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## **THE CONCEPT OF STATE ECONOMIC POLICY OF REGULATION OF HUMAN RESOURCES INTERNATIONAL MOVEMENT OF UKRAINE IN THE CONTEXT OF GLOBAL INTELLECTUALIZATION**

The problem of the concept of Ukraine's state economic policy of regulation of human resources international movement in the context of global intellectualization remains topical throughout the existence of Ukraine as an independent state. It should be noted that the favorable geopolitical position of Ukraine provides potential opportunities for the development of both regions and the state as a whole, creates conditions that are associated with the involvement in international migration, tourism and transit and professional processes. Their number increases in modern conditions of globalization development.

The analysis of features of Ukraine's participation in the processes of intellectualization of the human resources international movement demonstrates the necessity of developing the state economic policy of the human resources international movement, which would become part of the global space and have certain benefits.

The development of the global processes of intellectualization of the human resources international movement is affected by the formation of a

market economic system and the development of international processes of globalization. Those processes activate and strengthen the human resources international movement in almost every country. Ukraine is faced with certain challenges of global intellectualization which leads to the intensification and transformation processes of the human resources international movement. At the same time, international organizations and members of the world community demonstrate new principles and mechanisms of regulation and coordination, forming the corresponding requirements for the implementation of the policy of the human resources international movement.

The main components of regulating human resources international movement of the world's developed countries that introduce a global approach to decision-making in this process are the basis for the formation of the Ukrainian policy of human resources international movement. Large-scale emigration of the intellectual resource have taken place in the developed countries. These countries elaborated corresponding effective regulating mechanisms. The experience of these countries shows that there is a possibility to influence to a certain extent the process of external intellectual emigration and to reduce its negative consequences. Conversely, the absence of adequate regulation of the process of external intellectual migration can lead to a number of negative consequences: strengthening the imbalance of the professionally-qualified structure of scientific personnel, increase of the loss of national intellectual property, underutilization of professional knowledge acquired at home and abroad by scientific and academic personnel with the national and state aims.

Identification of current problems and future challenges of the global intellectualization in the national economy of Ukraine provided an opportunity to determine effective economic development tools of intellectual resources and

the concept of the state economic policy of regulating the human resources international movement.

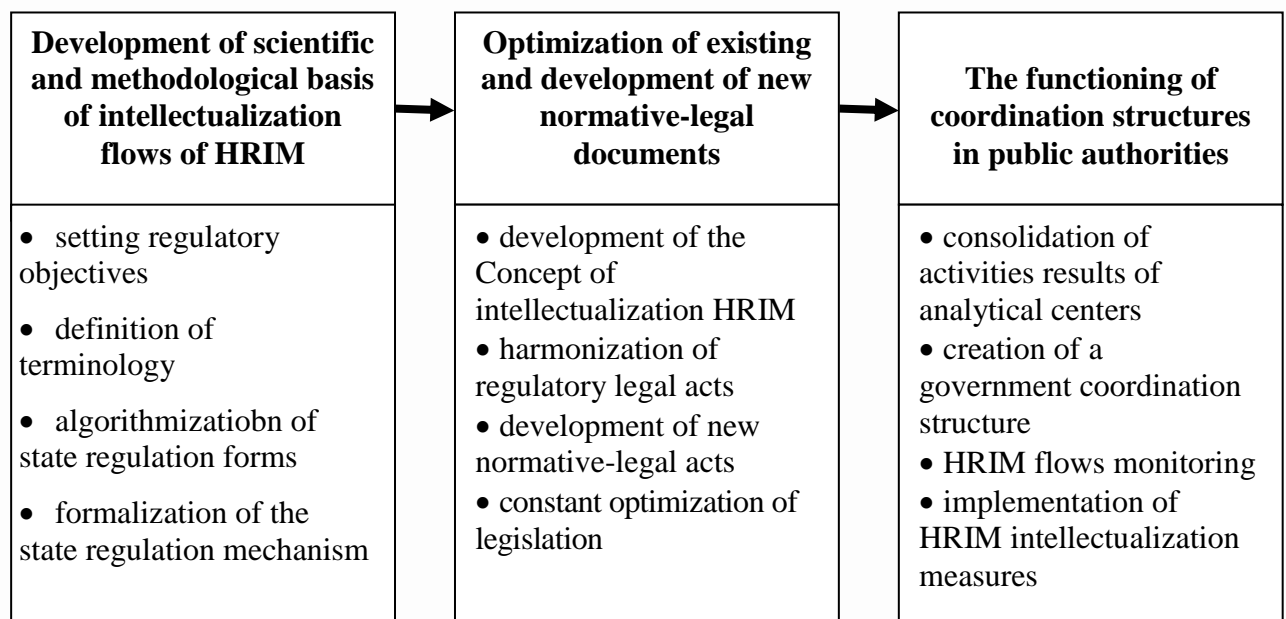
Optimization of state economic policy of regulation of the human resources international movement requires conceptual certainty by structural elements:

- principles (scientific, universality, non-discrimination, social justice, transparency and international adaptability);
- forms of human resources international movement (migration, tourism, transit and professional movement, the virtual international movement);
- scientific and methodological basis of regulation (scientific research, monitoring, concept, strategy);
- the regulatory framework of the regulation (codes, laws, decrees, resolutions, orders, instructions);
- regulatory authorities (ministries, national commissions, services, committees, agencies, foundations, inspections);
- interrelated areas (foreign economic, scientific and educational, innovation, investment, budgetary, fiscal, social and cultural, demographic policy).

The core of the formal component of the state economic policy concept of regulation of the human resources international movement (HRIM) of our country in the context of the global intellectualization should be the "Concept of intellectualization of the human resources international movement of Ukraine", the logic of which is shown in Fig. 1.

The purpose of the "Concept of intellectualization of the human resources international movement of Ukraine" must be to define the priority of intellectualization of the human resources international movement for the Ukrainian national interests. It should be aimed at ensuring effective state regulation of the human resources international movement, creating conditions

for sustainable demographic and social and economic development, improving national security, preventing the occurrence of uncontrolled processes of human resources mobility and eliminating their consequences, coordinating national legislation in the field of migration, tourism, transit and professional activities and distance work with international standards, improving the protection of citizens of Ukraine.



**Fig. 1 Logic and structural elements of the "Concept of intellectualization of the human resources international movement of Ukraine"\***

\* Developed by the authors.

The logic of the "Concept of intellectualization of the human resources international movement of Ukraine" covers the recommended actions and expected impacts in the areas of development of scientific and methodological basis for flows of intellectualization of the human resources international movement, optimization of existing and development of new legal documents, the functioning of coordination structure in public authorities.

The development of scientific and methodological basis of the flows of intellectualization of the human resources international movement should be accompanied by a definition of strategic directions of social and economic

development and management (ideological vision, goals and objectives of the regulation), development of terminology which is adapted to the global changes in the nature of international economic relations, algorithmization of state regulation forms in the conditions of knowledge economy, formalization of the state regulation mechanism as a set of principles, methods, functions, structural elements and subsystems.

The optimization of existing and development of new legal documents should begin with the concept development, while identifying the strategic and tactical principles. It will require formalization in the form of a document and its approval by the bodies of legislative and executive power. Based on the concept, it is necessary to align existing and develop new regulatory legal acts in the sphere of migration, tourism, transit and professional activities, distance work. And this process must be subject to constant optimization. Accordingly, the concept of state economic policy of regulation of the human resources international movement of Ukraine should be only a first step towards solutions of complex issues of state regulation, and key aspects should be the involvement of adequate mechanisms to ensure the creation of favorable social and economic conditions and possibilities of development of intellectual potential of the country.

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