

Problems, which will be investigated in the project entitled „Changes of women’s position in the labour market. Analysis of the situation in Poland and in the selected European Union States in the years 2002-2014”, seem to be one of the most current subjects, which concern women’s situation in the labour market during the research period. It is worth mentioning that the time span of the investigation covers the essential changes caused by the worldwide economic crises and it characterizes by many political initiatives aiming in reducing gender disparities (e.g. German parliament approved legal quotas for women in company boards). Here some questions arise.

- How the economic crises and recession influence the female employees’ situation and if it is possible to claim that the observed changes are significant in comparison to the period of the economic prosperity.
- If the feminization level of occupation groups, economic sectors and the whole economy affect women’s wages and their access to the managerial positions.
- To what extent labour market in Poland follows European Union Strategy for equality between women and men 2010-2015 and the proposal for a Directive on improving the gender balance among non-executive directors of companies listed.

The project is continuation of the research provided within the framework of the research grant “Wages inequalities between men and women in Poland in comparison to the European”, which main aim was examination and evaluation gender pay gap in Poland and the European Union member states. The research tasks concentrated on below specified problems.

1. Comparative analysis of wage differences between men and women in Poland and in other EU member states employing GPG (Gender Pay Gap) and GPC (Gender Pay Convergence) rates.
2. Multidimensional research of the structure of employment and wage inequalities between men and women in the European Union states on the basis of multivariate statistical data.
3. Identification of the determinants affecting payments and wage disparities.
4. Comparison of changes in the selected factors influencing payments and wage disparities in Poland over time.
5. Investigation concerning women at senior positions in the European Union.

Conducted research let us conclude that:

- Many factors related to the employment of women and men and their wages are common for all investigated countries. For example:
 - women employment is concentrated in certain areas of the labor market (such as education, health care and social services, state-owned enterprises, women are more often part-time workers),
 - disparities in pay between men and women are much bigger in groups of employees where average wages are higher.
- Despite the similarities there are also some significant differences in the structure of employment and wages between men and women that depend on the country or region. The basic differences are visible between post-communist states and “old” European Union member states. The best example of this phenomenon is Germany, where the women position in the labor market in western and eastern lands is characterized by essential dissimilarity.

In the currently proposed project on the influence of the economic situation to the position of female employees the research will be provided to achieve five detailed specific goals.

1. Analysis of changes in the structure of employment of men and women in Poland and selected EU countries in the years 2002-2014 with special attention paid to comparison of the situation in the labour markets before and after the recent crisis. The analysis will be carried out taking into account the different sectors of the economy, different occupational groups and in relation to the economic situation of the EU member states in the investigated years.
2. Evaluation of the gender diversity of board members in companies listed on the Warsaw Stock Exchange.
3. Analysis of men and women wages and disparities in wages in Poland and EU member states before and after the crisis, taking into account different segments of the labour market (e.g. type of economic activity, occupation, age) and the economic situation in investigated countries in the years 2002-2014.
4. Gender pay gap analysis with respect to the women's participation in employment in different economic sectors and occupational groups.
5. Identification of the factors that affect the gender wage gap in relation to economic situation in the years 2002-2014 (- growth, crisis, stagnation, recovery).

The investigation will concern changes in the structure of employment and gender wage disparities in occupational and age groups, in economic branches and in the whole economy taking into account the specific situation observed in the particular EU member state. These analyses let us answer the question about the influence of the economic crises and recession on the female employees’ situation. Diversity policy in the managerial boards has been one of the most often discussed subject in recent years. The diagnosis of the actual situation and the description of the dynamic of changes will be enriched by analyses of the feminization level observed in different segments of the labour market. And finally, the proposed investigation allows the evaluation how the Polish labour market follows the EU Strategy for gender equality and proposal for a Directive on improving the gender balance among non-executive directors of companies listed.

Provided research will be based on the Eurostat data concerning Structure of Earning Survey (2002-2014), which are conducted every four years beginning from 2002. We also will use other Eurostat, Polish Statistical Office (for instance Polish Labour Force Survey data). The investigation will be provided applying multidimensional statistical analyses, statistical inference, econometric and panel models together with the binary response models.