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Adaptive mechanisms of migration regulation in the context of transformation of regional labor markets

The article deals with the theoretical basis of internally displaced persons' adaptation processes in the host society. The definitions such as «adaptation», «social adaptation», «adaptation mechanisms» are studied and supplemented. The views of scientists and psychologists to study the process of adaptation of internally displaced persons in the new environment are outlined. The number of internally displaced persons, their location and concentration in different regions of Ukraine is analyzed. Adaptive mechanisms are examined and adaptive model of internally displaced persons in the host society is suggested. The process of adaptation of internally displaced persons in various regions of Ukraine is described. Specifics, socio-cultural traditions and peculiarities of the host region are outlined. The projects that organize and ensure the adaptation and development of internally displaced persons in the region are analyzed.

Keywords: adaptation, social adaptation, adaptive mechanisms, internally displaced persons, host society, adaptation model.

As a result of military actions in the east, external migration has increased and internal migration has activated. Recently internally displaced persons (IDPs) from the eastern regions of Ukraine have left their homes due to safety issues (attacks, including artillery) and the consequences of the conflict (lack of housing, water, food, medicine) and moved to the regions, which are remote from the hostilities and more suitable for living. Before getting used to the culture and traditions of their new environment every migrant has to go through the process of adaptation and adjust to the new environment.

The concept of «adaptation» (from Latin «adapto» – adjustment) is the process of effective interaction of the organism with the environment that can be carried out at different levels (biological, psychological, social) [1, p. 95]. The aspect of human adaptation in rapid changeable or extreme environmental conditions has become notable recently. Inadequate living conditions stimulate a new state in human organism – the state of social adaptation.

«Social adaptation» refers to man's ability to predict beforehand behavior changes while adapting to new, unexpected demands and interaction of the individual or a social group with the social environment in which their mutual requirements and expectations coordinate.

The social adaptation of IDPs to the new environment and new residence is impossible without adaptation mechanisms.

The essence of «adaptation mechanisms» in the IDPs' process of adaptation to new conditions of the social environment is expressed by various views of scientists and psychologists. S. I Ozhegov interprets the concept of «adaptation mechanisms» as «repetitive actions, behavior patterns of the personality that are applied in the new social environment for problem solving, caused by adaptive actions» [2, p. 354]. Speaking about IDPs, the presence of adaptive mechanisms influences the adaptation process and the success of overcoming problematic situations in the new environment. In the conditions of forced migration when the person decides to move, it changes the living environment and runs lifelong adaptive mechanisms that directly affect the effectiveness of adjustment (adaptive) process to new living conditions in a new region. It is important to take into consideration the fact that the adaptation process using specific adaptive mechanisms leads to changes in the individual's mental state, which was inherent in him before the adaptation. IDPs in the process of socio-psychological adaptation experience a psychological state characterized by dynamic, fast variability. After the completion of the adaptation process the initial psychological state either disappears or completely or largely changes. The researchers of socio-psychological adaptation believe that any human

adaptation (especially IDPs) to a new social environment is carried out by means of not separate mechanisms but entire complexes, which are reflected in the structure of personality [3, p. 4]. I. O. Myloslavova notes that social and psychological mechanisms of different adaptation forms are distinguished by an activity-passivity criterion: adaptation and adaptability allow considering comfortable reactions, imitation, infection, suggestion and persuasion. The psychologist R. S Niemov classifies psychological mechanisms as follows: identification (individual identification with a certain group), imitation (conscious or unconscious reproduction of a behavior model of others), suggestion (unconscious process of recreating inner experience, thoughts, feelings and mental states of people, with whom the individual communicates), social facilitation («relief») – stimulating effect of the behavior of some people on the activities of others, comfort (understanding opinion differences with others and external consistency with it, which is implemented through the individual behavior), identification (allows adopting various forms of relationships, norms, behaviors) [4, p. 364]. N. Smelser believes that psychological mechanisms include: imitation (awareness of the desire to copy the behavior of others), identification, shame (shame experience, caused by the reaction of other people), and fault feelings (emotions of shame associated with the punishment of oneself) [5, p. 390].

Taking into account the opinion of scientists and psychologists the following features of IDPs' adaptation to new conditions of the social environment, underlying such mechanisms that reflect the diversity of social processes in a new region and defining special features of the adaptation process can be grouped:

- activity – such ingredients as communication, work and study underlie the mechanism basis. They allow full inclusion and active individual adaptation to the new social environment. The mechanism of adaptation and social activity has its own specific steps and can be regarded as a scheme: individual's need – needs-motives of decision making – implementation and conclusion summarizing – evaluation.
- communication – IDPs should have neither the experience of language discrimination nor limitations in a new region (education, work place) and be able to communicate with other IDPs and restore contact with their relatives. The purpose of this mechanism is the expansion of learning social values in active cooperation with other individuals.
- individual consciousness – through this mechanism class-consciousness of IDPs and their role in the social environment is formed and realized.

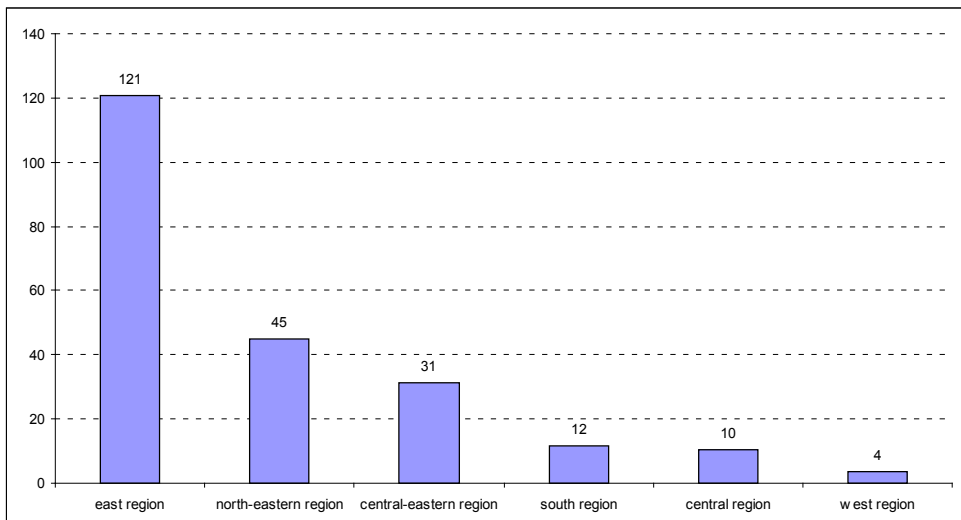


Fig. 1. The number of IDPs in the regions of Ukraine per thousand of persons as of 09/25/2015 p. Compiled by the author based on [6].

In general, given the internal displacement within the regions in Ukraine there are 1,493.8 thousand of IDPs in different regions.

For example, in the regions such as Donetsk (558.1 thousand people), Luhansk (223.1 thousand), Kharkiv (191.7 thousand), Kyiv (153.4 thousand people), Zaporizhzhia (102.5 thousand people) the number of internally displaced persons compared to Ternopil (2.7 thousand people), Chernivtsi (3 thousand people), Transcarpathian region (3.5 thousand persons) is much bigger – Fig. 1. This noticeably uneven concentration of IDPs in different regions of Ukraine is due primarily to family relationships and personal values and the ability to satisfy vital needs and employment.

To facilitate the process of adaptation in the regions with the largest number of IDPs there are special «adaptive mechanisms» that are expressed in respective strategic goals of the region's development. These mechanisms can be summarized and shown in the interaction of the impact of such an adaptive model of IDPs to the host society (Fig. 2).

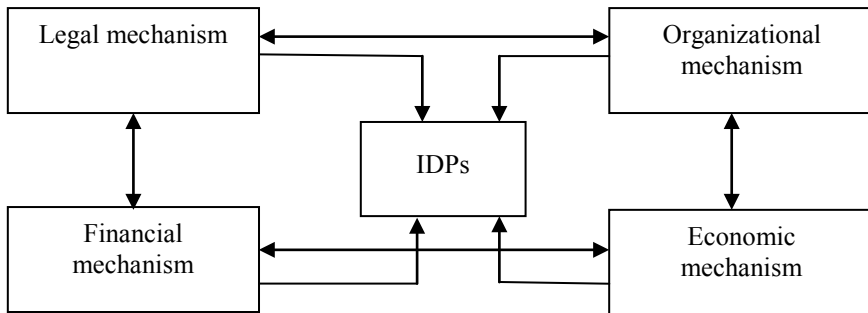


Figure 2. Adaptive model of IDPs in host society

Compiled by the author based on [7].

To achieve a natural adaptation process of IDPs in the Strategies of regional development the effective interaction of relevant «adaptive mechanisms», namely of legal, organizational, economic and financial ones are foreseen.

The legal mechanism will be focused on the principles of constitutionality and legality by the participants of the Strategy measures implementation process within the law. In the conditions of implementing major reforms it is expected to develop a number of local regulatory documents that will determine legal bases for the state regional policy implementation, provide legal support of power decentralization on the principles of the European strategy «good governance» and establish an open dialogue with the public. Legal documents of public authorities will act as the main tools of a legal mechanism.

The organizational mechanism will be directed at ensuring the principles of partnership and cooperation between the authorities and representatives of businesses, scientific circles and public organizations. A clear definition of objectives between the participants of the Strategy implementation will allocate the responsibility for decision making. A key component of the organizational mechanism will be the Action Plan on the Strategy implementation, which will allow using a set of indicators to conduct simplified and facilitated adaptation of IDPs in the region's social environment.

The economic mechanism will enforce the observance of the principles of sustainable development of territories and maintaining leading positions of competitiveness among the regions of Ukraine through the use of tools to create favorable environment to attract investment in the region's economy in order to: support domestic producers of industrial products; promote financial improvement of enterprises; transfer and develop private enterprise for IDPs; create new enterprises to employ IDPs; introduce modern technologies to improve the environment.

The financial mechanism will ensure the implementation of principles of transparency and predictability of government actions on the allocation of the

region's own financial resources and attracted funds of the state budget, investments, international grants and attracting loans from banks and non-banking institutions, assets of private trust funds, charities and voluntary organizations for the implementation of the adaptation process of IDPs in the region's society.

The basic needs that arise for any IDPs in the new social environment and are regulated by means of «adaptive mechanisms» include: life safety, personal needs (housing, clothing, and food), social protection and social security, health care, education, psychological support.

Providing basic needs of IDPs to some extent is carried out by public authorities, local government organizations, civic initiatives and voluntary associations in a variety of projects.

Projects of psychological support and every-day needs are organized in all the regions hosting IDPs.

For example, consider a few projects that actively ensure a comfortable adaptation climate for IDPs in a new region.

1) Kirovohrad initiative group «Dumka», together with public organization TIMO «Open Doors» invites families of internally displaced persons to participate in the activities of the project «Joint actions – a united community» (the project is implemented under the «Ukrainian regional platform of public initiatives», which is administered by the public organization «Territory of success» funded by the European Union to Ukraine).

The purpose of the project is practically help IDPs' families solve stressful problems, settle in and establish friendly relations with the inhabitants of the city.

Within the project the coordinators invite:

- to participate in training «Social adaptation and integration in new living conditions». Within the free training, participants will receive useful knowledge and experience of adaptation in Kirovohrad, meet interesting people and settlers of the city that have gone in adapting.
- together with family members to participate in workshops on quelling, decoupage and sweet floral design. Within the workshops you not only get new and interesting experience in art handmade, but also usefully spend your free time with your family, because events will take place on Sunday. All materials for the workshops are provided to participants free of charge [8].

2) Caritas Odesa UGCC (Ukrainian Greek-Catholic Church) launched a new project «Implementation of the case-management approach in dealing with IDPs». The project is funded by UN and by the Government of Japan. The project partners are the municipal CSSFCY where 10 jobs for the project executors were specially created. With this project, social workers can master the modern case management approach in dealing with IDPs enjoyed worldwide. The «case-management» approach provides the assessment of needs of individual IDPs, delegating appropriate service providers to monitor this process. This integrated approach will allow a quick access to available services, an increase in the effectiveness of their provision and ensuring continuity of support to IDPs [9].

The main objectives of the project are: the development of opportunities and ability to apply different approaches to solving problems, encouraging clients to participate in community life and interaction with its members, establishing relationships with social systems to obtain services and resources, knowledge and skills in order to solve their problems and meet needs in the future.

Apart from Odesa, the project will be implemented in 5 regions of Ukraine: Kramatorsk, Dnipro, Kyiv and Zaporizhzhia.

3) the Initiative «Legal aid to internally displaced persons is a guarantee of equal opportunities» is supported by the UN Development Program in Ukraine (within the project «Rapid response to social and economic problems of internally displaced persons in Ukraine») and the Government of Japan. Internally displaced persons (IDPs) constantly face an array of completely new legal needs and problems. The most frequently asked questions in citizens' appeals include: state recognition of

documents issued in the territories out of Ukraine's control for getting benefits, damage compensation (property destruction, damages, physical harm and injury, death of loved ones), document recovery, employment, and violations of the right to labor, etc. For more than two months of working in Odesa more than 60 people have received legal free aid. Internally displaced persons may solve urgent legal matters by contacting reception lawyers remotely via email odesakvu@ukr.net or by phone, or by contacting the reception in person. In addition to assisting in regular mode, the aid is periodically provided in the areas where IDPs live [10].

4) The charitable Fund «Good Samaritan», the head of which is Petro Serdychenko, took an active position in the case of assisting people from ATO areas. However, the organization is significantly different from the others similar to it. In addition to assistance with food, clothing and housing, «Good Samaritan» together with the settlers is engaged in the construction of a campus for those who decided to stay in Odesa. It even includes a farm. Everybody has duties and work there. However, the campus has very strict rules. So, within the territory alcohol is not allowed, any disputes regarding religious and political views are prohibited. The fund manager stresses that supports Ukraine and prays for the unity and prosperity of our country. There are 44 children; the inhabitants were assisted in establishing a kindergarten in Maiiak.

Denys Serdychenko says that they created not only a material but also psychological basis for people where they can relax. Now the fund is working on full self-sufficiency of settlers. They bought pig livestock, more than a hundred chickens and built a barn for 20 cows.

Now about 150 people live in the boarding guest house «Good Samaritan». These people are willing and ready to work. The fund is ready to give them a piece of land where they will build their homes.

The fund will provide the land for the settlers from their reserves, 6 acres each. The money for the construction is expected to be received from foreign donors. Now the application process has begun. One house is designed for four families and its construction under Canadian technology will cost 50 thousand dollars [11].

Also the fund is engaged in educating people who want to help hold seminars, conferences, and trainings for social workers, people who want to be volunteers.

5) Creating places of compact residence. Lviv region has become one of the regions that has received public funding (10 mln UAH or less than 1 million dollars USA) to cover the needs of health centers and places of compact residence for IDPs. However, a significant share of these funds (800 thousand UAH) cannot be spent because of current requirements. IDPs have to register in health centers and apply for such assistance in advance; however, most IDPs changed their place of residence before the opportunity to get help. According to Lviv Regional State Administration, as of September 2,000 places are reserved in sanatoriums for settlers, but the demand is much bigger, because every day comes at least 40 people. The sanatorium owners do not trust the government and do not expect that they will reimburse the expenses (210 UAH per person per day or \$ 15 US). They are reluctant to place IDPs in large rooms. The local authorities sent another request to the government to allocate 7 mln UAH to cover the needs for compact residence places that are willing to place persons in the autumn-winter period. Table 1 shows the number of new places of compact settlement in Lviv region, the number of places and the state of readiness to take IDPs.

The table data show that the number of these places is extremely insufficient due to the number of 10,400 IDPs in Lviv region as of 25.09.2015 that could provide shelter for IDPs and adaptation in the new environment.

Getting acquainted with the reception and adaptation projects of IDPs in host society is becomes apparent that the most comfortable and safest area for migrants will be Odesa region, which is the most notable and the most active concerning IDPs care. The number of projects and their types are indicative. The technique of adaptive mechanisms, which is used in Odesa, can be implemented in those regions of Ukraine,

Table 1

Sector for housing provision and non-food assistance in Lviv region

Types of settlements	Number of settlements	Number of accommodation	Ready to use
Places of compact settlement(PCS)	3	70	70
Small places of living together	1	11	11
TOTAL	4	81	81

Compiled by the author based on the source: Preliminary analysis and assessment of IDPs' needs

where there are the most internally displaced persons. And the projects in Odesa region can become an example for those regions of Ukraine that are not using their potential for easy and comfortable IDPs' stay, including Lviv region.

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Бачинська М. В. Адаптаційні механізми регулювання міграції в контексті трансформації регіональних ринків праці.

Здійснено понятійно-термінологічний аналіз і розглянуто теоретичні основи адаптаційних процесів внутрішньо переміщених осіб у приймаючому суспільстві. Вивчено та вдосконалено такі визначення, як «адаптація», «соціальна адаптація», «механізми адаптації». Розглянуто та обґрунтовано погляди вчених і психологів на вивчення процесу адаптації внутрішньо переміщених осіб у новому середовищі, зокрема деталізовано, які саме підходи і моделі найактуальніші і підходять до конкретної ситуації. Проаналізовано чисельність внутрішньо переміщених осіб, їх динаміку від початку переселення, місця розташування та концентрації в різних регіонах України та ступінь навантаження в деяких регіонах. Виділено особливі потреби внутрішньо переміщених осіб, зокрема першочергові та життєво необхідні потреби для адаптації у новому середовищі. Встановлено основні тенденції зростання чисельності внутрішньо переміщених осіб. Вивчено особливості цього середовища для безболісного звикання до культури і традицій нового середовища, необхідні кожному мігрантові для проходження через процес адаптації та пристосування до нового середовища. Визначено адаптивні механізми та запропоновано адаптивну модель внутрішньо переміщених осіб у приймаючому суспільстві. Описано, як процес адаптації внутрішньо переміщених осіб у різних регіонах України впливає на функціонування діючих ринків праці та які диспропорції у попиті і пропозиції на робочу силу виникають. Запропоновано створення нових робочих місць і виявлення нових перспективних професій, зокрема виявлено нові перспективні та рентабельні пропозиції праці. Охарактеризовано тенденцію розвитку певного регіону під впливом соціокультурних традицій та особливостей приймаючої області. Проаналізовано різні поведінкові моделі приймаючого соціуму і поведінку самих внутрішньо переміщених осіб. Виявлено проекти, які організують і забезпечують адаптацію та розвиток внутрішньо переміщених осіб у регіоні. Доведено існування діючих товариств, громадських організацій, волонтерських об'єднань, котрі створюють сприятливі умови для адаптації внутрішньо переміщених осіб у новому соціумі та забезпечення цих осіб матеріальними ресурсами та працевлаштуванням.

Ключові слова: адаптація, соціальна адаптація, адаптивні механізми, внутрішньо переміщені особи, приймаюче суспільство, адаптаційна модель.

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