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Quality in Gender⁺ Equality Policies

State of the art and mapping
of competences report:
Poland



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ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; www.quing.eu). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

ABOUT THE PAPER

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy-related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections themselves have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centers specialized in gender equality policies on national level.

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I. Introduction

Research with a gender perspective emerged in Poland in the early 1990s. At the beginning, researchers concentrated on women's economic, legal, and social situation during post-socialist transformation. More recent studies refer to EU equality policy; EU and Polish policy and legislation are often compared. Increasingly, gender-sensitive perspectives are used in academic research. That said, most research concentrates on cultural and social dimensions.

Non-employment

One of the outcomes of the post-1989 transformation process has been a change in women's economic situation, especially in the labor market. There are many studies – sociological, psychological, and policy-related - on women's situation in the labor market, many of which refer to the discrimination women face. Such studies often contain policy recommendations on how to eliminate women's unemployment or how to reconcile work and childcare.

The category of non-employment – that is, inactivity on the labor market for legitimate reasons – is typically dealt with through the issue of unemployment. There are some studies that are consistent with the QUING framework, namely sociological studies on women's unpaid work at home, or analyses of women and retirement (from the perspective of gender equality).

There are no studies that deal with the issue of non-employment of migrant women, or on gender, non-employment, and disability.

Intimate citizenship

In Poland, the concept of intimate citizenship is most often understood in terms of the "traditional family" or the "modern family (in which a woman/mother/wife reconciles work and family). Infrequently, it pertains to single-parent families or, less often, to same-sex couples. Most research deals with the family models based around the heterosexual couple and their problems in post-socialist transition process: unemployment, poverty, and violence. Such models are at the center of the state's social policy; most policy studies are based on this model.

There are significant studies on single mothers, and their social, economic and legal situation. The issue of single mothers is quite well documented in existing policy studies, particularly after political debates on the closing of the Alimentary Fund in 2003.

Issues pertaining to same-sex couples are dealt with in academia and the NGO community, particularly through the perspectives of human rights or political rights (of citizens). Issues covered range from the problem of financial entitlements to pensions, to health care, to tax deductions. This literature argues for legal regulations for same-sex couples. However, reproductive rights, such as in relation to fertility treatment and the adoption of children, are never mentioned.

There are fewer studies than one might expect on reproductive rights in general, and these studies are typically conducted by women's NGOs. The most abundant literature deals with women's reproductive rights, understood as access to contraception and abortion. Since the early 1990s, abortion has been illegal in Poland. Thus, many writing analyze the social effects of this policy on women.

There are no policy studies on intimate citizenship that deal with gender and migration or race.

Gender-based violence

The issue of gender-based violence dealt with predominately by NGOs. The most often-cited form of violence against women is domestic violence. Studies present the sociological, psychological, and legal dimensions of the issue. There are several publications on sexual harassment and sexual violence in the workplace. There is almost no literature on prostitution or trafficking in women, except for studies done by international human rights organizations.

II. Annotated Bibliography

1 General Gender Equality Policy

1.1 Polish sources

1) Program Narodów Zjednoczonych ds. Rozwoju (UNDP). 2007. Genderowy index problemów. Genderowy index rozwiązań [Gender index of problems. Gender index of solutions]. Warszawa: Program Narodów Zjednoczonych ds. Rozwoju. http://www.genderindex.pl/downloads/genderowy_index_problewow.pdf (accessed February 9, 2009).

Keywords: gender index, violence in the workplace, home-work, Poland

This report analyses how gender equality is respected in the workplace. It examines Polish and EU legal regulations regarding work versus their "practice" on the Polish labor market. The report covers issues such as employment, protection of work, access to promotion and training, payment, sexual harassment, and possibilities of reconciling work and career. It presents the notion of a "gender index," and argues that equality of women and men offers companies economic benefits. The report also contains examples of "good practices" -- not only recommendations for state social policy, but also practical examples for implementation at the enterprises.

2) Tarasiewicz, Małgorzata, and Sławomira Walczewska, eds. 2005. Pekin + 10. Raport alternatywny opracowany przez polskie feministyczne organizacje pozarządowe na Sesję Specjalną Komisji Praw Kobiet ONZ Pekin+10 [Beijing + 10. Alternative report prepared by Polish feminist NGOs for the Special Session of Women's Rights Committee of UN Peking+10]. Gdansk: NEWW-Polska http://www.neww.org.pl/download/Raport_alternatywny.pdf (accessed February 9, 2009).

Keywords: equality policy, violence against women, Poland, NGO report

Analyzing Polish state policy towards women and gender equality, this report spans issues such as reproductive rights and contraception; violence against women; education; economy and labor market; and the media. The report presents solutions introduced by the Polish government to support women's rights and gender equality, as well as legal acts that were rejected. It proposes numerous policy recommendations aimed at improving governmental policy towards women and gender equality.

3) Plakwicz, Jolanta, and Anita Seibert. 2003. Wzmacnianie kobiet jako mechanizm osiągnięcia równości płci [Women's Empowerment as a Tool of Achievement of Gender Equality]. <http://www.feministki.org.pl/pl/raportmonitorujacy-pol.html#zalaczniki> (accessed February 9, 2009).

Keywords: gender equality policy, Poland

This report monitors the strategy of implementing gender equality laws in Poland. It critically analyzes state policy on gender equality, and comments on the lack of any coherent strategy to introduce gender equality.

4) Zielińska, Eleonora. 2002. Sytuacja kobiet w Polsce w świetle zmian legislacyjnych okresu transformacji [Women's situation in Poland from the perspective of legal changes of the transformation period]. In: *Kobiety w Polsce na przełomie wieków. Nowy kontrakt płci?* ed. Małgorzata Fuszara, 84-102. Warszawa: ISP.

Keywords: gender equality, legislation, Poland

Looking at the most important legislative changes of the 1990s that influenced the situation of women in Polish society, the author makes the claim that legal reforms almost never considered gender equality. She examines changes to the labor code (the protection of women on the labor market and maternity leave reform), social security law (retirement age of women), and reproductive rights (the ban on abortion). She also analyzes legal mechanisms and institutions responsible for monitoring gender equality and critically evaluates state politics in this respect. The author concludes that in the market economy, so-called "women's privileges" reproduce patriarchal family structure, traditional gender roles division and under privilege women on the labor market.

1.2 English sources

5) General Assembly. 2007. *Progress made in mainstreaming gender equality into Poland's national legislation*. New York: United Nations.
<http://www.un.org/News/Press/docs//2007/wom1591.doc.htm> (accessed January 29, 2009).

Keywords: gender equality, violence against women, governmental policy, Poland, UN

This paper presents responses from the representatives of the Polish government on questions concerning gender equality in legislation. Questions raised at the UN Women's Anti-Discrimination Committee regard various aspect of equality policy in Poland: violence against women, gender stereotypes, reproductive rights, discrimination on the labor market, situation of women in family, and the Catholic Church's influence on equality politics and the status of women. Committee experts expressed concern over the government's limited focus on labor and employment, and stress that government action should address all aspects of the Convention on the Elimination of All form of Discrimination against Women.

6) Fuszara, Małgorzata, and Eleonora Zielińska. 2006. Women and the law in Poland: towards active citizenship. In: *Women and citizenship in Central and Eastern Europe*, ed Jasmina Lukic, Joanna Regulska, and Darja Zavirsek, 39-60. Ashgate Publishing: Burlington.

Keywords: women's citizenship, gender equality

Analyzing Polish legislation from the perspective of gender equality, this chapter presents the main areas of inequality (reproductive rights, political participation) and governmental policy aimed at eliminating gender-based discrimination. Gender equality politics in Poland is compared with EU equality legislation.

7) Zielińska, Eleonora. 2005. *Equal Opportunities for Women and Men. Monitoring Law and Practice in Poland*. Budapest: Open Society Institute Network Women's Program.¹
http://public.soros.org/initiatives/women/articles_publications/publications/equal_20050502/eowmpoland_2005.pdf (accessed February 9, 2009).

Keywords: gender equality policy, equal opportunities, Poland.

This report analyzes national institutional mechanisms, policies, and programs on gender equality, and highlights several shortcomings. The report starts with a comparison of EU and Polish equality policy. Further, institutional policies and mechanisms are presented. The report describes the work of the Governmental Plenipotentiary for Equal Status of Women and Men – its main actions, and cooperation with civil society. Other gender equality policies are presented, especially those increasing women's political participation and gender equality on the labor market. The report describes programs, media campaigns, and trainings increasing public awareness of gender (in)equality. The report briefly presents academic research on gender equality, especially works concerning equality on the labor market and sexual harassment in the workplace. It concludes with policy recommendations.

8) Martynowicz, Agnieszka, Polish Helsinki Committee. 2000. A perspective on the women status in Poland. Conference Paper, presented at: "Obstacles to the Advancement of Women's Human Rights – A Regional Approach." Sarajevo, 14-15 April 2000.
http://www.ihf-hr.org/documents/doc_summary.php?sec_id=58&d_id=1404 (accessed January 29, 2007).

Keywords: gender equality, violence against women, unemployment, governmental policy, Poland.

This paper analyzes gender policy of the Polish government since 1995 (the start of its *National Plan for Action for the Advancement of Women to the Year 2000*), concentrating on issues of violence against women, women's political participation, and women in the media and on labor market. It claims that policies are influenced by the Catholic Church and support traditional roles of men and women. State policy and programs (e.g. Blue Line and the media campaign "Stop Domestic Violence"), as well as legal regulations towards issue of violence against women, are presented in detail. The paper presents data on violence against women and social perceptions of the problem. State programs and procedures employed by the police (e.g. Blue Cards Procedure) are evaluated. In the second part of the paper, the author presents data on women's political participation, and analyzes obstacles and possible mechanisms supporting the advancement of women (including social perceptions). Third, the author analyzes representations of women in the media and their influence on the reproduction of gender stereotypes. Finally, women's situation on the labor market is analyzed. The paper evaluates governmental policy as gender biased.

¹ This report is part of a larger project of the Open Society Institute Network Women's Program, on Equal Opportunities for Women and Men: Monitoring Law and Practice in New Member States and Accession Countries of the European Union. For background and all country reports, visit: http://public.soros.org/initiatives/women/articles_publications/publications/equal_20050502 (accessed February 9, 2009).

9) Fiszer, Beata, Jolanta Plakwicz, and Anka Siwek. 1999. *Report on implementation of women's rights in Poland: from the perspective of International Covenant on Civil and Political Rights*. Warszawa: Centrum Praw Kobiet. <http://www.feministki.org.pl/pl/raport.html> (accessed January 29, 2009).

Keywords: gender equality, violence against women, non-employment, NGO report.

This brief report analyzes data on the implementation of conventions on women's human rights by the Polish government in years 1995-1998. The report presents problems such as: women's insufficient political representation, discrimination against women on the labor market, the situation of migrant women, reproductive rights, marriage (and divorce), and violence against women (domestic violence, sexual harassment, rape, prostitution and trafficking). The report critically evaluates the Polish government's policy on gender equality and women's human rights.

1.2.1 Comparative studies

10) International Helsinki Federation for Human Rights. 2000. Poland. In: *Women 2000: An investigation into the status of women's rights in Central and South-Eastern Europe and the Newly Independent States*, 319-344. Helsinki: International Helsinki Federation for Human Rights. http://www.ihf-hr.org/documents/doc_summary.php?sec_id=3&d_id=1470 (accessed January 29, 2009).

Keywords: women's rights, violence, intimate partnership, Poland-CEE

This report analyzes gender equality policy and legal regulation in several fields: education, labor market, property rights, family, health care and reproductive rights, and political participation. The report presents various forms of violence against women: domestic violence, rape, sexual harassment, prostitution and trafficking. The situation of marginalized ("distinctive") groups – namely, sexual minorities and women in prison – is also considered. Legal provisions and state policy are contrasted with the factual situation of women and their discrimination.

11) Pascall, Gillian and Nick Manning. 2000. Gender and social policy: comparing welfare states in Central and Eastern Europe and the former Soviet Union. *Journal of European Social Policy* 10: 240-266.

Keywords: gender (in)equality in Central and Eastern Europe, comparative study

This article is based on statistical data from 27 countries and policy questionnaires conducted in 12 countries. It analyzes the gap between women's rights and practice in Central and Eastern European countries. The authors show that legal equality in marriage exists, but domestic violence and the domestic division of labor provide evidence of unequal relationships. While the socialist state socialized many costs of motherhood and care work, after the collapse of the communist system in some countries families bear much heavier costs. Women as citizens have more freedoms to participate in women's organizations and activism, but their involvement tends to be more focused on coping and survival than on explicit political engagement.

12) Lippe, Tanja van der, Eva Fodor. 1998. Changes in gender inequality in six Eastern European countries. *Acta Sociologica* 41: 131-149.

Keywords: gender (in)equality comparative study, research

This article analyzes whether or not gender inequality on the labor market increased after the collapse of the communism in Eastern Europe, and whether or not women are the "losers" of transition. The authors make use of data from the "Social Stratification in Eastern Europe after 1989" survey, which was conducted in Bulgaria, the Czech Republic, Hungary, Poland, Russia, and Slovakia in 1993. The article concludes that compared to men, in the first five years of transition, women in general do not seem to have suffered more in their economic positions; women also did not withdraw in large numbers from the labor market to work as stay-at-home mothers.

2 Non-employment

2.1 Polish sources

1) Balcerzak-Paradowska, Bożenna. 2005. Ochrona pracy kobiet w ciąży i wychowujących małe dzieci z perspektywy pracodawców w Polsce [Protection of work of pregnant women and women with small children from the perspective of Polish entrepreneurs]. In: *Szanse na wzrost dzietności - jaka polityka rodzinna?* ed. Irena Wóycicka, 92-108. Gdańsk: Instytut Badań nad Gospodarką Rynkową.

Keywords: women on labor market in Poland, childcare policy, non-employment

This article analyzes the high rate of unemployment in Poland and the negative attitude of employers towards employing women. Legal regulations of women's work, with a particular emphasis on solutions concerning the employment of pregnant women and maternal leave, are presented. The author proposes work-balance employment programs and family-friendly employment solutions, and stresses the positive effects of such policies for employees as well as for employers.

2) Sztanderska Urszula. 2005. Aktywność zawodowa kobiet w Polsce. Jakie szanse? Jakie rezultaty? [Women's professional activity in Poland: chances and results]. In: *Szanse na wzrost dzietności - jaka polityka rodzinna?* ed. Irena Wóycicka, 43-63. Gdańsk: Polskie Instytut Badań nad Gospodarką Rynkową.

Keywords: Lisbon strategy, women's work, fertility policy, social policy

In this piece, the author analyzes the situation of women and men on the Polish labor market and suggests reasons for women's relatively low rate of employment. The author provides possible policy solutions that could increase women's employment, taking under consideration issues such as education, childcare, and reconciling housework and career. She also argues for policy solutions that could help to reconcile housework and career, but that do not increase costs for employing women.

3) Sadowska-Snarska, Cecylia ed. 2005. *Równowaga praca-życie w aspekcie polskiego rynku pracy. Raport z badań* [Balancing work-life from the perspective of the Polish labor market. Report]. Białystok: Wyższa Szkoła Ekonomiczna.

Keywords: flexible work time, house work, EQUAL, Poland

The authors present solutions for reconciling housework and career and for increasing gender equality on the Polish labor market from the perspective of EU gender equality policy. They give several recommendations for social policy: promoting flexible work hours, improving the childcare system, and promoting the engagement of men in housework. The authors present advantages and disadvantages of these solution, as well as employers' opinions on flexible work hours.

- 4) Szukalski, Piotr, and Wielisława Warzywoda- Kruszyńska. 2005. Polityka w sferze oświaty wychowania- bariera i stymulacja pracy zawodowej rodziców [Educational policy: Obstacles to and stimulants for parent's professional work]. In: *Szansa na wzrost dzietności - jaka polityka rodzinna?*, ed. Irena Wóycicka, 109-118. Gdańsk: Instytut Badań nad Gospodarką Rynkową

Keywords: non-employment, childcare, Poland

High unemployment in Poland, together with an underdeveloped system of childcare, are the main obstacles to parents' (and mainly, for women's) professional career. In this paper, the authors argue for developing various systems and programs of childcare, claiming that such systems can not only help to reconcile work and career, but also to avoid the reproduction of social inequalities.

- 5) Titkow, Anna, Danuta Duch-Krzystoszek, and Bogusława Budrowska. 2004. *Nieodpłatna praca kobiet: mity, realia, perspektywy* [Women's unpaid work: myths, reality, perspectives]. Warszawa: Wydaw. IFiS PAN

Keywords: unpaid women's work, sociological analysis- focus research & interviews, Poland

This study analyzes the scope, quality, and beliefs concerning unpaid work in the private sphere, which is widely considered to be a part of women's traditional role. It examines gender differences in perceptions of "home" and duties at home, as well as differential levels of engagement in housework. The study explores possibilities for changing the social functions of marriage and family, and their influence on women's unpaid work at home. The authors argue that women's work at home lies outside of the public discourse, and is the only dimension of the private sphere without any external control and regulation.

- 6) Książkiewicz, Izabela. 2004. Osoby niepełnosprawne na rynku pracy w Polsce [Disabled people on Polish labor market]. In: *Praca a bezczynność zawodowa*, ed. Zbigniew Stachowski, 211-223. Tychyn: Wyższa Szkoła Społeczno-Gospodarcza.

Keywords: employment and non- employment, disability, Poland, sociological analysis.

Analyzing data on employment, non-employment, and unemployment rates of disabled women and men in Poland, the author reveals the lack of social policies that could facilitate the integration of disabled people into the labor market.

- 7) Faliszek, Krystyna, and Sabina Pawlas-Czyż. 2004. Socjalizacja związana z płcią a sytuacja kobiet na rynku pracy [Gender socialization and women's situation on the labor market]. In: *Praca*

a *bezczywność zawodowa*, ed. Zbigniew Stachowski, 225-232. Tyczyn: Wyższa Szkoła Społeczno-Gospodarcza.

Keywords: unemployment, gender stereotypes, Poland

Authors analyze stereotypes in women's socialization that disadvantage women on the labor market: traditional socialization for motherhood, the scope of social acceptance for women's professional career, and differences in education of women and men. Authors claim that stereotypes on gender roles cause inequalities on labor market and argue for policy solutions aimed at elimination of discriminations.

8) Balczerzak-Paradowska, Bożena, Dorota Długosz, Izabela Helba-Czaplicka, and Bożena Kolacek. 2003. Przekształcenia zawodowe a aktywność zawodowa kobiet. Zmiany i uwarunkowania [Employment changes and women's professional activity. Change and conditions]. In: *Praca kobiet w sektorze prywatnym: szanse i bariery*, ed. Bożena Balczerzak-Paradowska, 93-154. Warszawa: Instytut Pracy i Spraw Socjalnych.

Keywords: non-employment, employment, childcare, social policy, Poland

This article analyzes changes in the level and quality of women's activity in the private sector, focusing on women's unemployment and non-employment, such as due to maternity leave, childcare, or education. It presents changes in attitudes towards women's professional work and in levels of women's non-employment. The authors examine the main social policy solutions that influence women's situation on the labor market, especially associated with childcare. They observe positive developments, such as recent legislation that incorporates men/fathers' role in childcare through the sharing of parental leave, as well as negative, like the decrease of institutions that provide or support childcare. The authors conclude that existing policies coupled with women's traditional role as the provider of childcares result in higher costs associated with women's employment.

9) Balczerzak-Paradowska, Bożena. 2003. Możliwość godzenia obowiązków zawodowych z rodzinnymi [The possibility of reconciling career and family duties]. In: *Praca kobiet w sektorze prywatnym: szanse i bariery*, ed. Bożena Balczerzak-Paradowska, 305-323. Warszawa: Instytut Pracy i Spraw Socjalnych.

Keywords: childcare, reconciliation of childcare and career, Poland

The author analyzes policy regulations that are aimed at helping women to reconcile work and family, together with laws that are aimed at protecting motherhood and childcare. She analyzes how laws are respected in the private sector and influence women's position on the labor market. The study presents women's opinions of policy solutions that are aimed at reconciling work and childcare as well as common opinions regarding women's social position and their role in providing childcare. The author analyzes the quality and scope of various forms of social assistance provided to employees by enterprises, and especially to those responsible for childcare (like flexible work time and childcare services).

10) Nowakowska, Urszula and Anna Swędrowska. 2003. Kobiety na rynku pracy [Women on labor market]. In: *Kobiety w Polsce 2003. Raport Centrum Praw Kobiet*, 93-124. Warszawa: Fundacja Centrum Praw Kobiet.

Keywords: labor market, sexual harassment, state policy, NGO report

This report analyzes the legal system of Poland and the EU from the perspective of gender equality on the labor market. The authors present the current situation of Polish women on the labor market, paying special attention to women's unemployment. The report looks at laws that protect women's work, such as anti-discrimination laws and legislation that specifically protects pregnant women and mothers. As well, it addresses violence in the workplace and sexual harassment, retirement and social security, and the politics of balancing home life and career.

11) Wiktorow, Aleksandra. 2000. Zróźnicowany wiek emerytalny - korzyści czy dyskryminacja kobiet? [Different retirement age: a benefit to or discrimination against women?] In: *Równość kobiet i mężczyzn w europejskich systemach emerytalnych*, eds. Hanna Machińska and Ewa Januszewicz, 47-53. Warszawa: CEUW.

Keywords: retirement age, non-employment, gender equality, Poland.

This paper presents regulations regarding the retirement age of various groups of women under the Polish pension system. It discusses both applicable legal regulations and the factual background brought about by the regulations. The paper compares pension incomes of women and men, and puts forth arguments in favor of both different *and* equal retirement ages for women and men.

12) Tomaszewska, Ewa. 2000. Wiek emerytalny kobiet i mężczyzn [Women and men in the new Polish pension system]. In: *Równość kobiet i mężczyzn w europejskich systemach emerytalnych*, eds. Hanna Machińska and Ewa Januszewicz, 54-56. Warszawa: CEUW.

Keywords: retirement age, non-employment, gender equality, Poland

Discussing issues related to the retirement ages of women and men, this paper asks whether the existing legal provisions discriminate against women. It analyzes practical effects of various and gender-differentiated retirement ages. The paper examines regulations of the new pension system and obstacles faced by those women who wish to continue their employment beyond the statutory retirement age. It also describes provisions aimed to regulate the status of women on maternity leave. New provisions that credit maternity leave to the contribution record are evaluated as insufficient.

13) Zielińska, Eleonora. 2002. Polska: Równość szans kobiet i mężczyzn w zatrudnieniu i ubezpieczeniach społecznych [Poland: Equality of women and men in employment and social security]. In: *Program Monitoringu Akcesji do Unii Europejskiej. Równość szans kobiet i mężczyzn*, Open Society Institute, 65-174. Warszawa: Fundacja im. Stefana Batorego.

Keywords: employment, gender equality, EU- Poland

In this report, the author analyzes the Polish legal system from the perspective of EU gender equality legislation. She analyses issue of equal payment, equal access to work and promotion, and other possible areas of discrimination. She also presents legal solutions for eliminating discrimination. The report examines issues of childcare (maternal/paternal leave) and retirement from the perspective of gender equality. It contains recommendations about reforms needed to bring the Polish legal system in-line with EU gender equality policy.

14) Cieląg, Joanna, and Mariola Raclaw-Markowska. 2001. Uwarunkowania aktywności zawodowej samotnych matek [Professional activity of lone mothers]. In: *Samotne macierzyństwo i polityka społeczna*, ed Marek Rymśza, 153- 165. Warszawa: Instytut Spraw Publicznych.

Keywords: single mothers, non-employment, family policy, Poland

The authors analyze the situation on the labor market for single mothers. They present statistical data concerning incomes, education, employment, and non-employment. The authors present reasons for high rates of non-employment among certain groups of single mothers. They argue that these high rates are caused by existing social policy and by the anti-motivational character of social benefits. The authors propose policy solutions aimed at increasing the participation of single mothers in the labor market (allowances for education, childcare networks). They argue that professional work protects mothers from social exclusion.

15) Rutkowska, Agnieszka. 2001. Elastyczne systemy czasu pracy i formy zatrudnienia jako rozwiązania ograniczające bezrobocie kobiet [Flexible labor time and employment systems as solutions decreasing women's unemployment]. In: *Systemy gospodarcze i ich ewolucja. Dokład zmięru Polska?* Ed. Stanisław Swadźba, 325-330. Katowice: Wydawnictwo AE.

Keywords: labor market, flexible work-time, Poland

In this article, the author focuses on non-employment among women and proposes flexible work-time as a solution for reversing high rates of unemployment among women. She argues that this solution helps to decrease women's unemployment and helps reconcile home and work.

16) Semenowicz, Anna. 2001. *Ochrona macierzyństwa w prawie pracy i ubezpieczeń społecznych* [Protection of motherhood in labor and social security laws]. In: *Samotne macierzyństwo i polityka społeczna*, ed Marek Rymśza, 201-235. Warszawa: Instytut Spraw Publicznych.

Keywords: single mothers, labor market, non-employment, social security, Poland.

The author analyzes laws regulating the provision of childcare by single mothers. Various forms of legal protection concerning working hours, childcare, and maternal leave are presented together with numerous cases of justified non-working periods. The authors analyze forms of financial help guaranteed by the state for single mothers. The article positively evaluates the need policies to protect single mothers who work.

17) Centrum Praw Kobiet. 2000. *Wpływ procesu prywatyzacji na położenie kobiet: Kobiety polskie w gospodarce okresu transformacji. Raport z badań* [Influence of the privatization process on the situation of women. Polish women in transition economy. Report]. Warszawa: Centrum Praw Kobiet.

Keywords: non-employment, sexual harassment, transition, NGO Report, Poland.

This report analyzes legal solutions that regulate women's position on the labor market and unemployment (or non-employment). It examines Polish legislation regarding retirement and social security, particularly with regard to childcare or maternity leave. The report addresses forms of discrimination against women on the labor market as well as

forms of violence in the workplace (e.g. sexual harassment). The authors argue that state policies to address women's rights are insufficient.

18) Unolt, Jerzy. 1998. Rynek pracy kobiet w latach dziewięćdziesiątych [Women on the labor market in the 1990s]. In: *Współczesne dylematy zatrudnienia*, ed Józef Orczyk, 119-144. Poznań: Akademia Ekonomiczna.

Keywords: non-employment, unemployment, women on labor market, Poland

Focusing on the situation of women on labor market during economic transition of the 1990s, this study offers an analysis of women's employment, non-employment and unemployment, and motivations regarding professional choices (work vs. non-work). Drawing from statistical data, the study presents factors that correlate positively with women's participation in the labor market, indicating access to education as the most important.

2.1.1 Comparative studies

19) Firlit-Fesnak, Grażyna. 2005. Wpływ elastycznych form zatrudnienia na sytuację kobiet na rynku pracy. [Influence of elastic forms of employment on women's situation on the labor market]. In: *Elastyczny rynek pracy i bezpieczeństwo socjalne: flexicurity po polsku?* ed. Marek Rymsza, 85-107. Warszawa: Instytut Spraw Publicznych - ISP.

Keywords: flexible work time, non-employment, Poland-EU

This article explores the issue of flexible forms of employment and their influence on the situation of women on the Polish and European labor markets. The author presents the scope of elastic forms of employment in Poland and EU countries, focusing on target groups of women. In her conclusion, she presents differences between the effects of flexible forms of employment in EU countries and in Poland. She claims that in the EU, "flexicurity" is one of the main elements of social policy. In Poland, elastic forms of employment have rather negative consequences: low incomes, fear of unemployment, lack of social benefits. The article concludes that due to the lack of real social security in Poland, manifestations of flexible forms of employment have more disadvantages for women and are especially dangerous for poor women.

20) Kalinowska-Nawrotek, Barbara. 2003. Kobiety na rynku pracy (sytuacja w Polsce i w krajach Unii Europejskiej) [Women on the labor market (the situation in Poland and in the countries of the European Union)]. In: *Rynek pracy w warunkach zmian ustrojowych*, ed. Wacław Jarmołowicz, 161-178. Poznań: Wydawnictwo Akademii Ekonomicznej.

Keywords: unemployment, gender equality, EU- Poland

In this study, the author analyzes the position of women on the labor market in Poland and the countries of the EU, looking at rates of employment and unemployment and earnings. Using statistical data, she shows changes in women and men's employment in Poland during the 1990s, and wage discrimination facing women. The study briefly compares the situation of women on labor market in Poland to that of the EU and enumerates positive and negative changes in the situation of Polish women in the 1990s.

21) Nehring, Anna, ed. 2001. *Sytuacja kobiet na rynku pracy: aspekty prawne, ekonomiczne i społeczne* [Situation of women on the labor market: legal, economic and social aspects]. Kraków: Abrys.

Keywords: non-employment, social policy, Poland-EU

This study compares: first, Polish and EU legislation from the perspective of gender equality, with special attention paid to equality on the labor market; and second. women's unemployment in Poland and EU countries. It presents initiatives (by the state and other institutions) that aim to prevent unemployment, such as through legislation, policy actions, and special programs.

22) Domański, Henryk. 1999. *Zadowolony niewolnik idzie do pracy. Postawy wobec aktywności zawodowej kobiet w 23 krajach* [Satisfied slave goes to work. Attitudes towards women's professional activity in 23 countries]. Warszawa: IFiS PAN.

Keywords: non-employment, Poland-EU

Analyzing social opinion and stereotypes concerning women's professional work and non-employment, the author explores women's expectations regarding professional work and non-employment in Poland and selected European and non-European countries. He presents gender inequality (namely, on the labor market) in Poland and attempts to answer how and why women accept (or not) their immediate situation. The study attempts to characterize factors that increase support for women's professional work.

2.2 English sources

23) Coyle, Angela. 2007. Resistance, Regulation and Rights: The Changing Status of Polish Women's Migration and Work in the "New" Europe. *European Journal of Women's Studies* 14: 37-50.

Keywords: employment rights, Europe, gender equality, labor markets, labor migration, Polish women

Faced with high levels of unemployment and discrimination in Poland, Polish women have made up a very large proportion of those leaving the post-socialist states of central Europe, to work in EU Member States. They have constituted a large undocumented migrant workforce in Europe, usually working as domestic workers and carers in the informal economy. Poland's membership of the EU is starting to regulate Polish women's work abroad and to increase their access to better paid and skilled work in the formal labor market. New market-led immigration policies in Europe are still selective and restricted however. What Polish women really need from the EU is help in securing a new framework of gender equality and equal treatment in Poland that offers hope for an improvement in their rights at home.²

24) Heinen, Jacqueline, Monika Wator. 2006. Child Care in Poland before, during, and after the Transition: Still a Women's Business. *Social Politics: International Studies in Gender, State & Society* 13: 189-216.

Keywords: childcare, family structure, Poland

² Adapted from article abstract.

This article provides a historical overview of changes in childcare policies in Poland and analyzes their influence on gender equality/inequality over the last period. Under state socialism, these policies were subordinated to economic interests and characterized by contradictory trends. The measures enforced during this period in the field of public childcare facilities and of childcare leave reveal that, despite a progressive Constitution, Polish women were treated as second-class citizens. However, even a market economy and massive privatizations have reinforced this trend. Women are still seen primarily as mothers and suffer discrimination in the labor market. In order to meet the conditions of integration into the EU, a more egalitarian framework was adopted, but at the same time, the Polish state made drastic cuts in welfare expenditures. Thus, the family allowances look more like a "safety net" for the poorest than a real family-policy system. Collective care institutions progressively disappear: today, they cover only 2% of children under the age of three. This affects women first of all, as they are held responsible for taking care of children. The weight of the Church and the traditional point of view concerning women's place in society restrict any movement of emancipation, and most women still consider that their main duty lies in their role as mothers.³

25) Rukszto, Katarzyna. 1997. Making her into a "woman": The creation of citizen-entrepreneur in capitalist Poland. *Women's Studies International Forum* 20: 103-112.

Keywords: labor market, woman's citizenship, women-entrepreneurs, Poland

Through reviewing recent textual representations of citizenship, the author argues that the creation of new discursive forms is necessary for the project of developing a capitalist state in Poland. Specifically, she shows that a new model of citizenship is being discursively produced, one that rigidifies the public/private split, entrenching women within the "private." This model of citizen as entrepreneur legitimizes patriarchal capitalist social relations, in which women and other groups are disadvantaged. The discussion relates the discourses of citizenship and womanhood to actual socio-economic conditions in contemporary Poland. The article concludes by pointing to union and feminist actions of resistance against the state agenda.⁴

26) Malinowska, Ewa. 1995. Socio-political changes in Poland and the problem of sex discrimination. *Women's Studies International Forum* 18: 35-43

Keywords: non-employment, social transition, Poland

The aim of this article is to unmask the phenomenon of sex discrimination in Poland in the context of deep changes within the macro-social system that have been taking place here since 1989, as compared to the period 1945-1989. While analyzing the system determinants of empowerment in Poland, the author presents the thesis that, in the era of socialist Poland (called "the totalitarian society"), egalitarianism, as guaranteed by the Constitution and accompanied by historical and cultural conditions of the country, led society to believe in the equality of men and women. The author calls this period "the illusion of egalitarianism." Changes in Polish mentality caused, among others, by the "Solidarity" movement, resulted in the expectations of democratization of the social system. In 1989, political, social, and economic reforms were introduced by the first, after World War II, noncommunist government of Poland. As a result, the author contests that

³ Adapted from article abstract.

⁴ Adapted from article abstract.

we can observe the appearance of different ideologies that represent competitive and often contradictory concepts of the role of a woman in the society, as well as competition in the labor market and unemployment. Those factors suggest that, for women, after the period of the illusion of egalitarianism, there is time to confront another illusion - that of democracy.⁵

27) Reszke, Irena. 1995. How a positive image can have a negative impact: Stereotypes of unemployed women and men in liberated Poland. *Women's Studies International Forum* 18: 13-17.

Keywords: non-employment, gender discrimination, Poland

This article contents that even when we deal with what might be called a "positive stereotype" of women, whereby a woman is perceived as an individual adapting more easily to changing circumstances, this positive feature is used against women. Specifically, reference is made to the current opinion that, because women "can come to terms with unemployment more easily," being on the whole emotionally stronger than men, more practical, and solution-oriented, men should be given priority in hiring and retaining programs.⁶

28) Strykowska, Maria. 1995. Women in management in Poland. *Women's Studies International Forum* 18: 9-12.

Keywords: non-employment, family-career, Poland

This article is devoted to the situation of women in management. The number of men in management in Poland far exceeds the number of women. According to the author this condition is due to the combination of women's two roles: traditional (mother, wife) and professional. Women also function in a society permeated by sex stereotypes, which women managers must overcome on their way to success. Discussing the share of women in management, the author considers also the traditional attitude of Polish women for whom the family is usually more important than an occupation.⁷

3. Intimate Citizenship

3.1 Polish sources

1) Chińcz, Marzena. 2006. Wywiady – z praktyki życia społeczno- politycznego [Interviews – from everyday practice]. In: *Lesbijki w życiu społeczno-politycznym*, ed. Marzena Chińcz, 47-90. Płock: Fundacja LORGA.

Keywords: same-sex partnerships, political debates,

This research involved interviews with women active in politics and NGOs (Izabela Jaruga-Nowacka, Kinga Dunin, Maria Szyszkowska, and Dorota Kempka) on citizenship and the status of homosexuals in Poland. It includes reflections on attempts to introduce

⁵ Adapted from article abstract.

⁶ Adapted from article abstract.

⁷ Adapted from article abstract.

provision regarding same-sex partnerships into Polish law and the atmosphere of political debate.

- 2) Federacja na Rzecz Kobiet i Planowania Rodziny. 2006. *Zdrowie i Prawa Reprodukcyjne i Seksualne a System Zdrowia Publicznego w Polsce. Dostęp do świadczeń i środków z zakresu zdrowia reprodukcyjnego.* [Health and reproductive and sexual rights and Public Health Care in Poland]. Warszawa: Federacja na Rzecz Kobiet i Planowania Rodziny.
<http://www.federa.org.pl/dokumenty/Raportdostep2006.doc> (accessed February 9, 2009).

Keywords: intimate citizenship, women's reproductive rights, NGO report, Poland.

This report briefly analyzes Polish legislation regulating women's reproductive rights. It examines surveys and interviews concerning issues such as: access to contraception, prenatal medical examination, and gynecological care. The report harshly criticizes the state's policy concerning women's reproductive rights.

- 3) Szyszkowska, Maria. 2006. Ustawa o związkach partnerskich [Law on same-sex partnership]. In: *Lesbijki w życiu społeczno-politycznym*, ed. Marzena Chińcz, 105-124. Płock: Fundacja LORGA.

Keywords: legislation on same-sex partnerships, Poland

This chapter, part of volume on same-sex partnerships and politics in Poland, presents an attempt to introduce a law on same-sex partnerships. Szyszkowska, a former Member of Parliament, discusses the political debates surrounding the issue of same-sex partnerships. She identifies several key aspects of the law, a discussion of practices and policies connected to the law, and the justification for the law provided to the Senate in 2003.

- 4) Leszkowicz, Paweł, and Tomek Kitliński. 2005. Miłość i demokracja. Rozważania o kwestii homoseksualnej w Polsce. [Love and democracy. Reflections on the issue of homosexuality in Poland]. Kraków: Aureus.

Keywords: legislation on same-sex partnerships, Poland

This book analyzes various social campaigns demanding equal rights for same-sex couples. It examines visibility of gay and lesbian, physical violence, and hostility in the media directed at same-sex and queer partnerships and love. It presents hatred in images and language of political and public discourse and claims that the rights of gays in Poland are at risk. Further, the authors present the idea of gay rights as human rights, contrasting this formulation with the East European tendency to exclude "others." They argue for political changes in Poland, for a culture of openness and tolerance, and for political and social rights for gays and same-sex couples.

- 5) Kotowska Irena. 2005. Przemiany rodziny: Polska a Europa [Family changes: Poland and Europe]. In *Szansa na wzrost dzietności - jaka polityka rodzinna?*, ed. Irena Wóycicka, 20-42. Gdańsk: Polskie Forum Strategii Lizbońskiej, Instytut Badań nad Gospodarką Rynkową.

Keywords: family models, Lisbon strategy, population

Kotowska analyzes changes in the traditional family model and the development of new family models in Europe. She stresses the importance of women's professional work and state policies that help to reconcile professional career and family. On-going changes in

family models and in (women's) professional activity are analyzed in the context of child-bearing and fertility and their implications for developing social policy. The author argues for changes in social policy: from work-friendly policies, to work- and family-friendly policies.

6) Kubicka, Hanna. 2005. *Bezdomność rodzin samotnych matek. Społeczno-wychowawcze aspekty zjawiska* [*Homelessness of single mothers. Socio-educational aspects of the issue*]. Łódź: Wydawnictwo Uniwersytetu Łódzkiego.

Keywords: intimate citizenship, homelessness, single mothers, state policy, non-employment, Poland

The author analyzes the issue of homelessness, with particular emphasis placed on homelessness among single mothers. To present a comprehensive picture of the situation, she examines sociological data and including interviews with mothers and social workers. The study takes non-employment or unemployment in relation to the social exclusion of homeless single mothers. Kubicka comments on state policy and the lack of mechanisms that could deal with the issue of homelessness, and gives recommendation for possible policy solutions.

7) Wóycicka, Irena. 2005. Instrumenty polityki rodzinnej w Polsce na tle doświadczeń międzynarodowych [Instruments of family policy in Poland from the perspective of international experiences]. In: *Szansa na wzrost dzietności - jaka polityka rodzinna?*, ed. Irena Wóycicka, 79-91. Gdańsk: Instytut Badań nad Gospodarką Rynkową.

Keywords: family policy, maternal leave, Poland

This study analyzes family policy and solutions that help to reconcile motherhood and career. She analyzes instruments of family policy, such as allowances, childcare, maternal leave, social security, and retirement regulations. Reform of the labor market (security of employment for women) and childcare are considered to be the most important factors for increasing fertility rates and population growth. The author criticizes the family policy of the current government, particularly related to childbirth allowances and the prolongation of maternal leave, as restricting women's choices regarding childbirth.

8) Kochanowski, Jacek. 2004. Lesbijki i geje poza prawem [Lesbians and gays beyond the law]. In: *Homofobia po polsku*, ed. Zbyszek Sypniewski, and Błażej Warkocki, 27-51. Warszawa: Sic!

Keywords: legislation on same-sex partnerships, Poland

The article analyzes the on-going discussion on political rights of sexual minorities, which began with a law project on the rights of same-sex couples. The law was an attempt to give same-sex and cohabitant couples the same legal rights as married couples already enjoy. The chapter analyzes views on the Polish political scene and concludes with reflections on the relationship between democracy and the human rights of homosexuals.

9) Leszkowicz, Paweł. 2004. Przelamując hetero- matrix. Wojna seksualna w Polsce i kryzys praw człowieka [Breaking hetero-matrix. Sexual war in Poland and the crisis of human rights]. In: *Homofobia po polsku*, ed. Zbyszek Sypniewski, and Błażej Warkocki, 85-112. Warszawa: Sic!

Keywords: homophobia, legislation on same-sex partnerships, Poland

This study presents the difficulties homosexual couples in Poland with regard to their (in)visibility in public policy-making. Leszkowicz analyzes changes in European laws towards same-sex couples and shows links between democracy and civil rights (for homosexuals). He comments on Polish intolerance for "different" lifestyles and the lack of state policy aimed at regulating the status of same-sex couples.

- 10) Kitliński, Tomek. 2004. Rozważania o kwestii gejowskiej. Prosto dusznie, bez Sartre'a i po polsku [Reflections on gay issues. Simply, without Sartre and in Polish]. In: *Homofobia po polsku*, ed. Zbyszek Sypniewski and Błażej Warkocki, 271-299. Warszawa: Sic!

Keywords: homophobia, legislation on same-sex partnerships, violence, Poland

The report analyzes definitions and models of "the family," as proposed by official documents – namely, the Constitution and the Family Code. The ideal model presented in these documents is compared with sociological studies of the family/families. The authors critically investigate the scope and ideological foundations of governmental programs related to the family between 1989 and 2003.

- 11) Stowarzyszenie Lambda Warszawa and Kampania Przeciw Homofobii. 2003. *Raport o dyskryminacji i nietolerancji ze względu na orientację seksualną w Polsce w 2002 r.* [The report on discrimination and intolerance due to sexual orientation in Poland in 2002]. Warszawa: Stowarzyszenie Lambda Warszawa, and Kampania Przeciw Homofobii.
http://www.lambdawarszawa.org/component/option,com_docman/task,cat_view/gid,31/Itemid,33/ (accessed February 9, 2009)

Keywords: intimate citizenship, LGBT, violence, Poland, NGO report

This report presents cases of discrimination against members of the LGBT community in Poland in 2002, looking at areas such as the labor market, health care, and social services. It presents cases of issues of violence and harassment linked to intimate partnerships and sexual orientation. The report reviews Polish legal regulations towards homosexuality and the rights of LGBT people. It offers policy recommendations, especially with respect to issues of same-sex partnerships, the prevention of violence, and education.

- 12) Nowakowska Urszula, Piwnik Emilia. 2003. Kobiety w Rodzinie [Women in the family]. In: *Kobiety w Polsce 2003. Raport Centrum Praw Kobiet*, 49-92. Warszawa: Fundacja Centrum Praw Kobiet.

Keywords: governmental family policy, Poland, NGO report

The authors of this report analyze definitions and models of "the family," as proposed by official documents – namely, the Constitution and the Family Code. The ideal model presented in these documents is compared with sociological studies of the family/families. The authors critically investigate the scope and ideological foundations of governmental programs related to the family between 1989 and 2003.

- 13) Legat, Sławomir. 2001. Samotne macierzyństwo w prawie podatkowym [Lone motherhood in tax system]. In: *Samotne macierzyństwo i polityka społeczna*, ed Marek Rymsza, 169-200. Warszawa: Instytut Spraw Publicznych.

Keywords: intimate citizenship, lone mothers, social policy, tax policy, Poland

This article analyzes the relationship between social policy and tax policy in Poland. It examines the Polish tax system and its "pro-family" dimension, with special attention paid to single parents and their situation with regard to the tax system.

14) Rymsza, Marek ed. 2001. *Samotne macierzyństwo i polityka społeczna* [*Single motherhood and social policy*]. Warszawa: Instytut Spraw Publicznych.

Keywords: single mothers, intimate citizenship, social policy, sociological, legal and policy analysis, Poland

The author examines the situation of single mothers with respect to social policy from various perspectives. Drawing on sociological data, the study critically analyzes social policy towards single mothers from several dimensions: social, cultural, legal, and economic. The most relevant chapters of the book are presented separately in the bibliography.

15) Tkaczyk, Maria. 2001. Samotne macierzyństwo w prawie socjalnym [Lone motherhood in social law]. In: *Samotne macierzyństwo i polityka społeczna*, ed. Marek Rymsza, 237-269. Warszawa: Instytut Spraw Publicznych.

Keywords: single mothers, social policy, Poland

This study presents social policy laws aimed at protecting single mothers. The author analyzes forms of social help for single mothers – such as certain kinds of allowances, childcare facilities, and help with accommodation – and examines institutions providing social assistance for single mothers at national and local levels.

16) Mizielińska, Joanna. 2000. Przed prawem/poza prawem. Heteronormatywny wzór obywatelstwa a problem mniejszości seksualnej w Polsce [In front of the law/beyond the law. Heteronormative pattern of citizenship and the problem of sexual minorities in Poland]. In: *Polskie oblicza feminizmu*, ed. Weronika Chańska and Danuta Ulicka, 93-114. Warszawa: Uniwersytet Warszawski.

Keywords: homosexuality and citizenship, Poland

Taking up issues of gender equality and gender(ed) citizenship from the perspective of selected feminist and queer theories, Mizielińska explores the definition of citizenship in the Polish Constitution. Further, she addresses the issue of homosexuality in documents of the Catholic Church and claims that an analysis of the perspective of the Church is crucial for understanding discrimination against homosexuals in Poland. The perspective of the Church has consequences for social policy as well as for the legal and social situation of homosexuals.

3.1.1 Comparative studies

17) Kwak, Anna. 2005. Rodzina w dobie przemian. Małżeństwo i kohabitacja [Family in the times of change. Marriage and cohabitation]. Warszawa: Żak.

Keywords: family, alternative family models, sociology, Poland-Europe

This study analyzes changes in family models in the twentieth century. She examines a variety of "alternative" family models (to heterosexual marriage), including: heterosexual cohabitation, single-parent families, lesbian and gay partnerships, and multiple relationships and communes. The analysis compares two types of families: those based on marriage, and those based on cohabitation. The phenomenon of cohabitation in selected European countries is analyzed from different perspectives: economic, legal, and cultural. The author presents research on cohabitation in Poland, its scale and attitudes to this lifestyle, together with related legal regulations.

18) Balcerzak-Paradowska, Bożenna. 2004. *Rodzina i polityka rodzinna na przełomie wieków: przemiany, zagrożenia, potrzeba działań* [Family and family policy at the edge of the century: changes, threads, need for the actions]. Warszawa: Instytut Pracy i Spraw Socjalnych,

Keywords: family policy, family models, Poland-EU

The author analyzes family models and alternative forms of family life, showing contemporary challenges to traditional family model and changes in gender roles. She suggests that state family policy should also include alternative models of family life. As well, she emphasizes the importance of women's professional life and work, and insists on the formulation of a state policy that would help to reconcile family and career. Presenting three models of family policy – Scandinavian, Mediterranean, and Continental – author argue for the first of these as the best guide for contemporary family policy in Poland. The book contains a list of the most important Polish legal acts regulating family policy.

19) International Lesbian and Gay Association (ILGA)-Europe. 2004. *Wyzwania związane z akcesją* Tytuł oryginalny "Meeting the challenge of accession" *Badania dotyczące dyskryminacji ze względu na orientację seksualną w krajach przystępujących do Unii Europejskiej* [Meeting the challenge of accession. Surveys on sexual orientation discrimination in countries joining the European Union. . Brussels: ILGA-Europe. <http://www.ilga-europe.org/Europe/Publications/Non-periodical/Meeting-the-challenge-of-accession-2004/Polish-version> (accessed February 9, 2009).

Keywords: violence, intimate partnership, CEE Europe, NGO report

This report is a comparative summary of national reports written in ten countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia and Romania). It highlights the violence and discrimination some people face because of their sexual orientation. The data and statements collected show that discrimination on grounds of sexual orientation affects several areas of the life of lesbian, gay and bisexual (LGB) people. Discrimination exists in the family, in education, in the workplace, in the army, in health services, in housing and in the church. In order to end such discrimination and human rights abuses, the report puts forward some recommendations to the new member states and to the European Union institutions. These recommendations concern changes in the law, policies and practices affecting LGB people in the accession countries. It aims at reinforcing the instruments dealing with discrimination in the EU and in the member states.

19) Balcerzak-Paradowska Bożena. 1999. *Polityka rodzinna między dwoma modelami* [Family policy between two models]. Warszawa: IpiSS.

Keywords: family policy, comparative research, Poland, Sweden, Italy

This study analyzes two models of family policy, from Scandinavia (Sweden) and South Europe (Italy). Advantages and disadvantages of these models are analyzed with the aim to shape the direction of the development of family policy in Poland.

3.2 English sources

21) Stowarzyszenie Lambda Warszawa and Kampania Przeciw Homofobii. 2002., *Report 2001. On discrimination and intolerance due to sexual orientation in Poland* [Raport o dyskryminacji ze względu na orientację seksualną w Polsce w 2000 r.]. Warszawa: Stowarzyszenie Lambda Warszawa and Kampania Przeciw Homofobii.

http://www.lambdawarszawa.org/component/option,com_docman/task,cat_view/gid,31/Itemid,33/ (accessed February 9, 2009)

Keywords: intimate citizenship, LGBT, violence, Poland, NGO report

The aim of this report is to present the situation of homosexual, bisexual, and transgendered people in Poland in various fields of life. Special attention is given to the phenomenon of discrimination at the workplace. The survey presents cases of discrimination of LGBT people in areas such as labor market, health care and social services, and legal system. It examines symptoms of discrimination and intolerance in the process of recruitment and promotion as well as in the sphere of social benefits for employees. The report also provides a review of Polish legal regulations towards homosexuality and LGBT rights. It offers policy recommendations, especially with respect to issues of employment, health, preventing violence, education, and same-sex partnerships.

22) Mizielinska, Joanna. 2001. "The Rest is Silence...": Polish Nationalism and the Question of Lesbian Existence. *European Journal of Women's Studies* 8: 281-297.

Keywords: compulsory heterosexuality, exclusion, lesbianism, nationalism, sexual citizenship, Poland.

This article focuses on questions rarely spoken of openly or written about in Poland: lesbian existence. According to the author the silence regarding lesbians in Poland is meaningful and reveals a lot about the concept of the Polish nation. The article examines Polish nationalistic discourse, which largely avoids the question of a homosexual orientation and takes heterosexual orientation for granted as the only natural one. The author illustrates invisibility of non-heterosexuals by examining two texts: the latest edition of the Catechism of the Catholic Church and the new Polish Constitution. The author looks at how these discourses are perceived by Polish lesbians and how this concept of the Polish nation affects their daily lives (e.g. double life, staying in the closet, 'white marriages'). The author argues that the silence and invisibility of lesbians in official discourse influence Polish opinion about them, thus reinforcing homophobia and increasing pressure on lesbians to remain invisible.

23) Rymysza, Marek, Mariola Raclaw-Markowska, and Maria Srodoń. 2001. *Social policy toward lone mothers and their families in Poland during the transformation period*. SOCO Project Paper No. 99. Vienna: IWM. <http://www.iwm.at/publ-spp/soco99pp.pdf> (accessed 9 February 2009).

Keywords: intimate partnerships, single mothers, social policy, Poland

The authors present sociological portraits of lone mothers in Poland and their legal situation. They contend that the debate on the social policy towards lone motherhood centers on two fundamental issues: the balance between protection and motivation-oriented programs; and the scope of the adoption of direct and indirect policies (i.e. the choice between the social programs directly oriented toward incomplete families and the ones giving support and protection to the family and motherhood in general). They endorse an individualized form of professional mobilization among lone mothers, accompanied by an increase in the flexibility of work-time on the labor market. Research results demonstrate that about 20% of lone mothers in Poland who raise children up to the age of 24, share their households with other family members (parents, siblings, or grown-up children). Sharing a multi-family (or multi-generational) household, possessing a higher educational background and having older children, all constitute to the most crucial factors responsible for the increased professional activity of a lone mother. This relation points to the significance of the social bonds between an incomplete family and the wider family and/or members of a local community. In other words, the authors contend, the range of problems making the life of lone mothers difficult (i.e. unemployment, social marginalization) seem highly influenced by the growing popularity of a specific family-life pattern: nuclear family model characterized by limited social contacts.

24) Balcerzak-Paradowska, Bożena. 1998. State policy towards the family. In: *Social policy in the 1990s. Legal regulations and their prospected results*. ed Stanisława Golinowska, 307-329. Warszawa: IPiSS.

Keywords: family policy, Poland

Balcerzak-Paradowska analyzes critically the main threads of discussion regarding the formulation of family policy in the Polish government in the 1990s, claiming that there was no coherent policy that would protect family from negative effects of transformation. She analyzes the mechanisms for a direct family policy: improved benefits for childbirth and child-rearing, forms of social assistance, and tax system, and improved childcare. She presents policies related to "dysfunctional" or troubled families. Finally, she argues for and proposed some changes in Polish family policy.

3.2.1 Comparative studies

25) Pascall, Gilli and Anna Kwak. 2005. *Gender regimes in transition in Central and Eastern Europe*. Bristol: The Policy Press.

Keywords: motherhood, social policy, family, quantitative research, interviews, Poland, Central and Eastern Europe, European Union

This book explores the nature of the gender regimes emerging in the new Central and Eastern European (CEE) member states of the European Union, and in particular in Poland, in the aftermath of communism. Understanding of welfare states has been much enriched by comparative work on welfare regimes and gender. Pascall and Kwak use these debates to illuminate the changing gender regimes in countries of Central and Eastern Europe, arguing that this analysis has particular significance as countries in the region make the transition from communism and into a European Union that has issues of women's employment, work-life balance, and gender equality at the heart of its social policy. The analysis draws on quantitative comparative data, and on rich qualitative data from a new study of mothers in Polish households, illuminating the effects of changing welfare and gender relations from the perspective of those most directly affected - mothers of young children.

26) International Lesbian and Gay Association (ILGA)-Europe. 2004. Meeting the challenge of accession. Surveys on sexual orientation discrimination in countries joining the European Union [*Wyżwania związane z akcesją* Tytuł oryginalny "Meeting the challenge of accession" *Badania dotyczące dyskryminacji ze względu na orientację seksualną w krajach przystępujących do Unii Europejskiej*]. Brussels: ILGA-Europe. <http://www.ilga-europe.org/Europe/Publications/Non-periodical/Meeting-the-challenge-of-accession-2004/English-version> (accessed February 9, 2009).

Keywords: violence, intimate partnership, CEE Europe, NGO report

This report is a comparative summary of national reports written in ten countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia and Romania). It highlights the violence and discrimination some people face because of their sexual orientation. The data and statements collected show that discrimination on grounds of sexual orientation affects several areas of the life of lesbian, gay and bisexual (LGB) people. Discrimination exists in the family, in education, in the workplace, in the army, in health services, in housing and in the church. In order to end such discrimination and human rights abuses, the report puts forward some recommendations to the new member states and to the European Union institutions. These recommendations concern changes in the law, policies and practices affecting LGB people in the accession countries. It aims at reinforcing the instruments dealing with discrimination in the EU and in the member states.

27) Alsop, Rachel and Jennifer Hockey. 2001. Women's Reproductive Lives as a Symbolic Resource in Central and Eastern Europe. *European Journal of Women's Studies* 8: 454-471.

Keywords: intimate citizenship, women's reproductive rights, abortion, gender, post-Communism, reproductive health, Central and Eastern Europe

Alsop and Hockey suggest that, when Communism collapsed in Central and Eastern Europe, women seemed to lose the control they had gained over their reproductive lives. Abortion rights became more limited as did access to childcare and maternity benefits. The authors argue that this picture conceals two key points. First, the effects of both Communism and post-Communism for women's reproductive lives need to be understood as byproducts of state initiatives geared towards the fulfillment of different political goals – and not attempts to intervene in women's health and well-being per se. Second, these effects are very varied and cannot be attributed to a single cause. "Central and Eastern Europe" comprises a whole range of political, ethnic and religious groupings, the result being that women's reproductive lives have been shaped within a diversity of

political processes. Some women have faced pressures from the state to reproduce, some have lost the conditions necessary for them to continue paid work after childbirth, others have lost abortion rights. To understand these very different outcomes of post-Communism, this article looks beyond women's issues per se to unravel their role as symbolic resources which have been drawn upon in power struggles taking place in political arenas which exclude the majority of women. This argument is elaborated through empirical evidence from Poland, Serbia and East Germany.⁸

28) Forster, Michael F. and Istvan Janos Toth. 2001. Child poverty and family transfers in the Czech Republic, Hungary and Poland. *Journal of European Social Policy* 11: 324-341.

Keywords: family policy, poverty, transition, comparative study, Czech Republic, Hungary and Poland

The governments of the Czech Republic, Hungary, and Poland all implemented reforms regarding family benefits in the mid-1990s. The authors ask, What were the common features of those reforms and what were the possible effects on child poverty? Based on household micro data, trends in poverty among children, large families and single parents are presented for two data points: one before and one after the restrictive reforms in family policies. The focus of the analysis is on changes in the effectiveness of benefits on child poverty reduction. Child poverty increased during the observed period in all three countries, despite the efforts of governments to smooth the harmful effects of the economic downturn. Large differences in poverty levels and patterns between the three countries persisted. A relative worsening of the income position of children was accompanied by an increased level of targeting, reflected in general attempts to exclude higher-income groups from the benefit regimes. The results in the paper suggest that social transfers in general, and family benefits in particular, contributed to reduce significantly child poverty in the Czech Republic, Hungary and Poland. However, reduction rates decreased between the early and the later 1990s. Current and future reform considerations should therefore include the objective to reverse this trend.⁹

29) International Lesbian and Gay Association (ILGA)-Europe. 2001. *Equality for lesbians and gay men-a relevant issue in EU accession process*. Brussels: ILGA-Europe. [http://www.ilga-europe.org/europe/publications/non_periodical/\(offset\)/15](http://www.ilga-europe.org/europe/publications/non_periodical/(offset)/15) (accessed February 9, 2009).

Keywords: intimate partnership Policy, EU Accession, LGBT

This report maps the legal and social situation of lesbians and gay men in 13 candidate countries to EU accession. The section on Poland presents several policy options, regarding family law, health care, and immigration regulation. The text also analyzes the status of members of the LGBT community from the perspective of equal rights and non-discrimination. It offers two main conclusions, drawn from the comparative analysis. First, it is clear that sexual orientation discrimination and homophobic attitudes are widespread in the accession countries; and secondly, that addressing this discrimination and these attitudes, is both a necessary and legitimate part of the accession process.

⁸ Adapted from article abstract.

⁹ Adapted from article abstract.

4 Gender-based Violence

4.1 Polish sources

1) Nowakowska, Urszula. 2006. Sukces czy mydlenie oczu? [Success or illusion?]. *Prawo i Płeć* 1: 13- 18. http://www.cpk.org.pl/images/artykuly/attach_176.pdf (accessed February 10, 2009).

Keywords: violence against women, domestic violence, policy analysis, Poland

Nowakowska analyzes a recent law (2005) regarding the elimination of violence in the family: its positive and negative aspects, and its practical implications. The article briefly describes the legislative process and political debates that surrounded the proposal of the law. Legal mechanisms protecting victims of violence put forth by the law are evaluated as insufficient and state policy concerning violence against women as unsatisfactory.

2) Zielińska, Eleonora. 2006. Uwagi na temat ustawy o przeciwdziałaniu przemocy w rodzinie. [Comments on the law on elimination of domestic violence]. *Prawo i Płeć* 1: 19-22. http://www.cpk.org.pl/images/artykuly/attach_177.pdf (accessed February 10, 2009).

Keywords: violence against women, domestic violence, policy analysis, Poland

This article presents the advantages and disadvantages of a recent law (2005) on the elimination of domestic violence.

3) Nowakowska, Urszula, Alicja Kępcza, Weronika Chańska. 2005. *Przemoc w rodzinie a wymiar sprawiedliwości* [Violence in family and the system of justice]. Warszawa: Fundacja Centrum Praw Kobiet. http://www.cpk.org.pl/images/artykuly/attach_14.pdf (accessed February 10, 2009).

Keywords: violence against women, NGO report

This article analyzes the scope and forms of violence against women in Poland, as well as stereotypes and opinions (in general, and among people dealing with violence) on the issue. It presents various legal mechanisms aimed to prevent violence, while evaluating, from a practical standpoint, how these mechanisms might be employed. The report concludes with a critical evaluation of several legal and policy solutions to address violence against women more effectively. Several recommendations on how to improve policy against domestic violence are given.

4) Nowakowska, Urszula, and Magdalena Jabłońska. 2003. Przemoc wobec kobiet. [Violence against women]. In: *Kobiety w Polsce 2003. Raport Centrum Praw Kobiet*, 149-184. Warszawa: Fundacja Centrum Praw Kobiet

Keywords: family, violence against women, domestic violence, Poland, state policy, NGO report

This report addresses the issue of violence against women in Poland, focusing on legislation that works toward the elimination of domestic and other forms of violence (rape, prostitution and trafficking). It presents existing state policy aimed at the elimination of violence, and evaluates it as insufficient. The report also presents the role of NGOs in preventing gender-based violence.

5) Mazur, Jadwiga. 2002. *Przemoc w rodzinie. Teoria i rzeczywistość* [*Violence in family. Theory and reality*]. Warszawa: Wydawnictwo Żak.

Keywords: domestic violence, social policy, Poland

Mazur presents the main social and psychological aspects of violence in family. She presents "facts and myths" regarding violence in family, its victims, and its perpetrators. She offers recommendations on how to prevent violence, and proposes individual solutions, such as psychotherapy for perpetrators, as well as systemic solutions, like the provision of support services by local governments, police, or community groups, social policy, or legal solutions.

6) Warylewski, Jarosław. 1999. *Molestowanie seksualne w miejscu pracy* [*Sexual harassment in the workplace*]. Sopot: Wydawnictwo Prawnicze LEX.

Keywords: sexual harassment, legislation, Poland

This report analyzes Polish legislation concerning sexual harassment. The author discusses several problems that arise when defining the sexual harassment, while providing his own working definition. Finally, he presents Polish legislation, as well as European laws dealing with the issue.

7) Ogólnopolskie Pogotowie dla Ofiar Przemocy w Rodzinie. 1999. *Bezpieczeństwo w rodzinie. Program przeciwdziałania przemocy w rodzinach z problemem alkoholowym* [*Safety in the family. Program of eliminating violence in families with alcohol problems*]. Warszawa: Ogólnopolskie Pogotowie dla Ofiar Przemocy w Rodzinie.

Keywords: domestic violence, policy, Poland

This report presents the state program, entitled "Bezpieczeństwo w rodzinie" ("Safety in the family"), which was implemented between 1994 and 1999. The program includes an educational campaign, called "Stop family violence," police "Blue Cards," and a hotline for victims of violence in the family. The report includes some statistical data on domestic violence and the effectiveness of the program.

4.2 English sources

8) Platek, Monika. 2005. *Women, Children and the law in Poland: Protection or barrier?* Warsaw: Polish Country Report in Workpackage 11.
http://www.iss.uw.edu.pl/arch/20.05.2005/Platek_Poland.pdf (accessed February 9, 2009).

Keywords: violence against women, Poland

The report, prepared as part of a project entitled Examination of development and implementation of legislation towards protection from interpersonal violence, describes the legal status of women and children in Poland, drawing from historical and contemporary sources. The author argues that domestic violence is ingrained in patterns of inequality and discrimination, and there is a general lack of political will to conceive of violence of this kind as a "problem." She suggests that children are deprived of adequate

legal protection. Further, she argues that when dealing with violence, society should focus not solely on responding to, but also preventing, domestic violence. The issues should be dealt with holistically.

9) Council of Europe. 2004. *Legislation in the Member States of the Council of Europe in the Field of Violence against Women*. Volume II, 83-93, Strasbourg: Council of Europe
http://www.coe.int/t/e/human_rights/equality/05._Violence_against_women/094_EG%282004%292.asp#TopOfPage (accessed February 9, 2009).

Keywords: violence against women, EU, Poland

This extensive report presents legislation on the regulation the issue of violence against women in 38 countries. The section concerning Poland, based on information provided by the Social Policy Development Department, Ministry of Welfare in November 2000 and May 2003, offers a review of various manifestations of violence against women in Latvia, as well as related legislation. It evaluates the efficiency of Polish law and governmental policy n addressing the issue. The report also contains appendices on "good practices" in dealing with violence against women.

10) Council of Europe. 2003. Report of the Commissioner for Human Rights, Mr Alvaro Gil-Robles, on his visit to Poland 18 – 22 November 2002. Brussels: Council of Europe.
<http://www.unhcr.org/refworld/publisher,COECHR,,POL,4159759b185,0.html>
(accessed February 10, 2009)

Keywords: violence against women, human rights, Poland

Based on his discussions with national and local authorities, non-governmental organizations, institutions for human rights protection, parliamentarians, and representatives of labor unions, Commissioner Gil-Robles reports on the protection of human rights in Poland, addressing a range of issues, related to: the judicial system, the police and the army; non-discrimination and the situation of minorities; women and children; trafficking in human beings; refugees and asylum-seekers; labor and social rights; and freedom of expression and freedom of media. He acknowledges that several reforms have taken place in the context of Poland's (then) approaching accession to the EU, but suggests that a number of concerns still remain, and need to be addressed in a prompt manner. He emphasizes challenges emerging in relation to issues such as women's rights, xenophobia and trafficking in human beings. Finally, he offers recommendations on the necessity of implementing more directly anti- discrimination policy into Polish legal system.

11) United Nations Commission on Human Rights. 2003. *Integration of the human rights of women and the gender perspective. Violence against women*. Report of the Special Rapporteur on violence against women, its causes and consequences, Ms. Radhika Coomaraswamy, submitted in accordance with Commission on Human Rights resolution 2002/52. New York: United Nations.
[http://www.unhchr.ch/huridocda/huridoca.nsf/e06a5300f90fa0238025668700518ca4/a9c6321593428acfc1256cef0038513e/\\$FILE/G0311304.doc](http://www.unhchr.ch/huridocda/huridoca.nsf/e06a5300f90fa0238025668700518ca4/a9c6321593428acfc1256cef0038513e/$FILE/G0311304.doc) (accessed February 9, 2009)

Keywords: violence against women, Poland, UN report

This extensive report looks at legislation and policies regarding violence against women across the globe. In the section on Poland, the report focuses on contemporary legislation

and recent changes on domestic violence, rape, sexual harassment, and trafficking of humans. The section also looks at policies and programs development by the state on these issues. Finally, several issues of concern are raised.

12) Minnesota Advocates for Human Rights. 2002. *Domestic violence in Poland*. Minneapolis: Minnesota Advocates for Human Rights. [http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/Poland_domestic_violence_\(2002\)_10-18-2002_2.PDF](http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/Poland_domestic_violence_(2002)_10-18-2002_2.PDF) (accessed February 9, 2009).

Keywords: violence against women, Poland

This report shows that domestic violence remains a serious and widespread problem in Poland, affecting women from all socioeconomic backgrounds, at all stages of life. Although the government has taken steps to address domestic violence, it remains a grave problem in the lives of many women. The report contains several key findings. First, Polish law recognizes domestic violence as a criminal offense, but the legal system does not treat it seriously; Second, officials throughout the criminal justice system demonstrate a deep mistrust of women who report violence. Third, Polish officials generally appeared interested in discussing domestic violence with the researchers, as well as the measures they have taken to combat this problem, including attempts to improve police procedures when responding to incidents of domestic violence. Many officials, however, including police officers, reported that the new procedures are burdensome and are still not adequate to address the problem. The report argues that, as a member of the UN, Poland is responsible for respecting the rights of women, as enshrined in several key documents which reflect a global consensus on women's human rights and provide guidance for the Polish government's efforts to combat domestic violence. In light of Poland's EU Accession, the country must harmonize its laws and policies regarding domestic violence with EU standards. Finally, the report argues that the government's failure to acknowledge the social roles and gender stereotypes that cause domestic violence greatly undermines the effectiveness of any treatment programs or intervention strategies it has tried to implement. In addition, programs that focus on treating batterers' alcoholism without holding them legally accountable for their crimes violate the victims' right to an adequate remedy under international human rights law. Several recommendations are offered.

13) Minnesota Advocates for Human Rights. 2002. *Employment Discrimination and Sexual Harassment in Poland*. Minneapolis: Minnesota Advocates for Human Rights. [http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/Poland_discrimination_\(2002\).PDF](http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/Poland_discrimination_(2002).PDF) (accessed January 20, 2009).

Keywords: violence against women, discrimination on labor market, Poland, NGO report

This policy report begins by analyzing sex discrimination and sexual harassment in the workplace in Poland. It presents legal regulations during the communist period, and the influence of the transition process on women's situation. Further, the report shows various discriminatory practices in employment. It analyzes legal protection (Constitution, Labor Code, and Penal Code) and European and International laws prohibiting gender-based discrimination and sexual harassment at work. The report enumerates difficulties with effective enforcement of gender discrimination and sexual harassments laws and ignorance of Polish government, labor unions and employers. It stresses lack of instituted

policy to eliminate gender discrimination and sexual harassment and insufficiency of governmental politics in this respect.

4.2.1 Comparative studies

14) International Helsinki Federation for Human Rights. 2000. *A Form of Slavery: Trafficking in Women in OSCE Member States*. Report to the OSCE Supplementary Human Dimension Meeting On Trafficking in Human Beings Vienna, 19 June 2000. Helsinki: International Helsinki Federation for Human Rights.

http://www.ihf-hr.org/documents/doc_summary.php?sec_id=58&d_id=1378 (accessed January 30, 2009).

Keywords: trafficking, Poland, Central Eastern Europe, OSCE, slavery

The report analyzes the situation of trafficking in women in Poland, in a comparative perspective. It discusses the historical context, regional factors, relevant legislation, and state policies, and presents basic data and trends, methods of recruitment, and the general social characteristics of victims. The report presents a range of actions of NGOs working on the prevention of human beings and assisting victims.

III. Mapping of Competences

1. OPERA - Gender Training Books and Manuals

1) SPI Consult, Koalicja Karat. 2006. *Ramy prawne gender mainstreaming [Legal framework of gender mainstreaming]*. Warszawa: SPI consult, Koalicja Karat.

Keywords: gender equality, training

This textbook was prepared for a training on gender mainstreaming in institutions ("Gender Mainstreaming w instytucjach rynku pracy"). It contains the most important legal acts, both Polish and European, aimed at assuring gender equality.

2) Borowska, Małgorzata, Maja Branka. 2005. *Polityka Równości Płci na Poziomie Lokalnym [Gender equality policy on local level]*. Warszawa: Oska.

Keywords: gender equality training manual

This training book was written as a part of Oska's project, "Akademia Równości Kobiet" [Women's Equality Academy]. It contains the most important data on gender equality, Polish and European gender equality legislation, and practical advice on applying principles of gender equality in everyday life.

4) Branka, Maja, Urszula Hermanowicz, and Maciej Tański. 2005. *Koedukacyjna armia. Zagadnienia równości płci dla kadry pedagogicznej szkół wojskowych [Co-educative army. Gender equality for army education]*. Warszawa: Fundacja „Partners” Polska.

Keywords: gender equality, training

This book analyzes the most important issues of women's presence in the army, from both legal and psychological dimensions. It contains a collection of gender-equality terms, main issues and practical examples of equality solutions from US Army.

4) European Commission. 2005. *EQUAL Guide on gender mainstreaming [Polityka równości płci. Przewodnik inicjatywny wspólnotowej EQUAL]*. Warszawa: Fundacja Fundusz Współpracy.

Keywords: gender equality, textbook

This textbook contains the most important information of European equality policy, together with practical examples of its implementation.

5) NEWW-Polska. 2005. *Analiza gender budget. Budżet wrażliwy na płć [Analysis of gender budgeting. Budget sensitive for gender perspective]*. Gdańsk: NEWW- Polska

Keywords: gender equality, training, gender budget

The authors present the key concepts regarding gender budgeting. Using Gdańsk city as a practical example, they show how gender sensitive budgeting can be developed. The textbook is a part of a gender training series conducted by NEWW- Polska.

6) Stowarzyszenie Lambda. 2005. *Przeciwdziałanie dyskryminacji. Pakiet edukacyjny dla trenerów i trenerek* [Anti-discrimination package for trainers]. Warszawa: Lambda.

Keywords: gender equality, training

The manual contains information on how to conduct gender equality trainings. It contains theoretical information on gender discriminations and practical exercises for trainings.

7) MacKenzie, Muriel. 2003. *Praktyczny poradnik w zakresie równego traktowania kobiet i mężczyzn w funduszach strukturalnych* [Practical textbook on gender equality]. Warszawa: Ministerstwo Pracy i Polityki Społecznej

Keywords: gender equality, training

This practical guide explains key concepts for understanding gender equality, explains importance of equality policy, and presents advice on how to employ gender equality in practice. It contains a brief review of EU structural programs that contain an equality perspective.

2. FRAGEN – Archives and Documentation Centers

There are no archival or documentation centers dealing exclusively with gender equality policy at the national level. However, there are several women's NGOs that collect materials (policy documents, newspaper articles, reports, media resources) on gender equality policy in Poland. They also have libraries with literature on women and gender, in Polish and in English.

Fundacja Kobieta (Efka)

Kraków

Web: www.efka.org.pl,

Tel./fax: +4812 422 69 73

e-mail: efka@efka.org.pl

Ośrodek Informacji Środowisk Kobietych (Oska)

Warszawa

Web: <http://www.oska.org.pl>

Tel. +48226227802

e-mail: oska@oska.org.pl

NEWW- Polska

Web: <http://www.neww.org.pl/pl.php/home/index/0.html>

Tel. +4858 344 97 50, fax: +4858 344 38 53

e-mail: neww@neww.org.pl

Fundacja Centrum Praw Kobiet

ul. Wilcza 60/ 19, 00-679 Warszawa

Tel: +48 22 652 01 17

Specializes in issue of violence against women, collects statistical data, newspaper articles, legislative changes.

3. OPERA – Gender Training

Almost all women's NGOs and gender studies groups at academia offer gender trainings for women. During the trainings, women can increase their knowledge about gender equality and gender norms, obtain practical skills for the labor market, and receive legal advice. There are many psychological trainings aimed at women's empowerment, team-building, leadership, team work, and so on. However, there are very few organizations that offer gender training prepared especially for civil servants, politicians, public administration, social workers, or the police.

Equality Agency (Departament ds Kobiet, Rodziny i Przeciwdziałania Dyskryminacji w MPiPS)

Generally, state this department does not implement trainings for employees of public administration, coordinate gender trainings in the country, or collect information on trainings. In 2007, however, it did organize a series of trainings for women from rural areas on gender stereotypes. Funded by the European Social Fund, the training focused on equality between women and men. In 2005, the Plenipotentiary for Equal Status of Women and men prepared training and a conference for women from rural areas (village administrators). It was financed from PHARE found.

Koalicja Karat and SPI Consult Polska Sp. z o.o

ul. Żurawia 6/12, lokal 315 a, 00-503 Warszawa
Tel. +48 22 440 62 14, fax +22 440 62 15
E-mail: biuro@spiconsult.pl

Koalicja Karat and SPI Consult Polska Sp. z o.o have carried out a range of trainings, including one entitled: "Gender Mainstreaming w instytucjach rynku pracy" (Gender mainstreaming at labor market institutions, This training was directed towards departments of labor, training institutions, and women's organizations.

Stowarzyszenie Współpracy Kobiet NEWW-POLSKA

ul. Miszewskiego 17 p. 100
80 - 239 GDANSK
Tel. (58) 344 97 50, tel./fax: (58) 344 38 53,
E-mail: neww@neww.org.pl

The major network of women's organization has implemented several relevant trainings. They include: "Gotowi na gender mainstreaming - wrażliwość gender przy przekraczaniu granic między Wschodem a Zachodem" (Ready for gender mainstreaming), organized for activists working on issues of gender equality policy. Its aim was to train future trainers able to train other people; and "Budżetowanie pod kątem płci" (Gender budgeting), for Gdańsk City Council, and local Councils. Introduced the ideas of gender budgeting.

Fundacja "Partners" Polska

ul. Górnickiego 3 lok. 10a, 02-063 Warszawa
tel./faks: +48 (22) 825 40 83; e-mail: partners@fpp.org.pl

Fundacja "Partners" Polska has organized several trainings and courses for representatives of NGO's, young leaders of political parties, plenipotentiaries of equal status of women and men in local governments as well as for employers of public administrations. There were also trainings for army representatives about gender equality in army.

Fundacja Centrum Praw Kobiet

ul. gen. De Gaulle'a 1B/15, 80-261 Gdańsk
tel.: +48 58 341 79 15

This organization has carried out trainings for policemen, and social workers on various aspects of violence against women.

Fundacja Centrum Praw Kobiet

ul. Wilcza 60/ 19, 00-679 Warszawa
tel: +48 22 652 01 17

Fundacja Centrum Praw Kobiet has organized several trainings on violence and discrimination in the family, targeting police officers, social workers, NGO activists, and people working with violence victims.