

# **WORKCARE SYNERGIES**

## **WP 6: Gender elites and work-care relations**

**Coordinator:**

**the Robert Zajonc Institute for Social Studies, University of Warsaw**

**Report 2010-2011**

**The Polish team discusses values and behavior of members of different social groups to support the current local policy debate on gender inequality and problems facing women seeking to reach or on higher position in science, politics and other sectors in the context of the reconciliations of work and family life in Polish households (in comparative perspective). Main sub-themes are:**

- 1. Gender elites in science and politics;**
- 2. Gender elites and work-care balance;**
- 3. Reconciliations of work and family life in Polish households.**

**A team consisting of researcher (Prof. Renata Siemienska), knowledge transfer (Dr Anna Domaradzka) and communication persons (Joanna Piotrowska, Feminoteka) as well as a film director (Anna Grzelewska) was set up to develop, guide and realize local dissemination events. The Polish team implements local dissemination activities in Warsaw and town Podkowa Leśna (close to Warsaw), in Poland.**

In order to **disseminate** relevant EU research results and discuss them in a Polish context, the team :

1. organized 7 events addressed to different social groups (including 3 additional meetings , not planned in advance)

**Representatives of local and international corporations, politicians as well as academic world were active participants of the events. On the other hand local NGOs and policy makers were included at all stages of the project offering their opinions on the disseminated research findings and taking part in the discussions during all the events.**

**Prepared:**

**(2) discussion papers ,**

**(3) power-point presentations with data results from various EU research projects, among others WORKCARE (2006-2009), RECOWWE (2006-2011), Women in European Universities (2000-2003) and The Gender Challenge in Research Funding,**

**(4) the documentary film “Women in social elites. Reconciling family duties with work and social activity” (available <http://vimeo.com/27624218>)**

**(5) published materials in internet and paper editions of newspaper and journals addressed to specific social groups;**

**(6) other forms of dissemination**

## **EVENTS**

### **Event 1 – Conference „Gender in Science – an obstacle or an advantage? Scientific careers and private lives“ (NGP)**

**In June 2010, we held the first dissemination event in Warsaw (at the building of the University of Warsaw) – a conference „Gender in Science – an obstacle or an advantage? Scientific careers and private lives“, which gathered a big audience interested in the issues of work-care tensions in academic careers and other gender and science related topics. The event was co-organized by UNESCO Chair “Women-Society-Development”. Around 60 representatives of academia, business and NGOs took active part in the event. The discussion took place after introductory presentations by both local dissemination team representatives, scientists working in social and natural sciences and invited NGOs representatives, male and female scholars actively promoting women in science.**

## **Event 2 – Conference „Social Exclusion and Women’s Poverty in European Year of Combating Poverty and Social Exclusion“ (NGO)**

**On the conference that took place 10th of September 2010 Professor Renata Siemieńska, the Institute for Social Studies made a presentation “Gender and Civic Involvement” devoted to similarities and differences between men and women as far as their involvement in various types of CSOs and forms of political life are considered as well as factors determining their activities (like changing value systems, family traditions, ways of reconciliation of work and family). Politicians of national and regional levels and activists of women’s different CSOs (especially the Women’s Democratic Union) took part in the conference (over 100 participants) organized in the building of the Parliament.**

### **Event 3 - Local dissemination event “Conscious woman – motherly business” (PME)**

**On 13th of October 2010 the Institute for Social Studies in cooperation with the Foundation Empire of Businesswomen has organized a meeting as a part of WorkCare Synergies and Conscious Women projects.**

**The event took place in Mazovian Centre of Culture in Warsaw. The meeting was devoted to the issues of care in case of working mothers, as well as questions of roles of women in fostering the children. Professor Renata Siemieńska, the ISS UW made a presentation based on findings of the selected European projects. The representative of NGO “Mama “ (Mother) presented her perspective on the issue. A candidate for president of Warsaw took part in discussion that followed the lectures. After the theoretical part, the representative of metropolitan police gave a speech concerning childcare and safety issues in times of development of modern technologies and new threats emerging in this context**

## **Event 4 – Symposium “Gender and Research Excellence”(PME)**

**The Symposium was co-organized with EC project GenSET dedicated to dissemination findings and preparing recommendations on European level. The event took place at University of Warsaw,. 25th October 2010. The event was co-organized by UNESCO Chair “Women-Society-Development”.**

**The main topic for discussion were the results of WorkCare project, the experiences of young female scientists receiving scholarships from L’Oreal as well as gender policy in international corporations in Poland. Second part of discussion (being basis for SWOT analysis) was focused on recommendations for institutional action to mainstream gender across four core areas of scientific enterprise. Main speakers were Dr Elizabeth Pollitzer, director of Portia (head of GenSET project) and Prof. Renata Siemieńska from the ISS University of Warsaw.**

**The audience consisted of representatives of universities & research centres, professional/learned societies and science academies, scientific journals, science funding agencies, foundations, and research councils, government bodies (Ministry of Science and Higher Education), business (corporations) and civil society organizations.**

## **5. Event “Women in thrall to the stereotypes” at Kozminski University (additional event, not planned in advance)**

**On 22nd of March 2011 Professor Renata Siemieńska (R. Zajonc Institute for Social Studies, University of Warsaw) presented the lecture “Women in thrall to the stereotypes”. The lecture was organized by the Department of Social Sciences and academic group M.A.S.K.A at Kozminski University. The university is an internationally renowned private business school located in Warsaw, that offers recognized B.B.A., M.A., M.B.A., and Ph.D. programs in business management and finance.**

**The theme of the lecture was past and present situation of women in the society in context of stereotypes concerning gender roles. Among other things, the presented data showed that Polish science is dominated by men, especially on the higher positions at academia. It is much harder for them to get financial support for scientific research. The similar situation is in business and politics. The lecture was followed by discussion in which students as well as members of the academic circle took part. The lecture was a part of the project “Manager on high heels” (<http://www.managernaobcasach.pl/>) held at Kozminski University.**

**6. Local event “Women in the local elite. The problems of reconciling family responsibilities with work and social activity” in Center of Culture and Civic Initiatives in town Podkowa Leśna (near Warsaw)**  
**20.05.2011 (originally planned for October 2011; the change was caused by organizational problems)**

**Organizers: R. Zajonc Institute of Social Studies at Warsaw University, UNESCO Chair in Women-Society-Development, Foundation Feminoteka. The idea behind the conference, organized as a part of the project WORKCARE Synergies, is the notion that the problem of reconciling family and work should be the subject of public debate – also at the local level. During the conference the results of international studies on the situation of active women in the context of the reconciliation of parental roles and family life with work and social activities were confronted with the experiences of people involved in the meeting, and the experiences of characters in the documentary film, prepared for the sake of the project.**

## **7. Event “Electing women and elected women and determinants of their electoral behaviour” (additional activity)**

**Meeting on July 21th, 2011 with representatives of centers of public opinion studies and marketing organised by the Batory Foundation and ISS UW. Professor Siemienska presented results of her own studies conducted in the period 1992-2007 after parliamentary and local elections as well as cross-cultural surveys (e.g. World Values Surveys) focused on political behaviour and its determinants in case of women and men.**

## **PUBLISHED MATERIALS, OTHER DELIVERABLES – KNOWLEDGE TRANSFER MATERIALS (M)**

### **Published materials:**

- (1) Discussion material “Gender in Science in Light of Research 2003-2009” prepared for conference “Gender in science – an obstacle or an advantage? Scientific careers and private lives“, Warsaw 01/06/2010.**
- (2) Project leaflet and posters for conference “Gender in science – an obstacle or an advantage? Scientific careers and private lives“, Warsaw 01/06/2010.**
- (3) Interview with prof. Renata Siemienska “Let there be proportions” (Niech będą zachowane proporcje), ‘Uniwersytet Warszawski’ (University of Warsaw Magazine), no 4 (48), pp. 2-4. Published in paper and internet editions June/August 2010.**
- (4) Interview with prof. Renata Siemienska “[Political and Cultural] System blocks women” (System blokuje kobiety), ‘Gazeta Wyborcza’ (national newspaper) published in paper and internet editions 26/07/2010.**

- (5) Interview with professor Renata Siemieńska “Niech będą zachowane proporcje” (Proportions should be kept) by A. Korzekwa , “Kwartalnik Urzędu Patentowego RP, No 1/2011, pp. 23-25. ISSN 2081-5964**
- (6) Interview with professor Renata Siemieńska “Women and Politics – conversation on stereotypes” by Margielska, Zwierciadło (Mirror) journal for women. October 1, 2011.**
- (7) Information in local bulletin about the conference in Podkowa Leśna “Women in the local elite. The problems of reconciling family responsibilities with work and social activity”. “Biuletyn Miasta-Ogrodu Podkowa Leśna”, no 3/44/czerwiec 2011, p. 18. ISSN 2083-019X**
- (8) Conference paper for local event in Podkowa Leśna (7 pages)**

## **Other dissemination activities**

**1. Movie** “Kobiety w elitach społecznych. Godzenie obowiązków rodzinnych z pracą i aktywnością społeczną” [Women in social elites. Reconciliation of family responsibilities with work and social activity] directed by Anna Grzelewska. First projection took place during the local event in Podkowa Leśna. Copies of the film were requested by women NGO for wider dissemination. Over 600 persons saw the movie in internet.

**2. Discussions concerning the issues of gender elites and WORKCARE Synergies project took place during seminars conducted at the Institute of Sociology, University of Warsaw:**

**a. 2009/2010 Seminar “Gender Sociology. Changing Cultural, Sociological and Political Science Perspectives of Women and Men and Their Consequences. Theories and reality”, winter term.**

**b. 2010/2011 Seminar “Postfeminism – from the perspectives of goals of feminist, homosexual movements in the context of late modernity” Spring term**

**c. 2011/2012 Seminar “Gender Sociology. Changing Cultural, Sociological and Political Science Perspectives of Women and Men and Their Consequences. Theories and reality” as an opened course accessible for students of different departments of the University of Warsaw. Winter term**

## **PLANS for December 2011:**

**d. Presentation “Determinants of women’s and men’s scientific achievements” on the conference organized by British Sociological Association in the UK.**

## **RECOMMENDATIONS**

**The list of recommendation prepared on the base of seminars conducted in different European countries, concerning conditions of women work resulted in recommendations for the Polish Science System. The recommendations are focused on :**

- Recruitment and career pathways**
- Working conditions**
- Human capital development & management**
- Scientific Leadership**
- Collaborative R&D networks/partnerships**
- Use of gender/sex analysis in research process and in science knowledge making/application**
- Acceptance of gender as a resource for innovation to advance technological change + human wellbeing**

- **Identifying implementation structures and mechanisms:**
  - **Universities & academic research centres**
  - **Academies**
  - **Scientific & learned journal**
  - **R&D funding agencies**
  - **Industrial R&D centres**
  - **Regulatory & accreditation bodies**
  - **Government policy bodies**
  - **Science & Higher Education associations**
  - **Civil Society organisations**
  - **Human Resources Management**

## **General recommendations:**

- **Necessity to avoid withdrawing of educated women from labor market causing waste of cultural capital from individual and social points of view.**
- **Mothers' accomplishment in work and other types of activities in public sphere constitute an important pattern to be followed by children.**
- **It is rational to consider as appropriate different models of families taking into account different life experiences , levels of education of parents and availability of services supporting families.**
- **Necessity to develop and to strengthen institutional network (e.g. daycare centers, kindergartens) as socializing institutions taking into account a widespread model of “one child” families, children's lack of experience in interacting with peers.**

- **To overcome stereotypes that the care on child in age below 3 should be in hands of one person as precondition of his/her emotional development and feeling of security.**
- **Problem of balanced division of obligations in family /household can be solved only by cooperating partners what should be stressed in disseminated models by schools, media etc.**
- **Lifelong learning can play important role in changing accepted patterns of family, updating women's education/skills allowing them and their partners combining activities in private and public spheres.**