the outflow of ICT specialists.

18.8% of potential migrants plan to work as unskilled workers (versus the 40% of returning migrants who actually had this status while abroad), and 30% plan to work as professionals (versus 10% of returning migrants).

Most migrants returned home voluntarily, and only 25% of the migrants from the EU and North America were forced to return due to lay-offs or expired permits.

The main direct benefit of migration is to improve individual migrants' socioeconomic status, and, through remittances, to improve the living conditions of family members remaining in Ukraine. The majority of potential migrants (67.9%) interviewed in the ETF study expected to send remittances home, and half of returning migrants confirmed this tendency.

¹ Established in 1990, the European Training Foundation (ETF) assists its 30 partner countries in developing high-quality systems for human resources development. Its role is to share expertise and advice on policies in education and training across regions and cultures. Working on behalf of the European Union, the ETF helps its partner countries to develop people's skills and knowledge to promote better living conditions, active citizenship and democratic societies that respect human rights and cultural diversity.

The estimated amount of remittances varies, depending on the sources and the methodology used, between 0.7% and 25% of GDP. According to the returning migrants' survey, remittances are mainly used for living expenses of relatives at home.

Remittances contribute also to develop human capital. More than 16% of returning migrants mentioned education among the uses of remittances. Few returning migrants mentioned their family invested remittances in business activities (3.3%). Concerning the use of migrants' savings, they are employed for business activities (8.7%), to buy property (22.8%). Highly educated returning migrants are more likely to invest their savings in business.

Most returning migrants (72.9%) said they worked upon return.,. 6.6% declared to be employers and 11.1% that they are self-employed. The small number of entrepreneurs could be explained by the relatively young age of the returning migrants and the short length of migration, that do not allow for accumulating enough experience and financial capital. The survey shows that experience abroad helped to find a better job. This is the case despite the high level of 'brain-waste' during the migration experience as 35.5% of highly-educated returning migrants worked abroad as unskilled worker. This percentage is even worse for those migrating to the EU countries (40.5%). In addition, there are few returning migrants (12.4%) that received training or education abroad.

Some steps towards cooperation in the field of managed migration have already been taken. Ukraine has ratified 12 bilateral agreements on job placement, including agreements with Latvia, Poland, Portugal, and the Slovak Republic. The Ministry of Foreign Affairs of Ukraine has announced negotiations with Spain, aimed at reaching agreement on the regulation of labour migration processes. The government has also begun work on a similar agreement with Italy. Government officials, however, consider these agreements to be ineffective².

Generally, most of the initiatives in the field of migration come from non-governmental organizations: the IOM, the ILO, the World Bank, and others. These initiatives include anti-trafficking programs, developing recommendations on migration management, broadening legal migration channels, providing information and pre-departure training for migrant workers, etc. However, the efforts of non-governmental organizations are insufficient to solve the problems of illegal migration. Mutual efforts by the governments of Ukraine and EU countries are needed to promote legal economic migration.

² <http://uaforeignaffairs.com/article.html?id=78>,

1. Migration flows and their characteristics

Over the last two hundred years, Ukraine has experienced four massive waves of emigration. The first wave began in the second half of the 19th century and lasted till the beginning of the World War I (see the historical overview in annex 1). It was followed by two waves in the Soviet period. The last wave took place after Ukraine became independent³.

1.1. Direction of migration

Massive labour migration became a distinctive feature of the 1990s. Initially, it was done as a form of self-employment, the so-called "shuttle" trade⁴, in which people brought small quantities of domestic goods to sell them abroad, while purchasing foreign goods for selling them in Ukraine. Poland, Hungary, Turkey and China were the main destinations for these traders. The most successful shuttle traders gained entrepreneurial experience and accumulated the start-up capital for investment in new businesses.

The usual strategy of migrants is to find a temporary job abroad. After their contracts expire, they usually return home and stay for some time. Most of them re-emigrate, usually to the same countries of the previous migration⁵. This tendency has been confirmed by the ETF survey: most of the potential migrants express the intention to stay abroad for a couple of years or less, and 75% of returning migrants came back to Ukraine after two years.

There are different data on migration according to different sources. The large discrepancy of available migration figures is to some extent owed to the often temporary nature of migration. In Russia, for example, the number of Ukrainian immigrants fluctuates between 1 million and 3 million during summer peaks. There are also cross-border commuters, in particular between Ukraine and Belarus. More difficult to calculate are cross-border petty trade activities namely between Ukraine and Poland, and also between Ukraine and Turkey⁶. In addition, data on migration outflows in Ukraine are incomplete, as they do not include the large size of illegal or unreported migration. Some researchers estimate the number of migrants from 1 to 5 million⁷, and even more, up to 7 million individuals⁸.

According to the 2005 IOM report, there were 2,1 million labour migrants from Ukraine abroad⁹ while according to the recent expert data of Institute of ethnography of National Academy of Science of Ukraine there are 4 million 500 thousand Ukrainian labour migrants. In particular, in Russia are more than 2 million Ukrainians, in Italy - 500 thousand, in Poland - more than 450 thousand, in Spain - 250 thousand, in Portugal - 75 thousand, in Czechia - 150 thousand, in Greece - 75 thousand, in the Netherlands - 40 thousand, in the Great Britain - about 70 thousand, in the USA - about 500 thousand¹⁰.

Figure 1: Migration flows

³ Ukraine became an independent state on 24 August 1991

⁴ Olena Malynovska, Caught Between East and West, Ukraine Struggles with Its Migration Policy.

⁵ Libanova E. and Pozniak A., 2002b. External Labor Migration of Ukrainian Population

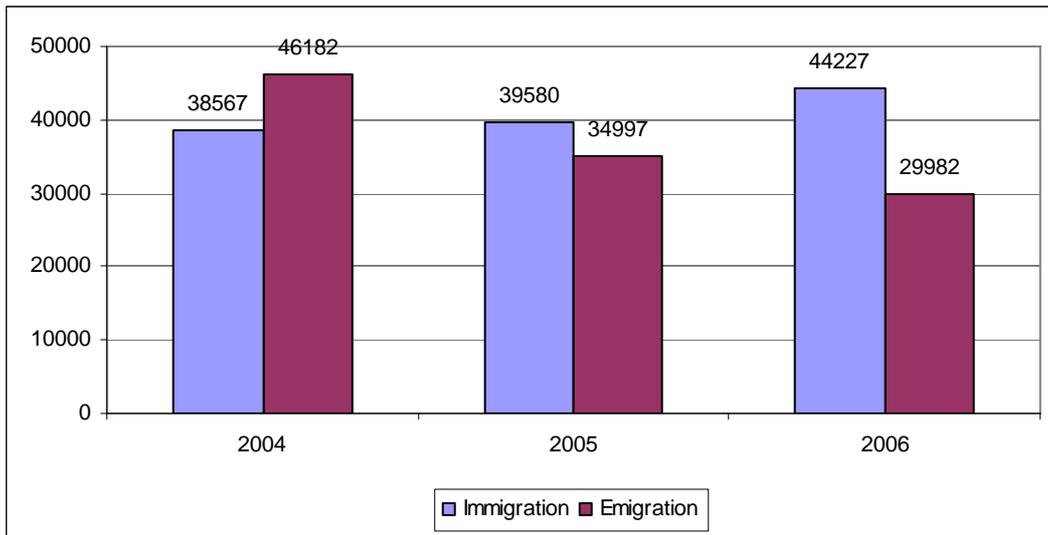
⁶ <http://www.compas.ox.ac.uk/publications/papers/Country%20Report%20-%20Ukraine%20-%20Duvell.pdf>

⁷ Gaydutskiy, A. 2007; Libanova E. and Pozdniak 2002a and 2002b

⁸ The number 7 million was cited by the Ukrainian Ombudsmen, Nina Karpachova, during her speech to Parliament in 2003. The report itself mentions 5 million as the possible upper limit.

⁹ IOM : Labour Migration Assessment for the Western Newly Independent States (WNIS), 2006.

¹⁰ <http://www.iom.org.ua/index.php?page=news&id=187&type=news>

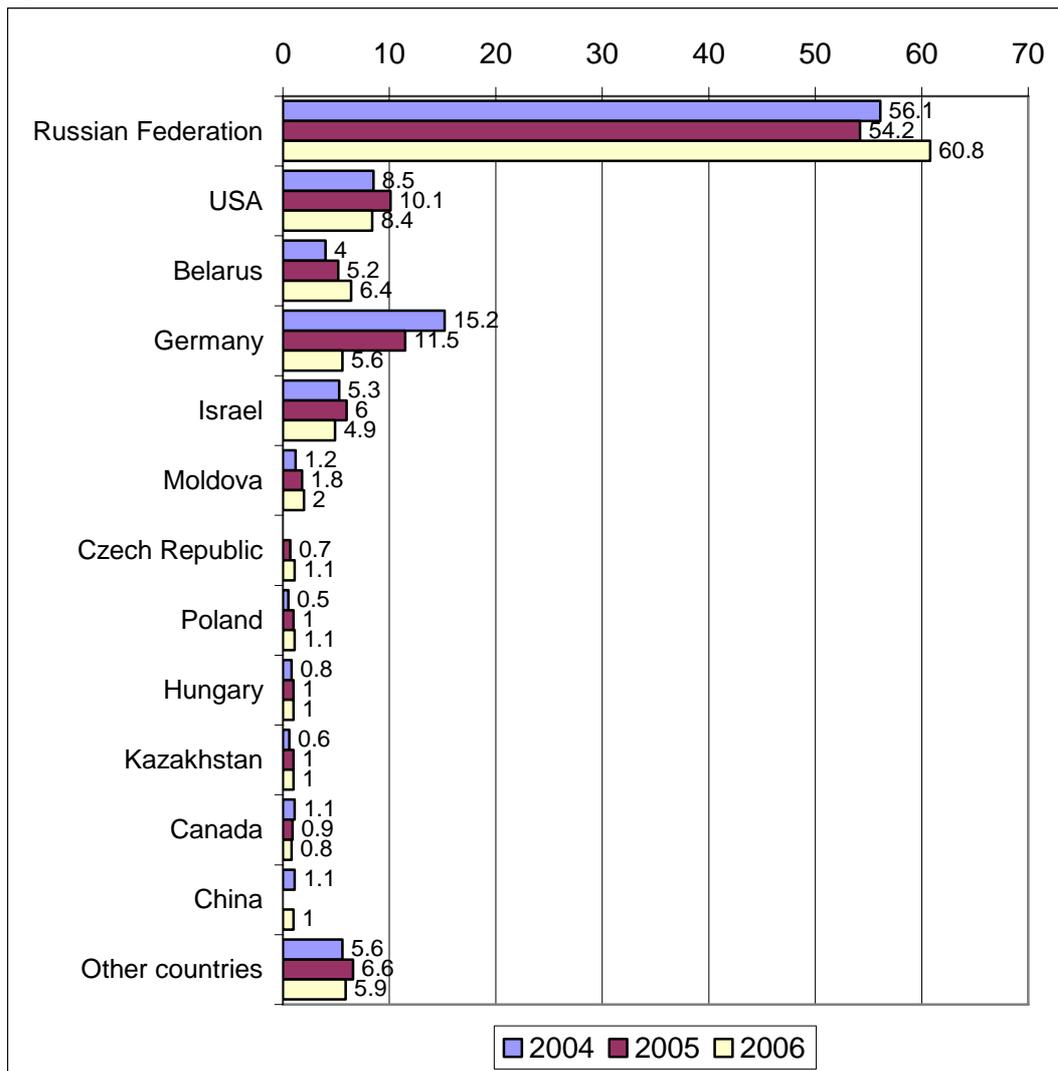


Source: *Derzhkomstat*, State Statistics Committee.

According to the State Statistics Committee data, the main destination country of the official emigrants remains the Russian Federation (see figure 2 below). According to the ETF survey data on returning migrants, the main destination countries were Russia, Poland, Italy, Czech Republic and Germany.

Although official data shows that migration flows are higher in the eastern regions, one should bear in mind that illegal migration is most commonly directed to EU countries, which presumes that migration outflows from western Ukraine are likely to be greatly underestimated in the official statistics. Since Russia does not require visas from Ukrainian citizens, there is no incentive for those who intend to work there to cross the border illegally.

Figure 2 : Destination countries



Source: *Derzhkomstat*, State Statistics Committee.

The most important factor that motivates the decision to go abroad is the possibility to get a higher salary¹¹. Social networks are also an important factor that facilitate migration. Geographic proximity is a significant determinant of migration flows too. Ukrainians living in the eastern regions of the country look for work in Russia, while inhabitants of the western regions are more likely to seek for work in the EU.

Immigration is an issue no less important for Ukraine than emigration. Most immigrants come from former USSR countries (see figure 2). The State Statistics Committee reports that in 2006, 77% of immigrants came from the CIS zone, with this number increasing to 96% in rural areas.

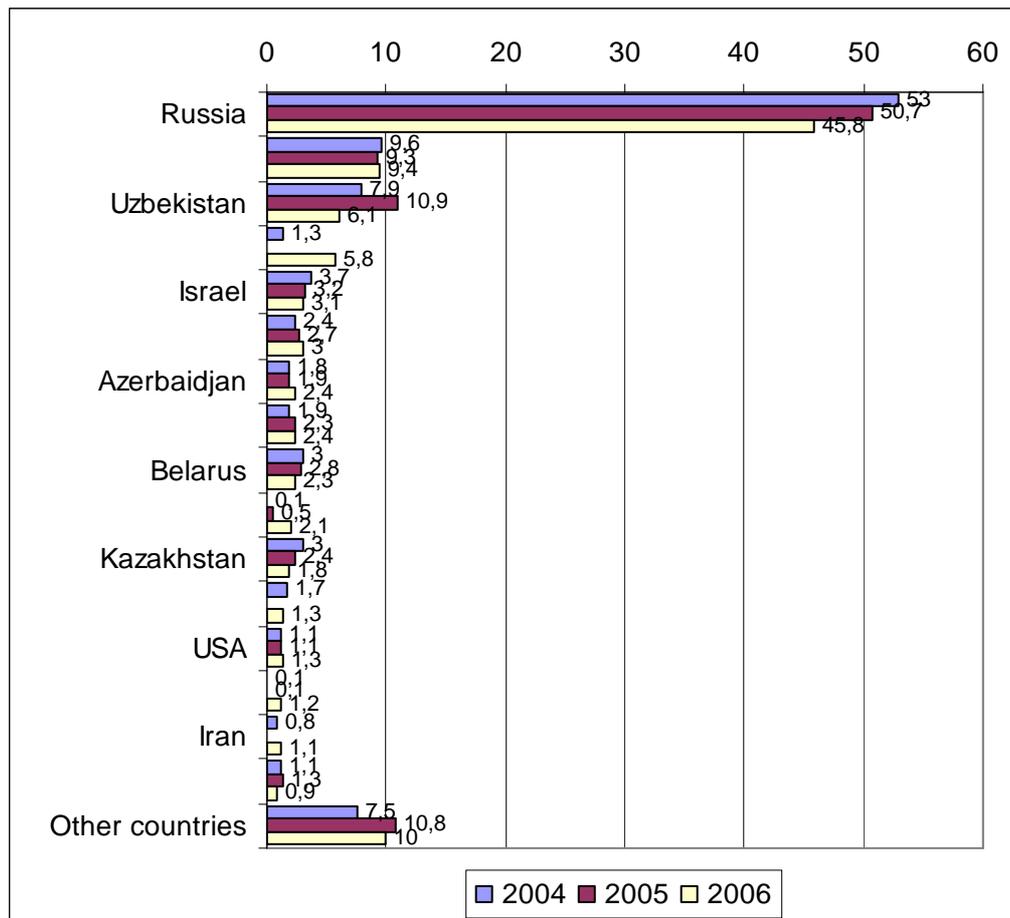
These immigrants could become the source of rural labour for Ukraine, the shortage of which becomes deeper in the process of ageing of the rural population, migration of women and youth to the cities. The major sources of immigrants to Ukraine are Russia, Moldova, Uzbekistan and the South Caucasus. 2006 also saw a significant inflow to Ukraine from China. But as in the case of illegal emigrants we do not know the real number of illegal immigrants in Ukraine - so we can't estimate their real impact on the Ukrainian economy. Some experts consider that there are about 1 million of illegal migrants in Ukraine¹². In any case their number is growing rapidly:

¹¹ Human Trafficking Survey: Belarus, Bulgaria, Moldova, Romania, Ukraine. Prepared for IOM by GfK Ukraine, 2006

¹² <http://www.unian.net/ukr/news/news-255373.html>

according to State Customs Service of Ukraine the number of illegal migrants in 2007 comparing to 2006 increased twice¹³. The sociological research on immigrants are usually focused on particular immigrants communities. According to different studies the immigrants from poor countries usually work at non-qualified jobs – trade, farming etc. At the moment Ukrainians generally do not consider migrants as competing with them for jobs, but this situation can change¹⁴.

Figure 3: Official immigration: Countries of origin (%)



Source: *Derzhkomstat*, State Statistics Committee.

1.2 Characteristics of migrants

Most of the Ukrainian labour migrants are male (70%)¹⁵. The share of males was higher in the mid-1990s, when construction represented the main activity of migrants. Female labour migration started at the beginning of 2000s in response to a large demand for housekeeping

¹³ <http://www.11channel.dp.ua/news/dp/2007/03/20/12983.html>

¹⁴ Popson, N. Migration in Ukraine and the Case of Kyiv: Suggestions for Preparation of a Research Agenda. Available at http://www.ukrainianstudies.uottawa.ca/pdf/P_Popson.pdf

¹⁵ Labour Migration Assessment for the WNIS countries, 2006.

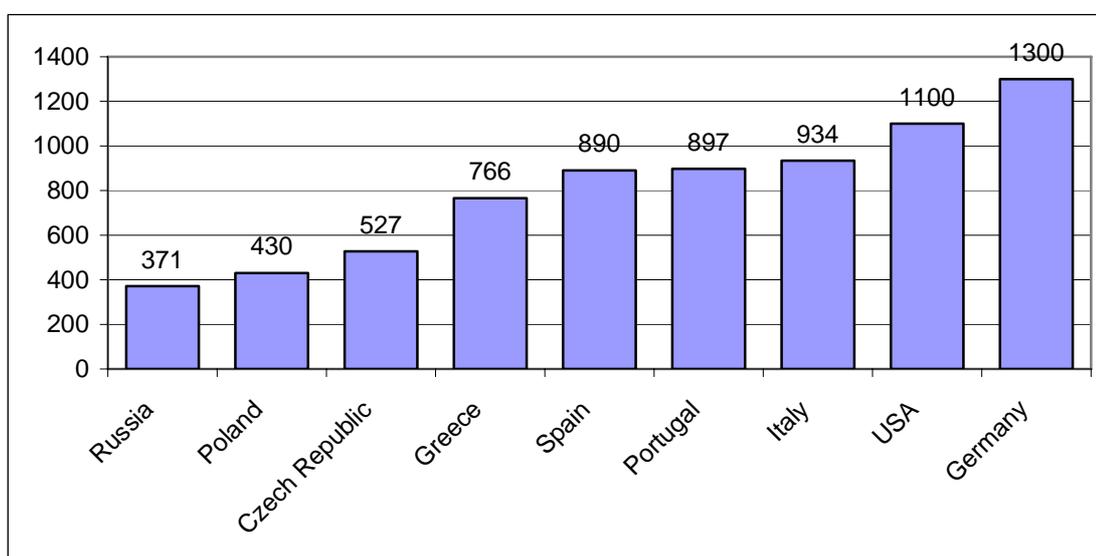
and nursing services. According to the 2005 Institute of Sociology report¹⁶, most labour migrants are between 20 and 49 years old. As for the origin of migrants, the most active sources are rural areas and small cities.

While the educational level of migrants is quite high, most of them take jobs that are not intellectually demanding. In 2001, the labour migrants completed an average of 11.3 years of schooling, more than the ten years of the mandatory education. In 2001, the educational level of migrants was 5.9% higher than that of the average for the country: 20.6% of migrants have post-secondary or higher education, 25.6% technical education, 43.3% completed secondary education and 10.5% had a lower educational level¹⁷

Remittances

Remittances¹⁸ are a sizeable part of Ukraine's GDP. The National Bank of Ukraine reported \$5,6 billion in remittances in 2007. The figure below shows estimates of the distribution of earnings in different countries:

Figure 4: Estimates monthly earnings of Ukrainian Labour Migrants in 2005 (\$)



Source: Gaydutskiy, A. 2007

As we see in the above figure, relatively high incomes are offered in the world's leading economies, such as the USA, Germany, and Italy, with the lowest found in Russia and Poland, where is the largest number of Ukrainian migrants. So the countries with the highest earnings (Germany, the USA, Italy) are the most attractive to the potential migrants¹⁹. However beside earnings, there are several other factors of influence on the choice of the destination country.

Labour market trends

As in many other Eastern Europe countries, economic transition has produced in Ukraine a shift from manufacturing sector towards the service sector, thus shifting labour demand from blue to white-collar workers. In addition, the more productive enterprises tend to use more advanced technology than the less productive ones, which again raises the demand for higher skills.

¹⁶ http://www.iom.org.ua/img_collection/file/lab_mig_ass_2006ENG.pdf

¹⁷ Khomra, O., 2006.

¹⁸ A standard definition of remittances is being used throughout the report : **Remittances** are [transfers of money](#) by [foreign workers](#) to their home countries.

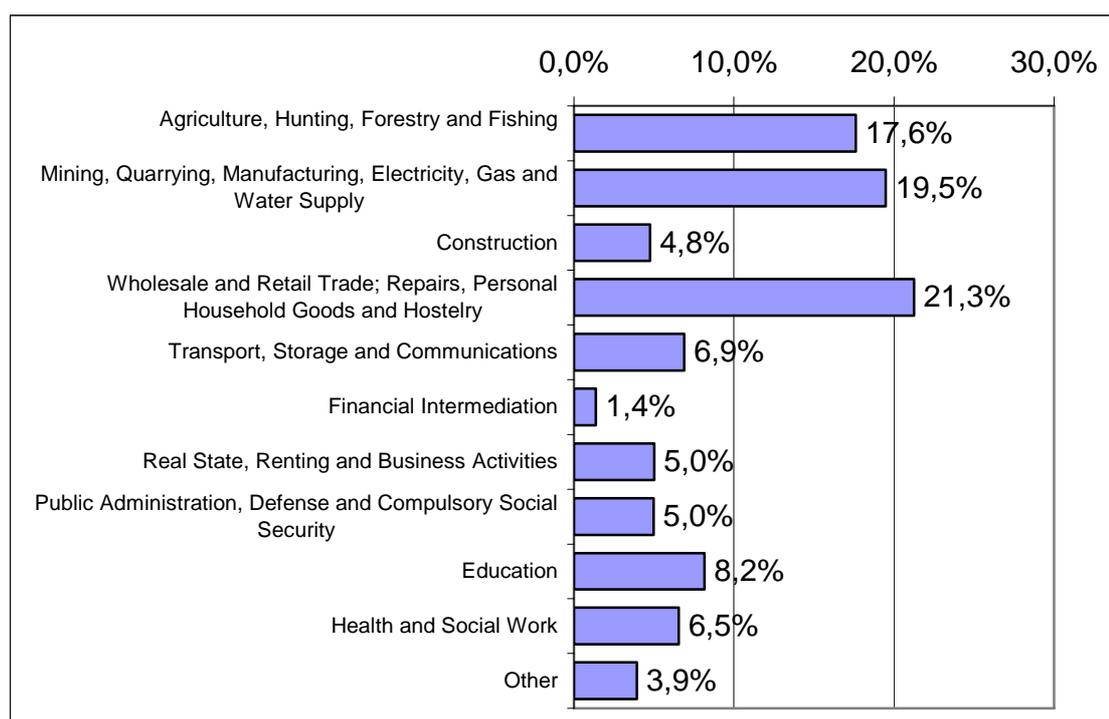
¹⁹ According to both Trafficking and Labour Migration in Ukraine. National Survey, 2005 and Human Trafficking Survey: Belarus, Bulgaria, Moldova, Romania, Ukraine. Prepared for IOM by GfK Ukraine, 2006.

Jobs are being destroyed mainly in industry and in agriculture, and in occupations requiring basic skills. Most of the jobs – over 50 % – are created in large firms. This is untypical pattern, which reflects the structure of the Ukrainian economy, still dominated by large enterprises. In other transition economies, the share of large enterprises in total employment and in job creation tends to be lower²⁰.

Since 2000 Ukraine's economic performance has been strong and poverty has declined dramatically. GDP grew by an annual average of 7.2% during the period 2000 to 2003. The industrial sector, private consumption and exports of goods and services were the major growth drivers in 2004. However, after a boom in 2005 (official GDP growth estimated at 12%), economic development slowed down dramatically, with the growth rate falling to 2.6%. The growth rate accelerated again in 2006 to be above 6% and is expected to remain at the same level in 2007. Increased investment and the upturn in external demand have compensated for the supply shock provoked by higher gas prices, which turned out to be less detrimental for the Ukrainian economy than was initially expected. Domestic demand, with a shift from private consumption to investment, will be a key contributor to GDP growth in the future.²¹

The economic activity rate in 2007 was 71.7% (Males 75.0%; Females: 68.2%). The employment rate in 2007 was 58.7% (males 64.3%; females 53.7%). Concerning the employment sectors, trade, repairs and hostelry leads, followed by mining, manufacturing, energy and water supply and by primary activities (see figure 5),

Figure 5. Employed population by fields of activity, 2006



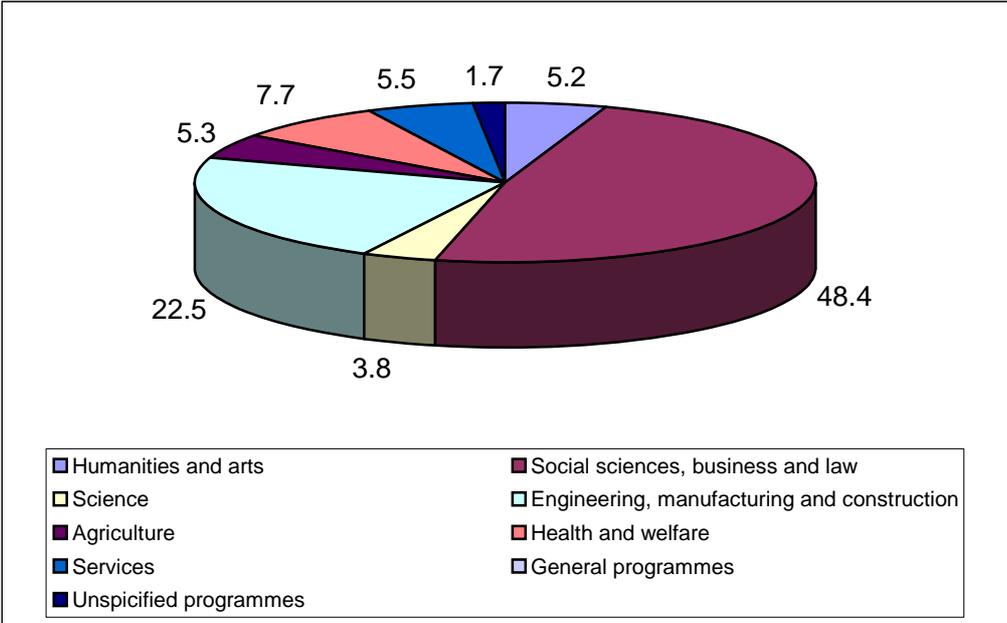
Source: ILO, laborsta database, based on Labour Force Survey.

²⁰ *Transition from school to work*, ETF, 2006

²¹ ETF Country Plan 2008 for Ukraine.
[http://www.etf.europa.eu/web.nsf/Pages/CountryPlan_EN?OpenDocument&c=UKR&EMB=/web.nsf/\(GetActiveCountryPlans\)/99D3F10C94E5C5F7C1257424004F7EDD?OpenDocument&LAN=EN?Opendocument](http://www.etf.europa.eu/web.nsf/Pages/CountryPlan_EN?OpenDocument&c=UKR&EMB=/web.nsf/(GetActiveCountryPlans)/99D3F10C94E5C5F7C1257424004F7EDD?OpenDocument&LAN=EN?Opendocument)

The Ukrainian interregional recruitment agency (ARKA)²² reports that lawyers, accountants, economists, sales managers, and financial specialists are in oversupply (see figure 6). They attribute this problem to the bandwagon effect, corresponding to the popularity of such professions among young people. On the other hand, there are difficulties in finding candidates for most positions. “Hot” vacancies are present for manufacturing engineers, chemical and construction specialists, and environmental engineers. The ARKA specialists suggest that undersupply of labour in these fields is due to low salaries and the poor level of preparation provided by educational institutions. ARKA also reports an increasing demand for specialists in PR, insurance, and commerce.

Figure 6 - Graduates by broad field of education in tertiary education as % (2006)



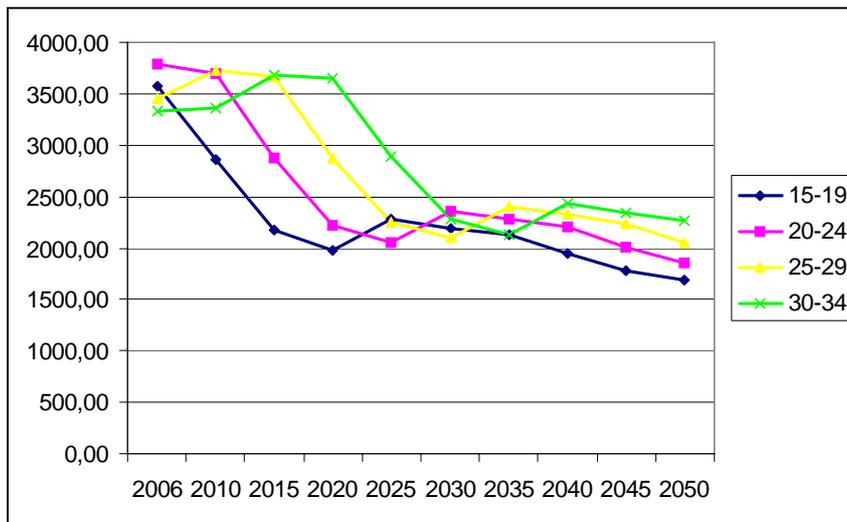
Source: UNESCO Institute of Statistics (www.uis.unesco.org)

During the next 20 to 25 years, the size of the population in all youth age groups will decline. Between 2020 and 2030, an increase in the number of young persons is expected that will be favorable for the composition of the labor force. Although in recent years the flow of entrants into the labor market has exceeded the flow of exits, in the next few years this will reverse, which will create a favourable labor market conditions for youth²³.

²² <http://www.arka.com.ua/>

²³ ETF study on The transition from Education to Work, 2006

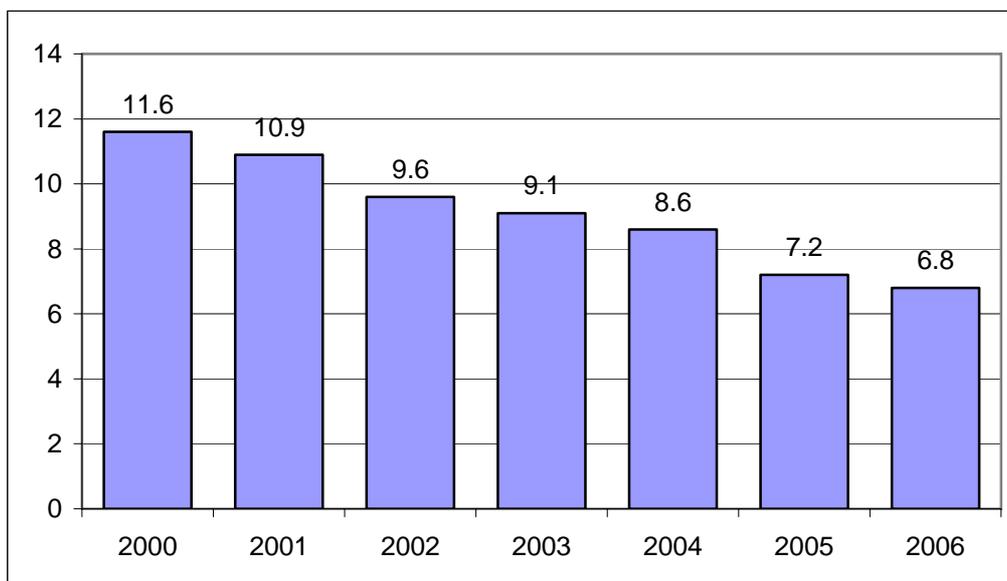
Figure 7. Projection of the Youth by 2050



Source: Institute for Demography and Social Studies

Experts usually mention a high level of unemployment among the most important reasons for labour migration, but official data do not suggest that unemployment is a significant factor for Ukrainian migration. According to ILO data, 6.8% of the labour force was unemployed in 2006²⁴. This corresponds to the average unemployment figures for the EU zone (7.1% in 2006, according to Eurostat), and is much lower than unemployment in other Eastern European countries (e.g. Poland 13.8%; Slovakia 13.4%²⁵). Reports on the dynamics of the employment market in Ukraine reveal a continuous decrease in unemployment, from 11.6% in 2000 to 6.8% in 2005, as shown in figure 8.

Figure 8: Unemployment trends (%)



Source: ILO, laborsta database, based on Labour Force Survey.

²⁴ ILO, laborsta database, based on Labour Force Survey.

²⁵ Eurostat, <http://ec.europa.eu/eurostat>

Unemployment rate is slightly lower for women (6.6%) than for men (7%). 22% of unemployed are first job seekers, and 42% is less than 30 years old²⁶.

1.4 Education

Ukraine inherited from the Soviet Union a well-organized education system which has laid a solid basis for the development of human capital in the country. Funding of the system was generous and the outcomes of the past system included high literacy rates, a large group of skilled workers that matched with the needs of industrial sectors and some outstanding achievements in science and technology. Since independence, Ukraine has been able to sustain some of its comparative advantages in education and participation rates in education and literacy rates remain to be high in international comparisons.

The first years of independence and transition created new challenges for Ukraine such as a large curriculum reform to remove previously ideological content and establish a context compatible with national values and new demands of a democratic society and market economy. Moreover, the language of instruction covering education standards, curriculum, teaching materials and methods, became Ukrainian (contrary to prevailing Russian language in the past).

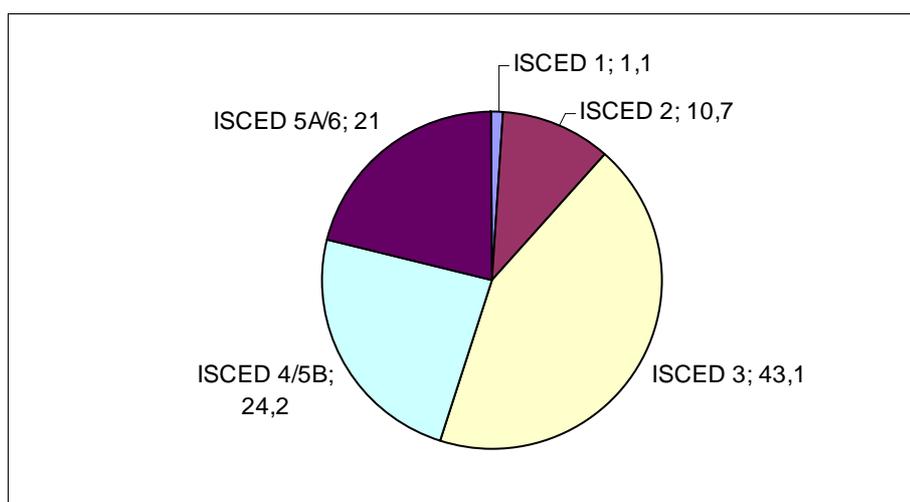
The structure of Ukraine's education system is in transition from a former 10-year primary and secondary education to a 12-year compulsory secondary general education. In 2005 Ukraine signed the Bologna Declaration and is reforming its university level education from a 5-year programme of higher education qualification to a 4-year bachelor's degree with the option of a master's degree with an additional year or two of study.

The general education comprises of a 4-year cycle of primary education, followed by 5 years of post-primary basic education (or lower secondary education) and 3 years of secondary education. Initial vocational education is provided in vocational- technical schools and through work based learning schemes in enterprises. Tertiary education covers short programmes of higher education (accreditation levels I and II which are non-university level education according to Western European standards), bachelor's level undergraduate education (accreditation levels III and IV), and various post-graduate programmes (masters, doctoral and post-doctoral degrees).

The Ukrainian labour force possesses a relatively high level of education and skills. Almost all Ukrainians are educated, at least at the secondary level. As represented in figure 9 below, in 2005 only 12% of economically active population has no high school degree while more than 45% holds a post-secondary or technical education, qualifying for better jobs.

²⁶ ILO, laborsta database, based on Labour Force Survey.

Figure 9: Economically active population (15-70 years) by level of education



Source: ILO, laborsta database, based on Labour Force Survey.

Active women are better educated than men: 23% of women in the labour force have an ISCED level 5A or 6 and 29% an ISCED level 4 or 5B.

A strong belief in the social returns of higher education to the national economy is deeply embedded in Ukraine and in recent years higher education has expanded tremendously both in terms of institutions and enrolment. Currently Ukraine has one of the highest gross enrolment rates (30%) in HE in Europe and a network of 351 public and private higher education institutions.

Quality and labour market relevance of education at all levels has deteriorated since the independence and remains to be one of the main policy issues and was included in the National Doctrine for the Development of Education (the main strategic document on education adopted in 2001). Ukraine spends more (6.4 % of GDP²⁷) on education than the average for OECD countries but the expenditures are coupled with worrisome levels of inefficiency in education provision. The quality enhancing inputs and investments necessary for modernising the education system and making it more responsive to market needs are underprovided. In recent years the political turbulence has adversely impacted the pace of education reforms and major structural actions are yet to be taken.

In spite of the new Bologna principles Bachelor and Master degrees are yet to be embedded in people's minds and be properly understood and accepted by employers. The employers have recently become active in promoting a comprehensive reform of the national qualifications system to ensure that the new demands of the labour market, economy and society are properly articulated in qualifications and that the education system will enhance lifelong learning.

According to a recent World Bank study²⁸ 20% of Ukrainian firms consider skills of labour force as a major obstacle to firm operation and growth. The figure is higher than in any other transition economy of Eastern Europe or former Soviet Union. Moreover, it takes more time to fill a job vacancy in Ukraine than in most transition economies particularly for skilled manual workers. There are high vacancy ratios in some economic sectors such as construction and

²⁷ State Committee for Statistics in 2006

²⁸ Rutkowski J. 2007. Is there a Skills Mismatch in Ukraine? Draft paper presented at the EC-WB workshop held in April 2008 in Kyiv.

finance. At the same time low wages do not adjust the supply with demand on the labour market. The shortage of highly skilled workers is coupled with surplus of other, often redundant, skills which are likely to arise during the periods of accelerated enterprise restructuring and associated job reallocation. Newly created jobs tend to differ in terms of the skills content from the old jobs that are being destroyed.

The skills mismatch in Ukraine is therefore a result of enterprise restructuring and the attendant job reallocation and the changing skills profile of labour demand. It is also the result of the inert education system being insufficiently responsive to the changing needs of the labour market. Guidance and counselling services are yet to be developed and modernised to provide relevant support and information for students on labour market conditions while making their career choices.

1.5 Legislative framework

The main documents regulating migration in Ukraine are the following:

- *The Constitution of Ukraine* guarantees the freedom of movement and choice of residence, as well as social protection to its citizens. It also states that no citizen of Ukraine, under any circumstances, can be deprived of the right to return to Ukraine from abroad.
- *The law "On the Right to Freedom of Movement and Choice of Place of Residence in Ukraine" (2004)* guarantees freedom of movement and choice of residence to both Ukrainian citizens and foreigners.
- *The law "On the State Border of Ukraine" (1991, last amended in 2003)* regulates the movement through the state borders of Ukraine and defines the functions of checkpoints.
- *The law "On Immigration" (2001)* adapts the Ukrainian migration legislation to international standards. According to this law, immigration quotas should be regulated by the Cabinet of Ministers. Other functions are attributed to the Central Executive Agency for Immigration and Diplomatic Representatives and Consular Institutions.
- *The law "On the Legal Status of Foreigners" (1994)* lays down the rights, freedoms and duties of foreign citizens and stateless persons residing in Ukraine.
- *The law "On Refugees" (2001)* determines the legal status of refugees in Ukraine, sets guarantees to protect refugees, and regulates the procedure of changing refugee status.
- *The "Rules of Entry of Foreigners to Ukraine, their Departure from Ukraine and Transit Travel via the Territory of the Country" (1995)* regulates movement into and out of Ukraine, transit travel and all necessary documentation.

1.6 Institutional framework

There are various governmental actors in the field of migration.

- **The Ministry of Foreign Affairs** protects the rights and provides services for Ukrainian citizens abroad, regulates the visa regime, and maintains ties with the Ukrainian Diaspora.
- **The Ministry of Labour and Social Policy** accredits firms providing job placements abroad. It also issues permission for foreign citizens for work in Ukraine.
- **The Ministry of Education** regulates the activity of educational institutions, coordinates regulations for international students and negotiates bilateral agreements on education with other countries. The Ministry prepares the agreements on mutual recognition and equivalence for educational certificates with other countries.
- **The State Committee of Ukraine for Nationalities and Migration** manages the relationships with other countries on migration, develops policies of international relationships.
- **The State Committee for Protection the State Border** is responsible for passport control at border crossings and military protection of the state border.
- **The State Centre of Employment** consults on employment abroad, and cooperates with similar international organizations.
- **The State Statistics Committee** collects all statistical data, including all information on migratory flows.

1.7 Bilateral and international cooperation on migration

Ukraine strives to strengthen relationship with other countries by signing various bilateral and multilateral agreements in the field of migration. The main subjects are job placement, social security, and recognition of qualifications.

Ukraine has ratified 12 bilateral agreements on job placement. These include agreements with Armenia, Azerbaijan, Belarus, Libya, Lithuania, Latvia, Moldova, Poland, Portugal, Russia, the Slovak Republic, and Vietnam. The Ministry of Foreign Affairs of Ukraine has announced negotiations with Spain, aimed at reaching agreement on the regulation of labour migration processes. The government has also begun work on a similar agreement with Italy.²⁹

Ukraine also has agreements with Bulgaria, the Czech Republic, Estonia, Latvia, Lithuania, the Slovak Republic, Spain and Portugal on social security guarantees of its citizens working abroad. Similar agreements with Hungary, Mongolia, and Romania were signed by USSR, and remain valid for Ukraine.

Special attention is paid to agreements on mutual recognition of education and qualifications. Thus far, Ukraine has signed such agreements with 14 countries. This information is summarized in Table 3 in annex.

However, only official migrants can make use of these agreements, while the majority of Ukrainian migrants are still working illegally in Russia, Poland and Portugal (the main destination countries which signed the bilateral agreements on job placement with Ukraine). From January, 2007 Russian employers are no longer obliged to apply for permission for employing foreign citizens – informing the migration services is enough³⁰. Consul general of Ukraine in Warsaw said that there is the possibility for broadening legal labour migration to Poland due to bilateral agreements. From September, 2006 Ukrainians can work legally in agriculture sector (and from July, 2007 – in construction) without special permission, but not

²⁹ The Ministry of Foreign Affairs of Ukraine's official web page

³⁰ <http://www.berator.ru/consultant/article/449>

longer than a quarter during every 6 months.³¹ As for bilateral agreements with Portugal government officials consider them to be formal and ineffective³².

The International Labour Organization (ILO) has formulated some recommendations for improving the migration management. These include transparency of information to potential migrants, widening legal migration channels, strengthening cooperation between the private and public sectors, promotion of international conventions³³.

The International Organisation for Migration (IOM) has developed activities including pre-departure training for migrant, promoting selective migration programmes, support to the Centres for Migrant Advice (CMA)³⁴ in Kiev, Kharkiv, Lviv, Odessa, and Ternopil. (CMAs) in Kharkiv, Kyiv, Lviv, Odesa and Ternopil. Since their inception in the fall of 2005, the CMAs have provided consulting services to more than 25,000 clients. IOM has also promoting job opportunities for Ukrainians in the Czech Republic. The Organization actively works on developing several other projects, which would facilitate the return of qualified workers and promote remittances transfers.

³¹ http://nslowo.free.ngo.pl/rozmowa/lehalno_z_hidnistiu.htm

³² <http://uaforeignaffairs.com/article.html?id=78>

³³ Labour Migration Assessment for the WNIS countries. International Organization for Migration, 2006.

³⁴ Within the EC TACIS-funded project Capacity Building of Migration Management, phase I and II, IOM has supported local NGOs to establish and operate five Centres for Migrant Advice. The CMAs provide free confidential advice on the realities and legal possibilities of working, studying and living abroad, as well as on necessary precautions.

2. Survey methodology

The project was implemented in the following stages, using both qualitative and quantitative methods:

- Preliminary desk research;
- Fact-finding mission;
- Field survey of potential and returning migrants;
- Drafting of the country migration profile.

Phase 1: Preliminary desk research

The desk research aimed to provide background information for the country migration profile and to review the existing literature on the subject, including statistical data, legislative materials and bilateral agreements. Information reviewed and analysed during this stage of research included data provided by the State Committee of Nationalities and Migration of Ukraine; the International Organization of Migration; the International Labour Organization; the Ministry of Labour and Social Policy of Ukraine, the State Committee of Statistics of Ukraine, Ministry of Foreign Affairs, and other materials on migration in the Ukrainian context.

Phase 2: Fact-finding mission

Meetings were held with the main national stakeholders involved in migration issues.

Phase 3: Field survey of potential and returning migrants

The survey consisted of face-to-face interviews with 1080 potential migrants and 1014 returning migrants, carried out at the respondents' households, based on two structured questionnaires – one for the potential migrants' survey and the other for the returning migrants survey.

The questionnaires were developed by the ETF and an international expert, Professor Richard Black, Director of the Sussex Centre for Migration Research (UK), and finalized with GfK Ukraine. The average duration of the questionnaire-based interviews was 30-40 minutes. The fieldwork was carried out over the September – November 2007 period.

Potential migrants were defined as the young adult population of Ukraine from 18 to 40 years old. The project does not differentiate between legal and illegal migrants. In addition, the report does not make a difference between those who have indicated that they want to leave their home country forever and those who want to return. The research focuses on labour migrants as defined by the United Nations³⁵: “a person who is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national”.

A multi-stage stratified sample was selected, representative of the population. First-stage stratum, was composed by 6 regions (Kyiv, West, East, North, and South) according to distribution of population in each region. Then, in each region, interviews were proportionally distributed according to the size of settlements. Settlements were randomly selected from each group of settlements. The following grouping of settlements was used: rural area; towns and town-type settlements with populations of less than 50,000; towns with populations of 50,000-100,000; towns with populations of 100,000-500,000; cities with population of more than 500,000. For large cities, administrative districts stratified the sample. Within each city/district/town/village, the routes were selected randomly from an alphabetically ordered list.

³⁵ "United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, July 2003. http://www.unhcr.ch/html/menu3/b/m_mwctoc.htm

In the last stage, interviews were conducted with people meeting the quota criteria (gender and age). If two or more people met the criteria, the interview was conducted with the person whose birth month came first next after proposed interview date.

The dataset obtained was weighted in order to fill as much exactly as possible the given quotas by region, type of the settlement, gender and age.

Distribution of the questionnaires by region (potential migrants)

Region	Distribution of the sample - Un-weighted (N)	Distribution of the sample - Un-weighted (%)	Distribution of the sample - Weighted(N)	Distribution of the sample - Weighted (%)
Kyiv	64	5.9%	63	5.8%
Northern	131	12.1%	126	11.7%
Western	248	22.8%	249	23.1%
Central	130	12.0%	130	12%
Southern	173	15.9%	164	15.2%
Eastern	340	31.3%	348	32.2%
Total	1080	100%	1080	100%

Returning migrants were defined as anyone who left Ukraine aged 18 or over, has lived and worked abroad for at least 6 months continuously, returned at least 3 months ago and no more than 10 years ago, is now present and available for interview. Those who returned within the last 3 months, or over 10 years ago, were not included in the survey. As there was no reliable information on the universe of returning migrants, we built the sample in 2 stages:

1st stage: GFK conducted a preliminary survey, in which 5,000 interviews were held, with people aged 18 or more all over Ukraine, in order to assess the penetration of returning migrants in the population and their distribution through the regions and types of settlements. The nationally representative sample design described above was used. The duration of the interview was 5-10 minutes. The questionnaire included questions on work abroad, duration of stay abroad, time of departure abroad, time of return home and basic socio-demographic characteristics. Holding the establishment survey was the specificity of implementing the survey in Ukraine.

2nd stage: According to the preliminary survey, returning migrants account for 3.2% of the total population³⁶. Information on the returning migrants' penetration from the establishment survey enabled us to build a sample (by regions, types of settlements, age and gender) of returning migrants.

Returning migrants, breakdown by region, %

	Rural	Urban	Total
Kyiv	-	12.1	8.6
Northern	7.8	13.2	11.6

³⁶ Considering a simple random sampling, for a confidence level equal to 95% and $p=q=0.5$, the margin of error of this estimation would be 1.3%. Thus, taking into account the sampling methodology and the result obtained, the real margin of error should be even more reduced.

Western	64.1	27.5	38.2
Central	9.8	3.3	5.2
Southern	1.4	8.2	6.2
Eastern	16.9	35.6	30.2
Total	100.0	100.0	100.0

N= 1,014 returning migrants

Sampling design for returning migrants included the following stages:

1. The sample was stratified by regions, according to distribution of the returning migrants' group in each region and settlement type.
2. In each region, interviews were then distributed proportionally to the penetration of returning migrants' group in each group of settlements. Settlements were randomly selected from each group of settlements.
3. For large cities, sample were stratified by administrative districts.
4. Within each city district/town/village, we used the *snowball method* for respondent selection. Firstly, in order to find the initial respondents in each city district/town/village, routes were randomly selected from an alphabetically-ordered list. Initial respondents were then used as informants to identify other potential respondents.

Margin of error

Assuming a simple random sampling for a confidence level equal to 95% and $p=q=0.5$, Table 3 shows the margin of error for different numbers of answers³⁷.

N	1,000	750	500	250	125	100	50
Margin of error	3.1%	3.6%	4.4%	6.2%	8.8%	9.8%	13.9%

Phase 4: Analysis of the survey data and validation

The ETF team of experts, with the assistance of GfK Ukraine, drafted a report based on the results of the survey. The findings **has been** presented at a validation conference on 02 July 2008 in Kiev, under the auspices of the Ministry of Labour and Social Policy.

³⁷ The results of a survey include a statistical margin of error caused by the sampling process. This margin varies according to three factors:

- (i) The sample size: the greater the number of respondents to a question, the smaller will be the margin of error;
- (ii) The result itself: the closer the result approaches 50%, the wider the statistical margin will be. This is what is expressed by ' $p=q=0.5$ ': it represents the higher margin of error, or its upper limit for the answer to a question;
- (iii) The degree of confidence: in social sciences, the degree of confidence most often used is 95%.

As explained above, **a multi-stage stratified sampling was followed, and not a simple random one. Thus, real margin of error should be lower than those mentioned in this table.**

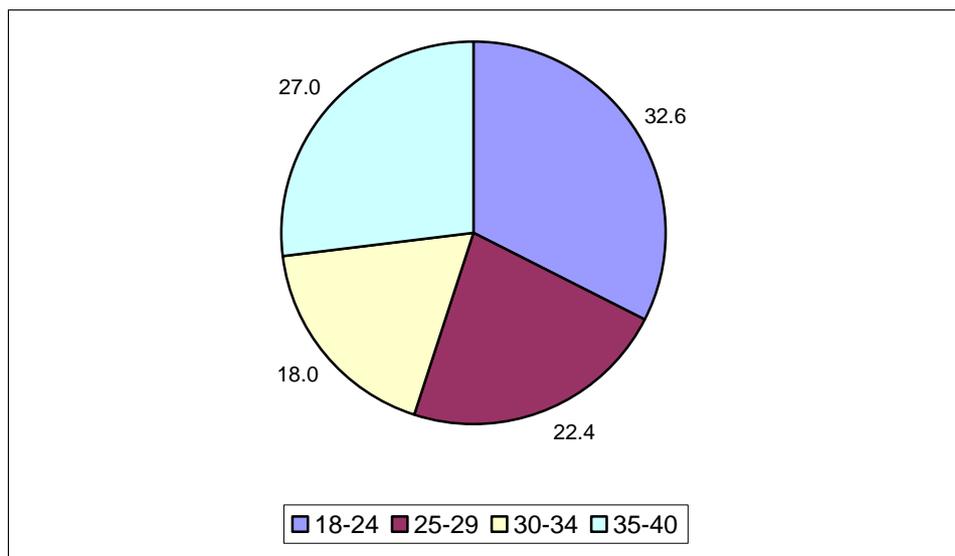
3. Findings of potential migration survey

3.1. Socio-demographic and educational characteristics

Gender and age

The gender distribution of the sample is 50.3% for women, which corresponds to the population structure. The average respondent is about 29 years old and 55% of the sample is younger than 30 years of age (see Figure 10).

Figure 10: Age distribution of respondents (%)



N= 1080 respondents.

Civil status and family composition

More than half of the respondents (58%) are living with a partner in a registered or informal relationship, while 34.9% have never been married. About one-half of the respondents (55%) have children.

Language

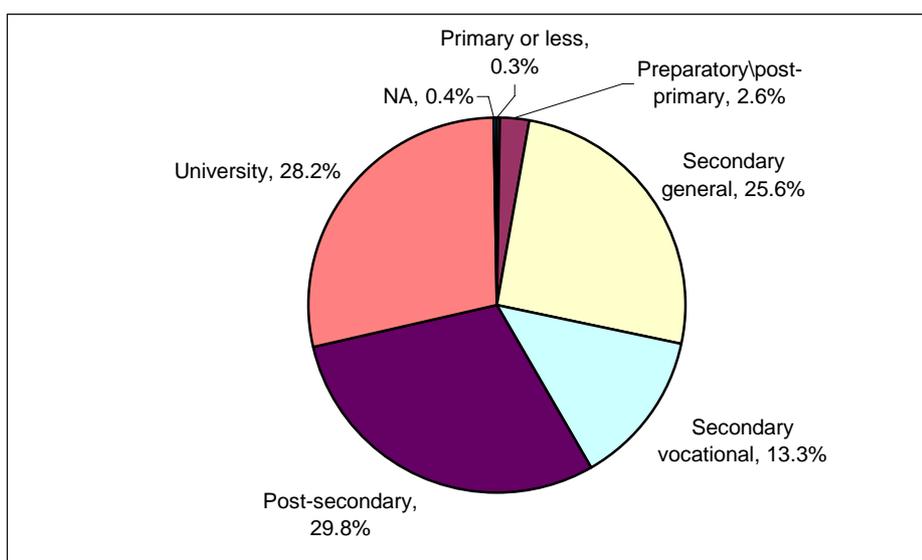
Ukrainian is the mother tongue for 44.1% of respondents, with 54.1% citing Russian as mother tongue. In fact, as most Ukrainians are bilingual, for the purposes of this research, Russian is not considered a foreign language. The rest reported Bulgarian, Tatar or both Ukrainian and Russian as mother tongue. English is the most popular foreign language, being spoken by 30.8% of the sample, followed by German, Polish and French. Only 10% of the sample said they speak their mother tongue only.

Level of education

Educational level of the sample population is medium-high. Less than 3% of respondents reported that their education attainment was lower than secondary. 68.6% of the individuals interviewed had obtained a secondary education, while 28.2% held a university degree. Figure 11 shows educational levels of respondents more in details³⁸.

Figure 11: Educational level of respondents

³⁸ 0.4% did not reply.



N= 1,080 respondents

Concerning those who had completed vocational secondary or higher education, engineering, manufacturing and construction are the most common fields, followed by economics/finances/management and services. Other fields, such as education, humanities, social sciences, health and welfare, etc. were reported by less than 10% of the respondents.

There is a significant correlation between gender, educational attainment and the field of study. Interviewed females were more educated than men, with 32.1% of them being university graduates, compared with 24.2% of men. Males are more likely to study engineering, manufacturing or construction, while females are more likely to study economics/finances/management or education. Almost three respondent out of four said they chose their field of study for personal interest, 13.1% encouraged by others and 8.4% in order to get a job. The number of answers related to pursuing a particular field of study in order to migrate were negligible. More than 80% of the interviewed people consider that education improves living standards and that is important to invest in it.

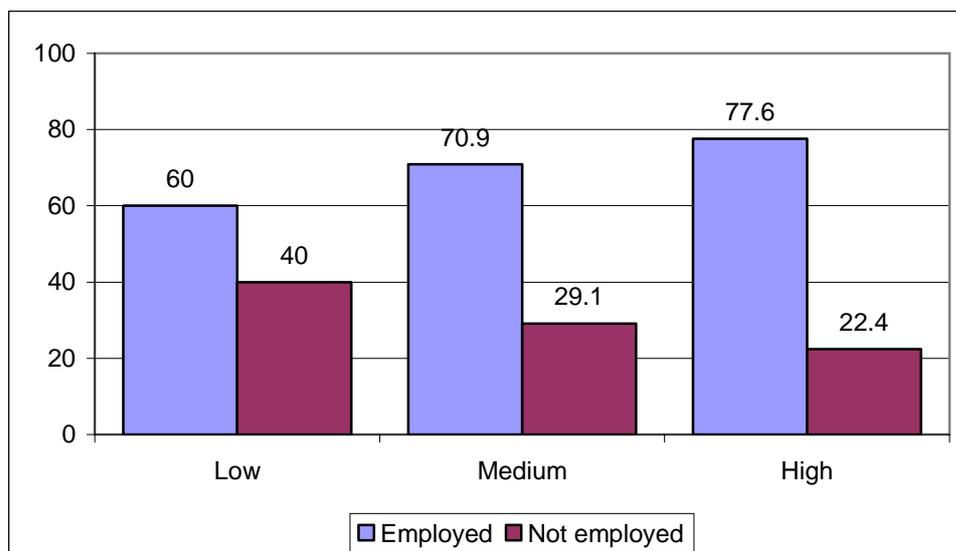
Employment

72.3% of the respondents are currently employed. According to the survey data, the unemployment based upon the ILO definition, but targeting the age group 18-40) rate is 8.3% and corresponds approximately to the official level of unemployment in the country (6.8%)³⁹

Proportionally, more men (80.4%) than women (64.3%) said they were working. The employment rate was closely related to the educational level of respondents. The higher the educational level, the higher the share of employed respondents (see figure 12).

Figure 12: Employment status by educational level (%)

³⁹ ILO LABORSTA 2006



N= 1,074 respondents

The most popular economic activities are commerce and petty trade, construction, manufacturing, transport and agriculture. Salaried workers are the big majority, while employers and self-employed represent 12% of the sample. In terms of work level, 45.5% of the sample are skilled workers, 22% professionals and 10% middle or high managers. Unskilled workers are 18.3%⁴⁰.

The ETF survey respondents said that they worked 42.4 hours a week on average, but one-quarter of respondents said they used to work more than 48 hours. The average salary was UAH 961 per month (EUR 130) and about 20% earned UAH 1,000 per month (EUR 135.14) or more⁴¹. There are not significant differences in terms of average wages depending on the level of education. These salary figures are based on 45% response rate. According to the State Statistics Committee of Ukraine, average salary level across the country in 2007 was 1774 UAH. The official minimum salary is 605 UAH.

3.2. Intentions to move abroad

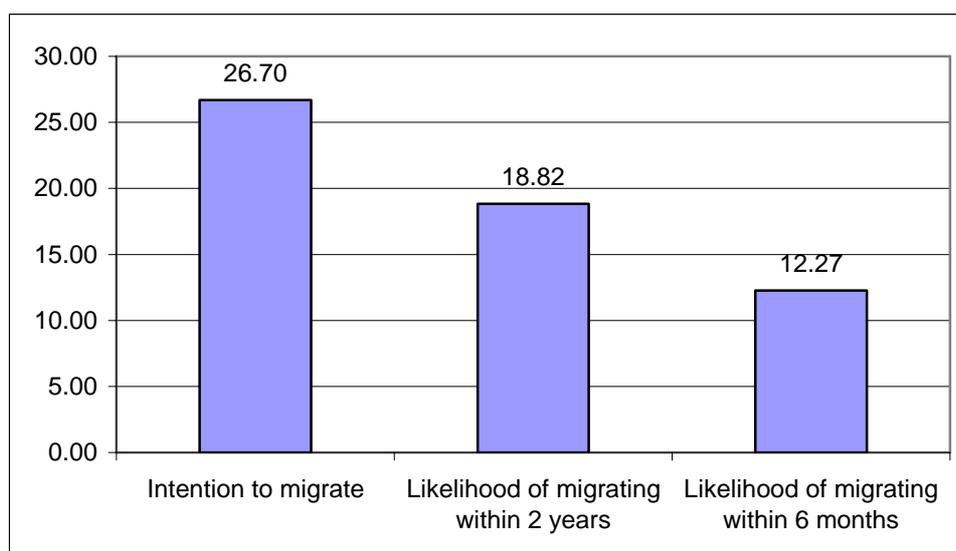
The survey included three questions to identify potential migrants. There were 290 respondents in the sample (26.7%), who answered "yes" to the question "Are you seriously thinking of moving abroad to live and work at the moment?". This group was defined as "potential migrants". Amongst them, 46.2 % said they were likely or very likely to migrate within the next 6 months and an exceptionally high 70.6% indicated a high probability (likely or very likely) to leave Ukraine within the next 2 years (see figure 13).

Figure 13: Percentages of potential migrants⁴²

⁴⁰ 'Do not know / No reply' accounts for the rest (4.2%).

⁴¹ At 15th of February 2008 conversion rate.

⁴² The denominator is in this Figure the total number of respondents (1,080).



N= 1,080 respondents

To allow a better understanding of the real likelihood of migration, a composite index called 'propensity to migrate' has been created on the basis of the following variables from the survey:

- likelihood of migrating within the following six months to two years;
- ability to finance the move abroad;
- knowledge of the language of the most likely destination (MLD) country;
- information about MLD country;
- possession of at least four out of six necessary documents (such as passport, visa, health certificate and work contract) and absence of difficulty in obtaining others.

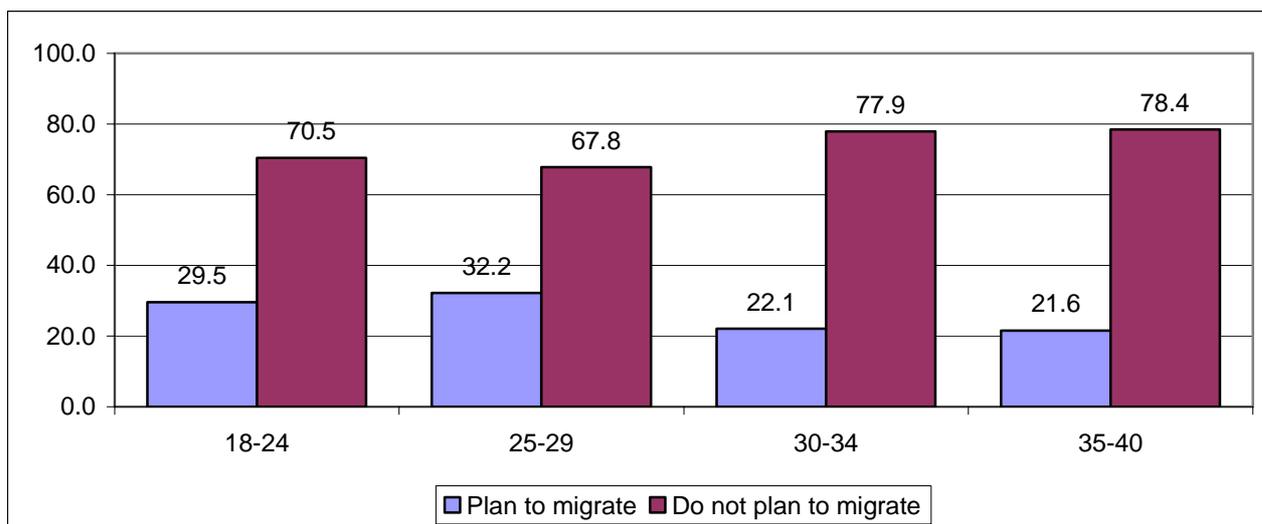
Those who meet at least four of these conditions are considered 'prone to migrate'. According to this index, 13.2% of the surveyed population had the resources needed to undertake migration. In other terms, this means that 49.4% of those who said they were thinking seriously on migrating had most of the resources to do it.

As explained above (see section 1.2), some researches estimate that migration flows and intentions to migrate are becoming less important in Ukraine in the last years. This declining trend may be partially explained by the improvement of economic conditions in the country, as evidenced by the GDP growth rate. In addition, a factor, such as low salaries, poor working conditions and skill mismatch between labour supply and demand can have an impact.

Who wants to migrate from Ukraine?

Gender does not influence significantly the intentions to migrate. The share of respondents willing to migrate is approximately the same for males and female. As expected, younger people were more likely to migrate (Figure 14). Single and divorces people were more likely to migrate than married ones or those with children.

Figure 14: Intentions to migrate by age (%)



N= 1,080 respondents

Survey data by region reveals that interviewees living in the Eastern and Northern parts of the country are more likely to migrate than those living in the Western one.

Neither the educational level, nor the field of study influences the intention to migrate. However, it is important to underline that 84.4% of highly educated potential migrants intend to migrate within the next two years, which can be an indication for potential brain drain.

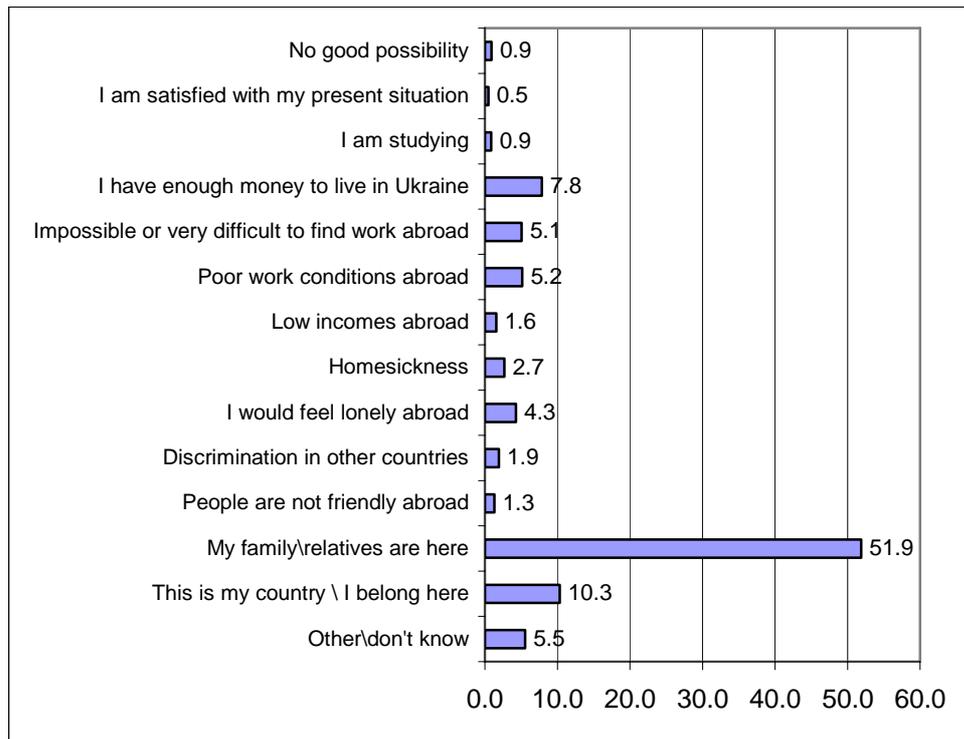
The employment status does not influence significantly the intention to migrate, but those who are looking for a job (or, in other terms, *unemployed people* according to ILO standards) are significantly more likely to say they are thinking on migrating than others.

The willingness to migrate depends significantly on the knowledge of foreign languages. On the other hand, the sector of activity and the job type have an influence. House ownership diminishes the probability of migration, while ownership of household durables such as washing machine, refrigerator, gas oven, do not influence significantly the decision to leave the country.

Reasons for not migrating

Family and relatives were cited as the major reason for staying in Ukraine. (see figure 15).

Figure 15: Main reasons not to migrate (%)

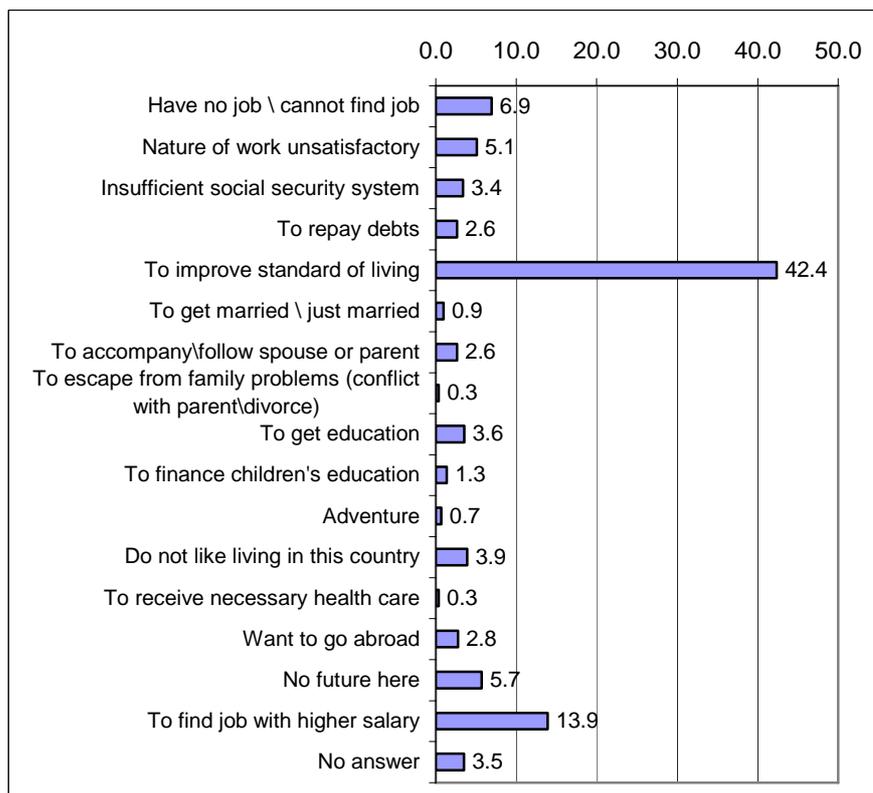


N= 792 respondents who do not intend to migrate

3.3. Potential migrants' expectations

According to the survey, almost two-third of Ukrainian potential migrants wanted to go abroad for economic or job-related reasons (see figure 16).

Figure 16: Main reasons to migrate (%)



N= 288 respondents who intend to migrate

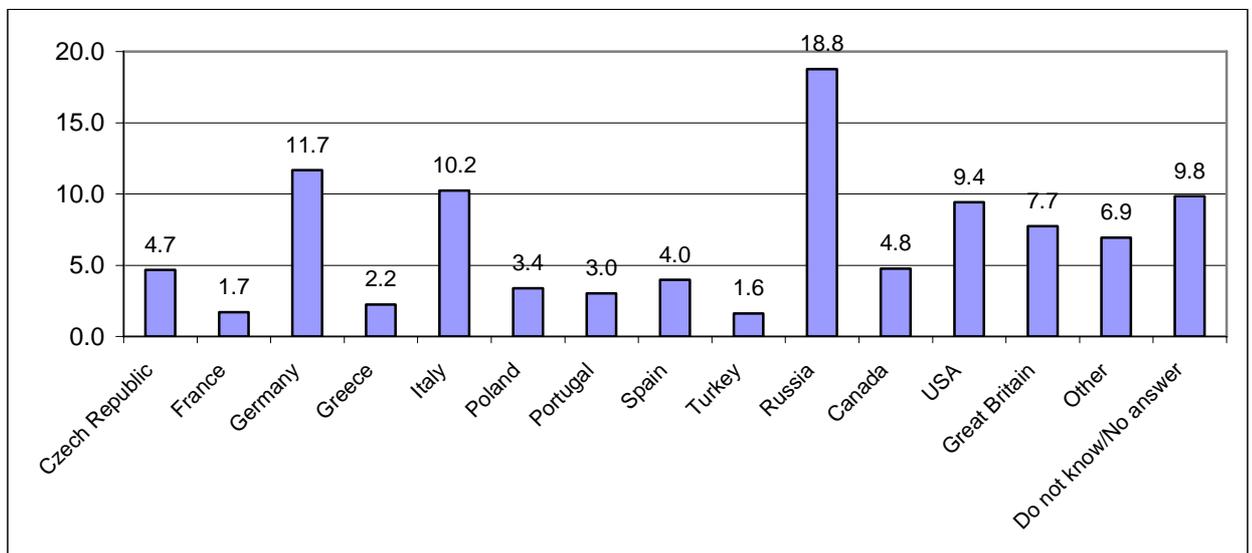
Males, more often than females, would like to migrate mainly to improve their standard of living, but females are more likely to mention an inadequate social security system and “no future here”/“Do not like living in this country”. Amongst potential migrants, more men (64%) than women (59.4%) said they made the decision to leave the country alone.

With regard to expectations about the role of migration in improving the financial situation, the vast majority of potential migrants (87.1%) believe that migration will improve their financial situation, independently of their gender, age, educational level and working status. The level of expectations is lower in Central region compared with the Eastern and Western regions .

Most likely destination

Among countries for possible future migration, Russia was cited most often. Germany comes next, followed by Italy, the USA, and United Kingdom, as shown in the figure 17 below

Figure 17: Most likely destination countries (%)

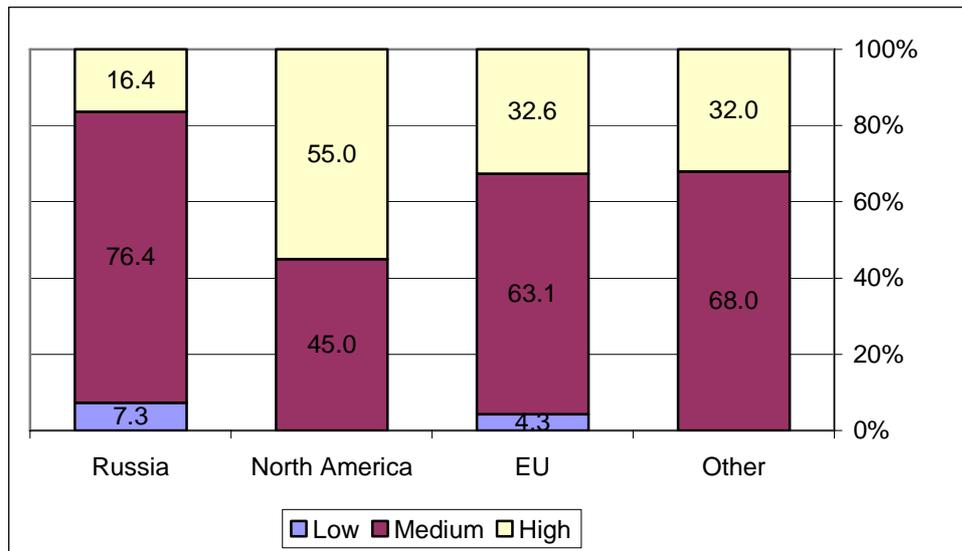


N= 288 respondents who intend to migrate

The survey shows a strong correlation between the place of residence of potential migrants and their preferred destination country. The percentage of respondents choosing Russia is the highest in the South (29.8%)⁴³ and East (22%). The EU countries are preferred by residents of the Western, Northern and Central regions.

Figures 18 - Most likely destination areas by educational level (%)

⁴³ Given the number of 36 potential migrants from the South, this number should be treated with caution.



N= 261 respondents who intend to migrate⁴⁴

Choice of destination varies substantially by education. Figure 18 shows that the higher the level of education, the lower the intentions to migrate to Russia, while North America (Canada or the USA) appears as a more attractive destination for highly educated individuals. Other socio-demographic characteristics, such as gender, age or working status, do not influence the choice of the destination.

Concerning the EU, migrants with medium-high level of education prefer Germany. The UK is chosen mainly by people with a university diploma, while Italy is preferred by medium-educated respondents.

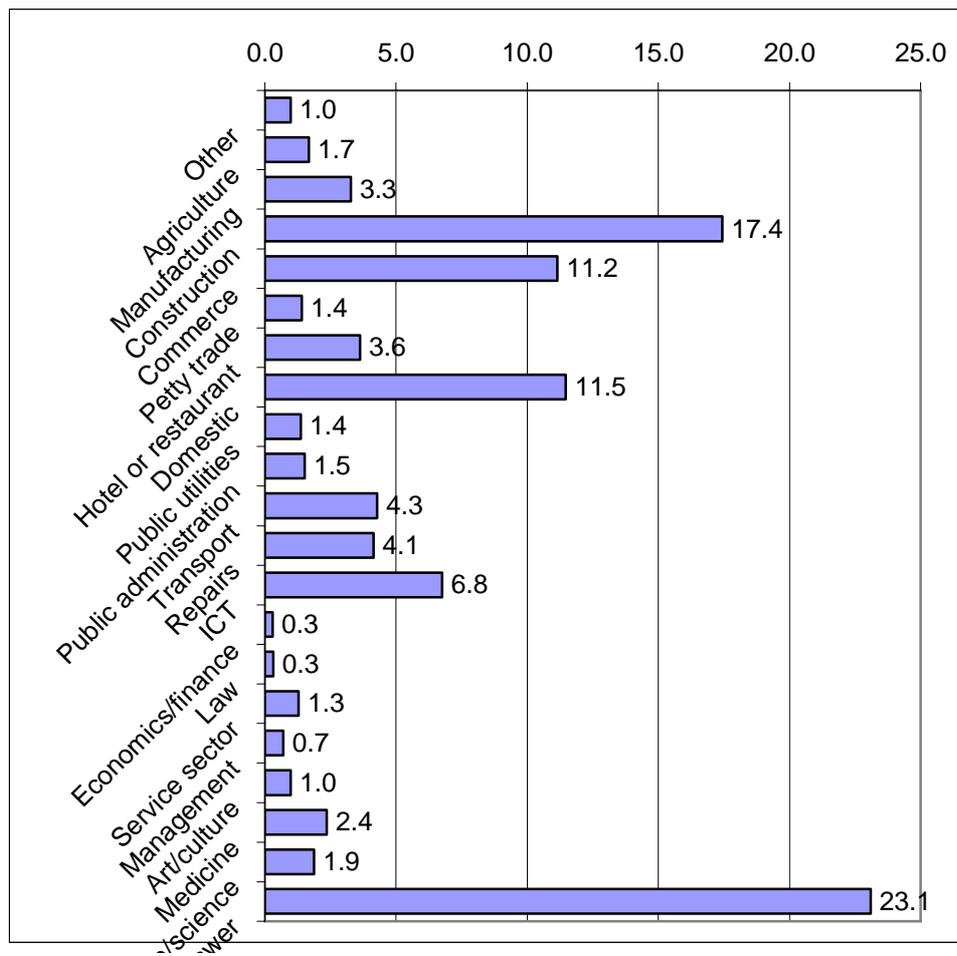
Migration networks play an essential role in the selection of the destination country. Those who would like to migrate to Russia are more likely to mention the knowledge of the country and the presence of networks there, and less the educational opportunities and the social security system than those who intend to migrate to EU countries or North America.

Employment in the host country

The top five sectors where potential migrants expect to be employed include construction, commerce and petty trade, domestic services, ICT and transport. There is a high percentage of those who do not know in what sector they expect to work. This means that almost one-quarter of potential migrants have no clear vision about their future workplace.

Figure 19 Expected work sector

⁴⁴ Those who did not mention a most likely destination country are not taken into account in these Figures.



N= 288 respondents who intend to migrate

There is a strong correlation between the most likely destination area and the preferred sector of activity. Construction is the employment sector most-often cited by those planning to go to Russia. The highest percentage of migrants looking for work in the domestic services area occurs among those intending to migrate to the EU. Gender influences also the preferred sector of activity. Construction is the main choice among males, while females are more likely to mention domestic and commerce.

Most of the potential migrants (60.4%) expect to work under contract, as salaried employees. 20.1% of potential migrants had not a clear idea of the kind of professional relationship they may obtain abroad. Highly educated potential migrants are more likely to expect a salaried contract.

In terms of skills requested, 41.2% of respondents expect to be employed as skilled workers, while 18.6% hope to find work as professionals and 15.2% as unskilled workers. Only 6.1% of potential migrants mentioned high or middle management jobs and 18.9% did not know about their (future) job abroad. These trends vary depending of the most likely destination area. Those who intend to migrate to the EU are more likely to mention they expect an unskilled worker's job, while those who intend to migrate to North America are more likely to mention jobs as professional or manager. Most of the potential migrants to Russia expect jobs as skilled worker.

Remittances

67.9% of potential migrants plan to send remittances home, mostly for covering daily living expenses. Some hope to use the money for buying properties, or investing into business (11.3%).. However, only 1.8% expects that remittances will be invested in a business and. However only 0.5% intends to invest in education.

Duration of planned migration

Regarding the duration of migration, most potential migrants plan to migrate for short- medium-term periods. About 36.9% said they would stay 1-2 years, while 26.9% expect to leave the destination country in less than a year. The share of potential migrants planning to stay 3-5 years is approximately 16.7%; 5-10 years – 4.3%. 2.4% of the respondents expected to stay abroad more than 10 years.

3.4. Readiness for migration

49% of the respondents report insufficient knowledge of their (potential) destination countries. This percentage is even higher for those who intend to migrate to EU countries or to North America, and even lower when the most likely destination country is Russia. The level of information is similar for men and women and irrespectively of the level of education. The most relevant sources of information are informal: direct visits to the country (especially in the case of Russia) and family and friends.

Most of potential migrants plan to get more information before leaving, but just 25.5% would like to follow a training to prepare themselves to live and work abroad. With this regard, language training is seen as the most interesting, except for those who intend to migrate to Russia.

Only 53.8% of potential migrants say that they are able to finance their travel abroad. 68.5% of potential migrants are unaware of any existing programmes to facilitate migration. Only 8.3% had heard of any government programmes, while 10.7% are aware of private recruiting companies assisting people in travelling abroad for work. Among those who are aware of migration programmes, 27.5% said they will likely use the government support.

4. Returning migrants: survey findings

4.1. Socio-demographic characteristics

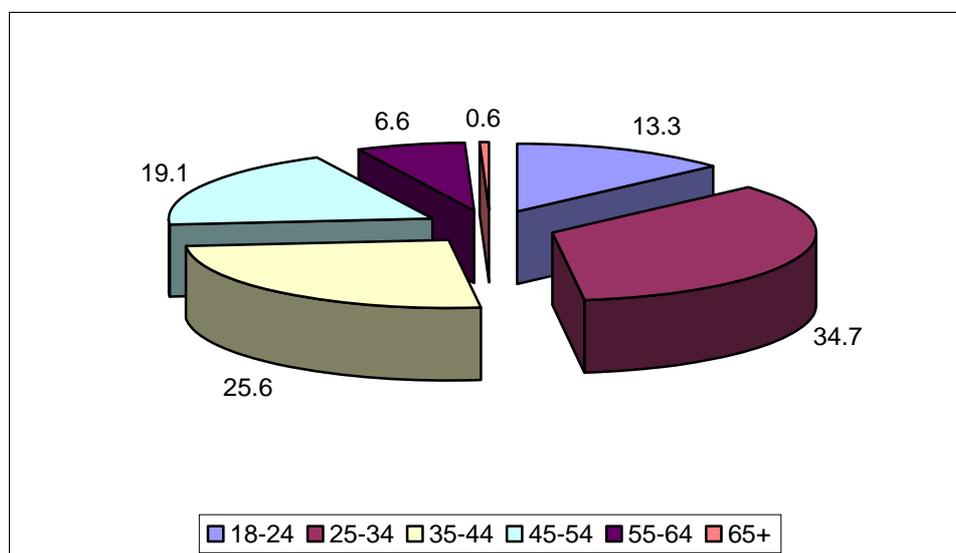
According to the preliminary survey, the percentage of Ukrainians who can be classified as returning migrants make up 3.2% of the population.

Comparing the distribution of returning migrants with the population breakdown, there is a significant bias towards big cities with a population of more than 500 000. This tendency is evident especially in the Northern, Southern and Eastern regions: the larger the settlement, the greater the percentage of returning migrants.

Age and gender

The majority of returning migrants are male (58.7%)⁴⁵. Returning migrants tend to be young: the average age of returning migrants is about 37 years, with almost half of the respondents within the 18-34 year age group.

Figure 20 : Age distribution of returning migrants (%)



N= 1,014 returning migrants

Civil status and family composition

Two-thirds of returning migrants are married, 21.5% are single. 67.6% of returning migrants have children (1.5 on average).

Language

Russian and Ukrainian are mentioned as mother tongue by almost 50% of respondents. English is spoken by 29% of the sample, followed by Polish, Italian, German, French.

Level of education

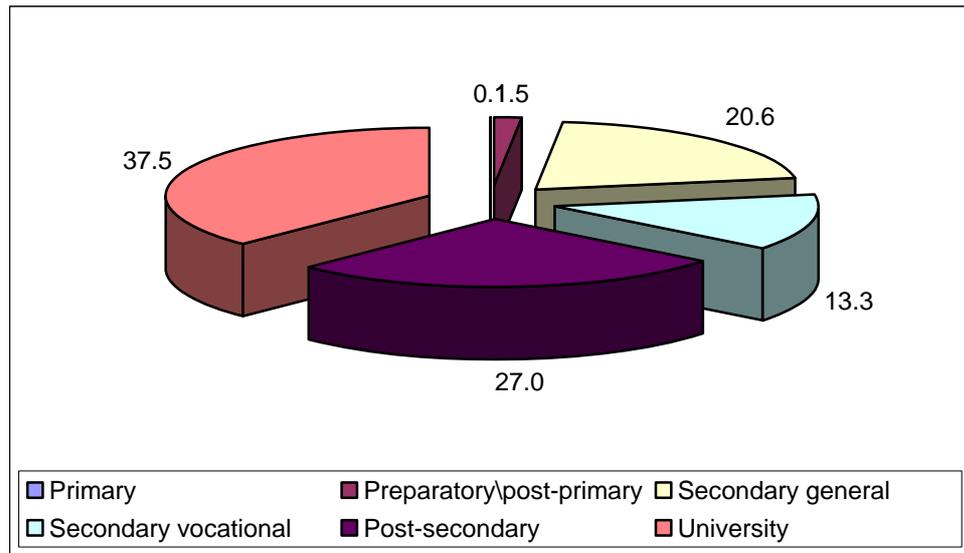
Returning migrants are well-educated, with 37.5% of respondents being university graduates (versus 21% of the overall population)⁴⁶. About one-quarter of the sample has a post-secondary diploma and a further 13.3%, secondary vocational studies.

⁴⁵ According to the Ukrainian Census 2001, males represent 46.3% of the whole population.

<http://www.ukrcensus.gov.ua>

⁴⁶ As reported in ILO 2005 *Laborsta* database

Figure 21: Highest education level (%)



N= 1,014 returning migrants

There are not significant differences in educational level by gender. The level of education of returning migrants from Germany, the United Kingdom or the United States is higher than the level of those coming from other countries. Returning migrants living in Kiev or in Eastern Ukraine have higher levels of education.

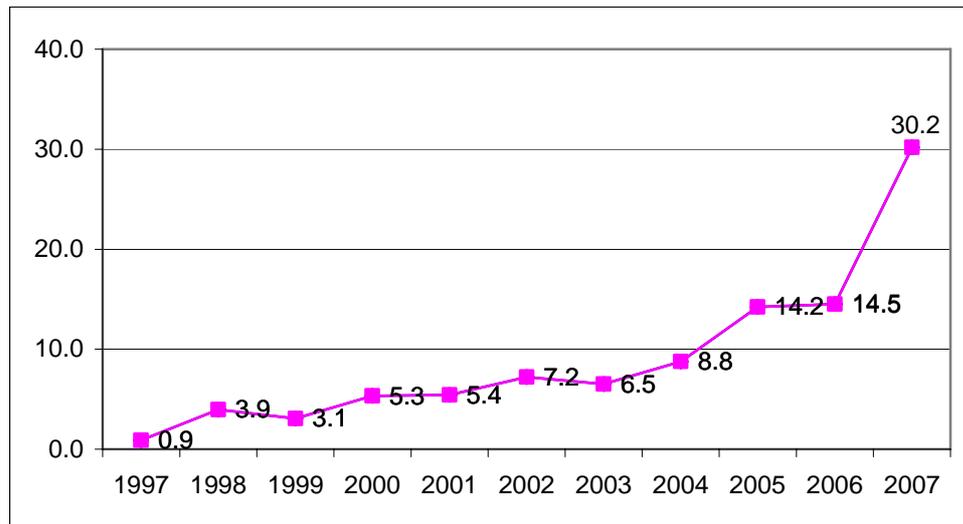
More than a half of the male migrants who completed at least secondary vocational education studied engineering, manufacturing or construction, while services and education are the most common fields among female migrants. Fields of education were mainly chosen because of personal interest. Most returning migrants believed that education improves living standards and that it is a worthwhile the investment.

The above facts lead to the conclusion that returning migrants are more likely to be male, between the ages of 18 and 34, better educated than the overall population, live predominantly in the Western region and in big cities with populations of more than 500,000 inhabitants.

4.2. Migration history

Ukraine has a long history of migration. Currently, it is living its fourth wave of migration, which started with the breakdown of the Soviet Union and the first years of independence. According to the survey data, the number of returning migrants has constantly increased since 1997 (see figure 22).

Figure 22: Returning migrants in the sample per year (%)



N= 1,014 returning migrants

On average, returning migrants stayed abroad for two years, and half of the sample for one year or less. This confirms that Ukrainians tend to migrate for short periods.

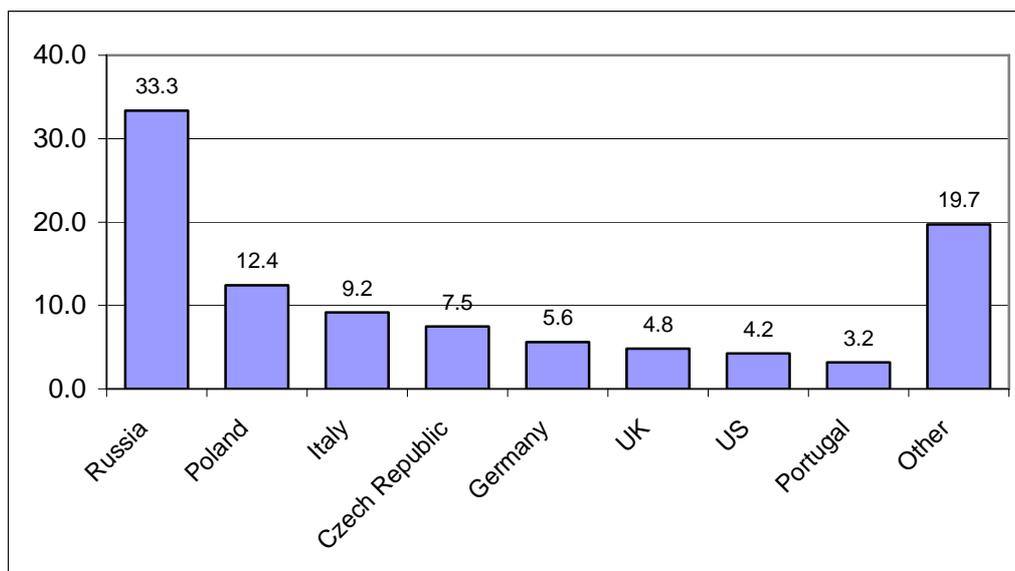
Two-thirds of respondents said they made the decision to migrate by themselves, and the rest was influenced by others (commonly by spouse or parents). Gender, age or educational level does not make significant differences.

The main reason for migration was improvement of the standard of living for the migrants and his or her family, followed by the difficulty of finding employment in Ukraine. These economic push factors were the same amongst potential migrants, but they were visibly more powerful for returning migrants. This may be due to the improvement of the economical situation in Ukraine in the last years.

6.1% of highly educated returning migrants said they migrated to get education. Most of them did their studies in universities abroad, but also further training to bring education up to standards.

92.5% of the returning migrants had lived in only one country. 52.1% of the returning migrants went first to the EU, where the most popular choices were Poland, Italy and the Czech Republic. Poland's popularity as a main destination country can be explained by several factors. First, there is no serious language barrier between Ukrainians and Poles. Secondly, there was a favorable visa regime between the two countries. Polish visas were free and easy to get for Ukrainians. Poland became a kind of transit country in order to migrate to other destinations: 27.6% of those who lived in more than one country went first to Poland.

Figure 23: Main first destination countries (%)



N= 1,014 returning migrants

After the EU countries, Russia was the second most popular destination. The historical ties between Ukraine and Russia, lack of language barriers and easy entry explain why one-third of returning migrants had originally migrated to Russia.

First destination countries of returning migrants may be compared with most likely destinations of potential migrants. The five most popular destinations were:

- i. Russia: 18.8%
- ii. Germany: 11.7%
- iii. Italy: 10.2%
- iv. USA: 9.4%
- v. UK: 7.7%

With the exception of Italy, that presents similar percentages for both potential and returning migrants, the gap between 'ideal' and 'current' destinations is evident. Returning migrants went mainly to geographically and culturally closer countries, such as Russia, Poland or the Czech Republic, in which there were also less entrance barriers. When comparing migration destination for potential and returning migrants, the popularity of Russia has been decreasing due to several factors:

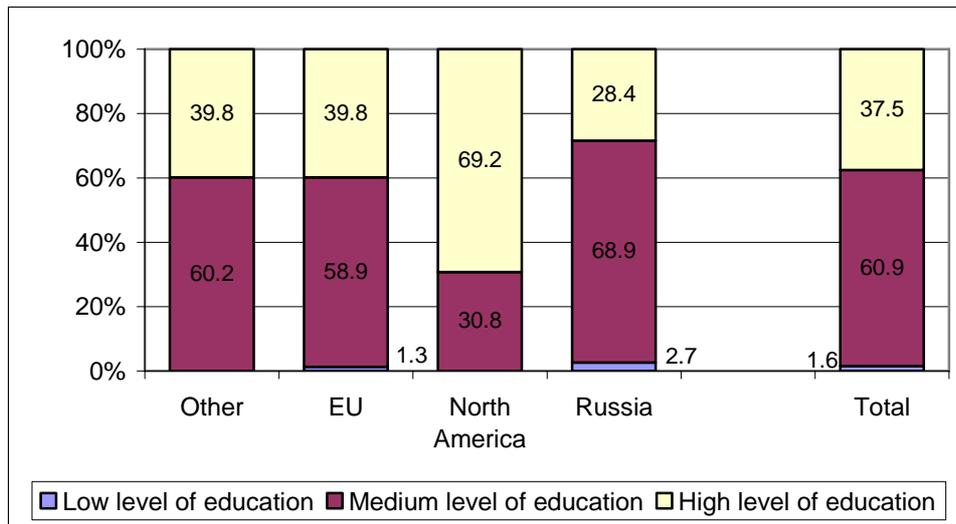
- ⇒ Increasing living costs;
- ⇒ Increasing labour demand in some sectors in EU countries, e.g. construction, and also offering better pay.

Males were more likely to choose Russia, while females prefer EU countries. This can be explained by the fact that in Russia the main occupation for migrants is construction, while it is domestic services in the EU.

The destination of migration depends also upon the region where the migrants come from. As expected, returning migrants in the West and Kyiv went more often to EU countries, while returning migrants in the Eastern region were more likely to choose Russia. Migrants in Kyiv were also more likely than any others to return from North America.

Destination country is also significantly linked with education. While the educational level of migrants to the EU does not significantly differ from overall figures, a greater proportion of people with low and medium levels of education returned from Russia. The highest levels of education are noted among migrants returning from North America.

Figure 24: Returning migrants: Main destination area by level of education

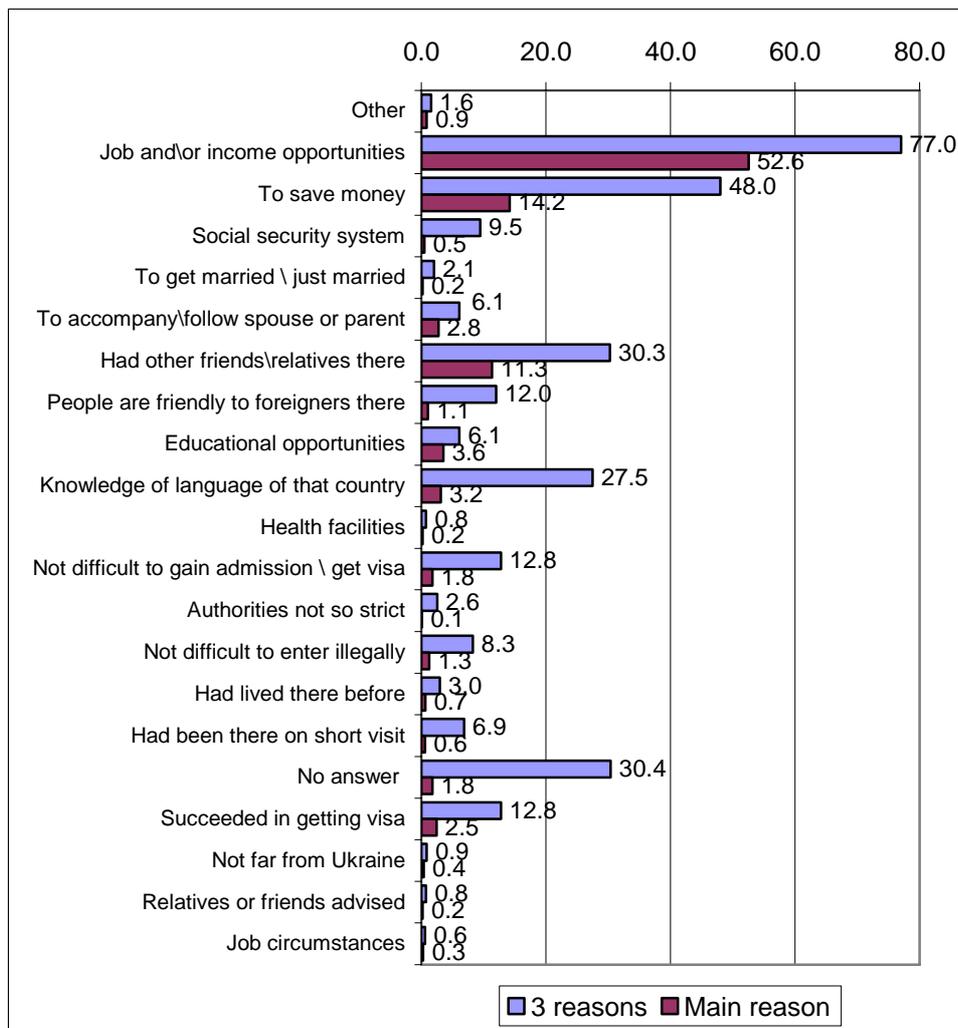


N= 1,011 returning migrants

The first destination country varies according to the fields of study. In particular, among returning migrants from the EU there are relatively more people with economics/finance and education backgrounds, while engineering, manufacturing and construction are less common. The opposite is true amongst migrants who first went to Russia. Returning migrants with an ICT diploma were particularly attracted by North American countries.

Returning migrants were asked about the three main reasons for choosing the first destination country. Economic factors, such as 'job or income opportunities' and 'to save money' are the most important reasons., followed by the presence of networks. The detailed data are shown in Figure 25 below.

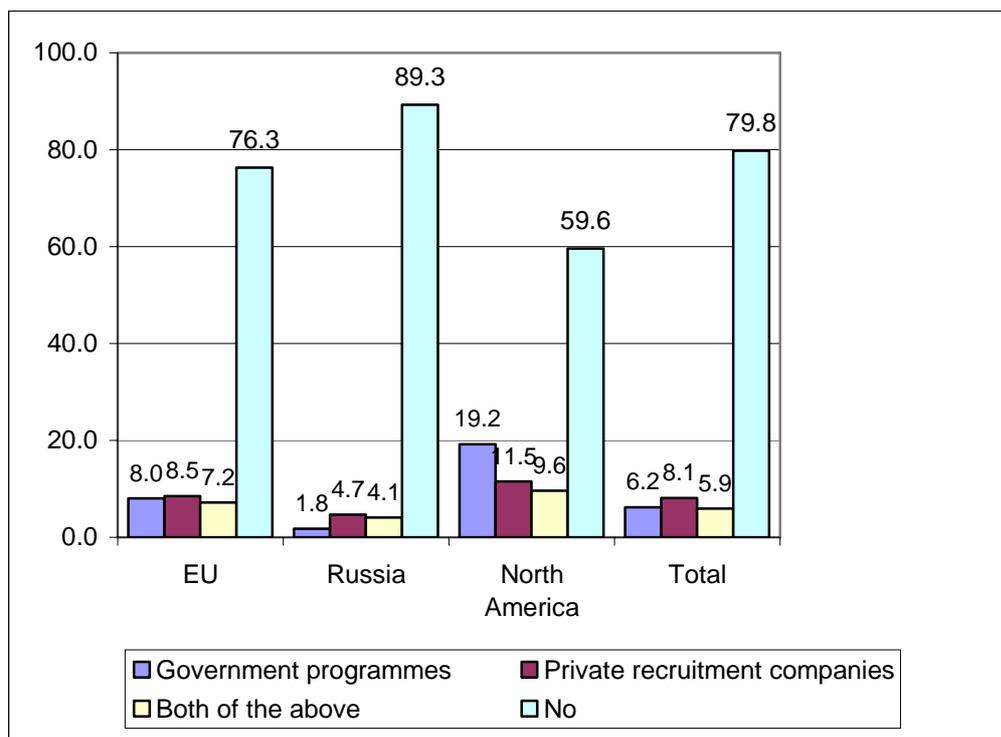
Figure 25: Reasons to migrate to the first destination country



N= 1,014 returning migrants

88.3% of respondents did not receive any pre-departure training. This figure is a bit lower among respondents from urban areas, females, highly educated people, and among those who migrated to North America. Language training was most frequently undertaken type of training. 79.9% of interviewed returning migrants were not aware of government programs or recruitment companies assisting people in finding work abroad. Only 11.3% took advantage of legal migration programmes. The explanation is that, returning migrants stated that these programs were not suitable for them were expensive.

Figure 26. Awareness of government or recruitment company programs by main destination, %



N= 1,014 returning migrants

4.3. Living and working conditions in main destination countries

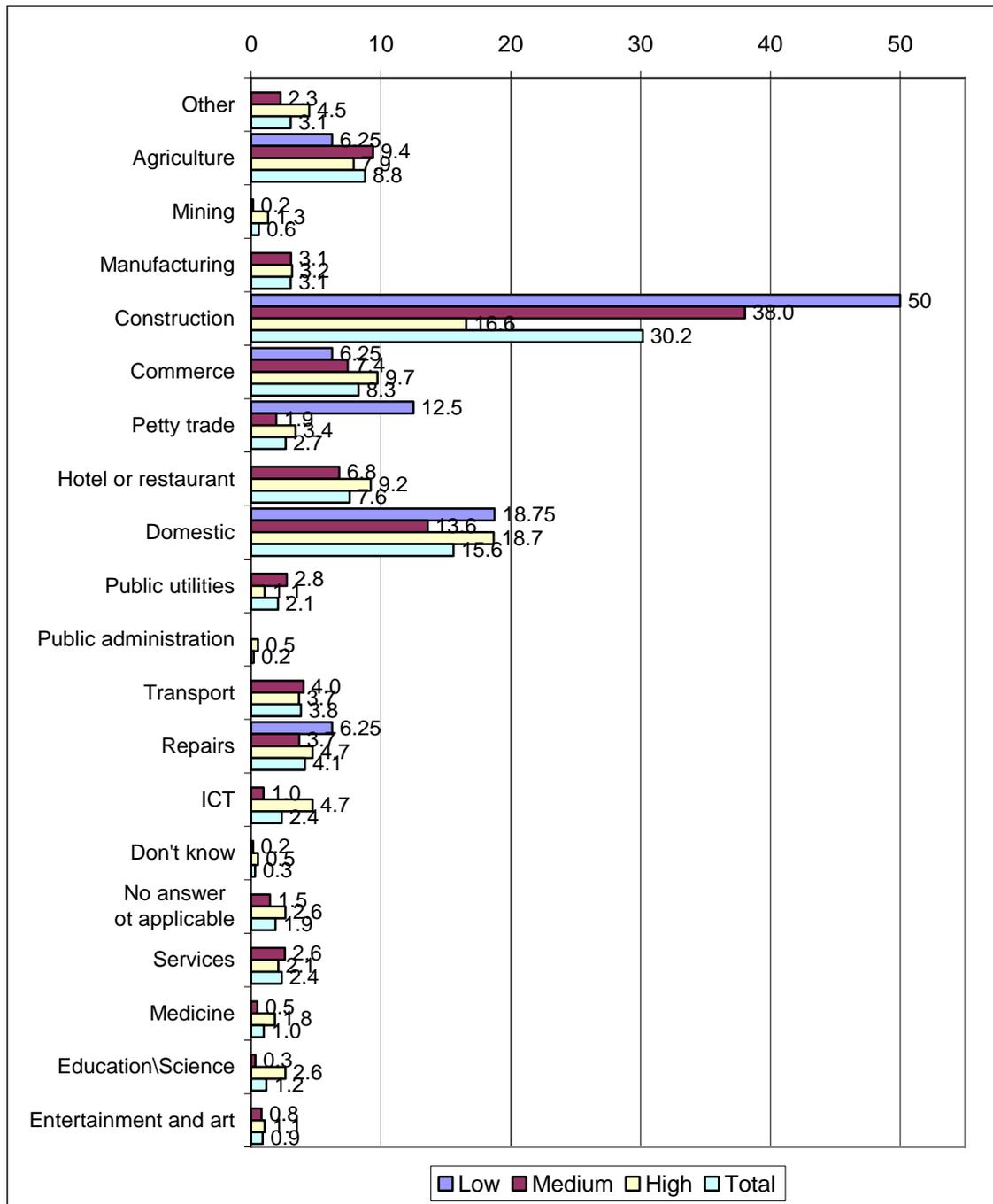
Married returning migrants were asked whether they had migrated with their husband or wife: only 16.6% of them had done so.

4.3.1. Employment sectors and working status

The average duration of a first job abroad was approximately 20 months. The majority worked an average of 51 hours per week, while 25% of them worked more than 60 hours per week.

Ukrainian returning migrants were for the first time employed abroad in construction and domestic work, followed by agriculture, commerce and hotels/restaurants. The detailed data are shown in Figure 27.

Figure 27: Returning migrants: First sector of activity abroad by level of education (%)

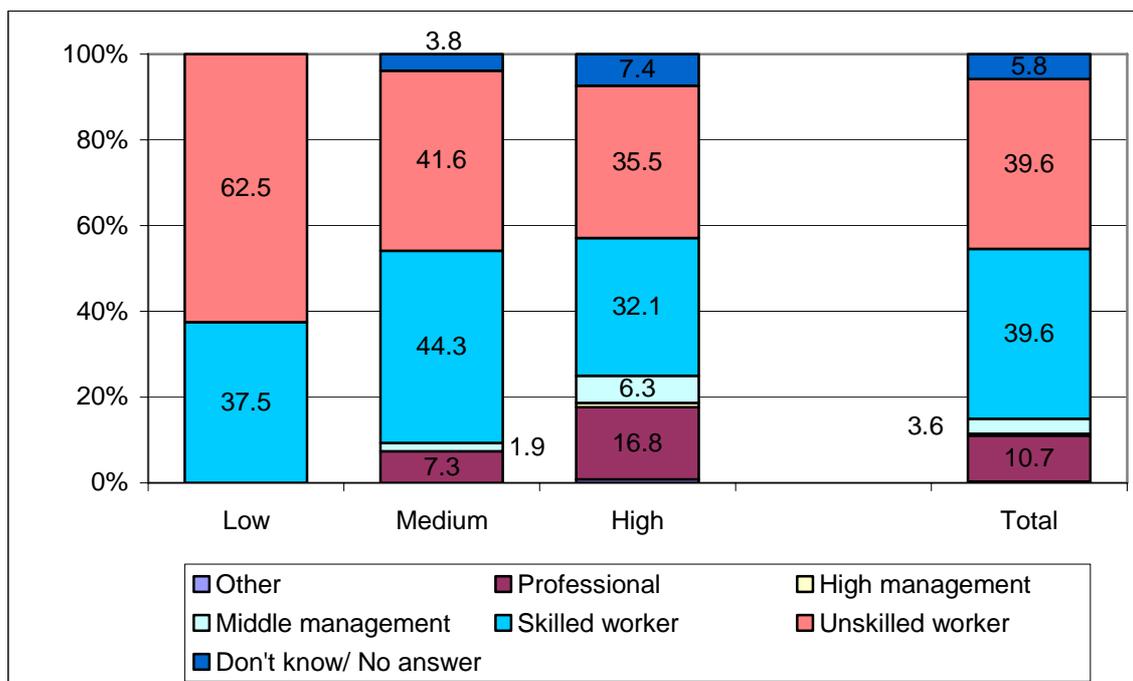


N= 1,014 returning migrants

As regards the work level and skills requested abroad, only 10.7% of respondents worked as professionals and 4% as medium or high managers. The majority of women were mostly in unskilled jobs, regardless to their education level.

35.5% of highly educated returning migrants found a job abroad as unskilled workers. . This represents a high level of 'skills waste', that was even worse for returning migrants from EU countries: Most of the medium (48.6%) or highly educated (40.5%) returning migrants from the EU were employed as unskilled workers (see figure 28).

Figure 28: Returning migrants: First work abroad by level of education (%)



N= 1,014 returning migrants

With regard to work type abroad, two-thirds of respondents (67.2%) were salaried employees, while 22.9% were casual workers. Employers or self-employers were 6.3% of the sample. There were no significant differences depending on gender or education level. 7.2% of the returning migrants from the EU became employers or self-employers.

All these data on the first job abroad may be compared with the longest job abroad. In fact, only 17.7% of returning migrants changed jobs when abroad.

Almost one-fifth of returning migrants (19.4%) said that they stayed without work for a certain period, 2.6 months on average. Returning migrants from the EU were more likely to experience periods of unemployment than migrants from other countries.

4.3.2. Training abroad

Only 12.4% of returning migrants studied or were trained abroad. Trainings usually consisted of language courses, training to improve existing qualifications, on-the-job training and university courses. Returning migrants from North America were more likely to receive training abroad.

4.3.3. Social integration

51.7% of returning migrants lived in areas where most or all people were locals and 68% said that they had frequent or very frequent contacts with local people. However, migrants from EU countries were less likely to mix with locals than migrants from other destinations. Highly educated returning migrants mixed with locals more frequently than all others.

4.3.4. Remittances

Estimations of the amount of remittances sent home by Ukrainians abroad vary from 0.7% of Ukraine's GDP in 2006⁴⁷ to 25% of GDP⁴⁸.

Almost half of returning migrants (48.2%) sent money to Ukraine. Factors as gender or educational level do not make significant differences in the likeliness to send remittances.

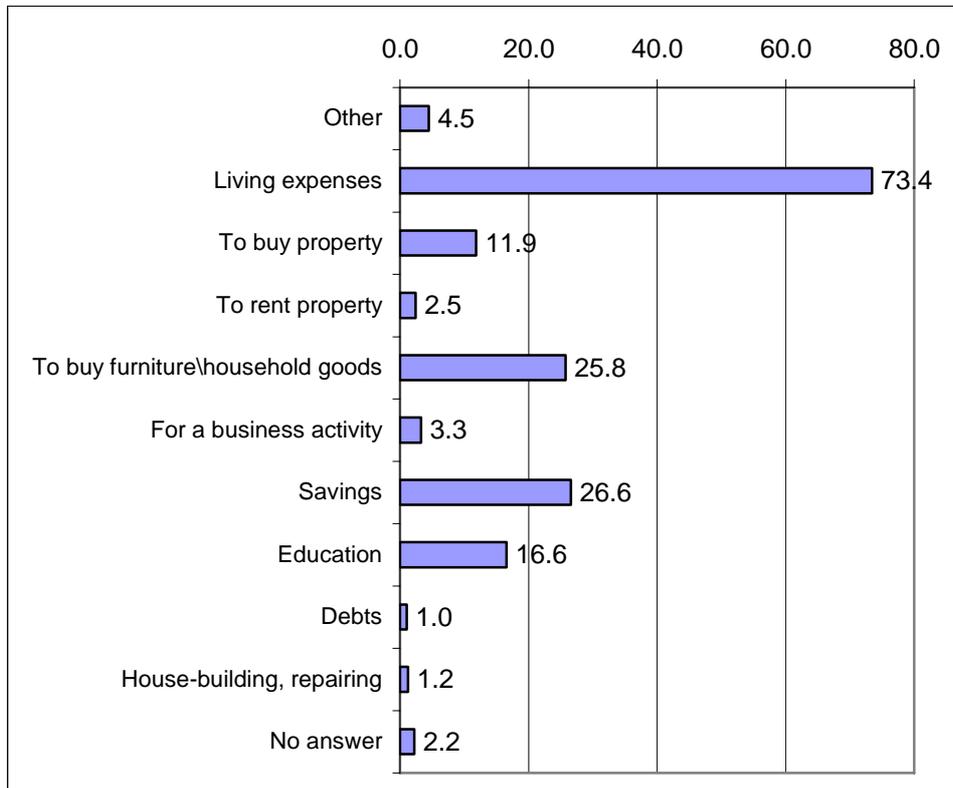
⁴⁷ World Bank: *Migration and remittances in Ukraine*, in Migration and Remittances Factbook (<http://siteresources.worldbank.org/INTPROSPECTS/Resources/334934-1181678518183/Ukraine.pdf>)

⁴⁸ *Ostarbeiter* investments, 2007.

Returning migrants working in sectors such as hostelry, domestic services or manufacturing were more likely to send remittances, while those involved in agriculture, commerce or ICT were less likely. Migrants from EU countries were more likely to send money than migrants from North America and Russia. Approximately half of those respondents who sent money home did it at least once a month.

The main use of remittances is for living expenses. Just 3.3% used remittances for a business activity. It is also important to underline the relatively high percentage of use for education (16.6%).

Figure 29: Use of remittances (%)



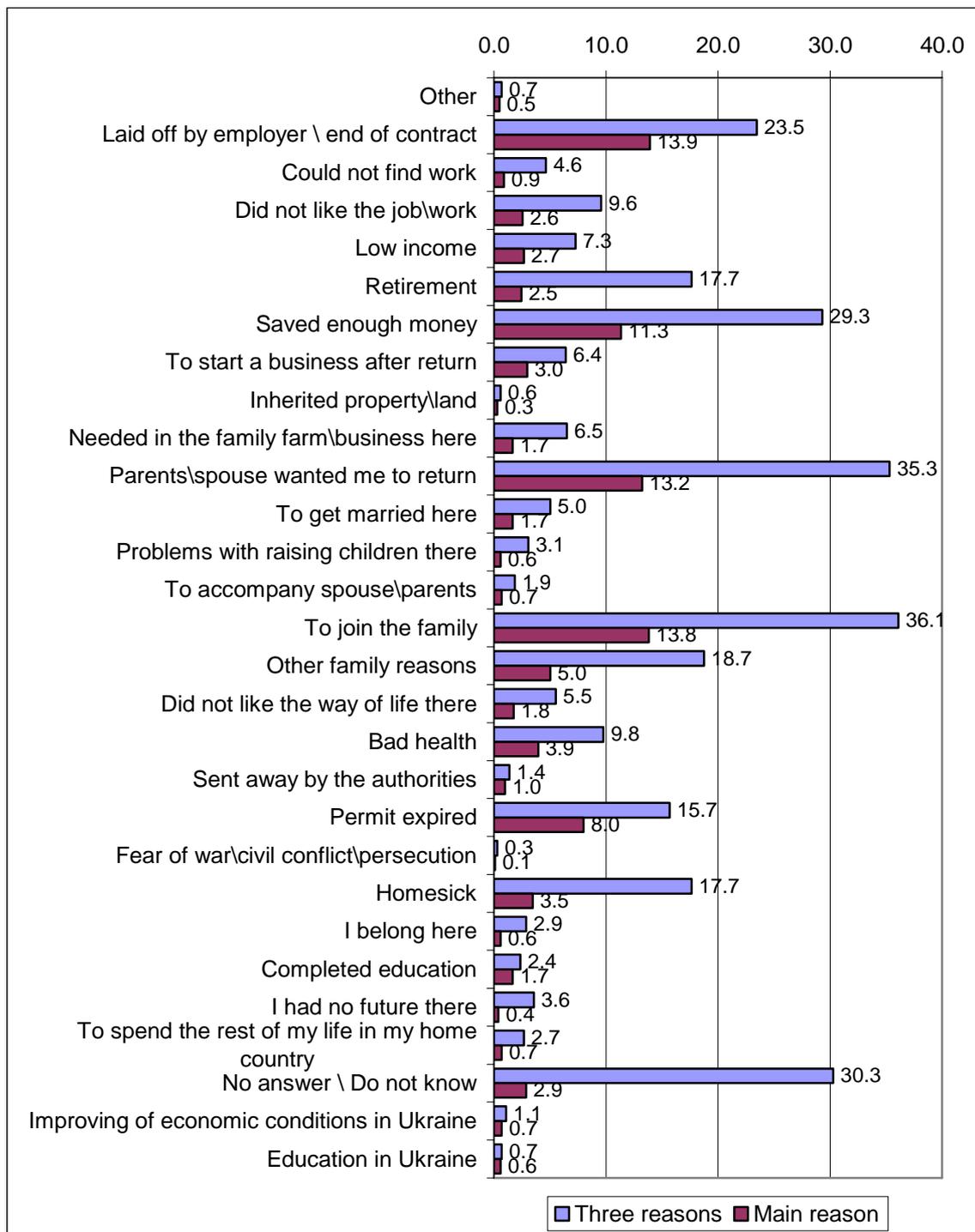
N= 525 returning migrants who sent remittances

4.4. Return experiences

4.4.1. Reasons for returning

Return migration to Ukraine has been both voluntary and forced. Voluntary reasons, especially linked with family, are mentioned most frequently (see figure 30). Amongst forced return, some factors are economic or job-related (lay-offs/end of contract, low income, unemployment) and others are legal (permit expired or sent away by authorities). The percentage of migrants obliged to return from EU countries or North America as a result of legal circumstances is much higher than in the case of Russia.

Figure 30: Reasons for returning (%)



N= 1,014 returning migrants

Main reasons for return slightly varied according to gender and levels of education. Females were more likely to mention reasons, like 'end of contract', 'unemployment' or 'permit expired' than males, while the former were more likely to say they saved enough money or they were going to start a business.

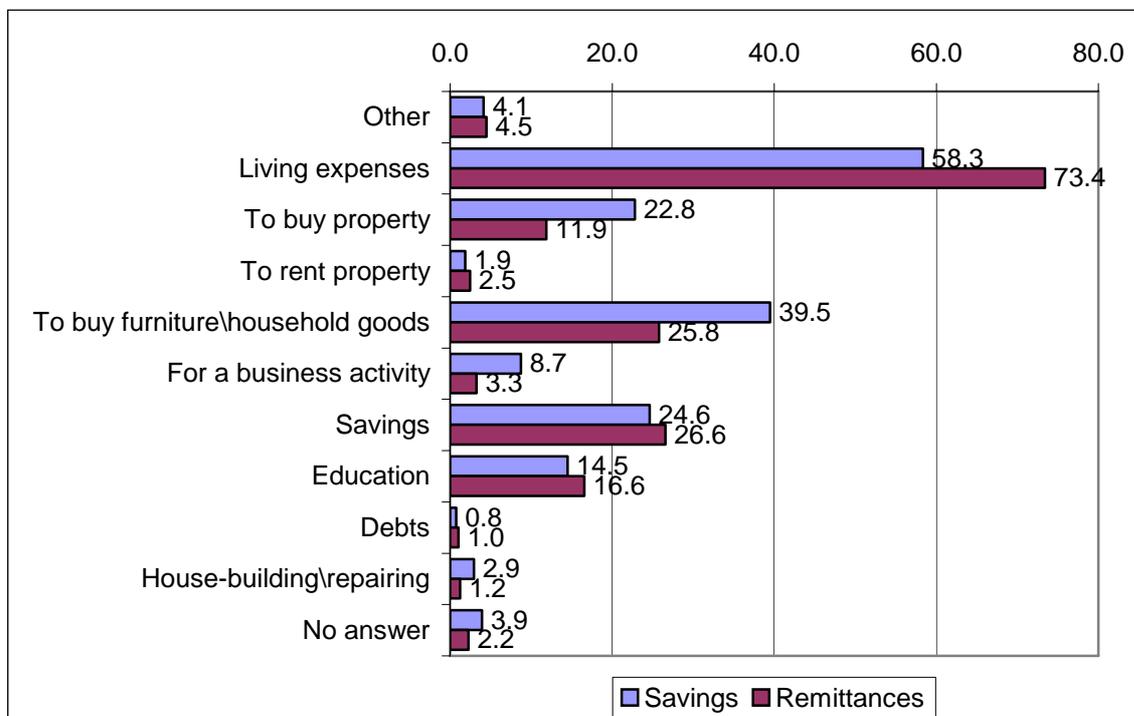
Only 10.8% of returning migrants said they were aware of official return migrants schemes, helping them to reinsert in the local society. ,

4.4.2. Return and development

In the survey, 90.4% of migrants returned home with savings. Figure 31 shows the uses of savings, compared with the use of remittances. Savings are most often used for the purchase of furniture/household goods, property and for business activities. .

The use of savings for productive activities is higher amongst highly educated returning migrants and amongst those coming back from EU countries and North America.

Figure 31: Use of savings and remittances (%)



N= 917 migrants who returned with savings and 487 who sent remittances

According to the survey, 72.9% of respondents starting working after returning home. There are significant differences depending on gender, but not according to education level. It took on average 4.7 months to find a job in Ukraine. Most migrants were offered a job by friends or relatives, or returned to former employers. 11.8% set up their own businesses upon returning home.

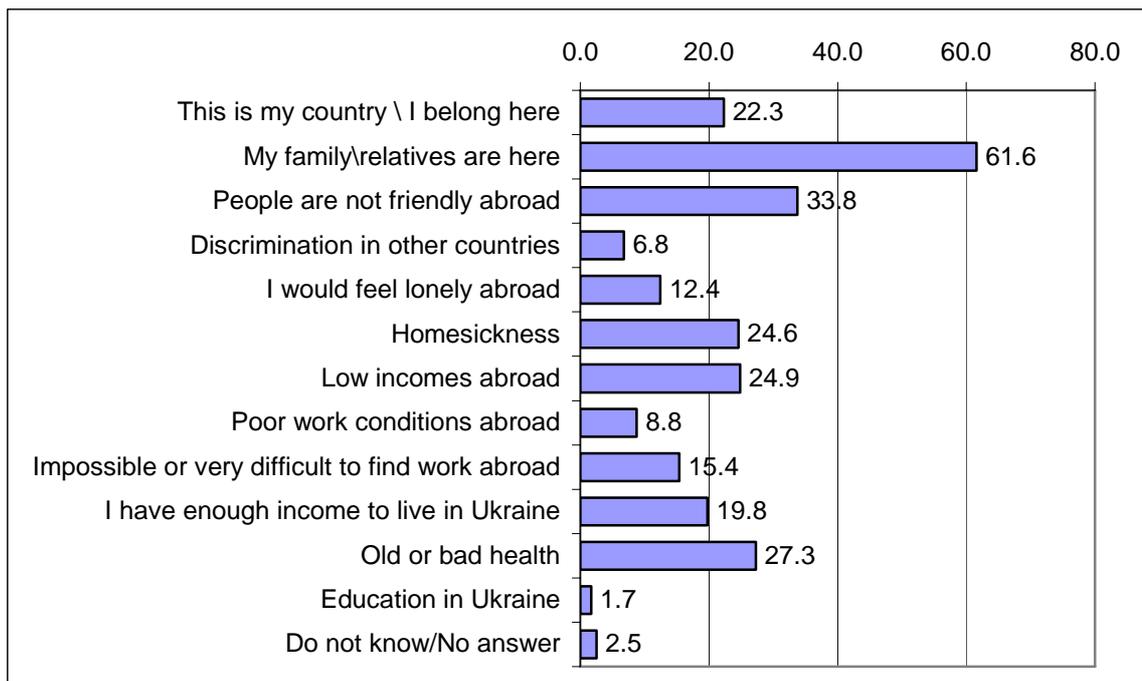
The main sectors of activity after return are construction, commerce and manufacturing. Those coming back from Russia are more likely to work in construction, while those who migrated to EU countries are more likely to work in commerce or petty trade.

More than half of the surveyed population said that their living conditions after migration have improved. For 45% of the returning migrants living conditions remained unchanged and 4.1% said they were worse than before. These trends are irrespective of educational level, gender and destination country.

4.5. Future migration plans

The survey indicates that 30.2% of returning migrants plan to migrate again, irrespective of education level and gender. Amongst them, 79.4% are ready to migrate within two years and 63.7%, within six months. The reasons for not wishing to migrate again are family-related, social exclusion, bad employment conditions abroad. 19.8% said they have already attained their target in terms of income (see figure 32).

Figure 32: Reasons not to migrate again (%)



N= 708 returning migrants who do not want to migrate again

Most of those planning to re-migrate intend to return to their main destination country. Three-quarters of those who plan to go abroad are able to finance this move.

Most of the returning migrants who intend to leave the country again plan to replicate the job they already did abroad, at least in term of skills. Only 30.9% of the migrants who worked abroad as unskilled workers expect a better job.

5. Assessment of the survey findings

The ETF survey results can contribute to an increased awareness on skill/education levels of migrants that can potentially allow moving away from restrictive immigration policies to win-win situations for both sending and receiving countries. Knowledge on the education/skills dimension of migration is key for managed labour migration: if the EU wants to join the global hunt for talent and stay competitive and if the sending countries want to “gain” and not “waste” brains. Transforming migration from threat to opportunity for all is now gaining momentum in EU policies⁴⁹.

ETF findings demonstrate that there is no one typical returning migrant profile that can be applied even within a single country. However, the role of migrants as important actors in the development of their home countries, not only concerning remittances, is confirmed. The issue is that the potential of returning migrants for promoting development is not adequately supported by specific schemes/measures.

The analysis conducted by ETF demonstrates that there are many aspects that should be taken into account in order to have a win-win migration, namely:

a. Governance

Ministry of Labour and Social Policy

The capacity of the Ministry of Labour and Social Policy in relation to labour migration management needs to be further developed, in particular drafting an adequate strategy at short and medium-term, shared with other relevant Ministries and interested donors.

In this context, attention should be paid to the inclusion of a skill component in the national migration strategies, aimed at raising the skill levels of the Ukrainian work force. In addition, the Ministry should design migration policies, which address the needs of different levels of skills of migrants. In particular, a carefully targeted policy should be developed, consisting of circular migration measures, on sending high-level professionals, or students on scholarship schemes abroad in professional profiles, which are in demand in the home country.

Necessary infrastructure should be created to actively disseminate information on regular migration channels, work opportunities and dangers related to illegal practices. The ETF survey demonstrates that if there are opportunities for legal migration, they are appear not well targeted and transparent.

The Ministry should include a vocational training component in newly negotiated labour arrangements, aimed at improving the qualification levels of migrants, which can later transfer knowledge back to Ukraine. In addition, measures and incentives should be developed for attracting highly skilled migrants back home on a permanent or temporary basis.

State Employment Service

The State Employment Service should develop specific adaptation schemes for returnees for business start-ups in order to facilitate and capitalise upon the experience gained abroad. Often migrants are not familiar with the local regulations for starting a business, and related issues to local labour market and business practices. With this regard, the creation of information points in different government institutions, Employment Services or business associations can be established.

State Statistics Committee

Capacity building of the State Statistics Committee in the field of migration is essential. It is important to gather data on the level of education (ISCED) of the migrants, and professional

⁴⁹ EU Communication on Migration and Development: Some concrete orientations (COM(2005) 390 final, 1.9.2005).

profiles (ISCO) to the extent possible and by gender. In particular, data should be collected also on skill overflows and shortages in the Ukrainian labour market, which then can be taken into consideration, when designing measures on managed/circular migration, prevention of brain drain and negotiations of new bi-lateral labour agreements. In terms of indicators, employment and unemployment rates by occupation in both Ukraine and receiving countries should be compared with the composition of the migrant flows. Last but not least, data on migration should be collected on regular basis.

b. Migration and development: mismatch between education levels of migrants and their jobs abroad

The ETF survey on returning migrants clearly demonstrates the extremely limited possibility for Ukrainian migrants to apply their professional skills abroad, as almost 40% of returning migrants (especially women – almost half of them) carried out unskilled work. Over 35% of returning migrants with higher education were also employed as unqualified workers.

Furthermore, the survey data show that migrants could neither apply their education and skills abroad, nor acquire new skills, this being demonstrated by the fact that 88% of returning migrants did not attend any training abroad. General experience and workplace skills helped about 47.% of returning migrants who obtained employment on their return. It is important to note that the main sources of information on employment for returning migrants were friends or former employers, rather than specialist employment services.

The number of the returning migrants who become employers/self-employed is still limited. The best way to encourage return migration is a combination of sensible government policies and a vibrant economy at home. In order to promote the role of returning migrants for local development, policy makers need to target carefully return schemes, which can facilitate job creation. At the moment, these schemes are rarely available and rarely used.

The relationship between migration and development is not straightforward. The ETF findings suggest that return migration is a potential gain that has not been fully utilised so far in Ukraine. Work experience abroad, for even comparatively short spells, facilitates the accumulation of financial capital and useful skills on a scale not otherwise possible.

Linked with the above issue, in order to fully exploit the returning migrants' potential for local development, policy makers in Ukraine should establish a system for recognition of qualifications and validation of 'non-formal and informal learning'. As the ETF survey demonstrates, on-the-job training was the most common type of training abroad, and to fully capitalize upon it. Therefore, there is a scope for the use, as an inspiration, of the Common European Instruments that support transparency of skills and recognition of learning: European Qualification Framework (EQF), Common Principles on validation of non and informal learning, a learning outcomes approach, Europass – certificate and diploma supplement. In addition, Ukraine is part of the Bologna process and this should not be only limited to the formal aspects, but lead to a real increase of the higher education

Policy recommendations

Creation of an information centre for legal migration: It would be beneficial to create such a centre, with branch units at regional level. There are two possibilities: i) to create a new stand alone institution, or ii) to have the centre hosted in an existing organisation. A good candidate could be the State Employment Service, however bearing in mind its already urgent need for capacity building. This option is less costly and more sustainable since there is a double benefit: not only for potential migrants, but also for unemployed who are looking for a job locally. An electronic database should be created to support labour market matching, consolidating what has been already done by donors' projects.

Qualification recognition remains an open issue. It is very challenging in practical terms due to the fact that there are no occupational standards at national level and competence-based modular training is not developed. It is unrealistic to have in the short to medium term a National Qualification Framework, which can be linked to the European Qualification Framework (EQF). However, what can be done is to work at sector level, e.g. construction, food processing, etc, to identify, together with the social partners, skill profiles that can be comparable with the requests from the EU Member States. In this regard, a policy dialogue group could be created, on a voluntary basis, between Ukrainian policy makers, trade unions and both European and local employers on the uses of a qualifications framework and transparency of qualifications as an aid to skills development and positive migration scenarios. This would also enable the identification of policy recommendations and programme options that Ukraine could take on board for development of its education system and a national qualification framework.

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Annex 1 – Migration historical outlines

Over the last two hundred years, Ukraine has experienced four massive waves of emigration. The first wave began in the second half of the 19th century and lasted till the beginning of the World War I. It was followed by two waves in the Soviet period. The last wave took place after Ukraine became independent.

The second half of the 19th century was marked by the beginning of a massive migration of Ukrainians. This wave was termed a “labour” migration, since it was spurred mainly by economic reasons. These migrants were mostly poor, uneducated, and very religious residents of rural areas. Contemporary migrants from eastern Ukraine tended to flow to the east, due to government land policy. Land reforms drove 0.9-1.6 million⁵⁰ peasants to reallocate today’s southern Ukraine, Kazakhstan, the Russian Far East and Siberia. At the beginning of the twentieth century, this first wave of economic migration to the West was enhanced by political emigration. This first massive wave of emigrants created strong Ukrainian communities, in particular in the USA and Canada. Not only the first, but also the second and the third generations preserved their language, religious and cultural traditions, schools, and media. They also developed a wide social network to assist newcomers and maintained a strong relationship with the motherland.

The breakdown of the Austro-Hungarian Empire, the Russian Revolution of 1917 and the defeat of the Ukrainian national movements of 1917-1920 caused new large outward migration movements from Ukraine. According to Ukrainian National Information Agency (“Ukrinform”), approximately eighty thousand people moved across Europe, predominantly to such neighboring countries as Poland, Hungary, the Czech Republic, Bulgaria, and Rumania, but also to Austria and France. A large and active community settled in Germany, where the number of Ukrainians reached fifteen thousand individuals by the 1920-30s⁵¹, not including seasonal migrants from western Ukraine. At the same time, more than sixty-seven thousand Ukrainians emigrated to Canada, settling in both the rural areas of the western and the east’s industrial provinces’ large cities⁵². Among other destinations, the USA and Australia attracted the largest streams. While the economic component of migration was still significant for individuals from western Ukraine, this wave was mostly driven by political reasons, and thus the background of migrants was very diverse.

It included mostly young people, former soldiers and officers, representatives of Ukrainian national governments, former large private landowners and members of their families, peasants, workers, middle class professionals, and scientists. Ukrainian Diaspora claims that nearly 700 Ukrainian migrants in the USA and Canada reported Master or Doctoral degrees in 1936⁵³. Thus, a high level of education and active life style were the distinguishing features of this emigration wave. Another important feature of this wave was return migration, starting in the early 1920s, during the so-called “Ukrainian Renaissance” period in the Soviet Union. Most of these returnees were later accused of political unreliability and executed. Overall, more than 200 000 individuals left western Ukraine between the two World Wars⁵⁴, with another 210 000 individuals leaving the region between 1945 and 1953⁵⁵.

At the same time, the Soviet government, headed by Stalin, practiced massive deportation of Ukrainians to the Russia’s east, Central Asia, Kazakhstan, and Siberia. More than 1 million peasants⁵⁶ and members of their families were accused of having capitalist and/or nationalist

⁵⁰ Yavors’ka V. and Kydelina S., 2006; Malynovska, 2006

⁵¹ Ukrinform

⁵² Ibid.

⁵³ Ibid.

⁵⁴ Ukrinform

⁵⁵ Ibid.

⁵⁶ Yavors’ka V. and Kydelina S., 2006; Malynovska, 2006

views and forcibly deported. While originally these were mostly wealthy families, the policy was later extended to anyone who disagreed with official plans for collectivization. Approximately two million people⁵⁷ were evacuated to the eastern regions of the Soviet Union during World War II, with some never returning. At least another million people⁵⁸ were deported from western Ukraine in 1939-1941, following its annexation by the Soviet Union as part of the Molotov-Ribbentrop Pact. About 200 000 more people⁵⁹ from that region were accused of "political unreliability" and deported in the post-war period for "opposing the principles of political and economic system of the Soviet administration". This group was very diverse: former private landowners, active members of nationalist and other non-state organizations, former prisoners of war, and participants of the resistance movement led by the Ukrainian Insurgent Army (UPA).

The Soviet regime repressed not only ethnic Ukrainians, but other ethnic minorities resident in Ukraine, as well. In the 1930s and 1940s, about 450 000 ethnic Germans, over 200 000 Crimean Tatars, as well as Poles, Bulgarians, Armenians, and Greeks were deported from their historic areas in Ukraine⁶⁰.

In addition to deportations, all Soviet governments used seemingly "voluntary" migration movements, in the form of large-scale call-ups by Komsomol (the youth wing of the Communist Party). Ukrainian youth massively participated in gigantic development projects all over the Soviet Union during 1920s-1930s era of industrialization, the "Virgin Land" campaign in Kazakhstan in the 1950s-1960s, Baikal-Amur Mainline construction in the Russian Far East in the 1970s, and other similar projects⁶¹. The practice of centralized reallocation of new college graduates and retired army recruits also contributed to the spread of Ukrainians across the Soviet Union. The number of ethnic Ukrainians living in the other Soviet republics grew consistently over the Soviet period. At the same time, immigration into Ukraine was also substantial, and net migration was positive for most years. An important aspect of this process was the significant inflow of pensioners into Ukraine. According to the last Soviet census in 1989, about 6.8 million Ukrainians lived outside Ukraine; 4.4 million of them in Russia and 890 000 in Kazakhstan. At the same time, approximately 44% of Ukraine's ethnic Russians - the largest ethnic minority in Ukraine - were born outside Ukraine⁶². Finally, in the 1970 and 1980s, about 150-200 000 residents left Ukraine⁶³, mostly political dissidents, ethnic Jews and Germans, and by religious minorities⁶⁴, such as Baptists, Evangelists, and Pentecostals.

⁵⁷ Yavors'ka V. and Kydelina S., 2006

⁵⁸ Malynovska, 2006

⁵⁹ Ibid.

⁶⁰ Ibid.

⁶¹ Prybytkova I., 2002

⁶² Malynovska, 2006

⁶³ Yavors'ka V. and Kydelina S., 2006

⁶⁴ The traditional religions in Ukraine include Christian Orthodox, Catholic, and Greek Catholic.

Bilateral Agreements of Ukraine on Mutual Recognition of Qualification

Country	Agreement	Year
Armenia	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Republic of Armenia on mutual recognition and equivalence of documents relating to educational and scientific degrees	1.03.2001
Azerbaijan	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Azerbaijani Republic on mutual recognition and equivalence of documents relating to educational and scientific degrees	16.03.2000
Belarus	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Republic of Belarus on mutual recognition and equivalence of documents relating to educational and scientific degrees	16.02.1998
Bulgaria	Agreement between the Government of Ukraine and the Government of the Republic of Bulgaria on mutual recognition and equivalence of documents relating to educational and scientific degrees	27.06.2001
China	Agreement between the Cabinet of Ministers of Ukraine and the Government of the People's Republic of China on mutual recognition and equivalence of documents relating to educational and scientific degrees	11.12.1998
Estonia	Agreement between the Government of Ukraine and the Government of the Republic of Estonia on mutual recognition of documents relating to educational and scientific degrees	06.02.1996
Hungary	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Republic of Hungary on mutual recognition and equivalence of documents relating to educational and scientific degrees, issued in Ukraine and the Republic of Hungary	28.04.1998
Kazakhstan	Agreement between the Ministry of Education of Ukraine and the Ministry of Education of the Republic of Kazakhstan on cooperation in the field of education	26.09.2001
Moldova	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Republic of Moldova on mutual recognition and equivalence of the documents relating to educational and scientific degrees	18.05.2001
Romania	Agreement between the Cabinet of Ministers of Ukraine and the Government of Romania on mutual recognition and equivalence of documents relating to educational and scientific degrees, issued in Ukraine and Romania	28.08.1995
Russia	Agreement between the Cabinet of Ministers of Ukraine and the Government of the Russian Federation on mutual recognition and equivalence of documents relating to educational and scientific degrees	26.05.2000
Slovakia	Agreement between the Cabinet of Ministers and the Government of the Slovak Republic on mutual recognition of educational documents, issued in Ukraine and the Slovak Republic	01.02.2000
Turkmenistan	Agreement between the Cabinet of Ministers of Ukraine and the Government of Turkmenistan on mutual recognition of documents relating to educational and scientific degrees	14.05.2001
Uzbekistan	Agreement between the Government of Ukraine and the Government of the Republic of Uzbekistan on mutual recognition and equivalence of documents relating to education and scientific degrees	

Source: the Ministry of Education and Science of Ukraine's official web page <http://www.mon.gov.ua>