



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **State of the Art and Mapping of Competences Report: Poland**

Institute for Human Sciences (IWM)  
Vienna  
2007

Preferred citation: Dąbrowska, Magdalena (2007): *State of the Art and Mapping of Competences Report: Poland*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at [http://www.quing.eu/files/results/soa\\_poland.pdf](http://www.quing.eu/files/results/soa_poland.pdf).

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: 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. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

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 parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. 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 itself 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 centres specialized in gender equality policies on national level.

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## Introduction

Research including gender perspective has started in Poland in the early 90's. At the beginning they concentrated on women's economic, legal and social situation in the transformation process. More recent studies are framed by EU equality policy, EU policy and legislation is often compared with Polish policy and legislation. Gender-sensitive perspective is becoming more popular trend in the academic research. However, most of the research concentrates rather on cultural and social dimension of the issue.

### *Non-employment*

One of the outcomes of the transformation process after 1989 was the change of women's economic situation, especially situation on the labor market. There are a lot of studies- sociological, psychological, and policy studies- on women's situation on the labor market, and women's discrimination. They 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 legitimate form of not- working, seems to be covered by the issue of unemployment. There are studies that match with QUING framework: sociological studies on women's unpaid work at home or analysis of retirement age of women (from the perspective of gender equality).

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

### *Intimate citizenships*

In Poland intimate citizenship is the most often understood as heterosexual traditional family or modern family with a woman reconciling work and family, less often as single parent family, and almost never as same-sex couple. Most of the literature deals with heterosexual family and its problems in the transition process- unemployment, poverty, and violence. Such family is in the center of the state's social policy and most of policy studies are based on this model.

There are significant studies on lone mothers, their social, economic and legal condition. Lone mothers issue is also quite well covered in the policy writing, especially after political debates on Alimentary Found, finished with closing the Found in 2003.

The issue of same- sex couples is covered by academia and NGO's activists. It analyzes issue of same- sex couples from the perspective of human rights and political rights of the citizens. The issue covers the problem of financial entitlements over pensions, health care and tax deductions. The literature argues for legal regulations for same- sex couples, but the issue of reproductive rights such as fertility treatment and adoption of children is never mentioned.

There are fewer studies than one would expect on reproductive rights and they are the most often conducted by women's NGOs. The most often literature deals with women's reproductive rights understood as access to contraception and abortion.

Since early 90's abortion is not legal in Poland, so a lot of writings analyses social effects of the law on women.

There are no policy studies dealing with issue of gender, migration or race and intimate citizenship.

### *Gender-based violence*

The issue is analyzed mostly by NGO's. The most often violence against women is understood as domestic violence. Studies present sociological, psychological and legal dimension of the issue. There are several publications on sexual harassment and sexual violence in the workplace. There is almost no literature on prostitution, trafficking in women, except studies done by international human rights organizations.

# 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\\_problemw.pdf](http://www.genderindex.pl/downloads/genderowy_index_problemw.pdf) (accessed March 18, 2007).

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

The report analyses how gender equality is respected in the workplace. It examines Polish and EU legal regulations of work and compares it with 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 'gender index' and argues that equality of women and men gives economic benefits for the companies. It 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*. [Peking + 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](http://www.neww.org.pl/download/Raport_alternatywny.pdf) (accessed March 18, 2007)

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

The report analyses Polish governmental policy towards women and gender equality. It considers issues such as: reproductive rights and contraception; violence against women; education; economy and labor market; and media. The report presents solutions introduced by the Polish government, 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 for achieving gender equality]. <http://www.feministki.org.pl/pl/raportmonitorujacy-pol.html#zalaczniki> (accessed March 18, 2007)

**Keywords:** gender equality policy, Poland

The report monitors the strategy of implementing gender equality laws in Poland. It critically analyses governmental policy towards gender equality and comments on lack of any coherent strategy of introducing 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

Author analyses the most important legislative changes of the 90's that have influenced situation of Polish women in the society. Author claims that legal reforms hardly ever considered gender equality. She examines changes of the labor code (protection of women on the labor market and maternity leave reform), social security law (retirement age of women), and reproductive rights (ban on abortion). Author analyses legal mechanisms and institutions responsible for monitoring gender equality and critically evaluates state politics in this respect. 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 March 18, 2007).

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

The paper presents responses of the representatives of the Polish government on questions concerning gender equality politics and its employment. Questions raised at the UN Women's Anti- Discrimination Committee concern 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 Catholic Church's influence on equality politics and the status of 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

Authors analyze Polish legislation from the perspective of gender equality. The 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*. Open Society Institute.

[http://public.soros.org/initiatives/women/articles\\_publications/publications/equal\\_2005\\_0502](http://public.soros.org/initiatives/women/articles_publications/publications/equal_2005_0502) (accessed March 18, 2007).

**Keywords:** gender equality policy, Poland.

The report analyses national institutional mechanisms, policies, and programs on gender equality, and highlights several shortcomings. The report starts from comparison of EU equality policy with Polish equality policy. Further, the institutional policies and mechanisms are presented. The report describes works of the Governmental Plenipotentiary for Equal Status of Women and Men- the main actions and cooperation with the 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 awareness of gender equality. Report briefly presents academic research on gender equality, especially those concerning equality on the labor market and sexual harassment in the workplace. Report concludes with policy recommendations.

8) Martynowicz, Agnieszka, Polish Helsinki Committee. 2000. *A perspective on the women status in Poland. Paper prepared for the conference "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](http://www.ihf-hr.org/documents/doc_summary.php?sec_id=58&d_id=1404) (accessed March 18, 2007).

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

The paper analyses gender policy of the Polish government since 1995 (National Plan of Action), concentrating on issues of violence against women, women's political participation, women in media and on labor market. It claims that the policies are influenced by the Catholic Church and support traditional roles of men and women. Governmental policy and programs (Blue Line and media campaign "Stop Domestic Violence") as well as legal regulations towards issue of violence against women are presented in details. Paper presents data on violence against women and social perception of the problem. Governmental programs and procedures employed by police (Blue Cards Procedure) are evaluated. In the second part paper presents data on women's political participation, analyses obstacles and possible mechanisms of women's advancement (and their social perception). Third part analyses representation of women in the media and its influence on reproduction of gender stereotypes. Finally, women's situation on the labor market is analyzed. The paper evaluates governmental policy as gender biased.

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 March 18, 2007).

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

The report analyses data on implementation of convention on women's human rights by the Polish government in years 1995-1998. The report presents problems such as: women's insufficient political representation, women's discrimination on the labor market, situation of migrant women, reproductive rights, marriage (and divorce), violence against women (domestic violence, sexual harassment, rape, prostitution and trafficking). The report critically evaluates 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. *Women 2000 - An investigation into the status of women's rights in Central and South-Eastern Europe and the Newly Independent States*. Helsinki: International Helsinki Federation for Human Rights. [http://www.ihf-hr.org/documents/doc\\_summary.php?sec\\_id=3&d\\_id=1470](http://www.ihf-hr.org/documents/doc_summary.php?sec_id=3&d_id=1470) (accessed March 18, 2007).

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

The report analyses 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. Situation of marginalized groups- sexual minorities and women in prison is also considered. Legal provisions and state policy is contrasted with factual situation of women and their discrimination.

11) Pascall, Gillian, 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 CEE, comparative study

The article is based on statistical database of 27 countries, and policy questionnaires to 12. It analyses gap between women's rights and practice in CEE countries. Legal equality in marriage remains, but domestic violence and the domestic division of labor give evidence of unequal relationships. While the soviet state socialized many costs of motherhood and care work, in some countries families are now bearing much heavier costs. Women as citizens now have more freedoms to organize, but action is more focused on coping and survival than on wider politics.

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 paper

The article analyses whether or not gender inequality on the labor market increased after the collapse of the communist parties in Eastern Europe and whether or nor women are the losers of the transformation process. It uses data from the survey "Social Stratification in Eastern Europe after 1989" which was conducted in Bulgaria, the Czech Republic, Hungary, Poland, Russia and Slovakia in 1993. It concludes that women in general do not seem to have suffered more in

their economic positions compared to those of men in the first five years of transition and they did not withdraw in large numbers to become housewives.

## 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

The article analyses high rate of unemployment in Poland and negative attitude of employers towards employing women. Legal regulations of women's work, with special stress of solutions concerning employment of pregnant women and maternal leave are presented. Author proposes work- balance employment programs and family- friendly employment solutions and stresses positive effects of such policy 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

Author analyses situation of women and men on Polish labor market and reasons for lower rate of women's employment. Gives possible policy solutions that could increase women's employment, taking under consideration issues such as education, childcare, reconciling housework and career. Author argues for policy solutions that help to reconcile work and career, but do not increase costs of women's employment.

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

**Keywords:** flexible work time, home- work, EQUAL, Poland

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

4) Szukalski, Piotr, and Wielisława Warzywoda- Kruszyńska. 2005. Polityka w sferze oświaty wychowania- bariera i stymulacja pracy zawodowej rodziców. [Educational policy- obstacle and stimulant of parent's professional work]. In *Szanse na wzrost*

*dziatności - jaka polityka rodzinna?*, ed. Irena Wóycicka, 109-118. Gdańsk: Instytut Badań nad Gospodarką Rynkową

**Keywords:** non- employment and childcare, Poland

High unemployment in Poland, together with not very well developed system of childcare are the main obstacles for parents (and mainly women's) professional career. Authors argue for development of various systems and programs of childcare, claiming that it not only helps to reconcile work and career, but also helps to avoid 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

Study analyses scope, quality and believes concerning unpaid work at the private sphere, which is considered to be a part of women's traditional role. It examines gender differences in perceiving home and house-duties as well as the level of engagement in housework. It researches possibilities of change of social function of marriage and family, and its influence on women's unpaid work at home. Authors argue that women's work at home is beyond 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. Tyczyn: Wyższa Szkoła Społeczno-Gospodarcza.

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

Author analyses data on employment, non- employment and unemployment of disable woman and man in Poland. She suggests lack of social policy aimed at increasing number of disable people on 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 bezczynność 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 gander 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 Kołacek. 2003. *Przekształcenia zawodowe a aktywność zawodowa kobiet*.

Zmiany i uwarunkowania [Employment changes and women's professional activity. The change and conditions]. In *Praca kobiet w sektorze prywatnym: szanse i bariery*, ed. Bożena Balcerzak-Paradowska, 93-154. Warszawa: Instytut Pracy i Spraw Socjalnych.

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

Article analyses the changes in level and quality of women's activity in the private sector and women's unemployment and non- employment (due to motherhood responsibilities or education). It presents the change of attitude towards women's professional work, and the change in the level of women's non- employment (childcare and maternal leave). Article examines main social policy solutions that influence women's situation on the labor market, especially associated with childcare. Notices positive legal aspect- law that include men in childcare (possibility of sharing parental leave), as well as negative- decrease of child- care institutions. Authors conclude that policy solutions and traditional women's responsibility of childcare effect in higher costs of women's employment.

9) Balcerzak- 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 Balcerzak-Paradowska, 305-323. Warszawa: Instytut Pracy i Spraw Socjalnych.

**Keywords:** childcare, reconciliation of childcare and career, Poland

Author analyses policy regulations aimed at helping women to reconcile work and family, together with laws aimed at protecting motherhood and childcare. She analyses how this laws are respected in the private sector and how they influence women's position on the labor market. Study presents women's opinion on policy solutions aimed at reconciling work and childcare and common opinions on women's social position and responsibility for childcare. Author analyses quality and the scope of social help provided to employees by the enterprise, especially to those responsible for childcare (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

The report analyses legal system of Poland and EU from the perspective of gender equality on the labor market. Presents situation of Polish women on the labor market, with special attention paid to women's unemployment. It analyses laws that protect women's work- anti discrimination laws, laws protecting pregnant women and mothers. Presents issue of violence in the workplace- sexual harassment. Analyses also the issue of retirement and social security and politics of balancing home- career.

11) Wiktorow, Aleksandra. 2000. Zróznicowany 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.

The paper presents regulations regarding the retirement age of various groups of women under the Polish pension system. Discusses both applicable legal regulations and the factual background brought about by the regulations. Compares pension income of women and men and puts arguments in favor of both: different and equal retirement age 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

Article discusses issues related to the retirement ages of women and men, asking whether the existing legal provisions discriminate against women. Analyses practical effects of different retirement age. It examines regulations of the new pension system and obstacles faced by those women who want to continue their employment beyond the statutory retirement age. Describes also provisions aimed to regulate the status of women on maternity leaves. New provisions that credit the 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

Author analyses 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 sectors of discrimination and presents legal solutions of eliminating discrimination. Author examines issue of childcare (maternal/paternal leave) and retirements from perspective of gender equality. Report contains recommendation for the reform of Polish legal system in order to adjust it to 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 Rymsza, 153- 165. Warszawa: Instytut Spraw Publicznych.

**Keywords:** lone mothers, non-employment, family policy, Poland

Authors analyze situation on the labor market of the lone mothers. They present statistical data concerning incomes, education, employment and non-employment. Authors analyze reasons for high non-employment of certain groups of lone mothers. They argue that it is caused by social policy and anti- motivational character of social benefits. Authors propose policy solutions aimed at increasing presence of lone mothers on the labor market (allowances for education, network

of childcares). Authors 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. Dokąd zmierza Polska?* Ed. Stanisław Swadźba, 325-330. Katowice: Wydawnictwo AE.

**Keywords:** women on labor market, flexible work time, Poland

Author analyses non-employment of women. She proposes flexible work-time organization as solution for high unemployment of women. Argues that this solution helps to decrease women's unemployment and help them to 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 Rymsza, 201-235. Warszawa: Instytut Spraw Publicznych.

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

Author analyses laws regulating issue of childcare of lone mothers. Various forms of legal protection concerning working hours, childcare and maternal leave are presented together with numerous cases of justified non-working periods. Authors analyze forms of financial help guaranteed by the stat for lone mothers. Article positively evaluates policy protection of working lone mothers.

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. Raport]. Warszawa: Centrum Praw Kobiet.

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

The report analyses legal solutions that regulate women's position on the labor market and women's unemployment (motherhood, maternal leave). It examines Polish legislation on retirements and social security, especially from the perspective of motherhood and childcare. Report analyses forms of discrimination of women on the labor market as well as forms of violence in the workplace (sexual harassment). Authors evaluate state's politics in protecting women's rights as not sufficient.

18) Unolt, Jerzy. 1998. Rynek pracy kobiet w latach dziewięćdziesiątych. [Women on the labor market in the 90's]. In *Współczesne dylematy zatrudnienia*, ed Józef Orczyk, 119-144. Poznań: Akademia Ekonomiczna.

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

Article analyses situation of women on labor market during economic transition of the 90's. It presents statistics and analysis concerning women's employment, non-employment and unemployment and motivations of professional choices (work vs.

non- work). It analyses factors increasing chances on 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: ISP.

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

The article analyses issue of flexible forms of employment and their influence on the situation of women on Polish and European labor market. Author presents the scope of elastic forms of employment in Poland and EU countries and tries to localize target groups of women. In the conclusion she presents differences between effects of flexible forms of employment in EU countries and Poland. Author claims that in EU flexicurity is one of the elements of the 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 the solution have more disadvantages for women and is 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

Author analyses position of women on labor market in Poland and the countries of EU: employment, unemployment and earnings. Using statistical data shows changes in employment of women and men in Poland in the 90's and wage discrimination of women. It briefly compares situation of women on labor market in Poland and EU and enumerates positive and negative changes in situation of Polish women in the 90's.

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

Compares Polish and EU legislation from the perspective of gender equality, with special attention on equality on labor market. Compares women's unemployment in Poland and EU countries. Presents programs (by the state and other institutions) that prevent unemployment: legislation, policy, 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

Author analyses social opinion and stereotypes concerning women's professional work and non-employment. He considers women's expectations concerning professional work and non-employment in Poland and selected European and non-European countries. Presents gender inequality (also on labor market) in Poland and attempts to answer how and why women accept (or not) such situation. Book tries 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:** non- employment, Polish women working in EU.

The paper analyses situation of Polish women migrating to work in EU member states. Polish women, working as domestic workers and caretaker in the informal economy, have constituted a large undocumented migrant workforce in Europe. Author analyses the change of situation of illegal female workers together with Poland's accession to the EU. It has regulated Polish women's work abroad and increased their access to better paid work in the formal labor market. Author analyses new market-led immigration policies in Europe. It is argued that Polish women first of all need help from the EU in securing a new framework of gender equality in Poland, because those policies offer hope for an improvement in their rights at home.

24) Heinen, Jacqueline, Monika Wator. 2006. Child care in Poland before, during, and after the transition: Still a women's business. *Social Politics* 13: 189-216.

**Keywords:** childcare, family structure, Poland

Article gives a historical overview of changes in childcare policies in Poland and analyzes their influence on gender equality/inequality over the last period. Under the Communist regime, these policies were subordinated to economic interests and characterized by contradictory trends. The measures enforced during this period in the field of public child care facilities and of childcare leave reveal that 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 European Union, a more egalitarian framework was adopted, but at the same time, the Polish state made drastic cuts in welfare expenditures. The weight of the Church and the traditional point of view concerning women's place in society brake any movement of emancipation, and most women still consider that their main duty lies in their role as mothers.

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, Poland

Through reviewing recent textual representations of citizenship, author argues that the creation of new discursive forms is necessary for the project of developing a capitalist state in Poland. Specifically she claims 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. Author concludes by pointing to union and feminist actions of resistance against the state agenda.

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 changes within the macro-social system that have been taking place here since 1989, as compared to the period 1945–1989. In 1989 political, social, and economic reforms were introduced. Various ideologies represent competitive and often contradictory concepts of the role of a woman in the society, the labor market and their unemployment. Author claims that those factors lead one to believe that, for women, after the period of the illusion of egalitarianism, there is time to confront another illusion- that of democracy.

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

Author argues 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.

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.

## 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 relationships, Polish political debates

Interviews with women active in the politics and NGOs (Izabela Jaruga- Nowacka, Kinga Dunin, Maria Szyszkowska, and Dorota Kempka) on citizenship and status of homosexuals in Poland. Include reflections on the attempt to introduce provision on same- sex relationships into Polish laws 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 March 18, 2007).

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

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

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

**Keywords:** legislation on same-sex relationships, Poland

Former MP presents the attempt to introduce law on same- sex relationships and political debate on the provision. She presents the main solutions proposed by the law. Chapter includes also project of the law on same- sex relationship, together with justification- proposed to the Senat 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 relationships, Poland

Book analyses various social campaigns demanding equal rights for same- sex couples. It examines visibility of gay and lesbian, physical violence and media-hostility directed against same- sex love and queer love. It presents hatred in images and language of political and public discourse and claims that gay rights as part of human rights are questioned. It develops idea of gay and lesbians rights as human rights and contradicts it with Eastern- European tendency to exclude

others. They argue for political change in Poland, for culture of openness and tolerance and for political and social rights of same- sex couples.

5) Kotowska Irena. 2005. Przemiany rodziny: Polska a Europa. [Family changes: Poland and Europe]. In *Szanse 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

Author analyses changes in traditional family model and development of new family models in Europe. She stresses importance of women's professional work and state policy that helps to reconcile professional career and family. Changes in family models and professional activity are analyzed in context of childbearing and fertility and its implications for social policy. Author claims for change in state's social policy: from work- friendly policies to work-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, single mothers, state policy, non-employment, Poland

Author analyses issue of homelessness, with special stress put on homelessness of single mothers. She examines sociological data and interviews (with mothers and social workers) presenting the structure of single mothers homelessness. Book analyzes non- employment or unemployment as a factor of social exclusion of homeless single mothers. Author comments on state policy and lack of mechanisms that could deal with 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 politics in Poland from the perspective of international experiences]. In *Szanse na wzrost dzietności - jaka polityka rodzinna?*, ed. Irena Wóycicka, 79-91. Gdańsk: Instytut Badań nad Gospodarką Rynkową.

**Keywords:** family policy, Poland

Author analyses family policy and solutions that help to reconcile motherhood and career. She analyses instruments of family politics 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 increase of natural- growth. Author criticizes family policy of the new government (childbirth allowance and prolongation of maternal leave) as ineffective for natural growth and women's procreative choices.

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 relationships, Poland

Author analyses discussion on political rights of sexual minorities that started together with project law on same- sex couples rights. The law was an attempt to give same- sex couples and cohabitant couples the same legal rights as married couples have. Article analyses responses of Polish political scene and concludes with reflections on relationship between democracy and human rights of homosexuals.

9) Leszkowicz, Paweł. 2004. Przełamując 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 relationships, Poland

Article describes difficulties of political visibility of homosexual couples in Poland. Author analyses changes in European laws towards same- sex couples and shows links between democracy and civil rights of homosexuals. He comments on Polish intolerance for different lifestyles and 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 relationships, violence, Poland

Article analyses various forms of violence against homosexual people in European history, showing a connection between homophobia, misogyny, xenophobia and anti- Semitism. European history of intolerance is the starting point for analysis of numerous cases of intolerance in Poland. Article defends political and legal rights of same- sex couples.

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://warszawa.lambda.org.pl/dokumenty/Raport\\_dyskryminacja\\_2002\\_pl.pdf](http://warszawa.lambda.org.pl/dokumenty/Raport_dyskryminacja_2002_pl.pdf)  
(accessed March 18, 2007)

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

The report presents cases of discrimination of LGBT people in 2002 in Poland in areas such as labor market, health care and social services. It analyses the issue of violence, harassment and intimate partnership. It gives the review of Polish legal regulations towards homosexuality and LGBT people rights. It gives policy recommendation, especially in respect to issues of same-sex partnership, preventing 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

Authors analyze definitions and model of family as proposed by official documents: the Constitution and Family Code. This ideal model is compared with sociological studies of family. Authors critically investigate scope and ideological foundations of the governmental programs on 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

Author analyses relationship between social policy and tax policy. The article examines Polish tax system and its pro-family dimension, with special attention paid to lone parents and their situation in tax system.

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

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

The book analyses problem of lone mothers and social policy from various perspectives. Sociological data on lone mothers and their social, cultural, legal and economic situation are given. Study critically analyses social policy towards lone mothers in numerous aspects. 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:** lone mothers, social policy, Poland

Article presents social policy laws aimed at protecting lone mothers. Author analyses forms of social help for lone mothers: various allowances, childcare facilities, help with accommodation. Article examines institutions providing social help for lone mothers at national as well as local level.

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

Author analyses the meaning of citizenship in Polish Constitution. She presents issue of gender equality and gender citizenship in selected feminist and queer theories. Then analyses the issue of homosexuality in Catholic Church's

documents. She claims that Catholic Church perspective is crucial for understanding discrimination of homosexuals in Poland, and has consequences for social policy as well as 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 changes. Marriage and cohabitation]. Warszawa: Żak.

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

Author analyses changes in family model in XX century. She examines variety of family models, alternative to models of heterosexual marriage (singlehood, heterosexual cohabitation, single parent family, dual career work family, lesbian and gay relationships, multiply relationships and communes). Analysis compares two types of families- the ones based on marriage and the ones based on cohabitation. Analyses phenomenon of cohabitation in selected European countries from economic, legal, and cultural perspective. Presents research on cohabitation in Poland, scale and attitudes to this lifestyle, together with legal regulations on the issue.

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, Poland- EU

Author analyses family models and alternative forms of family life, showing contemporary challenges for traditional family model and change in gender roles. It is suggested that governmental family policy should also include alternative models of family life. Author emphasizes the importance of women's professional work and insists on state's policy that helps to reconcile family and career. Book presents three models of family policy (Nordic, Mediterranean, Continental) and argues for Scandinavian model as the best for Polish family policy. The book contains table of the most important Polish legal acts regulating family policy.

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

**Keywords:** family policy, comparison: Poland, Sweden, Italy

Author analyses two models of family policy- Scandinavian (Sweden) and south-European (Italy). Advantages and disadvantages of those to models are analyzed in order to consider the direction of development of Polish family policy.

### 3.2 English sources

20) Stowarzyszenie Lambda Warszawa, and Kampania Przeciw Homofobii. 2002., *Report 2001. On discrimination and intolerance due to sexual orientation in Poland*. Warszawa: Stowarzyszenie Lambda Warszawa, and Kampania Przeciw Homofobii. [http://warszawa.lambda.org.pl/dokumenty/Raport\\_dyskryminacja\\_2001\\_eng.pdf](http://warszawa.lambda.org.pl/dokumenty/Raport_dyskryminacja_2001_eng.pdf) (accessed March 18, 2007)

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

The report presents cases of discrimination of LGBT people in Poland in areas such as labor market, health care and social services, and legal system. It presents the issue of violence, harassment and intimate partnership. Report gives the review of Polish legal regulations towards homosexuality and LGBT rights. It gives policy recommendation, especially in respect to issues of employment, health, preventing violence, education and same-sex partnerships.

21) Mizielińska, Joanna. 2001. 'The rest is silence ...': Polish nationalism and the question of lesbian existence. *European Journal of Women's Studies* 8: 281-297.

**Keywords:** intimate citizenship, lesbian's political rights, Poland.

The article investigates the relationship between Polish nationalism and political rights of homosexual people. It is argued that nationalistic discourse silences voices demanding equal rights for homosexual people. Author illustrates this thesis by examining two texts: the latest edition of the Catechism of the Catholic Church and the new Polish Constitution. The author argues that the silence and invisibility of lesbians in official discourse influence social opinion about them, thus reinforcing homophobia and increasing pressure on lesbians to remain invisible.

22) Rymsza, 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.

**Keywords:** intimate partnership, lone mothers, social policy, Poland

Authors present sociological portraits of lone mothers in Poland and their legal situation. They present debates around social policy together with recommendations. The debate on the social policy towards lone motherhood centers on two fundamental issues: the balance between protection and motivation-oriented programs. They recommend individualized form of professional mobilization among lone mothers, accompanied by the increase in the flexibility of work-time on the labor market. Authors evaluate legal protection of lone motherhood: family law, and, to a certain extent, social insurance law and tax law protect the well-being of an incomplete family, motherhood is well protected by the labor law, but the social law is not fully adequate.

23) Balcerzak-Paradowska, Bożena. 1998. State policy towards the family. In *Social policy in the 90's. Legal regulations and their prospected results*. Ed Stanisława Golinowska, 307-329. Warszawa: IPISS.

**Keywords:** family policy, Poland

Author critically analyses the main mechanisms of family policy introduced by the Polish government in the 90's, claiming that there was no coherent policy that would protect family from negative effects of transformation. She analyses mechanisms of direct family policy: benefits for birth and bringing up children, social assistance, tax system, childcare. She presents policies concerning family dysfunction. Author analyses the main threads of discussion and proposes changes in Polish family policy.

### 3.2.1 Comparative studies

24) 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-CEE-EU

Authors ask whether during transition mothers have lost out in terms of available welfare and examine the gender impact of welfare states and social policies supporting gender equality. Interviews with women are used to examine policies and parents, mothers and the state, mothers and their households, and mothers and social policy in Poland. Authors analyze household duties and childcare division. The book analyzes respondents' opinions on social policy and stresses the critics of state's withdrawal from services and responsibilities. Respondents also criticize the attempt of supporting fatherhood or changed gender roles, instead of supporting motherhood and strengthening women's responsibility for childcare.

25) ILGA- Europe. 2004. 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/\(offset\)/15](http://www.ilga-europe.org/europe/publications/non_periodical/(offset)/15) (accessed March 18, 2007)

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

The report presents the surveys on discrimination of LGBT people in the accessing countries. Presents issues such as violence and various forms of discrimination- in the legal system, on the labor market, public services, education, family. It also analyses the issue of immigration and the role of religious institutions. Gives recommendations for EU institutions and Member States.

26) 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, CEE countries.

The article examines the change in reproductive rights of women (access to abortion and contraception) after the collapse of communist system in three Eastern European countries: Poland, Serbia and East Germany. It is claimed that in the transition process women has played the role of symbolic resources which have been drawn upon in power struggles taking place in political arenas. It effected in exclusion of the majority of women from the public sphere.

27) Forster, Michael F., 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, comparative study: Czech Republic, Hungary and Poland

Governments of the Czech Republic, Hungary and Poland implemented reforms of family benefits in the mid-1990s. Article analyses common features of those reforms and their 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. 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.

28) 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 March 18, 2007)

**Keywords:** intimate partnership Policy, CEE accessing countries, NGO Report

The report presents legal and social situation of LGBT people in accessing countries. Polish section present policy solutions: family law, health care and immigration laws. It analyses the status of LGBT people from the perspective of equal rights and non- discrimination.

## 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](http://www.cpk.org.pl/images/artykuly/attach_176.pdf) (accessed March 18, 2007).

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

Author analyses a new law on elimination of violence in family (established in 2005), its positive and negative aspects and practical implications. The article briefly describes legislation process and political debate commenced by the law proposal. Legal mechanisms protecting victims of violence proposed by the law are evaluated as not sufficient. State policy concerning violence against women is also evaluated as not satisfactory.

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](http://www.cpk.org.pl/images/artykuly/attach_177.pdf) (accessed March 18, 2007).

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

Author analyses advantages and disadvantages of a new law on elimination of domestic violence established in 2005.

3) Nowakowska, Urszula, Alicja Kępka, 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](http://www.cpk.org.pl/images/artykuly/attach_14.pdf)

**Keywords:** violence against women, NGO report

The report analyses 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. Later it presents various legal mechanisms aimed to prevent violence, at the same time evaluating their practical possibilities of employment. The report concludes with critical evaluation of legal and policy solutions. 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, Poland, state policy, NGO report

The article analyses the issue of violence against women in Poland, legislation that prevents domestic violence and other forms of violence: rape, prostitution and trafficking. Presents governmental policy aimed at elimination of violence and evaluates it as insufficient. Report presents also the role of NGO's 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

Author presents the main social and psychological aspects of violence in family. She presents facts and myths on violence, its victims and perpetrators. She attempts to give recommendations how to prevent violence and proposes individual solution (such as psychotherapy) as well as system solutions (help provided by local communities, police, social policy, 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

Author analyses Polish legislation concerning sexual harassment. He provides definition of sexual harassment, analyses possible problems with defining the issue. 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

Presents governmental program „Bezpieczeństwo w rodzinie” [Safety in the family] realized in 1994-1999. The program includes educational campaign „Stop family violence”, Police procedure „Blue Cards” and Hotline for Victims of Violence in Family. Report includes some statistical data on domestic violence and effectiveness of the program.

## 4.2 English sources

8) Płatek, 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](http://www.iss.uw.edu.pl/arch/20.05.2005/Platek_Poland.pdf) (accessed March 18, 2007).

**Keywords:** violence against women, Poland

The report is prepared in the project “Examination of development and implementation of legislation towards protection from interpersonal violence”. It describes legal status of women and children in Poland. It contains a critical summary of the most important features of the legislation.

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](http://www.coe.int/t/e/human_rights/equality/05._Violence_against_women/094_EG%282004%292.asp#TopOfPage) (accessed March 18, 2007).

**Keywords:** violence against women, EU, Poland

The report presents legislation regulation the issue of violence against women in 38 countries. Part concerning Poland contains review of legal acts dealing with various forms of violence against women. It contains evaluation of efficiency of Polish law and governmental policy.

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.

**Keywords:** violence against women, human rights, Poland

The report analyses protection of human rights in Poland: the issue of women's reproductive rights, violence against women and children, trafficking in human beings, labor and social rights and the situation of refugees and minorities. The report gives recommendations on necessity of implementing of more direct 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.unhcr.ch/huridocda/huridoca.nsf/e06a5300f90fa0238025668700518ca4/a9c6321593428acfc1256cef0038513e/\\$FILE/G0311304.doc](http://www.unhcr.ch/huridocda/huridoca.nsf/e06a5300f90fa0238025668700518ca4/a9c6321593428acfc1256cef0038513e/$FILE/G0311304.doc) (accessed March 18, 2007).

**Keywords:** violence against women, Poland, UN report

The report presents Polish legislation dealing with various kinds of violence against women: domestic violence, rape, sexual harassment, and trafficking. It presents governmental programs and policies aimed at eliminating mentioned forms of violence. The report underlines issues of concern- not sufficient laws and procedures to protect victims of trafficking, taboos and insufficient actions against domestic violence, not sufficient help for rape victims.

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 March 18, 2007).

**Keywords:** violence against women, Poland

The report analyses problem of domestic violence in Poland, presenting definition and the scope of problem. The report presents police response to domestic violence, analyzing procedures (Blue Cards) and programs against violence. The report gives a review of legal regulations: Constitution, Criminal Law and Civil Law, together with procedures employed in case of domestic violence- legal mechanisms (divorce) and social help institutions. The report continues with analysis of international laws aimed to eliminate violence against women. It discovers that Polish government failed to provide effective remedies for domestic

violence victims and is not interested in discussing the issue. The report concludes with recommendations for Polish government aimed at improving law and policy.

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 March 18, 2007).

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

The report starts from analyzing sex discrimination and sexual harassment in workplace in Poland. It presents legal regulations during communist time, and the influence of transition process on women's situation, presenting various discriminative practices in employment. The report analyses Polish constitutional protection, Polish laws (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 harassment 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](http://www.ihf-hr.org/documents/doc_summary.php?sec_id=58&d_id=1378) (accessed March 18, 2007).

**Keywords:** trafficking, Poland-CEE

The report analyses policy towards trafficking in women. Polish legislation in this respect is presented. Data on trafficking in Poland, the main fields of trafficking, and methods of recruitment, together with social characteristics of the victims are given. The report presents actions of NGOs working in preventing trafficking in human beings and helping the victims.

## 5 OPERA - Gender training books and manuals

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

**Keywords:** gender equality training manual

Textbook prepared for a training „Gender Mainstraming w instytucjach rynku pracy”. Contains the most important legal acts- Polish and European, aimed at assuring gender equality.

2) 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 manual

The book analyses the most important issues of women’s presence in the army, in legal and psychological dimension. It contains dictionary of gender- equality issues and practical examples of equality solutions in US Army.

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

**Keywords:** gender equality training manual

The training book written as a part of Oska’s project “Akademia Równości Kobiet” [Women’s Equality Academy’]. Contains the most important data on gender equality, Polish and European gender equality legislation and practical advices on employing gender equality in everyday life.

4) European Commission, 2005. *EQUAL Guide on gender mainstreaming. Polish translation: Polityka równości płci. Przewodnik inicjatywy wspólnotowej EQUAL*. Warszawa: Fundacja Fundusz Współpracy.

**Keywords:** gender equality manual

The 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 płeć*. [Analysis of gender budgeting. Budget sensitive for gender perspective]. Gdańsk: NEWW- Polska

**Keywords:** gender equality manual, gender budget

Authors present the most important idea of gender budgeting. Using city Gdańsk as a practical example, they present how gender sensitive budget can be created. the textbook is a part of gender training conducted by NEWW- Polska.

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

Lambda. [http://warszawa.lambda.org.pl/dokumenty/pakiet\\_przeciw\\_dyskryminacji.pdf](http://warszawa.lambda.org.pl/dokumenty/pakiet_przeciw_dyskryminacji.pdf) (accessed March 18, 2007).

**Keywords:** gender equality training manual

The manual contains information how to conduct gender equality trainings. 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 manual

Textbook explains the most important issues of gender equality, explains importance of equality policy and presents advices how to employ it in practice. Contains a brief review of EU structural programs containing equality perspective.

## 6 FRAGEN

There are no archives or documentation centers dealing exclusively with gender equality policy at national level. However, there are several women's NGO's that collect documents (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**

[www.efka.org.pl](http://www.efka.org.pl), tel./fax: +4812 422 69 73, [efka@efka.org.pl](mailto:efka@efka.org.pl)

### **Ośrodek Informacji Środowisk Kobiety (Oska), Warszawa**

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