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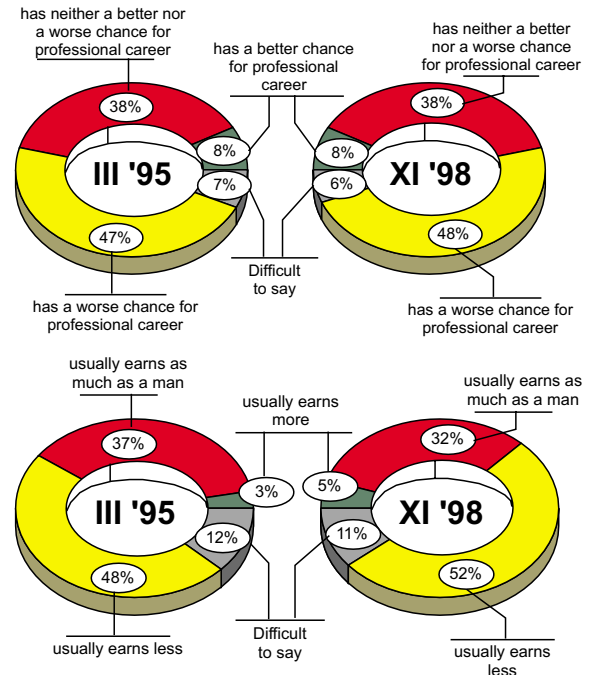
A WOMAN AS A BOSS AND COLLEAGUE

Like in other countries of our region, in Poland the situation of women on the job market is worse than that of men. According to empirical research, sex still is a factor strongly affecting the level of employees' salaries. Also, women have less opportunities than men to find employment. Although the unemployment rate is falling, the percentage of women among the unemployed is growing: in '95 they constituted 55% of jobless persons, while now as many as 62% of the registered unemployed are women. The Poles' opinions correspond with this data. Nearly half of respondents think that women have less chances for professional career. Over half of them believe that a woman doing the same job as a man and having the same education generally earns much less.

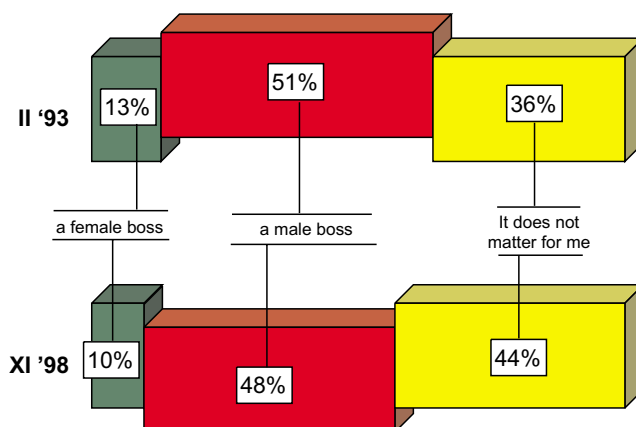
However, the awareness of the existing differences does not evoke attitudes that would facilitate their reduction. Both men and women in a larger part prefer working in a male environment to working in a female one. One in four women (24%) would prefer to work with men, more than one in six (17%) would prefer to work with women. Female respondents working in the professions where women are in the majority would prefer to work with men or at least in a mixed environment. On the other hand, persons working in male professions do not express this kind of dissatisfaction.

Apart from the very nature of a particular kind of work, a male or mixed working environment is preferred for reasons connected with interpersonal relations: easier contact, co-operation and understanding with men than with women. Answers given by women mention positive qualities of men: they are not narrow-minded, fussy, quarrelsome etc. On the other hand, they are more concrete and decisive. These answers are connected with a negative stereotype of their own sex in the context of professional work, which is strongly internalised by women (stronger than in the case of men). According to this popular image, a woman at work is potentially quarrelsome, inclined to be led by jealousy or envy, or bring family problems to work.

IN YOUR OPINION, IS IT TRUE THAT IN OUR COUNTRY A WOMAN DOING THE SAME JOB AND HAVING THE SAME EDUCATION AS A MAN, IN COMPARISON WITH THIS MAN:



WOULD YOU PERSONALLY PREFER TO WORK WITH:



More information on this subject can be found in the CBOS report "A woman as a boss and colleague", December '98.

PUBLIC OPINION RESEARCH CENTER - CBOS -

4a Żurawia
00-503 Warszawa
POLAND

Ph: (48 22) 629 35 69
(48 22) 628 37 04
(48 22) 693 58 94

Fax: (48 22) 629 40 89

E-mail: cbos@pol.pl

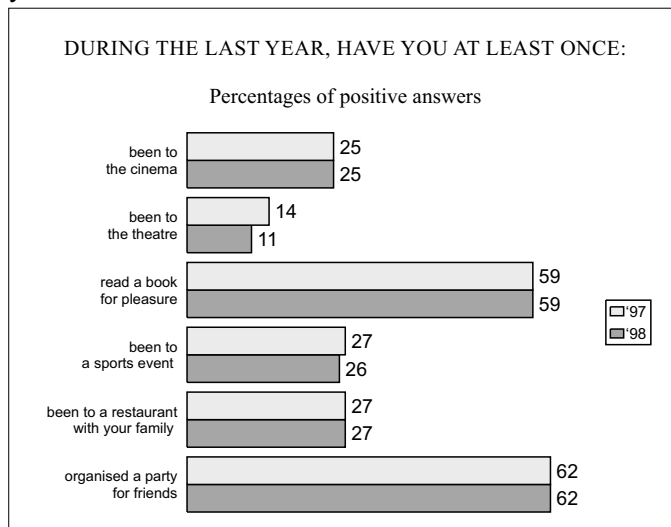
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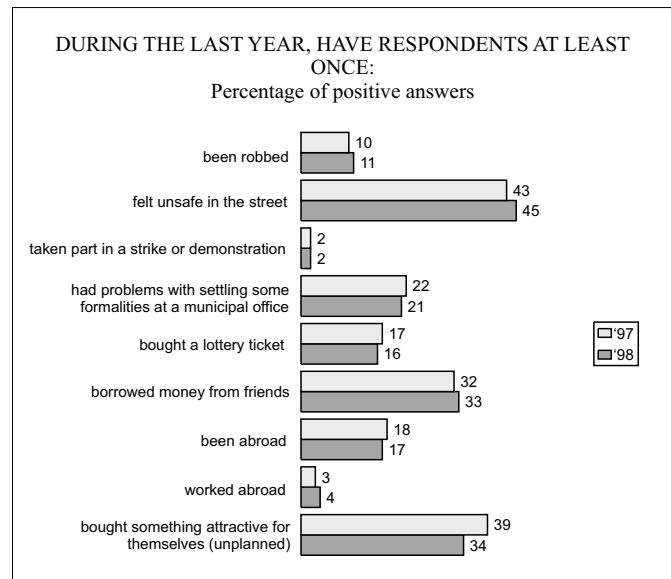
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OPINIONS ON THE PASSING YEAR 1998

In the Poles' opinion the last year was not particularly good. When asked about their general opinion, slightly over two fifths of respondents evaluated it as good, while for one fifth it has been a bad year. In accordance with the expectations expressed by respondents before the beginning of this year, the year 1998 has been worse than the previous one. Respondents and their families have been a little worse-off. The Poles' workplaces were evaluated much lower. In the respondents' opinion, international affairs were going considerably worse than a year before. Only the opinions on the affairs of our country were not worse last year than a year before.



The year 1998 has not brought any significant changes in the daily life of Poles. The forms of spending leisure time and cultural activities have not changed considerably. We gave parties for friends and read books as frequently as a year ago. One in four Poles has been to the cinema and one in nine has been to the theatre at least once.

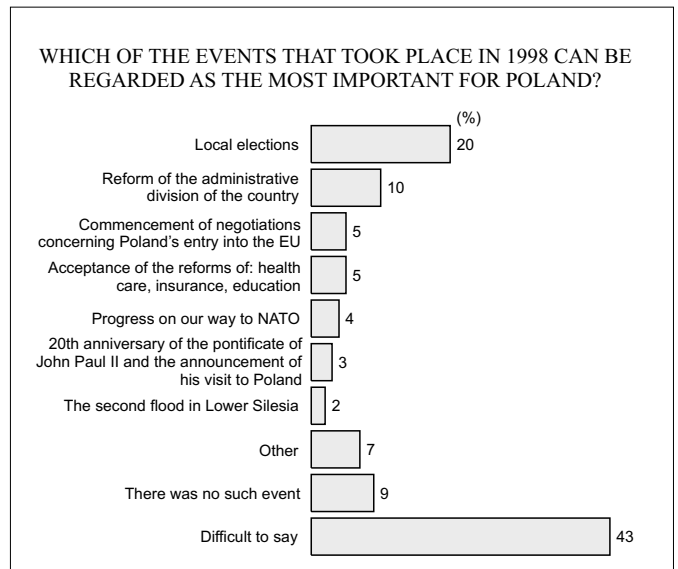


Like in the previous year, we have felt rather unsafe in the street. Also, we have been robbed equally often. Like before, one in five Poles has had problems dealing with public institutions. The same number of persons as a year before have been abroad either as tourists or for business. As frequently as in 1997 we have borrowed money from friends and tried our luck in a lottery. On the other hand, we have made unplanned purchases less frequently than in previous years. This fact did not contribute to a positive opinion on the year 1998, because, according to the analyses, our satisfaction with a year coming to an end is connected with the fact whether we could afford to buy anything just for pleasure, as well as whether we have been abroad. On the other hand, dissatisfaction is associated with borrowing money.

More information on this subject can be found in the CBOS report "Opinions on the year 1998 and projections for the year 1999", December '98.

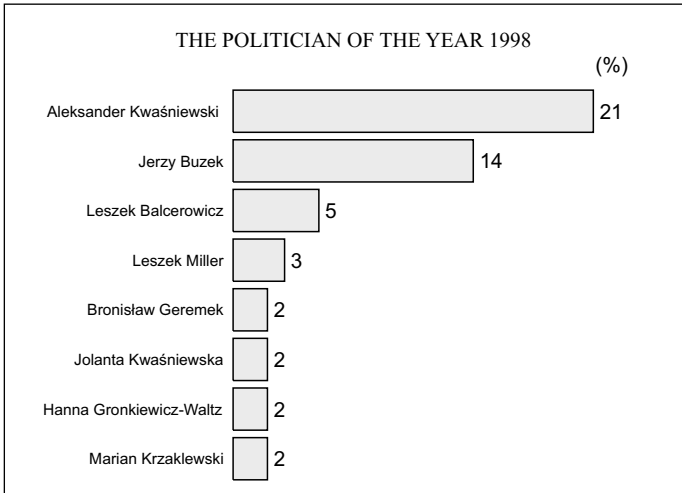
THE EVENT AND POLITICIAN OF THE YEAR 1998

Last year lacked such important events as parliamentary elections (which were held in 1997) or the Pope's visit, or such dramatic ones as the great flood. It is probably the reason why as many as 52% of respondents did not mention any event that took place during the last year and that could be regarded as particularly important for Poland. Only two events could be regarded as such in the opinion of a significant part of respondents. They are the local elections and the administrative reform of the country (the reorganisation of local authorities and the new administrative division). The latter aroused a lot of emotions during most of the year.



Traditionally, as a part of the process of summing up the last year in politics, we asked respondents to indicate the person, who in their opinion deserves the title of the politician of the year 1998, taking into account their activity and achievements. For three years, i.e. since his coming into office, President Aleksander Kwaśniewski has occupied the top position in the politician of the year

rating. The second position was taken by the Prime Minister Jerzy Buzek. It should be noted that comparing to the previous year's result of the Prime Minister (3%) recorded after less than two months in office, his position has improved significantly. The third position on the politicians' rating list is occupied by Leszek Balcerowicz, whose result is also slightly better than a year ago. On the other hand, Marian Krzaklewski has been less noticeable as a politician, and as a result he appeared to be less worthy of the politician of the year title (a 7% drop).



Aleksander Kwaśniewski deserved the title of the politician of the year mainly in the opinion of persons with left-wing political views (45%) and respondents who do not participate in religious practices. Besides, he was selected by inhabitants of the smallest towns, persons aged 45-54, those with trade school education and employees of the state sector slightly more frequently than by other groups.

Jerzy Buzek is the politician of the year mainly in the opinion of persons with right-wing political views (30%). Unlike the President, he is more popular among respondents with higher education, as well as religious persons who take part in religious practices regularly. His popularity is slightly higher among the younger part of our society. As far as socio-occupational groups are concerned, he was relatively the most frequently indicated by managers, the intelligentsia, university and school students.

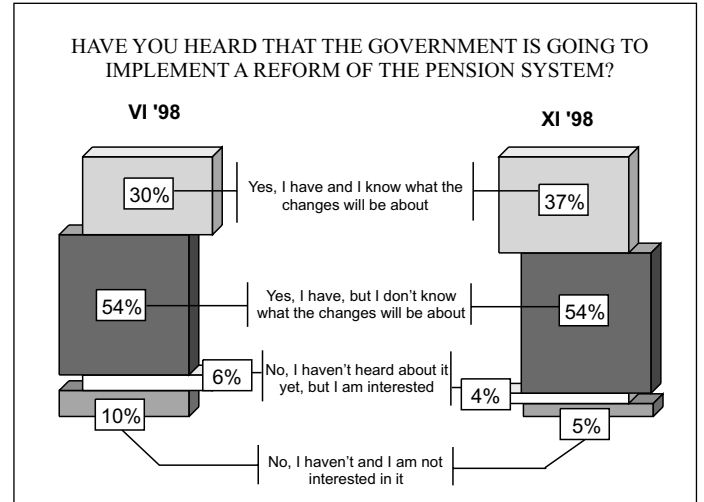
Deputy Prime Minister Leszek Balcerowicz obtained the most votes and won among persons with higher education (21%). Besides, inhabitants of the biggest cities and well-off persons pointed to him as the politician of the year more frequently than others. Also, managers and the intelligentsia selected him the most frequently as compared with other socio-occupational groups.

More information on this subject can be found in the CBOS reports : "The event of the year 1998", "The politician of the year 1998", December '98.

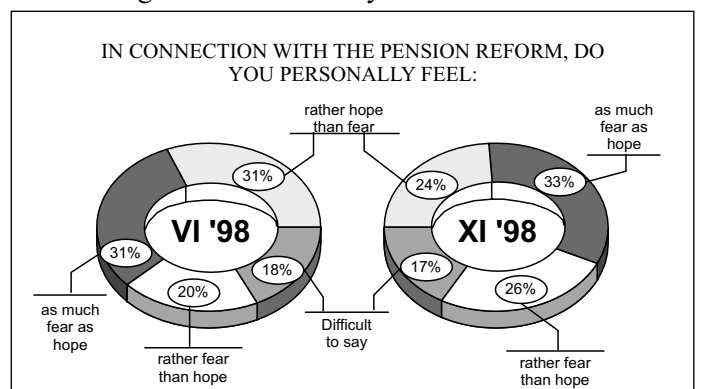
THE ATTITUDE TO REFORMS

Three very large systemic reforms are becoming effective force at the beginning of 1999: the reform of the territorial division of the country, the health care system reform and the pension reform. Despite the importance of the changes, the orientation of Poles as to the sense of these

reforms and the process of their implementation is rather small. Although the expectations connected with the reforms are generally positive, the lack of knowledge in this respect creates a feeling of uncertainty and fear of negative effects of the revolutionary changes in the state structures on daily life of Poles.



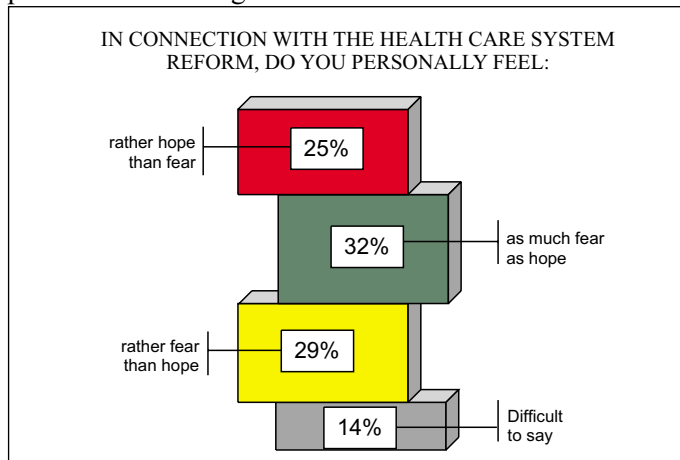
Most Poles (55%) believe that the implementation of the administrative reform of the country will have a positive effect on solving local problems. Half of respondents expect that this reform will have a positive effect on the economic development of Poland and that it will breathe new life into our regions and local communities. A significant proportion (46%) also think that as a result of this reform the citizens' role in solving local problems will increase and democracy will grow. In the respondents' opinion, the institutions which in their opinion are better managed by local authorities than by the central government should benefit from the administrative reform the most. Public schooling and education should benefit in the first place; the reform should also have a positive effect on safety, crime prevention and the functioning of the health care system.



On the other hand, however, a majority of the public opinion (55%) are convinced that the reform will increase costs of the administration, and nearly half of respondents believe that bureaucracy will grow as a result. Almost half of those polled (46%) believe that regional inequalities in the level of development will grow.

The implementation of each of the reforms arouses similar feelings. The percentage of respondents who look forward to the reforms with a lot of hope is similar to the

percentage of those who are afraid of these reforms. During the last few months the percentage of persons who feel rather fear than hope in connection with the approaching implementation of the school reform and the pension reform has grown.



More information on this subject can be found in the CBOS report "The attitude to systemic reforms", December '98.

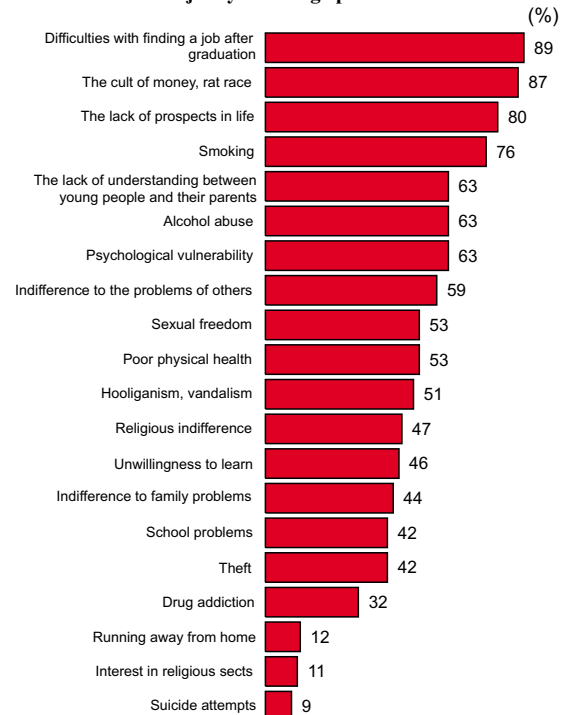
OPINIONS ON THE PROBLEMS OF THE YOUNG GENERATION

It is commonly believed that the biggest problems of the young generation are connected with difficulties in finding a job after graduation, a strong desire to make money or even the cult of money. A slightly smaller number of respondents believe that the lack of prospects is an important problem for most young people. Other important threats include: smoking, alcohol abuse and sexual freedom. Respondents often point to the weakening ties between the young generation and their parents and family, or, in a wider perspective to rather poor social adaptation of the young.

In social perception, the needs of the young generation remain to a large extent unsatisfied, which is mainly due to the shortcomings of family life. According to our respondents, most problems of Polish families are connected with the helplessness of parents as educators and their declining authority. Most of the respondents' reservations were connected with upbringing and general guidance: how to cope with the problems of our time, how

to live an honest life, how to solve one's own problems and co-operate with other people, and what role models to follow. Respondents regarded the need of parents' presence, and, although to a lesser extent, their love, as unfulfilled. Shortcomings in the area of patriotic education and family traditions were also noticed. On the other hand, the needs connected with religious life, such as the need for proper religious education, are the most satisfied. The participation of grandparents in bringing up the young generation is also rather satisfactory.

ON THE BASIS OF YOUR OWN OBSERVATIONS AND DIRECT CONTACT WITH YOUNG PEOPLE PLEASE SAY WHAT PART OF THE YOUNG GENERATION FACES THE FOLLOWING PROBLEMS?
majority or a large part



Scouts organisations, school and the Church, as well as community centres and youth clubs were indicated as the institutions which help the family in the education of the young the most. The evaluations of the radio and magazines for young people were more critical, but also positive opinions prevailed. Among public institutions television was criticised the most.

More information on this subject can be found in the CBOS report "Opinions on the problems of the young generation", November '98.

In addition to the bulletins referred to above, the following have been published recently:

How do Poles work?
The state and unemployment
The Poles' opinions on their work
Political party preferences in December
Social moods in December
Polish Christmas Eve '98
How are we going to spend New Year's Eve?
Appraisal of public institutions
Matrimonial separation in the public opinion

For more information on CBOS services and publications please contact:

CBOS POLAND
4a, Żurawia, 00-503 Warsaw
Phones: (48 22) 629 35 69, 628 37 04
Fax: (48 22) 629 40 89

E-mail: sekretariat@cbos.pl

<http://www.cbos.pl>

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