

Lewiatan 

The end of the men's world in Poland?

Dr. HENRYKA BOCHNIARZ, Seattle, 13th January 2012

CONGRESS OF WOMEN : the biggest social movement since the rise of **Solidarność**



- ❑ Start in 2009: on the 20th anniversary of the political and economic transformation in Poland
- ❑ Initial aim: to highlight women's contribution in building a modern society
- ❑ Now it is the largest non-political social movement in Poland
- ❑ The Council of Congress: 200 prominent and active women from the left to the right of the political spectrum



KOBIETY DLA POLSKI
POLSKA DLA KOBIET

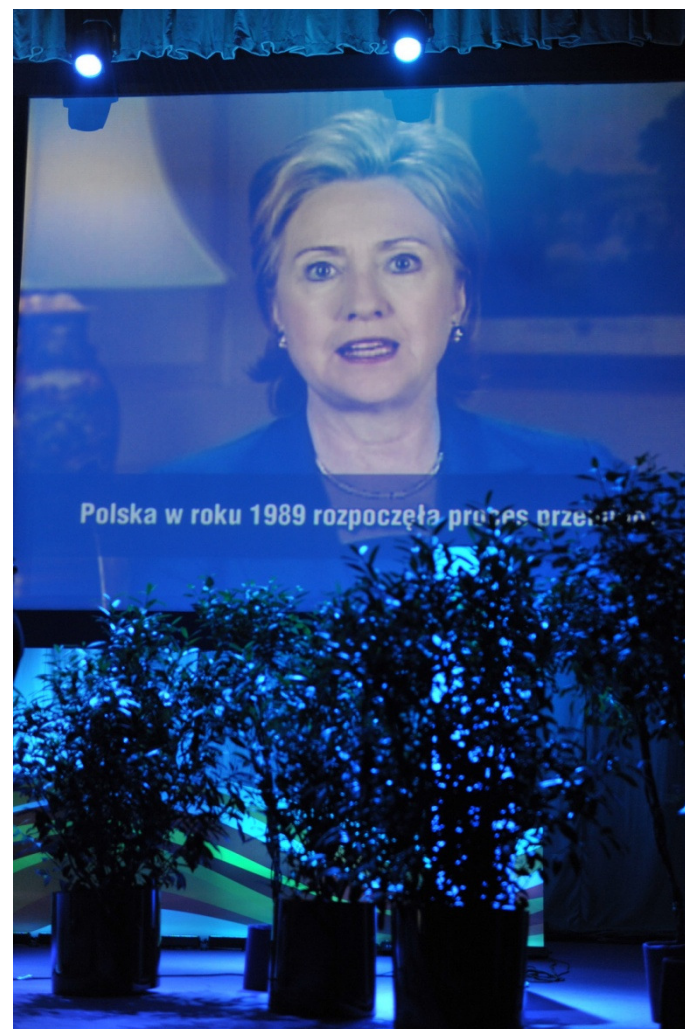
The First Congress of Women (20th and 21st of June, 2009)

20 years of transformation 1989 – 2009

- **4,000** women from all over the country came to the Palace of Culture and Science in Warsaw
- Three plenary debates and fourteen panel discussions summarized the contribution of women in the transformation period and focused on the future actions
- The priority:

Introduction of gender quotas into parliamentary election rules

- A draft law was proposed by the Congress in December 2009. **It was supported by 150,000 citizens.**



The Second Congress of Women (18th and 19th of June, 2010)

Time for the elections! Time for women! Time for solidarity!

- **5,000** participants from big cities and also small villages
- Timed just before the local elections: an opportunity to emphasise the importance of women in politics
- President Komorowski supported the draft law on quotas in politics. **The new law was finally passed in January 2011**
- A new task has been adopted:



Creating an effective family policy

- The Congress prepared a draft legislation on creating the new forms of care for children up to three years old. **Finally, that regulation came into force in April 2011.**

The Third European Congress of Women

(17th and 18th of September 2011)

Quo vadis Poland, quo vadis world, quo vadis woman?



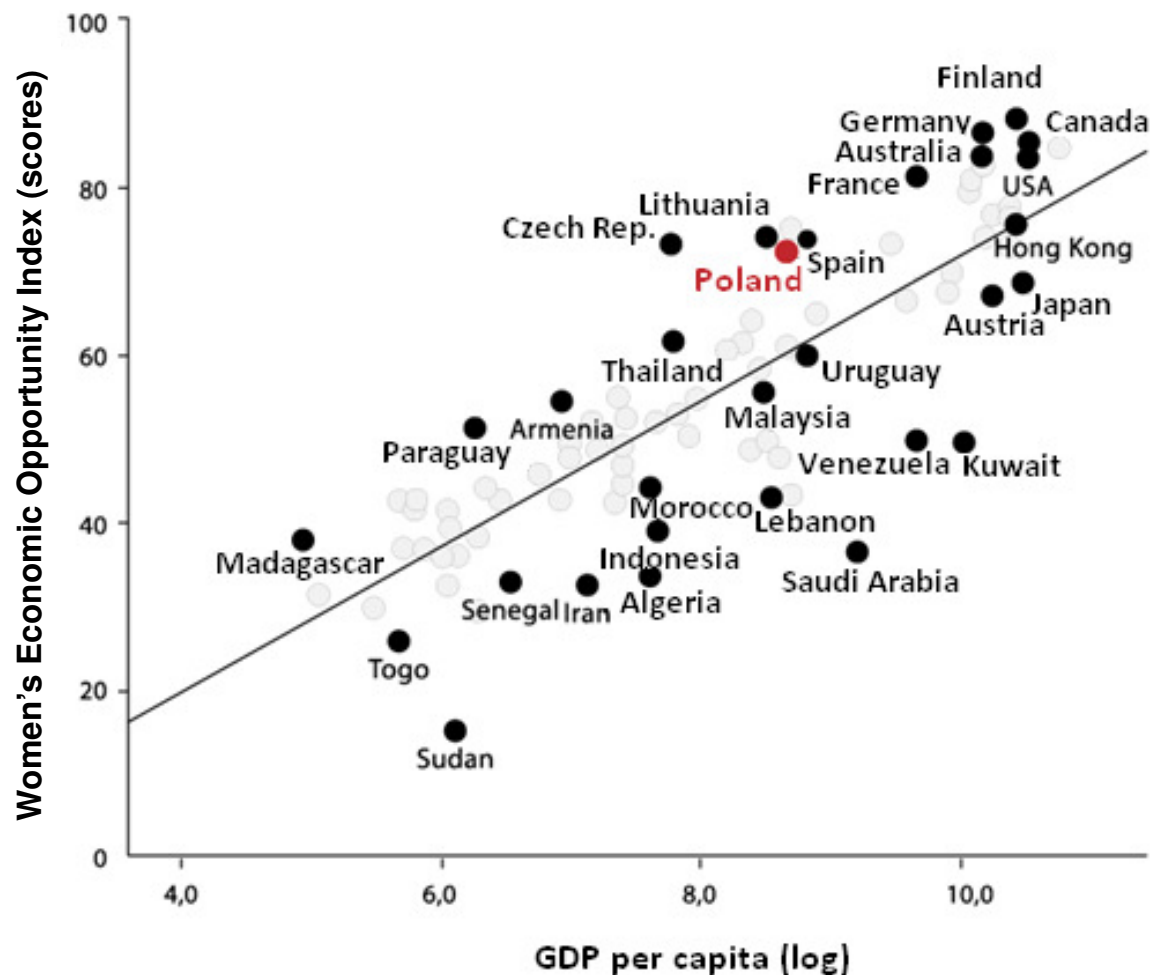
- **7,000** participants from all over the world
- Situation in the post-crisis world
- Round table of the Ministers responsible for equal treatment with participation of Ms. Viviane Reding, the EU Commissioner,
- One of the most important official events of the Polish Presidency in the EU

➤ Recommendations :

- ✓ **Equal pay for equal work**
- ✓ **Introduction of quotas into companies' executive boards**
- ✓ **Revision of the act on quotas in politics**
(the new proposals are already prepared)

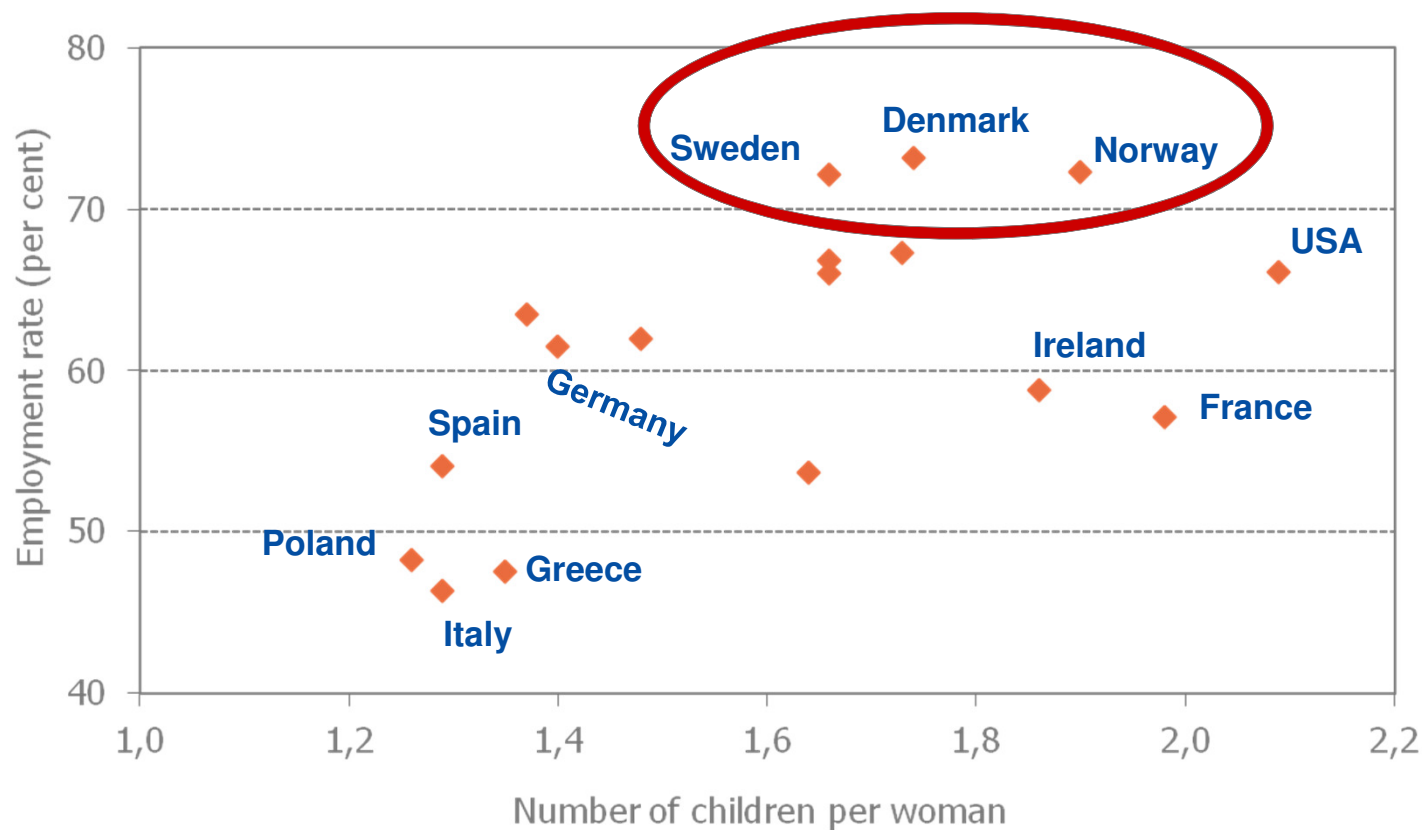


Women have a great potential



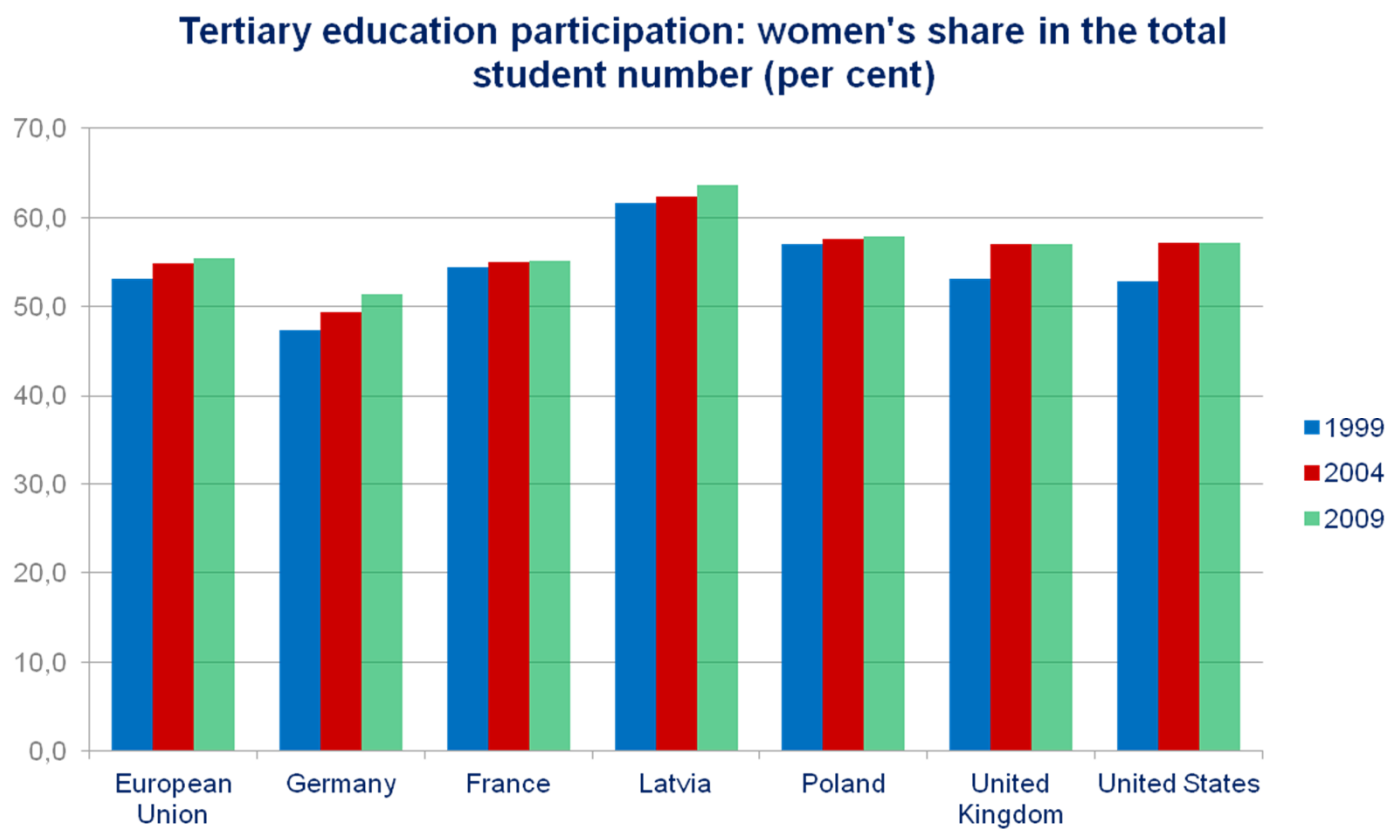
Source: Richard Florida, *What makes women rich*, 2010,
<http://www.theatlantic.com/business/archive/2010/10/what-makes-women-rich/64009/>

Better balancing jobs and family life increases the female employment rate and fertility



Source: OECD, Employment rate in the population 15-64 years, 2010

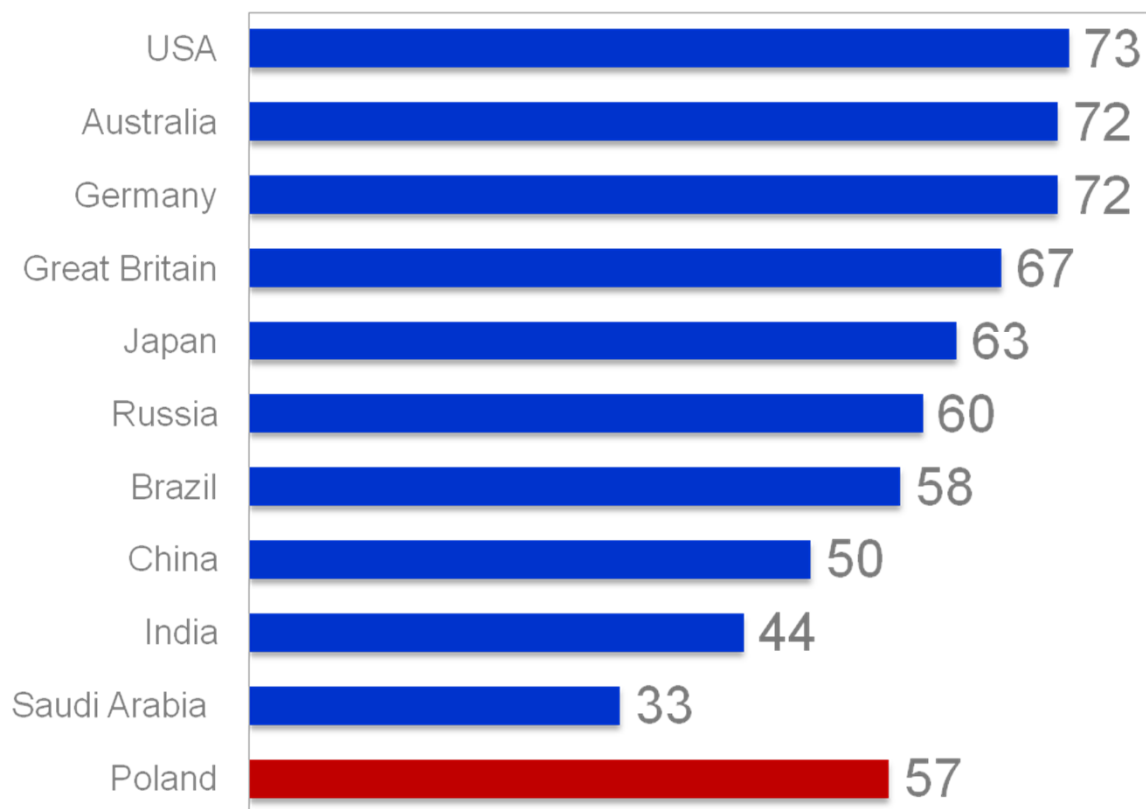
Women start to dominate the universities



Source: Eurostat, December 2011 (on-line table)

Women decide about consumer spending

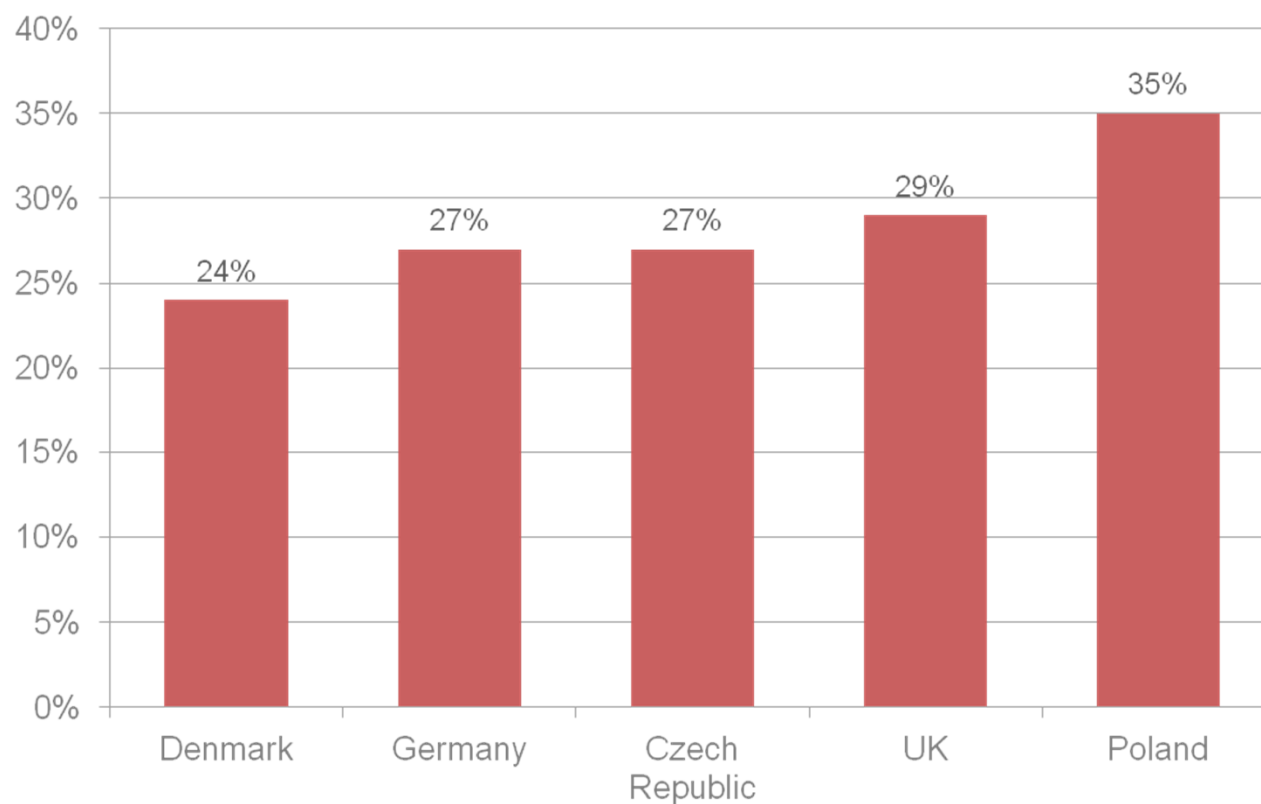
Which part of household expenditures is decided by women (per cent)



Source: BCG, Akademia Rodzinnych Finansow, Rzeczpospolita

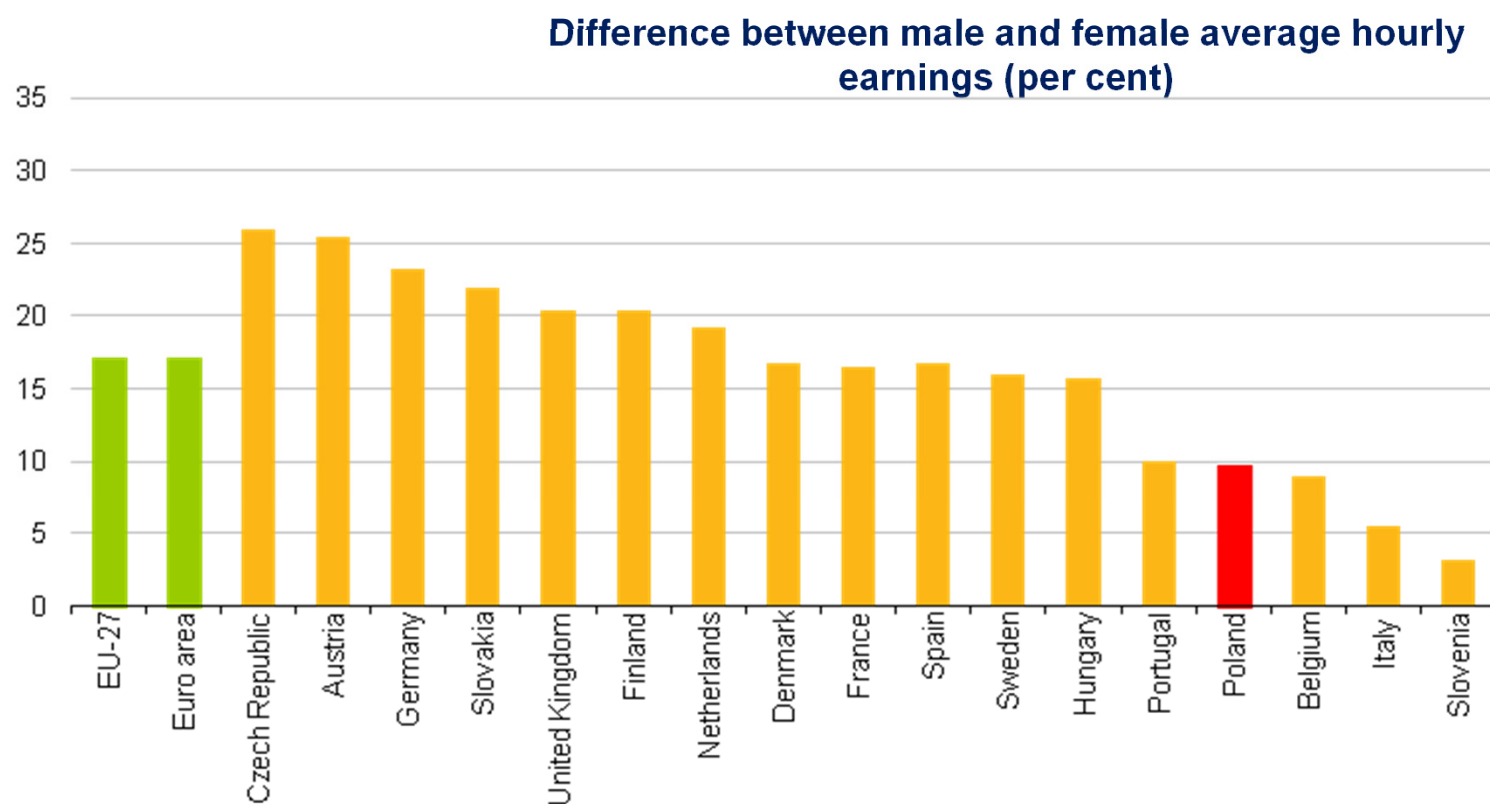
Women's motivation to establish their own companies is increasing

Percentage share of women entrepreneurs



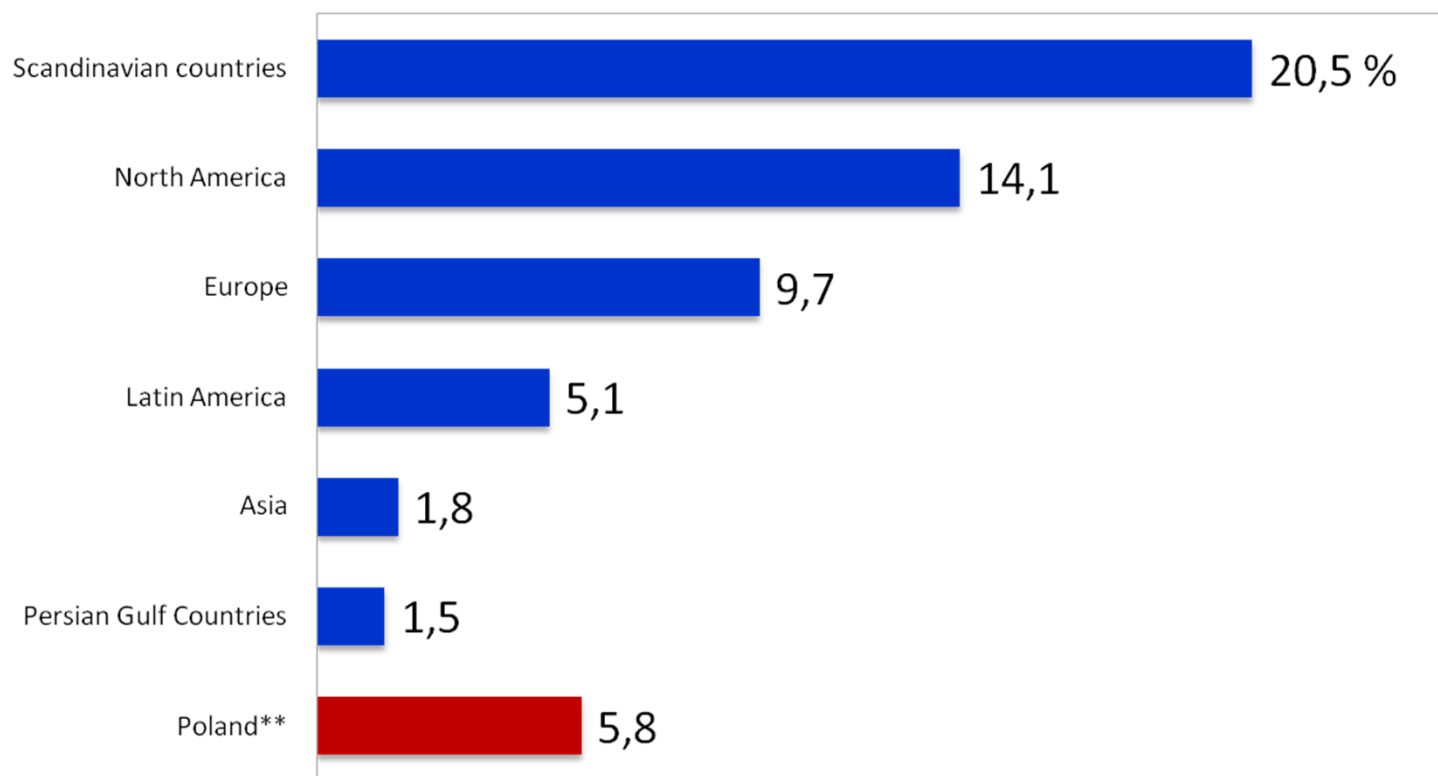
Source: Eurostat, December 2011 (on-line table)

Although women spend more time at work their wages are lower



Source: Eurostat, The unadjusted gender pay gap 2009

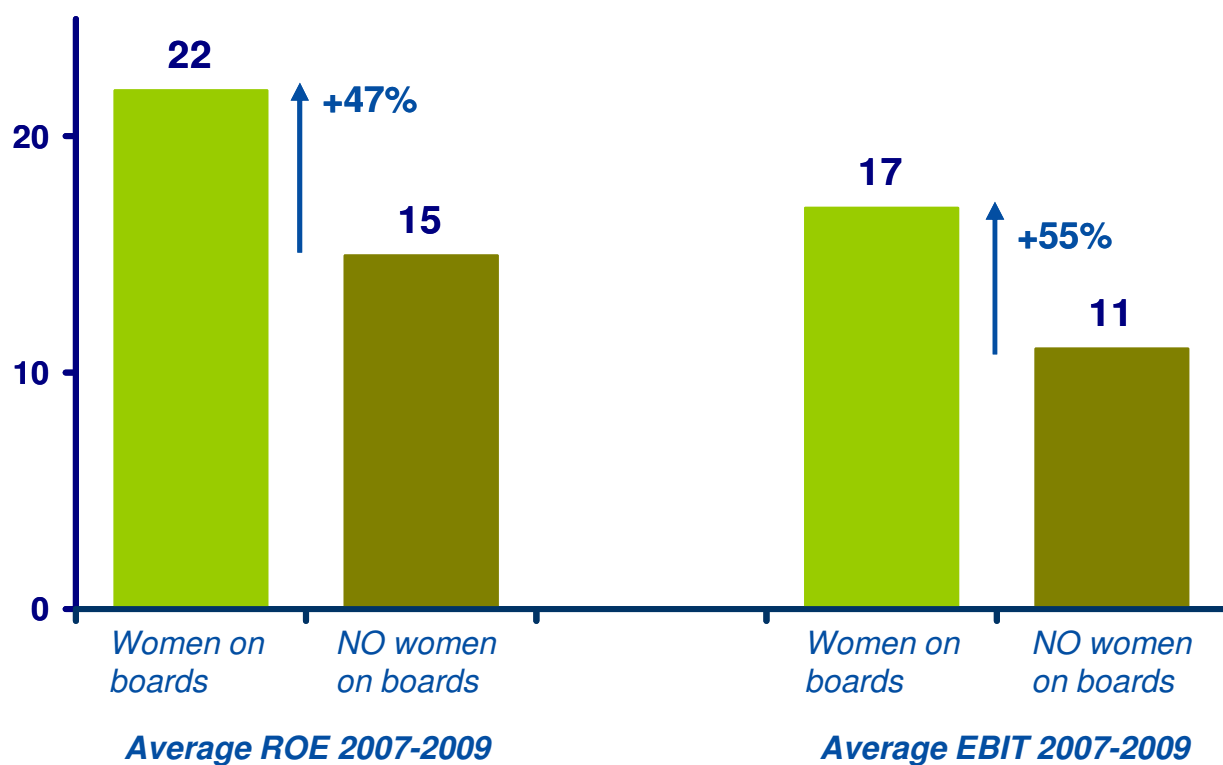
Women are underrepresented on boards of the publicly-listed companies



**** data for the 60 largest companies listed on the stock exchange**

Source: BCG, Akademia Rodzinnych Finansow, Rzeczpospolita

Companies with a higher proportion of women on boards have better financial performance



Source: Based on the report Women Matter 2010, McKinsey&Co

In some countries regulations on quotas already exist

NORWAY	Public and Municipal companies, Companies of State Treasury,	40 % in Supervisory Boards	2002: adopted 20% by 2008 40% by 2012
SWEDEN	Public companies	40% on boards	Obligatory since 2008
SPAIN	Public companies	40%	2007: adopted 2015: complete implementation
ICELAND	Public and private companies 50+ of employees	40%	2013: complete implementation
FRANCE	Public companies	40% on boards	2011: adopted 20% by 2014, 40% by 2017
NETHERLANDS	Public companies 50+ of employees	30% in Supervisory Boards	2009: adopted
ITALY	Public companies	33%	2010: adopted

New national plans to introduce quotas on boards

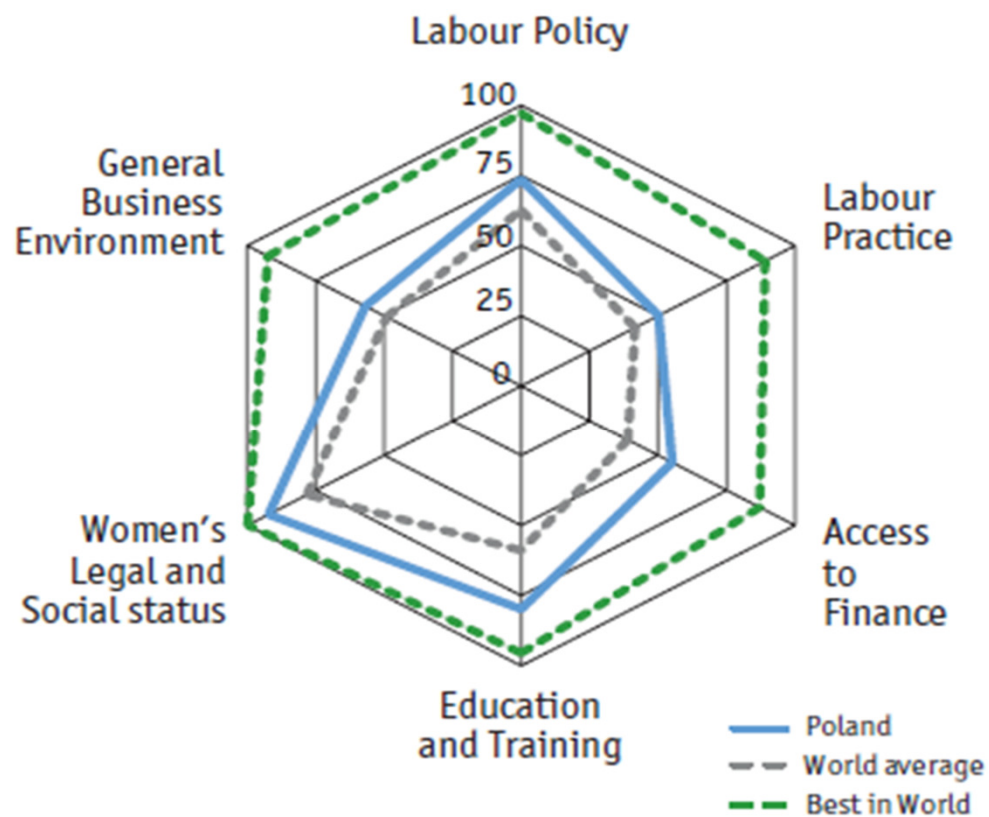
PROPOSALS			
EUROPEAN UNION	500 listed companies	30% by 2015 40% by 2020	The European Parliament Resolution, June 2011: EP advised EU businesses to hire women in their executive boards by next year or face a mandatory quota.
BELGIUM	Public companies, and companies listed on the stock exchange	30% (big companies by 2018, SME by 2021)	On June 2011 adopted by the Belgian House of Representatives. Under debate in Senate.
GERMANY	Public companies	30% - 40%	Several options are under discussion, such as applying a universal quota of 30-40% female representation or allowing companies to set their own quotas.
GREAT BRITAIN	Public companies	30-40%	FTSE 100 companies have until 2015 to increase the presence of women on the board from the current 14% to 25%, or face a compulsory quota (30-40%).
CANADA	Public companies and financial institutions	50%	Under debate in the Parliament

Nine countries with the highest share of women in parliaments

Country	%	Quota system
1. Rwanda	56,3	Quotas in constitution
2. Sweden	45,0	Voluntary Political Party Quotas
3. South Africa	44,5	Voluntary Political Party Quotas
4. Iceland	42,9	Voluntary Political Party Quotas
5. Finland	42,5	no quotas
6. Nicaragua	40,2	Voluntary Political Party Quotas
7. Norway	39,6	Voluntary Political Party Quotas
8. Belgium	39,3	Electoral Law
9. Netherlands	39,3	Voluntary Political Party Quotas
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43. Poland	23,9	Electoral Law

Source: Inter-Parliamentary Union, 30 November 2011 (on-line table) and Global Database of Quotas for Women.

Another Poland's growth potential



Source: Women's Economic Opportunity ranking by the Economist Intelligence Unit, 2010 (page 87).

Barriers faced by women

Most of the discrimination is not explicit. It is built into the systems, cultures, and institutions that exist all over the world

- ❑ The main barriers to women's progression :
 - ✓ **cultural barriers** – deeply held cultural beliefs such as a cliché of a good mother
 - ✓ **structural barriers** – e.g. lack of affordable childcare
 - ✓ **educational barriers** - educational systems that use gender, race, and class criteria to limit access to education, restrict future job opportunities for many women
 - ✓ **barriers in economic systems** – e.g. difficulties in accessing financing for female entrepreneurs

The Fourth Congress of Women coming next

(14th and 15th of September, 2012)

The Congress of Women Entrepreneurs

- Women's entrepreneurship: regional and local initiatives, co-operation with NGO's, female entrepreneurship in agriculture
 - ✓ We want to continue our fight against discrimination
 - ✓ We want to show national and international good practices
 - ✓ We want to teach and learn how to be effective and innovative
 - ✓ We want to inspire

THANK YOU

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