

Migrating towards gender equality? Comparing survey data on gender attitudes of Polish migrants and non-migrants

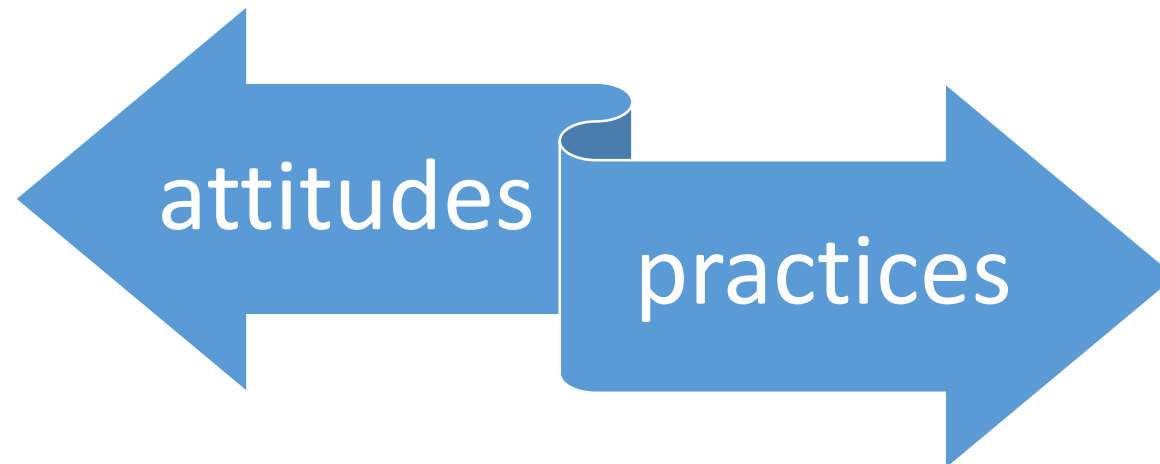
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Theoretical background

- Migration and emancipation nexus
- Gender equal practices embedded in cultural and structural contexts
- Norway:
 - Leader in gender equality (2nd place Global Gender Gap index/ PL51)
 - Higher participation of women in the labour market (75%/PL 61%)
 - More engagement of fathers in childcare
 - Policies supporting work-family reconciliation (part-time work, institutional care)
- Poland: unfinished equality – women's participation in the labour market, but men less active in unpaid work
 - Traditional gender order matched with economic necessity for dual-earner model
 - Lack of active policy initiatives supporting gender equality

Research questions

- Do Polish migrants have more gender equal attitudes than Polish people in Poland?
- Are practices of Polish migrants more gender-equal than Poles in Poland?
- What is the relationships between attitudes and practices for those two groups?



Data and methods

Transfam survey

- Online survey directed to couples
- May-June 2015
- Overall sample 648
- Subsample: 457

GEQ survey (Gender equality and quality of life)

- Face to face interview to general population
- April-May 2015
- Overall sample 1501
- Subsample: 614

⇒ Selected subsample of respondents living in relationships (longer than 6 months) and not older than 54

⇒ With and without children

	Poles in Norway (Transfam)	Poles in Poland (GEQ)
N (between age 18-54 years and in couple relationship)	457	614
Female (%)	70	52.8
Average age (years)	34.7	37.7
Education attainment of respondents		
Primary or lower secondary (%)	10.7	29.2
Upper secondary (%)	36.3	40.9
Higher education (%)	53.0	30.0
Place of origin from Poland		
Village (%)	16.4	39.3
Small town (%)	42.5	32.4
Big city (%)	41.1	28.3
Having children (%)	67.6	78.7
Having job - both partners (%)	79.6	71.3
Having job – only men (%)	12.7	16.0
Having job – only women (%)	7.4	10.1
Having job – neither (%)	0.2	2.6

Note: the differences between samples are statistically significant at the level 0,01.

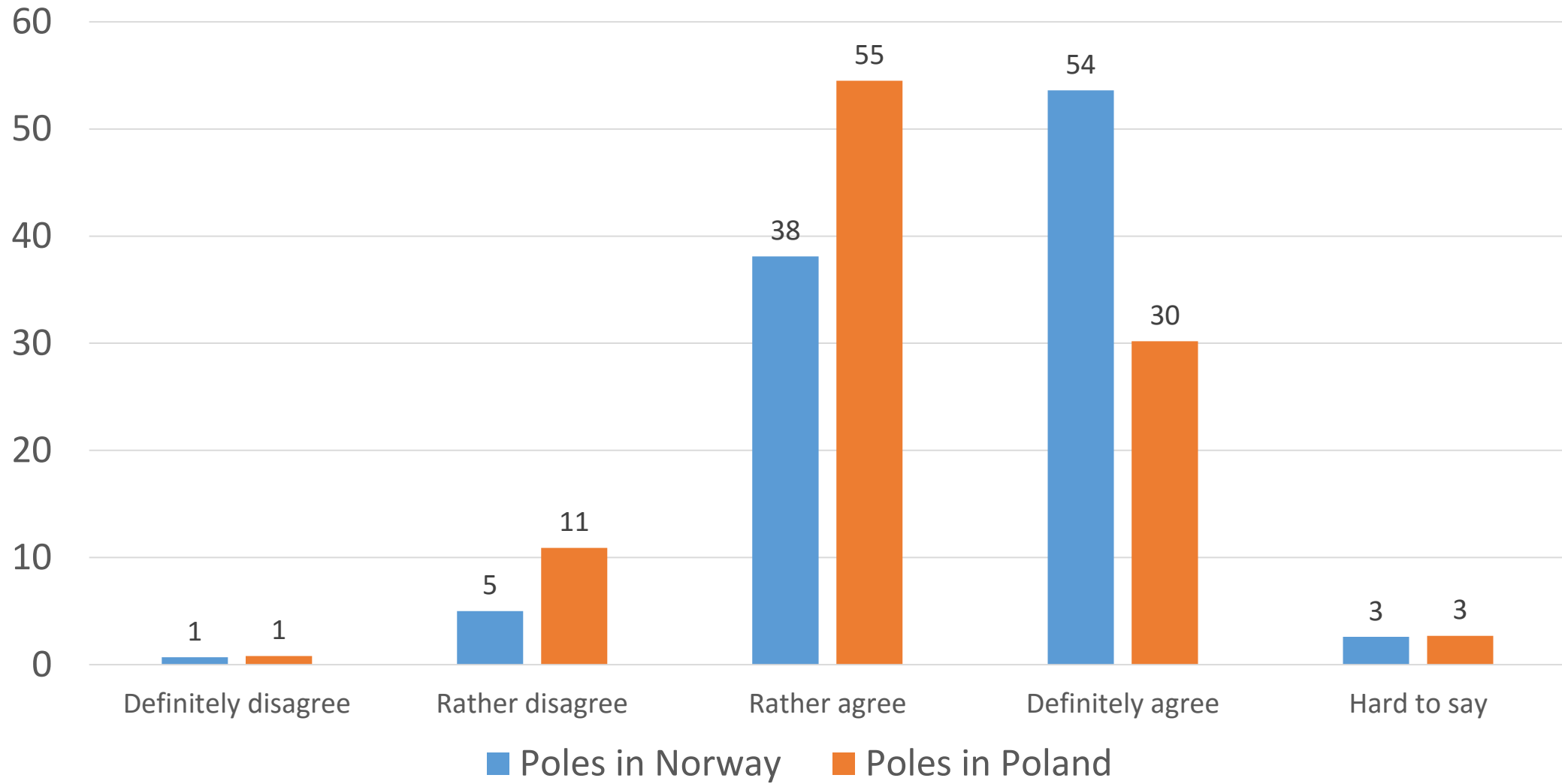
Traits of Polish migrants

- Migrants stayed in Norway on average 6 years
- Men is the first to arrive, followed by his family
- Lack of external help in childcare – partner's support as critical
- High willingness to settle in Norway
- Qualitative study shows the reproduction of traditional gender norms within the families and lack of willingness of fathers to realise active fatherhood (also from children's perspective)
- Segregated migrant labour market – women as unskilled workers and more often unemployed

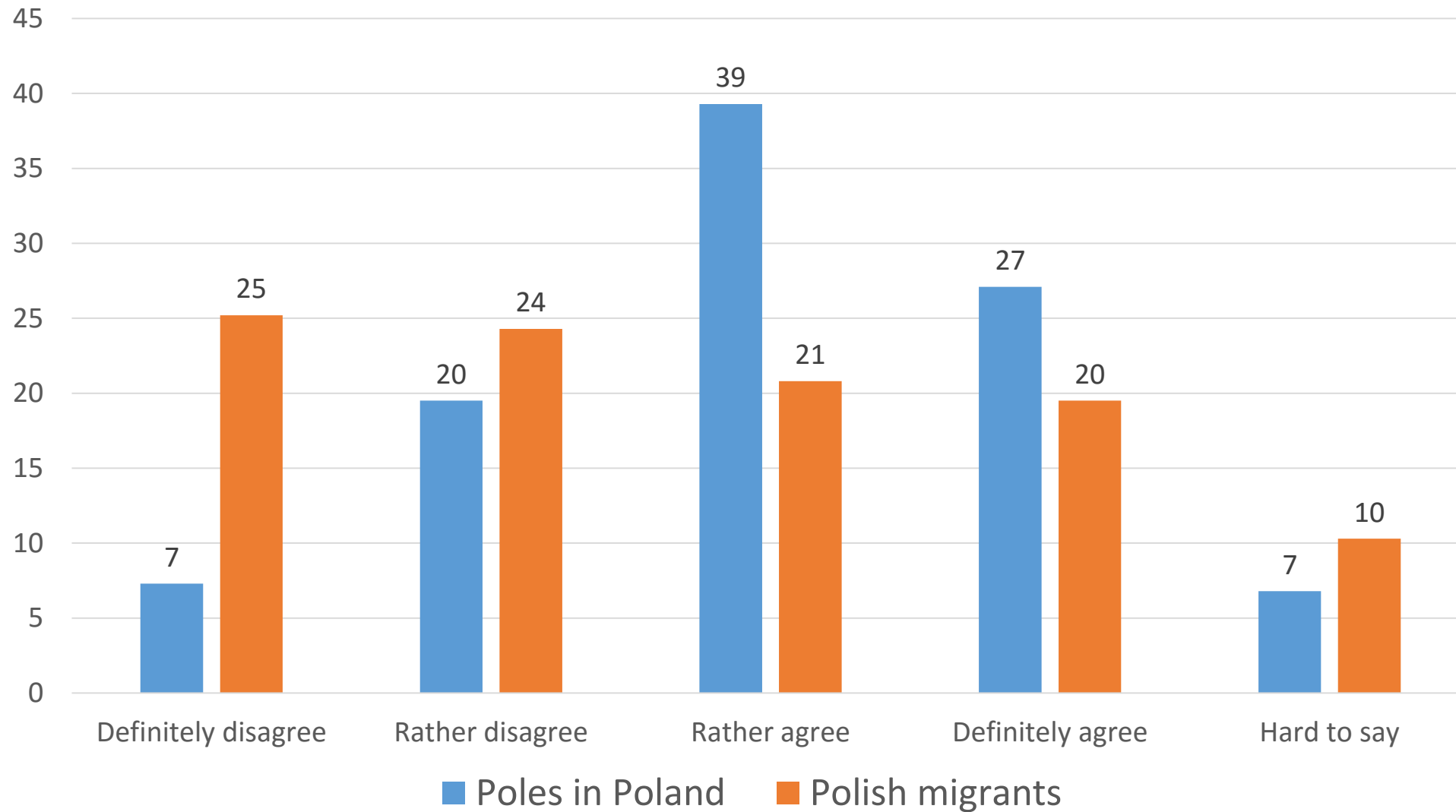
	Definitely disagree		Rather disagree		Rather agree		Definitely agree		Hard to say	
	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ
Men and women should have equal responsibility for financial stability of the family.	2	3	6.3	12.7	38.5	52.5	48.1	28.8	5	3
Men and women should divide housework equally.	0.7	0.8	5	10.9	38.1	54.5	53.6	30.2	2.6	3.6
It is in fact women who are ultimately responsible for the home and family	40	10.7	33	29.1	16.4	40.5	6.3	15.4	4.2	4.4
Mother and father should use parental leave more or less evenly*	27.8	56.9 (mother)	33.3	--	17.5	--	8.3	31.4 (both)	13.1	10.1
The matters of gender equality have gone too far	29.1	22.7	24.9	46.1	17.9	12.9	10.1	5.3	17.9	13
Men and women are generally different, so achieving gender equality is impossible	28.4	16.9	21	36.4	23.9	27.1	12	10.6	14.7	8.9
Childcare following divorce/separation should be divided equally between two parents	3.1	2.0	8.5	6.1	29.8	48.7	42.9	36.8	15.8	6.4
A woman who has small children (under 3 years old) should not work	25.2	7.3	24.3	19.5	20.8	39.3	19.5	27.1	10.3	6.8
Parents should teach children that gender equality is important	1.5	1.4	5.7	4.3	30.0	46.9	54.3	43.8	8.5	3.7

Note: the differences between samples are statistically significant at the level 0,01.

Men and women should divide housework equally.



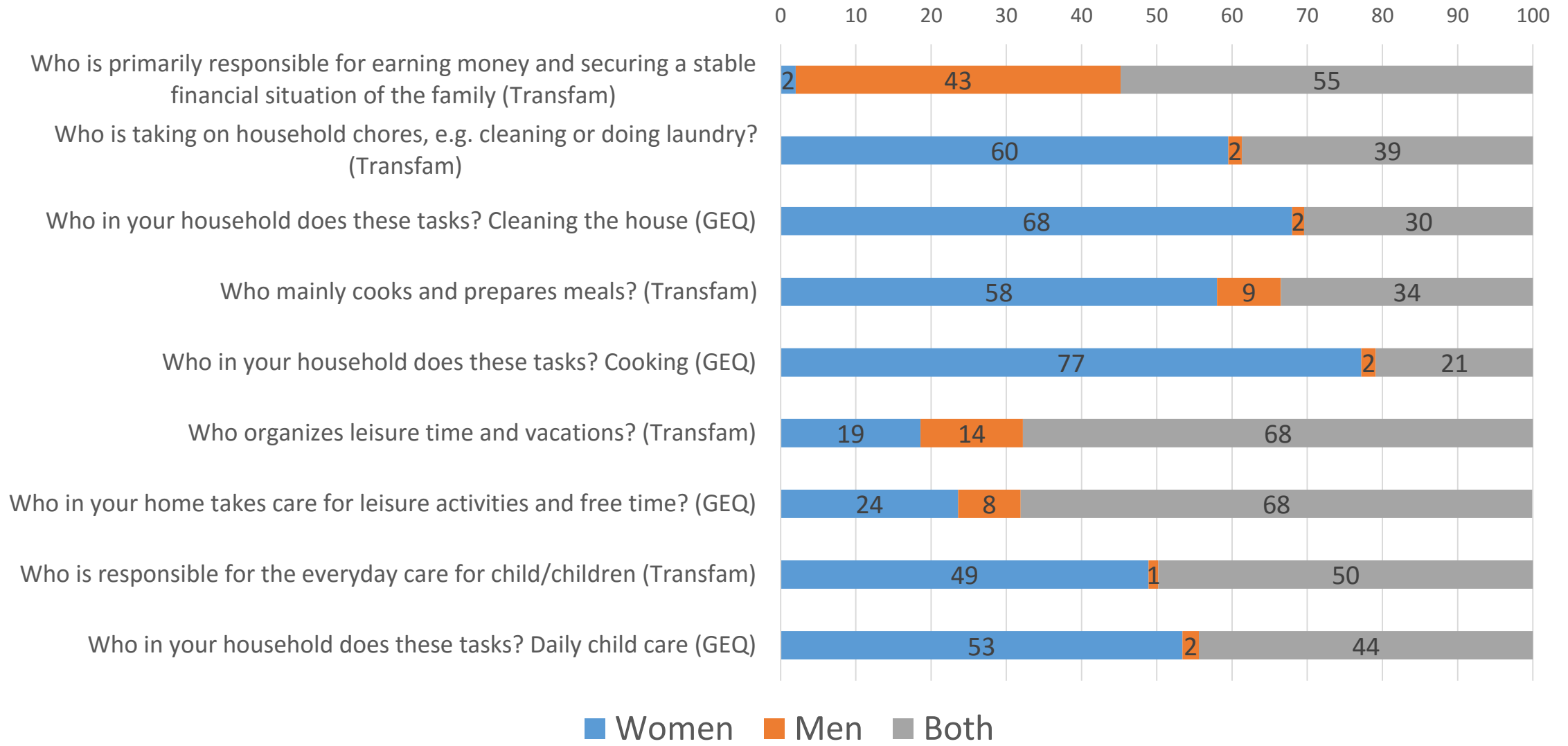
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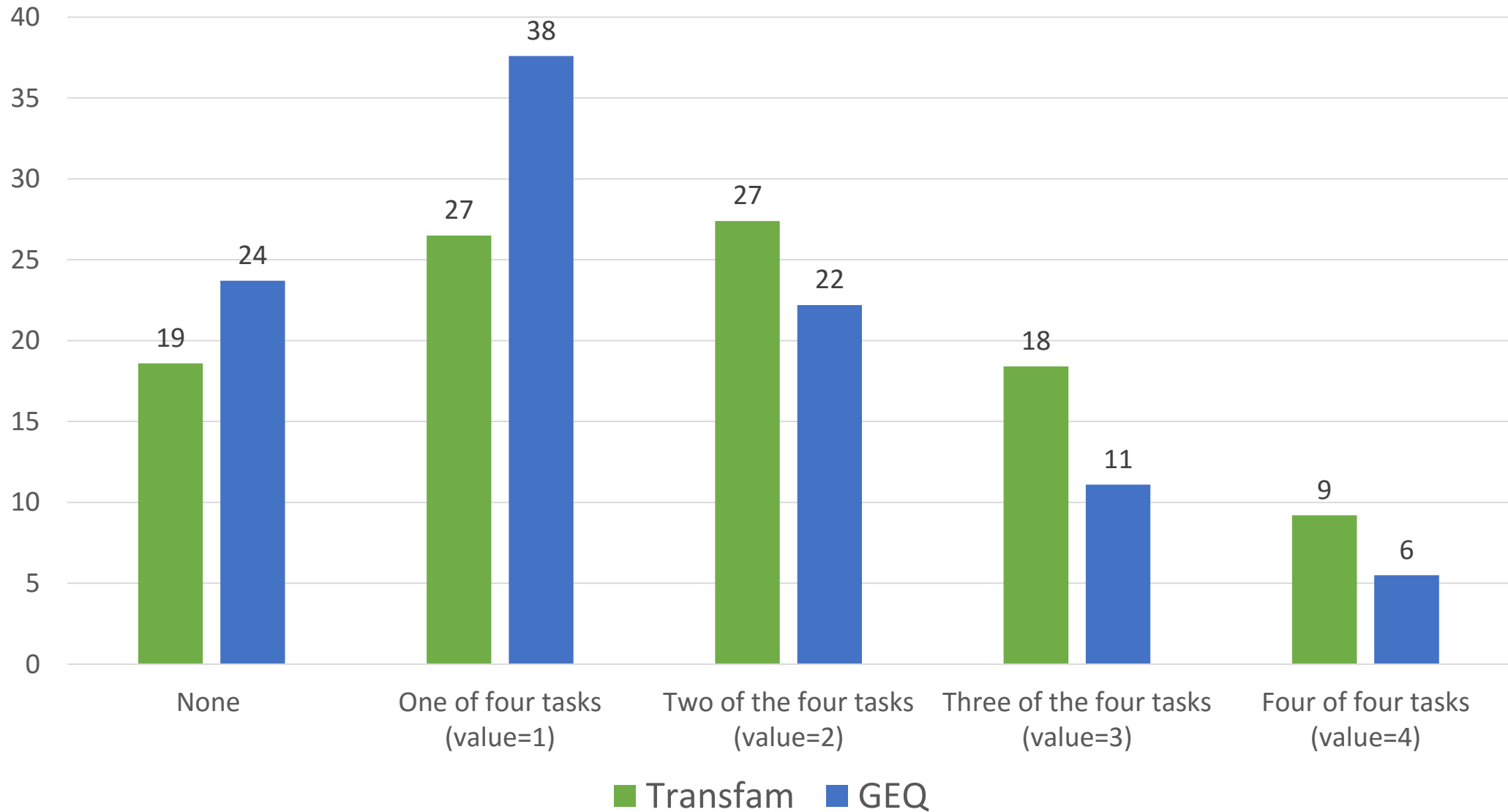
Poles in Norway have more gender equal attitudes

- Stronger agreement with norms concerning women's roles, than equal division of unpaid work with men
- Migrants more ambivalent for attitudes towards achievement of gender equality (hard to say as an often chosen option)
- Polish migrants usually have more homogenised attitudes, only few of them are differentiated by gender, age or education (in general, women more for equality)
- Among Poles in Poland more importance of respondents' characteristics that diversify the attitudes such as gender, education, having children and place of origin

Division of family duties and responsibilities



Doing tasks together



	The couple doing tasks together				Only the woman doing tasks				Only the man doing tasks			
	Model 1		Model 2		Model1		Model2		Model1		Model 2	
	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ	Transfam	GEQ
Gender (female=1, male=0)	-.064	-.192***	-.088	-.194***	.145*	.118*	.160**	.121**	-.178**	-.059	-.151*	-.057
Age (35-54=1, 18-34=0)	.121	-.093	.091	-.064	-.151*	-.062	-.120*	-.090	.041	.065	.039	.067
Education (university=1, other=0)	.190**	.123*	.074	.110*	-.174**	-.095	-.060	-.079	-.081	.007	-.065	.041
Having children (yes=1, no=0)	.089	.065	.107	.066	.337***	.347***	.318***	.345***	-.114	-.036	-.114	-.017
Place of origin (big city=1, or=0)	.047	.011	.000	-.009	-.064	.016	-.017	.030	.030	-.058	.034	-.055
Men and women should divide housework equally.			.203**	.046			-.185**	-.049			-.056	.111*
It is in fact women who are ultimately responsible for the home and family			-.202**	-.219***			.221***	.192***			-.036	-.023
The matters of gender equality have gone too far			.049	.040			-.128	-.042			.141	.164**
Men and women are generally different, so achieving gender equality is impossible			-.154	-.054			.180*	.022			-.020	.066
A woman who has small children should not work			-.166*	.077			.166**	-.026			.030	.026
Parents should teach children that gender equality is important			-.045	.090			.106	-.123*			-.137*	.025
Variance explained (R-squared)	.062	.052	.252	.116	.166	.138	.347	.197	.057	.012	.100	.058

Conclusions

- Migrants have more equal attitudes and a bit more equal practices
- Childcare is not more gender-equal than in Poland
- Attachment to traditional gender order (women being responsible for care and unpaid work) impacts practices in both countries
- Attitudes are a stronger predictor than education for migrants
- Having children is a moment of return to traditional gender order (mother overburden) for both groups
- Impact of structural conditions of a segregated migrant labour market strengthened by traditional cultural norms (men still seen as main providers)

Thank you!

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