

Departamento de Sociologia

Work-life balance of Eastern European migrants in Portugal

Vera Flenova

Dissertação submetida como requisito parcial para obtenção do grau de
Mestre em Sociologia

Orientadora:
Doutora Maria das Dores Guerreiro, Professora Associada,
ISCTE-Instituto Universitário de Lisboa

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Abstract

This study is devoted to the balance between work and life the Eastern European migrants manage to obtain. Work and life balance is considered as one of the core factors for the quality of life of the individual. Processes of migration and integration of migrants make the attainment of the work-life balance even more complicated and involve more resources.

In this work the work and personal life balance of migrants is being analysed from the following perspectives: occupation, family life, childcare, expectations that they had before the migration and that they have towards future, migration experience, leisure in the sense of how they spend their free time, socialization in new society and participation in civil activities. The balance between work and family life is being studied regarding theoretical framework of the demands-resources approach. As one of the objectives of the study was to measure the satisfaction context of the Eastern European migrants in Portugal this approach was considered interesting by the author.

For the study 10 in-depth interviews and 102 online questionnaires were collected. Most of them reported that their life has changed a lot compared to the country of origin. As well the majority of respondents claimed to be satisfied with the quality of life and balance of work and life they are gaining in their new country.

The traditional model of the family widely spread in Eastern European countries where women are responsible for childcare and domestic work highly influence the behaviour that migrants are reporting. Work is still more important for men, while women are fulfilling all the family support activities. Nevertheless, the level of satisfaction with division of responsibilities is higher among the female sample.

Key-words: work-life balance, work-life stress, migration, integration, family, work, quality of life

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INTRODUCTION

For my study, I chose a theme of combining work and family life by migrants from Eastern Europe currently living in Portugal. This topic is interesting for me personally as I was born in Russia, but now I've been residing in Portugal for almost two years, and I plan to stay here with my family. At the same time, I consider that this theme is of current importance as migration and work-family are growing topics of discussion recently.

According to the Migrant Integration Policy Index (MIPEX), which is a measure of migrants integration policies, Portugal is ranked second with a high score of 75 out of 100 within all EU Member States, Australia, Canada, Iceland, Japan, South Korea, New Zealand, Norway, Switzerland, Turkey and the USA. The MIPEX marks very high scores of labour market mobility, family reunion, and access to nationality and anti-discrimination policies available for migrants, which makes Portugal an attractive country for them.

Regardless the crisis Portugal kept on investing into migrants integration projects, managed to improve its' effectiveness and reach. Migrants have now more realistic requirements for family reunion, recognition and training procedures, support in employment, access to the programs fighting with domestic violence.

While the ability to find a suitable balance between work, family and personal life is a challenge for workers and especially parents, it is essential for the well being of all household members. According to Better Life Index, long working hours in Portugal, an important aspect of work-life balance, is less than OECD average: about 10% of employees work 50 hours or more per week including 13% among men and 6% among women, compared to 13% average in OECD countries.

Family is one of the basis instates of the society, thus the transformation of family and marriage relationships has fundamental influence on the whole system of society institutions. In modern industrial societies institution of family and marriage comes though significant changes and as a result European civilization came across historically new phenomenon of threat of depopulation and ageing of population. Explaining the current demographic situation most of the experts are using socio-cultural factors, changes in values and normative systems

of contemporary societies. Scientists of sociology and demography fields state that few children or even families without children are becoming a socio-cultural norm in developed countries.

The results of European Social Survey show that the norm of women's participation in professional career, fight for the authority spheres in the public life and within the family is already well formed. As well two types of women were revealed: oriented for the family and oriented for the full-time work out of the household and seeing professional activity as the most important value, that could successfully compete with the values of family and maternity. In the competitive struggle work and career are leaving less and less space for self-fulfil of personality in other social institutions such as family, religious institutions, public life and even politics. Professional career, endless consumer rush becomes new forms of fetish mind. People are facing the difficult choice family or work; build a career or grow up children and devote more time to family responsibilities. The conflicts between family and work, between family and career are the main reasons of the traditional model of family crisis and drastic decrease of birth rates.

The growth of structural and technological unemployment among the youth as well is bringing additional threats to the family institution development and meeting of the family and work interests. The work nowadays waits from employee over efficiency in intellectual, psycho-emotional and physical resources. The modern society needs to provide balance of family and professional roles.

The post-industrial changes in the composition of society together with the growth of female participation in the labour market and advanced technologies are blurring the boundaries between work and private life (Lippe and Back-Wiklund, 2011). It results in a growth of the two spheres' influence on each other and makes those who are studying the quality of life take into account both domains and the balance between them as well. At the same time, it is important to consider not only the negative consequences of work-life interference that are widely discussed, but positive outcomes such as satisfaction with work-life balance, work-home enrichment and work engagement as well (Dulk, Back-Wiklund, Lewis and Redai, 2011).

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In sociological and cultural surveys traditionally gender approach for the analysis of work and family balance problems is being used. It is about influence of gender attitudes and stereotypes on the balance between family and professional roles. In my study, I am going to consider how the ways Eastern European migrants in Portugal combine their work and family are different from one job to another and from between genders, as well as the quality of life Eastern European migrants can obtain in Portugal. I will be comparing migrants of different gender and occupation.

CHAPTER 1. THEORETICAL FRAMEWORK

1.1. Immigration to Portugal

International immigration has grown significantly over the past three decades: from 50.750 in 1980 to 392.969 in 2016 foreign citizens are legally residing in Portugal, although this number is slightly decreasing due to the economic crisis of the labour market during the last years (SEF 2016). Migration process, according to the sociology of migration, is the process of changes that is caused by the conversion of relocated inhabitants into the new status and includes three phases: generation of mobility factors, process of movement and assimilation in the new place.

In Portugal immigration from Eastern Europe is a comparatively recent phenomenon that began in the 1990s in the broader context of East – West labour migration within Europe. Most of the migrants are coming from Ukraine, with smaller flows coming from Romania, Moldova and Russia (SEF 2011). While most Eastern European women find work in low-income and low-status occupations of care work or in the industrial and domestic cleaning sector, men mostly work in the construction sector (Araújo et al., 2015).

There is a combination of external and internal factors that explain growth and diversification of immigration to Portugal that started in 1990th. On the external level it could be explained by the situation in the migrants countries of origin (especially in Eastern Europe and Brazil), as well as dynamics that were produced by European integration. Political and economic changes that were and continue happening in these countries together with unfulfilled potential of migratory flows from Eastern Europe that were blocked during the period of Cold War are affecting these new waves of migration. The internal factors are progressive drying up of internal working force for the some of the services sectors, decrease of birth rate in and feminisation of the labour market participants (Pires, Pinho, 2009).

Moreover with the changes in law system that allow illegal foreigners (those who are already settled in Portugal without an appropriate permission) apply for the temporary residence permit in case they prove they are working. It was the first recognition of connection between labour market and development of migratory flows. At the same time the integration programs for the migrants started to being developed.

The wise management of migration processes could have positive effect for the resources this migration could bring to the region. One of the main resources the migrants could bring is the human capital. For the effective management the processes of migration are being studied from the different prospectives such as:

1) Studies of formation the migration processes: motivation, reasons for moving, social mobility of the population

2) Studies of migration patterns: intensity and direction of migration flows, duration of the migration etc.

3) Studies of integration processes: Levels of integration of migrants and regular population – behaviour patterns of migrants in the different socio-cultural environment, tolerance levels to the different frameworks.

1.2. Migration processes

Migration in this work is considered as territorial movement of population involving crossing the boundaries either inner or external with the aim of changing the current constant place of living or temporary living on the other territory regardless the factors influencing this movement – attracting or impellent.

People usually make the decision to move in some exceptional circumstances, it could be political or economical change, instability, new opportunities available etc. Moreover, it is not one single decision; it is a chain of decisions. this decision is being born within the social networks, family considerations, economical and political situation. Migration processes are dependent of different factors of different levels: micro, meso and macro. On the micro level migrant is making calculation of costs and benefits of his migration decision, all the risks either psychological or financial and opportunities the migration will open. The meso level includes social networks, easiness of cross-border mobility. And finally the macro level consists of political, economical and demographic factors (Goldin, Cameron, Blarajan, 2011).

As well it is important to mention that migration decision factors are not only economical, how showed the earliest models, but it could be such factors as families and

friends, educational, cultural, political and social. As well it is not always an individualistic decision, for example, which is a common model for the Eastern European migrants in Portugal – when one member of the family migrates for the income and other part stays in the country of origin, while he or she is earning the living for them.

There are as well approaches that consider family instead of the individual as a migration primary unit. This model that is centred on the family consider migration as a social process.

1.3 Integration processes

There are studies within the framework of segment assimilation theory showing that migrants do not only integrate into a particular part of receiving society but as well come from a certain segment of dispatching community, which profoundly influences the values adaptation process, especially among children, although also for grownups (Feliciano, 2006). Migration is usually caused by push-factors in the dispatching society, such as economic conditions, political regime, and persecution due to religious or ethnic reasons (Massey, 1999). It is important as well to take how migrants choose a country for migration into account, and these pull-factors could be traditional patterns of movement (e.g. from Mexico to the USA) or laws of receiving country that allow easy legalisation (Rumbaut, 1997).

Another important aspect of the migration process analysis is that not everybody would migrate, but only those who are motivated or those who are forced to. Also in some countries, not everybody is allowed to move by law. Moreover, people who are making the decision to emigrate are usually the more active and motivated ones, often with better education and willing to study something new (including a new language). (Constant and Massey, 2003) There are reasons to think that people strive to immigrate to those societies where norms and values are more acceptable to them and make this decision not only according to economic factors (taking into account long-term migration and not work or pendulous migration). Among pull factors affecting the choice of a country for migration, there are an economic situation, effectiveness of law system, opportunities for better education and high-quality health care.

One of the important contemporary conceptions explaining migration processes is the theory of transnationalism that started to form in Europe in the 1990s. The core of the approach is that the common diasporas and ethnic groups in the meaning that was discussed by such classics as Robert Park does not exist anymore. With the development of technology, decrease of ticket and phone call prices and of course appearance of the Internet, migration of relatives to another country is no longer perceived as a complete break of ties with the homeland (Foner, 2000).

Nina Glick Schiller determines transmigrants as people whose life depends heavily on contacts from both sides of the boarder. Migrants that are integrated into economy and institutions of the new country are still connected with the home country as well. They form new economic and personal ties between these two countries (Glick Schiller, Basch, Szanton Blanc, 1995). And we are often not talking about actual physical movement to one country and back, but about migrants staying in the new country being still so much involved, informed and interested in events in the country of origin, that they can still be considered as active members of that society. Thus, transnationalism has as its objective a new theoretical framework for migration analysis where migrant is no longer a person cut off from his own country and forced to assimilate or integrate, no longer being a member of preceding society, but on the contrary is a possessor of two or more identities, involved in social, economic and sometimes even political life of several societies (Bauböck, 2003).

Social trust as one of the facets of social capital contributes to such aspects as co-operation, social integration, harmony, empathy and the overall social climate that in their turn are crucial for immigrants' integration and happiness. The social environment is shown in attitudes and behaviour of the members of society, while social climate is determined by the attitude of society towards migrants in migration literature. The sense of belonging, integration of migrants is being stimulated by a more positive attitude of society (Hendriks&Bartram, 2016).

1.3 Work-family balance

It is generally agreed that the family institution in western societies changed drastically during the 20th century and is still changing now. Family shape and organisation

of day-to-day life are being reconfigured; the meanings of family are being changed. Traditional family model of pre-industrial societies is being replaced by modern nuclear family and later by egalitarian model (Guerreiro, Torres and Lobo, 2009).

Up until the end of 20th century, the balance of work and family life was generally not seen as a problematic question because of the fact that it was usually the man who worked full time and the woman who was assigned to unpaid domestic and caring work. Thus, the solution for a 'balance' between labour market and caring work was in women's domestication together with formal or informal exclusion from employment (Crompton and Lyonette, 2006).

Contemporary life course is a single dimension of flow in which boundaries and connections are flexible, and there are various forms of connection between work and family life (Gherardi, 2015). Nowadays balance between work and family life is a mainstream line of investigation for many authors. This balance is an objective relation of two life domains that does not mean their equality or equal importance. Balance is an established proportion that could be shifted to one or the other side and satisfaction with this balance is a subjective factor that is an expression of attitude of an employee towards this proportion.

The relationships between work and family require getting into balance two worlds that are often deeply disconnected, both of them involve completely different demands, behavior patterns and norms. The time pressure augments the difficulty of the equal participation in two spheres (Guerreiro and Pereira, 2007).

The topic of work-family balance is often considered only from the practical side, for example, when a couple manages to combine caring and employment of both partners. When a family and each of the partners come across many tensions and pressures in combining responsibilities for family and work, this can cause a work-family conflict. The work-family conflict could be described as a result of pressure that is caused by incompatibility of work and family roles (Crompton and Lyonette, 2006).

Nowadays such concepts as work-life balance, conflict, stress and spillover are transforming into everyday terms. Early research of work-life conflict has marked out three

types of such conflicts: time-based, strain-based and behaviour-based conflict (Greenhaus and Beutell, 1985). The time-based conflict was described as a kind of conflict when one role of a person does not let him fulfil the expectations of the other role. Strain-based conflict is when tension and exhaustion in one role affect the fulfilment of the other role. And, finally, behaviour-based conflict is caused by incompatibility of behavioural requirements of one role and behavioural requirements of the other. Many types of research showed that employment usually has a negative impact on family life than vice versa. Work interference with family and family interference with work are generally distinguished by authors. (Crompton, Lyonette and Wall, 2007).

In general, there are several approaches to the research of family-work balance, including theory of roles, theory of boundaries, etc. In this work balance between work and family life is being studied regarding theoretical framework of the demands-resources approach. This method seems to be useful in satisfaction research context. The idea of this approach is in dividing material and non-material factors that correspond to the satisfaction with the balance of work and family life for responsibilities and the resources a person has. Thus, for example, time pressure, work overload, the status of the only breadwinner, several places of work, emotional costs are examples of work demands and children, domestic work are examples of family needs, while such factors as professional status, income, free working hours could be considered as resources. And in the demand-resources approach it is seen that an increase in demands volume would cause a decrease of satisfaction in family-work balance while increase of resources would influence the satisfaction level positively (Greenhaus and Beutell, 1985; Valcour, 2007).

In this work, I am assuming that demands and recourses have direct and indirect impact on quality of life and have such outcomes as stress, work engagement, interference and enrichment, satisfaction with balance between work and life. The availability and impact of demands and recourses are shaped by such factors as workplace context, social policies and as well labour market conditions (Dulk, Back-Wiklund, Lewis and Redai, 2011).

According to the Guerreiro and Pereira (2007) the Portuguese population in general consider as a norm that both partners contribute to the family budget and basing a woman independence on employment, nevertheless, limited involvement if the paid work of women

with small children. The study showed that women in Portugal are under the pressure of working long hours and those who are not giving all the resources to the company usually are considered less productive and committed. Women as well are supposed to put their families on the first place, rather than their careers, which increase the pressure they run through, there is lack of equality between male and female employees as well as lack of sense of gender equality in both men and women minds. At the same time responsibility of Portuguese women for the domestic work is much more than for man, men's participation is often considered as extra help while male participation in childcare is slowly increasing. There were the following types of household responsibilities division set: Women as wholly responsible (including Women double work shift and Egalitarian participation), Couple who share the work (including Unwilling cooperation and Specialised help), Externalisation (making use of paid work or household services) and Other supports (family support networks). Regarding the childcare there were the following general types described: Facilities - using only one institution, Facilities - using more than one institution, Facilities and extended family, Extended families -grandparents , Extended families – others, Informal paid work (Guerreiro and Pereira, 2007).

The migrants often do not get the full institutional support for the families compared to the country of origin. And in the situation of lack of institutional support, that is an often situation even for the regular population, the ways of combining professional, family and parents responsibilities are being developed at the household level and depend on resources and personal decisions of the parents. In general, women are the subjects for finding the balance, as they are holding the responsibility for the majority of childcare and family care responsibilities in the traditional family model of Eastern European countries.

Regardless the fact, that women are taking active roles in labour market and childcare has high importance for the both partners, the more difficulties in finding balance between work in family is still for the women. The traditional model of man-breadwinner and woman-housewife is being transformed in the model, where both partners work, but nevertheless woman is responsible for solving the most part of the conflict between family and work responsibilities. In contemporary Eastern European countries it is a normative way of running

a family, when woman is taking all the household and childcare responsibilities and work at the same time.

The male version of the balance between work and family as the recognition of equal importance and optimal division of the time between two spheres has more ideological construction and brings to the term of “responsible fatherhood” suggesting the active participation of men in childcare. These model is widely discussed in politics of most European countries, while the full institutional support for such model nowadays is only available in Northern European countries.

1.3. Quality of life

Special place among migration reasons has quality of environment, that influences quality of life and state of health of the people. Portugal that during the rapid industrialization in Europe still had lower development due to the political regime has a unique nature resources and agriculture that attracts migrants.

Quality of life is a level of satisfaction of material and spiritual needs of individuals. The start for the research of quality of life was made by sociologists of Chicago School in 50s years of 20th century like Robert Park and Ernest Burgess that were studying city life and questions of pollution, density of population etc. The studies of American sociologists showed that increase in income attended with increase with conditions of life dissatisfaction. It turned out that in this case individuals claim for higher level of spiritual needs satisfaction.

The significant indicators of quality of life are health, couple and family relationships, economical and political situation in the country, friends, house, work, place of living, creed, hobby, participation in political life. All these factors are closely connected and influenced by migration processes. Measuring the quality of life only by economical parameters is not the right way. The International Indexes comparing life in different countries are using a lot of indicators including environment, demography, economy, social parameters, law systems, health care systems, education, culture etc.

There are different approaches in evaluating quality of life, such as aggregated and not aggregated. For the current study we used the complex approach to show the different sides

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and factors that influence the quality of life Eastern European migrants in Portugal obtain including the main focus of the study – balance of work and personal life.

CHAPTER 2. METHODOLOGY

2.1. Survey objectives

Objective of my study is to consider differences of work and life balance patterns and satisfaction between Eastern European migrants with different occupations and gender in Portugal. So research questions of my study are:

- Are the ways how Eastern European migrants in Portugal combine their work and life are different from one job to another and from gender?
- How satisfied are the Eastern European migrants in Portugal with their work and life balance?
- What quality of life Eastern European migrants in Portugal obtain?

2.2. Survey design

The object of my study is the Eastern European migrants currently living in Portugal. All of the respondents have to have paid work and to be married or living together. My target is to find respondents of different occupation: those of higher positions, skilled jobs or entrepreneurs and compare them with those of low-paid jobs, for example, working in the service sector.

For the first qualitative step of the survey as method of data collection, I am using semi-structured interviews. I was using snowball-sampling method starting from the personal contacts in migrants' community. All meetings were scheduled according to respondent's availability during the June 2016 and November 2016.

The fact that on the first period of data collection most of the interviews showed that the respondents were all of a higher and middle class justify two waves of data collection. At the same time there are other studies showing that there is a high level of inequalities within the migrants society, thus it would be incorrect take into account only those who are in a better conditions. So I made a decision to look specifically for more respondents that have 'poor' jobs and would make the sample more realistic and balanced.

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On average each interview took up to 30 minutes. After the fieldworks were accomplished all the interviews were tape scripted and then full scripts of the interview were prepared. Afterwards Russian typescripts were translated into English.

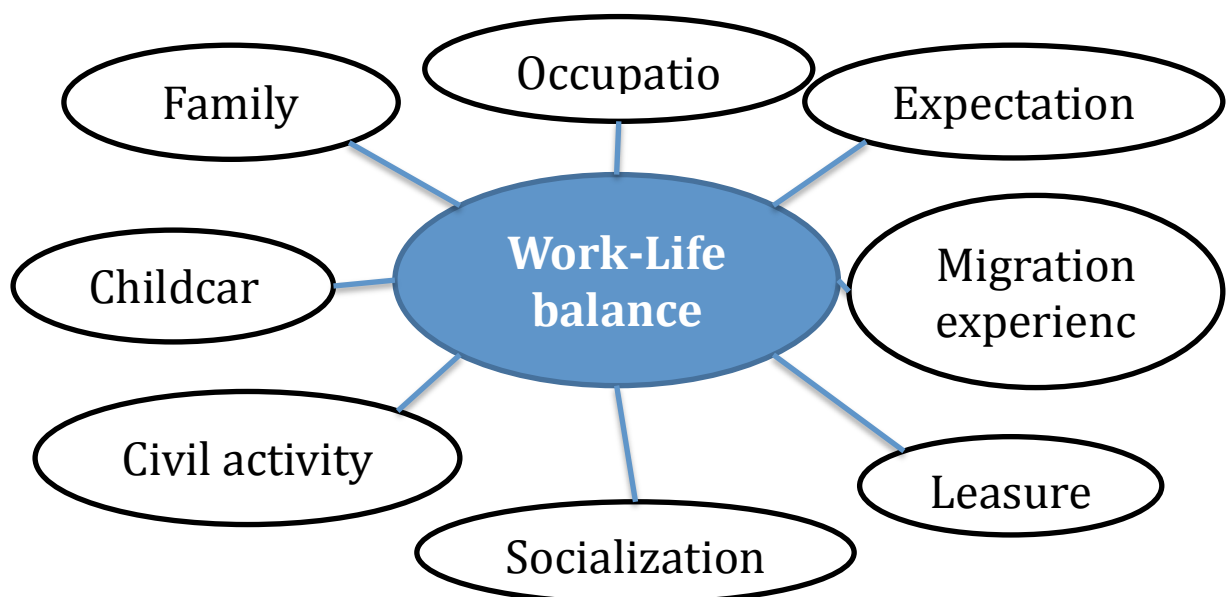
In total 10 interviews were conducted, 50% with male and 50% with female respondents. All interviewees were married, most of them had children, and the average age was 31,5 years; all respondents had a higher or secondary education completed in the country of origin.

Translation of the guide that was used for the interviews could be found in Appendix 1.1.

For the second quantitative step of the survey I used online questionnaire. In total 102 questionnaires were collected. The data collection was from the 23rd of July 2017 until 4th of August 2017. Respondents were found through the online communities of Russian speaking migrants in Portugal as well as through the offline requests for the respondents that matched the survey requests. The sample consists of 47,1% male respondents and 52,9% female. The age of respondents varies from 21 to 57 and the mean age is 36,4 years.

Translation of the questionnaire that was used could be found in Appendix 1.2.

Graph 2.1 Analysis model



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For my survey I am going to analyse the work and personal life balance of migrants from the following perspectives: occupation, family life, childcare, expectations that they had before the migration and that they have towards future, migration experience, leisure in the sense of how they spend their free time, socialization in new society and participation in civil activities.

CHAPTER 3. EMPIRICAL RESULTS

I would start the analysis of the survey results with the graph of words cloud from the interviews conducted. As we could see a words cloud that is a good illustration of the interviews contents. We could see that the most often repeated words were work and time. As well most of the adjectives in the cloud are positive, such as well, like, satisfied etc.

Graph 3.1. Cloud of words



3.1 Migration experience

The respondents of the interviews had moved to Portugal from 1.5 to 5 years ago, whereas among those who answered the questionnaire there were much more variety from 0 to 23 years ago. In most cases the decision was mutual or made by the wife; thus, women seem to be more active in decision-making regarding migration. In most cases it was decision made by husband and wife. Some respondents also mentioned that other relatives, for example, parents supported or took part in the decision process.

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The decision was mutual, at least I hope so... (Milana, 28 y.o., female).

As well some of those who made the decision on their own tell about necessity of persuasion the wife/husband to agree to move.

Me. Igor, the poor soul, thought for a long time whether to agree. (Olga, 29 y.o., female)

Table 3.1 Migration decision by sex

			Sex		
			Male	Female	Total
Migration decision	I, on my own	Count	12	17	29
		% within Migration_decision	41,4%	58,6%	100,0%
	Me and my partner together	Count	28	28	56
		% within Migration_decision	50,0%	50,0%	100,0%
	My partner	Count	0	5	5
		% within Migration_decision	0,0%	100,0%	100,0%
	Other family member	Count	8	3	11
		% within Migration_decision	72,7%	27,3%	100,0%
	Other	Count	0	1	1
		% within Migration_decision	0,0%	100,0%	100,0%
Total		Count	48	54	102
		% within Migration_decision	47,1%	52,9%	100,0%

It is interesting to notice that none of male respondents claimed that their partner made decision, while all 5 respondents who chose these option were female. At the same time proving the results of the interviews women more frequently than men said that the migration decision they made on their own.

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Table 3.2 Migration reasons

		Migration reasons			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Love to Portugal	19	18,6	18,6	18,6
	Climate	11	10,8	10,8	29,4
	Professional interest	10	9,8	9,8	39,2
	Emotional discomfort in the country of origin	20	19,6	19,6	58,8
	Financial crisis in the country of origin	17	16,7	16,7	75,5
	Political situation in the country of origin	11	10,8	10,8	86,3
	Other	14	13,7	13,7	100,0
	Total	102	100,0	100,0	

The most mentioned reasons for migration among those who completed the questionnaire as we could see from the Table 3.2 are emotional discomfort in the country of origin, love to Portugal and financial crisis in the country of origin. These reasons are well illustrated and supported by the data collected during the interviews.

Reasons for migration mentioned during the interviews include the economic situation in the country of origin, a desire to change the country, a personal preference to Portugal or seeing Portugal as a suitable destination for their business. Among positive aspects of migration, the most frequent answers are the weather/climate, life by the ocean, good food, and calmness, while a negative aspect mentioned by all respondents is the absence of family and friends. All respondents are very positive about their migration experience, and none of them want to go back. People couldn't find the emotional comfort in the country of origin, were building plans to change the country, some of them due to business ideas and business development vision, some fell in love with the Portugal in particular during the travel and decided to move.

I wanted to leave Ukraine for as long as I remember. (Milana, 28 y.o., female)

Interviewees described their moral state in the country of origin as uncomfortable, say

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they always had the plans to leave, was looking for emotional comfort.

I wasn't feeling comfortable in my home country. ... Emotionally. Not financially, emotionally. (Kirill, 28 y.o., male)

Also for those who moved recently the crisis and difficult situation in Russia-Ukraine relations influenced the decisions to move. Mostly according to the dates of movement it is connected to the conflict situation between Russia and Ukraine.

...a lot of international companies started closing, people started getting fired, food disappearing from shelves, general mayhem. In my business touring agencies started closing. My husband got fired, and I've lost my business. (Anastasia, 32 y.o., female)

Respondents describe Portugal as a great country. Most of them mentioned the travel experience during which they loved the country so much that made a decision to move here.

We travelled here a lot, and we liked it so much, we decided to move. (Katerina, 36 y.o., female)

Those of respondents who have their own business said that they see opportunities for business in Portugal. Already the business development here went very well for some of them.

Portugal was a good fit for our business. (Ilya, 27 y.o., male)

Interviewees evaluated migration more positively than negatively. Among the downsides were rainy winters, language and integration problems and separation from friends and family. Migrants are not happy with the damp winters without heating. Some of them also mentioned instability as a reason that worries them.

...fleas, dampness, coldness, no heating (Ekaterina, 37 y.o., female)

The downside is the language – we are stills struggling to learn it. (Stanislav, 37 y.o., male)

The most frequent answer was missing family and friends, loneliness because most of the close friends and relatives stayed in the country of origin and they feel difficulties in

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finding new relations in the new country. Respondents told that it is difficult to leave your friends and family behind. Some of them don't trust people and so don't see the opportunity to contact with new people right away. Most of the respondents would prefer to meet with the families and friends more often.

Negative – the lack of close people nearby. It's very hard, you have to find new friends. (Anastasia, 32 y.o., female)

Respondents stated Portuguese cuisine and higher quality of the food as the advantages of migration. As well they are satisfied with the state structures of Portugal, such as schools, medicine and other state organizations. Also calm and quiet life here, open people, who are ready to help and closeness of the ocean and good climate conclude the positive portrait of the country in the migrants' minds. They claimed state structures to work better in Portugal. They mentioned possibility to influence the situations you don't agree with. Interviewees mentioned satisfaction with documentation flow, schools and medicine.

It's simple and fast to get all the necessary papers. The schools are great, which is very important right now, and my child is happy. (Katerina, 36 y.o., female)

The life in Portugal was described as calmer, quieter and with less stress compared to the country of origin. People feel stability and comfort here. As well they said that it is easier and simpler.

It's calmer here. More stable...We can plan for 10 years ahead, Portugal won't suddenly kick us out, or decide to join Spain. (Mykola, 28 y.o., male)

Respondents describe people living in Portugal as pleasant and kind, always ready to help, which is one of the advantages living here.

...even if we don't know the language, we can say a couple of words, and they would take us by the hand and lead to where we need to go. (Stanislav, 37 y.o., male)

Mostly all of them mentioned the good climate as a positive side of the Portugal and as well as one of the reasons to live here. Migrants from Russia and Ukraine are happy with the warmer climate, sun and ocean.

I wanted to be near the ocean. In a good climate, with 300 sunny days a year, with

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no snow. (Olga, 29 y.o., female)

Generally speaking, there are two most common patterns regarding support: either the respondents have moved to Portugal on their own, without much support neither in the country of origin nor in Portugal. In some cases they have had friends here in Portugal for support, sometimes a friend from their country of origin who got married to a Portuguese. Relatives most often do not support the decision of migration, but in some cases provide financial assistance, though usually not a significant one.

3.2 Work life

Among the respondents who filled the questionnaires types of contract and illegal work without contract were divided almost equally. While only one of the interviewees works illegally, while others either have a contract, working as freelancers with recibos verdes or own a business.

Table 3.2 Type of migration contract by sex

		Type of working contract vs. Sex			
		Sex		Total	
		Male	Female		
Type of working contract	Contract without term	Count	4	16	20
		% within Sex	8,3%	29,6%	19,6%
	Short-term contract	Count	8	14	22
		% within Sex	16,7%	25,9%	21,6%
	Recibos Verdes	Count	12	10	22
		% within Sex	25,0%	18,5%	21,6%
	I work without contract	Count	12	9	21
		% within Sex	25,0%	16,7%	20,6%
	Other / Don't know	Count	12	5	17
		% within Sex	25,0%	9,3%	16,7%
	Total	Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

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As we could see from Table 3.2 among Russian speaking migrants in Portugal women has contract without term or short-term contract more often, while men more often work with recibos verdes or even illegally.

The results of the online survey showed that average quantity of working hours set by contract and real working hours per week are almost equal for the Russian-speaking migrants in Portugal. It was 38 hours per week set by contract and 38,3 on average real working hours per week. Most respondents of the interviews work at least 40 hours per week or even more, the majority reported working extra or non-fixed hours.

What's your timetable?

Officially – from 9 to 6. From Tuesday to Saturday. But in the wedding season, we can have 3 weddings a day, and we might work till 10, or 11 pm, 6 days a week.

Do you often work overtime?

Well, at least once a week. (Olga, 29 y.o., female)

To compare respondents with the lower paid jobs with those who have higher positions we divided sample into 2 parts based on the position respondent chosen in the online questionnaire. As we could see Russian speaking migrants in Portugal with lower positions more often work extra-hours then those who have better jobs.

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Table 3.3 Working extra-hours by job type

				Job type		Total
				Lower position job	Higher position job	
Working extra-hours	Never	Count	1	6	7	
		% within job_type	4,8%	7,4%	6,9%	
	Rarely	Count	6	34	40	
		% within job_type	28,6%	42,0%	39,2%	
	Somewhat often	Count	11	20	31	
		% within job_type	52,4%	24,7%	30,4%	
	Very often	Count	1	13	14	
		% within job_type	4,8%	16,0%	13,7%	
	Other / Don' know	Count	2	8	10	
		% within job_type	9,5%	9,9%	9,8%	
	Total	Count	21	81	102	
		% within job_type	100,0%	100,0%	100,0%	

Regarding the holidays and free days all respondents of the interviews reported that it is usually based on personal factors, work situation and relationships with the boss rather than on the law practices. Nevertheless no one showed dissatisfaction, it seems that having a job is regarded as a privilege and they are ready to work extra hours or to get less free days.

Well, there is always the human factor, for instance there was a time when there were only two of us, and I couldn't, of course, leave earlier or ask for a holiday, even though we did get tired... (Stanislav, 37 y.o., male)

Even though some of the interviewees reported discrimination compared to the Portuguese co-workers.

What's interesting, local people, who work under full contracts, have a lot of rights, and they can get holidays in high season, for example. (Olga, 29 y.o., female)

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More than half of the interviewees are not satisfied with their work achievements, and those who are have mentioned conflicts with management. Those who have flexible schedules show a higher level of satisfaction. Most respondents use cars to get to work and back, as most of them live outside Lisbon while working in the city.

Although most of the interviewees work in positions that demand lower qualification compared with their occupation in the country of origin, no one has shown much dissatisfaction with their new role. On the contrary, there are cases when people open their own business after migrating and see a lot of opportunities for further growth in Portugal.

Coming to the balance between work and life it is interesting to compare levels of satisfaction with this balance between men and women. As we could see from Table 3.4 on average level of satisfaction with balance between family and work is lower among women than men. It is as well important to mention that Russian speaking migrants in Portugal in general are satisfied with the balance of work and family they currently have and only 10,8% say that they are not at all satisfied with the situation.

Table 3.4 Satisfaction with balance of work and family by sex

Satisfaction with work-family balance vs. Sex					
			Sex		
			Male	Female	Total
Satisfaction with work-family balance	Not at all satisfied	Count	4	7	11
		% within Sex	8,3%	13,0%	10,8%
	A little satisfied	Count	12	19	31
		% within Sex	25,0%	35,2%	30,4%
	Quite satisfied	Count	8	24	32
		% within Sex	16,7%	44,4%	31,4%
	Extremely satisfied	Count	24	4	28
		% within Sex	50,0%	7,4%	27,5%
Total	Count	48	54	102	
	% within Sex	100,0%	100,0%	100,0%	

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Table 3.5 Satisfaction with balance of work and family by job type

Satisfaction with work-family balance vs. Job type					
		Job type			
			Lower	Higher	
			position job	position job	Total
Satisfaction with work-family balance	Not at all satisfied	Count	6	5	11
		% within job_type	28,6%	6,2%	10,8%
	A little satisfied	Count	4	27	31
		% within job_type	19,0%	33,3%	30,4%
	Quite satisfied	Count	6	26	32
		% within job_type	28,6%	32,1%	31,4%
	Extremely satisfied	Count	5	23	28
		% within job_type	23,8%	28,4%	27,5%
	Total	Count	21	81	102
		% within job_type	100,0%	100,0%	100,0%

And not surprisingly the respondents with lower positions jobs are significantly more often dissatisfied with the balance of work and family in their lives compared to those who have higher positions.

3.3 Family life

All the respondents except one live together with their family. The division of domestic work is determined by unique circumstances in the family, for example, who of partners works more or who has some time or desire to do the domestic work. Nevertheless, even if the husband does the domestic work, the majority have a traditional model in mind, where the wife entirely or mostly does the domestic work. Almost all of respondents live in their own apartment or house, and only two out of eight are renting an apartment.

We are starting the analysis of family life of respondents with the observation of how satisfied they feel regarding the division of the time between work and family. Analysis this division for the two groups with lower positions jobs respondents and those who have higher positions we could see that the great part of the respondents either are satisfied with the

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division of time they spend for work and for family responsibilities or would prefer work less and spend more time with their family. At the same time the share of those who are not satisfied with the time division is higher among the respondents with higher position job.

Table 3.6 Satisfaction with work and family time division by job type

Work and family time division vs. Job type			Job type		
			Lower position job	Higher position job	Total
Work and family time division	I wish I had more time for work, and spend less time doing family responsibilities	Count	0	3	3
		% within job_type	0,0%	3,7%	2,9%
	I wish I could work less and spend more time with my family	Count	10	44	54
		% within job_type	47,6%	54,3%	52,9%
	I'm satisfied with the division of my time between family and work	Count	11	34	45
		% within job_type	52,4%	42,0%	44,1%
Total		Count	21	81	102
		% within job_type	100,0%	100,0%	100,0%

Most of the respondents from interviews report satisfaction with family-work balance they have, even though some, who are not as satisfied, wish to spend more time with their family. Those who are more oriented on work seem to be so because they need to earn money for living and not because of career ambitions. It appears that the majority have found an individual work-family balance and hoped to improve it in future.

No. But I don't want to work. My aim is not to work but to still earn money. Or maybe work a little bit, to not get bored, but not 8 hours per day. (Mykola, 28 y.o., male)

As well it is interesting to compare the interference of family responsibilities into work life of respondents. Most of them report that family responsibilities do not or just a little bit interfere into their work life. Unsurprisingly the level of family responsibilities

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interference into work is significantly higher among women, 30% of them claimed that family responsibilities either interfere a great deal or quite a bit in their work.

Table 3.7 Family responsibilities interference with work by sex

			Sex		
			Male	Female	Total
Family responsibilities interference with work	Not at all	Count	20	14	34
		% within Sex	41,7%	25,9%	33,3%
	A little bit	Count	20	22	42
		% within Sex	41,7%	40,7%	41,2%
	Quite a bit	Count	0	12	12
		% within Sex	0,0%	22,2%	11,8%
	A great deal	Count	8	5	13
		% within Sex	16,7%	9,3%	12,7%
	Other/ Don't know	Count	0	1	1
		% within Sex	0,0%	1,9%	1,0%
	Total	Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

As well most of the men states that division of the housework is completely done by their wife or partner is absolutely fair. This could be explained by the traditional family model widely spread in the Eastern Europe. And while most of women claimed the division of childcare responsibilities fair, share of female respondents who thinks the division of domestic work unfair is higher. In Appendix 1.3 tables with details of domestic work division within families could be found. Spheres where men mostly take part in are Cooking, Repair and Administrative tasks.

How do you split the workload of housework?

Hmm, Oxana does everything. Honestly.

Do you think the housework is fairly divided in your family?

Yes. (Kirill, 28 y.o., male)

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At the same time there are as well illustrations of the work interference into family life, when one of the partners got to busy or simply tired at work to fulfil the family responsibilities. In this case all the domestic work and childcare activities frequently lie on the shoulders of the other partner.

Well, the last year, when I have a physically hard job, 8 hours on my feet, moving flowers around, I don't do much around the house. I can't walk when I get home. So Igor has been the one doing the housework. (Olga, 29 y.o., female)

None of the interviews respondents' children go to kindergarten; one boy who is seven years old already goes to school. None of the interviewees use any additional help for children care, one of them who have two children is living with his wife's parents who help with the children. Most of them prefer to take care of children on their own and none reports a lack of resources for childcare that would affect the work-family balance. On the other hand at least 27,9% of respondents from online survey spends on childcare such as kindergarten, additional activities, caregivers etc. at least 101-200 euros per month and 18,6% of respondents spends more than 501 euros.

Table 3.8 Money spent on childcare

Money spent on childcare					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 100 euros	2	4,7	4,7	4,7
	101-200 euros	12	27,9	27,9	32,6
	201-300 euros	7	16,3	16,3	48,8
	401-500 euros	6	14,0	14,0	62,8
	501 euros and more	8	18,6	18,6	81,4
	Other/Don't know	8	18,6	18,6	100,0
	Total	43	100,0	100,0	

In Appendix 1.4 tables with details of childcare responsibilities division within families and satisfaction levels of childcare organization could be found. As we could see all the decisions regarding childcare as well as responsibilities and all kinds of childcare activities are made in the families of Russian speaking migrants in Portugal by women.

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Women hold the full responsibility of the growing up children, which is widely spread traditional model of the family in their countries of origin. Even such activities as games and walking mostly lie on women. And it is interesting that women showed higher level of current childcare arrangements than men. It could be explained by the fact that a lot of male interviewees as well mentioned that they would prefer to spend more time with their families and work less.

Table 3.8 Work and family priority by sex

		Sex			
		Male	Female	Total	
Work and family	Work is my first priority	Count	4	1	5
		% within Sex	8,3%	1,9%	4,9%
	I feel that work is more important, but I pay enough attention to my family as well	Count	4	4	8
		% within Sex	8,3%	7,4%	7,8%
	Work and family have equal priority for me	Count	20	14	34
		% within Sex	41,7%	25,9%	33,3%
	I feel that family is more important, but I pay enough attention to my work as well	Count	12	22	34
		% within Sex	25,0%	40,7%	33,3%
	Family is my first priority	Count	8	11	19
		% within Sex	16,7%	20,4%	18,6%
	Other/Don't know	Count	0	2	2
		% within Sex	0,0%	3,7%	2,0%
Total	Count	48	54	102	
	% within Sex	100,0%	100,0%	100,0%	

To summarize the section regarding work and family balance it is important to say that more than 65% of Russian speaking migrants in Portugal stated that either family and work has equal priority for them or even they feel that family is more important they do not forget to pay enough attention to their work. As well it is interesting to mention that work is claimed the first priority more frequently by men while family is more often the first priority for women.

3.4 Life styles/socialization/leisure

The migrants from Eastern Europe who took part in the interviews for the study usually spend their free time with friends, walking, traveling, cycling and going to the cinema, parks, bars and restaurants. The sample is divided nearly equally into two parts: those who report that their lifestyle changed completely and those who think that it is more or less the same.

In general, we could conclude that in majority lifestyles of the interviewees have changed positively, for they are enjoying life in a better climate, with good food a, sunny weather and the ocean. It could be determined by the sample, but none of them have commented on any significant difficulties in the life in the new country.

It's hard to say how we were living in Ukraine for the last couple of years, because all I can remember is that we postponed everything, like renovations or buying stuff, because we were going to leave. So we lived in this "we're leaving" mode for at least two years. So... Otherwise – everything's different, we eat differently, live differently, work differently, everything is changed. For the better. (Milana, 28 y.o., female)

The results of the interviews were confirmed during the quantitative step of the study. The majority of respondents even they reported that their lives changed a lot compared to the country of origin, the positive aspects of migration were mentioned in greater quantity and more often than negative.

Moreover, none of the respondents have reported a lack of integration or Portuguese friends, and according to the interviews, I come to the conclusion that most of them communicate with Russian-speaking friends and are not very well integrated into Portuguese society. On the other hand, it could be due to the shortness of the period of life in Portugal for most of the respondents. Also, most of them mention communicating with friends from their countries of origin via the Internet that corresponds to the transnationalism theory.

Well, with relatives we talk little and by Skype, more when they come to visit for a week or a month. As for friends – those in Kiev we talk to by Skype, and they also come sometimes, and here we spend a lot of time with our friends. Not from work, mostly. (Milana, 28 y.o., female)

3.5 Civic participation

From the results of the study, we can conclude that migrants from Eastern Europe show an extremely low level of civic involvement in the life of society. None of them are interested in the political life of the country or public events. Some take part in cultural events, but not too often.

Table 3.9 Participation in civic events by job type

Participation in civil events vs. Job type					
		Job type			
		Lower position job	Higher position job	Total	
Participation in civil events	Never	Count	11	29	40
		% within job_type	52,4%	35,8%	39,2%
	Rarely	Count	7	43	50
		% within job_type	33,3%	53,1%	49,0%
	Somewhat often	Count	3	5	8
		% within job_type	14,3%	6,2%	7,8%
	Very often	Count	0	4	4
		% within job_type	0,0%	4,9%	3,9%
	Total	Count	21	81	102
		% within job_type	100,0%	100,0%	100,0%

Among the respondents of online survey those who have higher positions jobs take part in civil events more often, as well as men do it more often than women. Nevertheless share of those who do it regularly is very small. The same could be said about participation of respondents in political life of Portugal. However, female respondents are more active participants of Portuguese political life.

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Table 3.10 Participation in political life by sex

		Sex		Total	
		Male	Female		
Political life participation	Never	Count	44	39	83
		% within Sex	91,7%	72,2%	81,4%
	Rarely	Count	4	10	14
		% within Sex	8,3%	18,5%	13,7%
	Somewhat often	Count	0	4	4
		% within Sex	0,0%	7,4%	3,9%
	Very often	Count	0	1	1
		% within Sex	0,0%	1,9%	1,0%
Total		Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

The tables of civil events participation by sex and political life participation by job type could be found in Appendix 1.5

3.6 Expectations for the future

Most migrants showed an intention to stay in Portugal. Those of the respondents who do not have the authorization to live in Portugal and are waiting for the documents say that they really need them for a better quality of life and work-family balance. Some mention that they would like to have more money and more free time. In general, we could summarize that expectations for the future of the interviewees are positive, they are looking forward to new life in their new country.

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Table 3.11 Quality of life satisfaction by sex

		Sex		Total	
		Male	Female		
Quality of life satisfaction	Not at all satisfied	Count	0	2	2
		% within Sex	0,0%	3,7%	2,0%
	A little satisfied	Count	0	9	9
		% within Sex	0,0%	16,7%	8,8%
	Quite satisfied	Count	28	26	54
		% within Sex	58,3%	48,1%	52,9%
	Extremely satisfied	Count	20	17	37
		% within Sex	41,7%	31,5%	36,3%
Total	Count	48	54	102	
	% within Sex	100,0%	100,0%	100,0%	

It should be mentioned that men seem to be more satisfied with the quality of life they managed to have in Portugal. As well those with the higher positions jobs are more satisfied compared to the respondents with lower positions. The table could be found in Appendix 1.5.

Well, yes, stability. I have overgrown my desire for adventure, I want a normal life. A residency card [laughs]. I don't understand that it's so hard to get everything for young people with higher education, when there are people from the colonies who get everything so easy. My mother, also [laughs]. (Olga, 29 y.o., female)

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Table 3.12 Sense of need by sex

		Sense of need vs. Sex			
		Sex		Total	
		Male	Female		
Sense of need	Never	Count	8	3	11
		% within Sex	16,7%	5,6%	10,8%
	Rarely	Count	16	19	35
		% within Sex	33,3%	35,2%	34,3%
	Somewhat often	Count	16	19	35
		% within Sex	33,3%	35,2%	34,3%
	Very often	Count	8	13	21
		% within Sex	16,7%	24,1%	20,6%
Total		Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

As well female respondents claimed they suffer from sense of need more often than male Russian speaking migrants in Portugal. So do those who have lower positions jobs.

CONCLUSION

As shown from the analysis of the interviews, the migrants from Eastern Europe, who took part in the study, are satisfied with their work-family balance and the life they have, with little distinctions they have a high quality of life, spending their free time outside of their homes. No one reports serious complications in their lives, except for legalization or learning of new language. Furthermore, no one is suffering from the lower status in the society, contrasting with a widespread opinion on immigration, which could be explained by a positive attitude towards migrants in the country.

Of course, there are cases when the respondents with higher education have to work in the service sector to earn money for their family, but, surprisingly, they do not show dissatisfaction. It can probably be explained by an understanding of the price of living in a country they like or by expectations for a better future for them and their children.

In general, interviewees have their demands and resources of work and family in balance and the most common desire is that of an increase in income and a decrease in time pressure.

The quantitative step of the survey showed more diversification of the results, which could be explained by the wider age range of the sample as well as the greater difference in years living here and social status of the respondents. This step allowed to show the differences of the satisfaction levels and division of the responsibilities compared male and female and different job types.

Among the Eastern European migrants in Portugal women are holding greater part of the responsibilities for the childcare, childcare decisions and domestic responsibilities. As it was suggested in the beginning the traditional model of family that is considered as a norm in Eastern European countries is being reproduced here by migrants. The responsibility for work-life balance as well is lying mainly on women. The share of those who are satisfied with the current balance between life and work they have is significantly higher among male sample compared to women.

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As we could see from our analysis the patterns of the household work division and childcare among Eastern European migrants in Portugal are quite similar to the typology that was elaborated by Guerreiro and Pereira (2007) for Portuguese women. And as well as there among the respondents of the study were not a lot of men who are taking much responsibility for the domestic work.

Eastern European migrants are showing very low levels of participation in political and social life of the country which could as well be a barrier to feel even a light influence of Western European values and give a start for some changes in the balance between life and work. The migrants with higher position jobs take part in political life and civil events more often compared to those, who have lower positions.

The majority both of male and female respondents claimed to have the equal priority of work and family in their work-life balance, nevertheless, work is still more important for men more often than for women.

Less than 11% of the sample is not at all satisfied with the work-life balance they managed to obtain in Portugal. At the same time men seem to be more satisfied with this balance, than women, as well as migrants with higher positions jobs are more satisfied than those who have lower positions.

Women are more likely to get the short-term or long-term contract, while men among Eastern European migrants more often work with recibos verdes or illegally. At the same time those who have lower positions work more often extra-hours.

More than the half of female respondents claimed they would like to spend more time with their family and work less. Moreover, only 3 persons from the whole sample (and all of them women) stated that they would like to have more time for work.

In general this study of Eastern European migrants in Portugal showed rather positive image of the life migrants managed to build in the new country. They show high level of satisfaction with their migration decision, with quality of life they obtain and with balance of work and family in their lives. At the same time level of sense of need is comparatively low.

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These results support the high rating of attractiveness of Portugal as the country for migration. As well it show the effectiveness of migration processes regulations.

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APPENDIX

Appendix 1.1 Interview Guide

1. Self-Introduction

Tell me, please, about yourself. How old are you, where you were born? Tell me, please, what is the level of your education? Where did you study?

2. Migration experience

How and when did you come to live in Portugal? Who made the decision? Why you decided to move? Did you come all together with your family? What did you do in your country of origin? Positive and negative aspects of the migration experience? Key persons (family members/friends/others) supporting the migration process here and in the country of origin?

3. Work life

What do you do? How long are you working there? What are your professional responsibilities? What are your work schedules? What kind of contract do you have? Do you often work extra hours? Do you often (and how often) take work to finish at home? How do you get from home to work and back? Do you usually use all the possibilities you have to take the days off/leave work earlier (for example fathers when the baby is born/mothers leave earlier for breastfeeding)? Why/why not? Do you feel satisfied with your work and your work achievements?

4. Family life

Tell me, please about your family? Where do you live? Who do you live with? Do you have children? Who organise the childcare? What are the plans/decisions regarding kindergarten? What other childcare facilities do you use/plan to use? What is the division of domestic work? Who does what regarding domestic work? How much time each of family members spent on domestic work? Do you have sense of justice about division of domestic work? Do you feel satisfied with proportion of work and family time in your life?

5. Life styles/socialization/leisure

How do you usually spend your spare time? What are your hobbies (how did you start to do it)? Tell me, please, whom do you communicate with or spend time together (friends,

colleagues, relatives)? Did your lifestyle changed compared to how you lived in your country? What networks of support you have here/in your country of origin?

6. Civic participation

Do take part in any public civil events here (for example marathons, manifestations etc.)? Are you interested/take part in political life? What about some country collective/cultural/religious/other activities?

7. Satisfaction

How do you think: are you more work or family orientated? What has the first priority for you – work or family? Do you feel that work and family are balanced in your life? Do you feel satisfied with your work-life balance? Do you feel satisfaction with your life in general?

8. Expectations for the future

What are you expectations for the future? Are you planning to live here or going to move? Do you have any plans to change job/lifestyle/spending time with your family? Do you feel that you need something (sense of needs)? What would you like to have for a better quality of life? What would you like to have for a better work-family balance?

Appendix 1.2 Questionnaire

Screening questions

S1. Please, choose your family situation:

1.	Married	
2.	Not married, living together with a partner	
3.	Have relationships, but live separately	<END OF THE INTERVIEW>
4.	Divorced	<END OF THE INTERVIEW>
5.	Widowed	<END OF THE INTERVIEW>
6.	Single	<END OF THE INTERVIEW>

S2. Please, mark your gender below

1.	Male	CHECK QUOTE 50%
2.	Female	CHECK QUOTE 50%

S3. Where do you live now most part of the year?

1.	Portugal	
2.	Russia	<END OF THE INTERVIEW>
3.	Ukraine	<END OF THE INTERVIEW>
4.	Other European country	<END OF THE INTERVIEW>
5.	Other country	<END OF THE INTERVIEW>

S4. In what city or town do you live? _____

S5. Where are you originally from?

1.	Portugal	<END OF THE INTERVIEW>
2.	Russia	
3.	Ukraine	
4.	Moldova	
5.	Kazakhstan	
4.	Other country (please, write down)	

S6. Do you currently work?

1.	Yes	
2.	No	<END OF THE INTERVIEW>

Migration

Q1. How long are you living in Portugal? _____ years

Q2. Who made the decision to move to Portugal?

1.	I, on my own
2.	Me and my partner together
3.	My partner
4.	Other family member
5.	Other

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Q3. Why did you decided to move to Portugal?

1.	Love to Portugal
2.	Climate
3.	Professional interest
4.	Emotional discomfort in the country of origin
5.	Financial crisis in the country of origin
6.	Political situation in the country of origin
7.	Other (please specify)

Q4. Overall, how satisfied are you with your decision to move to Portugal?

1.	Not at all satisfied
2.	A little satisfied
3.	Quite satisfied
4.	Extremely satisfied

Q5. What are the positive aspects of your migration to Portugal? (choose up to 3 options)

1.	Climate
2.	People
3.	Political situation
4.	Calmness
5.	State structures
6.	Financial situation (your own)
7.	Quality of food
8.	Quality of services
9.	Other (please specify)

Q6. What are the negative aspects of your migration to Portugal? (choose up to 3 options)

1.	Poorness
2.	Conditions of life
3.	Integration difficulties
4.	Difficult to find a job
5.	Problems with documents
6.	Language difficulties
7.	Loneliness
8.	Missing family/friends
9.	Other (please specify)

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Work

Q7. Which of the following categories best describes the industry you primarily work in (regardless of your actual position)?

Agriculture, Forestry, Fishing and Hunting	Mining
Utilities	Construction
Computer and Electronics Manufacturing	Other Manufacturing
Wholesale	Retail
Transportation and Warehousing	Publishing
Software	Telecommunications
Broadcasting	Information Services and Data Processing
Other Information Industry	Finance and Insurance
Real Estate, Rental and Leasing	College, University, and Adult Education
Primary/Secondary Education	Other Education Industry
Health Care and Social Assistance	Arts, Entertainment, and Recreation
Hotel and Food Services	Government and Public Administration
Legal Services	Scientific or Technical Services
Homemaker	Military
Religious	Other Industry

Q8. Which of the following best describes your role in industry?

Upper Management	Trained Professional
Middle Management	Skilled Laborer
Junior Management	Consultant
Administrative Staff	Temporary Employee
Support Staff	Researcher
Student	Self-employed/Partner
Other	

Q9a. In a typical week, how many hours do you supposed to work by your contract? ____ hours

Q9b. In a typical week, how many hours do you ACTUALLY work? ____ hours

Q10. What type of working contract do you have?

1.	Contract without term
2.	Short-term contract
3.	Recibos verdes
4.	I work without a contract
99.	Other/ Don't know

Q11. How often do you work extra hours?

1.	Never
2.	Rarely
3.	Somewhat often
4.	Very often
99.	Other/ Don't know

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Q11a. (ask if in Q11 marked codes 2, 3, 4)

Are you usually get paid for work extra hours?

1.	Always (100% of extra hours)
2.	Very Often (99%-70% of extra hours)
3.	Often (69%-50% of extra hours)
4.	Rarely (49%-20%)
5.	Quite never (19%-1% of extra hours)
6.	I never get paid for extra hours
99.	Other/ Don't know

Q12. How often do you take extra work to finish at home?

1.	Never
2.	Rarely (less than 5 hours per week)
3.	Somewhat often (between 5 and 10 hours per week)
4.	Very often (more than 10 hours per week)
99.	Other/ Don't know

Q13. All in all, how much do your family responsibilities interfere with your work?

1.	Not at all
2.	A little bit
3.	Quite a bit
4.	A great deal
99.	Other/ Don't know

Q14. Overall, how satisfied are you with balance of work and family in your life?

1.	Not at all satisfied
2.	A little satisfied
3.	Quite satisfied
4.	Extremely satisfied

Q15. Please, choose the phrase that describes the best your current feelings?

1.	I wish I had more time for work, and spend less time doing family responsibilities
2.	I wish I could work less and spend more time with my family
3.	I'm satisfied with the division of my time between family and work

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Q16. Sometimes aspects of person's job or career interfere their personal and family life and vice a versa. To what extent the following statements are true for you? (choose one number for each statement)

		Strongly agree	Agree	Disagree	Strongly disagree
1.	My work gives me enough freedom to fulfil all my family responsibilities				
2.	My work and family are absolutely independent spheres				
3.	My family is understanding enough not to affect my work				
4.	I feel stressed about imbalance of work and family in my life				
5.	I'm so busy at work that nearly don't have time for family				
6.	Work and family are balanced in my life				

Children

Q17. Do you currently have children for whom you have childcare responsibilities?

1.	Yes, I currently have children <u>12 or under</u> for whom I have child care responsibilities	
2.	Yes, I currently have children <u>13-18</u> for whom I have child care responsibilities	
3.	No, I do not have children for whom I have child care responsibilities	Skip to Q25

Q18. How many children do you have for whom you have childcare responsibilities?

_____ (number of children)

Q19. What are the ages of these children? (Please, begin with your youngest child)

Child #1 (youngest) _____ Child #2 _____ Child #3 _____ Child #4 _____ Child #5 _____

Q20. For each child, please check the type of childcare you currently use most often while you are working?

		Child #1	Child #2	Child #3	Child #4	Child #5
1.	Relative in your home or theirs					
2.	Other care giver in your home or theirs free of charge					
3.	Paid care giver in your home					
4.	Paid care giver in his or her home					
5.	Centre based care (including preschool, before and after school programs)					

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6.	Extended day program at school				
7.	Child at home alone before and after school				
8.	Other (please describe)				

Q21. What is the average total amount you pay per month for childcare for all your children while you work? (Including preschool, before and afterschool programs, care during school vacations and summer, overtime, emergencies, etc.)?

1.	Less than 100 euros
2.	101-200 euros
3.	201-300 euros
4.	401-500 euros
5.	501 euros and more
99.	Other/Don't know

Q22. Who is responsible for important childcare decisions (like choice of kindergarten/school etc.)?

1.	I, on my own
2.	Mostly I
3.	Me and my partner equally
4.	Mostly my partner
5.	My partner on his/her own
6.	Other family member
99.	Other/Don't know

Q23. Who spends more time taking care about children in your family?

1.	I, on my own
2.	Mostly I
3.	Me and my partner equally
4.	Mostly my partner
5.	My partner on his/her own
6.	Other family member
7.	None of the family, most time children spent with paid care giver
99.	Other/Don't know

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Q23a. How much of these childcare activities you do? (please choose one option for each column)

		100-90%	89-60%	59-40%	39-10%	9-0%
1.	Bath					
2.	Feeding					
3.	Dressing					
4.	Wake up at night					
5.	Bring to school/kindergarten					
6.	Pick up from school/kindergarten					
7.	Play					
8.	Reading/studying					
9.	Walking					
99.	Other/Don't know					

Q24. Overall, how satisfied are you with your current childcare arrangements?

1.	Not at all satisfied
2.	A little satisfied
3.	Quite satisfied
4.	Extremely satisfied

Domestic work

Q25. Who is responsible for domestic work in your family (like cooking, cleaning, repair etc.)?

1.	I, on my own
2.	Mostly I
3.	Me and my partner equally
4.	Mostly my partner
5.	My partner on his/her own
6.	Other family member
7.	None of the family, we have other paid helpers
99.	Other/Don't know

Q25a. How much of these domestic work you do? (please choose one option for each column)

		100-90%	89-60%	59-40%	39-10%	9-0%
1.	Cooking					
2.	Cleaning					
3.	Repair					
4.	Laundry					
5.	Administrative task					

Q26. Do you have sense of justice regarding the division of domestic work in your family?

1.	I think that domestic work is divided fairly
2.	I think that domestic work is divided somewhat fairly
3.	I think that domestic work is divided somewhat unfairly
4.	I think that domestic work is divided unfairly

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99.	Other/Don't know
-----	------------------

Socialization

Q27. Who do you mostly keep in touch with? (up to 3 answers)

- | | |
|----|--|
| 1. | Colleagues in Portugal (Portuguese) |
| 2. | Colleagues in Portugal (other nationalities) |
| 3. | Friends in Portugal (Portuguese) |
| 4. | Friends in Portugal (other nationalities) |
| 5. | Family in Portugal |
| 6. | Colleagues in country of origin |
| 7. | Friends in country of origin |
| 8. | Family in country of origin |
| 9. | Other |

Q28. Would you say that your life in Portugal compared to your life in country of origin...?

- | | |
|----|--------------------|
| 1. | Not changed at all |
| 2. | Changed a little |
| 3. | Quite changed |
| 4. | Extremely changed |

Q29. Do you take part in any public civil events in Portugal (for example marathons, manifestations etc.)?

- | | |
|-----|------------------|
| 1. | Never |
| 2. | Rarely |
| 3. | Somewhat often |
| 4. | Very often |
| 99. | Other/Don't know |

Q30. Do you take part in political life of Portugal?

- | | |
|-----|------------------|
| 1. | Never |
| 2. | Rarely |
| 3. | Somewhat often |
| 4. | Very often |
| 99. | Other/Don't know |

Expectations

Q31. Do you feel that you need something (sense of needs – for example paid household helper/nanny, better conditions of life etc.)?

- | | |
|-----|------------------|
| 1. | Never |
| 2. | Rarely |
| 3. | Somewhat often |
| 4. | Very often |
| 99. | Other/Don't know |

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Q32. How do you think: are you more work or family orientated?

1.	Work is my first priority
2.	I feel that work is more important, but I pay enough attention to my family as well
3.	Work and family have equal priority for me
4.	I feel that family is more important, but I pay enough attention to my work as well
5.	Family is my first priority
6.	Other
7.	I don't know

Q33. Overall, how satisfied are you with the quality of life you have here in Portugal?

1.	Not at all satisfied
2.	A little satisfied
3.	Quite satisfied
4.	Extremely satisfied
5.	Other/ I don't know

Demography

D1. Please, write down your age: _____

D2. What is your education level?

1.	Primary education
2.	Secondary education
3.	High school
4.	Doctor's degree
5.	None
6.	Other

D5. What is your approximate total household income per year, before taxes?

1.	Less than 10000 Euros
2.	10001-20000 Euros
3.	20001-30000 Euros
4.	30001-40000 Euros
5.	40001 Euros or more
6.	Other/ Don't know

D6. How many persons contribute to this total household income? _____ persons

D7. How many persons live on this total household income? _____ persons

Appendix 1.3 Domestic work responsibilities

Who is responsible for domestic work in your family (like cooking, cleaning, repair etc.)? vs. Sex

			Sex		Total
			Male	Female	
Domestic work division	I, on my own	Count	0	5	5
		% within Sex	0,0%	9,3%	4,9%
	Mostly I	Count	8	30	38
		% within Sex	16,7%	55,6%	37,3%
	Me and my partner equally	Count	12	13	25
		% within Sex	25,0%	24,1%	24,5%
	Mostly my partner	Count	12	2	14
		% within Sex	25,0%	3,7%	13,7%
	My partner on his/her own	Count	8	0	8
		% within Sex	16,7%	0,0%	7,8%
	None of the family, most time children spent with paid care giver	Count	8	4	12
		% within Sex	16,7%	7,4%	11,8%
	Total	Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

How much of this domestic work you do? Cooking vs. Sex

			Sex		Total
			Male	Female	
Cooking	100-90%	Count	8	20	28
		% within Sex	16,7%	37,0%	27,5%
	89-60%	Count	4	14	18
		% within Sex	8,3%	25,9%	17,6%
	59-40%	Count	0	13	13
		% within Sex	0,0%	24,1%	12,7%
	39-10%	Count	8	2	10
		% within Sex	16,7%	3,7%	9,8%
	9-0%	Count	28	5	33
		% within Sex	58,3%	9,3%	32,4%
	Total	Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

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How much of this domestic work you do? Cleaning * Sex

			Sex		Total
			Male	Female	
Cleaning	100-90%	Count	0	19	19
		% within Sex	0,0%	35,2%	18,6%
	89-60%	Count	0	17	17
		% within Sex	0,0%	31,5%	16,7%
	59-40%	Count	12	8	20
		% within Sex	25,0%	14,8%	19,6%
	39-10%	Count	16	4	20
		% within Sex	33,3%	7,4%	19,6%
	9-0%	Count	20	5	25
		% within Sex	41,7%	9,3%	24,5%
	Other / Don' know	Count	0	1	1
		% within Sex	0,0%	1,9%	1,0%
Total		Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

How much of this domestic work you do? Repair vs. Sex

			Sex		Total
			Male	Female	
Repair	100-90%	Count	24	2	26
		% within Sex	50,0%	3,8%	26,0%
	89-60%	Count	0	7	7
		% within Sex	0,0%	13,5%	7,0%
	59-40%	Count	12	3	15
		% within Sex	25,0%	5,8%	15,0%
	39-10%	Count	0	11	11
		% within Sex	0,0%	21,2%	11,0%
	9-0%	Count	8	26	34
		% within Sex	16,7%	50,0%	34,0%
	Other / Don' know	Count	4	3	7
		% within Sex	8,3%	5,8%	7,0%
Total		Count	48	52	100
		% within Sex	100,0%	100,0%	100,0%

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How much of this domestic work you do? Laundry vs. Sex

			Sex		Total
			Male	Female	
Laundry	100-90%	Count	0	34	34
		% within Sex	0,0%	63,0%	33,3%
	89-60%	Count	0	7	7
		% within Sex	0,0%	13,0%	6,9%
	59-40%	Count	8	5	13
		% within Sex	16,7%	9,3%	12,7%
	39-10%	Count	4	3	7
		% within Sex	8,3%	5,6%	6,9%
	9-0%	Count	32	3	35
		% within Sex	66,7%	5,6%	34,3%
	Other / Don' know	Count	4	2	6
		% within Sex	8,3%	3,7%	5,9%
Total	Count		48	54	102
	% within Sex		100,0%	100,0%	100,0%

How much of this domestic work you do? Administrative Tasks vs. Sex

			Sex		Total
			Male	Female	
Administrative tasks	100-90%	Count	8	15	23
		% within Sex	16,7%	28,3%	22,8%
	89-60%	Count	16	9	25
		% within Sex	33,3%	17,0%	24,8%
	59-40%	Count	4	16	20
		% within Sex	8,3%	30,2%	19,8%
	39-10%	Count	12	5	17
		% within Sex	25,0%	9,4%	16,8%
	9-0%	Count	8	8	16
		% within Sex	16,7%	15,1%	15,8%
Total	Count		48	53	101
	% within Sex		100,0%	100,0%	100,0%

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Do you have sense of justice regarding the division of domestic work in your family? vs. Sex

		Sex		Total	
		Male	Female		
Domestic work division justice	I think that domestic work is divided fairly	Count	24	25	49
		% within Sex	50,0%	46,3%	48,0%
	I think that domestic work is divided somewhat fairly	Count	24	18	42
		% within Sex	50,0%	33,3%	41,2%
	I think that domestic work is divided somewhat unfairly	Count	0	7	7
		% within Sex	0,0%	13,0%	6,9%
	I think that domestic work is divided unfairly	Count	0	4	4
		% within Sex	0,0%	7,4%	3,9%
Total		Count	48	54	102
		% within Sex	100,0%	100,0%	100,0%

Appendix 1.4 Childcare responsibilities

Who is responsible for important childcare decisions (like choice of kindergarten/school etc.)? vs. Sex

		Sex		Total	
		Male	Female		
Childcare decisions responsibility	I, on my own	Count	0	4	4
		% within Sex	0,0%	14,8%	9,3%
	Mostly I	Count	0	7	7
		% within Sex	0,0%	25,9%	16,3%
	Me and my partner equally	Count	8	16	24
		% within Sex	50,0%	59,3%	55,8%
	Mostly my partner	Count	8	0	8
		% within Sex	50,0%	0,0%	18,6%
Total	Count	16	27	43	
	% within Sex	100,0%	100,0%	100,0%	

Who spends more time taking care about children in your family? vs. Sex

		Sex		Total	
		Male	Female		
Childcare responsibility	I, on my own	Count	0	4	4
		% within Sex	0,0%	14,8%	9,3%
	Mostly I	Count	0	12	12
		% within Sex	0,0%	44,4%	27,9%
	Me and my partner equally	Count	0	10	10
		% within Sex	0,0%	37,0%	23,3%
	Mostly my partner	Count	12	1	13
		% within Sex	75,0%	3,7%	30,2%
	My partner on his/her own	Count	4	0	4
		% within Sex	25,0%	0,0%	9,3%
Total	Count	16	27	43	
	% within Sex	100,0%	100,0%	100,0%	

Work-life balance of Eastern European migrants in Portugal

How much of these childcare activities you do? Washing vs. Sex

			Sex		Total
			Male	Female	
Washing	100-90%	Count	0	13	13
		% within Sex	0,0%	50,0%	34,2%
	89-60%	Count	0	6	6
		% within Sex	0,0%	23,1%	15,8%
	59-40%	Count	0	2	2
		% within Sex	0,0%	7,7%	5,3%
	39-10%	Count	4	2	6
		% within Sex	33,3%	7,7%	15,8%
	9-0%	Count	4	0	4
		% within Sex	33,3%	0,0%	10,5%
	Other / Don' know	Count	4	3	7
		% within Sex	33,3%	11,5%	18,4%
Total		Count	12	26	38
		% within Sex	100,0%	100,0%	100,0%

How much of these childcare activities you do? Feeding vs. Sex

			Sex		Total
			Male	Female	
Feeding	100-90%	Count	0	12	12
		% within Sex	0,0%	44,4%	27,9%
	89-60%	Count	0	7	7
		% within Sex	0,0%	25,9%	16,3%
	59-40%	Count	0	5	5
		% within Sex	0,0%	18,5%	11,6%
	39-10%	Count	4	0	4
		% within Sex	25,0%	0,0%	9,3%
	9-0%	Count	8	2	10
		% within Sex	50,0%	7,4%	23,3%
	Other / Don' know	Count	4	1	5
		% within Sex	25,0%	3,7%	11,6%
Total		Count	16	27	43
		% within Sex	100,0%	100,0%	100,0%

Work-life balance of Eastern European migrants in Portugal

How much of these childcare activities you do? Dressing vs. Sex

			Sex		Total
			Male	Female	
Dressing	100-90%	Count	0	12	12
		% within Sex	0,0%	46,2%	28,6%
	89-60%	Count	0	6	6
		% within Sex	0,0%	23,1%	14,3%
	59-40%	Count	0	1	1
		% within Sex	0,0%	3,8%	2,4%
	39-10%	Count	12	2	14
		% within Sex	75,0%	7,7%	33,3%
	9-0%	Count	0	1	1
		% within Sex	0,0%	3,8%	2,4%
	Other / Don' know	Count	4	4	8
		% within Sex	25,0%	15,4%	19,0%
Total		Count	16	26	42
		% within Sex	100,0%	100,0%	100,0%

How much of these childcare activities you do? Wake up at nights vs. Sex

			Sex		Total
			Male	Female	
Wake up at nights	100-90%	Count	0	15	15
		% within Sex	0,0%	57,7%	35,7%
	89-60%	Count	4	3	7
		% within Sex	25,0%	11,5%	16,7%
	59-40%	Count	0	3	3
		% within Sex	0,0%	11,5%	7,1%
	9-0%	Count	4	1	5
		% within Sex	25,0%	3,8%	11,9%
	Other / Don' know	Count	8	4	12
		% within Sex	50,0%	15,4%	28,6%
Total		Count	16	26	42
		% within Sex	100,0%	100,0%	100,0%

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How much of these childcare activities you do? Bring to school/kindergarten vs. Sex

		Sex		Total	
		Male	Female		
Bring to school or kindergarten	100-90%	Count	0	9	9
		% within Sex	0,0%	34,6%	21,4%
	89-60%	Count	0	2	2
		% within Sex	0,0%	7,7%	4,8%
	59-40%	Count	8	4	12
		% within Sex	50,0%	15,4%	28,6%
	39-10%	Count	4	2	6
		% within Sex	25,0%	7,7%	14,3%
	9-0%	Count	0	5	5
		% within Sex	0,0%	19,2%	11,9%
	Other / Don' know	Count	4	4	8
		% within Sex	25,0%	15,4%	19,0%
	Total	Count	16	26	42
		% within Sex	100,0%	100,0%	100,0%

How much of these childcare activities you do? Pick up from school/kindergarten vs. Sex

		Sex		Total	
		Male	Female		
Pick up from school or kindergarten	100-90%	Count	0	9	9
		% within Sex	0,0%	34,6%	21,4%
	89-60%	Count	0	9	9
		% within Sex	0,0%	34,6%	21,4%
	59-40%	Count	4	2	6
		% within Sex	25,0%	7,7%	14,3%
	39-10%	Count	4	0	4
		% within Sex	25,0%	0,0%	9,5%
	9-0%	Count	4	2	6
		% within Sex	25,0%	7,7%	14,3%
	Other / Don' know	Count	4	4	8
		% within Sex	25,0%	15,4%	19,0%
	Total	Count	16	26	42
		% within Sex	100,0%	100,0%	100,0%

Work-life balance of Eastern European migrants in Portugal

How much of these childcare activities you do? Play vs. Sex

			Sex		Total
			Male	Female	
Play	100-90%	Count	0	4	4
		% within Sex	0,0%	16,0%	9,8%
	89-60%	Count	0	8	8
		% within Sex	0,0%	32,0%	19,5%
	59-40%	Count	8	9	17
		% within Sex	50,0%	36,0%	41,5%
	39-10%	Count	4	2	6
		% within Sex	25,0%	8,0%	14,6%
	Other / Don' know	Count	4	2	6
		% within Sex	25,0%	8,0%	14,6%
Total		Count	16	25	41
		% within Sex	100,0%	100,0%	100,0%

How much of these childcare activities you do? Reading vs. Sex

			Sex		Total
			Male	Female	
Reading	100-90%	Count	0	10	10
		% within Sex	0,0%	37,0%	23,3%
	89-60%	Count	0	7	7
		% within Sex	0,0%	25,9%	16,3%
	59-40%	Count	8	5	13
		% within Sex	50,0%	18,5%	30,2%
	39-10%	Count	4	2	6
		% within Sex	25,0%	7,4%	14,0%
	Other / Don' know	Count	4	3	7
		% within Sex	25,0%	11,1%	16,3%
Total		Count	16	27	43
		% within Sex	100,0%	100,0%	100,0%

Work-life balance of Eastern European migrants in Portugal

How much of these childcare activities you do? Walking vs. Sex

			Sex		
			Male	Female	Total
Walking	100-90%	Count	0	5	5
		% within Sex	0,0%	20,0%	12,2%
	89-60%	Count	0	8	8
		% within Sex	0,0%	32,0%	19,5%
	59-40%	Count	4	8	12
		% within Sex	25,0%	32,0%	29,3%
	39-10%	Count	8	2	10
		% within Sex	50,0%	8,0%	24,4%
	9-0%	Count	0	1	1
		% within Sex	0,0%	4,0%	2,4%
	Other / Don' know	Count	4	1	5
		% within Sex	25,0%	4,0%	12,2%
Total		Count	16	25	41
		% within Sex	100,0%	100,0%	100,0%

Overall, how satisfied are you with your current childcare arrangements? vs. Sex

			Sex		
			Male	Female	Total
Satisfaction with current childcare arrangements	Not at all satisfied	Count	4	2	6
		% within Sex	25,0%	7,4%	14,0%
	A little satisfied	Count	4	7	11
		% within Sex	25,0%	25,9%	25,6%
	Quite satisfied	Count	8	14	22
		% within Sex	50,0%	51,9%	51,2%
	Extremely satisfied	Count	0	4	4
		% within Sex	0,0%	14,8%	9,3%
Total		Count	16	27	43
		% within Sex	100,0%	100,0%	100,0%

Appendix 1.5 Civil and political life participation

Do take part in any public civil events in Portugal (for example marathons, manifestations etc.)? vs. Sex

			Sex		Total
			Male	Female	
Civil events participation	Never	Count	12	28	40
		% within Sex	25,0%	51,9%	39,2%
	Rarely	Count	32	18	50
		% within Sex	66,7%	33,3%	49,0%
	Somewhat often	Count	0	8	8
		% within Sex	0,0%	14,8%	7,8%
	Very often	Count	4	0	4
		% within Sex	8,3%	0,0%	3,9%
Total	Count	48	54	102	
	% within Sex	100,0%	100,0%	100,0%	

Do you take part in political life of Portugal? vs. Job type

			Job type		Total
			Lower position job	Higher position job	
Political life participation	Never	Count	18	65	83
		% within job_type	85,7%	80,2%	81,4%
	Rarely	Count	3	11	14
		% within job_type	14,3%	13,6%	13,7%
	Somewhat often	Count	0	4	4
		% within job_type	0,0%	4,9%	3,9%
	Very often	Count	0	1	1
		% within job_type	0,0%	1,2%	1,0%
Total	Count	21	81	102	
	% within job_type	100,0%	100,0%	100,0%	

Appendix 1.6 Quality of life

		Quality of life satisfaction vs. Job type			
		Job type		Total	
		Lower position job	Higher position job		
Quality of life satisfaction	Not at all satisfied	Count	0	2	2
		% within job_type	0,0%	2,5%	2,0%
	A little satisfied	Count	2	7	9
		% within job_type	9,5%	8,6%	8,8%
	Quite satisfied	Count	12	42	54
		% within job_type	57,1%	51,9%	52,9%
	Extremely satisfied	Count	7	30	37
		% within job_type	33,3%	37,0%	36,3%
Total	Count	21	81	102	
	% within job_type	100,0%	100,0%	100,0%	

CURRICULUM VITAE

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EDUCATION AND TRAINING

01/09/2015–Present Masters program in Sociology
ISCTE-IUL, Lisbon (Portugal)

01/09/2003–31/07/2008 Graduate of Faculty of Sociology, Chair of Methods of Data Collection and
Analysis
State University – Higher School of Economics, Moscow (Russia)

WORK EXPERIENCE

01/10/2012–Present Client Service Manager
Ipsos, Moscow (Russia)
Charge: development of study design, data analysis, preparation of study reviews, development of marketing recommendations and presentation of study results, coordination of employees involved in the project.
Key survey types: advertising research (trackings, pre-tests, post-tests).
Achievements: Advertising research analysis skills, Improvement of analytical and presentation skills.

01/05/2012–01/10/2012 Project manager quantitative
MASMI Research Group, Moscow (Russia)
Charge: management of all project steps, fieldworks control, communication with clients, study methods choice, study tools development, data analysis, preparation of analytical reports, development of commercial proposals.
Key survey types: Market analysis, Loyalty and satisfaction analysis, Advertising studies, Product and concept tests, Mystery shopping.
Achievements: Complete cycle projects management skills, Preparation of analytical reports and commercial proposals skills

01/05/2010–01/05/2012 Project manager
Bashkirova and partners, Moscow (Russia)
Charge: management of all project steps, control of fieldworks, communication with client's side, choice of method for the survey, development of tools, analysis of received data, preparation of analytical report

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Key objectives: Social and Political Studies, Consumer satisfaction and loyalty evaluation, Product tests, Desk researches, Mystery shopping etc.

Achievements: Negotiations skills, Taking part in both quantitative and qualitative projects, Project management experience.

- 01/08/2008–01/05/2010** Assistant to Commercial Affairs Director RBED and Sales Support
Red Bull (Rus.), Moscow (Russia)
- Charge: administrative assistance to Commercial Affairs Department, coolers reporting, management and support of coolers account system, full control of Moscow coolers maintenance process, organization and holding of regional meetings and trainings
- Achievements: Full implementation in business processes, Skills of cooperation between different departments, Control of year business planning process, Full reorganization of Moscow maintenance system, Sales skills
- 01/03/2007–01/05/2008** Marketing manager
Sanset, Moscow (Russia)
- Charge: organisation of visiting and participation in exhibitions, placement of promotional materials in printed editions, organisation of negotiations, translation and imposition of brochures

PERSONAL SKILLS

Mother tongue(s) Russian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C2	C1	C1	C1
Certificate in Advanced English, University of Cambridge international examinations					
Portuguese	B1	B1	B1	B1	B1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
Common European Framework of Reference for Languages

Communication skills Experience in preparation and holding of presentations

Development of methodological materials, holding of trainings