

## **FACTORS AND CAUSES OF MIGRATION PROCESSES OF UKRAINIANS: GENDER ASPECT**

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### **Abstract**

This study aims to examine the gendered aspects of Ukrainians' migration processes, their satisfaction with life in another country and the relationship between life satisfaction and work, education and the use of social services. The study was conducted by interviewing 585 respondents, analyzing the data and calculating the correlation coefficient between certain variables.

The study revealed that displacement can lead to various issues such as legal status, loss of skilled professionals, forced migration, stereotyping, limited job opportunities, cultural adaptation, and language barriers. Additionally, the survey found that migrants who utilize social services report higher levels of life satisfaction compared to those who do not. These individuals are more likely to be employed in particular specialties. Additionally, migrants between the ages of 30-40 report higher life satisfaction compared to those between the ages of 20-30. Migrant men and women between the ages of 20-30 and 31-40, with higher levels of education, reported statistically higher levels of life satisfaction than those with lower levels of education. Social services can significantly increase the level of satisfaction with the quality of life and contribute to the economic development of the host country, as well as the well-being of the migrants themselves.

Legal stays are among the most complex issues faced by migrants. The study proposes recommendations for improving the conditions of stay abroad for the general category of migrants.

*Keywords: population displacement, employment, adaptation, legal stay, female migration*

## **Introduction**

Migration involves the displacement of populations both within and outside a country. The process of migration is closely linked to a country's social, economic, and technological development. The adaptation of migrants and the specifics of employment vary significantly depending on factors such as age, gender, and social status (Aslany et al., 2021; Nalbandian, 2022). Modern migration rates are primarily based on moving to more developed countries. This has an impact on the culture and identity of these countries (Ma & Zou, 2022). Migration has become a widespread process, affecting globalization and economic development (Düvell & Lapshyna, 2018).

In the 20th century, global migration was predominantly male (Aslany et al., 2021). Women were often viewed as dependent migrants who accompanied their husbands, and were less likely to migrate (Bean and Khuu, 2022). However, towards the end of the century, this trend began to shift, leading to an increase in female migration due to changes in the global labor market (Andrejuk, 2019). The migration of men and women as separate sciences was identified in the 1980s in Western Europe (Schwabe & Weziak-Bialowolska, 2022). Female migration affects employment quality and way of life (Gnatiuk et al., 2021); in essence, women's autonomy. Migration processes are interconnected with changes in information data, mental work transformations, and the development of cultural characteristics (Malchrzak et al. 2022). Industrialization has also influenced changes in moral and legal norms, traditions, and customs. Gender policy development within the migration framework contributes to the creation of equal rights, social status, and absence of discrimination between men and women (Popleton et al., 2022).

The exploration of female migration reveals that women make up almost half of the world's migrant population (Bastia and Piper, 2019). However, female migrants often encounter constraints in the labor market, which are frequently attributed to non-gender-sensitive migration policies. Additionally, the migration experiences of men and women are often not studied separately (Bastia & Piper, 2019).

Addressing the challenges faced by migrant women requires a holistic approach based on human rights and compliance with international legal norms (Hennebry et al., 2019). To achieve sustainable development goals, it is necessary to focus on developing civil society and building grassroots organizations that can catalyze substantive change. This will empower women's realities, rights, and opportunities. Female migrant workers often face oppression, and their personal needs are frequently overlooked. Societal

perceptions of women as less knowledgeable and weaker contribute to unfavorable working conditions, low-paying jobs, mistreatment, and violence (Carroll et al., 2020; Islam et al., 2022). Another critical issue arising from female migration is separation from children, which significantly impacts both mothers and children (Cuervo & Venta, 2022). Considering the unique aspects of female migration and the growing employment opportunities by established international law will help achieve sustainable development goals (Holliday et al., 2019).

This study aims to examine the gender aspects of Ukrainian migration, including their satisfaction with life in a foreign country, and the correlation between life satisfaction and employment, education, and utilization of social services.

The study objectives are as follows:

- To examine the assessment of the quality of life among migrants from Ukraine.
- To investigate how quality of life is influenced by age, educational level, employment, and the utilization of social services among migrants.
- Formulate recommendations for individuals considering migration based on the gathered data.

## **1. Literature review**

Two reasons for migration are the growing aspirations of people and the improvement of local living conditions and people's dissatisfaction with the current conditions (de Haas, 2021). Immigrants have a lower probability of employment, but there are cases where they earn more than the native population (Becker & Ferrara, 2019). To improve living and working conditions in rural areas, it is necessary to implement different approaches for their development and revitalization after a long period of mass migration (Ting et al., 2019). Due to natural disasters and conflicts, individuals are frequently compelled to migrate as they are unable to continue residing in their current location. This migration can be either temporary or permanent and has varying implications for both the migrants and the host country (Becker & Ferrara, 2019; Stroja, 2022).

The increased opportunities for migration have expanded the options for residence and improved prospects for education and employment (Ellenberger, 2019; de Haas, 2021). Successful employment can lead to economic success for future generations of migrants, resulting in sustainable benefits such as increased income, educational opportunities, and an overall better standard of living (Reiter et al., 2020). International migration can contribute to reducing unemployment, overcoming poverty, and attracting financial investment to less-developed countries (Bachynska & Ryndzak, 2022). Migration has a significant impact on residential choices, emphasizing upward mobility, education, and employment. The influx of people with diverse skills and capabilities enriches the socioeconomic structure of the host country. This positive impact extends beyond the economic sphere and includes cultural

exchange and innovation. Despite the potential benefits, youth migration presents challenges such as employment difficulties, frequent job changes, economic mobility issues, and language skill shortages (Janicki & Ledwith, 2022). Labor migration often centers on the demand for low-skilled services, which affects occupational trends in the country (Twinam, 2022). Furthermore, migrants face the risk of deportation for various reasons (Berg & Herrera, 2022).

These two perspectives highlight the complexity of migration, its advantages and disadvantages. They also acknowledge the nuances and challenges faced by migrants seeking better prospects in unfamiliar territories. Migration plays a crucial role in labor market reform and the exchange of experience (Kowalewska et al., 2021). Employment opportunities are determined by individual qualifications, social class, and ethnicity (Yeröz, 2019). The study of migration dynamics captures the complex interplay between the benefits and challenges for both migrants and the countries involved. It provides a more complete understanding of the multifaceted nature of migration and its impact on different actors. The exchange of skills, ideas, and perspectives contributes to individual growth and the development of a globalized society.

Migration distribution is influenced by gender and age, as reflected in social reality (López Peláez et al., 2022). Labor shortages are a national problem correlated with gender policy, while gender factors in migration help identify labor needs (KoŚĆ-RyŻko, 2022; Lill, 2020). Female migration is more related to internal factors, such as the possibility of reuniting with relatives who migrated earlier and the stability of their children (Krieger, 2020). Gurieva et al. (2020) demonstrated variations among the migrants they studied, as evidenced by differences in the number of personal contacts (i.e., friends), type of acculturation, life satisfaction, economic security, and level of anxiety.

## **2. Methodology**

### **2.1 Design**

This study was conducted using a quantitative survey method and mathematical statistics of the results obtained using SPSS statistics. The survey was conducted via an invitation to participate in an experiment on social media.

### **2.2 Participants**

The respondents' sample was made as a result of the data collection via social networks (Facebook and Instagram), which provided data from registered survey participants through advertising. Respondents were identified as participants in the scientific study. A total of 600 advertisements about participation in the survey were sent, and 585 filled questionnaires were received. All participants in the study gave their voluntary consent to participate. The survey was conducted electronically, allowing the data collection within 48 hours of receiving the request. Data from the sociological survey were collected from November 2021 to January 2022 inclusive. The survey was conducted using answers in Google forms. The basic condition of

the respondents' sample was their age – 20-40 years. The gender distribution of the respondents are shown in Table 1.

**Table 1**

*Gender distribution of respondents*

<b>Participant's characteristics</b>	<b>All</b>		<b>Men</b>		<b>Women</b>	
	n	n	(%)	n	(%)	n
<b>Age</b>	585	296		289		
20-30	342	184	62.6%	158	54.67%	
31-40	243	112	37.84%	131	45.33%	
<b>Education level</b>						
Incomplete education at a higher education institution	15	7	2.36%	8	2.77%	
Preliminary education (college)	190	93	31.42%	97	33.56%	
Higher education and higher levels (Ph.D.)	380	196	66.22%	184	63.67%	
<b>Work</b>						
Unskilled work	310	139	46.96%	171	59.17%	
Skilled work	147	84	28.38%	63	21.80%	
White collar work	86	41	13.85%	45	15.57%	
Professional	42	32	10.81%	10	3.46%	
Not currently work	0	0	0.00%	0	0.00%	
<b>Utilization of social services</b>						
Non-user	324	159	53.72%	165	57.09%	
User	261	137	46.28%	124	42.91%	

To assess migrants' quality of life, we used a questionnaire proposed by Neto & Fonseca (2016) and a survey consisting of the authors' own questions about the unique aspects of living in the host country. The details of the survey are presented in the results section. The questionnaire consists of five statements, each rated on a Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). Please refer to Appendix 1 for additional information.

To investigate the influence of age, education level, employment characteristics, and utilization of social services, we assigned numerical criteria

based on their level (e.g., criterion 1 indicated a lower level of education or employment, as presented in Table 2). We excluded the classification of employment as 'Not currently employed' since all respondents were employed during the survey period.

**Table 2** *Assigned coefficients for some indicators*

<b>Participant's characteristics</b>	<b>Rate</b>
<b>Age</b>	
20-30	1
31-40	2
<b>Education level</b>	
Incomplete education at a higher education institution	1
Preliminary education (college)	2
Higher education and higher levels (Ph.D.)	3
<b>Work</b>	
Unskilled work	1
Skilled work	2
White collar work	3
Professional	4
<b>Utilization of social services</b>	
Non-user	1
User	2

The survey included questions about the issues encountered during the respondents' stay in the host country and the specific characteristics of social services work, as formulated by the authors and presented in detail in the results section. It covered subjective satisfaction with life, as well as negative cases and experiences that migrants had while living and working in the host country. Numerical data was processed using SPSS Statistics version 21 to facilitate graph design and table creation for the study. Descriptive statistics were utilized

to present respondent demographic characteristics and to examine correlations between quality of life indicators, education level, social service utilization, and work characteristics. The study examined the correlation between various factors and the evaluation of quality of life, using the Pearson correlation coefficient. It also investigated differences in quality of life assessments among men and women of different ages, education levels, employment status, and use of social services, using the Student's T-test.

Recommendations were formulated for individuals considering migration based on the survey data and its systematization.

Ethical issues were addressed through the Guidelines for Research Ethics in Science and Technology (The National Committee for Research Ethics in Science and Technology, 2019), and the work was performed according to international standards. The respondents' obligations were fulfilled, their rights were clarified, and information confidentiality was respected. The respondents agreed to publish the survey results while maintaining their anonymity. The study did not inquire about the country of residence of the migrants who participated in the study due to ethical considerations.

The study is limited to examining the migration characteristics of respondents in one country and does not consider factors that influence migration causes in different countries. The paper focuses on the specificities of resettlement using Ukrainian respondents as an example and provides recommendations to improve migration processes. The limitations of conducting surveys on social media include challenges such as forming participant groups and migrants' willingness to respond to inquiries about their lives, even if their anonymity is maintained. It is important to note that these limitations can affect the accuracy and reliability of the data collected.

### 3. Results

Table 3 presents the results of a survey on life satisfaction among men and women aged 20-30 and 31-40 with varying education levels, as well as those who use social services and those who do not.

**Table 3**

*Results of the survey on migrants' life satisfaction*

Characteristics of respondents	Age	Men	Women	T-test	p value
		(points, M±sd)	(points, M±sd)		
	20-30	21.25±1.62	21.38±1.37	0.95	
	31-40	21.64±1.88	23.08±1.57	1.88	
Education level	Higher education and higher levels (PhD)	22.32±1.21	22.65±1.05	0.68	
	Preliminary education (college)	21.41±0.66	21.32±0.87	0.97	
	Incomplete education at a higher education institution	19.32±1.14	19.32±0.65	0.85	>0.05
Work	Unskilled work	19.11±0.23	19.03±0.63	1.11	
	Skilled work	21.52±0.65	21.39±0.78	0.87	
	White collar work	22.06±1.12	22.14±0.85	0.74	
	Professional	22.14±0.74	22.05±0.68	1.05	
Utilization of social services	User	22.31±1.05	22.58±0.88	0.98	
	Non-user	19.41±0.37	20.05±0.45	1.23	

*Note.* The maximum score for quality of life satisfaction is 25 points.



Based on the survey results, a correlation was found between the assessment of quality of life, education level, and employment type among Ukrainian migrants. Therefore, migrants' life satisfaction is influenced by factors such as age, education level, employment type, and utilization of social services. There was no significant difference in life satisfaction between male and female respondents ( $p>0.05$ ). Notably, women between the ages of 30 and 40 reported higher levels of life satisfaction compared to younger participants aged 20 to 30. This may stem from more effective adaptation to life in the host country. Respondents with completed higher education rated their life satisfaction higher than those with pre-higher education or incomplete education. Furthermore, individuals in skilled white-collar and professional roles expressed greater life satisfaction than those in unskilled positions. Finally, migrants who have used or are currently using social services for migration-related matters reported higher life satisfaction than those who have not used such services.

There was no significant difference in the assessment of quality of life between genders. However, educational factors influenced this assessment. Among women, age, employment, and utilization of social services also had some influence.

**Table 4** Results from the correlation analysis between migrants' quality of life assessment and their characteristics (age, education level, employment, and utilization of social services)

Characteristics of respondents		Assess quality of life satisfaction after migration outcomes	
		Men	Women
Age	20-30	0.42	0.33
	31-40	0.38	0.41
Education level	Higher education and higher levels (PhD)	0.56	0.62
	Preliminary education (college)	0.59	0.61
	Incomplete education at a higher education institution	0.61	0.64
Work	Unskilled work	0.66	0.69
	Skilled work	0.63	0.73

	White collar work	0.71	0.68
	Professional	0.70	0.75
Utilization of social services	User	0.61	0.65
	Non-user	0.64	0.58

The analysis revealed significant correlations between education, employment, and utilization of social services. However, age did not strongly influence the assessment of life quality. Individuals with higher levels of education tended to have better employment opportunities and more frequent engagement with social services, which collectively contribute to overall life satisfaction.

Table 5 presents the results of respondents' reports on negative incidents that occurred in the workplace after migration.

**Table 5** *Results of a survey on the negative experience of migrants in the workplace*

<b>Variants of negative cases</b>	<b>Men</b>	<b>Women</b>
Ignorance of one's rights and opportunities	29.78%	67.86%
Low paid and hard work	38.20%	81.43%
Bad attitude from customers	38.20%	70.00%
Cases of non-payment for work done	8.43%	27.14%
Lack of opportunity to receive medical care at the workplace if necessary	63.48%	73.57%
Exceeding working hours	48.88%	67.86%
Treating other employees as "lower class"	19.66%	62.86%
Bullying due to lack of language skills	14.04%	47.86%
Inability to work in a better job due to ignorance of the language or legislation	17.42%	62.86%

The survey results indicate that women are more likely than men to have negative experiences in the workplace in host countries. This is often due to a lack of awareness of the law, language barriers, stereotypes of migrants as lower class, and illegal working conditions.

Social assistance organizations in host countries should provide comfortable living conditions for migrants. This will contribute to the development of the

host country's economy and improve the well-being of migrants. Therefore, it is essential to train social workers to assist individuals in need of migration. They should possess knowledge of the specific requirements for employment or residency in a particular country, provide effective counseling, compare the differences in residency status (such as refugees or temporary residency), and navigate the current legislation of the respective countries.

#### **4. Discussion**

The study revealed issues faced by migrants and their level of satisfaction with life. This information can aid in finding effective solutions to address these problems, while also upholding the human rights of migrants and preventing unfavorable situations. Migration decisions are influenced by various factors, including the desire to earn money and socioeconomic conditions in certain areas (Mallick, 2019). Migration processes involve reflexive and emotional aspects that are intertwined with economic, personal, or family challenges. It is common for migrants to be perceived as inferior in receiving countries (Chang'ach et al., 2022). The organization of migrants' lives is influenced by their location, which shapes their cultural habits and reflexive elaborations (Bell & Domecka, 2018). Migration can have negative consequences, such as the separation of families and difficulties for migrants when adapting after their return. Threats that women may face during migration could be related to their emotional vulnerability (Carroll et al., 2020; Zavrtnik & Krilić, 2018). Men migrate in search of work, while women migrate for family reasons. However, the reasons for female work migration vary from country to country (Munk et al., 2022). Forced migration can hurt mental health (Carroll et al., 2020). Migrants face various social barriers, including unfavorable conditions for marriage, obtaining citizenship and employment documents, which can impede their adaptation and assimilation to life in another country (Wamara et al., 2022; Yeung & Mu, 2020).

Carmo and Hedberg (2019) observed that migrants often perform a variety of jobs upon their initial arrival, and that the selection process is influenced by factors such as ethnicity, age, gender, and well-being. The data obtained confirm this observation. Specifically, the study investigated the presence of unfavorable working conditions for migrants. Research has demonstrated that individuals with higher levels of education tend to report higher levels of life satisfaction, which may be attributed to better employment opportunities. However, it is important to note that this study did not consider the impact of language proficiency on employment (Carmo & Hedberg, 2019; Wessendorf, 2019).

The survey results indicate that female migrants from Ukraine are more susceptible to experiencing various forms of rights violations in host countries compared to their male counterparts. Sarioglu (2019) has shown that factors such as age, qualifications, and prior work experience can significantly influence migration motives and job preferences. This study confirms that both educational level and employment status affect the life satisfaction of Ukrainian

migrants. When preparing for migration, it is important to consider several factors, including finding a suitable job that matches your capabilities.

Previously, it was believed that the international movement was directly related to men who ignored the role of women (Filippi & Guarna, 2018). However, recent studies have shown that women tend to migrate at an earlier age than men (Moura, 2022). The reasons for migration include poverty, the complexity of agricultural work, and the lack of opportunities for productive employment (Evertsen & van der Geest, 2020). Additionally, migration can contribute to an improvement in one's quality of life (Abrefa Busia & Arthur-Holmes, 2022).

Simultaneously, the departure and employment quality of highly sought-after specialists may impact the job market for native individuals (Sharp, 2021). Gammage and Stevanovic (2019) highlighted the issue of undervalued and unrecognized caregiving work by both government agencies and society as a whole. This creates a demand for such services, which are predominantly carried out by migrant women at a lower cost. Women are involved in informal care work without full access to social protection or labor rights.

The article identifies the migration features of Ukrainian respondents and provides recommendations for improving migration conditions. It is demonstrated that individuals who utilize social services for migrants experience better working conditions and higher life satisfaction than those who do not. Therefore, it is necessary to promote a positive attitude towards social services among migrants. Social workers should be trained to provide counseling to migrants on various issues in their lives. Experts also recommend utilizing digital technologies to improve registration, provide necessary administrative services, ensure proper working conditions, and provide fair compensation (Nikolopoulou et al., 2022). Developing and engaging migrants as resourceful individuals and enhancing their skills and abilities for better employability is crucial. This not only benefits them but also contributes to the achievement of sustainable development goals (Chang'ach et al., 2022). Migrants should maintain a positive attitude towards the services provided to them during their stay in the host country (Olido et al., 2022). It is unjustified for migrants to have biased attitudes towards social services, as social workers themselves recognize human rights as the main motivation for their activities (Androff & Mathis, 2022). Improving the interaction between social workers and migrants can have a positive impact on the future lives, development, and adaptation of migrants. Additionally, it can contribute to the economic development of host countries and the achievement of sustainable development goals.

The solution to migrants' problems lies in their awareness of their rights and opportunities for legal stay and employment in another country, as well as their ability to learn and improve language skills and knowledge of development opportunities. It is important to avoid informal employment conditions and instead seek out legal employment options. Countries that receive migrants should provide favorable conditions for legal employment during specific periods and establish administrative service centers for migrants. These centers

should utilize digital technologies and employ social workers who can offer necessary information and assistance to migrants.

### **Conclusions**

Based on the results of a survey of Ukrainian emigrants, gender was found to have no impact on life satisfaction. However, education level, age, and utilization of social services by migrants were found to have an impact. Social services not only assist migrants with employment opportunities but also provide support for other aspects of living in the host country, including medical care, language assistance, childcare, and more. The results suggest that better employment opportunities are associated with the use of social services. The lack of social service use among certain individuals may indicate a biased attitude or fear towards migrants. Therefore, it is crucial to promote a positive perception of social services among migrant communities. For social services, this involves working in various directions, promoting positive attitudes, and providing assistance to migrants. This includes collaborating with potential employers in different fields such as construction, industrial work, and care, providing medical care, learning English, studying the country's legislative documents on various issues, and more.

The study results indicate that respondents' age did not have an impact on quality of life indicators. However, their education level, employment status, and use of social services did affect their quality of life. This study's findings can be useful for individuals who are considering or have already migrated to improve their quality of life. Improving the level of education and knowledge of the country's employment laws can benefit the economy of the host country. Participants generally rated their quality of life positively, despite frequent negative experiences, which were more common among women. Women were more likely than men to face illegal employment, unpaid work, and lack of social protection, medical care, or insurance. These negative situations are not only due to migrants' desire to earn money, but also to the inability of the countries they often migrate to, to recognize and value certain types of labor. Therefore, it is necessary to consider these factors when drafting legislative documents related to migration and to ensure the protection of migrants' rights. Recommendations have been proposed for improving the conditions for the general category of migrants during their stay abroad, based on the obtained results:

- Language learning;
- Turning to the social services of the host country for the necessary consultations and recommendations;
- The cultural studies and basic norms of staying in the country;
- Preparing the necessary documents, ensuring legal stay in the country;
- When looking for a job, choose proven employers;
- Providing health insurance;

- Preparing children for a comfortable stay in new conditions (including learning the language, culture, legislation of the host country and school education).

Studying the peculiarities of forced migration in connection with the military conflict in Ukraine is a promising area of research. It is important to examine how migrants adapt to new cultural norms and the challenges they face. Additionally, the impact of factors such as employment and children's education on migrants' life satisfaction should be studied.

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**Appendix**

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<b>Statement</b>	<b>1 - strongly disagree</b>	<b>2 – maybe agree</b>	<b>3 – mostly agree</b>	<b>4 - agree</b>	<b>5 – strongly agree</b>
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In many aspects, my life as a migrant is close to ideal.

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The conditions of my life as a migrant are excellent.

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I am satisfied with my life as a migrant.

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So far I have received the significant things I desire in my life as a migrant.

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If I could live my life again, I would hardly make any changes.

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*Source.* Neto & Fonseca, 2016

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