The current situation of equality in Poland – Country Profile

2012
Contents

Foreword .........................................................................................................................02

Management Summary .................................................................................................03

1. How Polish companies access the talent pool .......................................................04
   1.1 General participation of women in the labour market .....................................04
   1.2 Part-time segregation ......................................................................................05
   1.3 Qualification level and choice of education ......................................................07
   1.4 Horizontal segregation ....................................................................................08
   1.5 Vertical segregation .........................................................................................09
   1.6 Gender pay gap ................................................................................................10

2. How to better access the talent pool ......................................................................11

3. Where companies find support to better access the talent pool - Examples ..........14
Foreword

Dear Reader,

We are happy that we have raised your interest in the EU-Initiative "Equality Pays Off". The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries European companies will face a significant shortage of (qualified) skills in the next decades. The initiative covers all EU-27 countries plus Croatia, Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries.

To secure qualified labour, it will be of vital importance for large companies to diversify the group of (potential) employees by better accessing the female labour force. The initiative supports companies within Europe to increase female participation, to improve the integration of part-time workers, to motivate students to enter atypical fields of education and to reduce horizontal as well as vertical segregation. Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

This country report serves as background material for workshops taking place in each country in the context of "EQUALITY PAYS OFF". Workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview on the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into three parts: After the management summary, Part 1 describes the status quo of equality in the Polish labour market. Part 2 describes our recommended strategic approach for a better access to the female labour force within a company. Part 3 lists initiatives of the public and private sector in Poland, that support companies in their ambition to enhance equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at http://ec.europa.eu/justice/equality-pays-off.

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1 The information on the website has been summarized in this country report. Detailed information can be found on the website: http://ec.europa.eu/justice/equality-pays-off.
Management Summary

Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply, companies need to improve their access to the female talent pool by ensuring equality.

Currently, Polish companies do not make full use of the existing labour force potential. Five groups of indicators show the status quo in 2011:

- **The general participation rate of women in the Polish labour market equals 53.1% and is lower than the EU-average (58.5%)** – the share of women actively looking for work (10.5%) is higher than the EU-average (9.8%)

- **The rate of Polish women working part-time (10.4%) is significantly below EU-average (31.6%)** – in addition, the female average part-time weekly working hours are higher in Poland (22) than on EU-average (20)

- **College/university (tertiary education) attainment of Polish women equals 24.4% and is about equal to the EU-average (24.8%)** – but the challenge remains to motivate high school students to enter gender atypical fields of study

- **The under-/overrepresentation of women and men in occupations or sectors is pronounced in Poland as well as in the EU-27** – it is necessary to motivate graduates to enter sectors and occupations currently considered gender atypical

- **The under-/overrepresentation of women and men in hierarchical levels prevails** – The proportion of women on supervisory boards (12%) lies below EU-average (14%); the rate of women in management positions is equal to the EU-average (both 33%)

The **unadjusted gender pay gap** in Poland equalled 9.8% in 2009 and was significantly lower than the EU-27 average (16.9%).
1. How Polish companies access the talent pool

In the following, we give a brief overview over the current situation of employment in Poland in comparison to the overall EU-27 average.

2.1 General participation of women in the labour market

The employment rate of women in Poland is lower than the EU-27 average. Also, women still do not participate to the same degree as men in the labour market. The difference between the male and female employment rate in Poland was around 13 pp in 2011 which is an increase by around 3 pp since 2002.

Nevertheless, it is notable that the female employment rate has increased by 7 pp since 2002. It is therefore a core challenge to support this positive development and encourage even more women to enter the labour market.

Figure 1: Labour market participation of women and men in Poland in comparison to the EU-27

The unemployment rate of Polish men and women has decreased significantly since 2002 and now equals 10.5% for women and 9.1% for men. The unemployment rate of women is, however, still slightly above the EU-27 average.

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2.2 Part-time segregation

Poland has a significantly lower part-time rate for women than the EU-27 average. In Poland, only 10.4% of all employed women work part-time. In the EU-27 this number equals 31.6%.

The average part-time weekly working hours of women in Poland (21.9) are lower than those of men (22.2) but higher than the EU-average (20.2). Whereas male part-time hours have decreased by 1 hour since 2002, female part-time hours have remained fairly constant since 2002.

![Figure 2: Part-time segregation in Poland in comparison to the overall EU-27](image)

The low part-time rate shows that women in Poland tend to work full-time or not at all. Keeping in mind the relatively high rate of women actively searching for work, this fact exhibits a great potential for Polish companies to gain better access to the female talent pool. For instance, a starting point can be offering more part-time options or flexible work arrangements in order to allow a larger number of women to enter the labour market.

A prerequisite for encouraging a larger number of women to enter the labour market is to create the necessary framework for the reconciliation of work and family life. Currently, formal childcare arrangements are much less frequent in Poland than on EU-27 average. The rate of Polish children under 3 years that are in childcare for more than 30 hours per week equals 2%. This number is 12 pp lower than the EU-27 average. The same applies to children between 3 years and school age. Here, only 10% are in childcare for less than 30 hours a week and 32% for more than 30 hours a week in Poland. In comparison, the EU-27 average for childcare is 39% for less than 30 hours a week and 45% for more than 30 hours a week.

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Figure 3: Childcare arrangements in Poland in comparison to the EU-27

The low numbers of children in childcare stem from the fact that childcare is traditionally carried out by mothers or grandparents in Poland. This often results in women not being available for the labour market for several years because of family duties. Offering corporate childcare facilities or providing employees with financial assistance for childcare can be a starting point for companies to gain better access to the female talent pool and enlarge the participation rate of women.

The traditional role of women as the main responsible for family duties is also reflected by Polish the legislation regarding parental leave. The maternity leave legislation is extensive, but even though paternity leave was introduced in 2010, fathers can only take two weeks off. Also, a number of studies have shown that having young children is negatively correlated with female employment in Poland, as women tend to withdraw from the labour market for the first three years after childbirth and face great difficulties re-entering afterwards. A mean to increase the rate of women returning to work after maternity leave is to systematically accompany the parental leave process, i.e. inform and prepare parents before leave, hold contact during leave and provide assistance for re-entry at the end of the leave period.

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4 Demographic Research, Vol 19, Article 22: Poland:Fertility decline as a response to profound societal and labour market changes?, 2008

5 European Social Watch Report 2010, Poland: A New Reality, Old Problems, 2010

6 Demographic Research, Vol 19, Article 22: Poland:Fertility decline as a response to profound societal and labour market changes?
2.3 Qualification level and choice of education

The secondary education attainment of Polish women is significantly higher than the EU-27 average (see figure 4). Also, it is higher than that of men in Poland. This trend is even more striking in regards to tertiary education. The attainment of Polish women is about EU-average, but significantly higher than that of Polish men. This shows that highly qualified women represent a huge potential for the Polish labour market.

![Secondary Education (%)](chart)

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>61.2</td>
<td>64.6</td>
</tr>
<tr>
<td>Male</td>
<td>74.1</td>
<td>75.3</td>
</tr>
</tbody>
</table>

![Tertiary Education (%)](chart)

<table>
<thead>
<tr>
<th></th>
<th>2002</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>17.1</td>
<td>17.7</td>
</tr>
<tr>
<td>Male</td>
<td>24.8</td>
<td>22.4</td>
</tr>
</tbody>
</table>

On the one hand, the existence of "typically" female fields of education is notable in Poland. 77.4% of all students in "teacher, training and education science" and 73.4% of all students in "health and welfare" are female. These numbers are slightly lower than the EU-average for these fields of study (76.7% and 74.0%). On the other hand, the rate of women in "typically male" subjects is higher in Poland than in the EU-27: women represent 37.9% of all students in "science, maths and computing" (EU-average: 37.6%) and 29.7% in "engineering" (EU-average: 25.0%). Hence, gender segregation along the fields of studies is less pronounced in Poland than on EU-average.

![Women in... [%]](chart)

<table>
<thead>
<tr>
<th>Field</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher, training and education science</td>
<td>76.7</td>
</tr>
<tr>
<td>Humanities and arts</td>
<td>77.4</td>
</tr>
<tr>
<td>Social sciences, business and law</td>
<td>65.4</td>
</tr>
<tr>
<td>Science, maths and computing</td>
<td>58.3</td>
</tr>
<tr>
<td>Agriculture, manufacturing and construction</td>
<td>37.6</td>
</tr>
<tr>
<td>Engineering</td>
<td>25.0</td>
</tr>
<tr>
<td>Agriculture and veterinary</td>
<td>74.0</td>
</tr>
<tr>
<td>Health and Welfare</td>
<td>50.6</td>
</tr>
</tbody>
</table>

2.4 Horizontal segregation

Gender segregation in sectors is only partially pronounced in Poland. Three of the top five female sectors, "wholesale & retail", "manufacturing" and "agriculture, forestry & fishery", are also among the top five male sectors. Added up, 43.9% of all female employees and 47.9% of all male employees work in these three sectors. The two remaining top-5 female sectors, "education" and "health & social work", are "typically female". For example, 13.6% of all employed women work in "education" whereas only 3.1% of men work in this sector. On the other hand, the second most popular sector for men is "construction" in which 13.9% of all employed men work. The share of employed women who work in this sector is very low with only 1.1%.

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Poland</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>Poland</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wholesale &amp; Retail</td>
<td>18.1</td>
<td>15.3</td>
<td>Manufacturing</td>
<td>22.8</td>
<td>20.5</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>13.8</td>
<td>10.3</td>
<td>Construction</td>
<td>13.9</td>
<td>12.9</td>
</tr>
<tr>
<td>Education</td>
<td>13.6</td>
<td>11.7</td>
<td>Agriculture, Forestry &amp; Fishing</td>
<td>12.7</td>
<td>5.4</td>
</tr>
<tr>
<td>Agriculture, Forestry &amp; Fishing</td>
<td>12.0</td>
<td>3.9</td>
<td>Wholesale &amp; Retail</td>
<td>12.4</td>
<td>13.1</td>
</tr>
<tr>
<td>Health &amp; Social Work</td>
<td>10.6</td>
<td>17.8</td>
<td>Transportation &amp; storage</td>
<td>8.1</td>
<td>7.3</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>68.1</strong></td>
<td><strong>59.0</strong></td>
<td><strong>69.9</strong></td>
<td><strong>59.2</strong></td>
<td></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS (2010), RB Calculations

Figure 6: Distribution of Employment in the main NACE-2 digit sectors (2010)

In regard to occupations of women and men, the occupation "skilled agricultural workers" is equally popular for men and for women (both 11.2%). Apart from this occupation, however, the distribution of women and men across occupations is characterised by a strong gender bias. Whereas women tend to work as "sales workers" (12.2%) or "legal, social and cultural professionals" (10.6%), men are predominantly represented in occupations such as "building workers" (11.3%) or "drivers and mobile plant operators" (10.0%).

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Poland</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales workers</td>
<td>12.2</td>
<td>8.0</td>
<td>Building and related trades workers</td>
<td>11.3</td>
</tr>
<tr>
<td>Skilled agricultural workers</td>
<td>11.2</td>
<td>3.1</td>
<td>Skilled agricultural workers</td>
<td>11.2</td>
</tr>
<tr>
<td>Legal, social, cultural professionals</td>
<td>10.6</td>
<td>10.9</td>
<td>Drivers and mobile plant operators</td>
<td>10.0</td>
</tr>
<tr>
<td>Teaching professionals</td>
<td>9.0</td>
<td>6.3</td>
<td>Metal, machinery and related trade workers</td>
<td>9.7</td>
</tr>
<tr>
<td>General and keyboard clerks</td>
<td>8.2</td>
<td>12.7</td>
<td>Legal, social, cultural professionals</td>
<td>5.2</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>51.2</strong></td>
<td><strong>41.0</strong></td>
<td><strong>47.4</strong></td>
<td><strong>37.3</strong></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS (2010), RB Calculations

Figure 7: Distribution of Employment in the main ISCO 3-digit occupations (2010)

In order to compare the extent of horizontal segregation in Poland with the overall EU-27 average, two horizontal segregation indicators are calculated: (1) Sectorial Gender Segregation Indicator (SGS)\(^9\), (2) Occupational Gender Segregation Indicator (OGS)

- The extent of sectorial gender segregation (SGS) in Poland (5.6 pp) is slightly higher than the average of the overall SGS of the EU-27 (5.4 pp). Consequently, Poland needs to focus on motivating women to enter "typically male" economic sectors and men to enter "typically female" economic sectors.

- The extent of occupational gender segregation (OGS) in Poland (4.5 pp) is slightly lower than the overall OGS of the EU-27 (4.6 pp). Still, in Poland the challenge remains to focus on motivating women to enter "typically male" occupations and men to enter "typically female" occupations.

**Horizontal Gender Segregation Indicators [pp]**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Poland 2010</th>
<th>EU-27 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>SGS</td>
<td>5.6</td>
<td>4.6</td>
</tr>
<tr>
<td>OGS</td>
<td>4.5</td>
<td>4.6</td>
</tr>
</tbody>
</table>

Source: Eurostat, EU calculations

Figure 8: Horizontal Gender Segregation Indicators

### 2.5 Vertical segregation\(^{10}\)

In Poland, only 12% of board positions in large companies are occupied by women (EU-27: 14%). This share has increased by 3 pp since 2004. The share of Polish women in (executive) management positions in large companies and SMEs has increased by 2 pp since 2004 and now equals the EU-average with 33%. Therefore, the challenge for Polish companies remains to continue promoting women into economic decision making positions and especially focus on increasing the number of women on boards.

\(^9\) Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, in the sector "Education" a strong gender segregation exists: 13.6% of Polish female employees work in the sector while only 3.1% of Polish male employees work in the sector (difference: 10.5 pp). The Sectorial Gender Segregation Indicator (SGS) reflects the weighted average difference in absolute percentage points (share of all male employees in an economic sector [%] minus share of all female employees in resp. economic sector [%]) across all economic sectors.

\(^{10}\) Source for statistical data (unless stated otherwise): EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research, 2010
2.6 Gender pay gap

In Poland the average female employee earns 9.8% less than the average male employee. This number is significantly lower than the EU-average which lies at -16.9%.

Unadjusted Gender Pay Gap [%]

Source: Eurostat SES

Figure 11: Unadjusted gender pay gap

2. How to gain better access to the talent pool?

More equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies follow a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring ("strategic pillars"):

**Corporate Strategy – Establish gender equality as a part of the company’s DNA**

**Management – Understand and position management as driver and role model**

**Work Organisation**

Create the framework to enable necessary changes

**Monitoring**

Monitor and follow up target achievement

**Operational Implementation – Business units and HR striving for more gender equality in daily work**

Fields of action

1. Raise awareness among high school graduates regarding the full spectrum of fields of education
2. Attract top talent irrespective of gender
3. Strengthen the work-life balance
4. Promote career advancement
5. Evaluate the remuneration system
6. Communicate company's activities to tap the talent pool in a better way

Focusing on one pillar will lead to partial improvements only.

**Corporate Strategy – Establish gender equality as part of the company’s DNA**

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be(come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

**Management – Understand and position management as driver and role model**

A management which is convinced and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of gender equality throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as a role model and as multipliers within and outside the company.
Operational Implementation - Business units and HR striving for more gender equality in daily work

Business units and HR are the main structural change agents regarding the improvement of gender equality and a successful reduction of the gender pay gap:

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures that have been agreed upon in their daily work, e.g. by offering internships.
- HR – as a business partner – offers strategic advice on how to address gender equality sustainably and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of fields of education** - To amplify the talent pool, companies need to sensitise high school students early to guide them towards gender "atypical" fields of specialisation in their next step of education.
- **Attract top talent irrespective of gender** – Due to future labour demands, companies need to actively dissolve horizontal segregation and look for talents "outside the traditional box". Hence motivating talents to enter your company requires a systematic and target-orientated HR marketing.
- **Strengthen the work-life balance** – Attracting and retaining talents and efficiently integrating part-time workers into the workforce requires the reconciliation of work and private life.
- **Promote career advancement of women** - Attracting the best talents for your top management positions requires supporting the career advancement of women. It is essential to eliminate barriers that limit the progression of women on the career ladder.
- **Evaluate the remuneration system from a gender perspective** - In order to attract and retain top talent, European companies need to create an equitable, gender-neutral, transparent, legally defensible and competitive remuneration system.
- **Communicate internally and externally company activities aimed at tapping the talent pool in a better way** - In order to attract, retain and develop top talent as well as contact to other stakeholders, European companies need to enhance transparency on their gender equality activities by using internal and external communication.

Work Organisation – Create the framework to enable necessary changes

Experience shows that - regarding their work organisation - companies often fail to create the adequate framework to make operational implementation of instruments and measures leading to more gender equality and hence a reduction of the gender pay gap work. It is therefore vital to evaluate the organisation of current business activities and
requirements systematically and identify room for change in favour of employees, but beneficial for both parties (employers and employees).

**Monitoring – Monitor and follow up target achievements**

Implementation of measures and instruments towards more gender equality and a reduction of the gender pay gap has to be closely monitored internally in order to be able to assess progress, achievement of or deviations from targets. Monitoring should include indicators that measure company-wide progress as well as the success of individual managers. Additionally, it should be part of the regular feedback talks with top management.
3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards better accessing the labour force potential of women a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Poland. In the following we give an overview over sample initiatives:

3.1 Legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Year</th>
<th>Legislation</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Act on Equal Treatment, implementation of EU directives on non-discrimination</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>Kodeks Wyborczy (Election code, proportion of women and men on election lists must be at least 35% each)</td>
<td><a href="http://isap.sejm.gov.pl/DetailsServlet?id=WDU20110210112">http://isap.sejm.gov.pl/DetailsServlet?id=WDU20110210112</a></td>
</tr>
</tbody>
</table>
### 3.2 Public non-legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rzecznik Praw Obywatelskich</td>
<td>Rząd Polski (Government of Poland)</td>
<td>Women, Minorities</td>
<td>- Contact within the Polish government for complaints dealing with discrimination - legal advice and support</td>
<td><a href="http://www.brpo.gov.pl/">http://www.brpo.gov.pl/</a></td>
</tr>
</tbody>
</table>
### 3.3 Private initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal Pay Day</td>
<td>Business and Professional Women Poland (BPW)</td>
<td>Employers and relevant players in the labour market</td>
<td>- Raise awareness about the gender pay gap</td>
<td><a href="http://bpw-international.org/about-bpw/policy-based-initiatives/equal-pay-day">http://bpw-international.org/about-bpw/policy-based-initiatives/equal-pay-day</a></td>
</tr>
<tr>
<td>&quot;Great Place to Work @&quot;</td>
<td>Great Place to Work Institute Poland</td>
<td>Companies, Organisations, Institutions</td>
<td>- Offers research, consulting and training on how to create a great workplace; Best companies initiative publishes list of best companies to work; Criteria: evaluation of managers (trust, respect and fairness); work and tasks (proud of work); and colleagues (team spirit).</td>
<td><a href="http://www.greatplacetowork.pl">http://www.greatplacetowork.pl</a></td>
</tr>
<tr>
<td>Diversity Konkurs Motorola (Motorola Diversity Competition)</td>
<td>Motorola</td>
<td>Girls in high school and young women</td>
<td>- Raise girls’ interest for the IT sector; - Influence educational and professional choice of girls; - Increase the number of female software engineers at Motorola</td>
<td><a href="http://www.diversity.pl/">http://www.diversity.pl/</a></td>
</tr>
<tr>
<td>Dziewczyny na politechniki! (Girls As Engineers!)</td>
<td>Perspektywy Educational Foundation and the Conference of Rectors of Polish Technical Universities under auspices of Polish Government</td>
<td>Girls in high school</td>
<td>- Raise girls’ interest in technical and engineering fields of study</td>
<td><a href="http://www.dziewczynynapolitechniki.pl/index.php?option=com_frontpage&amp;Itemid=1">http://www.dziewczynynapolitechniki.pl/index.php?option=com_frontpage&amp;Itemid=1</a></td>
</tr>
<tr>
<td>&quot;Stowarzyszenie Aktywne Kobiety&quot; (Active Women Association)</td>
<td>Stowarzyszenie Aktywne Kobiety (Active Women Association)</td>
<td>Women</td>
<td>- Foster the participation of women in professional, social and political life</td>
<td><a href="http://aktywnekobiety.org.pl/">http://aktywnekobiety.org.pl/</a></td>
</tr>
</tbody>
</table>
| **VI Kongres Kobiet, 2012**
| **(4th Congress of Women, 2012)** | Kongres Kobiet (Congress of Women) | Women | Congress organised to foster activeness, entrepreneurship and independence of women
- Networking, panels, workshops, lectures | http://kongreskobiet.pl/pl-PL/ |
| **Feminoteka** | Feminoteka Foundation | Companies and employees | Promote the equality between women and men on the labour market
- Enhance the participation of women in political and public life. | http://www.feminoteka.pl |
| **Centrum Praw Kobiet**
| **(Women’s Rights Center)** | Centrum Praw Kobiet
(Women’s Rights Center) | Society
- Policy makers | Focus is the gender perspective of the law
- Analyse law under gender perspective
- Educate society about the topic of gender equality | http://www.cpk.org.pl/ |
| **Gender Index, from 2004-2007** | UNDP Polska | Managers and HR | Campaigns to counteract gender stereotypes and discrimination
- Diversity management training for corporate decision-makers
- Gender Index to monitor equality in company | http://www.undp.org.pl/Corobimy/EQUAL-2004-2008/Projekt-Gender-Index-Indeks-Plici |