

STATE INSTITUTIONS AND THEIR ROLE IN SUPPORTING THE INTEGRATION OF INTERNALLY DISPLACED PERSONS: A MANAGEMENT PERSPECTIVE ON MIGRATION PROCESSES

LAS INSTITUCIONES ESTATALES Y SU PAPEL EN EL APOYO A LA INTEGRACIÓN DE LAS PERSONAS
DESPLAZADAS INTERNAMENTE: UNA PERSPECTIVA DE GESTIÓN DE LOS PROCESOS
MIGRATORIOS

*Oleksandra Kapinus**

*Nina Petrukha***

*Anton Plaksun****

*Yevhenii Velykyi*****

*Roman Havrik******

* Candidate of science in public administration, operator of pharmaceutical production, Ukraine. ORCID ID: <https://orcid.org/0000-0003-0219-9802>. a.kapinus@ukr.net.

** PhD (Economics), associate professor, Department of Management in Construction, Kyiv National University of Construction and Architecture, Kyiv, Ukraine. ORCID ID: <https://orcid.org/0000-0002-3805-2215>. nninna1983@gmail.com.

*** Post-graduate student, Department of Public Administration, Faculty of Economics, Management and Psychology, State University of Trade and Economics, Kyiv, Ukraine. ORCID ID: <https://orcid.org/0009-0009-6359-0216>. plaksun.anton@gmail.com.

**** Post-graduate student, Institute for Demography and Life Quality Problems, National Academy of Sciences of Ukraine, Kyiv, Ukraine. ORCID ID: <https://orcid.org/0009-0002-3684-0856>. evgeniy@gmail.com.

***** Candidate of legal science, associate professor, professor of the Department of Constitutional, Administrative and Financial Law, Faculty of Law, Leonid Yuzkov Khmelnytskyi University of Management and Law, Khmelnytskyi, Ukraine. ORCID ID: <https://orcid.org/0000-0003-1557-0594>. gavrik.roman@gmail.com.

Abstract: In the context of migration growth, the challenges of regulating migration are exacerbated, increasing the burden on state structures responsible for migrant adaptation and migration control. To determine the effectiveness of state structures in managing migration processes, the following objectives were formulated: to study international recommendations on migrant rights; to identify countries with the highest levels of migration; to study the activities of state immigration authorities in the country with the largest number of migrants; to create a unified coefficient for determining positive migration; and to assess the state of protection of the rights of internally displaced persons (IDPs) in Ukraine. The study used bibliographic, analytical, deductive, inductive, synthetic, logical comparison, graphical, correlation analysis, and mathematical modeling methods. The results revealed that the United States (U. S.) leads the number of immigrants, and that the use of the Human Development Index (HDI) to analyze migration is ineffective. Thus, a mathematical calculation of the positive migration coefficient is proposed based on the criteria of the international agreements of the Global Commission on International Migration. This paper presents the structure of the state administration of IDPs in Ukraine in comparison with international requirements for respecting the rights of migrants, and identifies its weaknesses and strengths.

Keywords: Occupied territories, Post-war recovery strategies, Public administration, Return and integration of IDPs, Russian aggression.

Resumen: En el contexto del crecimiento migratorio, los problemas para regularlo se agudizan, lo que incrementa la carga sobre las estructuras estatales encargadas de la adaptación de los migrantes y el control de los procesos migratorios. Para determinar la efectividad de las estructuras estatales en la gestión de los procesos migratorios, se formularon los siguientes objetivos: estudiar las recomendaciones internacionales sobre los derechos de los migrantes, identificar los países con mayor nivel de migración, estudiar las actividades de las autoridades estatales de inmigración del país con mayor número de migrantes, crear un coeficiente unificado para determinar la inmigración positiva y evaluar el estado de la protección de los derechos de los desplazados internos en Ucrania. El estudio utilizó métodos bibliográficos, analíticos, deductivos, inductivos, de síntesis, de comparación lógica, gráficos, de análisis de correlación y de modelado matemático. Los resultados revelaron

que Estados Unidos es líder en número de inmigrantes, y que existe ineficacia al utilizar el índice de desarrollo humano para analizar la migración. Así, se propone un cálculo matemático del coeficiente de migración positiva basado en los criterios de los acuerdos internacionales de la Comisión Mundial sobre Migración Internacional. Con ello, se muestra la estructura de la administración estatal de desplazados internos en Ucrania en comparación con los requisitos internacionales para el respeto de los derechos de los migrantes, y se identifican sus debilidades y fortalezas.

Palabras clave: *Territorios ocupados, Estrategias de recuperación posguerra, Administración pública, Retorno e integración de los desplazados internos, Agresión rusa.*

Summary. *I. Introduction. I.1. Literature review. II. Methods. III. Results and discussion. IV. Conclusions. References.*

I. INTRODUCTION

Migration processes are constantly taking place within different countries and continents, driven on the one hand by economic globalization and on the other by conflicts and natural disasters. Depending on the reasons for migration, the requirements for the integration of migrants change, which is explained by the different goals and social status of migrants. For example, labor migrants who change their place of work within their own country do not need interventions from state institutions, as they can provide for their living, rent housing, or engage employers to facilitate their integration. The integration of legal labor migrants, as well as students who are employed or studying abroad, is handled by employers or educational institutions, which facilitate the search for housing and access to social services.

In some countries, state institutions for labor and intellectual migration do not play a key role, as in most countries, they only regulate relations between employers or educational institutions and migrants. A significant burden on state institutions is created by socially unprotected migrants, such as refugees or illegal migrants. The integration of this population category requires significant efforts by state institutions that assist with housing, job search, and financial, medical and psychological support.

In recent years, the number of refugees and migrants in the world has increased, which has increased the burden on state and international structures (Metcalf-Hough, 2022; Appleby, 2020). However, the international agreements adopted to regulate the migration process and protect the rights of people who have changed their place of residence are not being correctly implemented, as evidenced by the spread of violence and discrimination against migrants (Aradau & Canzutti, 2022; Chamie, 2020). An important role in monitoring the observance of migrants' rights is played by state institutions that assume control functions and ensure the protection and well-being of migrants by international treaties or domestic state laws. This raises the question of the effectiveness of these institutions and the study of their capabilities in meeting the needs of IDPs and protecting their rights.

The study aimed to determine the effectiveness of state structures in managing migration processes in accordance with international requirements for the protection of migrants' rights, using the U. S. and Ukraine as examples.

I.1. Literature review

The impact of globalization and political, demographic, social and natural processes have led to an increase in migration levels worldwide (Suárez-Orozco, 2023). Globalization has changed the course of migration processes and, due to the increase in access to information and international relations, the number of people who dare to change their place of residence and work has increased. However, not only globalization has become the driving force of increasing migration, because environmental conditions have changed, in particular the climate in some regions, which has become the cause of ecological or natural disasters, which has affected both living conditions and the possibility of farming. Political processes also play a significant role, since countries with developed democracies attract residents of authoritarian countries in which rights are limited. Another reason is the increase in the number of terror and wars, which force the population to flee to safer regions and countries.

Although migration is not a new, unknown process for the state systems of different countries, and the problems of migrants are mostly similar, some aspects have changed: on the one hand, the reasons for migration play a role in determining the social status of migrants and their adaptation possibilities; on the other hand, the level of migration varies from country to country and requires increased attention from government agencies (Esses, 2021). Although the role of society is also decisive, because a society that positively perceives migrants and does not resort to discrimination contributes to easier adaptation of migrants, to create a positive immigration atmosphere it is advisable to

accustom the population to a culture of equality of people and respect for their rights.

Moreover, part of the population can contribute to the assimilation of immigrants, taking into account their behavior in society, which does not contradict historically established habits. In addition to educating the population, an important question remains, that is, whether state institutions have time to change approaches to regulating migrant affairs in accordance with modern requirements and the level of migration in their countries. After all, the perception of immigrants by society depends on the success of state regulation of migration processes. Thus, a high level of unemployment can negatively affect the attitude towards migrants as competitors in a limited labor market.

The level of migration in Ukraine was controlled and did not require additional efforts from the authorities until the start of Russia's full-scale invasion of the territory of Ukraine (Bil et al., 2021). However, the war became a challenge in terms of both internal and external migration in the country, which stimulates the search for solutions based on the world experience in managing migration processes. That is why the literature review included an analysis of the world experience of overcoming problems related to migration and protecting the rights of migrants.

Although rocket attacks, territorial occupation, and hostilities triggered a wave of migration abroad –particularly in the form of refugee movements–, the greatest burden on state authorities was posed by IDPs. In this article, a distinction is made between migrants and IDPs, the latter being those affected by the war who have become a socially vulnerable group (Schäfer, 2024). Therefore, the research examines how Ukraine might address the crisis of state

management of IDPs by drawing on international experience in handling various migrant groups.

In Europe, the discourse on migrant integration is important. The primary approach to regulating migration in Europe is balancing the European Union (EU) requirements and national institutions. The EU sets out requirements to protect migrants' rights and democracy, while domestic requirements include learning the country's language, values and traditions (Stone, 2020). Osler (2023) emphasizes the impact of education on fostering a sense of tolerance and justice. At the same time, the author notes that, as migration levels increase, intolerant media coverage of the threats of growing migration leads to increased discrimination. Moreover, even calling migrants refugees creates prejudice in society and manifestations of racism.

Likewise, the populist slogans of politicians, which are aimed at strengthening borders and preserving national identity, also have a negative impact. This fact requires state institutions not only to facilitate the adaptation of migrants to life in the host country but also to organize training on tolerance of residents to migrants and to explain the positive aspects of migration, including by politicians and journalists (Bjarnason, 2020; Maurissen et al., 2020). Although IDPs do not have problems with language learning and cultural adaptation, they face stigmatization, which is mainly caused by the high level of stress among Ukrainians living under shelling, with a sense of uncertainty about tomorrow, economic and labor problems (Sereda, 2023).

Instead, local authorities often adopt laws aimed at segregating minorities, which, on the contrary, exacerbates the problems of racial

discrimination (Sahn, 2021). The author's study highlights the impact of the rule limiting the construction of apartment buildings to 13 % in the northern and central states of the U. S., which is not due to economic factors that determine the cost of housing, but to preserve the importance of residents. At the same time, this rule determines the zoning of residential areas according to the nationality of residents. In Europe, policymakers are working to reduce segregation, which negatively affects the integration of immigrants and exacerbates the problems associated with the migration crisis (Miranda, 2020).

Moreover, the author investigated the impact of housing developments in different residential areas of Barcelona on the potential social interaction between migrants and locals. The study examined the impact of different configurations of buildings (apartment buildings, buildings with open spaces within the blocks, etc.), and the results indicated that some features of the built environment in the block were associated with reduced segregation of Spaniards with immigrants. As a result, such developments were considered more favorable both for the integration of migrants and for the establishment of ties between Spaniards.

The labor migration is favorable for the host country's economy and is therefore encouraged by government agencies (Acostamadiedo et al., 2020). As for Oliinyk et al. (2021), they investigated the relationship between a country's economic development, using Gross National Income (GNI) per capita, and its attractiveness to highly skilled migrants. The study confirmed the dependence of the choice of country for migration among people with higher education on high economic development, and an important factor was also identified: the assistance of government agencies in integrating talented workers into the national economy. Employment of

IDPs is also an important part of Ukrainian state migration policy, as promoting career development and business creation of IDPs will help both in the integration of IDPs and in overcoming economic difficulties (Ostapenko et al., 2024).

In that sense, while labor migration positively impacts the country's economy, the migration of socially vulnerable groups forced to change their residence due to military conflicts or natural disasters requires increased attention from state authorities on migrant affairs. A significant burden on state structures is the integration of refugees and asylum seekers, whose number, according to the World Migration Report, is more than 46 million international refugees and asylum seekers, and more than 71 million IDPs due to conflicts and natural disasters (McAuliffe & Oucho, 2024). This group of migrants is socially vulnerable and faces financial, health and humanitarian challenges.

Given the high level of migration, and the risks associated with discrimination and violations of migrants' rights, international organizations monitor the migration process. In 2003, the Global Commission on International Migration was established; in 2006, 2013 and 2016, the United Nations High-level Dialogue on International Migration and Development was held; in 2017, some migration issues were addressed as part of the Sustainable Development Agenda, and the Warsaw International Mechanism Task Force on Displacement was founded; in 2022, the First International Migration Review Forum was established. In addition to these events, conferences and meetings were held on refugee issues, demonstrating the issue's relevance and the challenges of addressing it (McAuliffe & Oucho, 2024). Based on the results of the Global Commission on International Migration's activities, countries that

have committed to adhere to international standards for the protection of refugees were provided with recommendations on the main steps in regulating migration (Table 1).

Table 1

Recommendations of the Global Commission on International Migration

Reasons for	Key recommendations	Objectives
Voluntary migration	<div>1. Regulation of migration policy.</div> <div>2. Job creation.</div> <div>3. Creating realistic and practical pathways for migration, including temporary and labor migration.</div>	<div>1. Minimize adverse factors that encourage migration.</div> <div>2. Legalize migration routes.</div> <div>3. Opportunities for recruitment and decent work.</div> <div>4. Reducing injustice.</div> <div>5. Development of skills and a sense of significance in society.</div>
Labor migration	<div>1. Creating decent and competitive working conditions for highly qualified personnel.</div> <div>2. Promote legal remittance of wages through payment systems.</div> <div>3. Facilitate reintegration and return home.</div>	<div>1. Legal ways of migration.</div> <div>2. Development of skills and abilities.</div> <div>3. Contribution to the development of the diaspora.</div> <div>4. Payment systems.</div> <div>5. Dignified reintegration and return home.</div>
Illegal migration	<div>1. Preventing illegal migration.</div> <div>2. Facilitating the issuance of documents and determining the status of an illegal migrant.</div> <div>3. Combating the exploitation of migrant labor and human trafficking.</div>	<div>1. Minimize the adverse factors that cause migration.</div> <div>2. Inform employers about the dangers of employing illegal workers.</div> <div>3. Checking employers.</div> <div>4. Combating illegal transport.</div>

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Reasons for	Key recommendations	Objectives
		5. Fight against labor exploitation. 6. Control of borders.
Social adaptation of migrants and protection of their rights	1. Providing documents for the right to stay in the country. 2. Promoting the integration of migrants. 3. Addressing migrant issues with respect and equality.	1. Identification and access to consular services. 2. Assistance in the employment of migrants. 3. Access to social institutions by the capabilities of residents. 4. Combating discrimination.
Effective management	1. Governance aimed at protecting and assisting migrants rather than controlling and imposing sanctions. 2. Adherence to the principles of international agreements on migrant affairs. 3. Cooperation with local authorities on immigrant issues.	1. Control over border crossings. 2. The work of consulates. 3. International cooperation.

Note. Compiled by the author based on (McAuliffe & Oucho, 2024; Steiner, 2023; Ogbanga, 2024).

The above recommendations are aimed at protecting the rights of migrants and are designed to improve the effectiveness of public administration in this area. However, no unified indicators would give an understanding of the state of migration processes and the protection of migrants’ rights among countries. The international community often uses the HDI, which assesses the standard of living in a country, but does not provide an idea of the state of adaptation of immigrants and the process of migration regulation (Paloma et al., 2021; Sarabia et al., 2020).

On the one hand, such regulation is comprehensive and understandable, but the question remains about its effectiveness. After all, the implementation of these agreements is voluntary, and the absence of international independent regulatory bodies that would determine the level of compliance with the above-mentioned norms reduces the objectivity of assessing migration processes at the level of an individual state. Another aspect is the lack of clear criteria for assessing the fight against illegal migration, violation of migrants' rights and the integration of migrants into society. As a result, only economically successful countries can ensure adequate control over the number and legality of migrants, as well as promote their adaptation and possible voluntary return to their home country.

In that sense, economically successful countries can fully control their borders and have more means to detect illegal migrants. Thus, neighboring countries that have a lower economic level and cannot fully resist the influx of migrants and refugees become the most vulnerable. Migrants consider such countries as a waiting point, so they do not look for work, and do not receive protection documents. These are the countries that suffer from an increase in crime rates against the background of dissatisfaction with the opportunities to get to the desired country, lack of money, legal status, and a sense of despair. Such problems are faced by southern European countries that need international assistance and support in overcoming the migration crisis, which has a negative impact on border, law enforcement, refugee protection centers, and consular services.

The aggression of the Russian Federation had a significant impact on global migration, as the number of Ukrainian refugees in the world and IDPs in Ukraine increased after February 24, 2022. The number of Ukrainians seeking

protection from the war in Europe has reached more than four million (McAuliffe & Oucho, 2024); and, after more than two years of brutal war, some refugees have returned to Ukraine, while others are moving abroad as the situation on the battlefield changes. Even though some areas were at least partially de-occupied in 2022, the line of active hostilities is changing, with shelling of critical infrastructure occurring throughout Ukraine, forcing citizens to leave dangerous regions (Gerlach & Ryndzak, 2022; Lloyd & Sirkeci, 2022). At the same time, many Ukrainians chose the path of internal migration, which facilitated faster integration and adaptation (Voznyak et al., 2023).

As of October 2024, according to the Ministry of Social Policy, there are more than 4.6 million IDPs in Ukraine. That is why it is important to assess the peculiarities of the functioning of state institutions that work with IDPs and their effectiveness and compliance with international requirements and requests of IDPs. For a country that is in a difficult situation of martial law, an active phase of war, deoccupation and restoration of de-occupied territories, shelling of energy, and social infrastructure, such a social burden is a significant challenge for state structures. After all, such a number of displaced people requires increased attention to their social integration, finding work and housing, providing them with basic necessities, etc. That is why our study examines the role of state bodies in regulating problems of IDPs by assessing their effectiveness in accordance with international agreements on the example of foreign and national migration crises.

II. METHODS

To achieve this goal, the following objectives were formulated: to study the international recommendations of the Global Commission on International Migration; to identify the countries with the highest level of migration; to study the state immigration authorities of the country leading in terms of the number of migrants and to determine the positive and negative results of their activities; to determine the feasibility of using the HDI to analyze migration processes; to create a unified coefficient for determining positive immigration; to analyze and to compare the state regulation of IDPs problems in Ukraine with international experience in regulating migration processes; and to suggest ways to improve state policy of IDPs based on experience of the leading country in migration.

Likewise, the following methods were used in the study: bibliographic and analytical methods for the literature review; deduction, induction, synthesis, and logical comparison for the analysis of international agreements on the protection of the rights of immigrants and refugees; and analysis of the effectiveness of state immigration authorities and public administration in protecting the rights of IDPs in Ukraine. To determine the relationship between the HDI and migration processes, we determined the correlation between the level of migrants in countries with the highest migration and the HDI. The correlation analysis was conducted in Microsoft Excel. We performed mathematical modelling to determine the coefficient of positive immigration, which included coefficients based on the Global Commission on International Migration, namely the coefficient of employment, health insurance (HI), border security, consulate work and crime rate among immigrants.

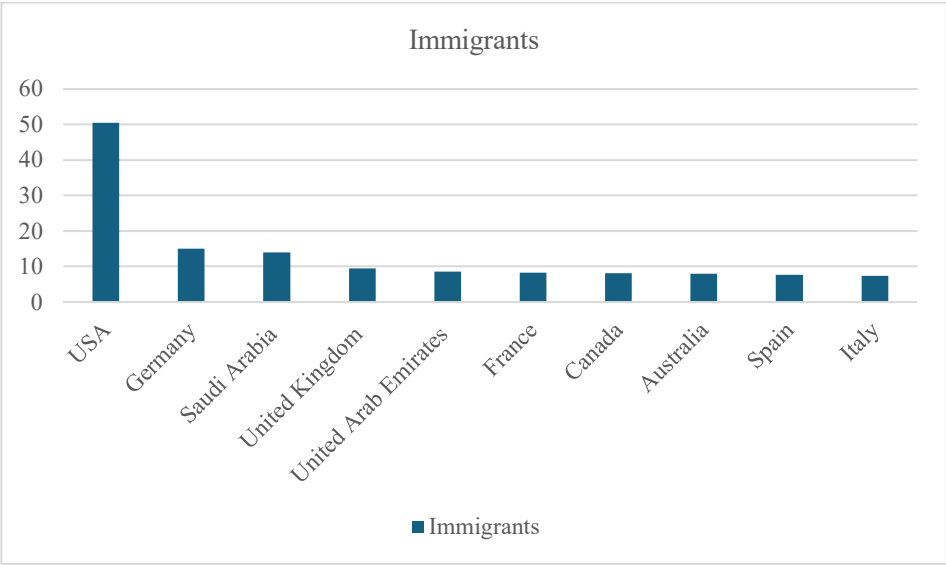
Moreover, we used a graphical method to show the 10 countries with the highest migration rate and the correlation analysis. We conducted an analysis of state regulation of the rights of IDPs in Ukraine, which included regulatory documents, state programs for the adaptation of IDPs in the regions of the country and state structures responsible for the implementation of these programs. With this, it was possible to identify the weaknesses and strengths of internal migration control in Ukraine and proposed ways to address unsatisfactory results.

III. RESULTS AND DISCUSSION

To determine the effectiveness of state structures responsible for migration, we analyzed the state structures of countries with the highest immigration levels. Figure 1 shows the countries with the highest levels of immigration. The leader among all countries is the U. S., which has more than 50 million immigrants. Germany is the leader among European countries, and Saudi Arabia is the leader among Asian countries. Thus, the leaders of immigration are economically successful countries from different continents that have a favorable economic, social, and political status.

Figure 1

Countries with the most significant number of immigrants



Note. Created by the author based on *Report overview: migration continues to be part of the solution in a rapidly changing world, but key challenges remain*, by M. McAuliffe & L. A. Ochoa, 2024, *World Migration Report*, 2024(1).

The U. S. has 84.8 million immigrants, and these have children born in the country; therefore, as of 2021, they are 26 % of the total population. That is why the U. S. was selected for analyzing state migration regulation, as it is a leading country in this field with extensive experience in managing large waves of immigration. Migration processes are administered by the U. S. Citizenship and Immigration Services, a federal agency employing over 16 000 people. The enforcement of migration laws is carried out by the Border and Customs Service, Immigration and Customs Enforcement, immigration courts, judges, and the Board of Immigration Appeals. The structure of the U. S. migration regulation is shown in Table 2.

Table 2

U. S. immigration statistics for 2021

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Total immigrants (TI)	51 million
Labor force (LF)	27.6 million
HI	Private HI 58 % Public HI 30 %
Permanent	740 000
Temporary	2.8 million
Total applications for temporary visas	3.15 million
	11 411
Asylum seekers application	61 000
Approved application of asylum	17 080
Unauthorized immigrants	11 million
Stopped at the	1.8 million
Deferred Action for Childhood Arrivals (DACA) status	611 470

Note. Compiled by the author based on *Frequently requested statistics on immigrants*, by C. Esterline & J. Batalova, 2022, https://www.migrationpolicy.org/sites/default/files/source_images/FRS2022-print_version_FINAL.pdf

As can be seen from the table, the state authorities deal with the adaptation of immigrants by involving them in the labor market and helping them obtain HI. Among migrants, there is a high level of employment and private or public HI coverage, that is, over 80 %. A positive aspect is the allocation of a separate service that facilitates the adaptation of immigrants and the processing of documents. In contrast, the border guard, immigration service

and immigration courts perform a controlling function to resolve problematic issues and combat illegal migrants. The effectiveness of the U. S. Citizenship and Immigration Services is low, as in 2020, about 26 % of asylum applications were approved. Such a low positive response to refugee admissions may be due to political constraints, as the agency is subject to federal laws, or a high workload due to the large number of tourist and temporary work visas processed.

Much attention is also paid to the protection of children's rights. The U. S. has a DACA programme for children who have graduated from school, have not committed any crimes, and wish to remain in the country to work and live. This programme allows young people to legalize their stay in the U. S. and find a job within two years with the possibility of obtaining a green card. The work of the Border Patrol cannot be assessed positively, as there are approximately 11 million undocumented immigrants in the country; however, as of 2021, about 1.8 million people were returned to the U. S. borders, which reduced the burden on other regulatory authorities.

The study of migration processes revealed a coefficient used to analyze people's living standards as an indirect criterion for assessing the attractiveness of a country for migrants. We analyzed the HDI of countries with the highest levels of immigration and determined the correlation between the number of immigrants (Figure 2) and the HDI (Figure 3). The HDI determines the population's social, economic, and physical well-being, which can be considered an incentive for immigration (Figure 3). However, a comparison of the graphs reveals a linear relationship for the number of migrants and a non-linear relationship for HDI among the countries with the highest levels of migration. Thus, there is no connection between the number of migrants and the

HDI. Finally, the Pearson correlation coefficient was calculated, and the result ($r_{xy} = 0.06$) is close to 0, confirming no correlation between the HDI and the number of migrants.

Figure 2
HDI of 10 countries with the highest level of migration

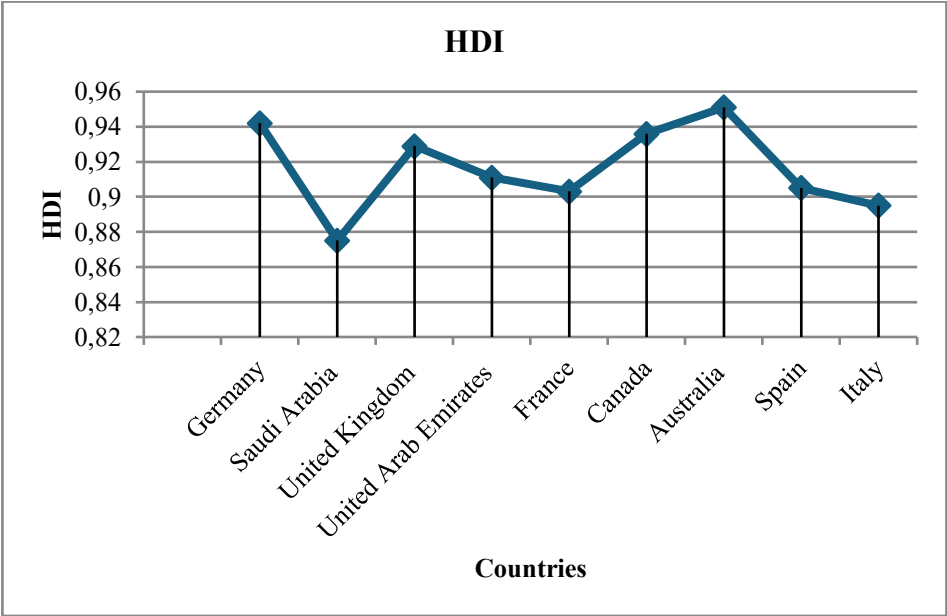
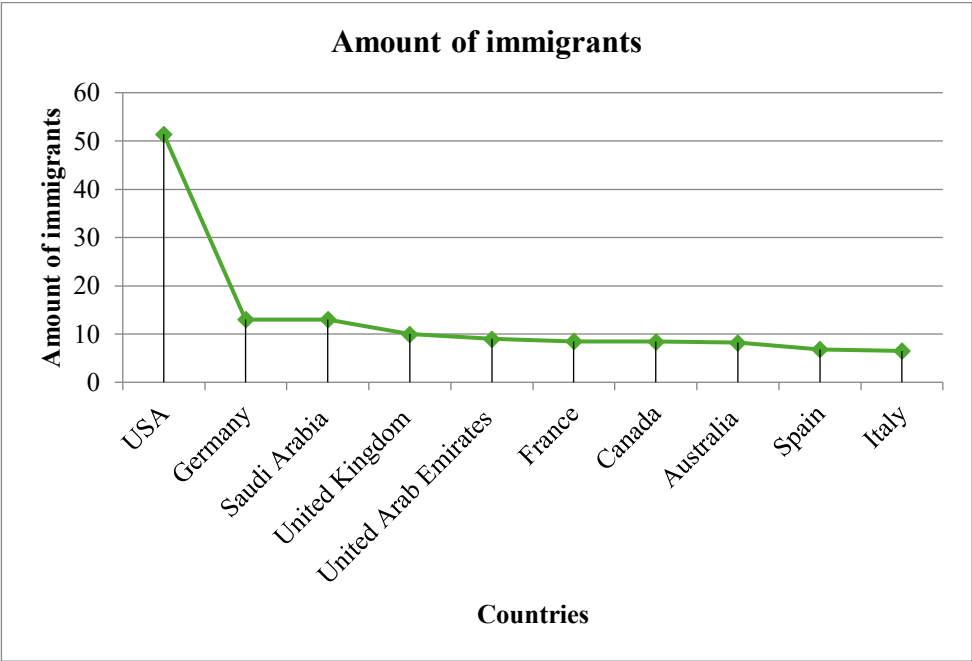


Figure 3
Amount of immigrants in 10 countries with the highest level of immigration



Our research has revealed the absence of a unified indicator that would describe the state of immigration in the country, and the HDI coefficient showed low specificity about migration processes. Therefore, the coefficient of favorable immigration is proposed to be calculated based on compliance with the criteria for international recommendations in Table 1. Determining a universal coefficient for assessing the effectiveness of migration allows us to objectively assess the success of state regulation of migration processes. The following formula is proposed to calculate the positive migration coefficient.

$$Km = Kl + Kh + Kc + Kb - Kcr$$

Where Km is the migration rate, Kl is the employment rate, Kh is the HI coverage rate, Kc is the consulate rate, Kb is the border security rate, and Kcr is the criminal rate among immigrants. Likewise, it is recommended that individual coefficients in the formula are calculated using the usual proportions

of the number of positive cases to the total number of cases. This Km coefficient will be able to identify better problematic factors of immigration in individual countries or regions, and it will allow us to assess the effectiveness of migration management by international partners. Such a universal assessment is aimed at achieving the primary goal of protecting human rights and improving international cooperation in these matters. Using the example of the U. S., we calculated Km :

$$Km = 0.54 + 0.88 + 1.17 + 0.16 - 0.12 = 2.63$$

$$Kl = \frac{LF}{TI} = \frac{27.6}{51} = 0.54; LF - \text{labour force}, TI - \text{total immigrants}$$

$$Kh = \text{Personal HI} + \text{Public HI} = 0.58 + 0.30 = 0.88$$

$$Kc = \frac{\text{approved applications} + \text{asylum applications} + \text{temporary visas} - \text{total applications}}{\text{border}} = \frac{17\,080}{61\,000} + \frac{2.8}{3.15} = 0.28 + 0.89 = 1.17$$

$$Kb = \text{stoped at the } \frac{\text{border}}{\text{unauthorised immigrants}} = 1. \frac{8}{11} = 0.16$$

$$Kcr = 0.12 \text{ (Moore et al., 2021)}$$

Thus, the proposed immigration coefficient is based on the recommendations of the Global Commission on International Migration and allows them to assess compliance with their goals. The immigration coefficient can be used to assess migration dynamics within one country and compare migration processes between different countries.

As for the components of the coefficients, these can be measured in more detail; for example, the employment coefficient Kl can include aspects such as highly skilled labor, average age of employment, average wage level

among migrants, and average number of working hours. Such detail can reveal unfair employment conditions, and allow comparing employment conditions in dynamics. The use of these coefficients will help to objectively evaluate reforms aimed at increasing social justice in relation to immigrants.

Moreover, to assess internal migration and determine the effectiveness of state governance of migration, the structure of internal migration in Ukraine after the beginning of the full-scale Russian invasion was analyzed. State governance of IDPs includes legislative initiatives and the bodies that ensure their functioning. The Law of Ukraine on Ensuring the Rights and Freedom of IDPs was adopted at the legislative level in 2014 after the Russian aggression and occupation of Crimea and parts of Donetsk and Luhansk regions. The e-House programme was created, which provides preferential lending to IDPs for the purchase of housing, financial compensation for rent, and financial assistance for unemployed IDPs, children of IDPs, and people with disabilities.

Finally, registration and information on IDP programmes are provided by the following entities: Centers for Administrative Services, social protection departments, and authorized persons of village and city councils for IDPs, and IDPs can use the digital platform Diia to facilitate the submission of documents. The structure of IDP protection is presented in Table 3.

Table 3

Structure of protection of the rights of IDPs

Legislative initiatives	Protection of IDPs’ rights	State bodies on IDPs’ affairs
The Law of Ukraine on Ensuring the Rights and	Obtaining documents.	Centers for Administrative Services

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Legislative initiatives	Protection of IDPs' rights	State bodies on IDPs' affairs
Freedoms of Internally Displaced Persons 1706-VII of 15.11.2014	Social benefits. Pensions. Financial assistance for people experiencing poverty. Help with housing.	
Resolution of the Cabinet of Ministers of Ukraine dated 7.03.2022 No. 214 on some issues of providing state social assistance and benefits for the period of martial law	E-Oselya is a preferential loan for IDPs to buy housing.	Social Security Department at place of temporary residence
Resolution of the Cabinet of Ministers of Ukraine of 26.02.2022 No. 162 on the peculiarities of payment and delivery of pensions and financial benefits for the period of martial law	Compensation for rent payments. Compensation for utilities.	Commissioner of settlement and city councils for IDPs
Resolution of the Cabinet of Ministers of Ukraine of 26.01.2024 No. 94 on some issues of social support for IDPs and other vulnerable categories of persons	The right to continue education in educational institutions of relevant specialty throughout Ukraine. The right to free meals for IDPs' children at schools and kindergartens. IDPs have the right to unilaterally terminate an employment contract if the place of work is in Ukraine's occupied or dangerous territories. Simplified registration of individual entrepreneurs for IDPs.	Diia electronic portal Ukrainian Parliament Commissioner for Human Rights

Note. Compiled by the author.

As seen from Table 3, IDPs retain all the rights and obligations of a Ukrainian citizen but are supported by the state as unprotected persons. Since

the beginning of Russia's aggression on the territory of Ukraine in 2014, the Law on the Protection of IDPs' Rights has been adopted. It has been improved by amendments, including after the full-scale invasion of Russia in 2022. Resolutions of the Cabinet of Ministers of Ukraine are also adopted to supplement assistance to IDPs by requests. In this sense, the protection of IDP rights in Ukraine meets international requirements for the protection of IDPs as a result of military conflicts.

For an objective assessment of the effectiveness of state regulation of IDPs problems, the proposed migration coefficient K_m can be used as an indicator of changes in solving of IDPs problems in dynamics. Such an objective assessment will be useful for both internal and external use, namely for a better understanding of IDPs problems by international partners who provide both financial and administrative assistance.

However, despite the significant efforts of the state to support IDPs, it is still insufficient, because the majority of IDPs are people of working age with children, who often cannot integrate into the employment sector in the new region. This is due to the fact that the level of housing payments in large cities is not covered by social benefits, which forces people to choose small towns for residence. In turn, small towns cannot employ a large number of IDPs. Another aspect is the limitation of payments for working IDPs, who lose housing compensation, which does not allow them to fully adapt to new conditions. This leads to the fact that some IDPs go abroad, and the other part of IDPs returns to dangerous regions.

It is important for the state to find a way to keep IDPs on the territory of Ukraine, since the outflow of the population will negatively affect the economy.

That is why it is worth focusing on the integration of the working population of IDPs, which is in a difficult financial situation. It is worth noting that mostly highly specialized specialists go abroad, as they cannot find decently paid work in Ukraine that would cover the costs of housing and a comfortable life. That is why the limitation of payments for IDPs who have found work must be canceled.

The integration of IDPs should also include the educational environment, which should focus on counteracting possible stigmatization or bullying of children who have come from other regions of the country. Therefore, despite the martial law, it is advisable to promote the sports and cultural development of children and provide access to after-school clubs for IDPs' children. This will help reduce the level of stress among children who have changed their place of study and help them find new friends with common interests.

Comparing the experience of the U. S. on migration and Ukraine on the problem of internal migration, it is worth focusing on aspects as employment, which is a key factor for controlling migration. It is precisely the problems of social injustice that often cause immigration to the U. S., and in Ukraine they cause unsatisfactory integration of IDPs. Although employment centers operate in Ukraine, there is a low level of applications and employment through these centers among IDPs. Since the problem of employment is one of the key ones, it is important to transform the work of employment centers, which in modern conditions operate according to outdated methods. It is also advisable to use electronic means of attracting workers, including IDPs, to vacant vacancies. Finally, simplifying the submission of applications through electronic offices

will also contribute to increase the employment of IDPs according to their profession.

As for state institutions dealing with IDPs, a decentralized structure has been defined, which includes village and city councils, Centers for Administrative Services and social security centers. Such an organization of administrative service provision simplifies the process of obtaining IDP status, renewing documents and receiving consultations on housing, medical care, education, etc. A convenient means of obtaining services, consultations, submitting applications or documents is the electronic portal Diya, which allows IDPs to access state services online. As for central authorities, at the legislative level, regulatory and legal documents have been adopted that regulate the status of IDPs, as well as the amount of social benefits and privileges. However, it would be advisable to focus on promoting employment, which will benefit not only IDPs but also the country's economy.

An analysis of the literature on contemporary migration challenges has revealed a high interest in the problem and a wide range of negative aspects of growing migration, namely, low employment opportunities for migrants, unfair working conditions, stigmatization of migrants and refugees in society, illegal labor migration, illegal migration routes, human trafficking, exploitation of migrants, and others. The problems of IDPs in Ukraine have many common features with socially vulnerable groups of migrants in the world, and since the wave of migration associated with the war caused a crisis in Ukrainian state migration authorities, an analysis of global experience in migration management is invaluable. Despite numerous international measures to overcome the problems of protecting migrants' rights and reducing the risks

associated with migration, their application in practice remains low (Steiner, 2023).

Therefore, international agreements on migration regulation are recommendatory, limiting how the international community can influence the migration policies and governance of individual countries (Ogbanga, 2024). That is why it has been proposed to determine the positive migration rate, which includes the employment and HI rates of immigrants, the work of consulates, the state of border protection and the rate of criminal cases among migrants. As the study proves, this indicator is an alternative to the HDI, which is not specific to migration processes. Although Cristian et al. (2022) found a link between HDI and labor migration, the positive migration coefficient proposed in this paper is more specific, as it considers labor migration and the number of refugees, HI, and criminal cases among migrants.

Considering this, we identified the positive aspects of migration for the U. S., namely the employment of immigrants, which is more than 80 %. However, in addition to the ratio of employed immigrants to the total, the authors recommend considering the level of migrants' remuneration to avoid discrimination. In Germany, for example, immigrants are employed in low-paying jobs. This is due to the low qualifications and language skills of migrants and the large number of male migrants involved in such activities (Krings, 2021; Ingwersen & Thomsen, 2021).

Facing this, the U. S. has found a low positive response rate to asylum seeker applications of up to 26 %, while Germany accepts about 60 % of asylum applications among refugees arriving in the EU (Fuchs et al., 2021). This

difference may be due to the country's policy, which aims to reduce the immigrant burden in the U. S.

Crime rates and HI among immigrants are also critical considerations. In Saudi Arabia, which hosts a large immigrant population in Asia, a disproportionate number of Pakistanis have been sentenced to death. Some of these individuals are believed to be victims of human trafficking and exploitation, coerced into drug trafficking, which results in imprisonment (Hoyle et al., 2023). These cases underscore the importance of evaluating key factors of successful migration using criteria recommended by the international migration community.

Regarding the protection of IDPs' rights in Ukraine, the analysis showed that national legislation aligns with international human rights standards. Nonetheless, various studies indicate that housing and employment remain the most urgent needs for IDPs, many of whom were forced to flee destroyed homes. Employment challenges are often compounded by the loss of personal documents, which can take a long time to recover (Voznyak et al., 2023; Zavisca et al., 2023).

Finally, the assessment of Ukraine's IDP support system identified government programs that offer housing purchase or rental preferences, compensation for housing expenses through Cabinet of Ministers' resolutions, and access to social, administrative, and educational services. However, labor market integration remains weak: only 34 % of IDPs actively seeking employment have secured permanent jobs. Cases of discrimination and low wages have also been reported (Ostapenko et al., 2024).

In that sense, although a self-employment support program exists, state assistance in job placement is limited. Ostapenko et al. (2024) further highlight the need for legal regulation of IDP employment to prevent conflict, and another factor impeding IDP integration is the widespread intention to return home after de-occupation or to emigrate, which diminishes motivation to pursue long-term career development in temporary host locations (Voznyak et al., 2023).

IV. CONCLUSIONS

Our research revealed considerable interest in migration issues, particularly in the protection of migrants' rights, as demonstrated by the numerous international events dedicated to the topic. However, international recommendations are not sufficiently implemented in practice. To address this gap, objective indicators are needed to highlight the challenges in migration management and support more effective regulation. The HDI, often cited in the literature as a measure of migration incentives and a country's economic and social well-being, lacks specificity in evaluating migration processes. Therefore, we proposed the use of a migration coefficient, based on the criteria recommended by the Global Commission on International Migration. These criteria include indicators such as immigrant employment rates, HI coverage, consular service effectiveness, border protection status, and the number of criminal cases involving migrants. Moreover, we analyzed the structure of U. S. governmental institutions responsible for migration and identified both strengths and weaknesses in their management practices. Additionally, we provided an example of how to calculate the positive migration coefficient for the U. S.

Furthermore, we examined the state of public administration in Ukraine regarding the protection of the rights of IDPs, and identified their strengths and weaknesses. Among the strengths, a satisfactory number of regulatory documents regulating social assistance, legal status, benefits for IDPs, state programs to promote the purchase or rental of housing, development of one's own business, obtaining education, and renewal of documents were identified.

Another favorable factor is the decentralized provision of administrative services for IDPs, which is provided by local Centers for Administrative Services, social security centers, village and city councils. However, a negative aspect of state administration in the affairs of IDPs was also identified, namely the low level of employment among IDPs and integration into the social life of the region. To this end, it is advisable to optimize the work of employment centers, create an electronic program for offering vacancies, promote employment by profession, etc. Since a significant part of IDPs are families with children, the integration of children into society through involvement in sports and cultural clubs plays an important role.

Finally, comparing the problems of external migration in the U. S. and internal migration in Ukraine, we determined that the main problems are the integration of migrants into the labor market and adaptation in a new environment. Also, the biggest problem of state authorities in economically developed countries is the fight against illegal migration, and the biggest problem of state authorities in countries with economic problems is preventing the emigration of highly qualified professionals.

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