

## **Assessment of socio-economic adaptation of Ukrainian forced migrant women: evidence from Poland**

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### **Abstract**

*This article presents an assessment of the adaptation of Ukrainian women who were forced to migrate from Ukraine to Poland due to the ongoing war. The study utilizes an online survey to collect data from 420 Ukrainian women-forced migrants residing in Poland. The survey captures information on various independent variables related to demographic factors, socio-economic and financial situation, and labor and social status. The dependent variables focus on well-being and the degree of women's adaptation, including aspects such as career development, job prospects, income generation, financial independence, and success. Descriptive statistics and regression analysis were applied. Increasing material and financial situation after arrival, young age, increasing social status, giving career opportunities, education, and support programs are proved to be most correlated with migrant women's successful adaptation. The study underscores the complexities of the adaptation process and emphasizes the significance of tailored policies to ensure the successful socio-economic integration of forced migrant women in host countries.*

**Keywords:** Forced Migration, Labor Market, Well-being, Socio-Economic Adaptation

**JEL classification:** A14, C10, F22, J16, I31

Received: 19 June 2023; Received in revised form: 19 July 2023; Accepted: 19 July 2023

### **1. Introduction**

Following Russia's invasion, the war in Ukraine has resulted in a wave of forced migrations, with many individuals, including women, seeking refuge in neighboring countries to escape the violence and instability. Around 8,255 mln refugees were recorded across Europe in 2023 according to the UN Refugee Agency (2023). Poland has emerged as one of the primary destinations for Ukrainian migrants absorbing 1,606 mln, particularly women and children, due to its geographical proximity and relative stability.

The phenomenon of migration has been a long-standing global issue; however, its scale in 2022 has reached unprecedented levels, according to Tkalic (2022). Regrettably, the majority of forced migrants from and within Ukraine consist of women, children, and the elderly. Since the onset of the war, women have disproportionately borne the burdens and losses of the war.

Disturbingly, in the initial months of the Russian aggression, 53% of Ukrainians who were previously employed found themselves unemployed, with only a mere 2% securing new employment opportunities. Consequently, the economic conditions of 80% of citizens deteriorated due to the war's impact. Furthermore, the war resulted in the separation of families, affecting nearly half of the Ukrainian population, as most men remained to defend their homes. Consequently, women, faced with dire economic circumstances, have been compelled to assume the role of primary breadwinner and caregiver for their families, including children and elderly parents who relocated with them.

The migration of women to a new country makes it necessary to ensure their adaptation to new conditions, which is a necessary factor for the harmonious existence of migrants and the local population. Redfield et al. (1936) suggested that adaptation is the result of social interaction between groups; it is an activity that occurs when people of different cultures come into direct contact, leading to changes in the original cultural patterns of both.

Studies in the field of adaptation processes of migrants are focused on the study of cultural attitudes, their changes in the process of adaptation to a new environment, the features of acculturation of various groups of migrants, their integration into the structures of host countries, and are aimed at including them in the host community. The result of such processes is either the loss by migrants of their ethnicity according to Handlin (1951), or, to some extent, “adaptation” to the norms and ideas of the majority according to Alba (1990).

Ward et al. (2001) identified three main aspects of adaptation: psychological, socio-cultural, and economic. The psychological adjustment refers to emotional well-being during the cultural transition and is associated with perceptions of loneliness and possible discrimination. In turn, loneliness and discrimination are associated with a decrease in life satisfaction. Sociocultural adaptation is associated with the ability to “fit in” and interact effectively in a new cultural environment. It includes education, income, language fluency, and contact with the local community. Finally, economic adjustment is the longest process, as migrants face greater barriers to economic success than locals (difficulty in recognizing qualifications and professional experience).

The influx of women migrants into Poland and other Eastern European countries has raised important questions about their adaptation, well-being, and the challenges they face in their new environment according to Katsiaficas and Segeš Frelak (2022).

Based on the above, the socioeconomic adaptation of forced migrant women is the degree of their inclusion in the social and economic environment of the host country, and the determination of the level of their opportunities in the new environment. In other words, women’s well-being is their ability to socially, financially, and materially be successful in the host community.

This article aims to provide an in-depth analysis of the adaptation process and well-being of Ukrainian women who have been forced to migrate from Ukraine to Poland as a result of the ongoing war. The research is based on a survey conducted in 2022 and regression analysis applied.

This article adds to the current literature by focusing on the socio-economic aspects of migrants’ adaptation and proposing a regression approach to the analysis of adaptation, based on the survey of migrants.

The present paper has the following organization: in section (1) the introduction with theoretical aspects is presented. Section (2) is dedicated to literature review. In section (3) are the data and

methodology algorithm described. Section (4) contains results, while in section (5) discussion is presented. Finally, in section (6) there are conclusions.

## 2. Literature review

Considerable attention is currently dedicated to analyzing the economic implications of migration on host nations and the subsequent policy measures necessary to effectively utilize the labor force of migrants. From a positive perspective, the arrival of refugees can bring about advantageous outcomes for the host country through a range of factors. Firstly, it can stimulate long-term investment within the country. Secondly, refugees can address demographic gaps that require attention, thereby providing a valuable workforce. Thirdly, successful integration into the labor market can be achieved, enabling refugees to contribute effectively. Fourthly, refugees can emerge as economically productive consumers and producers, fostering growth and development. Lastly, the presence of refugees can enhance bilateral trade between the host country and the nation of origin. However, the negative repercussions of accepting refugees should also be acknowledged. These include potential strains on both public and private services due to increased demand. Additionally, the influx of refugees may lead to physical and economic overcrowding within the host nation. Furthermore, societal tensions can escalate, potentially resulting in civil conflicts. It is crucial to carefully consider both the positive and negative aspects of accepting refugees in order to develop comprehensive policies that address the economic consequences and mitigate potential challenges according to Shellito (2016), Engler, MacDonald et al. (2020), Dadush (2014), Drinkwater et al (2003), Kok et al. (2011), Yeoh et al. (1999).

Many sciences, as Fawcett (2019), analyzed features of women's adaptation in host countries. Successful adaptation depends on language and cultural integration according to Main (2014), legal status and ability to obtain documents according to Chavez (1985), social status, and healthcare as in O'Neil et al. (2016). To strengthen the integration of migrant women the policy should be aimed at achieving equal opportunity for migrant women, special attention to isolated women, attending integration courses, affordable public childcare and information on rights and possibilities, encouragement to engage (or re-engage) in training or to take up employment, access and participation of migrant women in training and other active labour market policies, access to the labour market and to integration services, early family reunification, gender-equal society benefits as in OECD (2020).

Çelik (2021) argues that the sociology of immigration and refugee studies have long ignored refugee adaptation. Immigration studies have focused on the assimilation of labor immigrants. Investigating refugee adaptation in certain regions can significantly modify existing assimilation/integration theories because of the blurry configurations of racial, ethnic, social, cultural, and religious boundaries between refugees and host societies

Taking into account the existing literature, it is reasonable to highlight an absence of efficient methodology. Some surveys were applied with questions under discussion, and there is no Person regression methodology proposed for migrants' adaptation evaluation. Also, the current research is focused on different regions and social groups, while no one studied the situation of Ukrainian forced migrant women in Poland.

This article contributes to the existing body of knowledge by evaluating the socio-economic adaptation of Ukrainian forced migrant women in Poland and advocating for comprehensive policies that address their specific needs and challenges. It also highlights the importance of considering refugee adaptation within the broader context of migration studies to refine existing theories and understand the complexities of integration processes.

### 3. Methodology

The study applied Pearson’s method in searching for correlations between dependent variables measuring well-being or degree of women's adaptation and independent variables (explanatory variables), consisting of general demographic, socioeconomic, financial situation, labor, and social status of women on the market. For this purpose, a sample selection of women was performed, independent and dependent variables were determined, and a research design was proposed. According to the above-mentioned, the methodology algorithm consists of the following steps:

1. Sample selection. The data for this study were collected through an online survey administered to Ukrainian women-forced migrants residing in Poland as part of the scientific project titled “Economic and Social Situation of Ukrainian Women-Forced Migrants in Ukraine and Poland” funded by the IWM-PIASt Fellowship Program (2022). The target population includes Ukrainian women-forced migrants who left their permanent residences in Ukraine after February 23, 2022, and were present in Poland at the time of the survey. A random sampling method is employed to select respondents, ensuring they reside in Poland. Invitations to participate in the survey are extended through requests posted in relevant Facebook and Telegram groups associated with refugees in Ukraine and Poland, using a “self-selected sample” approach. The sample size consists of 420 respondents.

2. Independent variables (explanatory variables) selection. Table 1 presents the independent potential explanatory variables used in the regression analysis. These variables represent general demographic factors (G1-G6), socio-economic and financial situation of women and their families affected by the war (E1-E8), and labour and social status on the market (L1-L6). Each variable was coded, and answer options were provided.

Table 1 - Independent potential explanatory variables

Indicators		Coded answer options
G. General demographic factors		
G1	Age	5: 18-29, 4: 30-39, 3: 40-49, 2: 50-65, 1: 60 years and older
G2	Education	8: Scientific degree (candidate of science, Phd, doctor of science), 7: Several higher educations, 6: Higher education (specialist/master), 5: Higher education (bachelor's degree), 4: Professional education (junior specialist/ junior bachelor), 3: Professional education (skilled laborer), 2: Full secondary education, 1: Basic secondary education
G3	Home settlement type by population	5: Above 1 mln, 4: 100 thsd-1mln, 3: 15-100 thsd, 2: 3-15 thsd, 1: Up to 3 thsd
G4	Time spent in Poland before the survey	11: 10-11 months, 10: 9-10 months, 9: 8-9 months, 8: 7-8 months, 7: 6-7months, 6:5-6 months, 5: 4-5 months, 4: 3-4 months, 3: 2-3 months, 2: 1-2 months, 1: Up to 1 month
G5	Polish settlement type	5: Above 1 mln, 4: 100 thsd-1mln, 3: 15-100 thsd, 2: 3-15 thsd, 1: Up to 3 thsd
G6	Children	5: No; 4: Yes, 1 child, 3: Yes, 2 children, 2: Yes, 3 children, 1: Yes, 4 and more children
E. Socio-economic and financial situation of women and their families affected by the war		
E1	Family income from the beginning of the war (February 24, 2022) before arrival to Poland	4: Grown, 3: No change, 2: Reduced, 1: Complete loss
E2	Personal income from the beginning of the war (February 24, 2022) before arrival to Poland	4: Grown, 3: No change, 2: Reduced, 1: Complete loss
E3	Family income during stay in Poland and before the survey	4: Grown, 3: No change, 2: Reduced, 1: Complete loss
E4	Personal income during stay in Poland and before the survey	4: Grown, 3: No change, 2: Reduced, 1: Complete loss
E5	Responsibility for financial decisions	4: Myself, 3: Together with the other family members, 2: Husband 1: Other family members

E6	Material situation before war	5: Almost everything can be afforded, 4: Well, but large purchases were not available (apartment, car), 3: Enough for food and for the purchase of necessary inexpensive things, 2: Enough to live on, but the purchase of durable goods (furniture, refrigerator, telephone) caused difficulties, 1: Not enough money even for the necessary products
E7	Material situation after arrival to Poland	5: Almost everything can be afforded, 4: Well, but large purchases were not available (apartment, car), 3: Enough for food and for the purchase of necessary inexpensive things, 2: Enough to live on, but the purchase of durable goods (furniture, refrigerator, telephone) caused difficulties, 1: Not enough money even for the necessary products
E8	Social status after war	5: Significantly increased, 4: Grew insignificantly, 3: Didn't change, 2: Decreased insignificantly, 1: Dropped sharply
E. Labour and social status on the market		
L1	Personal (family) financial situation after arrival	3: Improved, 2: No change, 1: Worsened
L2	Term of self-financing	8: More than a year, 7: Up to 1 year, 6: Up to 6 months, 5: Up to 3 months, 4: Up to 2 months, 3: Up to 1 month, 2: No more than a week, 1: Difficult to answer
L3	Support satisfaction in Poland	5: Satisfied, 4: Rather, satisfied, 3: Rather, not satisfied, 2: Not at all satisfied, 1: Difficult to answer
L4	Job before war	2: Yes, 3: No 1
L5	Job after arrival	2: Yes, 3: No 1
L6	Ability to change occupation	5: Surely yes, 4: Rather yes, 3: Rather not, 2: Surely no, 1: Difficult to answer

Source: Authors' compilation

3. Dependent variables selection. Table 2 illustrates the dependent variables used to assess the well-being and degree of women's adaptation. In this study we used adaptation as a measurement of women's satisfaction new country. These variables (WB1-WB8) were selected based on their relevance to the women's adaptation process and their potential influence on socio-economic outcomes. In addition, the indicators reflect women's self-assessment of the level of their adaptation in the conditions of forced migration and assessment of further prospects. They encompass factors such as career development, employment opportunities, income generation, financial independence, overall success, entrepreneurship, business environment, and personal aspirations. Similarly, each variable was coded, and answer options were provided.

Table 2 - Dependent variables, characterizing well-being or degree of women's adaption

Indicators		Coded answer options
E. Well-being and ability to adapt		
WB1	Ability to develop career	5: Possible, realistic goal, 1: impossible, unrealistic,
WB2	Ability to find relevant job	5: Possible, realistic goal, 1: impossible, unrealistic,
WB3	Ability to get income	5: Possible, realistic goal, 1: impossible, unrealistic,
WB4	Ability to be financially independent	5: Possible, realistic goal, 1: impossible, unrealistic,
WB5	Ability to succeed	5: Possible, realistic goal, 1: impossible, unrealistic,
WB6	Ability to do business	5: Possible, realistic goal, 1: impossible, unrealistic,
WB7	Availability of business	5: I already have my own business, 4: Yes, 3: No, I don't have the knowledge or resources, 2: No, I have no desire, 1: Difficult to answer
WB8	Desire to return home	7: I don't plan to go home at all, 6: If I am sure that I will find a job at home, 5: I plan to return, but I don't know exactly when, 4: As soon as the war ends, 3: After I make sure that it is safe to be in the area where I lived, 2: I plan to return in the near future, 1: Difficult to answer

Source: Authors' compilation

4. Research design. We used descriptive statistics to present for each variable response the smallest and the largest of the response codes, the median and mode, as the typical answer and its relative frequency (n%). We applied Pearson's method in searching for correlations between data sets according to Seker et al (2014). This function is formalized according to the equation:

$$r = \frac{\sum(x-\bar{x})(y-\bar{y})}{\sqrt{\sum(x-\bar{x})^2 \sum(y-\bar{y})^2}} \quad (1)$$

In formula (1)  $x \in \text{Array1}$  and  $y \in \text{Array2}$ . Array1 refers to dependent variables (WB1-WB8), while Array2 refers to potential explanatory variables. Furthermore,  $\bar{x}$  and  $\bar{y}$  are mean values of Array1 and Array2 respectively, and can be formalized according to the equation:

$$\bar{x} = \frac{1}{n} \sum_{i=1}^n x_i \quad (2)$$

The relationships are examined at 5% significance level (significance F and P-value). Multiple R measures the rank correlation between ordinal variables and varies from -1 to 1. The absolute values show the strength of the relationship. We use the following classification within the interval -1 to +1 to determine the strength of the correlation: 0 indicates the absence of a relationship (independence); 1 or -1 indicates complete definiteness (deterministic relationship); from 0 to 0,2 (0 to -0,2) there is a weak relationship; from 0,7 to 1 (-0,7 to -1) the relationship is strong; and between the values of 0,2 and 0,7 (-0,2 and -0,7) the relationship is moderate according to Seker et al (2014). The sign of R indicates the positive or negative nature of the relationship. We examine the relationships on the whole sample (n=420).

## 4. Results

### 4.1. Descriptive analysis

Analyzing the descriptive statistics provided in Table 3, we can draw several observations regarding the situation of Ukrainian forced migrant women in Poland:

The majority of women fall within the 30-39 years old age group (G1). This age range represents 41,43% of the responses. Significant portion of the respondents have attained a higher level of education (G2). It is reported that 46,9% of the responses belong to this category. The respondents mainly come (G3) from areas with a population between 100,000 and 1 million (39,05%). Migrants mainly stayed for 8-9 months (53,57%) in Poland before survey (G4) in areas with a population (G5) between 100,000 and 1 million (56,9%). The most commonly woman has one child, which accounts for 43,81% of the responses (G6).

Family income from the beginning of the war (E1) and personal income (E2) have reduced since the war started. Family income during the stay in Poland (E3) and personal income (E4) also suggest in that income levels did not improve significantly during their stay in Poland. Financial decisions (E5) are made together with other family members in most cases. Material situation before the war (E6) indicates a relatively good material situation, though large purchases like apartments and cars were not available. Material situation after arrival in Poland (E7) shows a lower mean rating of 2,18, suggesting that the material situation has decreased, but respondents still find it sufficient for food and necessary inexpensive items. Social status after arriving (E8) has dropped sharply.

Table 3 - Descriptive statistics

		Mean	Min	Max	Mode		% of responses
G1	Age	3,61	1	5	4	30–39 years old	41,43
G2	Education	5,23	1	8	6	Higher education (specialist/master)	46,9
G3	Home settlement type by population	3,85	1	5	4	100 thsd-1mln	39,05
G4	Time spent in Poland before the survey	7,53	1	10	9	8-9 months	53,57
G5	Polish settlement type by population	3,73	1	5	4	100 thsd-1mln	56,9
G6	Children	3,81	1	5	4	Yes, 1 child	43,81
E1	Family income from the beginning of the war (February 24, 2022) before arrival to Poland	1,98	1	4	2	Reduced	56,19
E2	Personal income from the beginning of the war (February 24, 2022) before arrival to Poland	1,90	1	4	2	Reduced	40,00
E3	Family income during stay in Poland and before the survey	2,46	1	4	2	Reduced	52,86
E4	Personal income during stay in Poland and before the survey	2,51	1	4	2	Reduced	38,33
E5	Responsibility for financial decisions	3,31	1	4	3	Together with the other family members	50,71
E6	Material situation before the war	3,44	1	5	4	Well, but large purchases were not available (apartment, car)	40,24
E7	Material situation after arrival to Poland	2,18	1	5	2	Enough for food and for the purchase of necessary inexpensive things	51,19
E8	Social status after the war	1,89	1	5	1	Dropped sharply	48,81
L1	Personal (family) financial situation after arrival	1,27	1	3	1	Worsened	79,52
L2	Term of self-financing	3,74	1	8	2	No more than a week	22,86
L3	Support satisfaction in Poland	3,63	1	5	4	Rather, satisfied	44,29
L4	Job before the war	1,87	1	2	2	Yes	87,38
L5	Job after arrival	1,45	1	2	1	No	54,76
L6	Ability to change occupation	3,88	1	5	5	Surely yes	42,62
WB1	Ability to develop career	2,49	1	5	1	impossible, unrealistic	33,57
WB2	Ability to find relevant job	2,70	1	5	3	Middle	31,67
WB3	Ability to get income	3,05	1	5	3	Middle	30,48
WB4	Ability to be financially independent	2,79	1	5	3	Middle	28,57
WB5	Ability to succeed	2,90	1	5	3	Middle	31,67
WB6	Ability to do business	2,08	1	5	1	impossible, unrealistic	44,52
WB7	Availability of business	3,02	1	5	4	Yes	27,33
WB8	Desire to return home	3,39	1	7	3	After I make sure that it is safe to be in the area where I lived	19,35

Source: Authors' calculations

Personal (family) financial situation after arrival (L1) has significantly reduced after arriving in Poland. Most of the migrants were able to self-finance their needs for no more than a week on average (L2). In general, women are satisfied with the support received in Poland (L3). A majority of respondents had a job before the war started (L4) – 87,38%. Although after arriving 54,76% had no job and were unable to find it. Ability to change occupation (L6) has a relatively high

mean rating of 3,88, indicating that respondents generally feel confident in their ability to switch occupations.

The ability to develop a career (WB1), find a relevant job (WB2), get income (WB3), be financially independent (WB4), and succeed (WB5) all have mean ratings around 2.5, suggesting that respondents perceive these abilities as being in the middle range.

In summary, the findings indicate challenges related to income reduction, decreased material situation, reduced social status, and difficulties in finding employment. However, respondents generally express confidence in their ability to change occupations and perceive some opportunities for business in Poland.

## 4.2. Regression analysis

Further analysis and interpretation can be conducted using regression analysis to explore the relationships between different variables and the overall adaptation of forced migrant women (table 4)

Age (G1) shows positive correlations with most dependent variables. This suggests that as the Ukrainian forced migrant women get older, they may have lower ability to develop a career, find a job, get income, be financially independent, succeed, do business, and have availability of business. Older individuals may have not be flexible, can't create new social networks that contribute to their adaptation. At contrary the youth are suggested to adapt much better.

Education (G2) has positive but relatively weak correlations with the dependent variables. This indicates that a higher level of education may play a role in improving the ability to succeed. Education can provide individuals with knowledge, skills, and qualifications that are valuable in the job market in making career.

The correlations between settlement types and the dependent variables are generally weak or non-significant. It suggests that home settlement (G3) or location of settlement in Poland (G5), whether in urban or rural areas, may not have a strong direct impact on the adaptation of Ukrainian forced migrant women. Other factors such as job opportunities, access to resources, and social support networks could be more influential.

The longer time spent in Poland before the survey (G4) has insignificant correlations with all the dependent variables, which suggests that it has not provided more opportunities for Ukrainian forced migrant women to adapt. It is important to note that this analysis does not capture the potential impact of childcare responsibilities and their influence on the ability to pursue career opportunities, as the correlations are insignificant (G6).

The changes in family and personal income from the beginning of the war and during the stay in Poland (E1-E4) show positive correlations with most of dependent variables. Economic stability and improvements in income can contribute to better career opportunities, job search outcomes, and financial independence.

We did not find that any significant correlation with responsibility for financial decisions (E5) and well-being. The decision-making in financial matters may not directly impact the ability to adapt in foreign country.

Table 4 - The results of the relationship analysis between dependent variables and potential explanatory variables (Multiple R)

		WB1	WB2	WB3	WB4	WB5	WB6	WB7	WB8
		Ability to develop carrier	Ability to find job	Ability to get income	Ability to be financially independent	Ability to succeed	Ability to do business	Availability of business	Desire to return home
G1	Age	0,214*	0,232*	0,275*	0,264*	0,250*	0,186*	0,157*	0,003
G2	Education	0,205*	0,094	0,089	0,088	0,115*	0,123	0,045	0,020
G3	Home settlement type by population	0,171	0,059	0,083	0,107*	0,098*	0,110*	0,039	0,006
G4	Time spent in Poland before the survey	0,093	0,032	0,019	0,029	0,034	0,047	0,040	0,018
G5	Polish settlement type by population	0,163*	0,135	0,110*	0,122*	0,080	0,060	0,040	0,101*
G6	Children	0,020	0,001	0,046	0,032	0,031	0,025	0,048	0,031
E1	Family income from the beginning of the war (February 24, 2022) before arrival to Poland	0,235*	0,186*	0,202*	0,172*	0,194*	0,151*	0,063	0,057
E2	Personal income from the beginning of the war (February 24, 2022) before arrival to Poland	0,219*	0,163*	0,172*	0,177*	0,168*	0,120*	0,023	0,055
E3	Family income during stay in Poland and before the survey	0,178*	0,187*	0,183*	0,138*	0,150*	0,110*	0,017	0,007
E4	Personal income during stay in Poland and before the survey	0,201*	0,169*	0,175*	0,155*	0,176*	0,094	0,050	0,076
E5	Responsibility for financial decisions	0,019	0,014	0,013	0,058	0,020	0,035	0,054	0,076
E6	Material situation before the war	0,128*	0,085	0,120*	0,113*	0,104*	0,133*	0,111*	0,000
E7	Material situation after arrival to Poland	0,314*	0,277*	0,291*	0,244*	0,294*	0,238*	0,111*	0,002
E8	Social status after the war	0,278*	0,256*	0,198*	0,204	0,283*	0,189*	0,028	0,056
L1	Personal (family) financial situation after arrival	0,212*	0,211*	0,165*	0,126*	0,178*	0,126*	0,021	0,073
L2	Term of self-financing	0,169*	0,146*	0,155*	0,113*	0,092	0,169*	0,054	0,058
L3	Support satisfaction in Poland	0,220*	0,180*	0,155*	0,138*	0,160*	0,107*	0,044	0,017
L4	Job before the war	0,034	0,021	0,038	0,057	0,015	0,021	0,034	0,105*
L5	Job after arrival	0,246*	0,194*	0,196*	0,192*	0,131*	0,022	0,035	0,107*
L6	Ability to change occupation	0,043	0,044	0,043	0,034	0,007	0,059	0,167*	0,007

\* - indicates significance at 5% level (F significance and P-value). Color key by the strength of the significant results: weak, moderate, strong

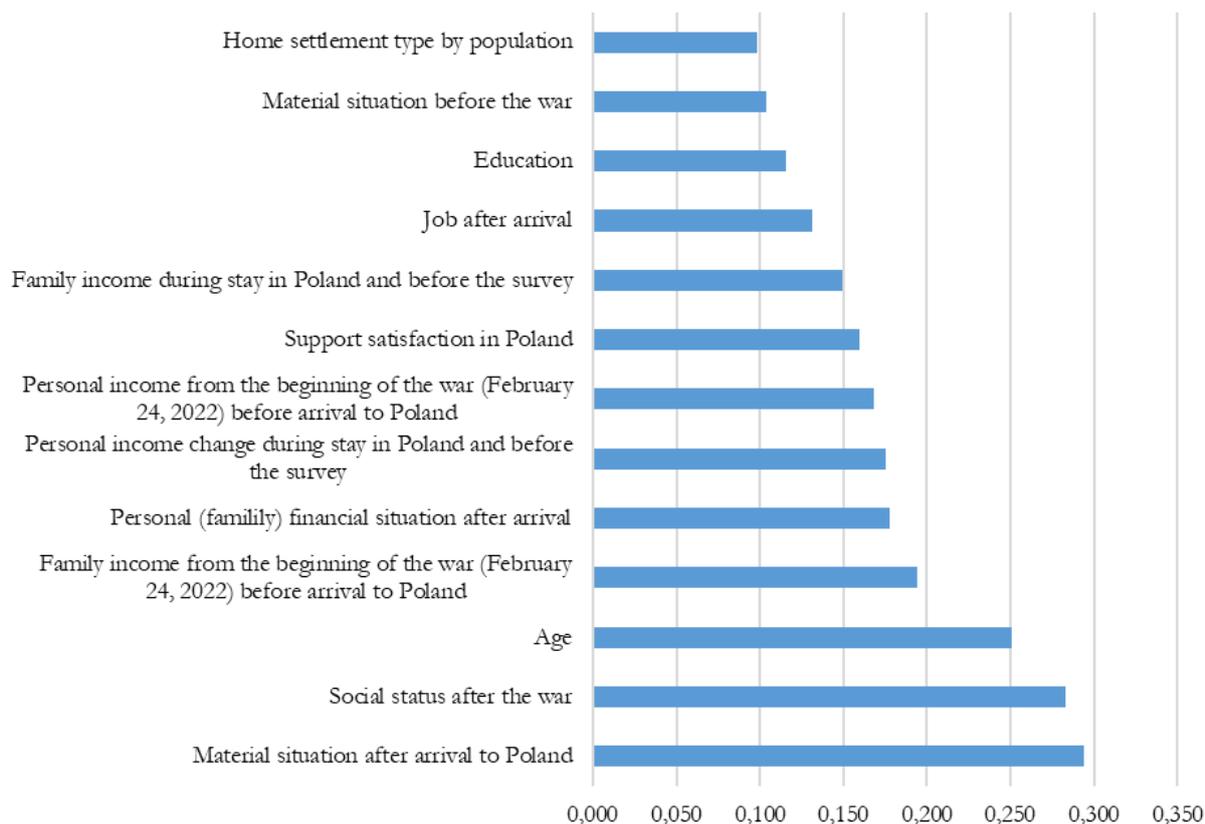
Source: Authors' calculations

The material situation before the war (E6) shows weak positive correlations with some dependent variables. However, the material situation after arrival in Poland (E7) has stronger positive correlations with all dependent variables, indicating that improvements in material conditions can have a significant impact on various aspects of adaptation. Our results suggest that an improvement in social status (E8) can contribute to better adaptation outcomes in terms of socioeconomic adaptation.

The variables related to personal financial situation change, term of self-financing, support satisfaction, job before the war, job after arrival, and ability to change occupation (L1-L6) show mixed correlations with the dependent variables. Some variables exhibit positive correlations,

indicating their importance in the adaptation process, while others show weak or non-significant correlations.

When ranging correlation links for Ability to succeed (WB5) the results show that material situation after arrival (0,294) and social status after the war (0,283) have strong positive correlations with success. Younger migrants have better in chances (0,250). Improvements in these areas contribute significantly to adaptation (fig. 1).



Source: Authors' calculations

Figure 1 - The results of the relationship analysis between Ability to succeed (WB6) and significant explanatory variables (Multiple R)

## 5. Discussion

This article aimed to provide an in-depth analysis of the adaptation process and well-being of Ukrainian women forced to migrate from Ukraine to Poland due to the ongoing conflict.

Some limitations should be highlighted according to the results. The study used an online survey and employed a "self-selected sample" approach, which may introduce selection bias. The respondents were recruited through Facebook and Telegram groups associated with refugees in Ukraine and Poland. This method may attract a specific subset of forced migrant women who are more active on social media platforms and may not be representative of the entire population of Ukrainian forced migrant women in Poland. The data collected in the study relied on self-reported responses from the participants. This introduces the possibility of response bias, where participants may provide inaccurate or biased information. Additionally, self-assessment of adaptation and well-being may be subjective and influenced by various factors, leading to

potential measurement errors. Also, the study focused specifically on Ukrainian forced migrant women in Poland. The findings may not be generalizable to other populations or countries. Migration experiences and socio-economic contexts can vary significantly across different regions, making it important to consider the specific context and characteristics of the population under study.

The study examined various independent variables, although there may be other factors not included in the analysis that could influence the adaptation process and well-being of Ukrainian forced migrant women. It would be sufficient for further research to include a comparison group of forced migrant women from other countries. A comparison group would enable a better assessment of the unique challenges and experiences faced by Ukrainian forced migrant women compared to other groups, aiding in the identification of specific needs and targeted policy interventions.

The results proof position of O'Neil et al (2016), that successful integration depends on social status and to strengthen the integration of migrant women the policy should be aimed at achieving equal opportunity for migrant women. As it was suggested in OECD (2020) access and participation of migrant women labour market could also be successful in adaptation. Also, it is worth to agree with Çelik (2021), that investigating migrants adaptation in certain regions, like in Poland, can significantly modify existing assimilation/integration theories because of the blurry configurations of racial, ethnic, social, cultural, and religious boundaries between refugees and host societies. This study proofs to be vital for policy recommendation forming in terms of Ukrainian women adaptation in Poland.

The findings of the regression analysis, which examined the relationships between the independent and dependent variables, will provide further insights into the adaptation process and well-being of Ukrainian migrant women. Based on the descriptive and regression analysis of the situation of Ukrainian forced migrant women in Poland, the following economic policy recommendations can be proposed:

1. Enhance material conditions. The analysis shows that improvements in material conditions positively impact various aspects of adaptation. Policies should focus on providing affordable housing options, access to basic amenities, and support for meeting daily needs. Additionally, initiatives that facilitate access to credit, financial support, grants can also contribute to improving material conditions.
2. Strengthen social support networks. Recognizing the importance of social support in the adaptation process, policies should aim to strengthen existing support networks and establish new ones. This can be done through community engagement programs, mentorship initiatives, and collaborations with local organizations that provide social and psychological support to migrants.
3. Foster youth integration and support elder migrants. Given the positive correlations between youth and adaptation outcomes, less expensive policies could be applied to the needs of young forced migrant women. It is necessary to pay special attention to the older audience and develop special support programs specifically for the elderly, as it is more difficult for them to cope independently compared to the young.
4. Address financial support. The analysis reveals that income levels for forced migrant women have been well correlated with adaptation. Economic policies should focus on 1) continuing financial assistance programs for new arrivals, which have positive effect on adaptation 2) support programs to help migrant women in drawing up a plan to become financially independent from assistance and ensure labor income for their own needs.

5. Enhance job opportunities. The Polish labor market has a surplus of low-skilled male vacancies, while the massive number of highly qualified women have arrived on the labor. Given the challenges faced by migrant women in finding employment, it is important to focus on creating job opportunities specifically tailored to their skills and qualifications, which can be achieved through targeted vocational training programs, job placement services, and programs for migrants with children better adaptation a support. There is a need for programs to work with business so that it understands this situation and adapts vacancies to the needs of women

6. Language education programs and recognition. The survey showed that there is a lack of knowledge of the Polish, especially at an advanced level, sufficient for employment in highly qualified positions. With the help in recognizing Ukrainian education documents in Poland and sufficient language programs the adaptation could be more successful.

## 6. Conclusions

This article aimed to provide analysis of the adaptation process and well-being of Ukrainian women who have been forced to migrate from Ukraine to Poland as a result of the ongoing war. It is defined that socio-economic adaptation of forced migrant women is the degree of their inclusion in the social and economic environment of the host country, determination of level of their opportunities in the new environment.

The article discusses different aspects of migration, focusing on the economic implications and policy measures related to the arrival of refugees in host countries. It emphasizes both the positive outcomes, such as stimulating investment and addressing workforce gaps, as well as the negative consequences, such as strains on public services and potential societal tensions. It is also highlighted the importance of women's adaptation in host countries and suggested policy measures to facilitate their integration. Additionally, it is pointed out by researchers the need to examine refugee adaptation within the broader context of migration studies to refine existing theories and understand integration processes more comprehensively.

The methodology of the article describes the approach taken to examine the well-being and adaptation of Ukrainian women forced migrants in Poland. The data for the study were collected through an online survey, targeting Ukrainian women who left their permanent residences in Ukraine after February 23, 2022, and were present in Poland at the time of the survey. The sample size consisted of 420 respondents selected through a random sampling method.

The study employed independent variables, including demographic factors, socio-economic and financial situation, and labor and social status, to analyse their influence on women's well-being and adaptation. These variables were coded and provided with answer options. Similarly, dependent variables related to career development, employment, income, financial independence, success, entrepreneurship, business environment, and personal aspirations were coded and included in the analysis.

Descriptive statistics were used to present the typical answers and their relative frequencies for each variable. Pearson's method was applied to search for correlations between the dependent and potential explanatory variables.

Analysis revealed several important observations about the situation of Ukrainian forced migrant women in Poland on age group, areas, challenges related to income reduction, decreased material situation, reduced social status, and difficulties in finding employment, confidence in women's ability to change occupations and perceive some opportunities for business in Poland. The regression analysis further explored the relationships between different variables and the overall

adaptation of forced migrant women. The core factors were distinguished for successful adaptation. The findings suggest that Ukrainian forced migrant women face challenges in income, material situation, social status, and employment. However, improvements in material conditions and social status can significantly contribute to better adaptation outcomes. Younger migrants also tend to have better chances of success. The results highlighted the need for targeted support and interventions to address the specific challenges faced by Ukrainian forced migrant women in Poland.

In line with the results obtained there are main policy implications. The results show that material situation after arrival ( $r=0,294$ ) and social status after the war ( $r=0,283$ ) have moderate positive correlations with success. Thus, policies should focus on providing affordable housing options, access to basic amenities, and support for meeting daily needs. Recognizing the importance of social support in the adaptation process, policies should aim to strengthen existing support networks and establish new ones. Younger migrants have better in chances ( $r=0,250$ ) in adaptation, so less expensive policies could be applied to the needs of young forced migrant women. It is necessary to pay special attention to the older audience and develop special support programs specifically for the elderly, as it is more difficult for them to cope independently compared to the young.

Based on these findings, several economic policy recommendations can be proposed to improve their situation. These recommendations include enhancing material conditions, strengthening social support networks, fostering youth integration and supporting elder migrants, addressing income disparities, enhancing job opportunities, and assisting language education programs and skills development. Implementing these policy measures can contribute to better outcomes and well-being for Ukrainian forced migrant women in Poland.

Further scientific prospect in the research topic can include examining the long-term progress and changes in women's' well-being and adaptation, comparative analysis socio-economic adaptation of Ukrainian forced migrant women in Poland with other countries, assessing the effectiveness of existing policies and programs in Poland aimed at supporting the socio-economic adaptation of forced migrant women, identifying gaps or areas for improvement and providing recommendations for policy interventions that can better facilitate their integration and well-being.

## Acknowledgements

This study is performed according to the scientific project titled "Economic and Social Situation of Ukrainian Women-Forced Migrants in Ukraine and Poland" funded by the IWM-PIASt Fellowship Program.

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