

**A Queer Quest for Identity or Life Course Phase Specific Behaviour? An
Explorative Study into the Self-Reported Reasons for Internal Migration within the
Netherlands.**

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Abstract

The Netherlands is known as a country with progressive and inclusive legislation when it comes to LGBTQIA+ rights¹. With the recent growth of right-wing populism and a drop on the Europe Rainbow Index, the question whether this sentiment can still be held as truth arose. In the past, queer migration has often been conflated with rural-urban migration, as it suits the general narrative of identity finding associated with coming out, which is considered easier in a more anonymous setting such as the urban theatre. Next to the queer quest for identity, Life Course Theory was applied to study internal migration of queer and non-queer individuals within the Netherlands. The main aim of this research project was to map individuals' migration behaviour, types and reasons to do so, with a specific focus on individuals with a queer identity.

A cross-sectional, survey based study was conducted, which elicited 88 valid responses (27 queer and 61 non-queer) from individuals who internally migrated within the Netherlands in the past. Queer individuals were more likely to report freedom to be oneself as a reason to move than non-queer individuals. They were also less likely to report family as a reason to move. These results were not further solidified by regression analysis. The type of migration was not significantly different between queer and non-queer individuals. Binary logistic regression analysis did show that life course phase factors play a role in individuals' decisions to internally migrate. Age was shown to be negatively predictive of giving education opportunities as a reason for migration; being part-time employed was negatively associated with moving closer to friends and being in a relationship was strongly associated with reporting cohabiting as a reason for internal migration.

In conclusion, this study suggests that being queer has no significant influence on

¹ The LGBTQIA-acronym stands for: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual

individuals' reasons for internal migration. However, considering the current political landscape of the Netherlands future research into the influence of sexuality and gender identity on internal migration behaviour and motivations is warranted.

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Background

Internal migration behaviour of sexual minorities is a subject that has been studied in several social sciences, including the fields of demography, sociology and anthropology. Sexual minorities experience society in a different way from hetero-normative individuals, as societies are generally built around hetero-normative views (Pew Research Center, 2013). Coming out and internal migration have been closely associated with each other both by researchers in the field of queer²-studies and by the queer population itself. Shedding their old identity, queer individuals adopt a reinvented proper-and-out version of their self. At least, this seems to be the biographically documented norm for many in the queer community. Living in the openness and anonymity of big cities, amongst other queer individuals, forming a sub-cultural minority have been the main outcomes of internal migration since the 18th century (Gorman-Murray, 2007). The concept of having to move to be able to live true to oneself has therefore been anchored in the scientific notion of how to examine the internal migration behaviour of queer individuals. The explanation of having to move to be oneself aligns with demographic outcomes, as shown for the United States in the *Gay and Lesbian Atlas* (Gates and Ost, 2004). Urban regions seem to be an attractive destination for internal migration of gay men and couples (Black et al, 2002). Contrary to gay men, lesbian couples and individuals tend to move into less populous regions with a higher existing lesbian population and into more remote areas (Black et al, 2002; Cooke & Rapino, 2007; Wimar & De Lena, 2022). In Sweden, individual queers are shown to be more attracted to urban regions, whereas couples seem to have less pronounced preferences (Wimark & Östh, 2013). Outcomes of queer internal migration have also been researched by Lee et al. (2018) in a systematic review. Their study into the concentration of sexual minorities in relation to health

² In this paper the term *queer* is used to describe every individual who identifies as non-heterosexual or non-cisgender (meaning the gender assigned at birth does not match the experienced gender identity).

resource availability concluded that gay, lesbian and bisexual individuals tend to live in more urban and health-resource-rich areas. Although, when zooming in to a smaller scale, the concentration of queer individuals is higher in neighbourhoods with less health-promoting resources (Lee et al., 2018). The findings of Spring (2013) juxtapose the notion of segregation of queer minorities into resource poorer neighbourhoods. Their findings indicate that segregation on a neighbourhood level has been becoming less since the year 2000 (Spring, 2013). The differing outcomes between sub-populations based on sex, sexuality or relationship status within the queer community indicate that grouping all queer migration together might not lend itself to proper analysis. Annes and Redlin (2012) address the problem which arises from conflating queer migration with rural to urban migration. In their paper, they describe how moving to a city can play a key role in identity formation yet is not the ultimate outcome and should be regarded as more nuanced (Annes & Redlin, 2012). Thus, queer internal migration does not only have an urban destination; some individuals might decide to remain in, or even move to more rural areas, forming local, queer communities (Annes & Redlin, 2012; Gorman-Murray et al., 2008; Kirkey & Forsyth, 2001).

Queer migration has been covered in the scientific literature since at least the 1990's. Different methods have been applied to understand internal migration. The most frequently used methods seem to be qualitative, and studies are therefore, on relatively small scale (Annes & Redlin, 2012; Gorman-Murray et al., 2008; Kirkey & Forsyth, 2001; Wimark, 2015). Some examples of more sizeable, quantitative research are papers written by Black et al (2002) and Lee (2018) from the United States, and the research done in Sweden by Wimark and Östh (2013) and Wimark and De Lena (2021). A red line of more societal acceptance has been described for the US (Pew Research Center, 2013), and is also referenced in research from Sweden. Most of the quantitative studies in this field have been post-hoc secondary analyses of data, often obtained through censuses (Black et al., 2002;

Cooke & Rapino, 2007; Lee et al., 2018), or indirectly (Wimark & De Lena, 2021; Wimark & Östh 2013). An exception to this is the *Lavender Isles* study conducted by Hendricksen et al. (2007), which used a strengths-based survey to map the presence and sociodemographic status of the queer population in New Zealand.

The Dutch Context

In 2023, the Netherlands ranked 14th on the Rainbow Europe Index, a ranking that considers legislation which ensures equal rights and safety for LGBTQIA+ individuals (Rainbow Europe, 2023). This ranking was lower than in previous years, indicating that LGBTQIA+ inclusion and rights have not been progressing or increasing in recent years. The lower ranking could also be indicative of the Netherlands becoming a more hostile environment for its queer community. With same-sex marriage being legal in the Netherlands since 2001, acceptance of sexual minorities and inclusion in society may seem unproblematic. In the national election of 2023 the right-wing populist party *Partij Voor de Vrijheid (PVV)*, gained the largest share of the votes. With the PVV being the biggest party in parliament, pushing less inclusive viewpoints and aiming for less progressive legislation (COC Nederland, 2023), it is relevant to describe current demographic trends of sexual minorities.

Whereas queer international migration to the Netherlands has been studied to some extent, the internal migration behaviour of queer minorities has not been studied specifically (McNeal, S & Brennan, S., 2021; Ricalde Perez, J. G. (2021). In 2018, a report published by the Dutch Government showed that approximately 6,5% of the Dutch population identifies themselves as LGBT (Huijnk, et al, 2022). In 2023, 1.74 million of the 17.95 million people living in the Netherlands moved (CBS, 2023). These numbers show how the Netherlands has a highly mobile population. Nonetheless, no specific research has been done into the internal

migration behaviour of sexual minorities, which would be very interesting to look at, considering the Dutch context. Previous studies have tried to cover big areas (e.g. the United States) by using census data on marital status. This approach has not been used for the Netherlands, in fact, individuals' sexuality and gender identity are outside the scope of Dutch census databases. To create a baseline of the impact queer identity has on migration outcomes and reasons, is to keep an eye out for possible changes that could emerge in the future due to (in)direct influences from the current changes in the political climate of the Netherlands.

Research Aim and Question

Following the sentiment that queer internal migration should not be conflated with rural-urban migration but be considered separate and distinct (Annes & Redlin, 2012), the question arose whether queer internal migration outcomes are any different from non-queer outcomes. Furthermore, motivations for internal migration should be assessed without regard to where the individual has moved to or from. Because of the limited time to execute this research, a prospective study of reasons is not possible, so self-reported reasons after an internal migration event were investigated.

Apart from queerness, other factors have been identified that can be relevant in individuals' decision to internally migrate. Some of these reasons are education or job opportunities or moving closer to friends or family (Coulter & Scott, 2014). By using a quantitative, primary approach in data collection, this research project aimed to fill in the blank spaces in the literature about reasons of queer individuals to move and the outcomes of this internal migration in the Netherlands. Using a quantitative approach also yielded a more sizeable dataset, which is as of yet a rarity in the field of queer studies. By including queer individuals in a survey about general reasons for migration the following question was aimed to be answered:

- *What effects do queerness and life course phase have on the relevance of reasons for internal migration and its outcomes?*

This question was divided in three parts for this study. First the differences in migration type outcome were compared between queer and non-queer individuals. Second the Relevance of reasons for internal migration was compared between the two groups. Third a regression analysis was done to assess the importance of queerness and life course phase as separate factors influencing the relevance of reasons for internal migration.

Theoretical Framework

Queer Migration

Since the industrial revolution from the 18th and 19th centuries and the consequent urbanisation of Europe and North America, queer people have been flocking to growing cities. As the cultural anthropologist Gayle Rubin states in one of her essays from 1993: “Homosexually inclined women and men, who would have been vulnerable and isolated in most pre-industrial villages, began to congregate in small corners of the big cities.” (Rubin, 1993, p. 156). Queer subculture groups would form in big cities, which then led researchers to focus mainly on the rural-urban migration of queer individuals. However, migration within and between cities needs to be addressed in research more thoroughly, as nowadays, the United States and Europe have urbanisation rates of 82% and 74% respectively (United Nations, 2018), which implies that most intranational migration would also be urban to urban. The definition of rural-urban and urban-urban migration needs to be reconsidered as well, as metropolitan areas are larger than ever, even urban to urban migration can nowadays have the scope rural to urban migration had in the past (Weston, 1995). Outcomes of urban migration

in queer populations can also be linked to socioeconomic status, which implies that ‘queerness’ might play a lesser role (Black et al, 2002). Considering being queer as a marker for demographic outcomes, as proposed by Spring (2013), makes sense when considering that queer couples are often less likely to have children and will therefore usually be more financially well-off.

Queer migration³ is a phenomenon with a complex history and has been regarded as fundamentally different from regular migration in the past, as it was usually perceived as a process of ‘fleeing’ from one’s place of origin into a welcoming, anonymous world of urban self-exploration. Nowadays, more progressive legislation in many countries that ensures emancipation of the queer population, could lead to the phenomenon of queer migration becoming more normalised, i.e. closer to non-queer migration.

Queering the Life Course

The life course approach refers to an “age-graded, socially-embedded sequence of roles that connect the phases of life.” (Mortimer & Shanahan, 2002, p. xi). This approach is often used in medical and social sciences as a way to distinguish between phases of an individual’s life, but also to explain patterns and differences between individual outcomes by looking at previous life course phases. The life course approach is multidisciplinary, as it takes many aspects of biology, psychology and sociology into consideration within the societal context and zeitgeist. By looking at populations as specific cohorts from the same life course phase, one can examine and explain demographic outcomes. In regular internal migration research, the life course approach has been shown to be beneficial in understanding the different motivations for mobility of populations depending on their life course phase

³ Defined in line with Gorman-Murray’s article from 2007 as the phenomenon of individuals with a queer sexual- and / or gender-identity internally migrating in a way that is distinctly different from non-queer individuals.

(Coulter & Scott, 2014).

However, the life course approach has been formulated from a perspective of heteronormativity, in which specific *transition experiences*, -e.g. entering parenthood- mark the beginning of a new life course phase. The transition into adulthood, which can be demarcated by several distinct changes between the late-teenage years and early twenties of people. Changes in this period include but are not limited to: Moving away from the parental home; entering the workforce; finishing education or getting married (Arnett, 2000; Shanahan, 2000). These definitions of life course phases have the inevitable consequence that individuals with a queer identity do not fit into this predetermined paradigm (Kneale & French, 2018). Thus, it appears there is need for a more fitting approach, which entails all the life phases usually lived through by queer individuals. Paramount in the life course of most queer individuals is a period of identity formation, during which moving into more urban areas is undertaken to grow into one's true self (Murray-Gorman, 2007). This process is defined as the queer quest for identity: "(...) personal journeys through space and time (...) about the search for and integrated wholeness as individual humans living in some kind of community (if not society)." (Knopp, 2004, p 122-123). Therefore, migration is inherent to the formation of identity according to the definition, which in its own right is just one phase of the queer life course trajectory. A good example of the queer life course being taken into consideration is a selection of studies from Sweden. Differing migratory behaviour outcomes between couples and individuals were observed, and there seemed to be a narrative of single queer individuals moving into cities and later moving away once they had found a partner (Wimark & Östh, 2013). Furthermore, more progressive legislation in Sweden (e.g. the right to marry; adopt children or assisted fertilisation) has led to more inclusion of queer individuals within the regular life course, with the consequence that queer migration outcomes have become more similar to regular migration outcomes (Wimark, 2015). Another

example of the use of the life course model in queer migration studies comes from North America, where Lewis (2015) did qualitative research into the role of migration within the life course of gay men and found that their queer identity became less important in migration decisions over time. Migration of queer individuals is linked to a complex interplay of factors, of which coming out and being out are the foremost to consider when looking at the queer life course.

Conceptual Model

Taking from the life course theory and the phenomenon of queer migration, a conceptual model was constructed. This model shows the interplay between being queer and the life course. Simultaneously, it shows the possible interaction between being queer and the decision to internally migrate. The outcome of this model is the relevance of reasons for internal migration. The life course phase is quantified by including various socioeconomic and demographic information of the respondents. Queerness was regarded as a factor outside of the regular life course, although it still interplays with the life course phase's influence on the relevance of varied reasons for internal migration. Queerness should be regarded independently and was treated as an independent variable, together with the life course phase.

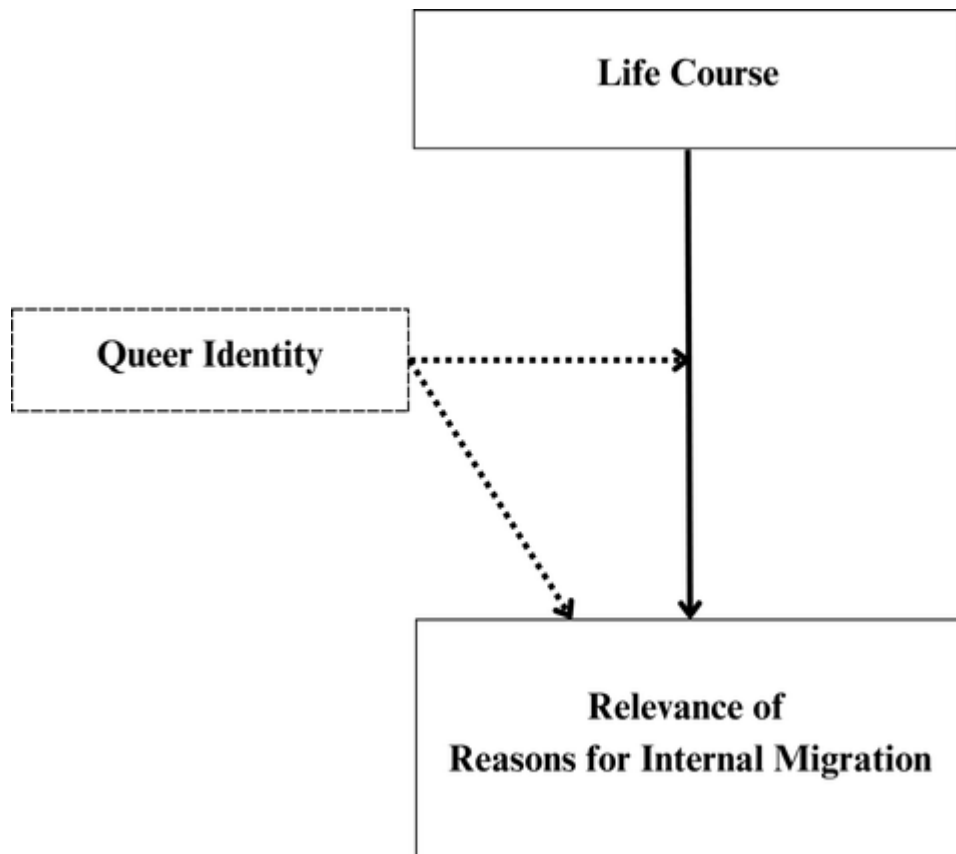


Figure 1
Conceptual Model

Methodology

Study Design

To answer the posed questions a quantitative, cross-sectional study design was chosen. A 19-item survey was constructed in the software *Qualtrics*. This software was used because the University of Groningen has a contract and data protection agreement with it. The quantitative design was chosen because it was the most suitable tool for the aim of this project. By using self-reported and quantifiable information, analysis leaves less space for interpretation. The quantitative approach was also in line with the aim to include as many individuals as possible in this study, to increase its power. Similar to Henrickson et al. (2007) in their *Lavender Isles* study, the decision was made to rely on self-reported identity and sexuality. By using self-reported identity, the aim was to include as many individuals as possible from the 'hidden' queer population.

To optimise data collection and analysis, the survey was split into two parts. The first part consisted of questions regarding the respondents' personal, socioeconomic and demographic profile. In this part, the life phase of the respondent was also accounted for. Based on the research of Arnett (2000) and Shanahan (2000) the respondents' life course phase was implicitly asked for by including questions about their age, and their education-, employment-, and relationship-status.

The second part of the survey asked about the respondents' personal importance of reasons for internal migration. A Likert-scale was deployed to gather as much information per reason for internal migration as possible. The importance per reason was ranked on a scale of 1 (*not important at all*) to 5 (*extremely important*). The reasons for internal migration included in the survey were selected partially based on research done by Coulter & Scott (2014) and partially based on the findings of a multitude of qualitative studies into the

migration behaviour of queer individuals (Annes & Redlin, 2012; Gorman-Murray et al., 2008; Kirkey & Forsyth, 2001). An open option for respondents to add any reasons that were not covered by the pre-formulated ones was also added. The reasons were:

- Education opportunities.
- Work opportunities.
- Living closer to family.
- Living closer to friends.
- Living in an area with more/better amenities.
- Freedom to be / to express oneself.
- Cohabiting in with a partner.
- Other (with an open space for respondents to specify).

The survey was made available in both Dutch and English. The complete survey is attached as appendix A and B.

Data Collection

Considering the fact that this project aimed at including many people from the queer community, a snowball sampling design was used for data collection. As the queer population can be considered to be a so-called 'hidden population,' this technique was natural to deploy in data collection. Some oversampling of queer individuals was done to ensure a large enough sample to draw conclusions from in analysis. The questionnaire was digitally spread through the researcher's personal network to reach as many members of the local queer community as possible. The approached individuals were then also asked to spread the survey in their social circle. Next to this digital spread, posters and flyers containing a QR code through which people could access the questionnaire were spread on announcement

boards at the university. Furthermore, the flyers were spread throughout the city of Groningen by the researcher and were distributed at neighbourhood centres; supermarkets; libraries and in mailboxes.

Inclusion Criteria

To streamline the procedure and ensure reproducibility, a set of inclusion criteria were formulated regarding the profile of the respondent. These criteria were also formulated to ensure that the comparison between queer and non-queer individuals would be less likely to be confounded by other factors. The following inclusion criteria were formulated:

- The respondent was at least 18 years old at the moment of filling in the survey.
- The respondent was born in the Netherlands.
- The respondent had moved at least once in their life.
- The respondent was not living with parents or custodians at the moment of filling in the survey.

Data Analysis

For statistical analysis, the software program SPSS was used (*SPSS version 29*). The collected data was used to create several regression models to predict the importance of specific reasons for internal migration. The choice was made to transform the ordinal results from the Likert-scale question into a binary variable. The recoding classified the reasons for internal migration as either 'relevant' or 'not relevant.' With this transformation it was possible to deploy logistic binary regression analysis. Logistic binary regression was chosen over linear regression due to the nature of the outcome variable, which could not be interpreted as a ratio or scale. The independent variables for these models were selected to create a complete model in which the socioeconomic, demographic and personal

characteristics, of the population were accounted for. Regression analysis was used to create a model to explain the importance of the reasons for migration. Income was asked as an ordinal variable to increase respondent's willingness to answer. However, within the regression analysis, the ordinal variable for income was used as a ratio variable. This decision was made to improve the readability of the results and would not reduce the quality of the data

The variable 'queer' was coded from the answers to the questions about sexuality and gender identity. Individuals were coded as 'queer' when they disclosed a sexuality that was not heterosexual or a gender identity other than man or woman. Within the analysis, the queerness of individuals was only used as a potential predictor of certain outcomes, no inference would be possible for the general population, due to the oversampling of queer individuals within this study.

Classification into life course phase cohorts was not done explicitly, as the life course phases were indirectly asked for in other questions. Considering that the transition into adulthood is hallmarked by many changes, leaving the classification implicit led to more fruitful results in analysis. Specific indicators of the adulthood life course phase were looked at separately to paint a picture of the general population. Amongst these indicators: the current age of the respondent, which was then classified into cohorts, ranging from 18-25 years old (young adults); 26-65 years old (adults) and 65+ years old (older adults). Furthermore, the respondents' current student-status (whether the respondent was studying during the time of the survey); relationship status and employment status were asked. All these factors separately gave an indication of which life course phase the respondent was currently in.

Postal codes were used to obtain information about the urbanity of the respondents' current and prior place of living. For this information, a document published by the Dutch

Bureau of Statistics was used (CBS, 2023). Based on the information derived from the postal code change, the internal migration was labelled as either *'rural-urban;'* *'urban-urban;'* *'urban-rural'* or *'rural-rural'*. Changes in urbanity-level (based on postal code density) were taken as indicators of the kind of internal migration.

Privacy and Regulations

The General Data Protection Regulation (GDPR) of the European Union labels personal information about sexuality and gender identity as sensitive subjects in the 'special category' of personal data. Collection and storage of these data is allowed in scientific research. Informed consent for data processing and publishing was obtained from the respondents (see appendix A and B). The answers were processed in an anonymous way to ensure none of the participants' identities could be identified from the results. Furthermore, the respondents were informed of their rights to withdraw from the survey without consequence at any moment. The University of Groningen has a data safety agreement with *Qualtrics* which meant that the collected data was protected under the rules stated by the UG in line with the GDPR. The raw data from the surveys was stored for the period of the research project, after which they were disposed of. The informed consent form the respondents needed to agree with to participate in this study is attached to this paper in appendix A and B. The data management plan is attached as appendix C.

Results

General Descriptives

Data was gathered between March 29th and May 9th of 2024, after which the survey was closed, and no more responses were included. In total 130 responses were obtained. From these, 38 responses were excluded due to not fitting within the inclusion criteria. Four more surveys were excluded due to not being able to label them as queer or not, because of missing data. Further analysis was done with 88 valid responses.

The age-range of the respondents was from 18 to 73 years old, with an average of 34 years old. Of the valid responses (n=88), 27 were labelled as 'queer' based on the answers given to questions regarding sexuality and gender identity. The average age of respondents from the queer group was 25,7 years versus 37,2 years in the non-queer group. Furthermore, the queer group contained more young adults (63%) than the non-queer group (36%). These results are represented in Table 1. The percentage of students in the queer sample was 56% versus 34% in the non-queer group.

Of the non-queer group, 67% were in a relationship during the time of the survey, versus 44% of the non-queer group. The percentage of non-queer individuals living together with their partner at the time of the survey was also higher (66% versus 44% of valid responses.)

Most individuals from the queer group indicated that they were currently unemployed (41%), whereas in the non-queer group part-time employment was most common (41%). There was also a notable difference between the percentages of full-time employed individuals between the groups. Only 4% of the queer group was currently full-time employed, versus 33% of the non-queer group. For all results from this section, see Table 1.

Table 1*Mean Characteristics of the Queer and Non-Queer Groups*

	Population (n=88)		Queer Group (n=27)		Non-Queer Group (n=61)	
Mean age in years	37.20		33.70		25.70	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Age cohort 18-25 years old	39	44.3%	17	36.1%	22	63.0%
Age cohort 26-65 years old	45	51.1%	9	59.0%	36	33.3%
Age cohort 65+ years old	4	4.5%	1	4.9%	3	3.7%
Studying at secondary education or higher	36	40.9%	15	55.6%	21	34.4%
Currently in a relationship	52	59.1%	11	40.7%	41	67.2%
Currently living with partner(s)	32	36.4%	5	18.5%	27	44.3%
Currently full-time employed	21	23.9%	1	3.7%	20	32.8%
Currently part-time employed	35	39.8%	10	37.0%	25	41.0%

Reasons for Internal Migration

The self-reported importance of reasons for internal migration of the queer and non-queer population are described in figures 2 and 3.

The importance of education opportunities in the decision to move was more distinct in the queer population (68% labelling it as very/extremely important) than it was in the non-queer population (39% labelling it as very/extremely important). 49% of the non-queer respondents stated that education opportunities were not important at all in their decision to move, versus only 12% of the queer population. Significant interaction was found between being queer and reporting education opportunities as relevant reason to move ($\chi^2=8.576$, $p=0.003$).

Job availability as a reason for internal migration was labelled as similarly important between the two populations, with a slightly higher overall importance in the non-queer population.

The outcome of the importance of moving closer to family in the decision to internally migrate was labelled as not important at all by 92% of the queer respondents, whereas only 57% of the non-queer respondents ranked it thusly. Furthermore, none of the queer sample ranked this factor higher than 'slightly important'. Significant interaction was found between being queer and reporting moving closer to family as a relevant reason to move ($\chi^2=11.141$, $p<0.001$). Later regression analysis did show that this relationship was negative, although these results were not significant.

The importance of moving closer to friends was ranked similarly across both samples, with a slightly higher overall importance in the non-queer sample.

Freedom to be oneself was ranked as '*very important*' or '*extremely important*' by 64% of the queer sample, whereas only 40% of the non-queer population ranked it that high. Moreover, freedom to be oneself was only indicated to be '*not important at all*' by 8% of the

queer sample, whereas 36% of non-queer sample ranked it as such. Significant interaction was found between being queer and reporting freedom to be oneself as a relevant reason to move ($\chi^2=4.825, p=0.028$). Later regression analysis showed that this relationship was positive, although those results were not significant.

Cohabiting with a partner was ranked with higher importance by the non-queer sample (41% very/extremely important) than by the queer sample (20% very/extremely important).

The importance of moving into a nicer area was ranked similarly between both populations, with a slightly higher importance given to it by the non-queer sample. For all chi-square analyses outcomes, see Table 2.

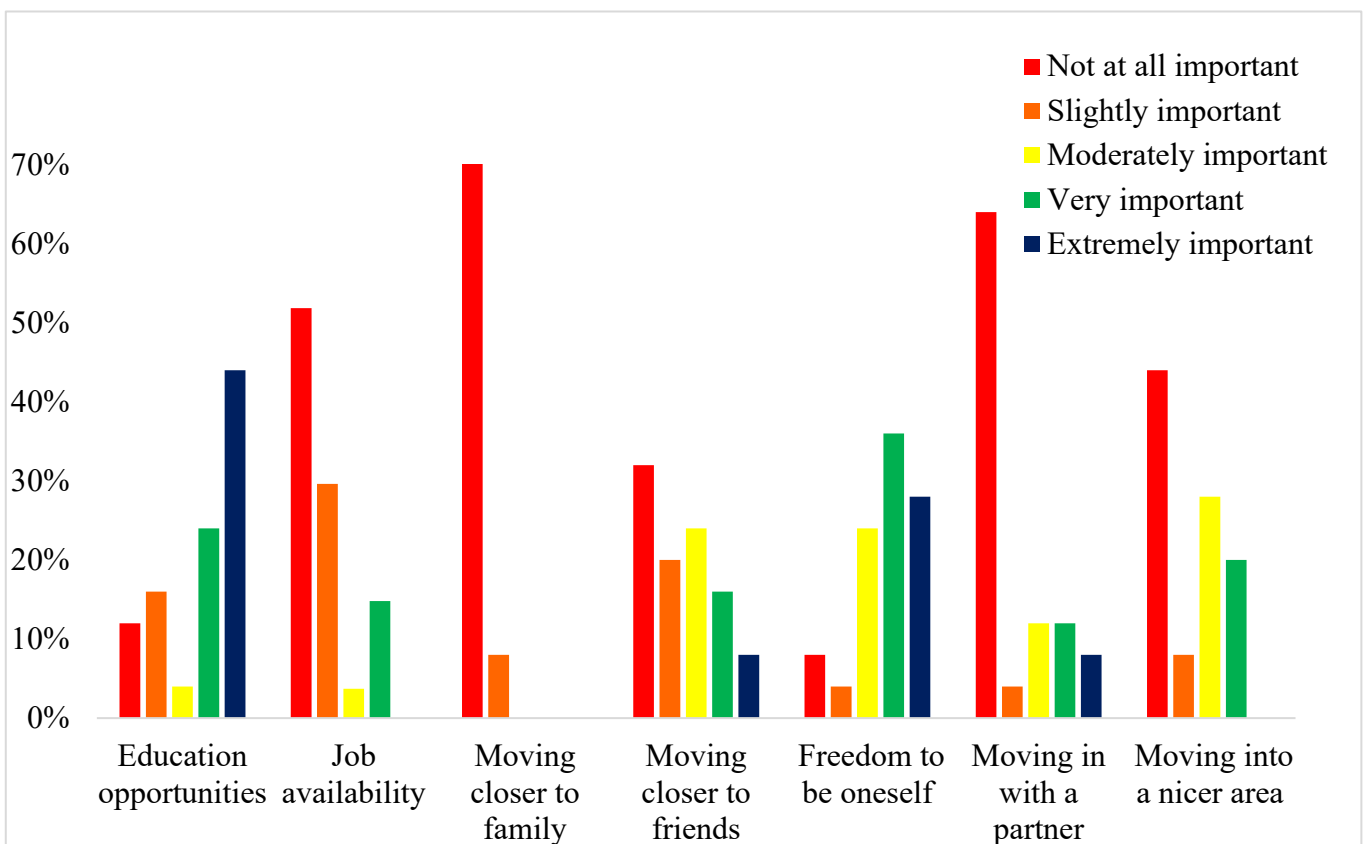


Figure 2
Self-Reported Importance of Reasons for Internal Migration - Queer Group

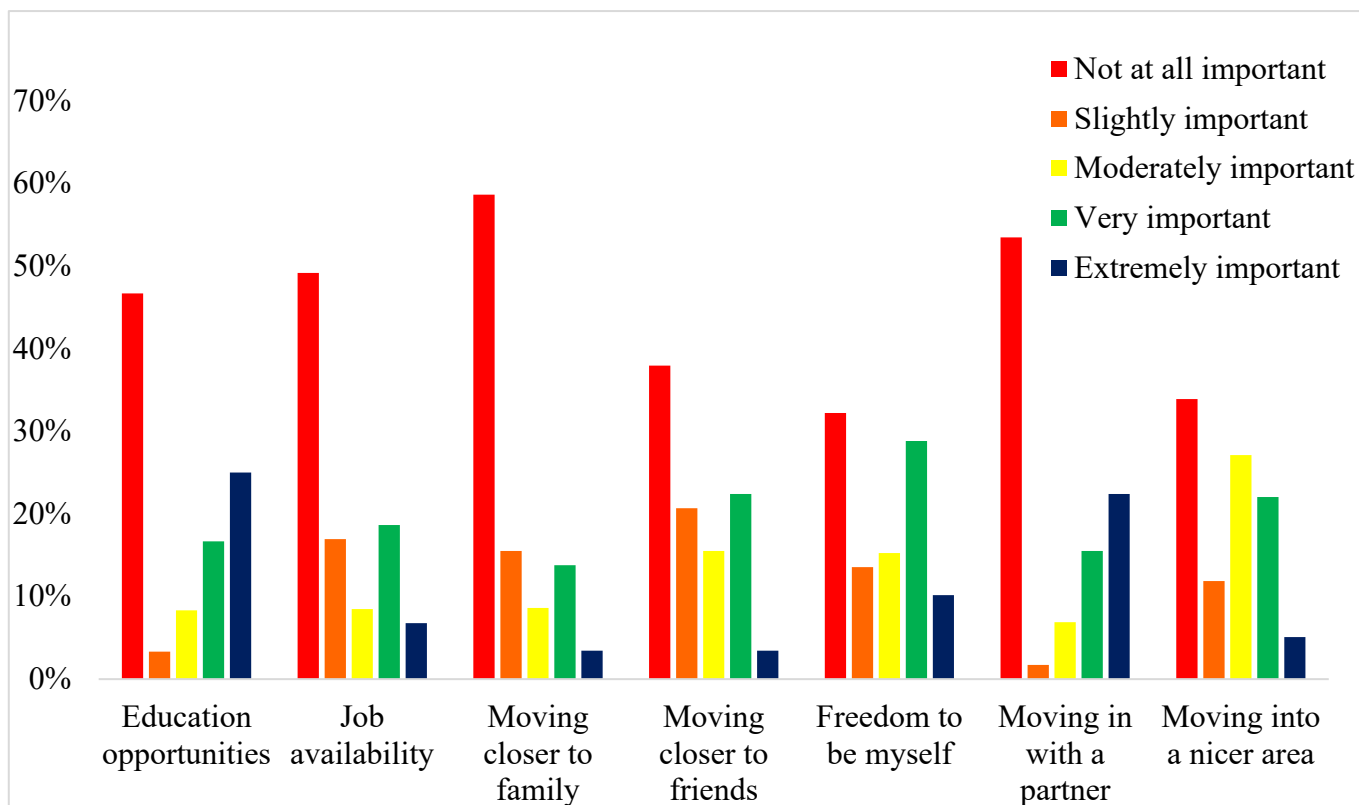


Figure 3
Self-Reported Importance of Reasons for Internal Migration - Non-Queer Group

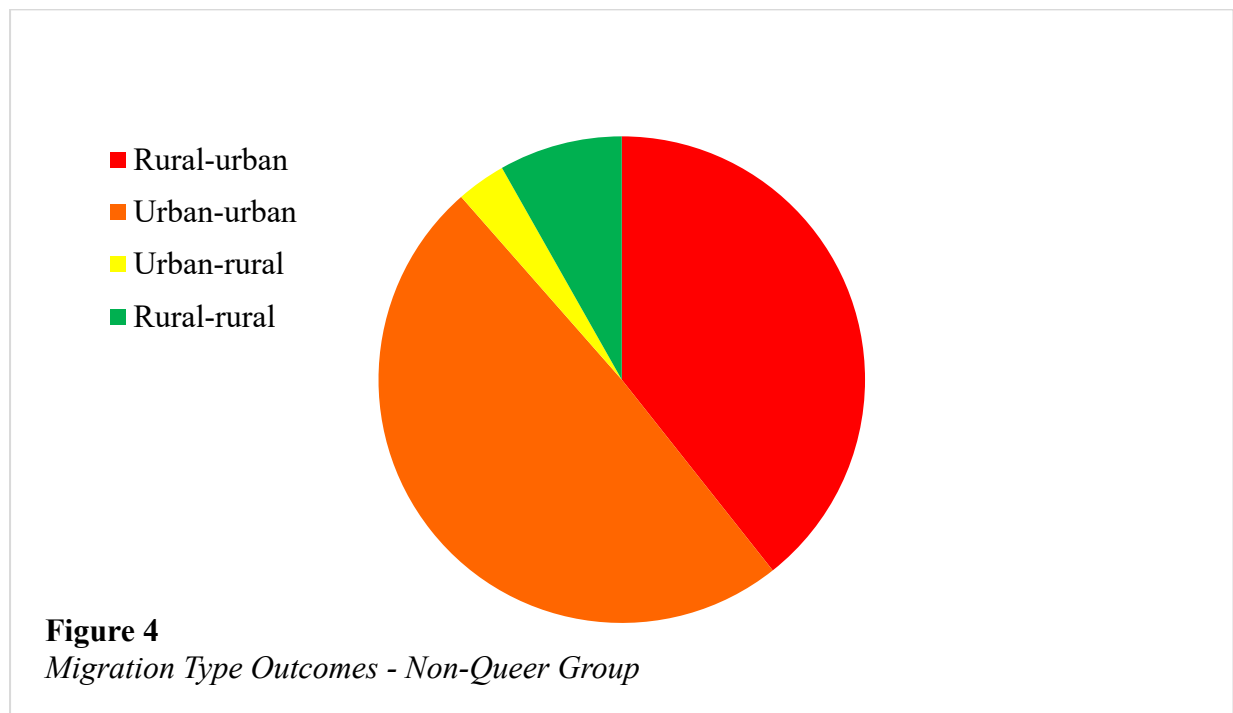
Table 2
Chi-Square Analysis of the Interaction between being Queer and Reporting a Reason for

Statistic	χ^2	p
Education	8.58*	0.003
Work	0.06	0.813
Family	11.14*	0.001
Friends	0.01	0.909
Area	0.73	0.393
Freedom	4.83*	0.028
Cohabiting	2.00	0.157

Note. * $p < 0,05$

Migration Type Outcomes

The most recent type of internal migration the respondents had undergone was identified through postal code information of the current and previous place of residence. See figures 4 and 5 for a representation of the outcomes. Most of the respondents had moved within urban areas, 49% and 63% of the non-queer and queer population respectively. The percentage of rural-urban migration was similar across both populations. Rural-rural migration was only observed in the non-queer population (8% of cases). Simple Chi-Square analysis showed no significant relationship between the queer and non-queer population in terms of migration type ($\chi^2=0.700, p=0.403$) see Table 3.



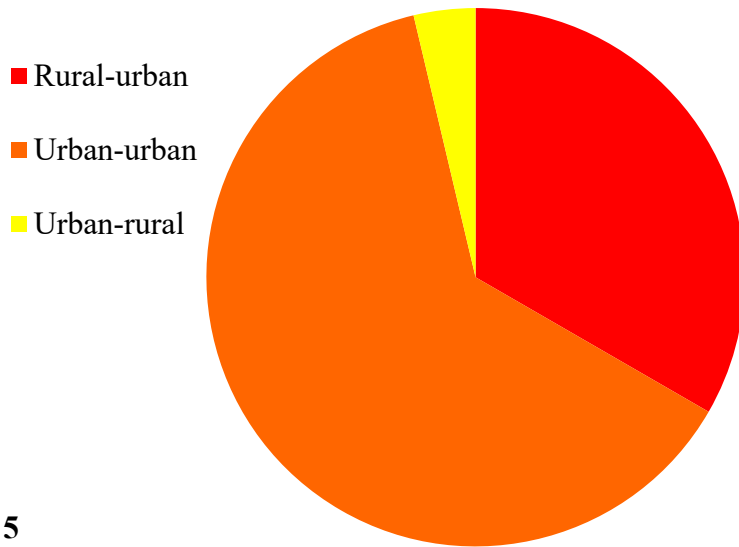


Figure 5
Migration Type Outcomes - Queer Group

Table 3
Chi-Square Analysis of interaction of Queerness with Migration Type Outcomes

Statistic	χ^2	<i>p</i>
Migration type outcome x being queer	0.7	0.403

Regression Analysis

After coding the importance of every reason for internal migration into a binary variable (*relevant* or *not relevant*), binary logistic regression analysis was conducted. For each of the seven reasons for internal migration, a regression model was created. Logistic regression was used to analyse the relationship between the *queerness; age; student status; relationship status; occupation status; income* and *highest obtained education* and the self-reported importance of the reasons for internal migration (i.e.: *Education opportunities; job opportunities; moving closer to family; moving closer to friends; moving into a nice area; freedom to express oneself and cohabiting.*)

The odds of reporting *education opportunities* as relevant in the decision to move decreased by 13.3% (odds ratio: 0.867) (95% CI [0.765,0.982]) for a one-year increase in age, holding all other predictor variables constant.

The odds of reporting '*moving closer to friends*' as relevant in the decision to move decreased by 80.1%(odds ratio: 0.192) (95% CI [0.047, 0.787]) for being part-time employed. Holding all other predictor variables constant.

The odds of reporting '*cohabiting*' as relevant in the decision to move increased by 894% (odds ratio: 9.943) (95% CI [2.314, 42.716]) for currently being in a relationship.

See Table 4 for the details.

Table 4*Regression Analysis of Reported Importance of Reasons for Internal Mi*

Variable	<i>Education Opportunities</i>					<i>Moving Closer to Friends</i>					<i>Cohabiting with a Partner</i>				
	<i>b</i>	<i>SE</i>	95% CI		<i>p</i>	<i>b</i>	<i>SE</i>	95% CI		<i>p</i>	<i>b</i>	<i>SE</i>	95% C.I.		<i>p</i>
			<i>LL</i>	<i>UL</i>				<i>LL</i>	<i>UL</i>				<i>LL</i>	<i>UL</i>	
Intercept	4.81	2.08			0.021	1.18	1.38			0.392	-1.90	1.46			0.193
Queer	0.87	1.06	0.30	19.05	0.411	0.20	0.73	0.29	5.13	0.783	0.33	0.79	0.29	6.63	0.675
Age	-0.14	0.06	0.76	0.98	0.025*	-0.04	0.03	0.91	1.02	0.149	-0.06	0.03	0.88	1.00	0.066
Student	1.86	1.34	0.47	87.86	0.164	0.70	0.87	0.37	11.07	0.421	0.01	0.87	0.18	5.59	0.989
Relationship	-0.51	0.86	0.11	3.22	0.550	1.09	0.65	0.83	10.72	0.094	2.30	0.74	2.31	42.72	0.002*
Part-time	-1.95	1.25	0.01	1.64	0.118	-1.65	0.72	0.05	0.79	0.022*	-0.48	0.78	0.13	2.85	0.536
Full-time	0.12	1.04	0.15	8.67	0.912	0.79	0.95	0.34	14.16	0.404	0.46	0.94	0.25	10.07	0.625
Income	-0.02	0.28	0.56	1.71	0.947	0.06	0.22	0.69	1.63	0.784	0.47	0.25	0.98	2.61	0.062
University	0.79	0.81	0.45	10.90	0.331	0.11	0.62	0.33	3.78	0.862	0.65	0.64	0.55	6.72	0.306

Note. **bold*** $p < 0.05$

Discussion

The main aim of this research project was to take a closer look at individuals' migration behaviours, types and reasons to do so. Thus, the results are also threefold.

First of all, the question whether the queer-population in the Netherlands has different reasons for their internal migration behaviour compared to the non-queer population was posed. This study showed by means of chi-square analysis that there are indeed differences in reported reasons for internal migration between queer and non-queer groups. The most striking amongst these differences is the importance of moving closer to family, which was almost considered irrelevant to the queer population compared to the non-queer population in the outcomes of this study. Another striking result is the importance of personal freedom to express oneself in the decision to move. These findings are in line with coming out stories researched by Kirkey & Forsyth (2001); Knopp (2004) and Murray (2007).

Second, this study has shown, by means of chi-square analysis, that the types of migration are not different between queer and non-queer groups. Within the perimeters of this study, there has been no significant difference in the amount of rural-urban migration by queer individuals compared to non-queers. Thus, these results are evidence that the conflation of queer migration with rural-urban migration is not feasible in the context of the Netherlands, adding to the narrative held by Annes and Redlin (2012).

Third, binary logistic regression showed that the life course phase of an individual has implicitly been proven to be influential in their reported relevance of specific reasons for internal migration. Age was shown to reduce the importance of education opportunities in the decision to move. Moving closer to friends was less relevant for individuals who were part-time employees versus those who were not employed. This difference could be indicative of transitioning into adulthood, where job opportunities are usually more indicative of internal migration outcomes. Interestingly, being full-time employed did not have a significant influence

on reporting job opportunities as a relevant reason to move. Cohabiting with a partner was found to be a relevant reason to move for individuals in a relationship, which inherently makes sense. These findings show an overlap with the sentiment shared by Arnett (2000) and Shanahan (2000), who stated that the transition into adulthood is hallmarked by factors, resembled by the outcomes of this study.

Conclusion

In conclusion, the results of this study show that there are significant differences between queer and non-queer individuals when it comes to reasons for internal migration, although these differences were not substantiated in more thorough regression analysis, as was underlined by the insignificance of the queer-factor in all regression analyses. Therefore, this study could conclude that queerness is of importance when considering individuals' reasons for internal migration, as other factors that constitute the life course phase appear more significant. Factors like age, employment status and cohabiting, which are hallmarks of transitioning into adulthood, were shown to be more relevant in individuals' decisions to move, than individuals' sexuality or gender identity.

Strengths

Considering the absence of research projects similar to this one in the Netherlands, the ultimate strength of this study is its timeliness and novelty. To the best of the researcher's knowledge, queer internal migration in the Netherlands has not been addressed before in the scientific literature. In this sense the current study can be regarded as an avant-garde exploration into as of yet unexplored, understudied, but important territory.

Next to this general strength, there are several smaller points that are worth mentioning. The inclusion of queerness based on self-reported gender- and sexual-identity within models to

predict individuals' reasoning for internal migration has been spearheaded by this study. In this study, it may not have led to significant results, yet by following the reasonings of Spring (2013) and their argument to include sexuality as a predictor for migration outcomes, it remains important for future research to include queerness as a predictor, as it is closely tied to individual identity and therefore should not be disregarded. Another strength of this study was the deconstruction of the life course phase into relevant separate variables. This deconstruction underlines the nuance that comes with transitioning into adulthood and makes it possible to study its aspects separately.

Limitations and Considerations

As a relatively small research project, the scale of the research was limited and influenced by a multitude of factors. These factors include the outreach potential of the researcher, which was limited due to the individualistic nature of the project and the absence of any funding. The sample size was sufficient, yet still relatively small for building regression models for a general population. This study did also group all queer individuals together, although prior research by Cooke and Rapino (2007), Lee et al. (2018) and Wimark and De Lena (2022) has shown that different sub-populations (e.g. gay men, lesbian women, etc.) behave differently when it comes to internal migration. With a larger sample size, it would be possible to examine and compare sub-populations. Grouping the respondents into age cohorts also proved unfruitful, as the oldest cohort (65+ years old) consisted of only four individuals, therefore, age was used as a ratio variable in the regression analysis. Furthermore, a large part of the population included was either studying or had obtained a university degree, which is not indicative of the general Dutch population. Due to the snowball sampling design of this study, most of the respondents were also living in or around the city of Groningen, which should be adjusted for in future studies, for example, by explicitly including individuals from rural areas and multiple cities. In future research, it would be useful to include more in-depth

questions about individuals' reasons for internal migration, as some of the phrasing in the survey was open for interpretation.

Specific research into the life course phase transition of queer individuals could create a foundation from which the life course of queer and non-queer individuals could be compared. These differences between queer and non-queer individuals in the transition into adulthood could be paramount when conducting further research into queer internal migration.

The current political climate of the Netherlands appears to not have influenced the migration behaviour and motivations of the queer population as of yet. The phenomenon that general life course phase specific factors play larger roles in individuals' reasons to move shows that being queer and being part of society are not mutually exclusive. It is important though, to keep looking for changes in these outcomes, as queer rights need to be monitored and legislation needs to be kept secure now and in the future.

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Appendix A

Bachelor Project

General information Why did you move? *Internal Migration in the Province of Groningen; a Bachelor's Thesis Research Project*

Thank you for taking the time to fill in this survey on internal migration behaviour of people living in the Province of Groningen. This survey was designed as part of a Bachelor Thesis research project at the Faculty of Spatial Sciences at the University of Groningen (UG). **Filling in the questionnaire will take approximately 5 minutes.**

The information obtained from this survey will help to provide context and explanations for the internal migration behaviour of people in the province of Groningen. Why did you move to your current place of residence?

In this survey you will be asked to provide some indirect personal information, this means that the information cannot be traced back to your personal identity directly. The information asked will keep your personal identity anonymous. Furthermore, in analysis and possible publication your identity will also be anonymous as part of a large group of respondents.

The data gathered in the frame of this survey will be stored on a safe UG server. Only the main researcher will have access to the data. The data will be managed in line with the rules and regulations formulated by the UG in line with the European Union's General Data Protection Regulation (GDPR). The collected data will be stored for 12 months after finalisation of the research project.

All information on the GDPR can be found on the UG website: [Here](#)

As a respondent your participation in this research project is entirely voluntarily. You have the right to stop filling in the survey at any time, there will be no consequences for this. You are also in your right to contact the main researcher via the information provided below for any questions, requests or complaints.

Thank you for your participation.

Elle Franzky *main researcher*

L.M.Franzky@student.rug.nl

Consent I have read and understood the information provided and agree to participate in this research project.

- Yes, I want to participate in this study. (4)
- No, I do not want to participate in this study. (5)

Age What is your age?

Country of birth Were you born in the Netherlands?

Yes (1)

No (2)

Current postal code What is your current postal code? (only numbers)

Prior postal code What was your postal code before you moved to your current residence? (only numbers)

Living situation Do you currently live together with your parents / custodians?

Yes (1)

No (4)

Personal Information What is your gender identity?

(Gender identity refers to the experienced gender, unrelated to sex or gender assigned at birth)

Personal Information What is your sexual orientation?

(Sexual orientation refers to the sexual and/or romantic attraction you experience)

Transgender Do you consider yourself to be transgender?

(Transgender means that your gender/sex assigned at birth does not match your experienced gender)

Yes (1)

No (2)

Relationship status Are you currently in a relationship?

Yes (1)

No (2)

Cohabiting Do you currently live together with your partner?

Yes (1)

No (2)

Origin father Where was your father born?

Origin mother Where was your mother born?

Education What is your highest attained education?

- None (1)
- Elementary school education (2)
- High school education (3)
- Vocational education (MBO) (4)
- Higher vocation education (HBO) (5)
- Academic education (WO) (6)

Student Are you currently studying? (at a secondary or higher education institution)

- Yes (1)
- No (2)

Occupation What is your employment status?

- Full-time employment (1)
- Part-time employment (2)
- Not employed right now (3)
- Self-employed (ZZP) (6)
- Unpaid intern / volunteer (9)

Retired (4)

Prefer not to say (5)

Income What is your personal (bruto) income per month?

0 - 499 Euros (1)

500 - 999 Euros (2)

1000 - 1999 Euros (3)

2000- 2999 Euros (4)

3000 - 3999 Euros (5)

4000 - 4999 Euros (6)

5000 - 7499 Euros (7)

7500 - 9999 Euros (8)

10.000+ Euros (9)

Prefer not to say (10)

To what extend did the following factors influence your decision to move to your current residence?

	Not at all important (26)	Slightly important (27)	Moderately important (28)	Very important (29)	Extremely important (30)
Going to school or university (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job availability (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving closer to family (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving closer to friends (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving into a nicer area (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom to be myself (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving in with a partner (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others: (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Bachelor Project

Start of Block: Introduction

General information Waarom ben jij verhuisd? *Interne Migratie in de Provincie Groningen; een bachelors proefschrift onderzoeksproject.*

Dank u wel dat u de tijd neemt deze vragenlijst over interne migratie/verhuizing binnen de provincie Groningen in te vullen.

De vragenlijst is ontworpen als deel van een Bachelor proefschrift onderzoeksproject aan de Faculteit voor Ruimtelijke Wetenschappen aan de Rijksuniversiteit Groningen (RUG). **Het invullen van de vragenlijst zal ongeveer 5 minuten duren.**

De informatie verkregen uit deze vragenlijst zal helpen om context en verklaringen te geven voor het verhuisgedrag van personen die in de provincie Groningen wonen. Waarom bent u naar uw huidige woonplaats verhuisd?

In deze vragenlijst zult u om enige indirecte persoonlijk informatie gevraagd worden. Indirecte persoonlijke informatie, zijn gegevens die niet direct aan uw persoonlijke identiteit gekoppeld kunnen worden. De informatie die u geeft is anoniem en zal het niet mogelijk zijn u te identificeren in verdere analyse en mogelijke publicatie van de data. Uw antwoorden zullen onderdeel zijn van een grotere groep respondenten.

De gegevens die in lijn met dit onderzoek zullen worden verzameld, zullen opgeslagen worden op een veilige server van de RUG. Enkel de hoofdonderzoeker zal toegang hebben tot deze gegevens. De gegevens zullen behandeld worden volgens de richtlijnen van de RUG, in lijn met de Algemene

Verordening Gegevensbescherming (AVG) opgesteld door de Europese Unie. De gegevens zullen tot 12 maanden na de afsluiting van het onderzoeksproject bewaard worden.

Verdere informatie over de AVG kan op de website van de RUG gevonden worden : [Hier](#)

Als respondent is uw deelname in dit onderzoeksproject volledig vrijwillig. U kunt op elk moment stoppen met het invullen van de vragenlijst, hier zijn geen consequenties aan verbonden. U heeft ook het recht de hoofdonderzoeker te contacteren volgens onderstaande gegevens voor al uw vragen, opmerkingen en klachten betreffende dit onderzoeksproject.

Hartelijk bedankt voor uw deelname.

Elle. Franzky *hoofdonderzoeker*

L.M.Franzky@student.rug.nl

Consent Ik heb de bovenstaande informatie gelezen en stem in om deel te nemen aan dit onderzoeksproject.

- Ja, ik wil deelnemen aan dit onderzoek. (4)
- Nee, ik wil niet deelnemen aan dit onderzoek. (5)

Age Wat is uw leeftijd?

Country of birth Bent u in Nederland geboren

Ja (1)

Nee (2)

Current postal code Wat is uw postcode? (alleen getallen)

Prior postal code Wat was uw vorige postcode? (alleen getallen)

Living situation Leeft u momenteel samen met uw ouder(s)/verzorger(s)

Ja (1)

Nee (4)

Personal Information Wat is uw genderidentiteit?

(Genderidentiteit is uw ervaren gender, ongerelateerd tot uw geslacht of gender dat u bij de geboorte werd toegeschreven.)

Personal Information Wat is uw seksuele geaardheid?

(Seksuele geaardheid betreft uw ervaren seksuele/romantische aantrekking tot anderen.)

Transgender Beschouwd u zichzelf als transgender?

(Transgender betekent dat uw persoonlijke genderidentiteit anders is dan het geslacht dat u bij de geboorte kreeg toegeschreven.)

Ja (1)

Nee (2)

Relationship status Heeft u momenteel een relatie?

Ja (1)

Nee (2)

Cohabiting Leeft u momenteel samen met uw partner?

Ja (1)

Nee (2)

Origin father Waar is uw vader geboren?

Origin mother Waar is uw moeder geboren?

Education Wat is uw hoogste afgeronde opleidingsniveau?

Geen (1)

Basisonderwijs (2)

Middelbaar onderwijs (3)

Middelbaar Beroepsonderwijs (MBO) (4)

Hoger Beroepsonderwijs (HBO) (5)

Wetenschappelijk Onderwijs (WO) (6)

Student Bent u momenteel studerende (middelbaar, hoger of wetenschappelijk onderwijs)

Ja (1)

Nee (2)

Occupation Wat is uw arbeidssttuatie?

Full-time in dienst (1)

Part-time in dienst (2)

Momenteel niet in dienst (3)

Zelfstandig (6)

Onbetaalde stagiair / vrijwilliger (9)

Genpensioneerd (4)

Zeg ik liever niet (5)

Income Wat is uw persoonlijke (bruto) inkomen per maand?

0 - 499 Euro (1)

500 - 999 Euro (2)

1000 - 1999 Euro (3)

2000- 2999 Euro (4)

3000 - 3999 Euro (5)

4000 - 4999 Euro (6)

5000 - 7499 Euro (7)

7500 - 9999 Euro (8)

10.000+ Euro (9)

Zeg ik liever niet (10)

In hoeverre speelden de volgende factoren een rol in uw keuze te verhuizen?

	Onbelangrijk (26)	Enigszins belangrijk (27)	Redelijk belangrijk (28)	Belangrijk (29)	Zeer belangrijk (30)
Studeren aan een school of Universiteit (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Werkgelegenheid (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dichter bij familie wonen (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dichter bij vrienden wonen (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In een mooiere omgeving wonen (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
De vrijheid om mezelf te zijn (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Met mijn partner samenwonen (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anders: (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appendix C

Research Data Management Plan

Instructions: this is the template for a data management plan. Please fill this in and discuss it with your supervisor during the design phase of the thesis. If your thesis is nearly complete, please add this as an appendix to the thesis. The purpose of making a dmp to think ahead. How will you manage the data gathered for your project? It is not about providing the 'right' answers, but making your research transparent. Some items just require ticking, some require further explanation.

1. General	
1.1 Name & title of thesis	A Queer Quest for Identity or Life Course Phase Specific Behaviour? An Explorative Study into the Self-Reported Reasons for Internal Migration within the Netherlands.
1.2 (if applicable) Organisation. Provide details on the organisation where the research takes place if this applies (in case of an internship).	University of Groningen Faculty of Spatial Sciences
2 Data collection – the creation of data	
2.1. Which data formats or which sources are used in the project? For example: - theoretical research, using literature and publicly available resources - Survey Data - Field Data - Interviews	Individuals will be asked to fill in a survey regarding their identity and motivations for internal migration in the past.
2.2 Methods of data collection What method(s) do you use for the collection of data. (Tick all boxes that apply)	<input type="checkbox"/> Structured individual interviews <input type="checkbox"/> Semi-structured individual interviews <input type="checkbox"/> Structured group interviews <input type="checkbox"/> Semi-structured group interviews <input type="checkbox"/> Observations <input checked="" type="checkbox"/> Survey(s) <input type="checkbox"/> Experiment(s) in real life (interventions) <input type="checkbox"/> Secondary analyses on existing data sets (if so: please also fill in 2.3) <input type="checkbox"/> Public sources (e.g. University Library) <input type="checkbox"/> Other (explain):

2.3. (If applicable): if you have selected 'Secondary analyses on existing datasets': who provides the data set?	<input type="checkbox"/> Data is supplied by the University of Groningen. <input type="checkbox"/> Data have been supplied by an external party. (Please mention the party here).
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3 Storage, Sharing and Archiving	
3.1 Where will the (raw) data be stored <i>during</i> research? If you want to store research data, it is good practice to ask yourself some questions: <ul style="list-style-type: none"> • How big is my dataset at the end of my research? 	<input checked="" type="checkbox"/> X-drive of UG network <input type="checkbox"/> Y-drive of UG network <input type="checkbox"/> (Shared) UG Google Drive <input type="checkbox"/> Unishare <input checked="" type="checkbox"/> Personal laptop or computer <input type="checkbox"/> External devices (USB, harddisk, NAS)

<ul style="list-style-type: none"> • Do I want to collaborate on the data? • How confidential is my data? • How do I make sure I do not lose my data? Need more information? Take a look at the site of the Digital Competence Centre (DCC) Feel free to contact the DCC for questions: dcc@rug.nl	<input type="checkbox"/> Other (explain):
3.2 Where are you planning to store / archive the data after you have finished your research? Please explain where and for how long. Also explain who has access to these data NB do not use a personal UG network or google drive for archiving data!	<input checked="" type="checkbox"/> X-drive of UG network <input type="checkbox"/> Y-drive of UG network <input type="checkbox"/> (Shared) UG Google Drive <input type="checkbox"/> Unishare <input type="checkbox"/> In a repository (i.e. DataverseNL) <input type="checkbox"/> Other (explain): The retention period will be six months
3.3 Sharing of data With whom will you be sharing data during your research?	<input checked="" type="checkbox"/> University of Groningen <input type="checkbox"/> Universities or other parties in Europe <input type="checkbox"/> Universities or other parties outside Europe <input type="checkbox"/> I will not be sharing data

4. Personal data	
4.1 Collecting personal data Will you be collecting personal data? If you are conducting research with personal data you have to comply to the General Data Privacy Regulation (GDPR). Please fill in the questions found in the appendix 3 on personal data.	Yes —
If the answer to 4.1 is 'no', please skip the section below and proceed to section 5	

<p>4.2 What kinds of categories of people are involved?</p> <p>Have you determined whether these people are vulnerable in any way (see FAQ)? If so, your supervisor will need to agree.</p>	<p>My research project involves:</p> <p><input checked="" type="checkbox"/> Adults (not vulnerable) \geq 18 years <input type="checkbox"/> Minors < 16 years <input type="checkbox"/> Minors < 18 years <input type="checkbox"/> Patients <input type="checkbox"/> (other) vulnerable persons, namely (please provide an explanation what makes these persons vulnerable)</p> <p>(Please give a short description of the categories of research participants that you are going to involve in your research.)</p>
<p>4.3 Will participants be enlisted in the project without their knowledge and/or consent? (E.g., via covert observation of people in public</p>	<p>Yes/no</p> <p>If yes, please explain if, when and how you will</p>

places, or by using social media data.)	inform the participants about the study.
<p>4.4 Categories of personal data that are processed.</p> <p>Mention all types of data that you systematically collect and store. If you use particular kinds of software, then check what the software is doing as well.</p> <p>Of course, always ask yourself if you need all categories of data for your project.</p>	<input type="checkbox"/> Name and address details <input type="checkbox"/> Telephone number <input type="checkbox"/> Email address <input type="checkbox"/> Nationality <input type="checkbox"/> IP-addresses and/or device type <input type="checkbox"/> Job information <input type="checkbox"/> Location data <input type="checkbox"/> Race or ethnicity <input type="checkbox"/> Political opinions <input type="checkbox"/> Physical or mental health <input checked="" type="checkbox"/> Information about a person's sex life or sexual orientation <input type="checkbox"/> Religious or philosophical beliefs <input type="checkbox"/> Membership of a trade union <input type="checkbox"/> Biometric information <input type="checkbox"/> Genetic information <input type="checkbox"/> Other (please explain below):
<p>4.5 Technical/organisational measures</p> <p>Select which of the following security measures are used to protect personal data.</p>	<input type="checkbox"/> Pseudonymisation <input checked="" type="checkbox"/> Anonymisation <input type="checkbox"/> File encryption <input type="checkbox"/> Encryption of storage <input type="checkbox"/> Encryption of transport device <input type="checkbox"/> Restricted access rights <input type="checkbox"/> VPN <input type="checkbox"/> Regularly scheduled backups <input type="checkbox"/> Physical locks (rooms, drawers/file cabinets) <input type="checkbox"/> None of the above <input type="checkbox"/> Other (describe below):
<p>4.6 Will any personal data be transferred to organisations within countries outside the European Economic Area (EU, Norway, Iceland and Liechtenstein)?</p> <p>If the research takes places in a country outside the EU/EEA, then please also indicate this.</p>	<p>Yes/no</p> <p>If yes, please fill in the country.</p>
5 – Final comments	
Do you have any other information about the research data that was not addressed in this template that you think is useful to mention?	