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ISNI: 0000 0004 8495 2390

Dolna 17, Warsaw, Poland 00-773
Tel: +48 226 0 227 03
Email: editorial_office@rsglobal.pl

JOURNAL	International Journal of Innovative Technologies in Economy
p-ISSN	2412-8368
e-ISSN	2414-1305
PUBLISHER	RS Global Sp. z O.O., Poland
ARTICLE TITLE	THE IMPORTANCE OF THE HOST COUNTRY AND ITS REGION DEVELOPMENT STRATEGY IN CONDITIONS OF MASS MIGRATION
AUTHOR(S)	Melnyk T. S., Khrystofor O. V., Melnyk O. V.
ARTICLE INFO	Melnyk T. S., Khrystofor O. V., Melnyk O. V. (2023) The Importance of the Host Country and its Region Development Strategy in Conditions of Mass Migration. <i>International Journal of Innovative Technologies in Economy</i> . 2(42). doi: 10.31435/rsglobal_ijite/30062023/7995
DOI	https://doi.org/10.31435/rsglobal_ijite/30062023/7995
RECEIVED	05 May 2023
ACCEPTED	10 June 2023
PUBLISHED	13 June 2023
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THE IMPORTANCE OF THE HOST COUNTRY AND ITS REGION DEVELOPMENT STRATEGY IN CONDITIONS OF MASS MIGRATION

Melnyk T. S.

Doctor of Economic Sciences

Manager of Methodology and Development Purchasing Function Department of Management Methodology and Analysis of the Procurement Department, Public Joint Stock Company «Ukrainian Railway» Kyiv, Ukraine

ORCID ID: 0000-0003-2216-0606

Khrystofor O. V.

Candidate of Economic Sciences, Associate Professor

Head of Financial Planning and Economic Analysis Department, Branch «Station Company», Public Joint Stock Company «Ukrainian Railway», Kyiv, Ukraine,

Melnyk O. V.

Ireland, Co. Cork, «Allfresh Wholesale Limited»

Logistics Center Manager

DOI: https://doi.org/10.31435/rsglobal_ijite/30062023/7995

ARTICLE INFO

Received 05 May 2023

Accepted 10 June 2023

Published 13 June 2023

KEYWORDS

Migration, Integration of Migrants, Labor Resources, Migration Strategy, Regional Development Strategy, Challenges and Expectations of the Strategy.

ABSTRACT

The article deals with the main problems generated by migration processes. The causes of the migration crisis and current migration features are indicated. The necessity of migration processes managing aimed at migrants' integration acceleration into the host society is empathized. The need of general migration strategy for the EU countries updating and the development strategies for recipient countries formation, taking to account the increase in labor resources, is substantiated. On a specific example, an analysis of the opportunities and risks associated with the implementation of a development strategy in the context of the massive influx of forced migrants (refugees) was carried out. The most expedient strategy of for the development of the country, focused on the efficient use of labor potential, has been formulated, its main tasks and key challenges, and the expectations of stakeholders have been identified. The expediency of developing a development strategy is justified by the expected results from its implementation, corresponding to the evolution of the needs of the country's economy.

Citation: Melnyk T. S., Khrystofor O. V., Melnyk O. V. (2023) The Importance of the Host Country and its Region Development Strategy in Conditions of Mass Migration. *International Journal of Innovative Technologies in Economy*. 2(42). doi: 10.31435/rsglobal_ijite/30062023/7995

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Problem formulation.

In Europe as well as around the world migration is recognized and considered as a complicated social phenomenon. The multi-aspect of this phenomenon and its consequences' ambiguity suggest the need of migration processes' management and its coordination within the whole European Union.

The lack of such coordinated management caused the 2015's migration crisis, when the European countries displayed their unpreparedness to solve problems promptly and efficiently, which had been caused by the massive influx of migrants from Africa and the Middle East. Herewith, the main challenges of mass migration were not so much in the number of migrants, but rather in the absence of strict action program among the European Union's countries.

Due to unpreparedness for the migrants' influx many of the EU Member States felt its negative impact such critical social spheres, as: housing, health-care and education. The migration supporting had become either a financing priority in state social programs and caused the growth of economic costs for these purposes. The second negative consequence was expected to be the growth of unemployment level in recipient countries (Кермач, 2017).

According to recognition of the European Parliament President M. Schulz, the main cause of the 2015's migration crisis had become the European Union's inability to evenly distribute the burden on individual countries, what made it impossible to settle down refugees' problems (Малиновська, 2018, p. 162).

The influx of refugees from Ukraine, which is caused by the armed aggression of Russia in February 2022, has become an even greater surprise to all European countries and led to significantly larger migrant flows compared to the 2015's migration crisis. Although all EU countries from the first days began to actively accept Ukrainians, the intensity of refugee flows, the accommodation conditions and the adaptation period greatly vary from country to country. This confirms the lack of coordination between host countries in the distribution and placement of Ukrainian migrants, as well as the lack of adaptation programs, strategic plans on the migrants' integration and the region development through the influx of migrants.

Latest researches and publications' analysis.

A number works of domestic and foreign authors are devoted to the different aspects of migration research. In particular, the migration as phenomenon was studied by: Boldyreva S. K., Vellem E. A. and Potankina E. A., Vivatenko S. V. and Syvolap T. V., Lyanova I. M., Karpova V. A., Rovenchak O., Slysarevsky M. and Blynova O., and other authors. To problems, related to work migration, are devoted articles of Astakhova O. V., Budkina V. S., Gnatiuk T. O., Kravchenko J. A., Libanova E. M., Maydanyk I. P., Malinovska O. A., Nazarova N. P., Savotkyna M. A., and other authors. Issues, related to immigrants' social, cultural and psychological adaptation were reviewed in works of Barteneva A. K. and Bergys T. A., Danylchenko S. L., Kostyna L., Kryshtanova E. A., Mykhalchenko N. A. and Bolshakova J. M., and in works of other researchers. The economical consequences of migration are studied in works of Rogacheva O. A., Fetysova A. and Solodko A., Sheyitova K. T. and others. Political and jurisdictional migration's aspects are displayed in works of Aliyeva O. F. O., Belevtseva V. V., Glotova A. A. and Adamova M. A., Capinus O. Y., Lybanova E. M., Popova E. V., Tychomyrov J. A., Shymanskaya K. V. and others.

Despite such a wide issues range related to migration, there are very few concepts, dedicated to strategic planning and management. Herewith none of them focuses actual problems solving and usage of the benefits associated with migration and immigrants. For instance, in outdated nowadays document «To migration management strategy», prepared by the present Migration Committee, the migration theory and its legal aspects are described (К стратегии управления миграцией, 2002). «IFRDRCs Global Strategy on Migration 2018-2022» International Federation of Red Cross and Red Crescent Societies represents the protection of migrants and humanitarian problems solution (Глобальная стратегия МФОККиКП по миграции на 2018-2022 гг., 2009). The «State Migration Policy Strategy» that is adopted in Ukraine is a document which governs the legal and jurisdictional terms in terms of migration processes (Стратегія державної міграційної політики України на період до 2025 року, 2017). The overview of countries' strategies which accepted immigrants in various years can be found in articles of Balanyuk D., Kruglashov A., Marunchak M., Moscal G. and some other researchers, from whose works it is obvious that those strategies are aimed on solving ethnical issues and immigrants' political integration.

Practical problems related to migration processes are the object of discussions both among scientists, and among political leadership of European countries. However, studies of the development prospects of countries and regions hosting migrants are still given very little attention, which affects the lack of relevant strategic documents.

Task setting.

Justify the need of strategy development for the region, taking into consideration the predicted influx of migrants in accordance with the economy evolution of the recipient country. Identify tasks and key challenges of the regional development strategy related to its implementation, as well as risks, opportunities and prospects. Designate the results expected from the strategy implementation and the complete migrants' integration into the socio-economic sphere of the host region.

Main study material presentation.

Most scientists consider that migrants' integration to the host society to be the main issue, but this process is called differently by various researchers. Some articles utilize the term «adaptation», less often – «assimilation» and some authors accent on importance of migrants getting used to the cultural environment by using the term «acculturation». This inconsistency in term usage is explained by either language features or migration flows features (Schneider & Crul, 2010, pp. 46-68; Эндрюшко, 2017, p.140; Хом'як, 2019, p. 1144). However, we tend to think that usage of one or another term which essentially implies an integration process depends on the migration aspect to which the specific study is dedicated to. Consequently, this article will be operating the term «integration» which will mean the process of foreigners' accommodation to the host society on an individual or group basis.

The integration is a multilateral process in which there are such participants: host country, different organizations, local governments, population and directly the immigrants. The purposefulness of this process needs being management by the supreme and local governments. The responsibility of managements is also shared with different organizations. The local population incorporates introduced values, norms of life, behavior standards and culture. Respectively, the immigrants incorporate foundations of the society they are being integrated into. As well as the specific circumstances of migrant reception by the recipient country, the process of their integration has varying grades of purposefulness, controllability and regularity which might be increased utilizing corresponding development strategies.

Population migration – both internal and external has always existed and has been caused by various reasons and motives. Prior to the events of 2022, labor migration was the main type of migration, however, at present, the influx of refugees from Ukraine (according to UN data, as of November 15, 2022, only European countries have accepted about 4.5 million Ukrainians (Туча, Співак, Бондаренко & Підгурська, 2022, p.2)) has pushed forced political migration to the forefront. Its specifics and characteristics have greatly influenced the manageability of the entire process, which at present lacks sufficient purposefulness and occurs more spontaneously than systematically, negatively affecting the economies of host countries and not allowing migrants to integrate effectively into new societies.

The significant influx of displaced persons from Ukraine creates additional burdens and a range of other challenges, primarily in the financial systems of host countries. However, unlike many other migrants, Ukrainian refugees seek employment and therefore integrate into the European labor market fairly quickly. Upon resettlement, Ukrainians support the economies of host countries by spending personal savings, compensation payments, and other sources of funds. After finding employment and earning incomes, they become taxpayers and consumers of goods / services on par with the local population. Given this, the net fiscal effect of Ukrainian migration in the medium term is expected to be positive in all recipient countries, despite the initial increase in expenditures in the housing, education, and healthcare sectors. However, these sectors require special support and development programs in connection with the influx of Ukrainian refugees, considering that a significant proportion of them will become permanent migrants.

The choice of country for resettlement remains with the migrants and is determined by a number of factors. The main flow of Ukrainian refugees passes through the Polish-Ukrainian border. The REACH study, initiated by the European Union countries and conducted on the Ukrainian-Polish border, showed that the overwhelming majority of refugees (about 40%) choose the country where their relatives or acquaintances reside; for a significant portion of refugees (about 30%), proximity to Ukraine is of the greatest importance; many refugees (17%) are guided by advice received; the remaining portion of refugees (slightly more than 10%) make their choice based on other (Туча, Співак, Бондаренко & Підгурська, 2022, p.2). Since almost a third of Ukrainians prefer to leave not

far from Ukraine, the main burden falls precisely on these countries, but the benefits of resettling refugees are expected to be most significant in those countries in the future. Studies and forecasts conducted by European countries and associations on Ukrainian migrants' impact on the economies of host countries are based on different methods and assumptions, but all of them, including the International Monetary Fund, conclude that the effect will be positive – mainly due to the fairly rapid integration of Ukrainian refugees into the European labor market.

The process of integrating migrants is particularly challenging in the initial stage. This is mainly due to the language barrier, the need to confirm qualifications, the mismatch between the migrant's qualifications and the professional requirements of the job they are applying for. Many countries that have accepted Ukrainians conduct active measures to support them in the labor market, in particular, providing assistance in job search, organizing language courses, educational trainings, and so on.

A number of serious problems at the initial stage of integration are associated with difficulties in housing, children's placement in preschool institutions, medical services, obtaining or continuing education in secondary, vocational and higher educational institutions. As for Ukrainian refugees, these problems are currently being solved quite promptly, they are provided with preferences and benefits, however, the period of providing such support cannot be long-term and does not exclude the need to integrate Ukrainian migrants into the receiving society.

In addition, the haphazard distribution and settlement of refugees, who tend to choose large cities and their suburbs, causes social tension: migrants compete with local residents primarily in housing and attractive jobs search. The opinions of scholars studying this issue diverge regarding competition between migrants and the native population. For example, a group of European researchers based on an analysis of 16 countries conducted in 2018 refuted the negative impact of the migrants' influx on the well-being of the recipient country's population, including at the micro-level, and expressed the opinion that active social protection of migrants would alleviate tension in society (Fenwick, 2019, pp. 368-370). In our opinion, at the initial stage of integration, due to the implementation of social programs for refugees, migrants do create competition with the local population, but their active social support contributes to the acceleration of full integration into society and a positive impact on the economy of the recipient country.

The influence of immigrants on the lives of the populations of European countries is typically evaluated through the Migrant Integration Policy Index (MIPEX), which consists of 167 indicators grouped into eight directions of integration policy. The populations of receiving countries generally evaluate the influence of migrants on the culture of society positively (MIPEX 2020, pp. 368-370). However, migration will also have a positive impact on the economies of countries, demography, and other aspects of life, as many European countries are facing an aging and declining population, a shortage of skilled workers in certain industries and professions, a shortage of labor, special experts, students, and scientific workers for leading and growing sectors of research, development, and innovation, among others. According to some researchers, the influx of approximately 2.3 million migrants to European Union countries contributed to a 0.2% increase in gross domestic product in the first year and is expected to reach 1.3% by 2040, provided that they are fully integrated (Kancs & Lecca, 2017, p. 20). The return of migrants to their home country after full integration into the recipient country will negatively affect the economy of the receiving country, as the initial costs of social support and adaptation for migrants will not be covered by subsequent income from their employment. Therefore, the task of the receiving country is to promote the most rapid and complete integration of migrants, obtain economic benefits from this process, and create conditions for retaining migrants and their assimilation with the native population in the long run.

Uneven distribution of refugees from Ukraine among European countries due to the lack of coordination in this process creates disparities between them, and the desire of a large number of refugees to settle in large cities increases the burden on local authorities. All of this does not contribute to the effective integration of Ukrainian refugees, despite their relatively quick employment.

Solving the problems already arising and emerging from the large influx of Ukrainian refugees into European countries may not be difficult and protracted if a common approach is developed, and most importantly, if a relevant common migration strategy is developed, as well as corresponding strategies for each country and within countries – by regions.

Ireland was one of the first countries in the European Union to actively accept refugees from Ukraine from the first days of armed aggression by Russia. Thanks to this, as well as the lifting of the visa regime for six months, over 55,000 Ukrainians have arrived in Ireland, immediately receiving the status of «Temporary Protection» and the right to financial assistance ranging from 117 to 206 euros per week. Despite the fact that refugees were resettled throughout the country, their number quickly exceeded the country's capabilities, which, like all of Europe, was not ready for such an influx. First of all, the influx of refugees greatly exacerbated the existing housing crisis in the country.

The government of Ireland is taking certain measures aimed at improving the migration situation, namely: the state pays for every fourth hotel room in the network for accommodating Ukrainians; payments to persons accepting refugees for accommodation have been increased; free language courses are organized for refugees of different age groups; refugees who wish to find work are provided with jobs immediately upon arrival in the country. However, it should be noted that the majority of job offers are unskilled labor, despite the fact that most of the Ukrainian refugees of working age have education, qualifications, work experience, and some of them speak English. At the same time, certain sectors of the country's economy and industries in a number of professions are experiencing a shortage of qualified personnel.

From September 1, 2022, the Irish government has simplified employment rules for all foreign citizens, including medical workers who have been in Ireland for at least 21 months and have come from countries outside the European Economic Area. Such a measure will help to address the acute shortage of doctors of certain specialties in the country. However, Ireland also faces a shortage of specialists in other areas such as information technology, construction, science, research, and others – these are the industries for which the level of specialist training in Ukraine has traditionally been quite high.

These measures will undoubtedly help overcome certain problems associated with the mass influx of Ukrainian refugees into Ireland, but to achieve the desired effect, the decisions made must be systematic and comprehensive. This task can be solved by developing county and country development strategies taking into account migration waves.

In the result of forced migration from dangerous regions of Ukraine to Ireland, a significant influx of population and labor resources continues, the majority of which are permanent migrants. The main part of the settlers is concentrated around the largest urban areas in the country – the cities of Cork, Limerick, Waterford, Galway, and the capital Dublin.

Non-returnable migrants are a promising labor resource for individual counties as well as for all of Ireland. Their emergence, in combination with the problems outlined below, is one of the main challenges and constraints for the implementation of county development strategies:

- the need for allocation of financial resources to carry out necessary investments related to the influx of migrants;
- interference of political and other interests;
- the traditional territorial-geographical structure and population distribution of the country, lack of practice in managing the flow of non-returning migrants from Ukraine, most of whom are of working age;
- insufficient preparation for long-term socio-economic provision and support for migrants;
- absence of plans for rational territorial placement, distribution of occupations according to sectors and subsequent employment of the newly arrived workforce.

The appearance of a significant number of new workers in the country with certain professional training and experience requires ensuring job opportunities for the newly arrived migrants, taking into account the prospective needs of counties and districts, their settlement in accordance with the proposed places of employment, solving housing, educational (including language preparation), medical, and transportation issues for migrants.

The prospect of an influx of new labor in the form of migrants from Ukraine can be both an opportunity and a threat to the socio-economic development and viability for individual counties or Ireland in general. The opportunities, threats, and prospects associated with the inflow of migrants from Ukraine, which should form the basis of development strategies, will be discussed using the example of County Cork.

County Cork is a territorial-administrative unit of Ireland and is one of the leading counties in the country in terms of economic and social development indicators. With all its resources, County

Cork participates in the implementation of the common strategic function of ensuring the economic and social development of the country, its integrity as a single economic complex, and security.

Cork County is one of the largest in Ireland (2nd place in terms of area and 3rd in terms of population), occupying 7,500 km², or 10.7% of the country's total area; it has a population of 581,231 people, which is 8.3% of the population of Ireland. At the same time, the employed population constitutes about 44% of the total population of the county (Ireland Counties 2022).

County Cork effectively plays the role of a producer and supplier of goods and services in the fields it traditionally specializes in, as well as developing new production directions in accordance with changing socio-economic conditions, the way of life of the population and strategic vectors for the development of the country's economy. The main industries and areas of activity of the county include dairy industry, oil refining, electronics, pharmaceuticals, medicine, and trade. Currently, the Southwest region of Ireland, including Cork and Kerry counties, provides 24,877 million euros of the country's gross domestic product (GDP) and one of the most significant amounts of tax payments to the country's budget (ВикибриФ).

In recent years, the county has experienced a need to accelerate the pace of socio-economic development by increasing the efficiency of using all available resources, optimizing labor resources and processes, stimulating the growth of regional initiative through the implementation of an adequate system of workforce distribution among industries, employment sectors, and productions. This need has become significantly acute due to the influx of migrants from Ukraine, which opens up new opportunities for the county's development but also entails a number of threats (Table 1).

Table 1 SWOT analysis for County Cork (Source: compiled by the authors).

Strengths	Opportunities
1	2
1. Leadership in the production and supply of electronics, petroleum products, dairy products, and pharmaceuticals	1. Government's priority for long-term development of the county and region
2. Inflow of new labor resources	2. Favorable position of the county in the distribution of state resources
3. Developed transportation network	3. Government policy to support reforms and transformational processes aimed at active development
4. Availability of own facilities for the production of goods that the county specializes in	4. Introduction of a mechanism for the development of the housing sector (construction, repair, renewal) and provision of access to housing
5. Structure of industry and agriculture corresponding to the resource and climatic conditions, as well as the main logistics flows	5. Significant demand for labor and skilled professionals in a number of professions due to the large concentration of manufacturing and farming enterprises
6. Availability of natural resources and territories for active labor force expansion	6. State initiative to provide social support for non-refundable migrants from Ukraine and other territories through the state budget

Continuation of Table 1

1	2
7. Favorable natural and climatic conditions for business development in several areas of activity and for the population's living	7. Government support regarding compensation for housing expenses for refugees from Ukraine and orders for their employment
8. Presence of city-forming enterprises and farms	8. The involvement of the state and local government in financing the socio-economic development of the county
9. Optimization of urbanization processes, creation of a rational balance in the distribution of the population between the center of the county and the rest of its territory	9. Participation of private investors in the socio-economic development of the county
10. Sustainable cultural traditions of the population and a high level of accumulated professional competencies	10. Increasing production volumes of goods and their sales to the countries of the European Union
11. The world's oldest universities with a high reputation and scientific centers	11. The growth in the demand for educational, domestic, cultural, medical, and tourism services by the population of the county
	12. Interest of leading companies in the county in professional personnel from Ukraine
	13. Increased demand for traditional products of the county both domestically and in the European markets
	14. Prevalence of demand over supply of labor in a number of professions and specialties
Weaknesses	Risks and Threats
1. Relative remoteness from the center of the country and the capital	1. The decline in overall demand for uninhabited territories in the country due to the unattractiveness of employment conditions and the unresolved housing problem
2. Absence of significant advantages over other counties in terms of employment and accommodation opportunities	2. Intentions to complicate the procedures for resettlement of migrants and to weaken their social support

Continuation of Table 1

1	2
3. Lack of market-oriented state regulation of the process of labor resource distribution among industries, employment sectors, industrial productions, and farms	3. Absence of national programs for rational distribution of mineral resources and settlement of territories
4. Unrealistic and unfounded social expectations from refugees from Ukraine	4. Ineffective mechanisms for the employment of refugees in the conditions of their intensive influx
5. Severe shortage of adequate job offers for high-qualified employees	5. Insufficient state support for the emergence of new types of activity and business in the county
6. The lack of consideration for individual inclinations, potential, professional competencies, and experience when employing migrants	6. The strengthening of competitive advantages of other counties in the country for employment and settlement of territories
7. Insufficient funding, including investors, and proper state support for the revitalization of industries and the implementation of related promising investment projects in the county	7. Brain drain due to the increasing attractiveness, employment opportunities and living conditions in other European Union countries
8. Insufficient level migrants' payment ability	8. Intervention of interests other than economic ones in considering the issue of employment structure optimization
9. Risk of outflow of talented professionals to other counties and regions of the country	9. The political influence on the decision-making regarding the resettlement of migrants and refugees from Ukraine.
	10. High social sensitivity to measures aimed at staff optimizing and intensity work increasing
	11. The actual monopolistic position of certain employers in the county.

To choose the optimal development strategy for the Cork County, a final SWOT-analysis matrix (Fig. 1) has been compiled to assess its strengths, weaknesses, opportunities, and threats.

S and O	S and R
W and O	W and R

Abbreviations: S - Strengths, W - Weaknesses, O - Opportunities, R - Risks.

Figure 1 Final SWOT analysis matrix for County Cork (Source: compiled by the authors based on Table 1)

The evolution of the Irish economy changes the requirements for the structure of labor resources and demands high-quality transformations of County Cork by identifying key directions for its development in the medium- and long-term perspective.

According to the results of the SWOT analysis, the opportunities for the development of County Cork outweigh the risks and threats it might face, and the number of strengths outweighs the number of weaknesses. This is the best strategic position in the final SWOT matrix, suggesting an intensive path: accelerating the pace of development by attracting new resources. The recommended strategy is active development by utilizing existing opportunities while relying on strengths.

Expectations of key stakeholders regarding the implementation of the active development strategy of the county:

- a) migrants (non-returning):
 - increasing the reliability of social guarantees;
 - clear rules for employment, housing, access to social support, and payments;
 - improving the quality of workforce distribution in accordance with the worker's abilities and expectations;
 - speeding up the process of decent employment;
 - maintaining competitive levels of salaries and housing conditions in the long term;
 - increasing the accessibility of housing, education, healthcare services, and improving transportation infrastructure;
 - improvement of social and living conditions and occupational safety;
- b) indigenous population:
 - strengthening of government support for the county development, increasing its economic significance;
 - increasing of the socio-economic attractiveness of the county;
 - accelerating the pace of development of the county's infrastructure;
 - improvement of living conditions, household, medical, cultural and transport services;
 - improving the integration of the county with other districts and regions, strengthening its role in the country's economy;
- c) employees:
 - more rational use of available labor resources;
 - strengthening the impact of achieved results on the wage rate;
 - increasing the level of social support through the growing economic role of the county in the country's economy.
 - improvement of opportunities for professional development and career growth.
 - improvement of the social level in the county;
 - renewal and sustainable development of the labor potential, addressing the socio-economic issues of the county's development through achieving compliance between the employment structure and the evolution of the county's needs;
- d) financiers / investors:
 - transparent and easy-to-understand structure of resource allocation within the county and its financial profile;
 - the protection of investments through government programs for the development of counties (districts, territories), reliability, and timely fulfillment of obligations;
 - adequate level of investment returns / financial investments that corresponds to the risks of investors / financiers;
- e) country:
 - significant increase in contribution to the economic prosperity of the country;
 - rising value of all businesses as well as revenues to the budget;
 - improvement of country's (Ireland's) attractiveness for high-quality labor resources, professional and prospective workers, and enhancement of the demographic situation.
 - minimization of disparities in distribution across territories, economic zones, employment sectors, industries, and production;
 - improvement of employment rate and social responsibility due to the strengthening of healthy competition among existing and newly arrived workers;

increase in urbanization and, consequently, economic development of insufficiently active territorial-administrative units.

Conclusions and proposals.

Developing a strategy for the active development of Cork County will allow for a clear identification of existing problems, the discovery and consolidation of available opportunities, resources, and potential, and the concentration of efforts by the state and local government on addressing key issues of socio-economic development.

The most significant expected outcomes of implementing the strategy for the active development of Cork County should be:

(1) meeting the quantitative and qualitative requirements of the state for economic activity and socio-economic conditions in Cork County;

(2) improving the resource, economic, and social state of Cork County through: rational distribution of labor resources among employment sectors, types of activities, industries, and farming in accordance with the professional abilities and potential of workers, as well as the needs of the county;

eliminating internal constraints on socio-economic development through the influx of promising personnel from various fields of labor application (physical and intellectual).

(3) significant improvement in the economic situation through additional long-term financial and investment planning, increased operational efficiency of all industries and enterprises;

(4) implementation of a modern, efficient, process-oriented system for managing the influx of newly arrived workforce;

(5) ensuring the attractiveness of Cork County as an employer by creating decent working conditions, offering appropriate levels of pay, and establishing high professional and social standards;

(6) development of a safety management system in accordance with European Union standards, as well as modern standards of education, healthcare, population safety, and environmental safety;

(7) transformation of County Cork from a state of inert development into an actively developing, intensively renewing, and efficiently distributing and utilizing labor resources.

The development of similar strategic documents for other territorial-administrative units of Ireland, which will correspond to the evolution of the needs of the Irish economy and changing environmental factors, will accelerate their development in the medium and long term.

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