

INTERNATIONAL CONFERENCE

1st & 2nd July 2009

Catholic University of Portugal · Porto, Portugal



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Gender Policies and Practices across European HEI, part II

**Selected comparative data and the particular case
of the Polish reality**

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POLAND

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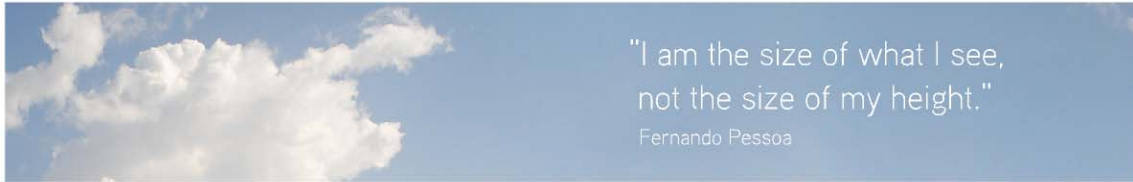


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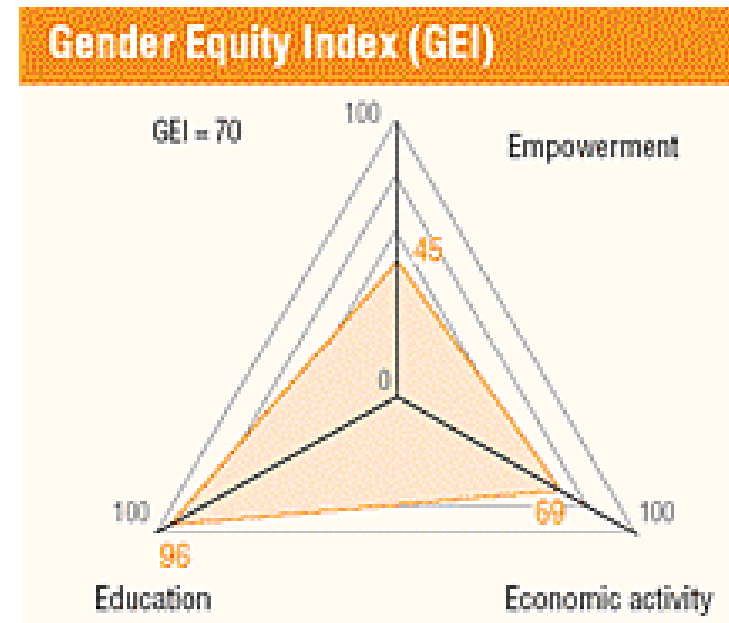


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Gender Equity Index 2008

According to the statistics
of Social Watch,
GEI for Poland is 71
(in 2007 was 72)

Europe 72:
Denmark 80
UK 75
France 73
Portugal 72



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Understanding the gender equality in Poland

A state where women and men „are attributed the same social value, have equal rights, equal responsibilities and equal access to available resources (money, opportunities for development)”.

Gender Mainstreaming in Practice. A Manual (2006),

Warszawa: Biuro Koordynacji Kształcenia Kadr

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No specific law on the equality of women and men

Even though Poland has worked on the legislation on the equal status of women and men since 2003, it still has no legal framework for the implementation of equality policies.

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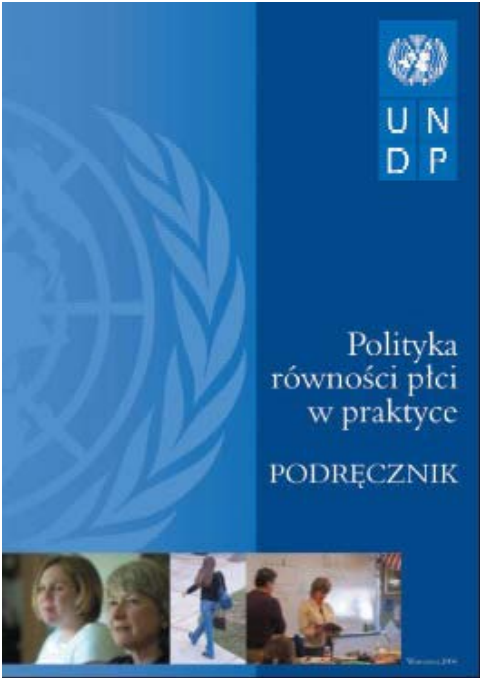
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Gender mainstreaming (GM) in Poland



„Report on Gender Mainstreaming – Poland 2007” (UNDP) as a reflection of existing studies and available knowledge on gender equality in Poland.

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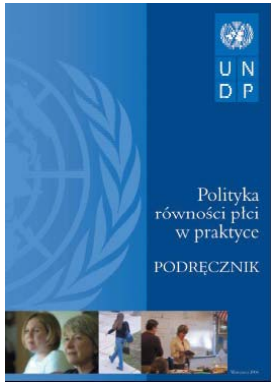
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Gender mainstreaming (GM) in Poland



Mass media

The media do not take EU regulations on GM into account, which triggers the perception of topics related to women and gender equality as second-rate.

The media automatically and stereotypically divide the reality into the „masculine” and the „feminine” (advertising as a barrier to developing equality policies).

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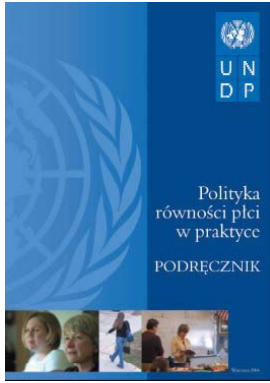
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Gender mainstreaming (GM) in Poland



Labour

European Guidelines on GM are not incorporated in the broadly understood field of labour market.

Despite the fact, that the Constitution of the Republic of Poland formulates equal rights of women and men and the Labour Code includes eight EU directives on gender equality, there are no clear policies on gender equality in Poland in the area of labour.

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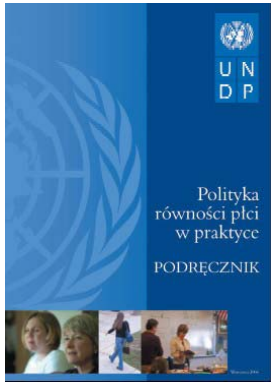
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Gender mainstreaming (GM) in Poland



Postulates for equality are not being implemented in Polish educational policy.

Successive reforms concerning curricula and organization of the educational system do not take into account the rules of GM.

Education

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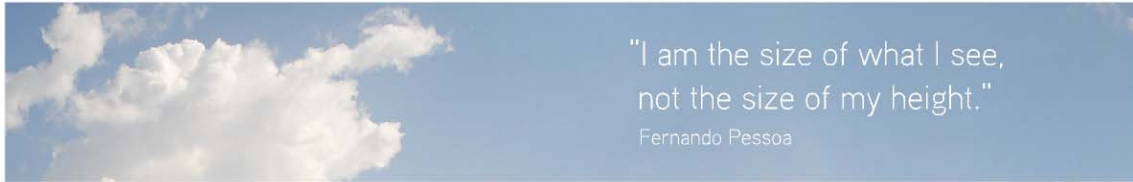


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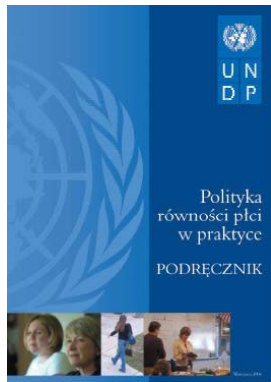
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Gender mainstreaming (GM) in Poland



**Science,
research and
modern
technology**

The Polish government embraces no gender equality or equal opportunities strategy whatsoever in the area of science.

However, the government is well aware that success of women in areas such as education and research, has not thus far been fully reflected in employment.

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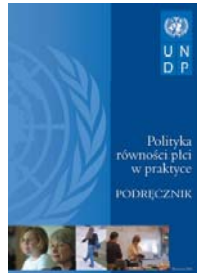
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Main recommendations

- to research the status of GM, to identify areas of gender inequality and to monitor the progress of equality policies
- to conduct the studies on gender indicators
- to counteract the strengthening and replication of gender stereotypes (equality education in elementary schools, gender studies in higher education)
- advantage should be taken of experts knowledge and the experiences of non-governmental organizations
- to promote positive role-models for women and men in society, to break down stereotypes in the media

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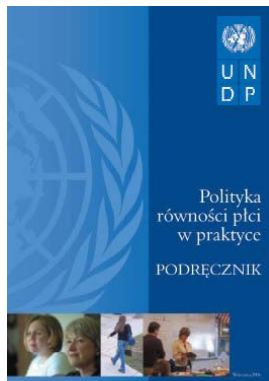


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Gender mainstreaming (GM) in Higher Education (HE) in Poland



The Report does not focus on the area of the higher education as such. In the chapter about education, there are no HE issues; some information about higher education institutions is included in the chapter devoted to science. It stipulates that is necessary to promote the natural and technical sciences among female candidates for students, but also among men.

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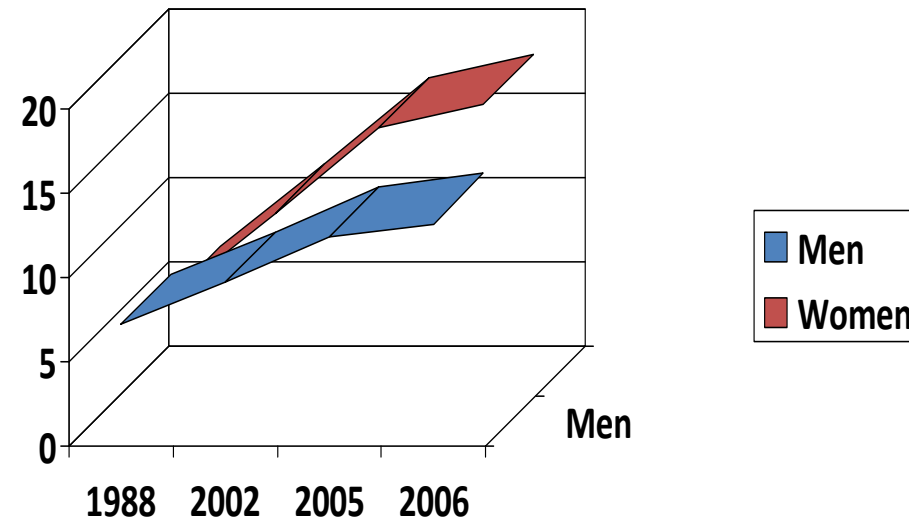




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Women and men with higher education in Poland

For the past 20 years, Poland has witnessed an increase in the percentage of people with higher education (of both sexes). This increase is more visible in the case of women. Currently, the percentage of women with higher education (17.3%) is higher than that of men (13.2%).



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The situation in higher education in Poland

Women outnumber men as undergraduates students in the majority of OECD countries.

Women outnumber men as students and graduates even though in the Polish population under 45, there is a surplus of men.

In Poland in 2007, the number of female students was over 56% and the number of female graduates was about 65%.

The predominance of women occurs regardless of type of school, type and form of studies; it also concerns postgraduate students and, as of 2007, PhD students.

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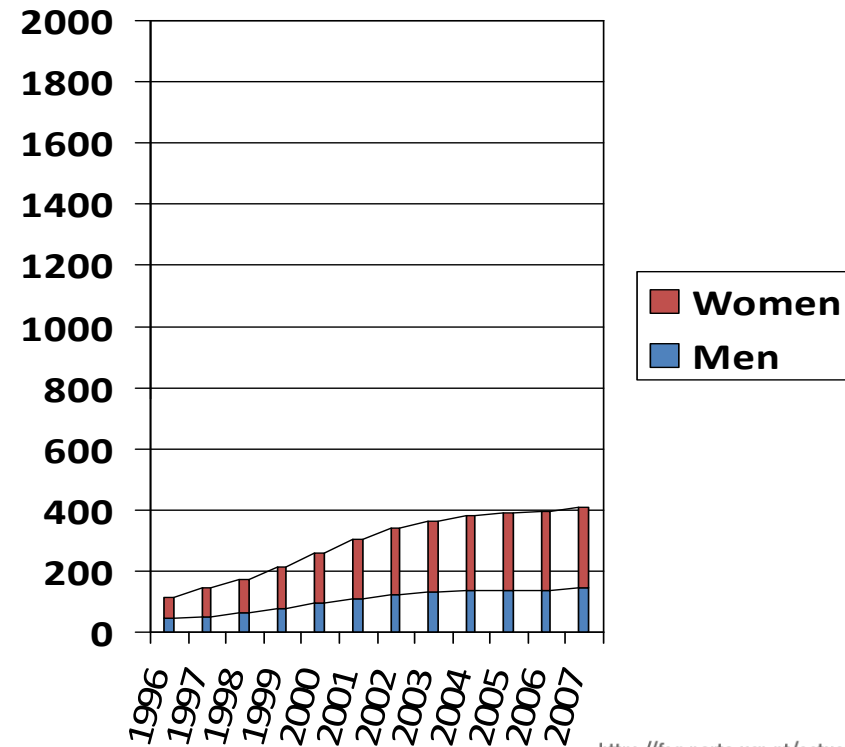
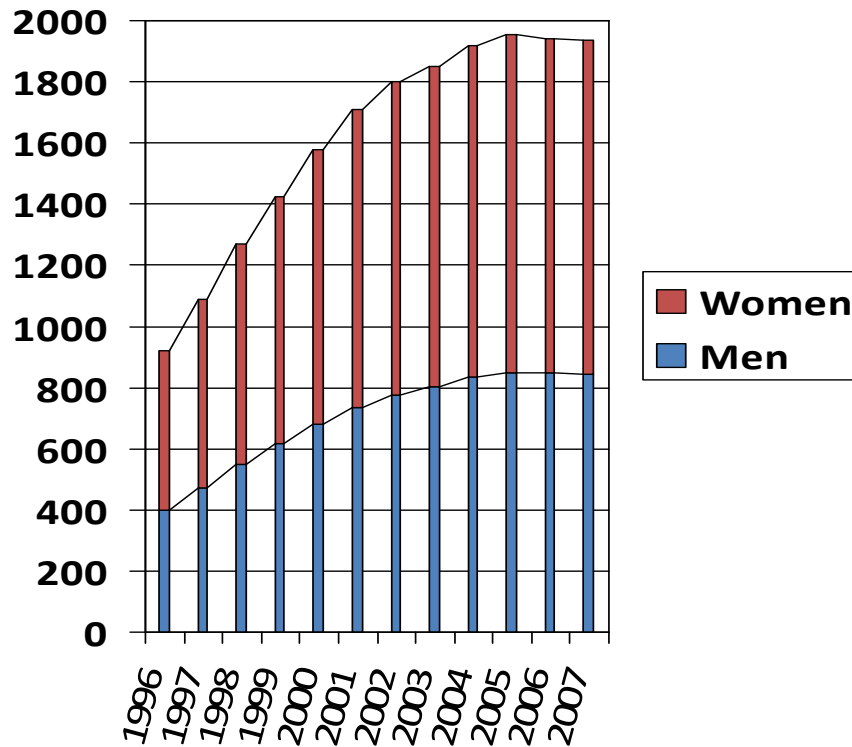
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The number of female and male students and graduates in thousands



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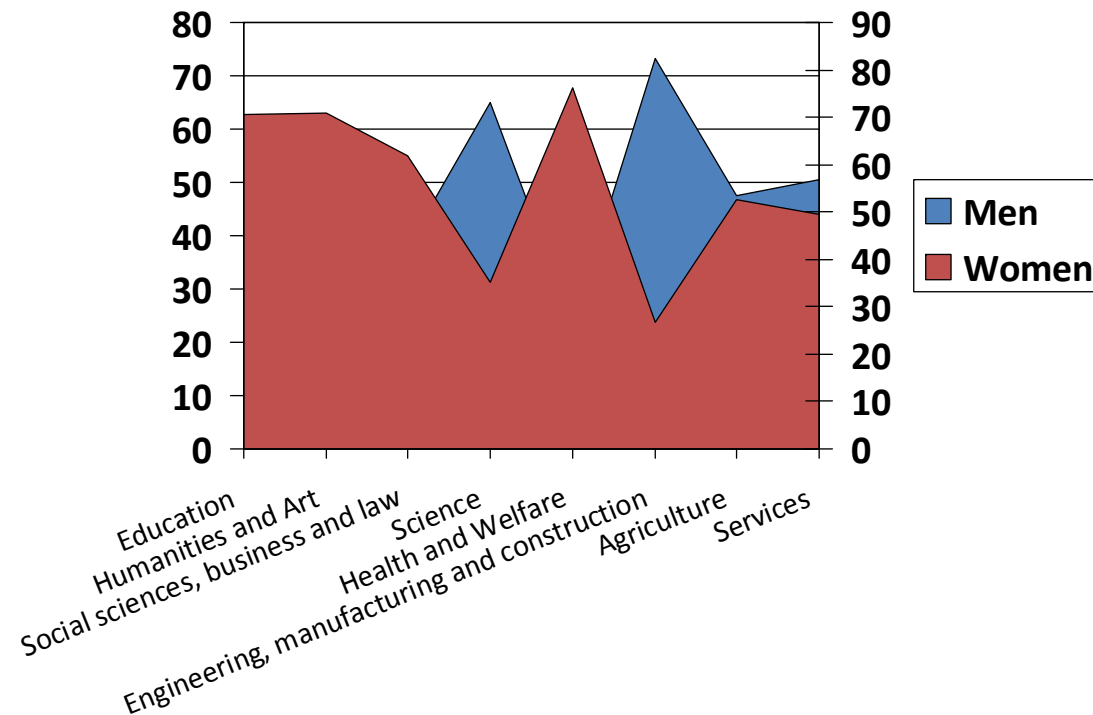
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The percent of female and male students by subjects of study in 2006



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The explanation of „feminization” in higher education

„Feminized” higher education means now lower value of higher education intrinsically and in terms of labour market outcomes, than previously.

*The thesis of Carole Leathwood and Barbara Read
(„Gender and the Changing Face of Higher Education. A Feminized Future?”)*

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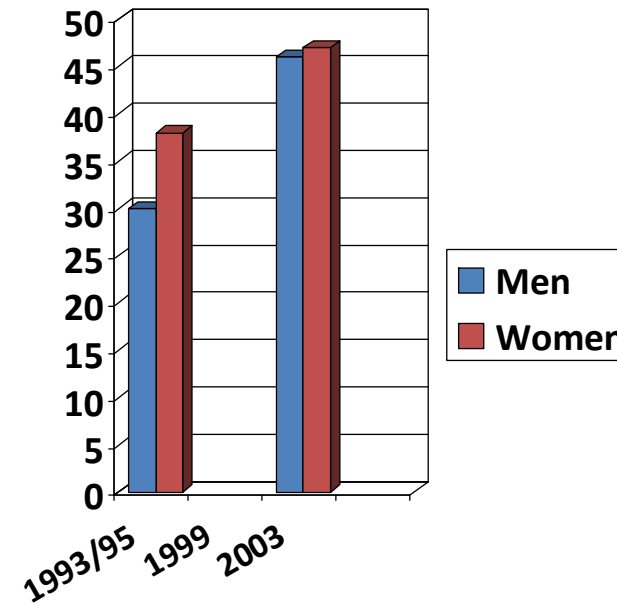
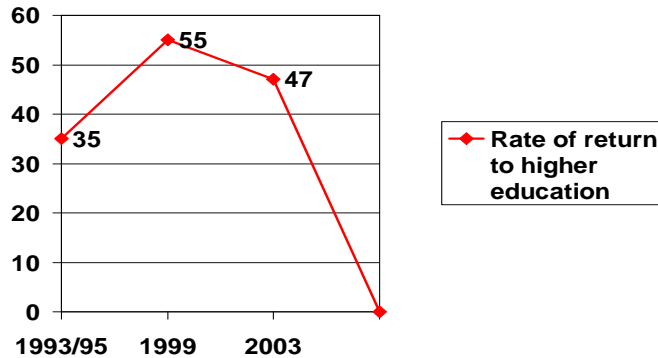




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The explanation of „feminization” in higher education in Poland

The phenomenon of „feminized” higher education in Poland in the context of the rate of return to higher education.



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A few questions for a conclusion

As Poland has no genuine equality policies, how to provide gender mainstreaming in HEI?

In what directions should the gender mainstreaming in higher education in Poland go?

Who is discriminated against, women or men, and in which fields of education?

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