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MIGRATION PROCESSES AND HUMAN CAPITAL MANAGEMENT IN THE CONTEXT OF UKRAINE'S POST-WAR ECONOMIC RECONSTRUCTION

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Abstract. The *subject* of the study is to analyse key trends in global migration processes, including the opportunities available to Ukrainian refugees and their role within these processes. The study will also examine ways to preserve domestic human capital through the development of strategic directions for Ukraine's post-war economic recovery, specifically with regard to migration policy. The study's *methodological framework* is based on general scientific research methods. The analytical method made it possible to demonstrate the impact of migration on the size, state and quality of domestic human capital. Statistical methods and comparative analysis revealed the nature of migration processes in EU countries and showed how Ukrainian refugees are distributed unevenly across Europe, depending on various factors including minimum wage levels. The synthesis method facilitated the organisation of the research, determined the feasibility of developing a state migration policy strategy and helped to draw conclusions and suggest future research on this topic. The *research results* revealed the dynamics of migration processes and the influx of new labour into the European labour market. Meanwhile, Ukraine experienced a labour shortage as refugees sought safety during the full-scale war. This necessitates changes to Ukraine's existing migration policy, in order to reflect current realities and encourage Ukrainians to return home to participate in post-war reconstruction. This would be driven by positive shifts across multiple economic sectors, which highlights the practical value of this study. *Practical implications.* The study's practical significance lies in establishing a scientifically grounded framework for optimising state migration policy and developing effective human capital management strategies amidst global crises. By analysing the specific characteristics of Ukrainian refugees, viable mechanisms can be created to preserve the nation's intellectual and labour potential. This can transform the experience of forced migration into an opportunity to capitalise on new knowledge and skills. The findings of this study are of strategic importance for demographic modelling, labour market forecasting and leveraging the investment and intellectual potential of the diaspora. This is essential for comprehensive post-war reconstruction project planning and execution in Ukraine. *Value/Originality.* The study provides a comprehensive understanding of migration processes, their current state and development trends. It emphasises the role of migration in shaping human capital amidst contemporary global challenges, as well as the specific characteristics of the domestic labour market. These characteristics create the prerequisites for economic competitiveness, macro-security, a favourable investment climate and the formulation of a state migration policy strategy. This strategy is part of the strategic direction for Ukraine's post-war economic reconstruction.

Keywords: migration processes, human capital, human capital management, intellectual and innovative development, investment climate, migration policy strategy, economic reconstruction, digitalisation.

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1. Introduction

In recent years, global mobility has undergone significant transformation in the face of a series of challenges. Notably, the full-scale war in Ukraine, the escalating conflict in the Middle East, climate change and the ongoing impact of the pandemic have emphasised the fundamental drivers of migration processes. These developments necessitate rethinking existing academic approaches to migration studies, analysing contemporary response models and researching new evolutionary trends in this field.

In the context of globalisation and digitalisation, it is impossible to halt migration flows. According to statistics from the IOM, only one in 30 people are migrants (IOM, 2024). Migration is not just the movement of people; it is also a critically important component of the global economy and an ongoing challenge for the international community. In today's world, the key driver of migration processes has shifted from economic hardship to the search for safety and survival. Wars and conflicts have accelerated the rapid outflow of people, capital, resources and enterprises in search of a safer environment.

Although migration issues have long attracted the attention of numerous scholars, contemporary researchers now adopt a systemic approach to migration processes, integrating factors such as human capital, geopolitics, business, climate change, digitalisation and innovation. European scholars use demographic dynamics, sociological surveys, economic analysis, legal and regulatory frameworks, and psychological case studies to forecast migration waves (Eurostat, 2026). Labour migrants, particularly men, play a key role in investing in their home country's economy and supporting their families through remittances. Researchers are also examining the issue of 'climate refugees', whereby millions of people are forced to relocate due to global warming and natural disasters (Adamowicz, 2025; Consolo, Dias da Silva, Furbach, & Gomez-Salvador, 2026). Furthermore, the analysis covers the impact of digital platforms, social media, innovation and artificial intelligence on managing migration flows, finding employment abroad and legal integration. Particular focus is given to intellectual migration and mobility within the European educational landscape, which is considered to be lifelong innovative education.

In contrast, domestic researchers focus on the specific characteristics of migration processes in Ukraine, which differ significantly from European patterns. These include studying 'war refugees', who are predominantly women and children seeking safe locations; the reduction or absence of domestic remittances due to high spending within European host nations; the high level of higher education and proficiency in digital technologies among female refugees; and the majority's desire to return home after the war with the Russian Federation ends in order to contribute to Ukraine's post-war reconstruction (Fedorchuk, 2026; Herasimova, 2026; Okhrimenko, & Popov, 2022).

The objective of the present study is to examine the migration process and human capital management within the context of contemporary key aspects under socio-economic transformations, global conflicts, and war crises. The subject of this study is the migration processes of domestic capital and the mechanisms of human capital management within the framework of developing an effective strategy for state migration policy.

Based on the purpose and subject of the study, the following objectives have been set and addressed in this article:

1. Section 2 examines the reasons behind the recent surge in migration within the European labour force, and its impact on economic growth and labour market dynamics.
2. Section 3 reveals the key aspects of integrating migration and human capital, including individuals' knowledge, skills, experience and creativity. This generates a range of critical factors with positive and negative consequences for countries of origin and destination. These include 'brain drain and brain gain', the quality of human capital, leveraging remittances, and international co-operation and innovation.
3. Section 4 outlines the strategic directions for post-war economic recovery. This involves more than just physical reconstruction; it also requires a profound modernisation of the economy based on innovation and European principles. To achieve this, a series of reforms are needed to boost competitiveness, renew institutions and fully integrate the country into the global market.
4. Section 5 assesses the feasibility of developing a state migration policy strategy that considers the consequences of the migration crisis and establishes effective conditions for Ukraine's post-war reconstruction.
5. In Section 6, comprehensive conclusions are drawn that will stimulate further research on the topic under study.

2. Migration Flows in Europe

Recently, Eurozone countries have experienced a rapid expansion of their labour forces. This trend is driven by demographic shifts, an influx of foreign nationals, and a greater willingness to work. This encompasses individuals aged 15 to 74 who are either employed or seeking work. Labour force participation rates have risen across several key segments. Firstly, a greater number of women have entered the workforce, thereby narrowing long-standing gender gaps.

Secondly, due to pension reforms and the expansion of less physically demanding roles, older individuals are extending their working lives and retiring later. Thirdly, the market has been bolstered by a large number of highly qualified university graduates, who tend to be more engaged with their careers. Since 2010, Europe has experienced a steady influx of migrants, with non-EU workers emerging as one of the main drivers of this growth. The Eurozone labour force has grown significantly over the past five years. Starting from the fourth quarter of 2019, it grew by 7.8 million individuals, reaching a total of 173 million by mid-2025. Foreign workers account for the majority of this growth in the working-age population (Consolo, Dias da Silva, Furbach & Gomez-Salvador, 2026).

In 2025, the number of immigrants within the European Union reached a record high of over 64 million, representing a 1.6-fold increase since 2010 when the figure was 40 million (Semenova, 2026). Although migrants generally have higher unemployment rates, recent data suggest that a significant proportion of the increased labour supply from this group has led directly to employment, thereby offsetting the upward pressure on unemployment rates.

Figure 1 shows the EU countries with the highest and lowest shares of immigrants relative to their total population. The countries with the highest shares are Liechtenstein (70.2%), Luxembourg (51.6%), Malta (32%) and Switzerland (31.7%), while the countries with the lowest shares are Bulgaria (3.8%), Slovakia (4.2%), Romania (6.2%) and Hungary (7.3%). The remaining EU countries presented in the chart have immigrant shares ranging from 17% to 27%.

The full-scale Russian invasion of Ukraine has triggered significant migration, altering the profile of Ukrainian migrants. Prior to 2022, Ukrainians primarily relocated abroad as labour migrants in search of better job opportunities and higher wages. However, with the onset of military aggression, they became 'war refugees', forced to seek safety. According to estimates by the United Nations High Commissioner for Refugees (UNHCR), over 10.6 million Ukrainians have been forcibly displaced. This includes 4.6 million internally displaced persons (IDPs) from Ukraine's front-line and temporarily occupied territories, as well as around 6 million people who have left the country since 2022. Of the latter group, 5.4 million are currently living in Europe and around 500,000 are living outside of Europe, primarily in the United States and Canada (Fedorchuk, 2026).

Ukrainian migrants demonstrate high levels of integration into the EU labour market. Thanks to their high level of education and intellectual potential, Ukrainians have become one of the most highly qualified migrant groups in Europe. Germany hosts the largest Ukrainian migrant population at 1.3 million, followed by Poland with 978,000 and the Czech Republic with 399,000 (Fedorchuk, 2026).

An analysis of the data in Table 1 suggests that wages were not a decisive factor for Ukrainian migrants. Instead, the majority prioritised geographical proximity – specifically to Poland, the Czech Republic, Romania,

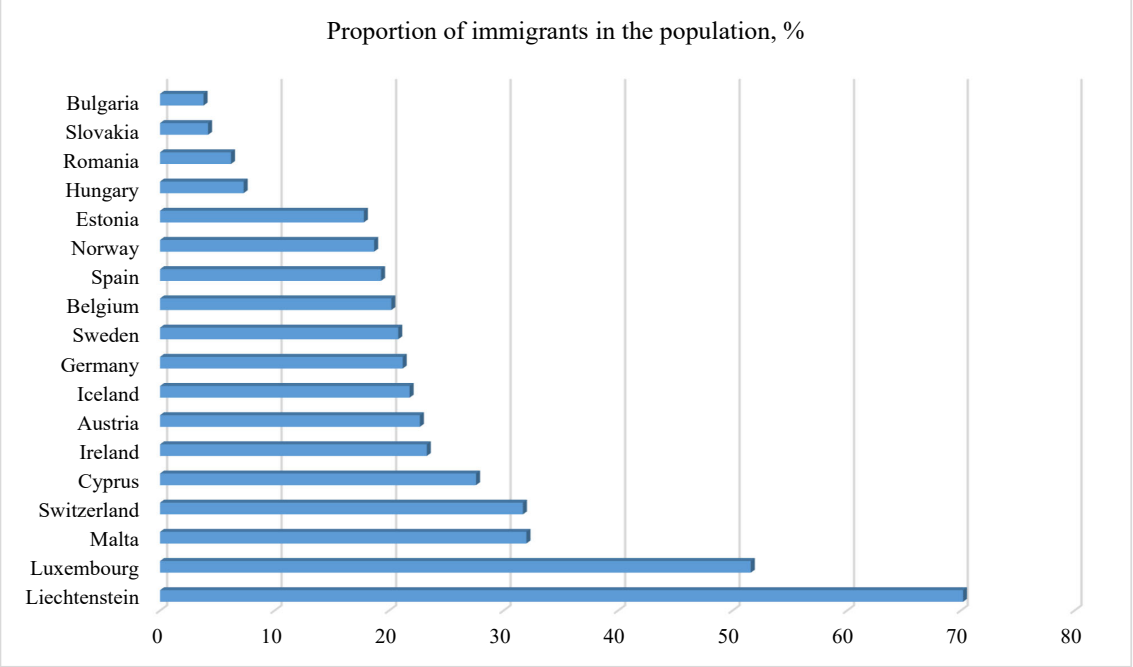


Figure 1. Proportion of immigrants in the population, %

Source: compiled by the authors based on (Semenova, 2026)

Table 1
Ukrainian migrants and minimum wages in European countries

European countries	Ukrainian migrants, thousands of people	Minimum wages, January 2026 (left hand scale), EUR
Germany	1300	2343
Poland	978	1139
Czechia	399	924
Great Britain	264	*
Spain	260	1381
Romania	<200	795
Italy	175	*
Slovakia	<100	915
Moldova	<100	319
Netherlands	<100	2295
Ireland	<100	2391
the rest of the European countries	>100	*

* not available

Source: compiled by the authors based on (Fedorchuk, 2026; Eurostat, 2026)

Slovakia and Moldova – as well as the availability of initial social assistance.

As of January 2026, there is a significant disparity in minimum wage levels across European countries. The highest levels are recorded in Ireland (2,391 EUR) and the Netherlands (2,295 EUR); however, the number of Ukrainians residing in these countries is only slightly above 100,000. Germany also has a high minimum wage of 2,343 EUR and currently hosts the largest Ukrainian population (Eurostat, 2026). Despite their rapid adaptation and conscientious attitude towards work, the language barrier remains a significant hurdle in Germany. There, a third of qualified professionals with university degrees are forced to work in logistics or manufacturing, where their average income is noticeably lower than the local standard. Meanwhile, in the United Kingdom, the financial situation of the 264,000 Ukrainians is more favourable, with average salaries being around 500 EUR higher.

In total, almost 13 million workers in 22 EU countries earn the minimum wage or less. Minimum wage levels in Europe vary considerably, ranging from over 2,700 EUR in the wealthiest nations to less than 200 EUR in candidate countries, including Ukraine with a minimum wage of 174 EUR (Eurostat, 2026).

3. Migration and Human Capital: Key Aspects

Today, the concept of migration should be interpreted more broadly, not just as the relocation of skilled workers, entrepreneurs and investors, but also as business migration and the movement of scarce resources and potential investment opportunities in pursuit of safety or new prospects. Although most global migration processes are regulated, the situation in Ukraine reached critical proportions after February 24, 2022. The movement of domestic capital has a direct impact on economic stability and the business climate.

Broadly defined, human capital comprises knowledge, skills, experience and proficiency in utilising modern technologies. It also encompasses the ability to combine labour factors rationally. During professional activity, these attributes enable the owner of human capital to produce goods or provide services, mobilise scarce resources, generate innovations and yield income. It is also important to consider both public and private investments in shaping this capital from birth until full entry into the labour market. According to the authors' calculations, the average Ukrainian family invests between 2 and 5 million UAH (approximately 50,000–100,000 EUR) to raise and support one child from birth to the age of 25. This is a substantial amount relative to Ukrainian income levels.

During the war in Ukraine, the loss of human capital has escalated not only due to migration but also as a result of high mortality rates (with a ratio of three deaths for every single newborn), the destruction of housing (amounting to 13% of the country's entire housing stock), business relocations (exceeding 40,000 enterprises), and a decline in investment in education and science, which has dropped by more than half. In financial terms, the final figures for these losses have not yet been determined. However, upon the cessation of hostilities and the execution of a comprehensive audit, it will become evident that significant losses have had an impact on both extant and future intellectual capital. A plethora of studies have indicated that between 60% and 90% of Ukrainians who have sought refuge abroad may never return to their homeland. However, it is hypothesised that the majority of these individuals will eventually return to Ukraine. Furthermore, the decision to grant permission for men aged 18–25 to leave the country has frequently been

criticised, as it has triggered a new wave of young men leaving the country, particularly for Germany.

Migration processes have a significant impact on the size and quality of domestic human capital. Since the onset of the full-scale war, the Ukrainian labour market has undergone an unprecedented transformation, shifting from an 'employer's market' to an acute 'candidate's market' due to a profound demographic and staffing crisis, exacerbated in particular by the shortage of male labour. Consequently, the market is moving towards greater inclusivity and diversity. Specifically, companies are actively recruiting individuals over the age of 50, as well as retirees, veterans, people with disabilities, students, and young people (Kyivstar Business Hub, 2026).

Integrating migration and human capital gives rise to a variety of critical factors with both positive and negative consequences for countries of origin and destination. Figure 2 illustrates the key aspects of combining migration and intellectual capital.

Of all the negative aspects of countries of origin, 'brain drain' is the most widely discussed. This refers to the migration of highly educated and professional personnel, such as scientists, physicians, teachers and engineers, to economically developed countries. This results in a loss of investment in education and human capital development, as these investments fail to yield returns for the domestic economy. Contrary to concerns about so-called 'brain drain', recent research highlights the positive impact of 'brain gain', whereby migration opportunities stimulate investment in education and professional development. For donor countries, migration can act as a regulatory mechanism, alleviating pressure on the labour market. When economic opportunities abroad improve, some of the workforce leaves the domestic labour market, reducing unemployment and driving up wages for those who remain. Consequently, migration enables economic adjustment to occur through labour migration rather than drastic fluctuations in wage levels or employment rates. Consequently, migration can mitigate the impact of macroeconomic shocks in donor countries. Ultimately, the migration of intellectual capital has a positive impact on destination nations, enhancing their innovation potential, driving economic growth, addressing population ageing and filling skilled labour shortages in critical industries.

Employed migrants accrue wages and frequently remit funds to their families back home, thereby providing financial support to their relatives. In 2022, India, Mexico, China, the Philippines, and Egypt were the countries that received the highest volumes of international remittances. It is an irrefutable fact that India has emerged as the undisputed leader, becoming the first country in history to surpass the 100 billion USD mark, and recording a historic high of over 111 billion USD (IOM UN Migration, 2024). Remittances generally improve family well-being, facilitate the influx of foreign currency into the country and stimulate domestic demand. Unfortunately, Ukraine experienced a sharp decline in remittances, which fell to 8 billion USD in 2025, marking a 15% decrease from 2024 (Financial club, 2026). One of the main reasons for this trend is that most migrants are women with children. This requires substantial expenditure on housing, utilities, food, education and other necessities in their temporary host countries.

There are many positive aspects when talented professionals, scientists and students return to their home country, bringing with them new knowledge,

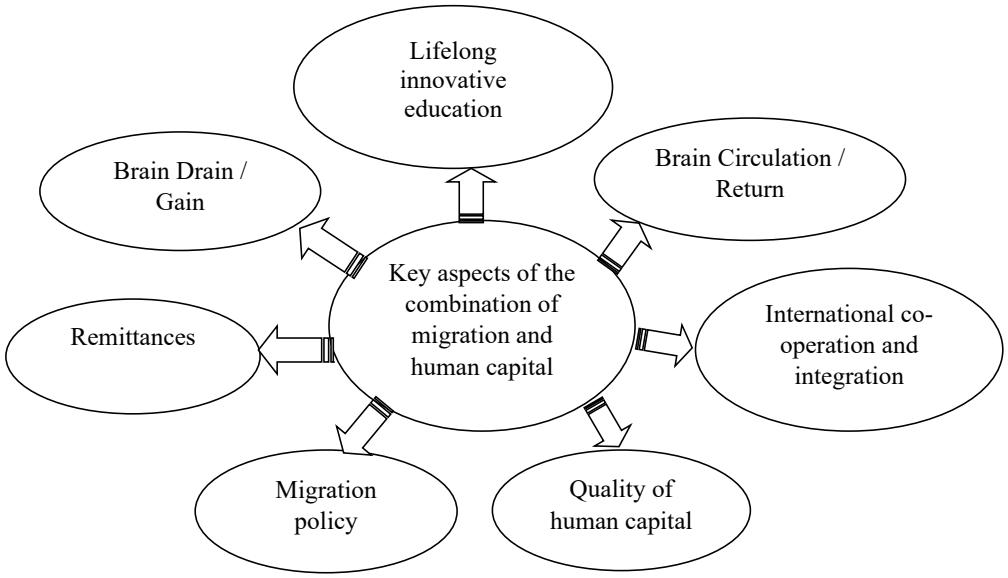


Figure 2. Key aspects of the combination of migration and human capital

Source: compiled by authors

international experience, technologies and networks. This process, known as brain circulation or return, can stimulate domestic economic development and preserve the quality of human capital. Ultimately, the management of migration processes should aim to improve the quality of human capital in the country of origin. This serves as the foundation for the country's competitiveness in the global knowledge economy, in which the concept of lifelong innovative education plays a pivotal role. This concept involves continuously updating knowledge and implementing advanced technologies and teaching methods, blending ongoing personal development with the demands of an innovation-driven economy. Its essence lies in shifting from a 'education for life' model to a 'education throughout life' model, which is driven by cutting-edge approaches. This paradigm is based on two key elements: 'Lifelong', implying unceasing learning from birth to old age; and 'Innovative', dictating the use of modern artificial intelligence tools, VR/AR, agile methodologies and digital platforms. In today's challenging environments, such an approach, paired with the cultivation of critical thinking, is absolutely critical for survival and success.

International co-operation and integration facilitate the involvement of domestic scientists and specialists in international projects, raise awareness of the country of origin, promote intercultural dialogue and foster a positive national image. Integrating migrants into Ukraine's internal processes creates a solid foundation for post-war reconstruction. Living in a developed country enables Ukrainian citizens to gain the knowledge necessary for European integration. However, it is important to recognise that this is a two-way process: at present, Ukraine is showing the world a unique level of resilience in a war unlike any other experienced by a modern state.

Governments worldwide are facing the challenge of developing balanced migration policies. The aim is to minimise the loss of national human capital and create conditions that allow it to be used effectively, which could involve return-incentive programmes, creating attractive working conditions and supporting innovative development. This issue will be examined in greater detail in Section 5.

4. Strategic Directions for the Post-War Economic Recovery of Ukraine

The full-scale war on Ukrainian territory has resulted in significant material destruction and socio-economic losses for the country. Large-scale military operations have led to the destruction or severe damage of industrial enterprises, transport infrastructure, energy facilities, housing and social infrastructure. In these extraordinary circumstances, it is crucial to develop a coherent state policy for the post-war recovery of the national economy. This policy will form the basis for ensuring the country's sustainable development within the context of its integration into the European Union.

Ukraine's economic recovery strategy involves not only the physical reconstruction of damaged and destroyed facilities, but also the deep structural modernisation of the national economy based on intellectual and innovative development, in line with European economic standards. This approach involves a series of reforms designed to boost economic competitiveness, improve the efficiency of public institutions and adapt the domestic economic environment to the conditions of the global market.

In this context, creating a favourable investment climate is of paramount importance. This requires implementing a comprehensive set of measures to enhance the legal protection of investors, reduce regulatory pressure and strengthen the institutional capacity of public authorities in economic governance. The focus should be on investment security guarantee mechanisms, as these not only stimulate capital inflows, but also align with public and national interests (Voitovych & Fedyk, 2024). One of the fundamental elements of this strategy must be the restoration of critical infrastructure. This will ensure the uninterrupted functioning of state institutions, maintain production potential and guarantee the basic needs of the population. This can be achieved through the implementation of modern technologies, production automation and process digitalisation.

Government policy must be directed towards the priority development of industries with high potential for recovery and growth, including but not limited to construction (particularly infrastructure), the defence-industrial complex, the agricultural sector, the healthcare sphere, metallurgy, information technology, education, and culture. The creation and support of investment and production projects in these sectors should become the foundation for long-term economic revival.

When formulating Ukraine's post-war development strategy, particular focus should be given to achieving energy independence. Priorities in this area should include stimulating the development of renewable energy sources, diversifying energy supply, modernising public utility energy systems and strengthening traditional energy generation.

One of the distinct challenges arising from armed aggression is the demographic depletion of rural areas, which creates additional barriers to the sustainable development of agriculture. In light of the growing global demand for organic and high-quality products, facilitating agricultural co-operation becomes particularly relevant and can serve as a catalyst for the sustainable development of the Ukrainian agricultural sector. Operational experience shows that creating an extensive network of agricultural co-operatives

enables a complex set of socio-economic tasks to be resolved simultaneously, leading to higher employment rates, greater social cohesion and improved economic efficiency. The positive outcomes of implementing co-operative models in agriculture confirm the feasibility of actively pursuing their integration into Ukraine's agricultural policy (Okhrimenko & Popov, 2022).

In the context of demographic losses, population displacement, and the social traumatisation of society, it is necessary to deploy effective mechanisms for the return of migrants and ensure the implementation of robust social protection programmes through access to housing, healthcare, psychological rehabilitation, education, and retraining. Furthermore, it is essential to create competitive working conditions for migrants and to facilitate the integration of veterans and internally displaced persons into the socio-economic environment.

The reconstruction of critical infrastructure destroyed as a result of the large-scale military invasion is a key part of Ukraine's state policy. This specifically involves rebuilding destroyed or damaged settlements, educational and medical institutions, energy facilities, and transport infrastructure. These actions are designed to secure the population's basic living needs, stabilise the socio-economic situation and lay the groundwork for future development. Beyond the economic dimension, the recovery process has profound socio-psychological significance as it fosters a sense of security, hope and control over life in the post-war period.

Further reconstruction of Ukraine requires the state to take responsibility for implementing the necessary reforms to improve governance and create a favourable investment climate. Introducing robust anti-corruption measures, strengthening the independence of relevant institutions and fostering a culture of accountability are paramount in promoting transparency and trust among domestic and foreign stakeholders. Implementing an effective anti-corruption strategy requires a clear legislative framework with strict sanctions and a high level of process digitalisation to reduce discretion and corruption risks. Furthermore, granting such institutions full legal and financial autonomy will shield them from political influence by ensuring transparent appointment procedures and fixed terms of office (OECD, 2025). A culture of accountability can be fostered through the implementation of whistleblower protection mechanisms, open access to public data and active engagement with civil society and the media.

The successful recovery of Ukraine's economy in the post-war period is impossible without ensuring transparency in all economic processes. In this context, the implementation of effective mechanisms for public control, the development of independent media, and the fostering of a culture of openness and accountability within the public administration system are of paramount importance. It is only under such conditions that a sustained influx of investments, a strengthened trust in Ukraine from the international community, and effective integration into the European economic area can be expected.

Thus, Ukraine's post-war recovery must be implemented as a systemic, long-term and multi-vector process combining measures for physical reconstruction, socio-economic rehabilitation and the structural transformation of the economy to adapt it to European integration processes. This will lay the groundwork for sustainable economic growth and strengthen Ukraine's position within the European economic community.

5. State Migration Policy Strategy

The consequences of migration are multi-layered and affect both private households and entire nations. The excessive intensity of these processes can lead to a migration crisis, which is defined as a state in which a government loses its capacity to manage migrant flows rationally due to a lack of political, social and economic resources (Adamowicz, 2025).

A migration crisis is often accompanied by rising social tensions and hostility towards newcomers. Conflicts stemming from cultural or everyday differences can fuel xenophobia and expose migrants to discrimination. To prevent a social explosion, the state must develop a clear integration strategy. This involves more than just granting asylum; it also requires providing access to education and employment, and taking genuine action against prejudice. Only a comprehensive approach will enable migrants to integrate into their new community and allow the country to manage the situation effectively.

Any state must focus on regulating these processes through educational, healthcare and judicial reforms, via legislative and regulatory initiatives. The key task is to create a long-term strategy that improves quality of life in the country, minimises 'brain drain', enables citizens to return, multiplies resources and fosters new business environments. This will lay the groundwork for post-war reconstruction. Migration and technological progress are essential for offsetting the economic impact of an ageing population.

The State of Ukraine is establishing Unity Hubs for Ukrainian migrants, designed to ensure access to public services and information, particularly in remote formats. The State of Ukraine is also promoting the development of the Diaspora Alliance to strengthen ties and investment co-operation. This framework assesses the prospects of Ukrainians returning and reintegrating into education, employment and housing. It also provides banking and postal services, gatherings of opinion leaders, programmes for children and young

people, a Ukrainian café, a business hub, a co-working space and a UA Job Centre. Unity Hub Berlin is the first such centre as it is located in the capital, which has the largest concentration of Ukrainian refugees. Similar hubs are planned to open in Stockholm (Sweden), Prague (Czech Republic), and other EU countries (Interfax Ukraine, 2026).

Ukraine expects the European Union to establish a unified legal framework for the temporary protection of Ukrainian citizens as soon as possible. The current uncertainty is putting immense pressure on Ukrainians and could trigger secondary migration processes, particularly within the EU.

The state's priority should be to develop an effective migration policy that capitalises on migration flows. Rather than simply trying to restrict population outflow, it is crucial to utilise the skills and resources of migrants to drive the country's innovative renewal. This will boost national resilience and improve Ukraine's standing in the global arena.

One of the goals of the 'Economy of the Future' strategy, which was developed by the Cabinet of Ministers of Ukraine over a 15-year period and is based on analytical data from the World Bank, is to return 3.1 million Ukrainians to the country. This is because Ukraine needs teachers, doctors, construction workers, entrepreneurs, engineers, military specialists, IT professionals, managers, farmers and logistics experts. Without these people, it will be impossible to achieve the projected annual GDP growth of 6% (Herasimova, 2026). The economic strategy must create the right conditions for Ukrainians to return, which means it must include a social element. If Ukraine fails to provide the necessary conditions for people to return, businesses will simply have no one to work with.

Artificial intelligence (AI) and automation can support businesses by compensating for labour shortages and boosting economic growth. However, it is currently difficult to predict exactly how this transition will affect the labour market and personal incomes, so this process will require very close monitoring.

Technology alone is not enough; effective action is required from the state. Firstly, women should be helped to fulfil their career potential by providing accessible childcare and opportunities for remote working. This would close the long-standing gender gap and strengthen the economy. Secondly, migration rules should be designed to attract the foreign specialists that the market needs most. Thirdly, the state should fund retraining for those whose jobs will be displaced by AI and robotic automation. This is the only way in which labour productivity can be increased and the benefits of AI shared by everyone, rather than just select corporations.

Ukraine's state migration policy prioritises ensuring national security and protecting national interests, which are directly linked to the legal, social and economic protection of those involved in the migration process. The policy also aims to optimise migration movements to promote the sustainable development of society and improve public welfare. The key task in this context is the effective integration and reintegration of various categories of migrants, including foreign workers, overseas Ukrainians, immigrants, refugees and internally displaced persons, into the host society.

Ukraine's state migration policy strategy focused on uniting society in the face of migration challenges, integrating this area with other state activities, and shifting from crisis response to forecasting and minimising potential losses resulting from the Russian Federation's large-scale military aggression against Ukraine.

Improving the implementation of Ukraine's state migration policy requires a comprehensive approach that encompasses several key areas. Firstly, national legislation must be modernised to reflect global and domestic demographic trends and international law. Additionally, external co-operation must be strengthened and migration statistics must be unified in line with global standards. Secondly, migration policy objectives must be integrated into national and regional development strategies and backed by targeted funding from state and local budgets. These objectives should be implemented through specialised programmes, specifically those stimulating return migration, citizen reintegration and immigrant integration. Thirdly, institutional transformation is necessary. This involves reorganising relevant agencies, establishing effective inter-agency co-operation and fostering partnerships with non-governmental organisations. Finally, management decisions must be based on continuous monitoring of the situation and comprehensive support for scientific research into the impact of migration on society.

6. Conclusions

A comprehensive analysis of the specific characteristics of Ukrainian refugees following Russia's full-scale invasion allows for the formulation of effective mechanisms to preserve the nation's intellectual and labour potential. This can transform the experience of forced displacement into an opportunity to gain new knowledge and skills. The research findings are of practical significance for demographic modelling, labour market forecasting and attracting investment and intellectual resources from the diaspora. This is crucial for planning and implementing large-scale national reconstruction projects.

The movement of domestic capital influences the distribution of financial resources and the state of the business climate in the country, as well as economic dynamics. These flows are geared towards fostering

entrepreneurship, developing human capital and promoting regions with more favourable business conditions. In the era of globalisation, it is impossible to completely halt migration; however, the state can regulate its intensity through structural reforms, particularly in the spheres of education, healthcare, and the legal system. It is critically important to form a long-term migration policy strategy that aims to raise living standards, minimise brain drain abroad and encourage Ukrainians to return home.

Developing and implementing a strategy for Ukraine's post-war economic reconstruction is essential for ensuring the country's global competitiveness and sustainable development. A modern system for managing migration will preserve national human capital and significantly increase the country's labour and entrepreneurial potential in the post-war period. Through balanced management decisions, the state will be able to improve the demographic situation and stimulate an innovative environment. This can be achieved by studying the experience of other European countries and attracting cutting-edge technologies, driven by domestic developments and a favourable investment climate.

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