

INFORMATION SECURITY OF HUMAN RESOURCE MOBILITY UNDER INTEGRATION CONDITIONS

Natalia Bahashova

Associate Professor, PhD, Kryvyi Rih Economic Institute of Kyiv National Economic University named after Vadym Hetman,
e-mail: bahashova_nv@kneu.dp.ua, orcid.org/0000-0002-5242-1224, Ukraine

Hanna Puriy

Associate Professor, PhD, Kryvyi Rih Economic Institute of Kyiv National Economic University named after Vadym Hetman,
e-mail: puriy_av@kneu.dp.ua, orcid.org/0000-0003-4226-4445, Ukraine

Inta Kotane

PhD, Rezekne Academy of Tehnologies,
e-mail: inta.kotane@rta.lv, orcid.org/0000-0002-9924-1394, Latvia

Abstract. The article deals with unemployment and migration as basic parameters of the economic development under conditions of integration. It substantiates the necessity of forming an advanced national labour market integrated into the global economic system and creating an effective tool of regulating international exchange of labour resources. Basic threats to information security of human resources under conditions of integration are determined. Strategic directions of ensuring Ukraine's security in the global environment are determined.

Keywords: globalization, migration, information security, emigration, mobility, integration, integrated education, security culture, media-culture.

DOI: <http://dx.doi.org/10.23856/2603>

Introduction

Transformation of the world system and the priority of international interaction are key problems in global trends of human development. A necessity of forming the advanced national labour market integrated into the global economic system and creation of an effective mechanism of regulating interstate exchange of labour resources are among major challenges of globalization. Against the background of globalization, the international system security becomes the main objective of international cooperation.

Creation of the independent state of Ukraine on the democratic basis accompanied by a free interstate movement of labour forces calls for a radically new approach to determining peculiarities of labour resource mobility under integration conditions.

The global economic system conditions basic directions of world migration flows, quantitative and occupational composition of migrants by creating obstacle-free exchange of knowledge, information and experience. Acute crisis phenomena of a political, social, economic and humanitarian character, which became the cause of unprecedented growth of unemployment, a considerable difference of living standards and wages in Ukraine and Western European countries and no prospects of professional growth for most employable people, have produced spurts of migration and caused a sharp rise of human resource mobility among Ukrainian citizens.

Socially-Oriented Model of Globalization

The modern international system is formed under the influence such global factors and associated trends as population, natural resources, the environment, science, technology, the world economy, globalization, national and international management, conflict regulation and leadership in creating the new world order. Large-scale and rapid transformations result in new leaders, new challenges to the international community, and new approaches to understanding security of civilization existence.

At the end of the twentieth century, Edgar Owens suggested that it was time to consider not only the ways of increasing society's productive forces, but also its qualitative characteristics associated with political ideas, state management forms and people's roles in social life (*Owens, 1987*). Development started to be regarded as a multidimensional process leading to radical changes in social structures, people's behaviour, social institutions, acceleration of the economic growth, reduction of inequity and elimination of unemployment. In other words, it is a complex of changes by means of which the social system aimed at meeting basic needs and demands of certain people and population groups is moving from general dissatisfaction to new, more favourable material and spiritual living conditions. In that case, unemployment levels and migration become basic parameters of the economic development (*Mazurok, Odyagailo, Kulishov, Sazonets, 2009*).

Globalization, as a process of creating a liberalized and integrated world market of goods and capital, calls for formation of new international institutions for maintaining industry, trade and financial flows across the globe. That is why, globalization has an impact on Ukraine's transformation processes including privatization, liberalization, macroeconomic stabilization, institutional transformations, microeconomic restructuring and civil society formation. First of all, the influence of globalization processes on the Ukrainian economy is revealed in its social orientation as advanced countries' economies become more and more socially-oriented. Thus, according to the new activity programme developed by the International Labour Organization, human rights to social security, dignified work and living standards are enhanced, thus stimulating the labour market socialization as well (*ILO, 2017*).

Globalization facilitates introduction of the so called global institutional order in Ukraine and it is manifested in regulating trade liberalization, standards of labour security, employment, payment, labour quality, guarantees of citizens' rights and freedoms, etc.

For Ukraine, globalization is most significant in the context of transforming the command-administrative system into the market one, which is accompanied by changes in the character of production relations, disruption of many traditional and appearance of new directions of economic interrelations. The entrance of the national economy into the field of market transformation and creation of an open economic system demand attention to the content of modern trends and consequences of globalization. Such forms and manifestations of globalization as global highly mobile markets of production factors, appearance of transnational corporations, unification of standards and rules of business practice and exchange determine directions, a character and dynamic parameters of nearly all the countries' development to a certain degree. Yet, this influence is quite contradictory and differently vectored as it depends on the level of a country's social and economic development and its ability to master new forms and methods of development effectively.

Many specialists think that globalization can facilitate people's living standards and employment, development of education, culture, healthcare and other humanitarian factors. They try to keep pace with globalization and at the same time make sure where this process

leads to and whether it moves with the speed fast enough to survive in the rapidly changing world (*Mazurok, Odyagailo, Kulishov, Sazonets, 2009*).

One of the first modern models of the socially-oriented economy was formed in the post-war Germany and named "Social Market Economy". Ideas of neoliberalism and its theoreticians Eucken, Erhard and others provided the theoretical basis for the model (*Eucken, 1950; Erhard, 1963*). As is known, neoliberalism is based on the principles of individual freedom including private property, an individual's high behaviour culture, his/her respect for the law, honesty, devotion to his/her occupation, etc. The social market economy focuses on a person free in his/her actions, independent from any hegemony of the authority, able to realize his/her creative potential. It is the person who realizes his/her human nature in free competition with others. Erhard indicates that such person is able to ensure the highest level of the economy efficiency (*Erhard, 1963*).

As for the state, it is to create a favourable macro-environment for every person's activity in compliance with the market economy. In the first place, it is achieved by protecting free competitiveness. This principle is common for those who are in trouble as well. The state neither saves anybody from market risks nor helps in case of losses resulted from economic entities' own errors. The state helps only those who have found themselves in such circumstances for reasons beyond their control and only on the level necessary for their further independent activity.

Along with this, in the social-oriented economy, the state's redistributed functions are limited and aimed at realizing ideas of this model, including creation of various conditions for self-realization of a free, independent from the state, law-abiding and creative personality.

This model has proved its value historically and ensured a high level of economic development in Germany known for the third largest GDP, high living standards and social achievements.

The socially-oriented model of globalization makes people's living standards the priority of further development. Like other post-socialistic states, Ukraine is characterized by low living standards, cheap labour force and high unemployment.

Forced Migration

Results of Ukraine's population selective study of economic activity issues reveal that the number of employable people aged from 15 to 70 made 16.4mln in the 2nd quarter of 2017 while the number of the unemployed made 1.6mln. The employment level of 15-70-year-olds is 56.8% which is 0.1p.p. lower than in the 2nd quarter of 2016. At the same time, among the employable people this index has increased by 0.4p.p. and made 65.1%. The unemployment level among economically active 15-70 year-olds has increased from 9% in the 2nd quarter of 2016 to 9.1% in the 2nd quarter of 2017 (Fig. 1).

In 2016, the number of the unemployed people aged from 15 to 70 increased by 23.5 thousand as compared with 2015 or by 1.4% and made 1.7mln according to methods of the International Labour Organization. The majority of them were young people who did not find a job after graduating from universities. In particular, in 2016, among such unemployed people, the fraction of those aged from 15 to 70 made 83.0% and that of 25-29-year-olds was 13.6%.

According to the International Labour Organization methods, the unemployment level of people aged from 15 to 70 has increased as compared with 2015 and made 9.3% of the economically active population of the mentioned age and 9.7% of employable people (Fig. 2).

The corresponding index of the EU countries (8.5%) was lower than that of Ukraine (Fig. 3).

The highest unemployment level is observed among young people aged from 15 to 24 and the lowest one – among people aged from 40 to 59 according to the International Labour Organization methods. Current social and economic conditions have caused a sharp increase of migration rates of Ukrainian population as is shown in Fig. 4.

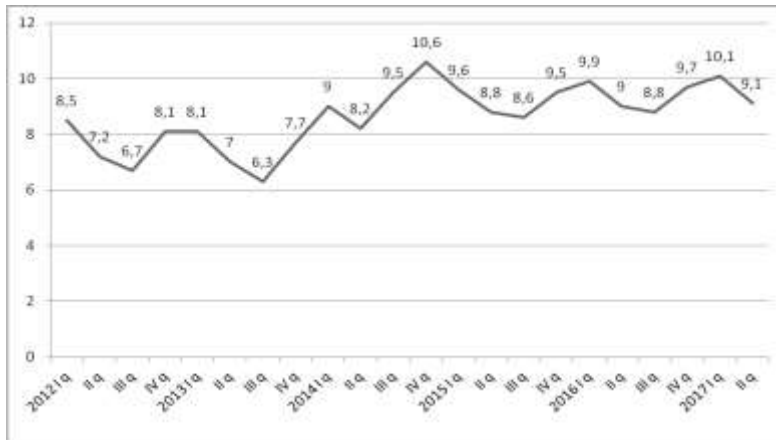


Fig. 1. Unemployment levels of 15-70-year-old Ukrainians (percentage of the economically active people of the corresponding age)
(State Statistics Service of Ukraine, 2017)

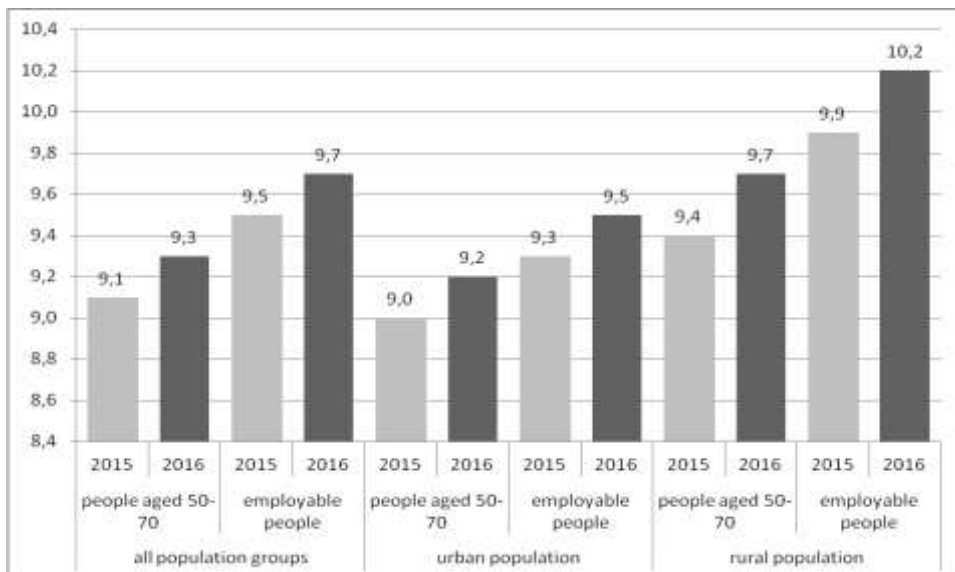


Fig.2. Ukraine’s unemployment level in 2015-2016 according to the International Labour Organization methods (percentage of the economically active population of the corresponding age group)
(State Statistics Service of Ukraine, 2017)

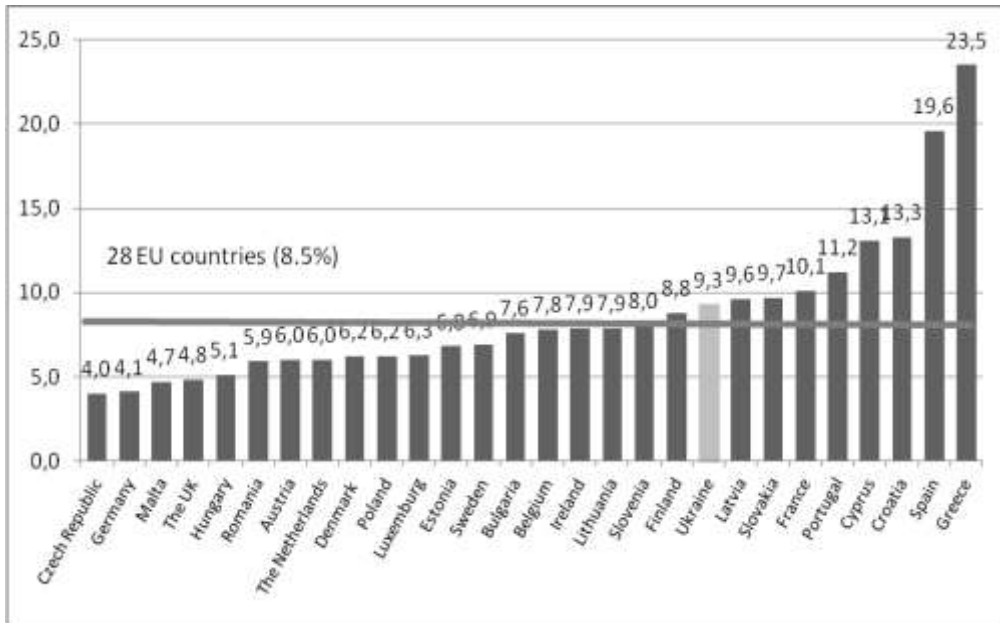


Fig. 3. Unemployment of EU countries and Ukraine in 2016 according to the International Labour Organization methods (percentage of the economically active population) (Eurostat, 2016)

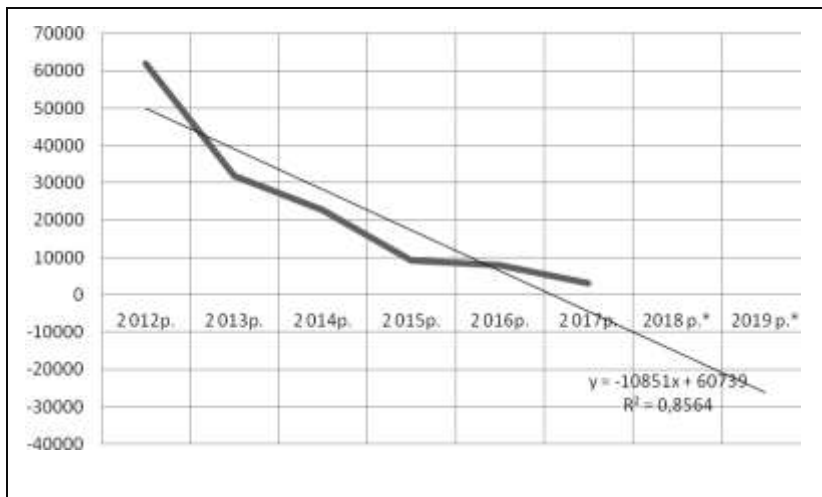


Fig. 4. Actual and forecast migration increase (reduction) in Ukraine's population in 2012-2017

* calculated by the authors on the basis of the State Statistics Service of Ukraine, 2017

Current trends of Ukraine's population migration (Fig. 4) indicate the problem of migration as the priority of the state economic security. Migration is characteristic for social and economic life of many countries, yet the profile of migrants differs much. It is partially

explained by variability of migration sources. In most countries, for example, in Europe, citizens enjoy rights to free travel. In Australia, Canada and New Zealand, labour migration control plays an important role. Whatever the reason, migration has a huge impact on society and this impact can be contradictory.

The economic impact of migration has three vectors of consequences – the labour market, the state budget and the economic growth. The influence of young people migration on the state's economic potential is quite contradictory. "Debates on Migration Policy" indicate that migration of people who are studying intensively is often determined by poor information perception, which, in its turn, causes public antagonism to migration (ILO, 2017). These negative thoughts risk threatening adaptation of the migration policy to new economic and demographic problems facing many countries including Ukraine.

It is quite natural that there are countries where Ukrainians migrate (Germany, Poland, the USA, Canada, etc.) (Fig. 5).

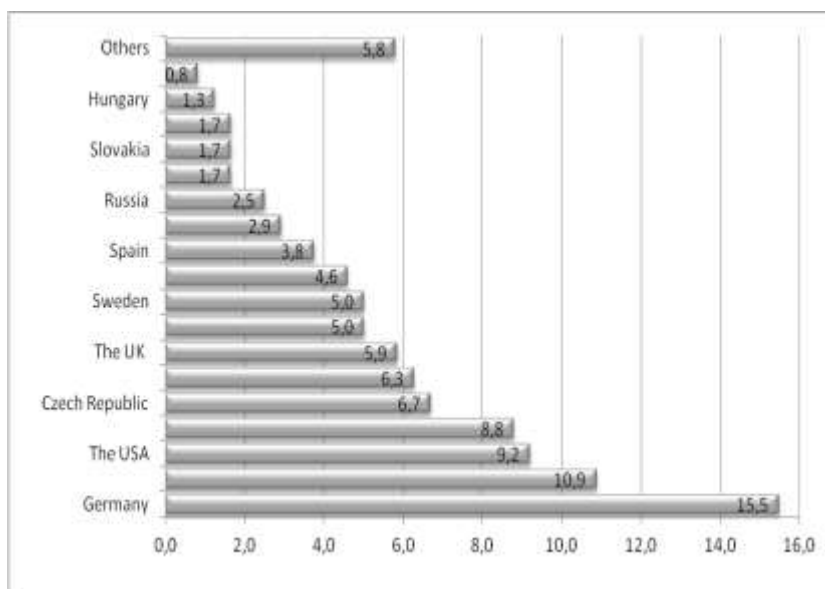


Fig. 5. Prioritized countries of Ukrainians' emigration in 2017, %
(*Migration moods of Ukrainians, 2017*)

According to the opinion poll (Migration moods of Ukrainians, 2017), each of every three Ukrainians (35%) would like to move to another country for permanent residence. At the same time, 61% said they did not want to go abroad while 4% did not make a decision. The most common reason that makes Ukrainians migrate is the hope for better living conditions (64%). The desire of providing better future for children (34%), absence of a dignified job (23%), the desire of getting better education (12%) are reasons for migration to another country. 9% of respondents gave such reasons as absence of security in Ukraine and aspiration for self-realization.

As an initial point, the data on the influence of the training year on wages give us an idea of how important education is for one's success on the labour market. The current situation reveals essential differences in attitudes to education all over the world (Fig. 6).



Fig. 6. Influence of the training year on wages in countries with transition economies, %
(The World Bank Group, 2017)

In Ukraine, as well as in other countries, many people share the necessity of higher education for their success on the labour market. Yet, in Ukraine, the influence of education on wages is still insignificant. Therefore, we can predict further emigration.

Thus, the effective policy of preventing emigration and returning migrants back to Ukraine calls for creating a general economic policy aimed at facilitating the business environment, improving the investment climate, protecting property rights and introducing education reforms including wider autonomy of educational institutions, their closer cooperation with enterprises and introduction of efficient “life long learning”.

Security of Human Resource Mobility

According to the National Report of the Government of Ukraine “Objectives of sustainable development: Ukraine”, there are determined strategic directions including facilitation of gradual, overwhelming and sustainable economic growth, full and productive employment and dignified labour conditions for everybody; creation of a stable infrastructure; encouragement of overall and sustainable industrialization and innovations; reduction of inequity within the countries and among them (*Objectives of Sustainable Development of 2016-2030*).

Objectives of sustainable development in Ukraine will compose a new system of mutually agreed managerial steps in economic, social and environmental (nature-saving) dimensions aimed at forming social relations on the basis of trust, solidarity, generation equality and safe environment. Sustainable development is based on a person’s inherent rights to life and adequate development.

Ukraine is to implement programmes and projects ensuring its macroeconomic stability, environmental balance and social solidarity in order to achieve the Objectives of Sustainable Development, which serve the basis for further transformations on the national level.

While facilitating countries’ economic potentials, rapid informatization also decreases their security levels and stability of basic spheres of social activity.

Being an integral part of human existence, society and a state, information generates global problems in the international information sphere. The national information sphere as part of the world one is regulated by each country according to its own legal traditions, customs and social moral norms.

Information security is often a priority for a country as, on the one hand, it determines a safety level and stability of basic spheres of society or a country's activity in terms of hazardous (destabilizing, destructive, harmful, etc.) impacts. On the other hand, it indicates intensity of society's development in any sphere due to efficient application of accumulated knowledge.

Considering the above-mentioned trends in Ukraine's human resource mobility under integration conditions, the task of reducing the destructive impact of informatization on young people becomes preferential.

External threats for employable people's mobility on the information level are not groundless and they are caused by a complex of interrelated factors. As for decreased information security of young people, basic factors include their social awkwardness to act within the international legal framework in terms of health and life safety issues. This information gap results in the competitive level of the Ukrainian human resource, which is lower than the European one.

Ukrainian emigrants' personal conflict is an important factor of reducing security of human resource mobility under integration conditions and determines low adaptability of the Ukrainian youth to other nations' mentality. Stress associated with work is one of essential problems in many countries and has numerous negative consequences that can cause significant reduction of labour productivity. That is why it is vital to optimize labour conditions and organization (*Guidelines for industrial stress prevention, 2016*).

Ukrainians' cultural security is also important as economically active people's emigration causes the loss of national cultural values and calls for their rapid cultural integration into the international environment through adjusting to other countries' culture and traditions.

The total impact of the mentioned factors on information security of human resource mobility acquires a synergetic effect and calls for creating a corresponding information field to ensure Ukraine and its citizens' information security within the international framework.

Higher educational institutions should be socially responsible as they form the basis for creating and transmitting knowledge. ICT has become a significant part of education and university research. Safe information application is a specific concept of reducing risks for human resources.

Conclusions and Suggestions

Taking into account the conducted research, a person, society and a state are basic directions of ensuring information security of human resources. According to Ukraine's new positioning in the world under unstable conditions of global security, strategic directions of ensuring security in the international environment include introduction of an integrated education system, formation of new security culture, increase of the social media-culture security level and observance of equal opportunities.

Human resources' information security takes on strategic importance considering students' growing mobility and demands thorough regulation in the information sphere.

References

- Afifi, T., Milan, A., Etzold, B., Schraven, B., Rademacher-Schulz, Ch., Sakdapolrak, P. (2016). *Human mobility in response to rainfall variability: opportunities for migration as a successful adaptation strategy in eight case studies*. *Migration and Development*, 5 (2), 254-274 <http://dx.doi.org/10.1080/21632324.2015.1022974>. [in English].
- Bahashova, N., Hanna Puriy *Integration of Ukraine into European union in Globalizing world* *Periodyk naukowy Akademii Polonijnej, Częstochowa, Akademia Polonijna w Częstochowie*, 20 (2017) nr1, S.114-123. doi: <http://dx.doi.org/10.23856/2013>. [in English].
- Belizón, M. J., Morley, M. J., Gunnigle, P. (2016). *Modes of integration of human resource management practices in multinationals*. *Personnel Review*, 45 (3), 539-556. <https://doi.org/10.1108/PR-09-2014-0207>. [in English].
- Boon, C., Eckardt, R., Lepak, D. P. & Boselie, P. (2017). *Integrating strategic human capital and strategic human resource management*. *The International Journal of Human Resource Management*, doi: 10.1080/09585192.2017.1380063. [in English].
- Demographic and Social Statistics: Population and Migration (2017)*. Official web-site of State Statistics Service of Ukraine. [Electronic resource]. Retrieved from <http://www.ukrstat.gov.ua>. [in Ukrainian].
- Emigration rate of tertiary educated (2016)*. Official web-site of The World Bank Group. [Electronic resource]. Retrieved from <https://data.worldbank.org/indicator/SM.EMI.TERT.ZS?locations=UA-EU>. [in English].
- Erhard, L. (1963). *The Economics of Success*. London: Thames & Hudson. [in English].
- Eucken, W. (1950). *The Foundations of Economics*, translated by T.W.Hutchison. London: Hodge. [in English].
- Eurostat (2016). Official web-site of European Commission: Eurostat. [Electronic resource]. Retrieved from <http://eppssu.urostat.ec.europa.eu> (станом на 03.04.2017). [in English].
- Guidelines for the prevention of industrial stress (2016)*. The International Labour Organization. The Decent Work Technical Support Group and the ILO Office for Central and Eastern Europe. Budapest: ILO. [Electronic resource]. Retrieved from http://www.ilo.org/budapest/what-we-do/publications/ukrainian/WCMS_476054/lang-en/index.htm. [in English].
- ILO. (2017). Official web-site of International Labour Organization. [Electronic resource]. Retrieved from <http://www.ilo.org>. [in English].
- Mazurok, P. P., Odyagailo, B. M., Kulishov, V. V., Sazonets, O. M. (2009). *Global economy*. Lviv: Magnolia. [in Ukrainian].
- Migration moods of Ukrainians. (2017)*. Europe without barriers. [Electronic resource]. Retrieved from <https://english.europewb.org.ua/migration-moods-of-ukrainians-survey/> [in English].
- Owens, E. (1987). *The Future of Freedom in the Developing World*. New York: Pergamon Press. [in English].
- The goals of sustainable development 2016-2030. (2018)*. United Nations Office in Ukraine. [Electronic resource]. Retrieved from <http://www.un.org.ua/ua/tsili-rozvytku-tysiacholittia/tsili-staloho-rozvytku>. [in Ukrainian].