

REPORT



EQUALITY

CLIMATE

IT

TECH

SCIENCE

LGBT+

Shesnnovation
ACADEMY



YOUNG VALUES

WHAT KIND OF WORLD DOES THE PART OF THE **Z GENERATION**
REPRESENTING THE AREA OF **ICT** and **STEM** want?

Financed by
the Citi Foundation

Fundacja Kronenberga
citi handlowy

inspiracja
do działania

Perspektywy
**WOMEN
IN TECH**

- Bianka Siwińska, PhD (Project Director)
- Joanna Lisiecka, MA
- Elżbieta Wyraz, MEng
- Anna Gayer, DEng
- Olga Gromek, MA

TABLE OF CONTENTS

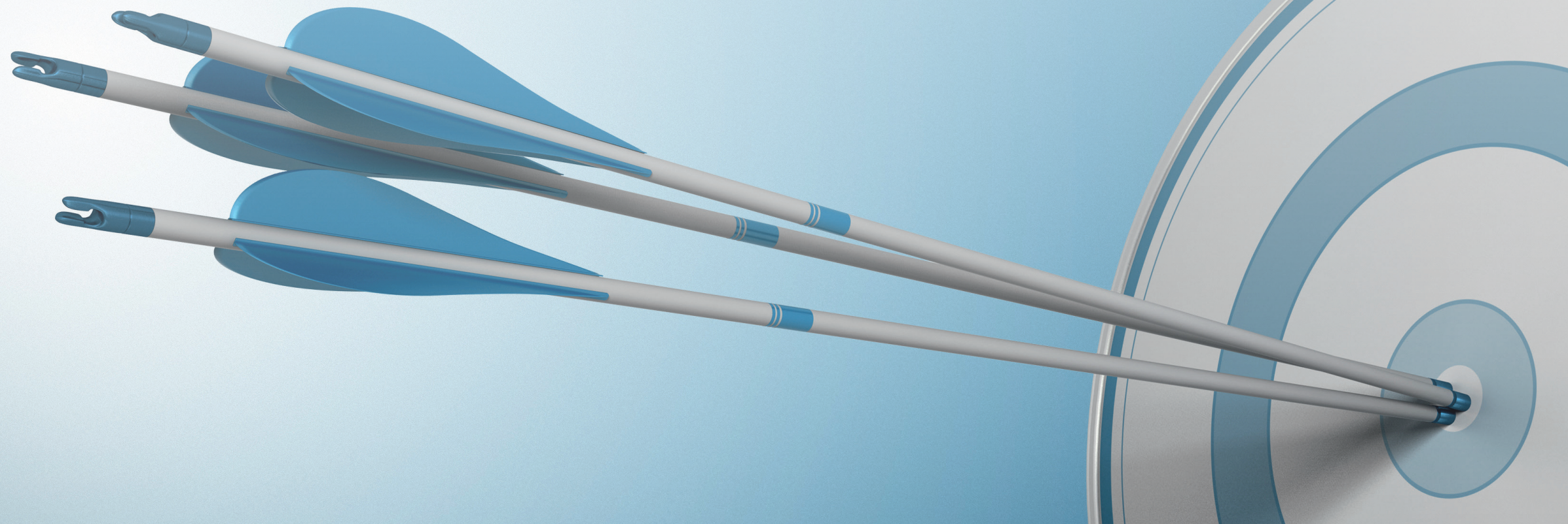
Introduction (Perspektywy).....	4	1. LABOUR MARKET	20
Introduction (Citi Handlowy Leopold Kronenberg Foundation).....	5	1.1 General professional expectations ..	22
Executive Summary	6	1.2 Running an own start-up.....	24
About the study.		1.3 Attitudes towards migration.....	26
Introduction to the report	15	1.4 Women in the TECH/IT industry. Still uphill?	28
		Conclusions.....	30
		Recommendations.....	31
		Experts' comments	32
		2. TECHNOLOGIES	34
		2.1 Generation Z – new technologies enthusiasts	36
		2.2 New technology solutions: I like them and use them.....	38
		2.3 Sources of knowledge about new technologies	40
		2.4 Competences in technologies of future.....	42
		Conclusions.....	44
		Recommendations.....	44
		Experts' comments	46

3. LEADERSHIP	48
3.1 Leadership capabilities	
– congenital or acquired?.....	50
3.2 Preferred leadership style	52
3.3 The role of the leader	54
3.4 Social involvement	56
3.5 Will the women leaders	
save the world?.....	57
Conclusions.....	58
Recommendations.....	58
Experts' comments	60
 4. ECOLOGY	 62
4.1 NEP Scale – Basic values and beliefs	
about the human-environment	
relationships	64
4.1.1 Limits of growth	66
4.1.2 Human exceptionalism.....	68
4.1.3 Anthropocentrism.....	70
4.1.4 Fragility of balance	71
4.1.5 Risk of the environmental	
crisis	72
4.2 Climate change denialism.....	74
4.3 Eco-friendly lifestyle	76
4.4 Ecological activism.....	80
4.5 Feeling of agency	82
4.6 Who will save the world?.....	83
Conclusions.....	84
Recommendations.....	85
Experts' comments	86

5. (UN)EQUALITY	
AND DISCRIMINATION	88
5.1 Personal experience	
of discrimination.....	90
5.2 Readiness for action towards equality	
and non-discrimination	92
5.3 LGBT+ perspectives	
and experiences	96
Conclusions.....	98
Recommendations.....	99
Experts' comments	100

6. GENDER (UN)EQUALITY	102
6.1 The conditions for achieving gender	
equality – the perspective of women	
and men.....	104
6.2 Sexism – Sex and gender	
based discrimination.....	108
6.3 Equality language	
– feminine forms	110
6.4 Sexual harassment	
in the workplace.....	111
6.5 Work-life balance	112
Conclusions.....	114
Recommendations.....	115
Experts' comments	116

7. COVID-19 PANDEMIC	120
Conclusions	122
Recommendations.....	122
 REFERENCES	 124





Bianka Siwińska

PhD, President of the Perspektywy Education Foundation



About hope

The world is changing rapidly in front of our eyes. More than two years of the pandemic turning our lives upside down, the war in Ukraine breaking our hearts every day, the proximity of climate crisis, all of which means that we are trying to redefine the framework in which we are moving. At this particular moment, we are asking ourselves what our common future is to look like, and what direction we should go if we want to avoid a climate disaster. We ask about the need for a new, sustainable leadership and a real opportunity to develop a strong trend here. About the future in our approach to the Planet. And about a system of fresh values and methods of action based on them – the kind which will allow us to respond to the challenges of modern times.

And about hope. And the hope is in the Young. Because it is the young generation that will soon be shaping our reality. And making the key decisions.

And what are the young people of the Z generation like? Entitled, reluctant to work, selfish? Not necessarily.

Read the results of the “Young Values” study conducted by the Perspektywy Education Foundation in cooperation with the Kronenberg Foundation as part of the “Shesnnovation Academy” project funded by the Citi Foundation. In it, we present the expectations of the Z generations towards the employers and the labour market, their attitudes toward new technologies, their vision of leadership and their willingness to take responsibility, the values and beliefs underlying their relationship with the environmental and climate crisis, their experience, and their reflections on discrimination and inequality. We also talk about the role played by the COVID-19 pandemic in their lives. Because for them, it was certainly a very formative experience.

We invite you to read and reflect on how we can help young people to achieve their aims and goals. And on who really is saving the world.

Because I do not have the slightest doubt that it will be saved.



Dorota Szostek-Rustecka

prezeska Fundacja Citi Handlowy
im. Leopolda Kronenberga



*„I look around and I see young people standing at a bus stop
And I like young people. Because they are the hope
Young people are the hope of this world*

Fisz Emade Tworzywo, Ok Boomer

This report is a mandatory read for most of us. Today we still have some influence over the future fate of the young generation and how will it soon shape our everyday reality. I mean the employers, business and service providers, educational institutions, politicians, NGOs or, last but not least, parents. It is a good idea to take a closer look at the young people from the Z generation and get to know better their values and motivations that will later drive their life decisions.

The last few years were extremely challenging to us, but they also opened our eyes to the fact that without taking responsibility for the planet, without solidarity and faith in each other, along with living hope that the world may be saved, it is hard to build a better future. We also need to remember that we are handing on to the Z generation a world of a thousand challenges. And the titanic work to save that world will fall on their shoulders as well.

So, can we have any reasons to doubt the Z generation? No.

On the contrary, we should do everything in order to understand them better and to shape the everyday reality in such a way as to enable them to make the greatest use of their potential. Our research, conducted jointly with our social partners, shows that the Z generation still lacks some courage and faith in their own agency. They feel overwhelmed by the stream of climate, social, and economic cataclysms and they prefer to choose a safe environment. They do not opt for start-ups because of a high risk of failure, they do not engage with ecological activities because of a lack of faith that they can change anything. They prefer to look to the state structures, to business and institutions responsible for creating policies than to themselves on issues such as, e.g., preventing the climate catastrophe.

On one hand this is a signal for the decision-makers about the great responsibility on their part, on the other – a create need for cross-generation mentoring. Because the thing worth nurturing today is the culture of rebelliousness and subverting the status quo. The one that will allow the young people to believe in themselves and in the power of their voice, the strength of their talents, give them faith that they can save our common world.

It is time for the Z generation.

EXECUTIVE SUMMARY



The report on Young Values, prepared by the Perspektywy Educational Foundation, was produced with the input from the Citi Handlowy Leopold Kronenberg Foundation and in cooperation with the researchers at the Adam Mickiewicz University in Poznań. It focuses on the values of young people who learn, study or work in ICT (information and communication technologies) and STEM (science, technology, engineering, mathematics). The survey was conducted on a sample of several hundred, via an online survey using a Google questionnaire.

The Report covers 7 thematic areas: the labour market, technologies, leadership, discrimination and inequality (including a separate panel on gender discrimination and inequality), ecology, pandemic. In each of the designated areas questions were asked about beliefs, aspirations, opinions, assessments, experiences, and behaviours. This has enabled a people reconstruction of the world in which young people, mostly from the Z generation, live and want to live.

The responses show that the young people surveyed want a world characterised by job stability (employment contract), the possibility to develop and use new technologies; an environmentally sustainable, non-discriminatory world that allows to combine a career with household duties and private life. The European market, working abroad, is within easy reach for them, it is an attractive option available for life and career plans.

At the same time, this generation is passive in social and civic areas, convinced of the lack of impact on the reality and lack of effectiveness of the means available to rebuild the world, such as protests, voting, NGO activities.

The world of the future, which is being shaped by their values, is technologically advanced, organised, ecological and environmentally sustainable, but at the same time, they do not feel responsible or able

to change the current reality to one that would suit them better.

They are more sensitive than older generations to the issues of the environment, equality, justice, and implement these values in their private lives, but do not transfer them to a higher level of social organisation. They choose the best options available from the world already arranged by “them” – governments, international organisations, corporations; a world they feel they have no influence over.

In visions of the future and the evaluation of the present, as well as the actions undertaken, a clear gender gap is emerging among the young people under study. Women are more pro-ecological and pro-equality than men. They are also more determined to pursue their careers and take up leadership roles in the participatory model.

While enthusiastic about new technologies, women assess their own opportunities and skills more modestly, and at the same time they are more open than men to learning and gaining new knowledge as part of professional training. They also believe more in the agency of institutions, organisations, business, and civic society, as well as themselves, as far as reality shaping goes. They are also much more likely to engage in actions to achieve such a change. Young men seem to be more hostage to traditional patterns and ideas, both in close relationships and at work.

Women are more present than men, they participate in and try to influence reality. It can be said that they feel more like co-authors of the scenarios implemented by the world – both the present one and the world of the future. However, they still face barriers resulting from gender stereotypes and prejudices, which, importantly, also men recognise and consider increasingly unfair.

Below is a summary of the main findings of the report, for each of the areas examined.



1. Labour market

1 The young people surveyed would like the most to work in a medium-sized enterprise, less frequently in a small business or start-up, even less often in a corporation. A small percentage, just 7%, wants to work in a government office or institution. From the employers they expect stable employment conditions (employment contract), the option to work online, and professional development (conferences, training). Further down among expectations are tasks that are suitable to their skills, and only after that, high earnings. The work atmosphere is not important for the survey subjects. Few (slightly over 13%) also expect respect for gender equality.

2 An own start-up is not the first choice of the young people surveyed. Only a few percent work on creating one, and less than 1% already have their own start-up. Among the barriers they mention difficulties in finding investors, high risk of failure and competition in the market. Around 30% would like to have their own start-ups in the future, but they are not currently working on this. When setting up a start-up, they would expect help. What kind? Above all, financial. Next the survey subjects listed substantive assistance and help in creating the contact network.

3 More than half of the group under examination declares that they want to leave Poland. The motivation is a better work offers abroad and the opportunities offered by the European single market, as well as the socio-political situation in the country.

4 Statistically significant gender differences have occurred in all the areas studied. Women more often than men considered a corporate job attractive, they were more likely to have expected a possibility for online work and professional development, and 6 times more often than men wanted to see respect for gender equality at work. When setting up a start-up, they expect more substantive support, mentoring and coaching, while men report the need for assistance primarily in project financing and creating a contacts network. Women more often than men declare their intention to leave Poland because of the socio-political situation, almost 2/3 of the women surveyed reported such an intention, compared to 46.2% men.

Chart 1
EXPECTED FORMS OF SUPPORT RELATED TO CREATING A START-UP



2. Technology

1 The Z generation is enthusiastic about (new) technology. About 70% declare they are familiar with them and feel confident about them. The survey subjects widely use the cloud, instant messaging, social media, communication platforms, e-banking, phone payments, biometric security, they like to test and learn about available technologies.

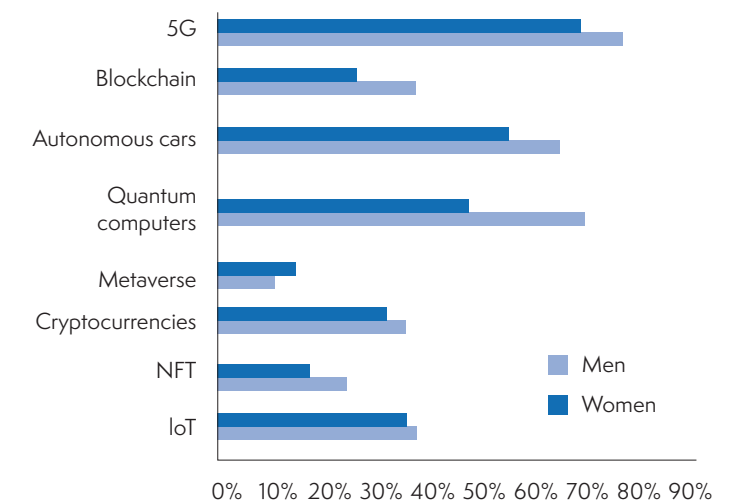
2 The Z generation has some difficulties with the future technologies (5G, blockchain, cryptocurrencies, NFT, Metaverse, autonomous vehicles, quantum computers). Only a small percentage of the survey subjects (about 10%) indicated that they know a lot about them and are interested in them.

3 About 60% of the young people studied are convinced that they will develop technologies in the future and have influence over their development. Almost 17% do not see themselves in such roles, and 23.7% have no opinion about this.

4 The sources of the knowledge of technologies for the Z generation are primarily school or university, YouTube, social media, and websites. They do not gain this knowledge at courses/training, conferences, or scientific or industry journals (16.8%, 7.6%, and 4.5% use them, respectively), although in this case there are differences in age and gender.

5 Gender affects use and attitude to technology. Women more often than men like and use existing technologies (which denies the stereotype about women's dislike of technology) – but less often than men report that they have the knowledge and interest in future technologies such as 5G, cryptocurrencies, NFT, metaverse, autonomous vehicles or quantum computers. Gender also determines the sources of knowledge about new technologies: women are twice as likely as men to gain it at conferences, courses and training, as well as YouTube.

Chart 2
PERCENTAGE OF WOMEN AND MEN WITH A POSITIVE ATTITUDE TOWARDS SELECTED TECHNOLOGIES OF THE FUTURE

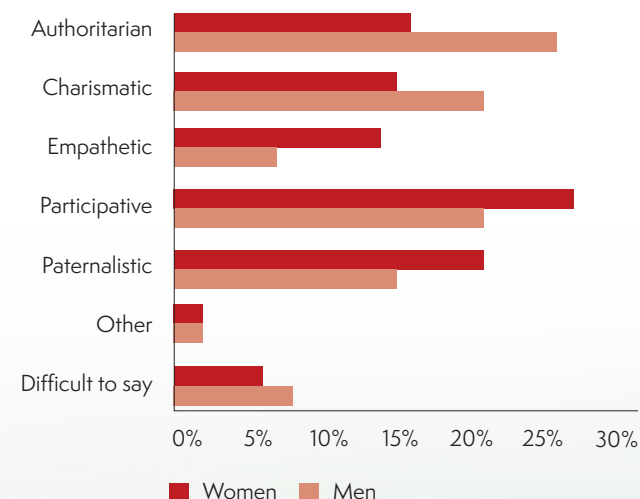


3. Leadership

- 1** Most of the young people from the Z generation are convinced of the inherent character of leadership features that can only be developed during their lives.
- 2** Only one young person in four in the study prefers a progressive – participatory – leadership style. Women are more likely to have such preferences than men.
- 3** 70% of the people surveyed aspire to be leaders, but 60% have never trained in this area.
- 4** Contrasting to the often-declared willingness to take on leadership roles is a low level of involvement and action in the public space. Women are more likely to take up social action than men, such as volunteering or working for a non-governmental organisation.
- 5** At the level of the general declarations, the majority of women and half of men surveyed expressed their conviction that women's leadership is and will be relevant to the development of the world, but in the context of specific problems such as peace, greater respect for human rights or the solution to the climate disaster much fewer people believe in the positive and significant role of women.

Chart 3

PREFERRED LEADERSHIP STYLES – A PERSPECTIVE OF WOMEN AND MEN

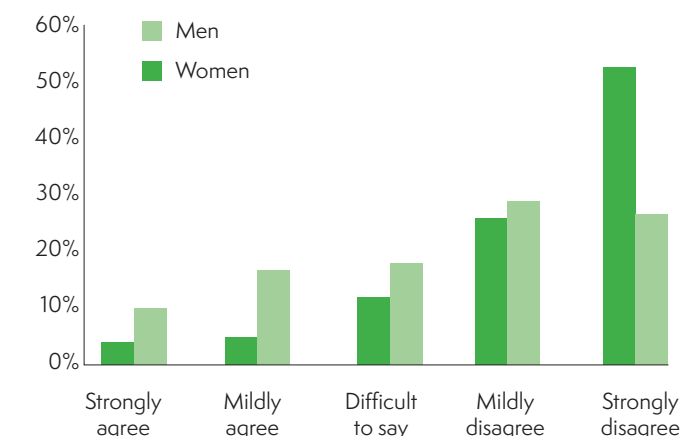


4. Ecology

- 1** The young people surveyed have a largely eco-conscious approach to life: both in relation to nature as such and to the ecological way of life. Environmental principles are widely implemented at an individual level.
- 2** The group under survey does have difficulties with activities going beyond the private sphere. Over 70% of the study group has never been involved in pro-environmental actions at a civic level, e.g., engagement with ecological NGOs; 80% do not participate in street protests such as the Climate Strike.
- 3** A sense of agency in environmental issues is low. As many as 82% of the group surveyed are convinced that they have no or little impact on overcoming the ecological crisis.
- 4** In the study group, women have proved far more pro-environmental in their thinking and acting than men. Almost in every of several dozen questions in this section, pro-environmental responses were given more often by women than men, and gender differences were up to 20 percentage points.

Chart 4

GENDER DIFFERENCES IN THE ASSESSMENT OF THE ENVIRONMENTAL CRISIS. ANSWERS TO THE STATEMENT: "THE SO-CALLED "ECOLOGICAL CRISIS" FACING HUMANKIND HAS BEEN GREATLY EXAGGERATED"



5. Discrimination

1 The young people surveyed observe the phenomenon of widespread discrimination in their environment. 25 to 68% of the subjects have experienced or witnessed it (ethnic origin 41.9%; skin colour 34.45%; physical disability 29.2%; intellectual disability 38.4%; health/disease 38.3%; appearance 68%; religious orientation 44.5%; lack of religion 25.3%; opinions 57.7%; gender 61.3%; sexual orientation 47.1%; low economic status 44.2; family situation 37.3%).



sues in the public sphere. Less than half of them (36.2%) vote for progressive politicians; 15% share content on social media; 20.4% demand equality training; 24.2% participate in equality training; 20.4% boycott companies or demand systemic solutions at school/university/company. Women are more sensitive and pro-active than men equality-wise in the public sphere and more often than men increase their competences and sensitivity in this area.

4 In the study, half of women and only 23% of men declared that they occasionally support the LGBT+ Community. Regular allied activities are declared by far fewer young people, especially few men (3.1%).

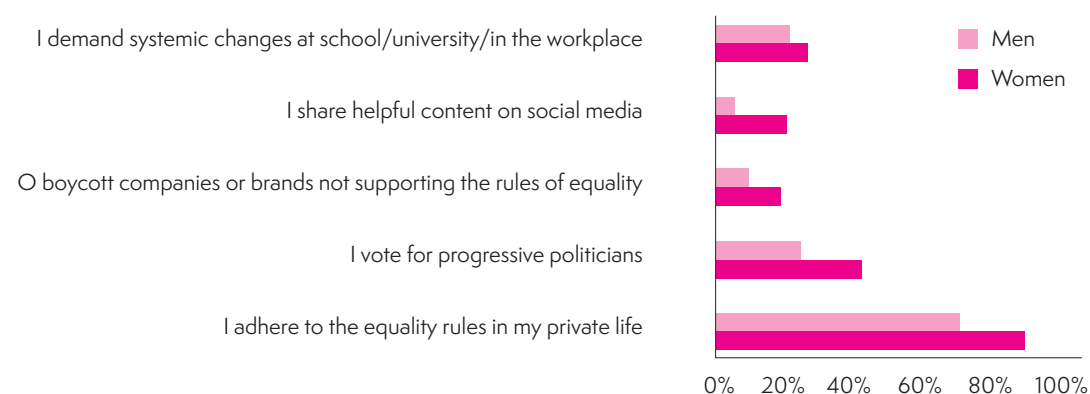
5 People who were identified as non-heteronormative have experienced discrimination on the basis of gender and sexual orientation more often than the rest of the study participants. They have been more involved in anti-discrimination measures in their immediate environment. LGBT+ persons have been much more likely to consider moving abroad due to the socio-political situation in the country and have more often declared that the COVID-19 pandemic has radically changed their lives.

2 The gender differences in the frequency of experience or being a witness of discrimination have been minor, except for gender discrimination, which is far more likely to affect women than men.

3 The young people surveyed, despite the universal declaration of adhering to equal rules in private life (80–90%), have poor willingness for and experience with engaging in equality is-

Chart 5

ACTION UNDERTAKEN AGAINST DISCRIMINATION – DECLARATIONS BY WOMEN AND MEN



6. Gender equality

1 For young people, gender equality is important and they do not regard it as a threat to family life. Men are more likely than women to believe that gender equality has already been achieved.

2 Women more often than men point to the need to meet a number of conditions in order to make gender equality a reality, not just a declaration. It is about equal opportunities for career advancement, equal pay, equality before the law, basing a relationship on respect and partnership, and, to a lesser extent, the recognition of domestic work and childcare. The greatest gender difference concerned the men and women representation in the government, with half of the women surveyed and only 14% of men believing that this is an important condition for achieving full gender equality.

3 More than half of the study subjects (56%) experienced sexism at home, school, or in public space. A little less, 27% of the respondents indicated that they had experienced sexism at work. Sexism, in all cases studied, was experienced much more often by women than men.

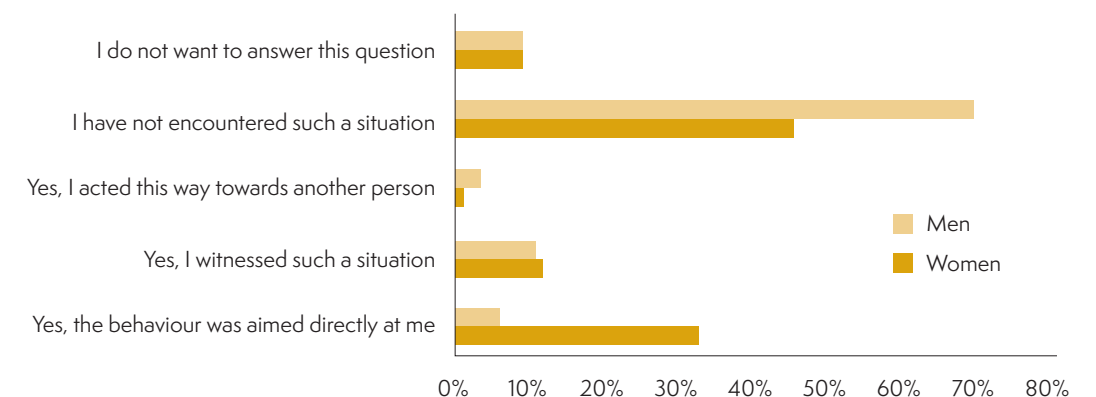


4 The young people in question are familiar with equality-oriented use of the language, i.e., the use of feminine forms of words (Polish feminatyw – a grammatically feminine equivalent of a word typically used only in grammatically masculine form; mostly related to occupation names. The dispute is related to particular aspects of Polish grammar and has no real equivalent in English); the connotations of feminine suffixes and their connection with lower value of positions and functions are perceived by a minority of study subjects (31.7% of men and 23.7% of women).

5 About 1/3 of the women surveyed and 7% of the men surveyed experienced or witnessed sexual harassment at work.

Chart 6

ANSWERS TO "HAVE YOU EVER EXPERIENCED OR WITNESSED SEXUAL HARASSMENT IN YOUR WORK ENVIRONMENT?" EXPERIENCES OF WOMEN AND MEN





ABOUT THE STUDY. INTRODUCTION TO THE REPORT

7. Pandemic

1 The young people under study are aware of preventive effects of vaccination. More than 85% of them were vaccinated against coronavirus – this result is much higher than for the Polish population in total and comparable to that of the academic world. It shows respect for science in the study group, as it is the basis for their decisions to a much greater extent than in the average population.

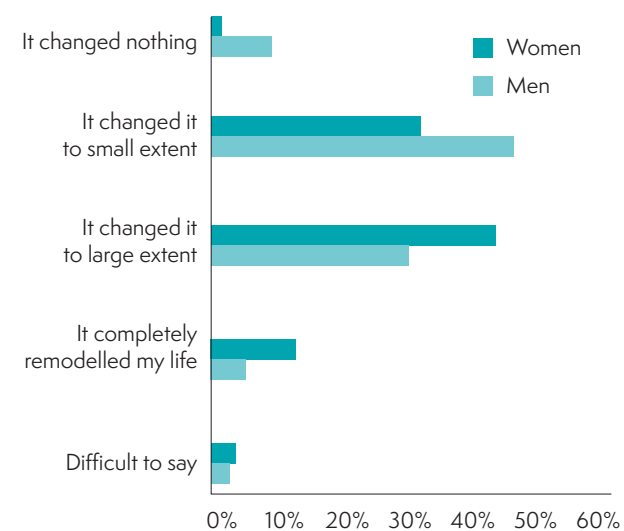
2 For almost half of the respondents from the Z generation the pandemic was a difficult or very difficult experience. Half of the women and every third man have experienced nervous breakdown or similar problems.

3 More than half of the respondents indicated that the pandemic has changed their lives completely or substantially.

4 Women have been hit harder by the consequences of the pandemic: they have experienced nervous breakdowns and other negative effects more often, and also more often than men have a feeling that the pandemic has completely remodelled their lives.

5 Only a small percentage of people lost their jobs due to the pandemic (4.8%). For many reasons, the ICT and STEM environments are more resistant to the pandemic than other sectors where economic collapse, bankruptcies, and redundancies have occurred.

Chart 7
HOW THE PANDEMIC CHANGED OUR LIVES



THE SUBJECT MATTER AND PURPOSE OF THE SURVEY

The report focuses on the values of young people who study or work in the STEM (Science, Technology, Engineering, Mathematics) and ICT (Information, Technology and Communication) sectors. It covers 7 thematic areas: the labour market, technologies, leadership, discrimination and inequality (including a separate panel on gender discrimination and inequality), ecology, pandemic.

In each of the designated areas, questions were asked about aspirations, beliefs, values, opinions, evaluations (including self-assessment), experiences, and behaviour of young people.

WHO DID WE STUDY?

The study presented in the report was carried out on a sample of 701 persons born between 1990 and

2008. 685 people were selected for further analysis.

The majority, i.e. 60.4% of the subjects were women, 38.3% were men, and 1.3% of the population under study indicated that they define their gender differently.

The youngest subjects studied were 14 years old, the oldest 32 years old. The average age of respondents was 23, which means that respondents belong to the “Z generation” (people born between 1996 and 2010).

Among the study subjects, 78% declared themselves as heteronormative, and 14.7% defined themselves as LGBT+. More than 7% of the respondents did not want to answer the question about identifying with the LGBT+ community. In the sample, women identified as LGBT+ more than twice as often as men were – 18.4% of women marked this category in their responses compared to 7.6% of men.

The size of the towns in which the study subjects were born and raised was very varied. In each category, 22–27% of the subjects, with men more often than women, came from large cities. However, today, the majority (61.8%) of the population surveyed live in large agglomerations of more than 500,000 inhabitants and further 9.8% live in cities of 100–500,000 inhabitants. On the other hand, slightly more than 10% live in small towns below 5,000 inhabitants. The remaining size ranges of towns were each indicated by several percent of the people surveyed. It can be said that the young people surveyed, regardless of where they were born and raised, have chosen the environment of a large city to live. Here again, gender differences have emerged. Over 80% of the men surveyed, compared to 50.5% of the women, lived in large urban areas of more than 500,000 inhabitants at the time of the survey.

Chart 8
GENDER DISTRIBUTION IN THE SAMPLE

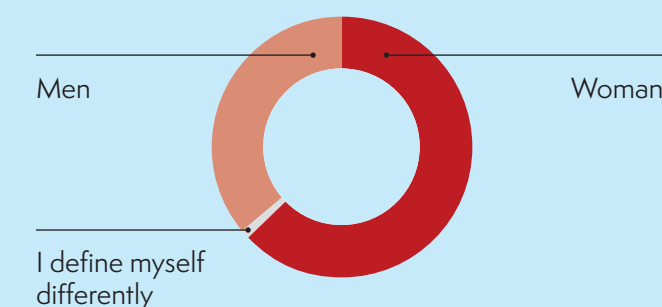


Chart 9
THE SIZE OF THE CITY/TOWN OF BIRTH AND CHILDHOOD OF THE RESPONDENTS

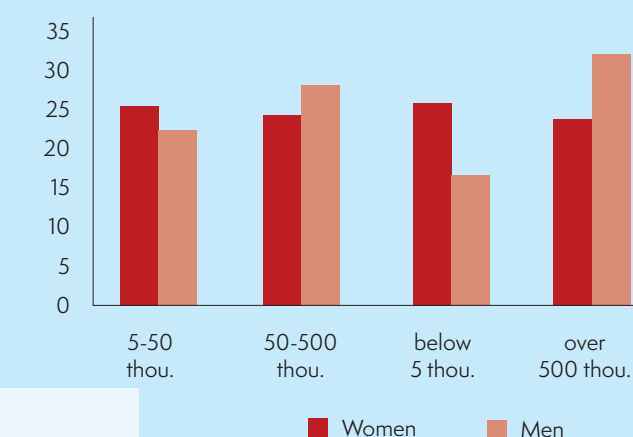
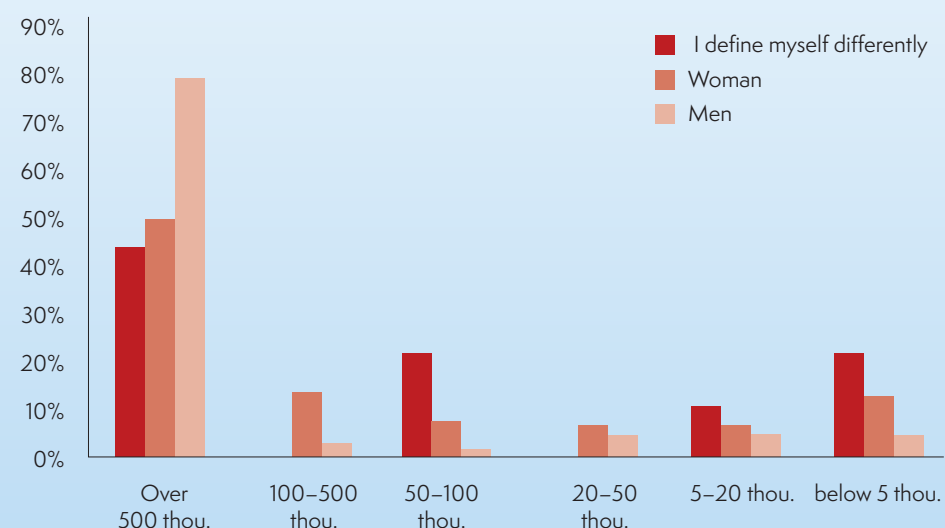


Chart 10
PLACE OF CURRENT RESIDENCE BROKEN DOWN BY GENDER



As regards the educational and professional status of the subjects, 17.7% indicated that they were working full-time and 4.1% were working part-time. Nearly 3% run their own business, 46% study full time, and 29.3% study part-time.

Subjects have generally indicated that they have good (39%) or very good (33%) marks. Less than one person in five (19%) rated them as “average,” and 3% below average. Women more often than men have declared that their academic performance is very good. This performance category was marked by 37.9% of women compared to 24.8% of men.

A significant proportion (37%) of people under survey live with their parents, 23% live with a partner/husband/wife and 15% live alone. Other people have a different housing situation (student halls, living with siblings). Only eight subjects had children – about 1% of the sample.

METHODS FOR COLLECTING AND COMPILING DATA

The study was conducted using the Computer-Assisted Web Interview method (CAWI), via an on-line questionnaire, created a Google form and published on the Perspektywy Foundation website. In addition, encouragements to fill out the survey were sent by e-mails to the academic circles and to the participants in events organised by the Foundation in Spring 2022. The data collected was exported to Excel and then cleaned and statistically processed using the Stata Statistical Program, version 16.0.

The Report only provides basic frequency statistics for single variables or cross-tables that take into account gender, age, and belonging (or not) to the LGBT+ Community (sexual orientation and gender identity). Two categories, women and men, were used for methodological reasons in gender analysis. Analyses based on the age of the subjects identified two categories: schoolchildren and students/workers. Differences due to gender or age category were tested using the Pearson chi-square difference test. Only those that were statistically significant with a p value less than 0,05, were reported in the Report.

Most of the differences observed were gender related. Age-based variability of results was most often statistically insignificant, or the direction of these

differences was inconsistent and therefore difficult to interpret. Therefore, in the Report we refer mainly to gender differences. This has resulted in a coherent and compatible picture of the young people of the Z generation, with a gender perspective playing a role in all the areas of work, private or civic life being studied.

In this Report, you can learn about the expectations of the Z generation from employers and the labour market, their attitudes to new technologies, preferences, and readiness to lead. Later in this Report, you can read about the values and beliefs underlying the relationship between the Z generation and the environmental and climate crisis, their experiences and reflection on discrimination and inequality, taking into account gender and sexual orientation. The final chapters of the Report concern the readiness of the Z generation to reconcile professional and family roles by both parents, as well as the role played by the COVID-19 pandemic in their lives.



1

LABOUR MARKET

The labour market is one of those areas of reality that are subject to dynamic changes due to technological developments. Digitisation, automation, and robotics, as well as the advances in telecommunications that underpin the digital transformation affect the organisation and forms of work, change the employers' demands for skills and their expectations, but they also change the expectations and aspirations of employees. New areas for reflection and analysis are emerging, for example, in the field of remote work, which allows interacting with employers and working from anywhere at any time of day or night.

The European labour market, based on advanced technologies, can develop through advances in science and technology, innovation, and through high-quality education which should equip young people with the right skills (critical thinking, flexibility, creativity, team working skills, etc.). In practice, in the area of skills, there has been for years a gap between the demands of employers and the skills of jobseekers, which creates tensions and increases unemployment, while at the same time the vacancies in some market sectors are growing.

One of the paradoxes of the modern labour market in Europe is the inconsistency between legislative measures aimed at increasing levels of protection and social security for workers and the growing level of junk contracts and the precarious situation of young people entering the market (Young People and Precarious Work, n.d.; Youth on globalised labour markets, n.d.). This can strengthen the feeling of uncertainty, instability, and variability so characteristic of contemporary times, in the workers from the Z generation. The generation born in the 1980s, and therefore older than the Z generation, was already named by the sociologist Zygmunt Bauman the "liquid generation" (Bauman et al., 2019) and the times of uncertainty, constant changes, increasing pace of life and its fragmentation – a fluid reality (Bauman, 2007). Bauman's fluidity of life affects the Z generation much more than the older Y generation. But does this instability really bother the young people of the Z generation? What do they expect from their employer, what do they value at work, how prepared are they to participate in the development of a technologically advanced labour market?

1.1 General professional expectations

THE ZS WANT WORK CONTRACTS

To the question “What kind of work are you interested in in the future?” 45.5% of the respondents responded “full-time employment contract,” 19.4% preferred setting up their own business, and 18.7% chose a part-time contract. Fewer people would like to set up their own start-up (6.7%) or have casual work (freelance – 6%). These results show that young people are strongly in favour of a permanent employment contract and prefer it to casual work or their own business. Only 1/5 of them think about having their own business, and a small percentage of the respondents are planning to develop the modern start-up market.

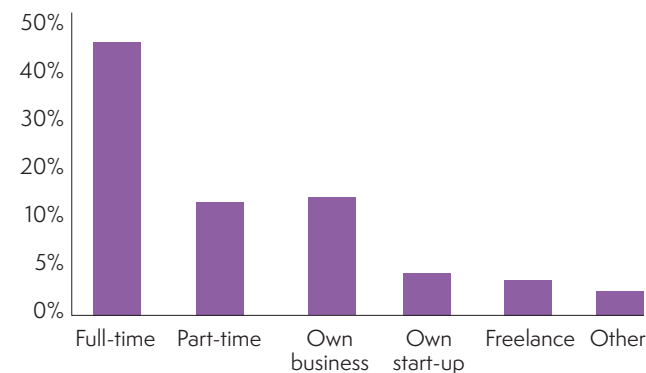
These results did not differ by gender, but there were observable age differences: schoolchildren selected freelance as the preferred form of employment 2.5 times more than students and workers, and also much less frequently than older colleagues thought about full-time employment (31.5% of schoolchildren compared to 47.7% of students and workers). Moreover, they indicated almost twice times more often than older colleagues that they were interested in setting up their own business (29.1% of schoolchildren compared to 17.7% of students and workers). It is not known whether this difference is due to changes in preferences concerning the form of employment that are coming with the younger generations or because of the lack of experience of younger Zs, who have not had the opportunity to correct their earlier ideas for life and work.

THE Z GENERATION NEEDS: THE ABILITY TO WORK REMOTELY AND POSSIBILITY FOR OWN DEVELOPMENT. WORK ATMOSPHERE? NO MATTER

In the question about expectations from the future employer, the Z Generation mainly points to the possibility of working remotely, which was indicated



Chart 11
ANSWERS TO THE QUESTION:
WHAT KIND OF WORK ARE YOU
INTERESTED IN IN THE FUTURE?



by as much as 90.9% of the respondents. This condition is more important to women than men: 93.7% of women have marked it against 86.6% of men.

Net, the Z Generation expects the employer to provide opportunities for development (training, conferences). This response was marked by 77.2% of the subjects; again, this condition was more important condition to women than men. 81.9% of women compared to 70.2% of men indicated this response.

The third most popular indication – 47.0% of the respondents – is to receive tasks corresponding to their competencies. This condition is more impor-

tant to the men of the Z generation, with 57.6% of men indicating it compared to 40.1% of women. This response was also more frequent among students and workers than by schoolchildren (50.0% of those who study or work with 38.6% of those at school). Approximately 1/5 of the respondents expect to have a competent team of employees and high earnings (21.3% and 23.8% respectively). High earnings are more important to men than to women (30.1% of men versus 19.8% of women).

The condition of respect for the principles of gender equality had fewer indications (13.9%) and the least popular was friendly work environment (0.1%). Respect for gender equality was definitely more important to women than to men, women indicated it almost 6 times more often than men.

MEN LIKE START-UPS, WOMEN PREFER CORPORATIONS

In the next question, about the size and nature of the company in which the Z generation would like to work, most people, as many as 59%, indicated a medium company. For 39.7% this would be a micro or small enterprise and for 32.4% it would be a large enterprise. The least number of people have selected the “government, state institution” option – 7.1%. In this question, the gender of the subjects affected the results. More men than women believe that for them a small business or a start-up would be the

Chart 12
EXPECTATIONS OF WOMEN AND MEN
FROM FUTURE EMPLOYERS

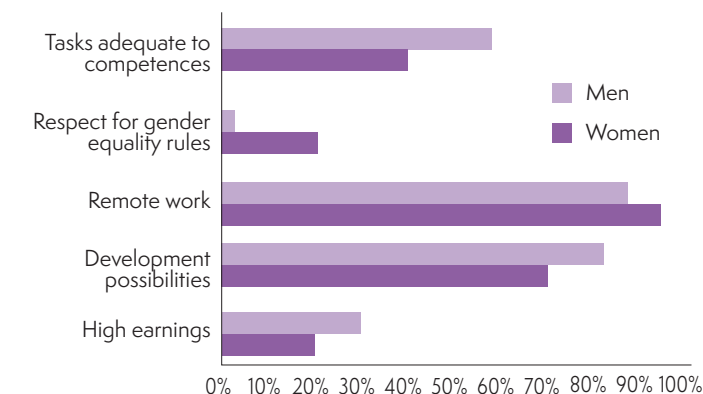
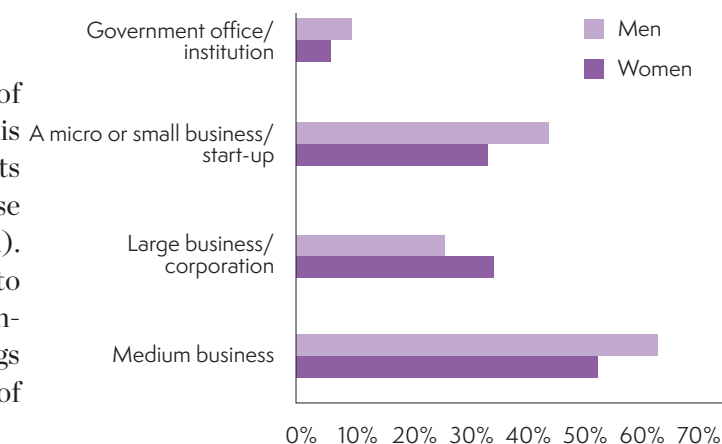


Chart 13
THE SIZE AND NATURE OF THE COMPANY
IN WHICH THE Z GENERATION WOULD
LIKE TO WORK



best place to work (46.2% of men vs. 34.5% of women). Medium-sized enterprises are also more popular among male subjects than female (66% of men want to work there against 54.8% of women). Women are more likely to choose large corporations as an optimal workplace (36.5% of women compared to 27.1% of men).

THE Z GENERATION LIKES WORK, BUT NOT TOO MUCH

According to 51.5% of the survey respondents people work to live a full life. Much less, 17.1%, considers work to be a necessity – people work to survive. The least number of people – 3.6% – said people live to work. For the Z generation, work is not a goal of life or a necessity. They treat it as an important part of their lives, without which it would be incomplete.

1.2 Running an own start-up

AN OWN START-UP? DON'T KNOW, MAYBE?

To the question if they would be interested in creating a start-up, only 6.3% answered that they are already working on it, and 34.6% answered that yes, but they are not working on it yet. 4 persons (0.6%) have their own start-up. 39.1% of respondents do not know and have not thought about it.

To the multiple-choice question “Why would you like to create up your own start-up?” 33% of respondents answered that they wanted to influence reality, 42% wanted to do something creative. 19.7% indicated setting up a start-up in order to own a business, and 11.4% due to having a great idea for a product to be deployed. Statistically significant age and gender differences can be noted in the responses. More women than men see means of influencing reality as an incentive to create a start-up (37.7% of women vs. 26.1% of men). Schoolchildren, on the other hand, more often than students or workers would like to create start-ups in order to have their own business.

INVESTORS NEEDED URGENTLY

54.2% of respondents consider finding investors to be the biggest challenge connected to creating a start-up and 51.2% also a high risk of failure; 35% note high competition (multiple choice question). Almost 1/4 (24.8%) indicated that this was selecting good business partners and almost 19% indicated a lack of understanding and support in the immediate environment. Age and gender did not affect these results, except for the “lack of understanding and support in the immediate environment” option, where age differences were noted. Schoolchildren marked this response much more frequently than students and workers (26.7% of schoolchildren compared to 18.1% of students or workers).

Chart 14
INTEREST IN CREATING A START-UP

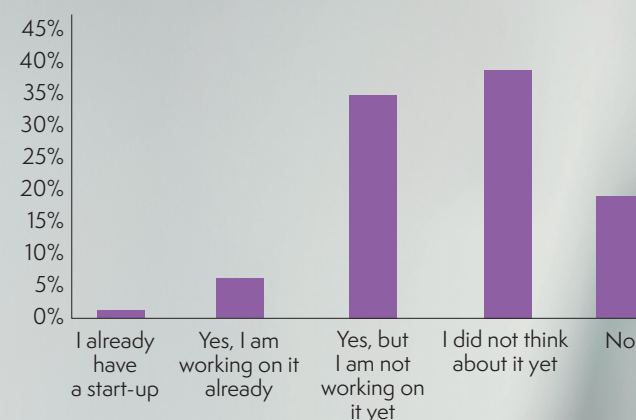
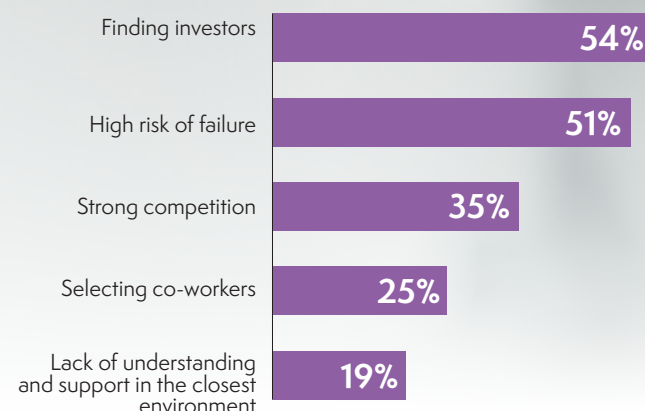


Chart 15
CHALLENGES RELATED TO CREATING A START-UP



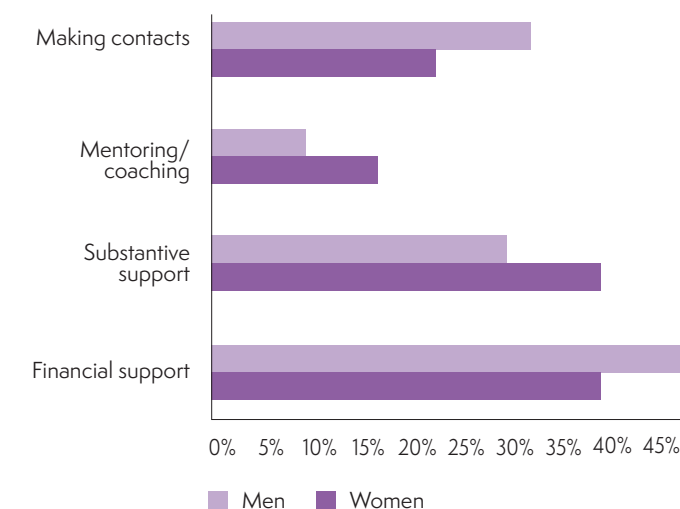
AN OWN START-UP? HELP!

Next question: “What kind of support would you need to set up your own start-up?” – provides the following answers. Most people (36.5%) are expecting financial support. 29.3% of the subjects would need subject matter support and 22% would need help in setting up contacts. A smaller percentage of study subjects – 11.2% – indicated “mentoring and coaching.” Only one answer indicated that this would be a help with documents, formalities, and technical support. The answers to this question have proved to be gender-differentiated. Men more often than women expect financial support (39.7% of men and 33.3% of women); men also expect more support in developing networks than women (26.7% of men against 19.3% of women). In turn, the subject matter, mentoring and coaching are more often expected by women. 32.9% of

women and 24.8% of men marked the need for substantive support, while 13.8% of women expect to receive mentoring and coaching, compared to 7.6% of men.

The fact that women more often than men indicate the need for substantive assistance does not necessarily mean that they are less well prepared to create and run start-ups in relation to men. Numerous studies over the last few decades have shown that women assess their knowledge and skills in a different way than men: they tend to underestimate their competences and possibilities, while men do the opposite, overestimating their knowledge and skills (Exley & Kessler, 2019). The different demands from men and women for the various forms of support for creating a start-up can therefore be based on differences in self-assessment.

Chart 16
EXPECTED FORMS OF SUPPORT RELATED TO CREATING A START-UP



WORK ABROAD

1.3 Attitudes toward migration

WORKING ABROAD? OF COURSE, WHY NOT

In the European Union, the single market is one of the key pillars joining the Member States. In theory, it offers the possibility of free migration for educational and professional purposes. In practice, migration in the EU is 10 times lower than, e.g., in the US, and as demonstrated in the research carried out on this subject, the most important barrier is the lack of language skills ('Lack of Language Ability Hindering Labor Mobility in the EU', 2017). How do the Polish youth from the Z generation answer questions about economic emigration?

To the question "Are you considering working in a country other than Poland?," 84% of the subjects responded "yes." As an incentive, the most people indicated that in other countries they could receive more attractive job offers, and 27.7% indicated that the single market allowed them to migrate easily for work. Only 15.9% of responders replied that they did not consider working outside Poland. A small percentage of the people surveyed report a lack of language skills as an obstacle to leaving for work, which is, however, being considered in this case.

POLITICS IS UNBEARABLE FOR WOMEN OF THE Z GENERATION

To the question: "Are you planning to leave the country due to the socio-political situation?" more than half, 54.5%, respondents indicated "yes." This motivation is more common among women than among men. 61.8% of women gave this response compared to 46.2% of men. These results show that the Z generation considers the current national policy so onerous that it motivates them to leave, and that it is much more onerous in the perception of women than men.

Chart 17

PROFESSIONAL EMIGRATION – ANSWERS TO THE QUESTION: ARE YOU CONSIDERING WORKING IN A COUNTRY OTHER THAN POLAND?

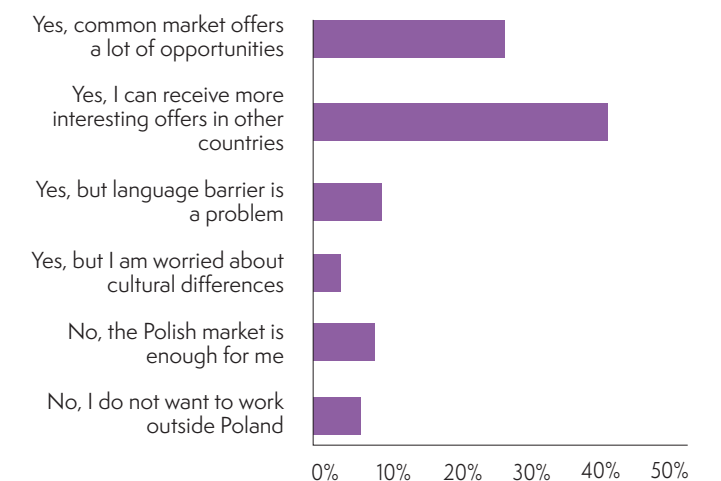
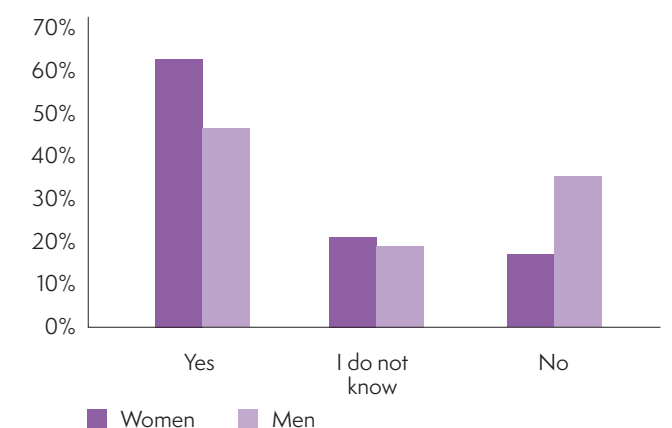


Chart 18

ARE YOU PLANNING TO LEAVE THE COUNTRY DUE TO THE SOCIO- POLITICAL SITUATION?



1.4 Women in the TECH/IT industry. Still uphill?

45% of the persons surveyed are convinced that women in the TECH/IT industry face more barriers than men. Women are three times more likely to agree with this opinion (62%) than men (21%).

Almost half of the men surveyed and only 14% of women see no difference in this matter. And one in four women and one in three men were unable to answer the question unequivocally.

Chart 19
ANSWERS TO THE QUESTION: WOULD YOU AGREE THAT WOMEN'S CAREERS IN TECH/IT ARE HINDERED BY MORE BARRIERS THAN MEN'S CAREERS?





Conclusions

- 1** Young people from the Z generation would most like to work in a medium-sized enterprise, less in a small business or a start-up, even less in a corporate enterprise. A small percentage of them wants to work in an office or a state institution. From the employers they expect stable conditions of employment, possibility to work online and professional development. Next come tasks that are appropriate to the competencies and, only in the next place, high earnings. The atmosphere at work is not important for the Z generation. Few also expect respect for gender equality.
- 2** An own start-up is not the first choice of the study subjects. Only a few percent of them are working on creating one, and less than 1% already have their own start-ups. The mention among the barriers the high risk of failure, difficulties in finding investors and competition in the market. The answers show that the most desirable form of assistance in creating a start-up is financial assistance, then substantive assistance and help in making contacts.
- 3** More than half of the group under examination declares that they want to leave Poland. Their motivation is better job opportunities abroad, the opportunities offered by the European single market and the socio-political situation in the country.
- 4** In all the areas studied, gender influenced the results obtained. Women were more likely to expect opportunities for online work and possibilities for career development and 6 times more often than men wanted to see gender equality at work. If creating a start-up, they are more likely to expect substantive support, mentoring and coaching, while men declare the need for assistance in financing the project and building a contacts network. They believe more often than men that women face barriers in building their careers in the ICT/STEM industries. Women more often than men declare their intention to leave Poland because of socio-political circumstances, almost 2/3 of the women surveyed reported this intention.

Recommendations

- 1** Young people from the Z generation need stability in employment and work. The Labour Code should be modified to eliminate junk contracts and undeclared work. An urgent analysis of the efficiency of the pension system for the Z generation should also be carried out in the current situation with a high percentage of jobs with junk contracts.
- 2** The expectations of the Z generation that work will be a place ensuring professional development requires developing the education, training, and professional development sectors, as well as building bridges between the education and the labour market. In view of the dynamic of the ICT/STEM sectors development, lifelong education will become a necessity and as such it should find a suitable place in the state's education policy.
- 3** The widespread expectation (90% of people surveyed) of possibility of working online requires that national policies related to digital transformation, digitisation and telecommunications be developed so that this expectation is technically feasible for employers and employees. It is also necessary to revise the labour law rules for working in a remote system.
- 4** Creation of their own start-ups by young people from the Z generation requires systemic support. Programs supporting start-ups should include financial assistance, risk management, substantive advice, coaching and mentoring, and networking.

*Patrycja Kublik*

Poland Country Talent Acquisition Manager, Citibank Europe plc
Global Talent Acquisition & People Insights

Associated for many years with the Recruitment and Employer Branding industry, engaged in creating and implementing talent acquisition strategies for global brands. Effectively builds interdisciplinary recruitment teams, combining competences from the areas of candidate experience, recruitment marketing, and direct search.

Experts' comments

Demographic changes and the growing pressure to optimise the use of human resources will shape the labour market and professions of the future in the longer term, on the one hand creating jobs in the area of digitisation and robotisation, and on the other, freeing up space for creative professions as a result of services automation.

This creates a serious dilemma for young people: how to shape their educational and future development path in order to offer employers suitable knowledge and skills that will be in demand and will ensure stabilisation in the turbulent market during social, climate, and geopolitical changes.

Due to the pace of the changes, individual skills do not gain as much value as the art of adaptation, quick learning, and openness to changes. Despite appreciating the value of remote work, the young people appear to appreciate more and more the experience they can gain from interacting with their older colleagues in the workplace. The universities provide theoretical background, but there is still a great need to develop soft skills, the ability to build relationships, and efficient communication. These will be the key skills for people entering the job market, as they will open up the possibilities of gaining new competences as their professional path gets shaped and the market needs change. Thus, in-

ternships and apprenticeships as well as employers' openness to employing young people and supporting them in their development will be gaining in importance.

Research shows that the Z generation expects from its employers mostly the possibility of training and development. This declaration alone demonstrates willingness to learn and openness to change. However, practice shows that improving qualifications quickly leads to expectations of the employer in terms of their use in practice and moving on to subsequent stages in the career path. This, in turn, confirms the assumption that substantive knowledge without professional practice is not an end in itself, and the ability to efficiently move about in the community of colleagues, effectively interact, work in a group, achieve the set goals and find the goals of the individual against the background of the service community remain essential to professional success.

The Z generation also wants employment contracts. This definitely proves that appreciation of stability, successive career path, attempts to combine professional success with work-life balance are definitely back in fashion. Changes to the labour market enabled long time ago combining full-time work with the need for independence, typical for the Zets, more and more often literally under-

stood as remote work. Fascination with this form of work will also evolve further, though. With time, the need to build connections and solidarity with the environment, the need to culturally identify with the employer and the company's values will come back to the fore more and more strongly. This will make working from the office naturally seem not just a necessity, but also a value in itself and an element supporting development - valued so highly - through interaction.

Keeping up with the labour market has never been so difficult as it is now, when the development of new technologies, climate, geopolitical circumstances or the pandemic situation immediately influence the employees' preferences and behaviours. Especially as it will be a long while before the education system answers to the need for lifelong learning. This is why soft skills, the ease of building professional relationships, curiosity about the world, and openness expressed by enthusiastic approach to technology and changes will remain the key to professional success. The role of the employers will be to support young people in their development by creating possibilities to learn by interaction, supplement the knowledge gained with practical skills, and most of all by promoting inclusive attitudes and tolerance for mistakes as the necessary phase of learning and achieving professional maturity.

2

TECHNOLOGIES

The attitude of the Z generation to new technologies is of great importance because of the highly technically advanced nature of the European economy. The digital and ecological transformation that is currently shaping the European market requires a highly qualified workforce. At the same time, the development of the ICT/STEM sectors is dynamic enough that once acquired, qualifications and skills have to be improved quickly and employees should be motivated to continuously train, improve, and develop their careers to keep up with changes.

The ICT/STEM sector is also characterised by a high gender and age gap in employment. Young-

er people dominate and the proportion of women employed does not exceed 20%. The barriers for women entering the industry are mainly linked to gender stereotypes that influence education and career paths. Women interested in education and work in the ICT/STEM sectors are still an untapped potential, which is paradoxical in the context of a very high and growing labour shortage in these sectors and their high turnover.

Knowledge of how the Z generation, just entering the labour market, approaches technology is of great importance for the predictability of the functioning and development of Europe's fundamental labour market areas.

2.1 Generation Z – new technologies enthusiasts

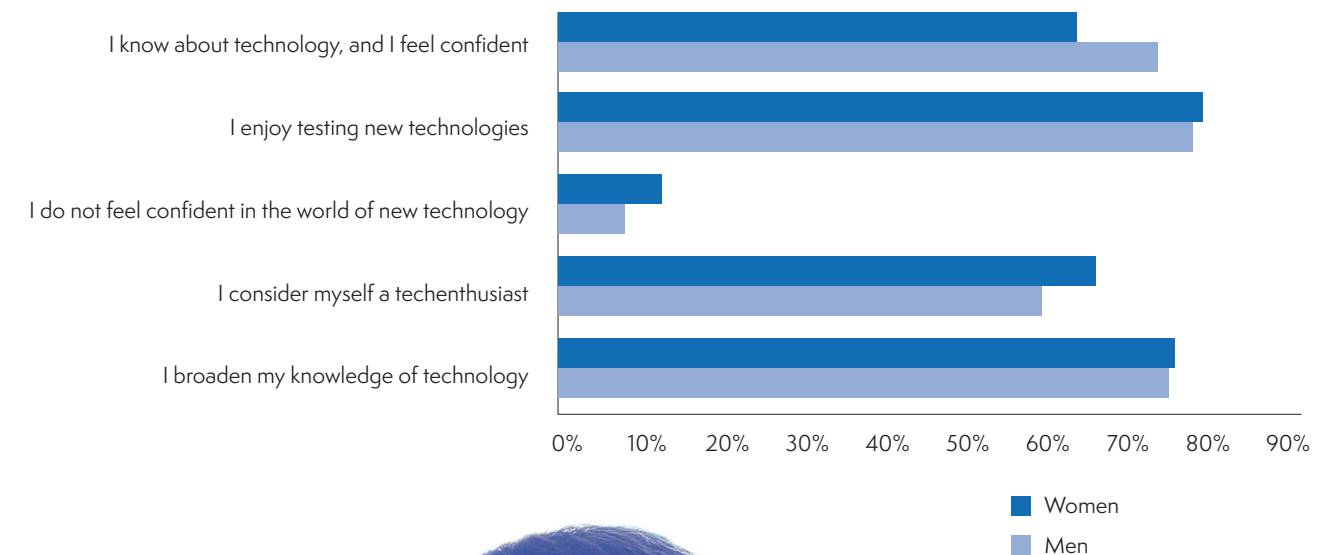
In the first series of questions, the Z generation's attitude to new technologies was measured – the emotions associated with the use of new technologies and the level of confidence with which the survey subjects move around the world of technology. And yes, 68.5% of the respondents know technology and feel confident in it. Only 15% of the respondents indicated the “no” or “rather not” response. Men feel more secure in technology, over 75% of them marked “definitely yes” or “rather yes” in this question, compared with 65% of women. Age also played a role in answering this question: 81.9% of students feel confident in technology, compared to 70.9% of schoolchildren.

79% of the subjects are happy to test new tools and technological solutions, without gender differences. 75.8% of the subjects improve their knowledge about technology, and only less than 13% of the subjects are not doing it. Students work on improving their knowledge more often than schoolchildren, with 37.9% of students marking “definitely yes” compared to 20.5% of schoolchildren.

64.2% of the study subjects define themselves as tech enthusiasts, students more often than schoolchildren (33.8% of students, compared to 15% of schoolchildren). A slightly smaller percentage of the survey subjects, 59.4% of them, believe that they will develop technology and contribute creatively to shaping it in the future – students think so twice as often as schoolchildren. Nearly 17% think they will not be involved in technology development and 23.7% of the people surveyed marked “difficult to say.” Although most respondents declare their participation in future technology development, 40% of the target young people who do not see themselves as participants in building the future should be considered as worrying. It would be interesting to know what the rationale behind these beliefs is.

Chart 20

APPROACH TO THE NEW TECHNOLOGIES. SUMMED ANSWERS “DEFINITELY YES” AND “YES” IN THE GENDER GROUPS





2.2 New technology solutions: I like them and use them

The next series of questions focused on selected technology solutions. The possible answers are “I use them and like them,” “I use them but do not like them,” “indifferent,” “I do not like them or use them.”

CLOUD

Thus, as many as 69.6% of respondents use and like the cloud, women (71.7%) have this attitude toward the cloud more often than men (66.8%). Only 3.6% of subjects do not like or use the cloud.

INSTANT MESSAGING

IM like Messenger and Whatsapp are used and liked by 77.1% of the people surveyed, while, interestingly, 18.4% use them but do not like them. Women more often than men like and use instant messaging, 83.3% of women marked such this answer compared to 67.9% of men. Towards alternate messaging services, such as Telegram, Signal, the respondents are mostly indifferent (49.6%), some

(29.3%) use and like them, and some (13.9%) do not use or like them. Men like alternative instant messaging more often than women – the answer “I use them and like them” was marked by 35.5% of the male population surveyed, compared to 25.4% of the female population. Students were more likely to select this response than schoolchildren. While 60.0% of the respondents are in favour of systems for conducting multi-person meetings and learning, such as Zoom, Teams, Google Meet (using and liking them), 27.3% are not (using them and not liking them). 10.5% of the study subjects are indifferent towards them. Women more often than men indicated in this question the answer “I use them and like them” – 66.7% of women have done so against 50.4% of men.

ELECTRONIC PAYMENTS

Online banking is liked and used by 87.9% of people, with a slightly fewer users paying by phone – 66.6%. E-banking is not liked and not used by just 1.9% of

respondents, while 13% of respondents do not like or use phone payments. 86.1% of respondents like paying by BLIK. Gender did not influence these results. Age varied the results of the last two questions. Schoolchildren like to pay by phone more often than students, while students use BLIK more often than schoolchildren.

SOCIAL MEDIA

In response to the question: “What is your relationship with particular technology solutions?,” 55.5% of the people surveyed declared they liked and used Facebook. Interestingly, as many as one in three of the people surveyed say they use Facebook, but they do not like it. On the other hand, as many as 48.3% of people surveyed do not use and do not like Tik-Tok, over 29.2% of people who like and use it.

On the other hand, Instagram is used and liked by 56.5% of the people surveyed, which gives a slightly higher percentage than Facebook. By contrast, definitely fewer people (13.9%) declare that they use Instagram, but do not like that social medium at the same time.

Social media tend to be liked by women more often than men. Statistically significant differences are found in case of Facebook, Instagram, Tik-Tok.

In any case, the gender difference is higher than 10 percentage points. In terms of age, schoolchildren like Tik-Tok definitely better than students (“I use them and like them” was marked by 55.9% of schoolchildren compared to 24.1% of students) and Instagram (70.1% of schoolchildren and 52.7% of students). Facebook is also largely appreciated by schoolchildren, although a little less, with 60.6% of schoolchildren liking and using it against 52.9% of students.

OTHER TECHNOLOGIES

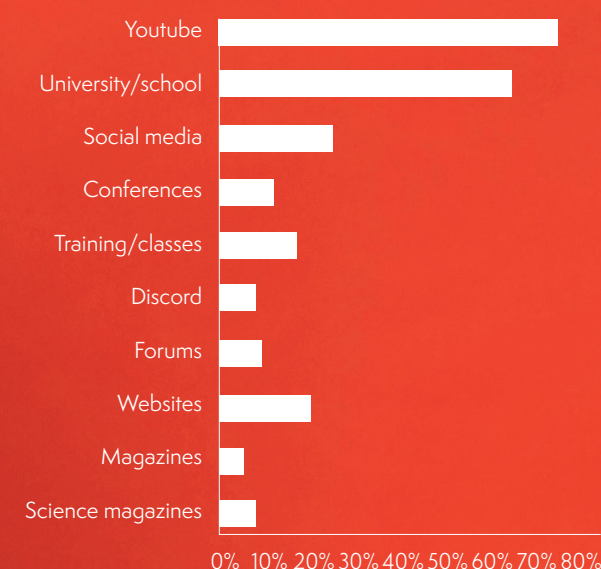
Biometric security is very popular, with 62.5% declaring that they use and like it. Chatbots are rather unpopular and therefore 33.4% of the study subjects do not use them, and 37.5% are indifferent.

In the latter case, statistically significant gender differences have emerged. Women use and like the chatbots more often than men (17.4% of women vs. 12.6% of men). They also use them more often even if they do not like them (17.4% of women compared to 7.2% of men). In terms of age, students are more likely than schoolchildren to not like or use chatbots.

The modern drone technologies are used by 26.7%, with as much as 54.3% feeling indifferent towards them.

2.3 Sources of knowledge of new technologies

Chart 21
SOURCES OF KNOWLEDGE ON NEW TECHNOLOGIES FOR YOUNG PEOPLE FROM THE Z GENERATION

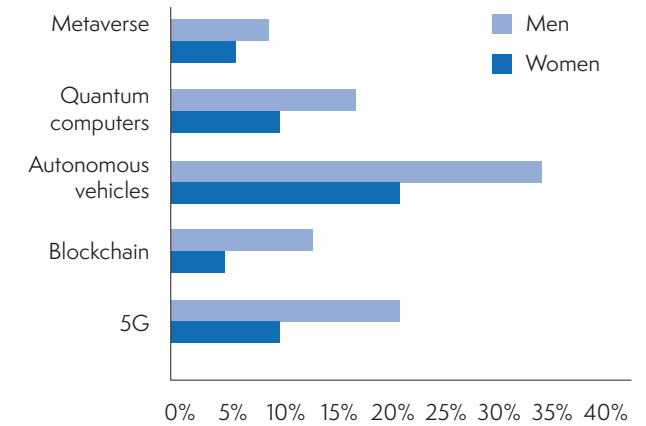


To the multiple-choice question “where you learn about new technologies” most people answered they learn at the university/school (64.23%), the second place was taken with practically equal numbers by “YouTube” (25.7%) and “social media” (25.8%). Nearly one fifth of the persons surveyed follow websites such as Antiweb and Spider’s Web for this purpose. Somewhat less respondents said that they are learning at conferences (11.8%), training and classes (16.8%). Even less popular sources of knowledge about new technologies among the study subjects are forums (9.0%), Discord (8.0%), and scientific journals (7.6%). The least popular among the respondents (4.53%) are such magazines as “Wired,” “Komputer Świat.”

Women more often than men learn from YouTube (41.9% of women vs. 16.0% of men) and social media (difference of over 6 percentage points). Twice as many women as men learn from conferences and training. In terms of age, schoolchildren are more than twice as likely as students to learn from YouTube (43.3% of schoolchildren and 20.6% of students) and social media (46.5% of schoolchildren and 18.3% of students). Schoolchildren much less often than university students indicate school and conferences as a source of knowledge.



Chart 22
**PERCENTAGE OF MEN AND WOMEN
DECLARING BROAD KNOWLEDGE AND
INTEREST IN SELECTED TECHNOLOGIES OF
THE FUTURE**



2.4 Competences in future technology

In this section the respondents were asked how they evaluate their knowledge of technologies that have not yet entered the general use and could choose from the following answers: “I know a lot about them and they interest me,” “I know a little,” “I do not know much,” “I do not know anything.”

5G

Regarding this technology, as many as 59% of people have answered “I know a little.” 14% of the subjects know a lot about this technology and take an interest in it – twice as many men as women have indicated this answer. Only less than 1% of the people surveyed do not trust this technology. To the question “What is your approach to 5G?” 73.7% answered that it is positive.

BLOCKCHAIN

27.6% of people do not know anything about Blockchain, with 33.6% not knowing much. Only 1.6% do not trust this technology. Only 8.5% of the respondents indicated that they know a lot about this technology and are interested in it. Men were more likely to behave than women (13.4% of men vs. 5.3% of women). Among those who know a lot and are inter-

ested, there were more than twice as many students and workers as schoolchildren.

CRYPTOCURRENCIES

In the case of cryptocurrencies, 62.5% of respondents in total know a lot and are interested or know a little. 33.9% have a positive attitude towards them and 32% are indifferent. The categories “I know a lot about them and they interest me” and “I know a little” have been marked more frequently by men than women. The differences were several percentage points.

NFT

48.7% of respondents in total know a lot about NFT technology and are interested in it or know a little about it. They are more often men than women (53.4% of men versus 45.4% of women). Schoolchildren indicated more often than students and workers that they know a lot about it and are interested (15.8% of schoolchildren compared to 10.42% of students and workers).

METaverse

66% of the respondents know nothing about Metaverse or do not know a lot, but this ignorance does not mean that they do not trust this technology,

because only 6.7% declared a lack of trust. Men have said more often that they know a lot about this world and are interested in it, or that they know a little. The gender differences are not large, reaching a few percentage points.

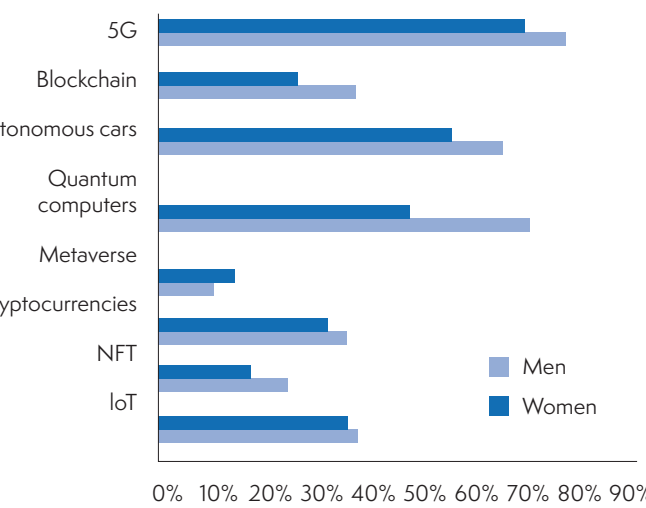
AUTONOMOUS VEHICLES

One-quarter of the study subjects know a lot about and are interested in autonomous vehicles; 46.6% indicated that they knew a little. This represents 72.1% of respondents informed about this technology. Men have marked the category “I know a lot about them and they interest me” much more often than women, with 34% of men compared to 20.5% of women. Students were more likely than students and workers to indicate that they do not know anything about this technology (15% of schoolchildren compared to 5.8% of students and workers).

QUANTUM COMPUTERS

Only 12.7% of the respondents indicated that they knew a lot about and were interested in these solutions and 43% indicated “I know a little.” Men have marked the “I know a lot about them and they interest me” category almost twice as often as women. 40.2% of schoolchildren indicated that they “do not know anything” about this technology, compared with 17.1% of students and workers who marked it.

Chart 23
**PERCENTAGE OF WOMEN AND MEN
WITH POSITIVE APPROACH TO SELECTED
TECHNOLOGIES OF THE FUTURE**



METHODOLOGICAL NOTE

It should be emphasised that the results of this chapter relate to self-assessment and not to objectively verifiable knowledge or skills, therefore their interpretation should be cautious. Many studies have shown that women tend to underestimate their own knowledge and skills, while men overestimate them. The same applies to schoolchildren compared to students and adults: their self-assessment may be less adequate due to generally less life experience, less maturity and self-knowledge compared to people older by several years.

Conclusions

- 1** The Z generation is enthusiastic about technology. Most of the respondents are certain that they are familiar with them and feel confident in them. They widely use cloud, messaging, social media, communication platforms, electronic banking, phone payments, biometric security, they like to test and learn about available technologies.
- 2** However, the future technologies are difficult for the Z generation. Only a small percentage of the study subjects (typically around 10–15%) indicated that they knew a lot about them and were interested in them. A large proportion of young people do not see themselves as co-creating and developing technologies for the future.
- 3** Gender influences the use and positive emotions about technology. Women more often than men like and use existing technologies (which disproves the stereotypes about women's dislike of technology) – but much less often than men they report that they have the knowledge of and interest in future technologies such as 5G, cryptocurrencies, NFT, Metaverse, autonomous vehicles or quantum computers. Gender also determines the sources of knowledge about new technologies: women twice as often as men use conferences, courses and training for this purpose, as well as YouTube.
- 4** The sources of the knowledge of technologies for the Z generation are primarily school or university, YouTube, social media, and websites. Not courses/training, conferences, or scientific or professional journals, although there are differences in age and gender.

Recommendations

- 1** Access to information and training on future technologies needs to be improved. A relatively small proportion of the young people surveyed have knowledge of and interest in them. Such a situation poses a risk of economic, educational, and cultural marginalisation in the future. This is a task for universities and business in the ICT/STEM sector.
- 2** Young people need to be better supported in their personal development and in building their sense of agency as well as in developing their professional aspirations. Otherwise, there is a risk of self-exclusion from the opportunities and possibilities related to the technology development. Such psychological work should be done by schools and NGOs, building a sense of the value of young people and their awareness of social roles in the future.
- 3** It is necessary to monitor and reduce the gender gap noticeable in the use of new technologies. This is particularly true of the technologies of the future, as they will determine the future economy of Europe and the world. This challenge should be part of the state's equality policy, implemented primarily through the education system.
- 4** Young people almost never use specialist journals and scientific articles. Bridges need to be built between the world of science and the world of technology and business via institutions that can act as brokers, disseminate scientific research in the world of practitioners and combine the needs of the world of science with the world of technology.





Elżbieta Wyras

Lecturer at the Department of Rail Vehicles and Transport at the Krakow University of Technology. Expert on women-led STEM start-ups. Author of the report and book of recommendations in internationalisation of the innovation ecosystem. Start-up programs coordinator.

Experts' comments

Rushing technological progress" is one of the key determinants of the 21st century, determining the development of social or economic life. These factors, especially digital technology, have become an inseparable part of the private and professional sphere of every living generation. It may seem that the representatives of the Z generation, who "have technology in their blood," will be the most strongly connected to new technologies. Born in the years of the development of the Internet, telecommunications, machine learning, artificial intelligence, and companies such as Google, Amazon, Facebook or Netflix, the Z generation treats the digital world as naturally as the process of breathing. To them, the available technologies are not just tools, but a condition necessary for proper functioning, which is confirmed by a study by Sparks & Honey and respondents to this report.

Living in the two worlds (digital and real), the Z generation is bombarded with information which they can quickly select and adapt for themselves. But the digital world carries with it many threats, such as fake news, the illusion of an artifi-

cial "Instagram" life, lack of security on the Internet, information overload, stress, and a growing level of depression. Nevertheless, such universal and free access to information allows them to develop their creativity, define social models, look more objectively at the applicable standards, search for new solutions and redefine current concepts. For example, for the Z generation, "face-to-face communication" also refers to the use of videoconferencing services such as FaceTime.

The Z generation representatives are not afraid of new technologies and are happy to use them. This is because they see them as something more than a consumer product or a created need, they want to be their creators and influence the surrounding world or bring about change. However, despite their demonstrated natural tendency to create innovations, they do not really want to be the initiators of specific projects. From year to year, the number of newly established technology start-ups founded by people under 29 is decreasing. On the other hand, taking into account the need to deal with a multitude of variables and the time of focus, it is worth considering how to utilise their passion for new technolo-

gies, in particular future technologies, in the labour market.

The "The Metaverse: A View from Inside" study indicates that the Z generation will be the leader in technological changes, in particular with regard to the web3 universe and the Metaverse. The Zets spend much more time online than any previous generation, and their digital identity is a more accurate interpretation of their character. As a result, they play an increasingly important role in dictating trends or forcing changes on brands and building sustainable development.

It is not only the largest demographic age group, with 2.6 billion people, but also the first generation difficult to give definitive "labels" to. Due to their flexibility and holistic approach, they identify with new technologies faster and look for new applications for them. Therefore, it can be concluded that if stimulated properly, provided with the desired work environment (taking into account the values of the Z generation) and presented with a challenge with which they will identify, the Zets may make a technological breakthrough for humanity equivalent to the invention of the wheel.

3

LEADERSHIP

In a broad sense, leadership is a social process where one person influences others to achieve common goals. Not only is there a lack of coherent concept of leadership, but also there is no answer to the question of whether there is a universal mechanism/model of effective and at the same time ethical leadership in terms of the diversity of challenges and contexts. Certainly, due to the democratisation of societies, the development of new technologies, dynamic cultural and social change, as well as global crises, there is a need for new ways of implementing the role of a leader.

Leadership is not only just personality traits, charisma, skills and behaviour, but also complex interpersonal relationships, different situational and cultural contexts, i.e., unique social processes. The decisions, events and behaviours of leaders, both planned and improvised, cover a wide range of aspects: objectives setting, vision creation, strate-

gy development, task execution management, team and coalition building, diversity management, people activity targeting, goal communication, engagement, motivation, stimulation and inspiration for people to act, powers and tasks delegation, and meeting the needs of the group in terms of communication, collaboration, and dealing with difficult situations.

Today, attention is drawn to the changing, dynamic nature of leadership practice, ethical responsibility of taking up challenges, egalitarianism and participation, and a broad catalogue of leadership competences that are possible to develop.

Respondents to the survey were asked about their beliefs about leadership qualities, preferred leadership styles, willingness to take leadership roles, and life experiences that relate to leadership competencies. The beliefs about the role of gender in of leadership functions have also been examined.



The competing modern and traditional leadership concepts

- Leadership as personality traits and skills versus leadership as processes and behaviours.
- Leadership as achieving goals within existing law (transactional) versus challenging current order and proposing a new one (transformative).
- Leadership by appointment versus one achieved through bottom-up processes.
- Leadership "over something" versus leadership "to something."

3.1 Leadership competences – congenital or acquired?

To the question “Do you think leadership traits are a congenital talent or an ability that can be learned?” 41.7% of the subjects (43.2% of women and 39.7% of men) replied that they were partly congenital and partly possible to learn.

More than 40% of the Z Generation respondents – both women and men – are convinced that lead-

ership qualities are congenital. As much as 35.9% (35.5% of women and 36.6% of men) said that “these are congenital traits that can be enhanced and developed through training,” and 7% (6% of women and 9% of men) think leadership is a type of congenital charisma and cannot be learned.

Only 12.8% of the study subjects say they are “skills like any other.”

Chart 24

BELIEFS ABOUT NATURE OF LEADERSHIP QUALITIES



3.2 Preferred leadership style

The respondents were asked to select from the list and indicate their most preferred leadership style.

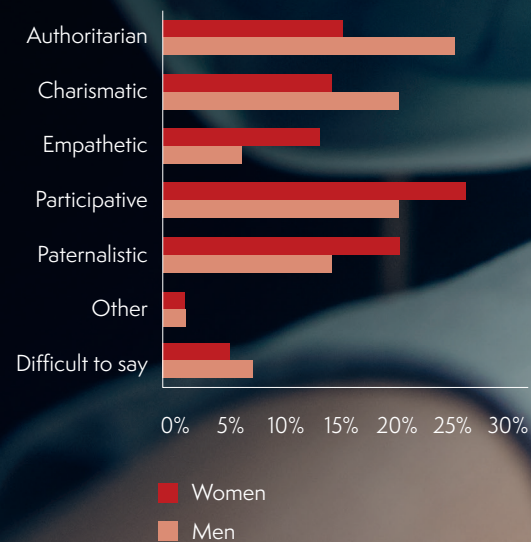
For 24.2% of the survey subjects from the Z generation, participatory leadership was the preferred one. At the same time, on average, every fifth of the responders indicated the authoritarian, paternalistic or charismatic style as the preferred one.

Men and women of the Z generation are clearly different in the preferred leadership styles. Men have more traditional attitudes. The authoritarian style is preferred by 26% of men and 15% of women, the charismatic style by 21% of men and 15% of women. The paternalistic style is the choice of 21% of women and 15% of men, while the empathetic style is close to 14.5% of women and 7.3% of men. At the same time, women more often than men indicated the participatory style as the preferred one (27% vs. 21%).

In short, men tend to prefer authoritarian (26%), charismatic (21%), and participatory (21%) styles. Women tend to lean towards the participatory (27%) or paternalistic (21%) style.

Chart 25

PREFERRED LEADERSHIP STYLES FOR WOMEN AND MEN



Leadership Styles

- charismatic style
– the leader leads people behind him/herself towards the goals he/she sets.
- authoritarian style
– the leader can organise the activities of many people in order to achieve pre-defined goals.
- paternalistic style
– the leader can easily read the needs of others and help them meet these needs.
- participative style
– the leader together with the people defines key objectives and organises their joint achievement.

3.3 The role of the leader

To the question “Would you like to act as a leader?” 70.3% of the survey subjects – including 76% of women and 61% of men – have declared their will to act as a leader.

Currently, 45.7% of the subjects consider themselves to be leaders (including 48.1% of women and 42% of men).

One in five respondents, despite their willingness to act as a leader, fear that they have no predisposition/talent to do so, and 15% of people have responded definitively that leadership is not for them.

In general, women and men surveyed showed similar attitudes and willingness to play leading roles. Women were most likely to have an interest in managing a company or a group (30%) and a task

(23%). In men, the trend was similar, with a much smaller percentage interested in task management (21% and 12% respectively). Women were less likely than men to think that management was not for them (14% compared to 17%). Interestingly, men twice as often as women had no opinion on this issue (16% compared to 8%).

61.7% of the subjects have never participated in workshops and training courses for leaders despite their aspirations and current role. 21% had a single experience of this type, and 17.2% have taken many leadership classes.

Women (20%) are much more likely to participate in workshops that improve leadership skills than men (12%).

Chart 26

**ANSWERS TO QUESTION:
WOULD YOU LIKE TO ACT AS A LEADER?**





3.4 Social commitment

In contrast to the declared readiness to take up leadership roles, there is readiness to and practice of engaging and acting in the public space.

Although 94.4% of the people surveyed (97.6% of women and 89.3% of men) said that they were socially involved, only 13.7% of respondents were active in NGOs and only 5.5% were active as volunteers. One in five subjects (19.3%) participates in demonstrations or protests. The most commonly declared form of civic involvement is the experience of school or student organisations – marked by 58.7% of respondents.

There have been significant gender differences. A much higher proportion of men (11%) compared to women (2%) did not engage in social activities at all. Women have participated in volunteering three times more often (61%), with only 22% of men participating in this form of activity. Women have also been involved in NGO work more often (16% compared to 10% of men).

Chart 27
SOCIAL INVOLVEMENT OF WOMEN AND MEN

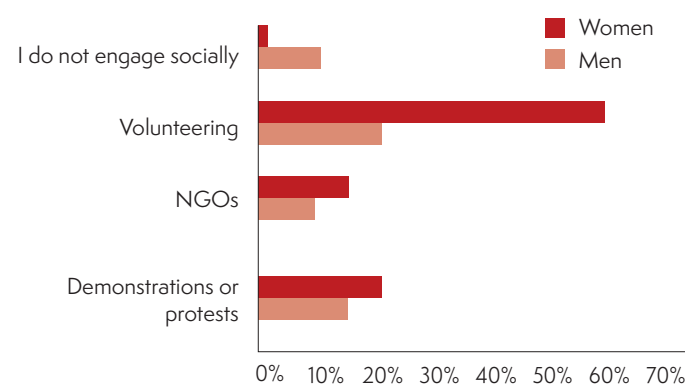


Chart 28
IS FEMALE LEADERSHIP DIFFERENT FROM MALE?

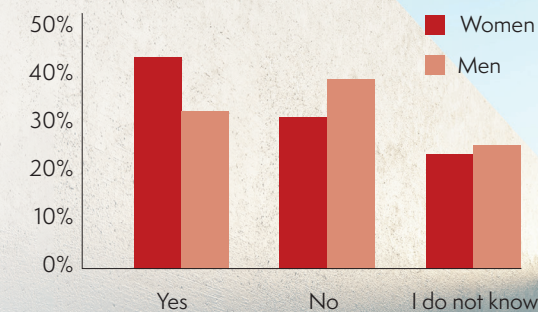
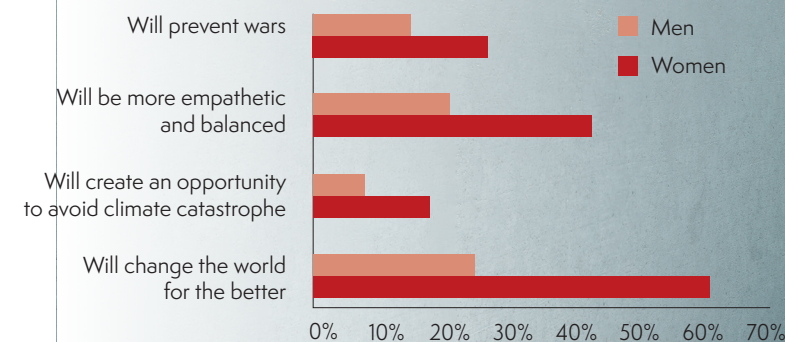


Chart 29
THE HOPES RELATED TO WOMEN'S LEADERSHIP



3.5 Will the women leaders save the world?

40% of the people surveyed are convinced that the leadership of women and men is different in their nature. 35% do not see gender differences.

The female respondents (44.5%) were more likely to see a difference in the leadership of women and men than male respondents (33.2%). At the same time, one in three female respondents and 40% of male respondents thought that gender was irrelevant in leadership roles.

One in five people did not have a view on this.

Women who responded believe more often than men in the potential and particular role of women's leadership.

67% of the people surveyed, including 77.5% of women and 50.76% of men, have expressed the belief that women's leadership is and will be important to the development of the world. Every third person – 49.2% of men surveyed and 22.5% of women – thinks the opposite.

Almost half of the people surveyed – 61% of women and 26% of men – believe that the new type

of sustainable leadership opens up the chance to change the world and move in a direction different than before.

However, the strength of these beliefs is dramatically reduced when concrete statements are formulated about the different challenges facing the world.

34.9% of the people surveyed agree with the sentence "Women's leadership will be more empathetic and sustainable." 22.2% of respondents are convinced that there will be no war in the world where women have stronger participation in decisions and human rights will be respected more fully. At the same time, as many as 85.5% of the respondents believe that women's leadership will not contribute to dealing with the climate disaster issue.

43% of women are convinced of that women's leadership will be empathetic and sustainable, compared to 21% of men. 33% of female respondents and 27% of male respondents agreed with the opinion that women's leadership will prevent wars and lead to greater respect for human rights. Only 18% of women and 8% of men trust in the potential impact of women on tackling the climate disaster.



Conclusions

- 1** Most young people are convinced of the largely congenital leadership qualities that can only be developed during further life.
- 2** Only one in four young people studied prefer a progressive – participatory – leadership style. Men more often than women tend to favour traditional styles – authoritarian and charismatic, focusing on the individual. At the same time, more than half of the women surveyed and only a quarter of men are convinced that the new type of sustainable leadership opens up an opportunity for the world to change and move in a different direction than before.
- 3** 70% of the people surveyed aspire to be leaders, but 60% have never trained in this area.
- 4** Contrasting to the often-declared willingness to take on leadership roles is a low level of involvement and action in the public space. Women are more likely to take up social action than men, such as volunteering or working for a non-governmental organisation.
- 5** At the level of the general declarations, the majority of women and half of men surveyed expressed their conviction that women's leadership is and will be relevant to the development of the world, but in the context of specific problems such as peace, greater respect for human rights or the solution to the climate disaster much fewer people believe in the positive and significant role of women.

Recommendations

- 1** Education and awareness-raising on the competences of leaders are needed in the context of today's challenges and sustainable development goals, as well as new models where participation and emotional and social competences are considered key.
- 2** It is necessary to promote leadership as a process in which knowledge, competences and experience are acquired by working with people without the need to exercise power over them. The leader can focus on the execution of tasks, positive social relations and cooperation and participation.
- 3** Opportunity should be ensured for experienced leaders to communicate their experience to younger generations more effectively.
- 4** It is important for public services and programs to exist, e.g., within the framework of the education system, to enable leadership and agency to be shaped in the early stages of development, and to encourage young people to engage in civic participation and taking responsibility for changing the world.
- 5** It is important to unmask harmful gender stereotypes and to recognise and appreciate the work of female leaders, especially emphasising their successes in sectors and areas that are still considered "male."





Iwona Chmura-Rutkowska

PhD, Professor at UAM, Department of Sociology of Education at the Faculty of Educational Studies at Adam Mickiewicz University in Poznań. Centre for Gender and Identity Research of the Adam Mickiewicz University. Author of publications, workshops and educational materials on gender stereotypes and the leadership skills of girls and women.

Experts' comments

In traditional approach, which, as the results of these studies show, is still quite common among young people, leadership is the result of inborn predisposition and special character traits. Currently, however, the idea or myth of “born leaders” is being questioned, noting that even the so-called charisma is a cumulative effect of many different characteristics and competences that can be shaped throughout life.

Young people from the Z generation experience very different styles of leadership in their everyday life, both traditional and modern. The stereotypical beliefs about the “specifics” of social roles and gender-related characteristics, including the differences in leadership between women and men, are still concerned, still apply to them. This cultural filter still has a real impact on ways of thinking, perceptions, attitudes, behaviour, and thus on the different experiences of women and men in the professional sphere.

In a stereotypical approach, the egalitarian, participatory, empathetic, and balanced ‘female’ management style is contrasted with the authoritarian, hierarchical, task-based, and exploitative style known as ‘male.’

Traditional stereotypes and patterns of masculinity (individualism, strength, rivalry, high position, self-confidence, etc.) and upbringing to fit the male role influence the fact that young men (still) more often than women prefer the traditional authoritarian style, where the leader takes one-person responsibility, gives instructions, controls, legitimises and

demands obedience, respect and respect. However, this style has long been inadequate both in view of the problems of the world and in view of the growing human awareness and cultural capital. In the new participatory model, which, according to the research, is particularly preferred by women, the importance is placed on egalitarianism, flat organisation structure, recognition of diversity, involving the collaborators in the decision making process, and ethical responsibility.

In fact, in view of the challenges of the modern dynamic world and the diversity of the people working together, the most effective approach in leadership is believed to be the one that rejects the schematic divisions of “male versus female,” which means a flexible leadership style that focuses simultaneously on the execution of tasks, positive social relations, and cooperation and participation.

At the same time, as shown by the study conducted by the Perspektywy Foundation and the Citi Foundation Women’s Leadership 2021. Technology, business, science, 2021, gender stereotypes, especially concerning women acting as leaders, continue to be a common and effective development barrier – in individual terms and at the level of organisation development. In view of the inequalities and the low representation of women in decision-making bodies, it is important to ensure gender balance among those in leadership roles, as this is the only opportunity to integrate, represent and take into account the viewpoints, views, experiences and needs of the half of the world. Girls

and women also still need education, leadership and mentoring programs at different stages of their lives, addressing the effects of traditional upbringing, prejudice, discriminatory practices, and systemic barriers.

While noting the difference in life experiences and prospects for women and men, it is worth calling into question the myths about gender differences in the predisposition to perform leadership roles. This helps in changing the perspective and focusing on personal competencies that are useful for professional development – regardless if they are considered “female” or “male.” For example, assertiveness and courage, as well as empathy and communication skills are among the many key leadership competences, regardless of the biological gender with which we are born, and it is worth shaping and using them.

Leadership in a globalised world, in which, as we increasingly feel and understand, we are connected to and dependent on each other, must be based on ways of making decisions and achieving group goals other than traditional (more inclusive and ethical). The role of leaders can be successfully accomplished formally and informally by a wide variety of people who have the opportunity to leverage their unique potential and resources in a community-relevant goal. It therefore seems essential to prepare young people for this role by creating favourable conditions for cooperation and courage to engage with society and civic society on issues important for them.

4

ECOLOGY

The “Ecology” chapter focuses on the values and beliefs underlying the relationship of the Z generation with the environment. We begin by answering the 15 questions on the NEP (New Biological Paradigm Scale) scale developed by the environmental sociologist, Prof. Riley E. Dunlap and his team. The scale is used to measure the support for environmental perception of the world and is widely used throughout the world (Anderson, 2012; Dunlap et al., 2000; Dunlap & Liere, 2008; Kopnina, 2011; Ntanos et al., 2019).

Next, we check, in order:

- the level of climate denialism (not recognising the climate change and the climate crisis that it is causing or distancing from it);
- the degree of integration of the principles of eco-lifestyle in the private sphere;
- the level of civic involvement in the resolution of environmental problems (green activism);
- a sense of influence on the process of overcoming the climate crisis;
- beliefs about the role of international organisations, governments, and businesses in overcoming the environmental/climate crisis.

4.1 NEP Scale – Basic values and beliefs about the human-environment relationships

Scale questions cover several areas related to environmental thinking and human-environment relations, which make up 5 fixed scale components:

1 LIMITS OF GROWTH – questions 1, 6, 11 – address the degree of recognition of the finite nature of the planet's resources and the resulting growth limits. They refer to the early reports of the Club of Rome warning about the environmental crisis and their subsequent discussions¹.

2 HUMAN EXEMPTIONALISM – Questions 4, 9 and 14 examine how much the respondents regard a person as one of many species of living beings, which are subject to the same rights of nature, and how much they believe that humans are unique in the world of living beings and therefore deserving special rights of nature.

3 ANTHROPOCENTRISM – Questions 2, 7 and 12 examine the extent to which the research subjects agree with the thesis of humans' dominant position in nature and their right to unlimited exploitation of the natural environment for the purposes of their own species.

4 THE FRAGILITY OF THE BALANCE OF THE PLANET'S ECOSYSTEMS – questions 3, 8, 13 of the scale examine the degree of recognition of the complexity and fragility of the planet's biological balance based on the interlinkage of all natural elements and the risks associated with the imbalance.

5 RISK OF ENVIRONMENTAL CRISIS – questions 5, 10 and 15 check to what extent respondents consider the ecological situation of the planet as critical as they see the environmental changes observed in a crisis or disaster context.

¹ This is both about a landmark report of the Club of Rome at the beginning of the 1970s. (Meadows & Club of Rome, 1972) and more modern analyses of the finite nature of resources on the planet and possible development scenarios (Bardi & Alvarez Pereira, 2022; Fuchs et al., 2021; Meadows et al., 2004).





4.1.1 LIMITS OF GROWTH

Question 1
“WE ARE APPROACHING THE LIMIT OF THE NUMBER OF PEOPLE THE EARTH CAN SUPPORT.”

When analysing the answers to the above, we note that 2/3 of respondents recognise growth limits. More than 30% of respondents indicated “strongly agree” and a further 26,1% marked “mildly agree.” 23,8% of respondents chose “strongly disagree” and “mildly disagree” combined. In this question, women were much more ecological than men, with more than 62% of them agreeing strongly or mildly, compared to 46% of men who indicated these categories of responses.

Chart 30
STATEMENT: WE ARE APPROACHING THE LIMIT OF THE NUMBER OF PEOPLE THE EARTH CAN SUPPORT



Question 6
“THE EARTH HAS PLENTY OF NATURAL RESOURCES IF WE JUST LEARN HOW TO DEVELOP THEM.”

As many as 77.4% of those surveyed strongly agree with the thesis that the planet Earth offers us a wealth of natural resources, we should learn how to manage them properly, and further 16.8%, mildly agreed. Only 2% of the study subjects do not agree.

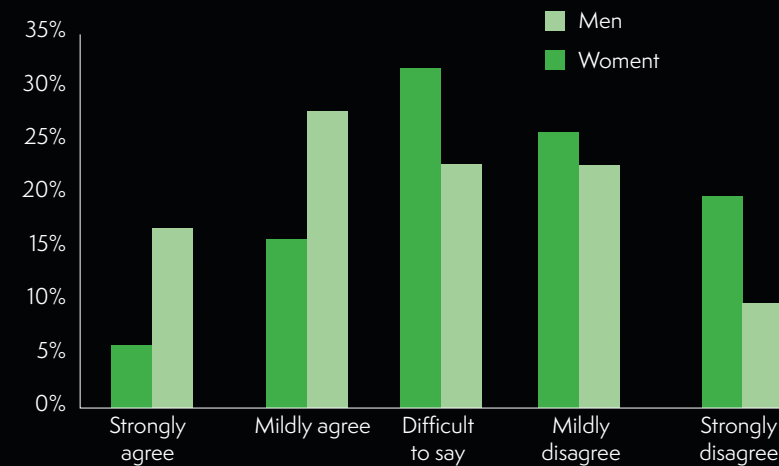
Question 11
THE EARTH IS LIKE A SPACESHIP WITH VERY LIMITED ROOM AND RESOURCES.

72.7% of respondents agree with this (36.06% agreed strongly and 36.64% mildly), 10.5% have a different opinion (answers mildly disagree and strongly disagree). The answers “agree” in questions 1 and 11 confirm the recognition of resource limits and growth limits, and in question 6 demonstrate the anthropological acceptance of the right to (responsible) exploitation of the planet. Only in question (1) there are noticeable gender differences, women were more environmentally friendly. None of the questions in this category have shown age differences.



Chart 31

STATEMENT: HUMAN INGENUITY WILL ENSURE THAT WE DO NOT MAKE THE EARTH UNLIVEABLE



4.1.2 HUMAN EXEMPTIONALISM

NEP Scale question 4.

STATEMENT: HUMAN INGENUITY WILL INSURE THAT WE DO NOT MAKE THE EARTH UNLIVEABLE.

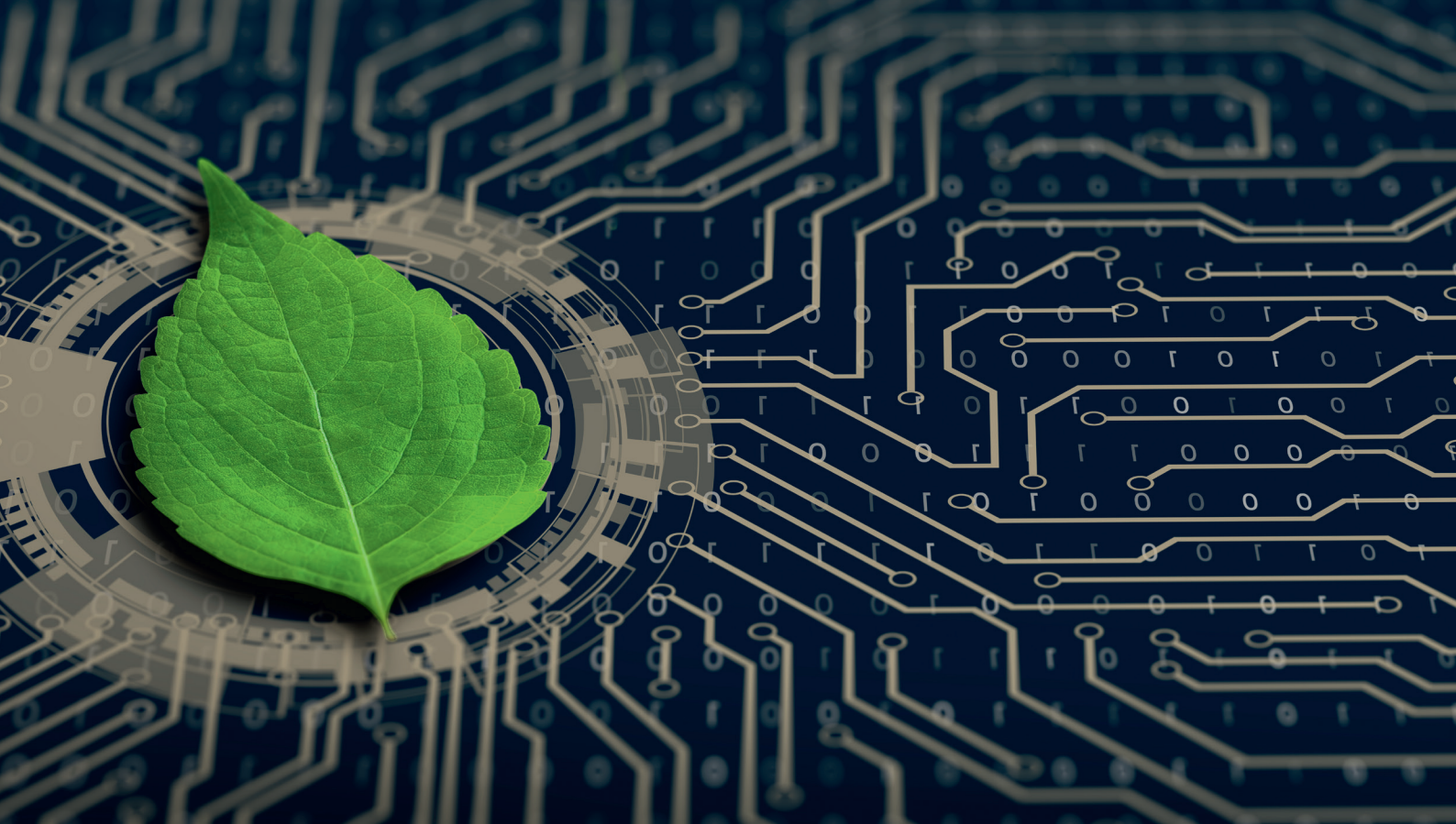
30.4% of the respondents agree with this argument (answers strongly agree or mildly agree) and 41.2% disagree (16.35% strongly disagree, 24.82% mildly disagree). A relatively high level of “agree” responses can demonstrate the belief that innovation and technology will always overcome problems such as the depletion of raw materials and the negative effects of environmental degradation. It is interesting that this belief is shared mainly by men (44.7% of men have answered “agree” to 21.5% of women). Women are more cautious in their assessment of the situation: as many as 46.2% have indicated a “disagree” response (human innovation is not enough to overcome environmental problems), compared to 32.8% of men.

With the statement from the NEP Scale question 9: “Despite our special abilities, humans are still subject to the laws of nature.” 58.5% of the people surveyed strongly agree, and 32% mildly agree. This is a very high result for the recognition of man as a natural element and the associated

restrictions. At the same time, however, smaller but relatively high is the conviction of the survey subjects about the ability to control nature: 16.5% of people surveyed strongly agree and further 22.9% mildly agree that “Humans will eventually learn enough about how nature works to be able to control it.” In total, almost 40% of the people surveyed are convinced that the uniqueness of humans has its limits. This is a little more often expressed by women than men (women a 7% majority).

In question 14 of the scale, “Humans will eventually learn enough about how nature works to be able to control it,” 16.5% of the respondents “strongly agree,” and 22.9% “mildly agree.” A slightly smaller percentage of respondents do not agree with this (9% of responses strongly disagree and 22.8% mildly disagree). The belief in the possibility of controlling nature in the future is more often expressed by men, 55.7% of men said so, compared to 29.2% of women.





4.1.3. ANTHROPOCENTRISM

Humans have the right to modify the natural environment to suit their needs” – 40% of those surveyed did not agree with this statement, but a similar number, 40.7%, agreed with it. The “agree” response, proving the anthropological approach to nature, is influenced primarily by the beliefs of men. As many as 63% of men have agreed strongly or mildly with the thesis in question, compared with 26.3% of women.

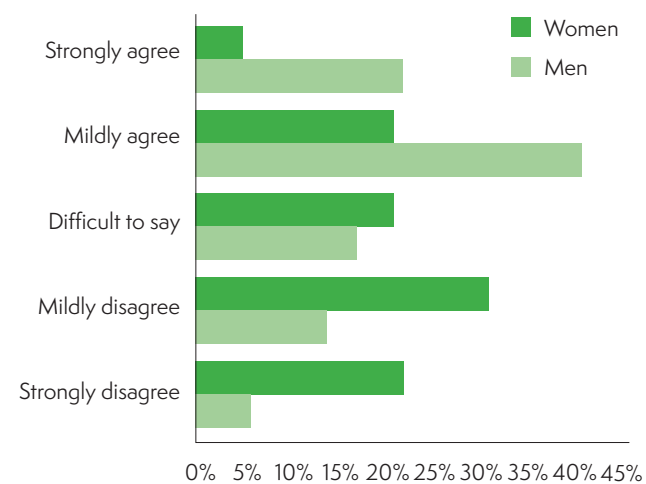
However, to the question 7, which includes a more radical statement, “Plants and animals have as much right as humans to exist,” as many as 57.7% of the respondents say: “Strongly agree” and a further 23.5% “mildly agree.” In total, 81.2% of the people surveyed said “strongly agree” or “mildly agree” to the statement about the equal right to life of humans and other living beings. Women think so more than men (88.3% of women vs. 68.7% of men).

The classic anthropocentric sentence from question 12, “Humans were meant to rule over the rest of nature” meets with opposition from 37.4% of the subjects, but more of them – 40.73% agree with it. Women are much more pro-environmental than men. 49.25% of women and only 18.1% of men are

opposed to the belief that the natural human right to the rule of nature. The majority of men (58.7%) agree with the statement, with more than 30% of men firmly in agreement with it.

Chart 32

STATEMENT: HUMANS HAVE THE RIGHT TO MODIFY THE NATURAL ENVIRONMENT TO SUIT THEIR NEEDS



4.1.4 FRAGILITY OF BALANCE

Almost 54% of the respondents strongly believe that “When humans interfere with nature it often produces disastrous consequences” and a further 30.7% “mildly agree” with it. This shows the widespread (almost 85% of people surveyed) sensitivity of young people to the potential threat that people and their civilisation pose to nature. This sensitivity is more common among women. As many as 90.8% of women say this about the disastrous consequences of human interference in nature, compared with 75.2% of men.

The majority of those surveyed do not believe that “nature will always cope somehow.” The statement from question 8, “The balance of nature is strong enough to cope with the impacts of modern industrial nations,” has received 30% “strongly disagree” responses 31% “mildly disagree”. This means that the majority of people surveyed are aware of how fragile is the planetary ecosystem in the face of environmental challenges related to civilisation development basically too fragile to cope with the pressure resulting from the development of human civilisation. This belief is expressed a little more often by women than men (66.2% of women compared to 53.2% of men).

Even more definite support has been gained by a similar, although more generalised, claim that “The balance of nature is very delicate and easily upset.” As many as 42.3% of the respondents “strongly agree” with this, and a further 34.2% “mildly agree.” Young people realise that the Planet’s biological balance can easily be lost due to human

Chart 33

STATEMENT: WHEN HUMANS INTERFERE WITH NATURE IT OFTEN PRODUCES DISASTROUS CONSEQUENCES

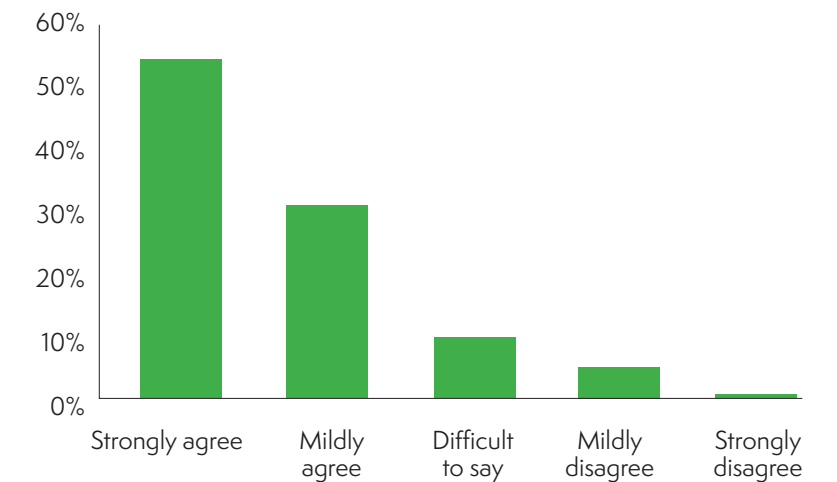
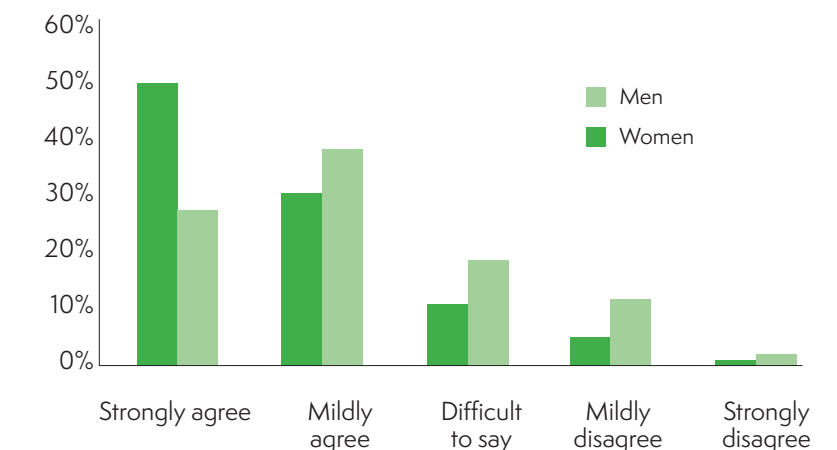


Chart 34

STATEMENT: THE BALANCE OF NATURE IS VERY DELICATE AND EASILY UPSET



activities. It can be said that young people are living in a world that, from their perspective, can crumble at any time. Women more often than men expressed belief in the fragility of the ecosystems balance: 82.4% of women and 66.8% answered “strongly agree” or “mildly agree.”

4.1.5 RISK OF ENVIRONMENTAL CRISIS

The vast majority of people surveyed believe that humans are exploiting the environment too hard.

As many as 65.3% of the respondents strongly agree with the idea of NEP scale question 5 that humans are seriously abusing the environment, and another 23.7% mildly agree. This results in almost 90% of the young people under study noting that humans are not treating the environment well. Women are more convinced of this: 73% of women have given a “strongly agree” answer to this question, compared with 52.3% of men.

42.5% of the people surveyed strongly disagree with another statement, that “The so-called ‘ecological crisis’ facing humankind has been greatly exaggerated,” and a further 27.2% mildly disagree. In total, almost 70% of the group under study recognises the seriousness of the situation with regard to the state of the environment. At the same time, 6.4% strongly and 9.5% mildly agree with the statement from question 10 of the NEP scale. This is a total of 16% of those surveyed who question the fact that the environment is in a critical state. Men doubt the ecological crisis as much as 3 times more often than women: 26.3% of men have such beliefs, compared with 8.9% of women.

Slightly less, because 11.3% do not agree with the statement: “If things continue on their present course, we will soon experience a major ecological catastrophe.” As many as 47.6% of the subjects marked “strongly agree,” and a further 26.1% marked “mildly agree” for this statement. This means that 73.7%, i.e. about 3/4 of the people surveyed, are aware that environmental and climate inaction means a disaster and that action is necessary to prevent the worst. Women think that way more often than men. “Strongly agree” was marked for this question by 59.4% of women against 29.0% of men; “mildly agree” by 23.1% of women and 29.8% of men.

Chart 35

STATEMENT: HUMANS ARE SERIOUSLY ABUSING THE ENVIRONMENT

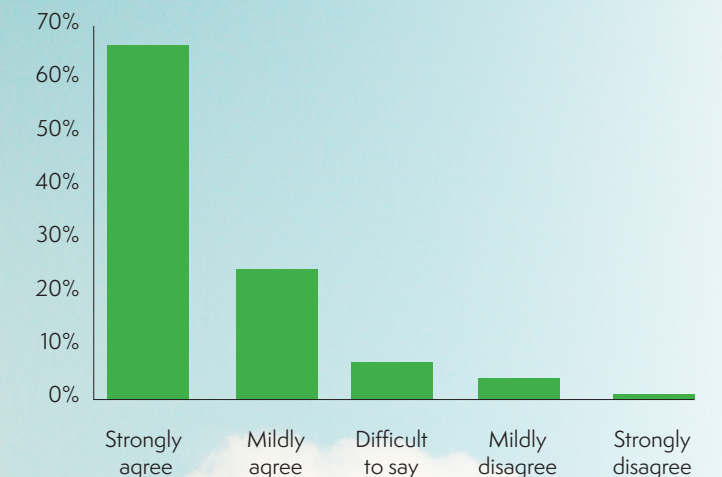


Chart 36

STATEMENT: THE SO-CALLED “ECOLOGICAL CRISIS” FACING HUMANKIND HAS BEEN GREATLY EXAGGERATED

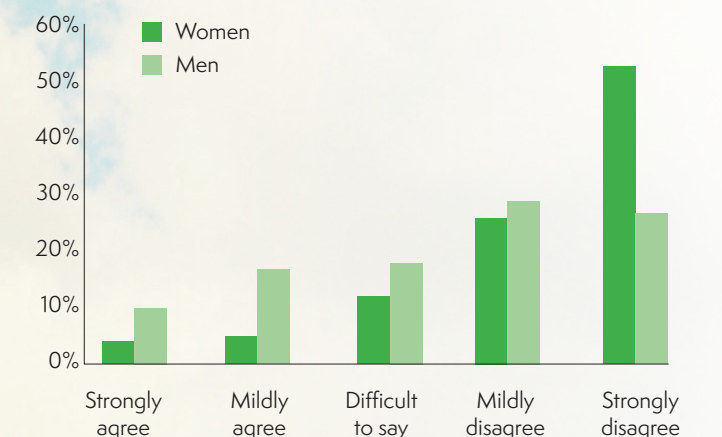
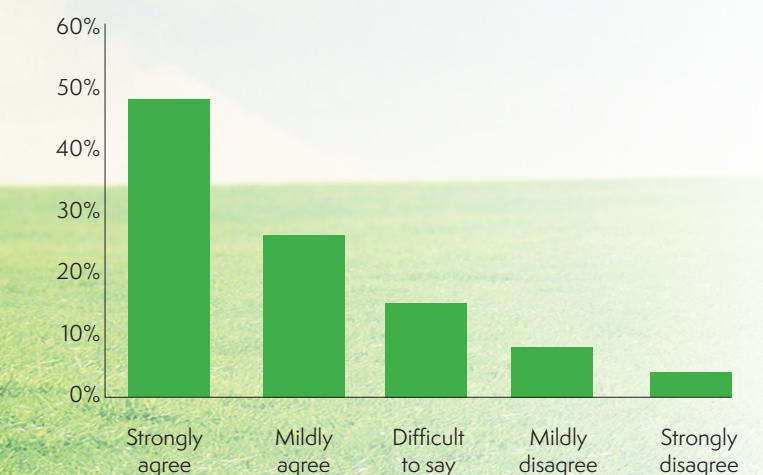


Chart 37

STATEMENT: “IF THINGS CONTINUE ON THEIR PRESENT COURSE, WE WILL SOON EXPERIENCE A MAJOR ECOLOGICAL CATASTROPHE”



4.2 Climate change denialism

EXPERTS' COMMENTS:

Climate change is one of the most serious civilisational challenges faced by humans. Without addressing this problem properly, the life on Earth we know will cease to exist. Unfortunately, in spite of the already six extensive reports signed by the IPCC (Intergovernmental Panel on Climate Change) with the UN, which are published every few years, each written and signed by hundreds of scientists, on the basis of a review of thousands of peer-reviewed scientific works – a relatively large group of citizens is still questioning the climate change, or the responsibility of humans for its start and continuation. Climate denialists include many leading politicians, usually connected with the populist right side of the political scene; there are organisations, or even institutes, that employ people with scientific titles whose job it is to question the findings of the scientific consensus published by the IPCC. Although climate change is a phenomenon described in physics, chemistry, geography, and biology, based on advanced mathematical models that attract huge amounts of information and natural data, it is often considered not as an area of knowledge but as a matter of opinion. According to the authorities dealing with climate change, such as the mathematician Peter Stott, who was the first to build and publish a mathematical model confirming the anthropogenic sources of the observed climate change², as well as sociologists and political scientists who publish about it, the situation can be changed by civic actions and protests, bottom-up pressure on decision-makers, to develop and implement climate policies more decisively.

WHAT DO THE YOUNG PEOPLE SURVEYED THINK ABOUT THESE ISSUES?

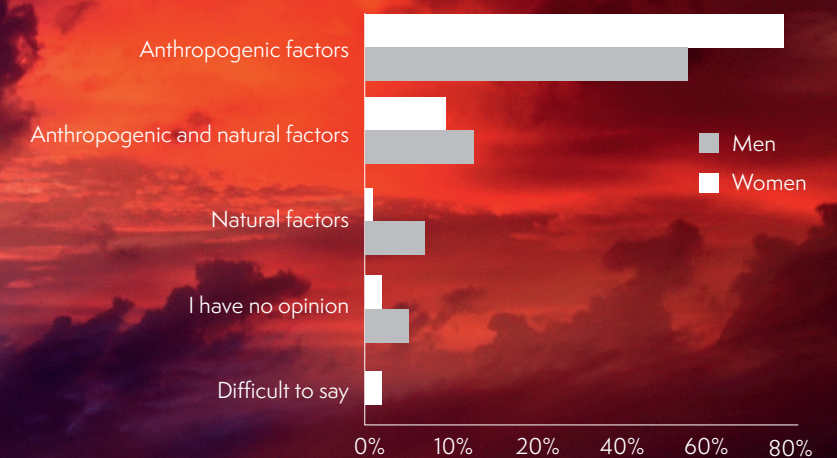
First question: “Do you agree with the statement that the climate catastrophe is the biggest challenge for humanity today?”, 65% indicated level 4 or 5 on the scale where 1 meant “strongly disagree” and 5 “strongly agree.” This means that 2/3 of the population surveyed sees the climate change as an absolute priority among humanity’s contemporary problems requiring action. This result is formed mainly by women’s beliefs. In total, 75% of women marked level 4 or 5 on the scale, compared to 49.6% of men. In addition, 20% marked the middle of the scale, which means that have was no opinion on this matter, and 15% did not agree with the above statement. Among

those who do not see the greatest challenge of humanity in the climate crisis, men dominate: in total, as many as 27.5% of men and only 7.3% of women think in this way.

To the question of the causes of the environmental disaster, the majority, i.e. 70%, indicated that these are mainly anthropogenic factors, i.e. man-made ones; about 17% think that anthropogenic and natural factors are equally responsible for the climate crisis, 5% – that only natural factors are responsible. About 7% had no opinion about this or were unable to determine the level of responsibility of anthropogenic and natural factors. Although 70% is the majority, it is far less than in the scientific community, where 99.9% of climate change

Wykres 38

QUESTION: WHICH FACTORS ARE PRIMARILY RESPONSIBLE FOR THE CURRENTLY OBSERVED CLIMATE CRISIS?



scientists believe that human activities are, without any doubt, the main source of the observed climate crisis (Stott, 2021)³. Women dominate among those whose opinion is similar to that of the climate change specialists. 77.8% of them pointed out that the climate crisis was mainly driven by anthropogenic factors, compared with 59.9% of men. More men (20%) than women (15%) believe that climate change is caused equally by anthropogenic factors as well as by natural factors. 10 times more men than women are convinced that human activity has nothing to do with climate change: 11.5% of men surveyed think that, compared to 1.2% of women.

² In his book *Hot Air* Peter Stott deals with climate change denialism, uncovering the situation behind the scenes of inter-governmental work on UN documents where climate change sceptics have appeared. He shows the sources of financing anti-climate organisations and institutes, presents the history of emergence of and scientific discussions on key studies, and points to the role of citizens in shaping responsible environmental policies. Similar solutions, based on active citizenship, are indicated by the sociologist Anthony Giddens and the political scientist Andrew Dobson (Dobson, 2003; Giddens, 2011; Stott, 2021)

³ In a language describing climate change, the terms such as “likely,” “very likely,” “extremely likely” are used. Following the publication of the IPCC report in 2013, the media reports focused on almost total increased confidence among scientists about the dominant role of humans as the cause of the observed climate change (scientists can now say with extreme confidence that human activity is the dominant cause of the global warming observed since the 1950s), see the article in *The Globe and Mail* “what likely and extremely likely mean in climate-speak” (Hui, 2013).

4.3 Eco-friendly lifestyle

The ecological crisis is caused by the development of civilisation. The spiralling production and consumption of tangible and intangible goods, industries and services used by the continuously growing human population, are leading to an deterioration of the environment. Many of these goods and services are not a first need product; many are broken or wasted, and some are used only once before they are discarded. The level of waste of e.g. food in developed countries, is on average 30%. It is clear that measures must be taken to reduce energy consumption, CO2 emissions and pollution, both by private individuals and companies and institutions. While the importance of behaviour of a single person seems to be a drop in the sea of needs, the scale of ecological behaviour linked to the size of the global human population is enormous. While individual environmental behaviour cannot not replace institutional activities, pro-environmental legislation restricting all economic operators and institutions, it is also of great importance for the environment.

HOW ARE THE YOUNG PEOPLE OF THE Z GENERATION LOOKING AT THESE ISSUES?

To the question “How important for you is a sustainable lifestyle that neutralises the negative impact of humans on the environment?” 29.9% answered that it was very important (38.4% of women and 16.4% of men believe so) and 46.9% that it was quite important. This means that almost 77% of people surveyed, women more often than men, are putting green high on the agenda in their life plan. What are they doing exactly? The chart below illustrates collectively what behaviours the survey subjects are initiating to live in an eco-friendly way.

It shows that about 70% of people surveyed often or always remember to limit consumption – do not buy new things, repair old items and minimise the number of items around themselves. 75.1% of women and 62.6% of men do so. Some people (12.7% always, 14.7% often) do not buy or eat meat. Again, women act this way more often: 18.2% of them never buy or buy meat, compared to 4.2% of men. A fur-

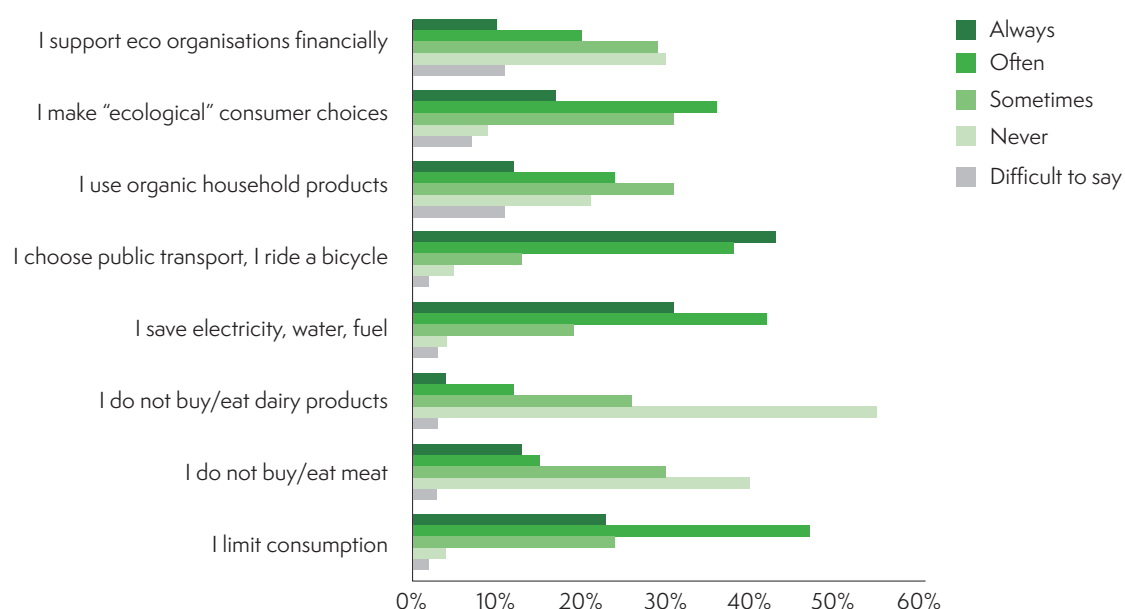
ther 16.7% of women do so often, compared to 9.9% of men.

Fewer people choose not to buy or eat also dairy products (eggs, milk, butter, cream, yoghurt, cheeses) – 4.2% of the young people surveyed (4.6% of women and 3.8% of men) are always doing so, and 11.5% are doing so often (16.7% of women and 3.8% of men). It can therefore be determined that about 13% of the population examined are vegetarian and 4% are vegan. A large proportion of the young people studied, try to change their habits (answers often, sometimes). However, as many as 40% of the respondents are never doing so regarding meat, and 55% never gives up the purchase and consumption of dairy products. Men dominate among the latter. 59.5% of men compared to 27.8% of women have indicated that they would never give up meat; 69.9% of men vs. 46.4% of women would never give up purchasing and eating dairy products.

For almost 3/4 of those surveyed, the obvious environmental measure is saving electricity, water, and fuel. As many as 31.4% always do so (36.5% of women and 22.9% of men); 42.3% do so often, and 19.4%

Chart 39

BEHAVIOURS IMPORTANT FOR ENVIRONMENT PRESERVATION – PRIVATE SPHERE



do so sometimes. Just 3.9% of the respondents never save electricity, water and fuel – twice as many men do it as women.

A similarly large group of subjects picks public transport or bicycle instead of a car. As many as 43.1% of respondents do so always, 37.5% do so often, and 12.5% do so sometimes. Only 4.5% of the study subjects never undertake such ecological activity. There are no gender differences in this category of behaviour.

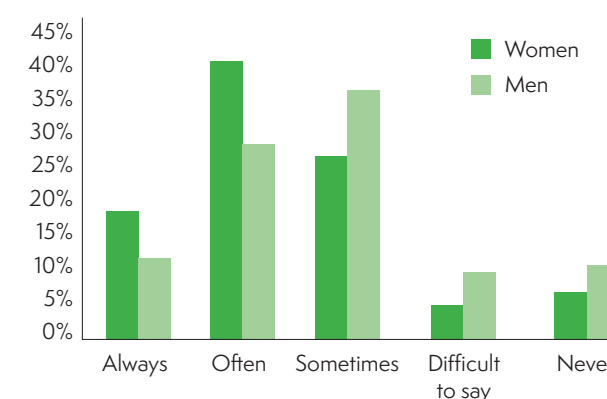
Almost 12% of the respondents always use organic cleaning agents such as soda or vinegar instead of chemicals in their household; 24.5% do it often and 31.1% do it sometimes. 21.3% of the study subjects: 29.8% of men and 15.7% of women never exchanges the household chemicals for more environmentally friendly products.

Exactly 16.5% of people declare they always make green consumer choices, buying locally, seasonally, selecting organic products. This is often done by 36.2% of the subjects and sometimes by 31.4%. Only 9.0% never buy in a green way. In the “always” and “often” categories there are more women than men. In total, 60.4% of women always or often buy green, compared to 40.8% of men.

The recent act of environmental behaviour in the private sphere the respondents were asked about was financial support for environmental organisations and institutions, e.g. saving wild animals or fighting to exclude protected areas from human activity. The answers show that 9.9% of people surveyed do this always; 19.7% provide financial support to these organisations often, and 29.3% do so sometimes. Almost one in three of the respondents never supported environmental organisations financially – 43.5% of men and 20.3% of women marked this answer.

Chart 40

QUESTION: HOW OFTEN DO YOU MAKE ECO-CONSCIOUS CONSUMER CHOICES IN YOUR DAILY LIFE?





4.4 Ecological activism

Changing the state of the environment depends not only on the individual behaviour of citizens, mainly in the consumption sphere, but on their collective actions at civic level, addressing local and trans-local environmental problems, affecting local and trans-local environmental policies and programs. How much is the Z generation involved in such civic activities?

Asked about supporting ecological activities and organisations in social media, by liking, sharing, commenting, 17% of the people surveyed marked that they always do this, and 24% do this often. Almost one in four indicated that they never do it. Even more, 31.7% of the respondents indicated that they never sign online or “analogue” environmental pe-

titions. 13% do it always and 19.5% do it often. In these behaviours, there are large gender differences. 22.2% of women compared to 8% of men have answered “always;” 30.7% of women have responded often and 14.9% of men did. 42.0% of men and 13.8% of women ended up in the “never” category.

Nearly 72% of the study subjects never create posts on environmental subjects; only 3.5% always do so, and 4.7% often do so. Similarly, almost 70% of the respondents indicated “never” when asked about activity in environmental organisations (collecting signatures, creating petitions). Only 3.8% do it always, and 5.3% do it often. More than 76% of the subjects never lead pro-ecological activities; 2.6% indicate that they always do so and 4.8% do so sometimes. In each of these questions, the “never” cate-

gory was marked by a higher proportion of men than women. The gender differences amounted to about 10 percentage points.

The most well-known activities of young people engaged in environmental actions are widespread street protests and climate strikes. Among the study subjects, 22.2% were involved in these activities, around 1/5 of the Z generation. This is the highest rate among all the pro-environmental activities of a civic nature that we have asked for in the study.

Participation in climate strikes and demonstrations have been declared more often by women than men: 28.9% of women marked “yes,” against 13.7% of men. This triple advantage of women in environmental activism is another part in a series of evidence that women are more eco-conscious than men, both in thought and in action, both in the private sphere and at the level of civic activity.

The data on eco-activism show that the higher the level of requirements for civic involvement, the lower the level of participation of the people from the Z generation under study. As many as 3/4 of the young people under study were never involved in pro-environmental civic activities, such as creating posts or gathering signatures under a petition, even less act as leaders in such activities. The data on eco-activism (civic, group) are clearly different from individual behaviour, in the private sphere, where pro-environmental orientation was clearly visible and sometimes affected 90% of the group.

Chart 42
PARTICIPATION IN THE YOUTH CLIMATE STRIKE

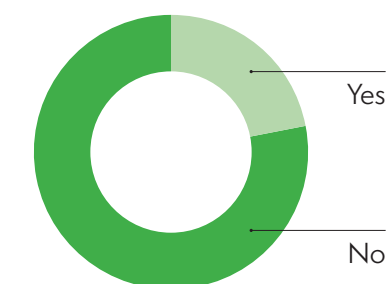


Chart 43
PRO-ENVIRONMENTAL CIVIC ACTIVITY

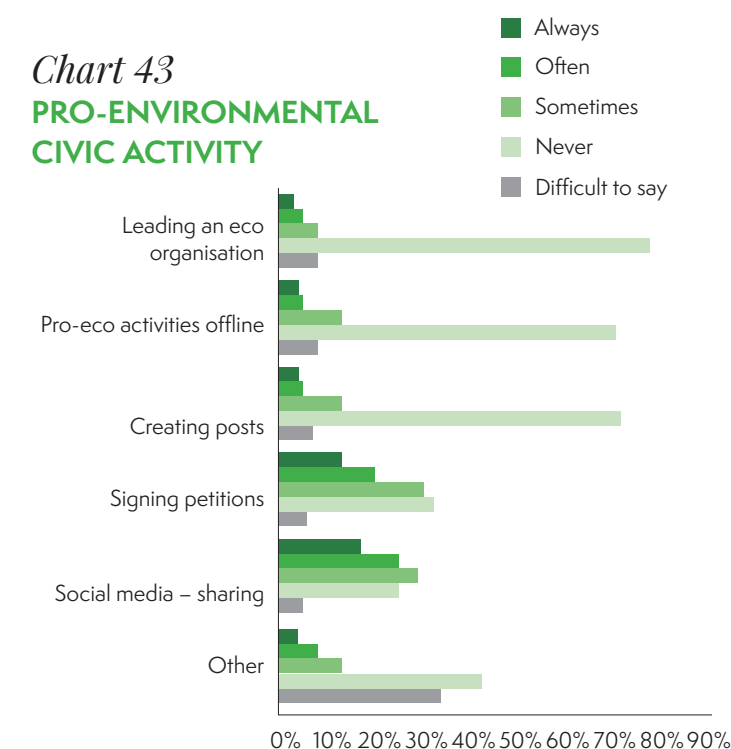
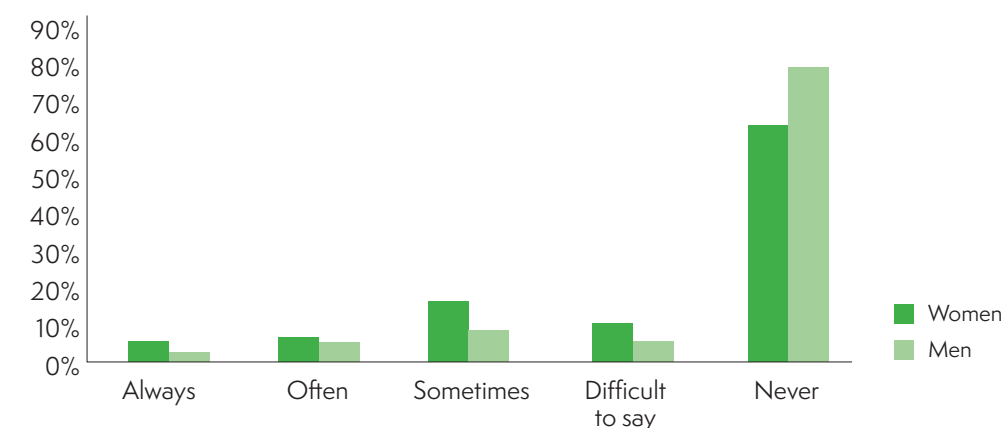
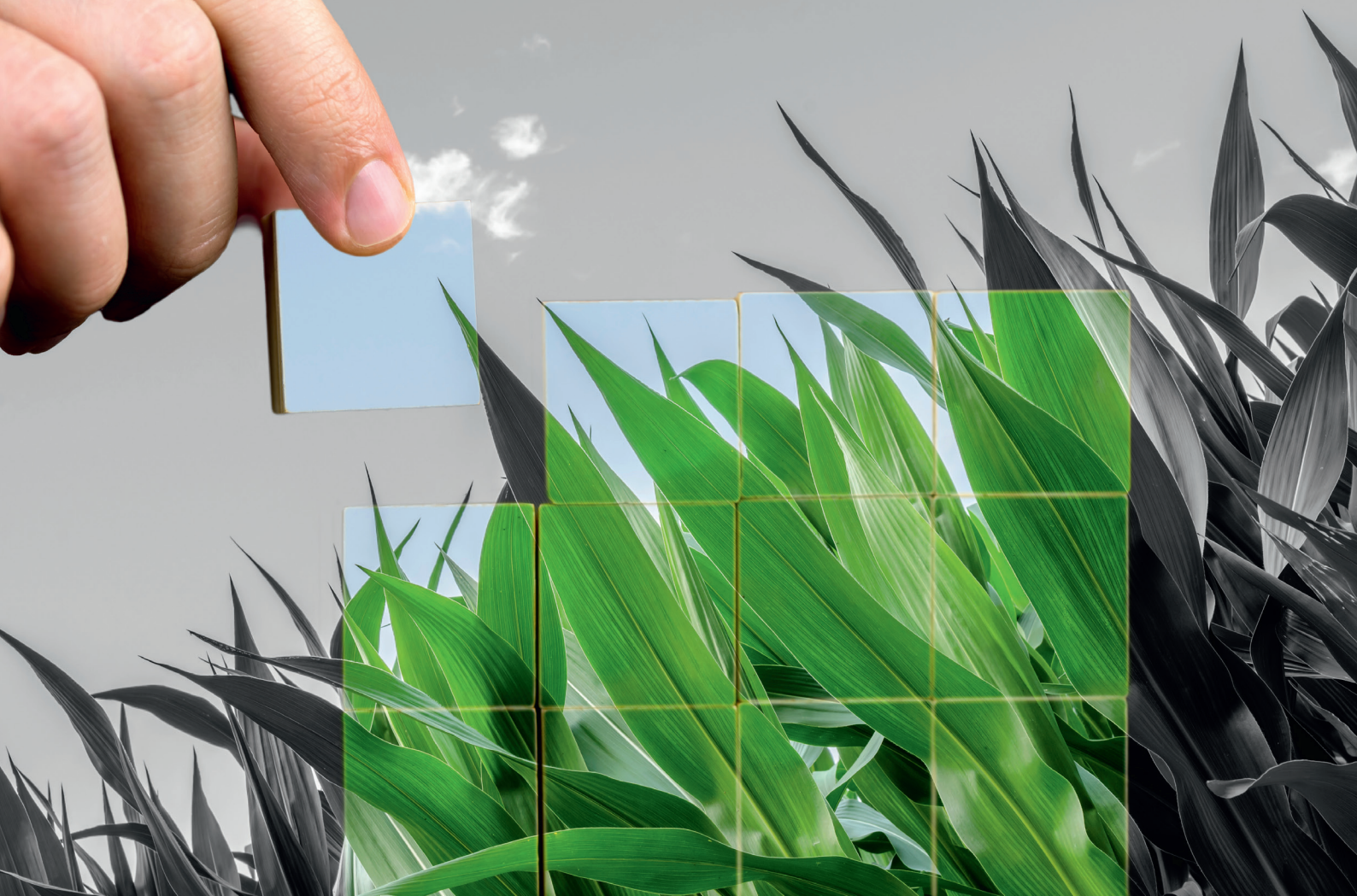


Chart 41
HOW OFTEN DO YOU ENGAGE IN PRO-ENVIRONMENT CIVIC ACTIVITIES (PRO-ECO ACTIVITIES, CREATING PETITIONS, COLLECTING SIGNATURES)





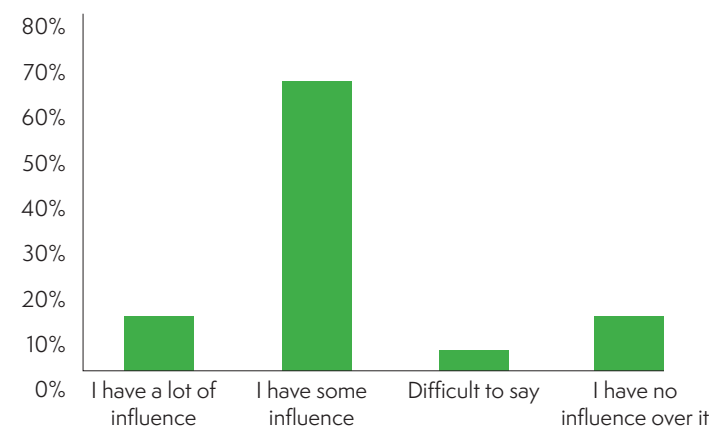
4.5 Feeling of agency

One of the important factors influencing human behaviour is the subjective perception of the possibility of changing the situation through the action taken – a sense of agency. The research subjects, when asked about the impact on the prevention, mitigation or reversal of climate change have answered most often “I have little influence” (68,8%) or “I do not have an influence over it” (13.2%). This means that as much as 82% of the young people population under study do not believe that their actions may influence the climate change situation. These people are more often men (87.4%) than women (78.8%). Only 12.9% of the respondents indicated that they have a significant impact on the situation. Women (16.4% women) think so more often than men (7.3%).

Asking whether they would tie their future to a company whose mission is to restore ecological balance in the world, more than 31% marked “yes,” 40.4% of women and only 16.8% of men surveyed. For 18.4% of respondents and respondents, ecolog-

ical orientation of a company is irrelevant, and 16% indicated that they did not plan to work with such a company. Among the latter, there is a great majority of men (28.2% of the men surveyed compared to 7.7% of women).

Chart 44
A SENSE OF AGENCY OF THE POPULATION SURVEYED AGAINST CLIMATE CHANGE



4.6 Who will save the world?

Interesting information about the study group is provided by answers to questions about the importance of different levels of organisations and institutions in overcoming the environmental/climate crisis.

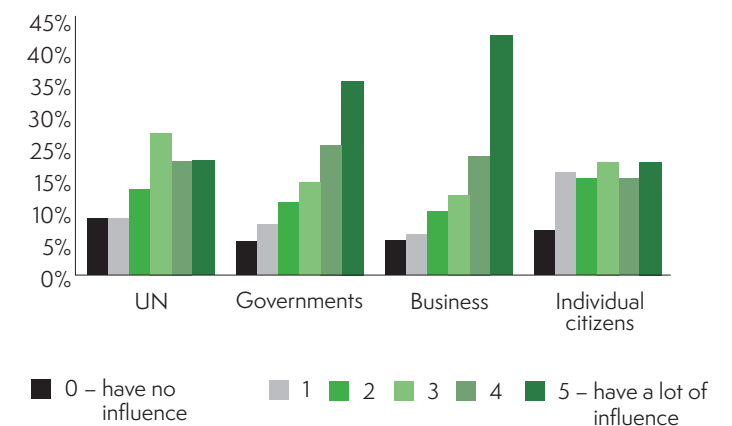
With regard to international organisations like the UN, 19.8% of those surveyed believe that they have a very high impact on overcoming the environmental crisis; a similar group, 19.6%, marked one level down on the scale (high impact). Only 10% believe that such organisations have no impact on solving environmental problems, and a further 10% believe they have a very small impact.

The actions of governments are assessed higher, as 1/3 of the population under study indicate that they have a very high impact on overcoming the ecological/climate crisis and a further 23.3% marked one level lower on the 6-degree scale. Only 5.6% of the respondents indicated that they had no impact on the situation.

The Zs put their strongest faith in business. Nearly 42% of respondents indicated that businesses have a very strong impact on overcoming the environmental/climate crisis. A further 20.8% indicated a response one level lower (high impact). 6% think that businesses have no impact on the environmental crisis.

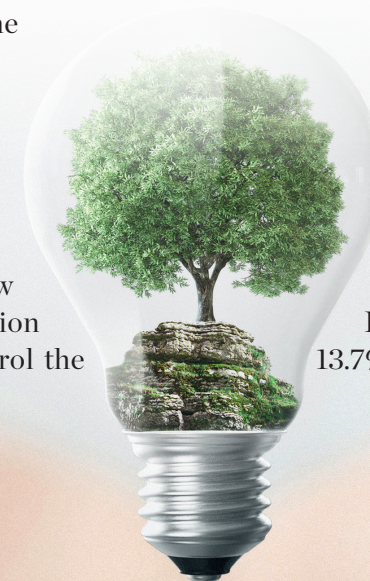
The lowest is the assessment of the environmental impact of the citizens themselves on the ecological situation, through consumption. The highest level of impact on the 6-degree scale was marked by 20.1% of the subjects, 16.8%, marked level 5. Apparently, young people do not see how the scale effect makes the consumption behaviour of individual people control the

Chart 45
EVALUATION OF THE IMPACT OF OPERATORS ON OVERCOMING THE CLIMATE CRISIS



process of exploitation and degradation of the environment by humans.

In each of the questions described, women have marked the high impact of international organisations, governments and businesses on overcoming the environmental crisis, a little more than men. However, the differences were small, reaching a few percentage points. Only in the question about the impact of citizens on changing the situation women are far outweighing the men. The highest level on the scale – very high impact, was marked by 26.2% of women and 13.4% of men. High impact was marked by 19.6% and 13.7%, respectively.



Conclusions:

- 1** The young people under study are largely eco-conscious: both in relation to nature itself and to the ecological way of life. The vast majority of the respondents seek to live eco-friendly lives, reduce consumption, save water and electricity, choose sustainable transport. The vast majority notes the fragility of the balance of ecosystems, the threat to the environment posed by humans, and the human responsibility for the environmental/climate crisis.
- 2** Activities on an individual level are more of a problem. Over 70% of the young people studied never get involved in pro-environmental actions at civic level, e.g., engagement in ecology NGOs; 80% do not get involved in street protests such as the Climate Strike.
- 3** Most of the group under examination are convinced that they have no or little impact on overcoming the ecological crisis. They see the most hope for change in businesses; according to them, companies have greatest impact on overcoming the environmental crisis, larger than the United Nations, governments, or citizens.
- 4** Women of the Z generation are far more pro-environmental in thinking and acting than men. Almost in every of several dozen questions in this section, pro-eco responses were more often given by women than men, and the differences sometimes reached over 20 percentage points. From NEP scale to lifestyle, eco-activism, the desire to work for a green company, to faith in the agency of international and government organisations and institutions, businesses and citizens, the percentage of women thinking and acting in an environmentally friendly manner has been visibly higher than the percentage of men.

Recommendations

- 1** A high level of environmental awareness in the Z generation requires corrections to the state policies related to the green transition, consumption patterns, urban development, and formal education. The Z-generation wants to live in an eco-friendly way and make ecological choices – this should be made possible for them.
- 2** Further environmental education is needed for young people, particularly in relation to the causes and possible effects of the environmental and climate crisis. It would be most effective to introduce this topic into formal education, which is currently lacking in content related to climate change or the environmental crisis.
- 3** Eco-education should be linked to environmental transformation and civic education in order to increase knowledge and confidence in the opportunities to overcome the current ecological crisis. It should include education for social participation and take place outside school, in cooperation with and for the local community, in the environment, using the environment and for the environment.
- 4** Organic education should be targeted primarily at boys and men in order to close an informed and activation gender gap related to ecology and climate change. This is particularly the case for boys and men in leadership or power roles, as the effects of their lower environmental awareness are more serious in these cases.



Agnieszka Kozłowska

PhD, researcher and lecturer of environmental and equality education at Adam Mickiewicz University in Poznań, former MP and MEP

Experts' comments

The results of the study presented in the report allow to build an ecological picture of the Z generation, which, according to the New Ecological Paradigm Scale (NEP) analysis, already functions largely in a new ecological paradigm, which recognizes the finite nature of Earth's resources and the associated growth and consumption limits, human responsibility for the environmental and climate crisis and the fragility of the balance of ecosystems. The statement about the functioning in the new environmental paradigm is more relevant to women who, on average, received more than 70% of the indications on pro-environmental response options on the NEP Scale, compared to less than 57% of such indications done by men. Men, both in the private sphere and at the civic level, are less likely to think and act in an environmentally friendly way. They believe more in the limitless possibilities of technology to overcome environmental problems, the possibilities of science in controlling natural phenomena, and at the same time, less often than women recognize human responsibility for the environmental and climate crisis.

It can be said that, unlike women, men still cling to old beliefs about the dominance of humans over nature and their right to exploit the planet's resources at the expense of other species – and at the expense of the next human generations. This fact is important in assessing the effectiveness of sustainable development strategies and in implementing the environmental transition. The latter is based on innovation and high technologies, particularly on STEM/ICT. Men are currently dominant in these market sectors. Their lower environmental awareness than women's and higher than women's belief that they do not have an impact on changing the environmental situation may weaken the pace and scope of environmental transformation. Men also dominate among the managers of the biggest companies and the state, which make decisions affecting large groups of workers and citizens, create sectoral policies and decide on their implemen-

tation. The gender gap related to environmental awareness and the resulting behaviour could dangerously affect development scenarios related to the environmental crisis. Closing this gap requires a greater emphasis on the environmental education of men and/or a radical increase in the participation of women in power, both in politics and in business.

Higher environmental awareness of women in comparison to men and their greater involvement in green activities at the civic level are observed in many scientific studies. They show that women think in a more eco-friendly way than men, are more likely to finance pro-environmental activism, and are more likely to act socially for the environment than men. Women are buying more ecologically; those active in politics vote in favour of green proposals more often than their party colleagues. During elections, women more often than men vote for pro-ecological candidates and pro-ecological parties. The explanations of these phenomena are based both on socialisation theories (girls are brought up to care about their families closest and to participate in community activities, boys are prepared for competition and domination) and psychological mechanisms related to the perception of risks or beliefs about gender roles. Women assess risk in a different way than men, statistically, they are more cautious than men and in the same situations they see greater threat than men. Therefore, they take remedial actions quicker and on a wider scale, and more seldom they decide for risky ventures. If we look at the climate crisis, which is moving faster than expected, on a larger scale than expected, and has more serious consequences than expected, it is clear that a more prudent approach in climate policy would be preferable.

The awareness, knowledge, and cautious approach of women to environmental risks make them promising candidates for work in sectors related to environmental policy and ecological transformation. On the other hand, theories explaining the gender gap in ecological awareness related to beliefs

about gender roles show that in social perception, ecology is "unmanly." These studies have shown that men would be more eco-friendly if they did not involve pro-environmental behaviours, such as giving up meat, recognition of growth limits, with loss of masculinity.

Finally, I would like to comment on the outcome of the low level of civic involvement of the Z Generation. This is a very serious threat to the world of the future in the context of environmental and climate challenges. International and national policies in these areas are too slow and conservative to halt the imminent disaster. Civic movements could be a factor in changing the situation. Researchers specialising in environmental policy and sociology place the hope for changing the situation in the rebellion of citizens, their effective pressure to change environmental policies. This hope will not come true if the civic awareness and participation of young people in local and supra-local communities do not change. The current low level of participation, even the inaction of the young people under study, is, unfortunately, probably an effect of inadequate education. It is aimed at building environmental awareness almost exclusively in the private sphere – consumption, diet, energy saving, transport choices. This is far from sufficient in view of the environmental challenges of the modern world, which require knowledge and imagination about human activities at different levels of social life organisation and their interlinkage, but above all, the motivation and ability to change the directions and pace of development.

The hope for change lies in non-governmental programs and projects that may use the knowledge and energy of these few percent of young people, who are already strongly involved at a community level. The international institutions and businesses involved in the environmental transition are the most important potential leaders of this change, whose success will have a significant impact on overcoming the ecological and climate crisis.

5

(UN)EQUALITY AND DISCRIMINATION

Discrimination is an unjustified, unequal, and worse treatment of persons on the grounds of their belonging to a category or a group of people distinguished by some characteristics such as gender, age, skin colour, national and/or ethnic origin, religion, beliefs, appearance, ability level, health status, sexual orientation, economic status, family situation, etc.

Discrimination consists in the unjustified restriction or removal of certain people's access to important and valued social resources or benefits, which are simultaneously available to others.

Discrimination against social divides, hierarchies, inequalities, stereotypes, and prejudices. It is based on the generated "superiority" feeling resulting from the belief that, due to certain traits and characteristics, one belongs to the "normal" and "better" categories as opposed to the "others" and "worse."

Stereotyped beliefs about people often relate to characteristics that no one can influence, e.g., age,

gender, origin, appearance, physical or intellectual ability, sexual orientation, etc. These characteristics and affiliation become criteria for social comparison, inadequate assessment and grounds for discrimination and violence.

In both the private and professional spheres, simplified and schematic beliefs about other people are the beginning of a particular chain reaction: stereotypes form a material for creating negative attitudes – prejudices and thus become a source for incentives and justification for discriminatory behaviour such as biased, negative reactions, contact avoidance, exclusion, expressions of dislike, contempt or hostility, ridicule, intimidation, violation of psychological and physical borders and all forms of violence.

In the study we analysed the perception and experience of discrimination in relation to a wide range of the most common premises and declared willingness to take action to promote equal treatment.

5.1 Personal experience of discrimination

Discrimination in the light of the data collected is a widely experienced and noticeable social problem from the perspective of the “Z generation.”

To question of whether you see the discrimination problem in your environment 88% of the people surveyed gave the “yes” answer, with women (95.7%) more likely to see it than men (75.6%). It is significant that every fourth man (24%) and only 4% of women do not see the discrimination problem in their environment and in the daily lives.

The answers of the female and male subjects to the question “have you ever experienced or witnessed discrimination and worse treatment” point to joint generational experiences and sensitivity.

Have you ever experienced, been subject to or witnessed discrimination and worse treatment? A summary of the main results for the various principles for discrimination.

41.9% of people surveyed experienced or witnessed discrimination based on national/ethnic origin. However, 50.4% of people replied that they had neither seen nor experienced such discrimination.

34.4% of people have experienced or witnessed worse treatment of persons due to skin colour. 58.5% have never seen or experienced this type of discrimination.

The vast majority of the respondents (63.8%) stated that they had never experienced or witnessed discrimination on the grounds of physical disability. Fewer people – 29.2% confirmed that they had experienced or witnessed such discrimination.

Smaller differences in the number of responses can be observed when asking for discrimination on the grounds of intellectual disability. 38.4% have experienced or witnessed it, but 54.9% of people did not.

Similar results were obtained when asking for discrimination based on health/disease. 55.2% of the respondents replied that they had not experienced or witnessed worse treatment because of this, with 38.2% confirming such discrimination.

The vast majority – 68.0% of respondents experienced or witnessed worse treatment due to appearance. Only 27.4% have declared that this has never happened.

Discrimination on the grounds of beliefs has been declared by as many as 57.7% of respondents. 34.9% of people have never been discriminated against or witnessed such discrimination.

In the case of discrimination (worse treatment) on grounds of religious beliefs and religion, 44.5% of people answered “yes” and 48.8% answered “no.”

There was also a question about discrimination on grounds of religiousness. One in four people declared that they had witnessed it or experienced it personally, with 67.1% of people having no experience of it.

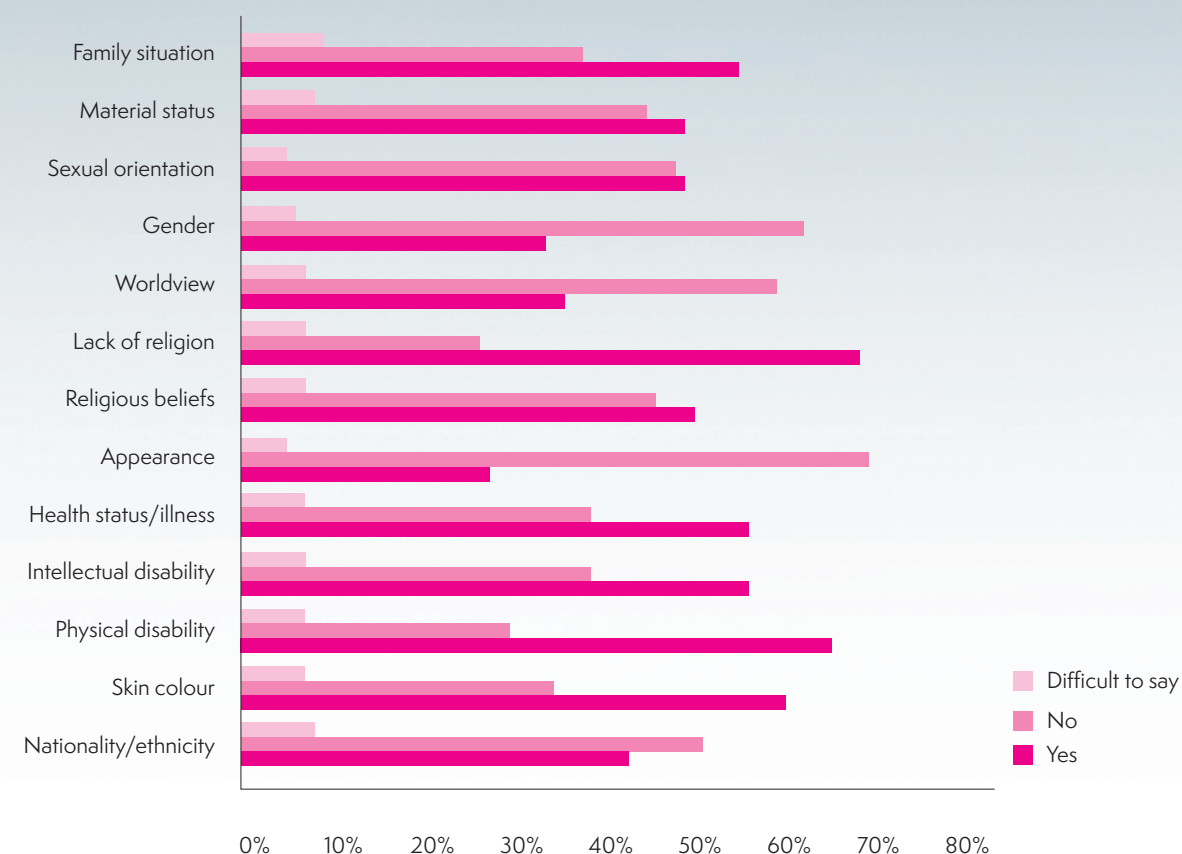
61.3% of people have experienced or witnessed worse treatment because of gender. One in three respondents did not experience or witness such discrimination.

Equally, the answer was positive (47.1%) and negative (47.6%) to the question of discrimination on the basis of sexual orientation.

Similar results were obtained for the question of discrimination on the grounds of low material status. 44.3% of people denied and 47.7% confirmed that they have experienced or witnessed such discrimination.

There was no discrimination experienced or witnessed based on the family situation for 53.7% of the people surveyed. It was confirmed by 37.2% of people.

Chart 46
EXPERIENCE OF DISCRIMINATION



The reasons for of worse treatment most often indicated by the “Z generation:”

67.8% appearance

61.3% gender

57.5% beliefs

46.9% sexual orientation

44.1% low material status

44.1% religious beliefs, confession

DIFFERENCES IN EXPERIENCE OF DISCRIMINATION BETWEEN WOMEN AND MEN

With regard to unequal treatment, only point differences between women and men have been revealed in relation to selected premises.

Female respondents are definitely more likely to experience gender discrimination directly and as a witness than men. 71% of women surveyed and 45% of men were affected by the problem of sexism. Only 23.2% of women and 48.5% of men have not suffered such discrimination.

Men have said a little bit more often than women that they have experienced or witnessed discrimination due to ethnic origin (47% of men compared to 38% of women) and beliefs (61% compared to 56%).

On average, 7% of people surveyed were unable to answer the question about discrimination.

5.2 Readiness for action towards equality and non-discrimination

According to the statements of the study subjects, as many as 83% of them are guided by equality rules in their private lives. This is more often the case for women – 90% than for men – 71%.

Only 6% of women and 14% of men agree that, although they see the problem of discrimination, they have not taken action in this direction. The vast majority – 91% of respondents (including 94.5% of women and 85.9% of men) did not agree with the statement: “discrimination is a problem, but I have not done anything specific to remedy it.”

DECLARATIONS AND DAILY PRACTICE

These declarations strongly contrast with the willingness to engage with the public sphere on equality issues. Against the background of the overall low level of involvement of the respondents, women have declared to be more active than men in all the areas studied.

Only 36.5% of respondents vote on politicians who are progressive in terms of equality. Women more often than men cast their vote on those who openly take steps to promote equality (43% of women, compared to 25% of men voted on progressive politicians).

Among the actions taken by the people surveyed in relation to discrimination and inequality, only 15.5% (compared to 84.5% of those who are passive) boycott companies or brands that do not share their values on equal treatment. This was done by 19% of women and 10% of men.

Similarly, only 15.0% compared to 85.0% share helpful equality and anti-discrimination content on social media platforms. This is done by one woman in five (21%) and only 6% of men.

Only 1/4 of people surveyed demand systemic solutions at school/university/company grounds. In this respect, women and men have shown a similar

level of activity, with a slight predominance of women. (27%, 22%, respectively).

24.2% of the subjects participated in workshops on equality and/or discrimination prevention, 22.2% did so once, 53.58% never.

Women are more likely to increase their competence and sensitivity on equal treatment and non-discrimination than men: 66% at least once and 30.4% more than once have participated in this type of training, compared to 30% and 14% of men.

70% of men and 43.5% of women have never received anti-discrimination training.

54.6% of the study subjects participated at least once in the demonstrations against the tightening of anti-abortion laws in 2020. Women have consistently been more involved in protests than men (66% compared to 36%).

Half of the women surveyed and only 23% of men declared that they support the LGBT+ community. However, only 9.3% of the people surveyed, including 12.3% of women and 3.1% of men, declare regular ally action.

60.4% of the study subjects, including half of women and 77.1% of men, never take any action to support LGBT+ communities and rights.

Chart 47

ACTIVITIES AGAINST DISCRIMINATION – DECLARATIONS BY WOMEN AND MEN

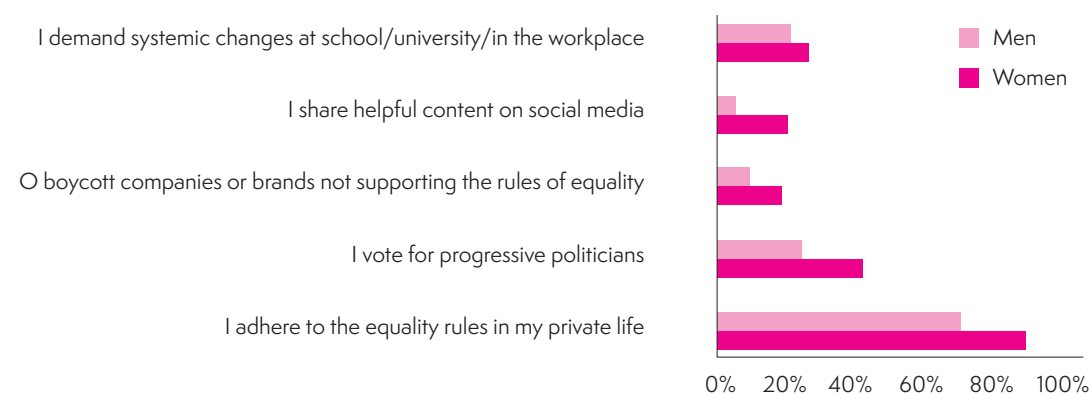
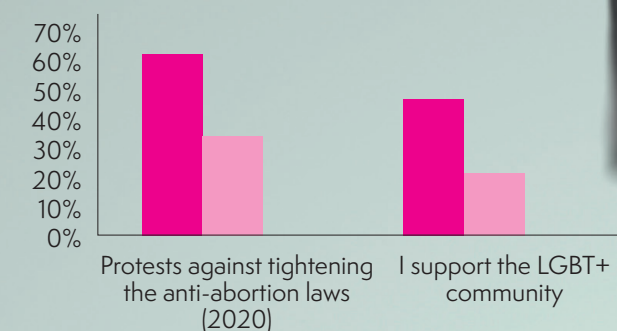


Chart 48

PARTICIPATION OF WOMEN AND MEN IN PROTESTS AGAINST ANTI-ABORTION LAWS AND SUPPORT PROVIDED TO THE LGBT+ COMMUNITY





5.3 LGBT+ Perspectives and experiences

Out of all subjects, 14.7% of people identified themselves as non-heteronormative, with women identifying as LGBT+ more than twice as often as men. 18.4% of women and 7.6% of men described themselves this way. Differences in experiences and opinions between hetero- and non-heteronormative people have only emerged in a few areas.

LGBT+ PEOPLE

- They have more frequently experienced discrimination on grounds of gender and sexual orientation. Discrimination happened more often in educational institutions or in public places than at work.
- More often than others, they expected their future employers to respect the principle of gender equality.
- They were more willing to take part in demonstrations against the tightening of the anti-abortion law, support for LGBT+ people and measures to combat discrimination in their immediate surroundings.
- They expressed greater concern about the climate disaster and were more willing to take measures to reduce its negative consequences, both in the private and in the civic sphere.
- More often, they claimed that the COVID-19 pandemic had radically changed their lives.
- Much more frequently than the rest of the group under study they considered moving abroad due to the social and political situation in the country.

Conclusions

- 1** Discrimination is a common experience, with 90% of young people noticing a problem in their environment. The group under study most often experienced discrimination on the grounds of appearance, gender, beliefs, sexual orientation, low material status, religion or religious beliefs (including lack of religious beliefs).
- 2** Not many differences were noted in the experience of discrimination in women and men surveyed. The biggest difference was gender discrimination. 71% of women surveyed and 45% of men experienced sexism. In addition, men have declared slightly more often than women that they have experienced or witnessed discrimination on grounds of origins and beliefs.
- 3** The young people surveyed, despite a very frequent declaration of awareness of the problem, adhering to the equality rules reacting in situations of unequal treatment in private life (80–90%), have very little willingness towards and experience in engaging in equality issues in the public sphere, such as: voting on progressive politicians, sharing content on social media, participation in training, boycotting companies or demanding systemic solutions at school/university/company. Women are more sensitive and pro-active in the public sphere and more often than men increase their competence and sensitivity in this area.
- 4** Half of the women surveyed and only 23% of men declared that they support the LGBT+ Community. The regular allied action is declared by far fewer young people, especially few men (3.1%).
- 5** Subjects identifying as non-heterosexual have experienced more discrimination on grounds of gender and sexual orientation. They have been more involved in anti-discrimination measures in their immediate environment. LGBT+ people were much more likely to consider moving abroad due to the socio-political situation in the country than the rest of the study group and more often argued that the COVID pandemic had radically changed their lives.

Recommendations

- 1** Knowledge of the causes, mechanisms and effects of unequal treatment on different grounds should be disseminated, the harmful stereotypes and prejudices at source of discrimination should be unmasked, diversity should be accepted and recognised, the benefits of equal treatment should be presented, and equality standards and policies introduced in organisations, including methods of continuous monitoring of the problem.
- 2** As sexism is the most common form of discrimination experienced by young people, which translates to reducing opportunities, rights, development, and freedom, as well as the sense of security and well-being of at least half of the population, the problem requires specific preventive and intervention measures. There is a need for constant increasing of public awareness (especially of men) of the harm caused by gender-related prejudices, equal rights of women and men in all areas of life, the negative consequences and costs of sexism, and an adequate response to violations. It is crucial at the level of the organisation that mechanisms are put in place to effectively protect those who experience discrimination, to sanction sexist behaviour and to create a culture of respect.
- 3** There is a need to increase social and civic competences in combating discrimination, responding to situations of unequal treatment, and being prepared to support people and groups at risk of worse treatment, exclusion, and violence motivated by prejudice, both in private and public life.
- 4** Given the continuing widespread homophobia and the lack of equal rights and, therefore, the frequent experience of discrimination and violence by LGBT+ people, it is essential to increase public awareness (especially that of men) and knowledge of non-heteronormative behaviour on the negative effects of homophobia, the formal and legal aspects of protection against discrimination and the ethical responsibility of each person for building good relations, respect, and adequate response and support for those experiencing discrimination.





Iwona Chmura-Rutkowska

PhD, Professor at UAM, Department of Sociology of Education at the Faculty of Educational Studies, the Equality and Diversity Audit and Monitoring Team of the Adam Mickiewicz University, Equality and Diversity Policy Group of the City of Poznań

Experts' comments

The Polish law clearly opposes discrimination and this prohibition is enshrined in the Constitution. Article 32. The Constitution of the Republic of Poland States that “no one can be discriminated against in political, social or economic life for any reason.” On 3 December 2010 Poland also adopted an act on the implementation of certain European Union rules on equal treatment. Discrimination is also defined as an act prohibited by the Criminal Code, in which violence or threats of unlawful violence, hate speech, and defamation are expressly prohibited (paragraphs 119, 256 and 257), “because of national, ethnic, racial, religious or religious affiliation or the lack of religion.” The Labour Code also allows workers and workers who are discriminated against for various reasons to claim damages, and the Civil Code provides the opportunity for victims of discrimination to seek compensation in cash and other forms of redress. Poland has also ratified a number of international human rights conventions, the provisions of which refer to the prohibition of discrimination and oblige various actors – including schools and employers, for example, to work toward eliminating unfair practices in social life.

Discrimination is, however, more than an infringement of the law or a proof that the employer/person or the person responsible for the group do not endeavour to fulfil their statutory obligations or any

other obligation. Unequal treatment, lack of respect, contempt or finally border violations and violence have a destructive effect on interpersonal contacts, peace of mind and ultimately on the efficiency of work. Relations deteriorate, trust disappears, the atmosphere does not promote work and development, and the feeling of security is dropping. In fact, everyone experiences the consequences of unequal treatment sooner or later.

Recognising and accepting differences between people, recognising the uniqueness of each person, their individual capacities and situations, as well as fair (as appropriate) and equal treatment irrespective of gender, age, ethnic origin, socio-economic status, level of ability, religion, sexual orientation or appearance are fundamental for creating a safe, violence-free, and development-friendly learning and work environments for all without exception. Equality means that every person can exercise his or her rights and freedoms in private, political, social, economic, and civic life, as well as equal access to important social goods such as security, education, culture, and financial resources.

Everyone should be treated equally, and everyone has a lot to do on this issue, but the managers of organisations have a particular role and responsibility in this area.

Building and implementing anti-discrimination and equality regulations is an essential part of

a broader process of creating and developing an inclusive culture of the group and organization. A clear signal that diversity is recognised and appreciated in a given community, while behaviours resulting from prejudice, disrespect, hate speech or worse treatment are not accepted, and that safety and comfort and good relations between people are an important aspect and concern.

Equality standards and policies should be built in a participatory manner, i.e., with the participation of all members of the group and organisation; this way, the different perspectives and experiences will have a chance to translate into adequate solutions suitable for all, and participation in the conversation and process itself has the educational value increasing sensitivity to discrimination.

In a broader perspective, at different stages of life we all need pro-equality and anti-discriminatory education, which would be an informed activity improving knowledge, skills, and attitudes, intended to counter-act discrimination and violence based on prejudice, and to promote of equality and diversity. The principle is that every person must be guaranteed living and development conditions, equal opportunities for influencing his or her life and environment, equal opportunities for the use of public goods, while respecting his or her dignity, freedom and distinctiveness, whatever any characteristic.

GENDER (UN)EQUALITY

Gender equality refers to equal rights, obligations, opportunities, and access to important and valued social resources or benefits in all aspects of life for women and men. Gender equality also means that prospects, potential, development,

health, needs, priorities, work, and effects of activities of girls and women, and boys and men are taken into account and appreciated to the same extent.

The key areas of gender inequality and at the same time the objectives of the pro-equality actions relate in particular to:

- ending of gender-based violence, including sexual violence,
- unmasking and questioning gender stereotypes and prejudices generating unfair, unequal, and detrimental social practices,
- bridging the gender gap in education and the labour market,
- achieving gender equality in the various sectors of the economy,
- addressing the gender pay and pension gap,

- achieving gender balance in social decision-making at all levels of government,
- fair and equal division of labour and responsibility within the framework of domestic responsibilities and care of dependent persons,
- reproductive rights.

Within the study the beliefs about the importance of gender equality and the conditions for achieving it have been analysed. An important topic in research was the personal experience of unequal, worse treatment due to gender, with particular attention to sexual harassment. Interesting data also refer to perceived (un)equality in the context of private life and the relationship mode. In addition, respondents had the opportunity to comment on the issue of equality language – that is, the use of feminine forms (feminatyws).



6.1 The conditions for achieving gender equality – the perspective of women and men

Chart 49

HAS GENDER EQUALITY BEEN ACHIEVED? THE PERSPECTIVE OF WOMEN AND MEN



IS GENDER EQUALITY IMPORTANT?

As many as 89% of the people surveyed – 96% of women and 77.5% of men – agreed with the statement “Equality between women and men is important for me.”

Only for 5.7%, gender equality is not an important issue and a further 5.2% have no opinion.

HAS GENDER EQUALITY BEEN ACHIEVED?

Only 28.5% of those surveyed responded in the affirmative to the statement “Gender equality has already been sufficiently achieved.” Almost half of the subjects surveyed – including 64.5% of women and 22.9% of men – did not agree with it.

As many as 48.1% of men (21% “definitely”) and only 15.7% of women are convinced that gender equality has already been sufficiently achieved.

23% of respondents had no opinion on this issue.

DOES GENDER EQUALITY THREATEN THE POLISH FAMILY? THE OPINIONS OF WOMEN AND MEN

The vast majority – 81.8% of the people from the X generation surveyed disagree with the statement that gender equality threatens the Polish family. Women are significantly more likely to reject this view – 75% compared to 59% of men.

At the same time, 11.5% of men and 6.8% of women have expressed their conviction that gender equality has a negative impact on family life and 9.3% have not been able to answer this question unequivocally.

GENDER EQUALITY WILL BE ACHIEVED WHEN...

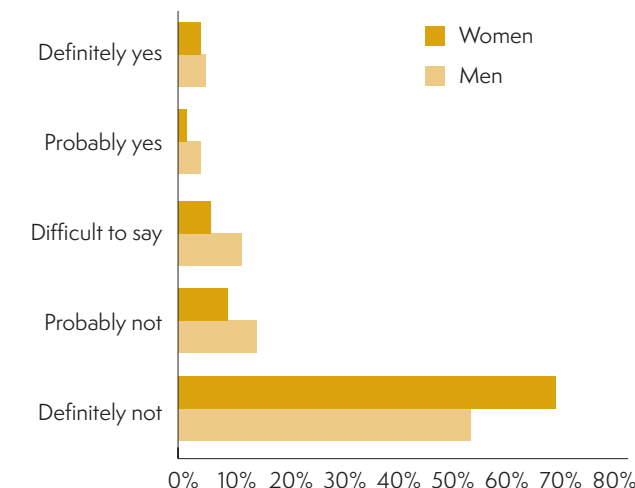
The idea that gender equality will be achieved when there is mutual respect and partnership in a relationship is supported by as many as 92% of those surveyed. However, 3% of people did not agree with this statement and 5% did not think so.

87.7% said “yes” to the question “Gender equality will be achieved when women and men have equal opportunities to find a job and be promoted.” 4.7% said “no” and 7.6% of the respondents marked “difficult to say.”

90.5% of those surveyed expect gender equality if women and men will be treated equally by the

Chart 50

DOES GENDER EQUALITY THREATEN THE POLISH FAMILY – THE OPINIONS OF WOMEN AND MEN



law. Only 3.2% disagree with this statement. However, 6.3% of respondents did not declare for any side.

Gender equality will be achieved when caring for other people and running the house will be as important as professional work, according to 73.9% of those surveyed. This is not the case for 9.8% of the respondents and 16.3% of them said it was “difficult to say.”

Respondents agree that gender equality will be achieved when men and women earn the same amount in the same jobs. 85.4% of people responded in the affirmative, while 5.7% of people disagreed. 8.9% of the respondents had no opinion.

The vast majority (77.8%) of respondents say that gender equality will be achieved when women and men share domestic responsibilities equally, while much less people (8.2%) disagreed. However, 14% of respondents did not have an opinion.

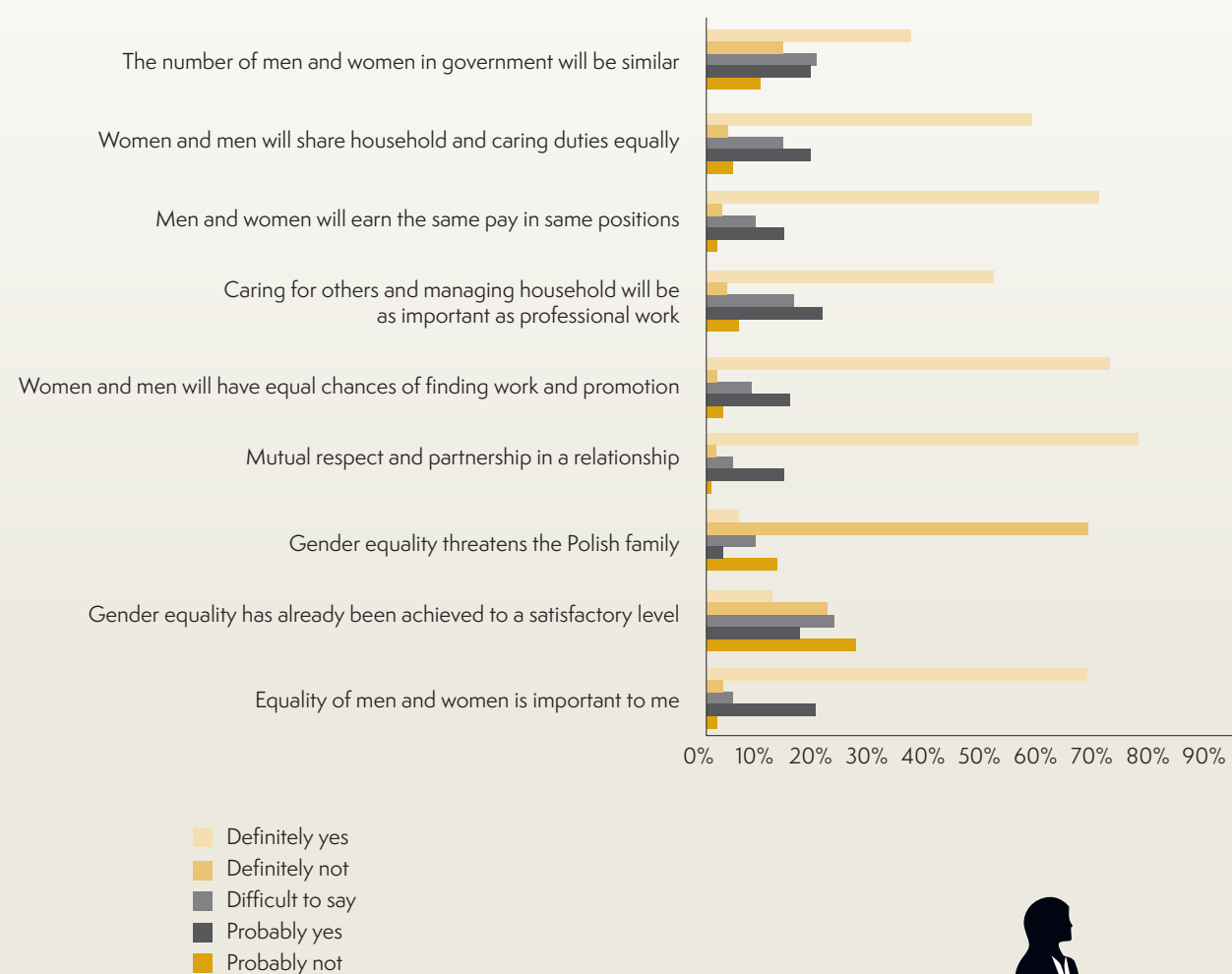
56.2% of the respondents agree that gender equality will be achieved when the number of men and women in the government is similar and 8.2% responded negatively. However, 14% of respondents did not have an opinion.

THE FEMALE AND MALE PERSPECTIVE ON THE NECESSARY CONDITIONS FOR ACHIEVING GENDER EQUALITY

Women and men perceive the boundary conditions for real equality differently – especially when we

Chart 51

CONDITIONS FOR ACHIEVING GENDER EQUALITY



look at the answers indicating that a criterion is perceived as very important.

86% of women, 66% of men believe that this will happen when respect and partnership will be the basis of a relationship. For women, equal opportunities for career advancement are equally or even more important – 86% of them have definitely agreed, while for men this is less important (56%).

There were also differences in the answers to the issue of equality before the law; it was “very important” for 81% of women and 67% of men.

Weaker convictions concern prestige of caring work – 65% of women, 34% of men strongly agree with the statement that equality will occur when caring for other

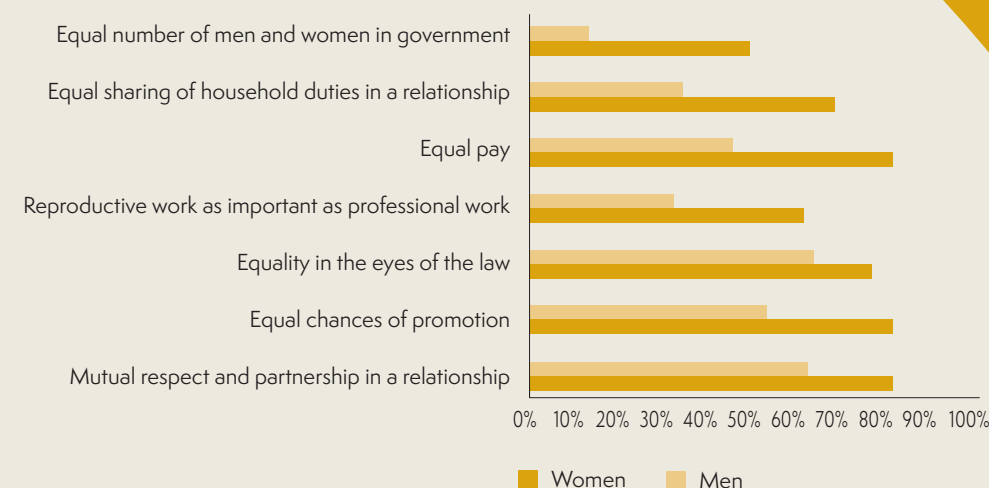
people and running home will be as important as professional work.

Women are more convinced that equal pay is needed for equal positions, regardless of gender (86% compared to 48% of men) as well as an equal share of responsibilities in a relationship (72% compared to 36%).

The least important problem regarding gender diversity for the study subjects if gender parity in politics. However, there was a very significant difference in the views of male and female respondents. 52% of women and 14% of men definitely agree with the statement that gender equality will occur when the number of women and men among rulers is similar.

Chart 52

CONDITIONS FOR ACHIEVING GENDER EQUALITY – THE PERSPECTIVE OF WOMEN AND MEN (TAKING INTO ACCOUNT THE “DEFINITELY YES” ANSWERS)





6.2 Sexism – Sex and gender based discrimination

On average, more than half 52.1% of people surveyed say they have experienced sexism, i.e., worse treatment on the basis of gender. 41% of respondents were not, in their opinion, discriminated against on the grounds of gender and 6.9% were unable to answer this question.

According to the data collected, the problem of sexism affects both the private and professional spheres and the functioning of public space.

PRIVATE SPHERE

To the question “Have you ever been treated worse in the private sphere because you are

a woman or a man?” 55.9% of respondents responded in the affirmative. 61% of women and 37.8% of men have experience of gender discrimination in private relations and spaces, with varying intensity (always, often, sometimes).

41% of people surveyed (52.7% of men and 34.3% of women) have never experienced sexism in their private lives, and 6.5% have not been able to answer this question.

SCHOOL, UNIVERSITY

56% of the total number of people surveyed experienced worse treatment because of

gender at school or university, at varying levels (always, often, sometimes). Sexism at different intensity is far more often affecting women (68%) than men (35%), with one quarter of women and one in ten men experiencing gender discrimination at work very often.

38% of people surveyed (26.6% of women and 57.3% of men) have never experienced sexism at school or university.

6.1% of respondents were not able to address this issue clearly.

WORKPLACE

The question about experiencing unequal treatment due to gender in the working environment was answered affirmatively by 27% of those surveyed – 9.5% of whom answered often and very often.

As in other categories, the experience of gender discrimination at work – both less and more intense – is far more likely to happen to women than men – 61% and 37.8% respectively.

70.2% of men and 52.2% of women (58.7% of the total people surveyed) have never experienced worse treatment at work due to gender and 14.1% have been unable to determine this.

PUBLIC SPACE: STREETS, ENTERTAINMENT AREAS, PUBLIC TRANSPORT

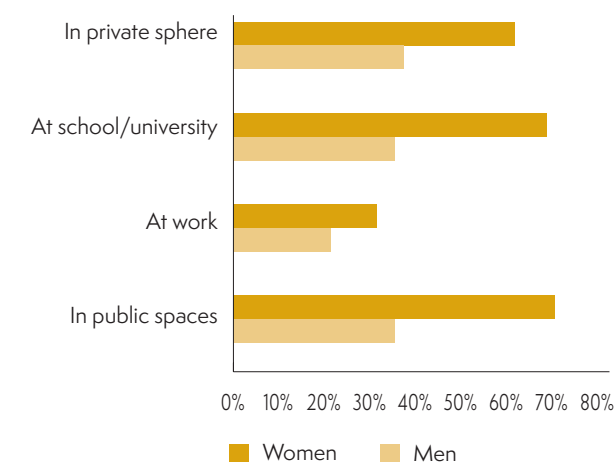
56.8% of the total number of people surveyed have experienced sexist behaviours and acts in public places (on the street, in pubs, clubs, in public transport) – 23.8% of which acknowledged that this happens often and very often.

In particular, women suffer discrimination on grounds of gender in the public spaces especially often. With different intensities, sexism affects 70.3% of women, 30.1% of them almost always and often. By comparison, 35.9% of men have experienced sexism in public spaces, 13.4% of them very often.

54.6% of men and 21.7% of women (34.57% of the total number surveyed) have never experienced discrimination in the public space. 8.6% were unable to address this issue.

Chart 53

EXPERIENCE OF GENDER DISCRIMINATION IN THE PERSPECTIVE OF WOMEN AND MEN (THE CHART REFLECTS THE ANSWERS “ALWAYS,” “OFTEN,” “SOMETIMES”)





6.3 Equality language – feminine forms

LINGUISTIC INVISIBILITY OF WOMEN

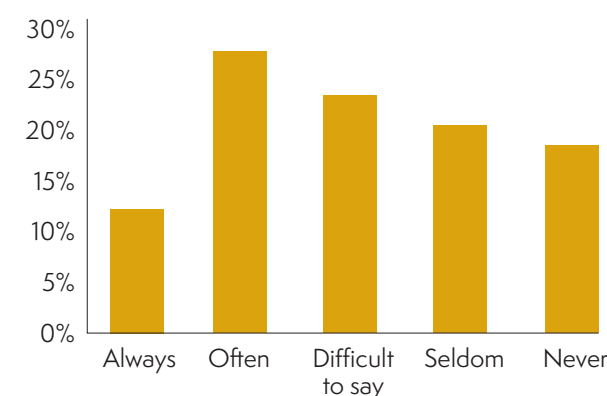
The linguistic invisibility of women is a phenomenon that involves treating the masculine grammatical gender as a neutral form and therefore using it to describe or address the whole group, even if there are women in it. So we have “training for [masculine] leaders,” “jobs for [masculine] programmers,” “competitions for [masculine] innovators” – this language reinforces the impression that these communications are aimed exclusively at men, excluding women, and also strengthens gender stereotypes. The emancipation of women and their entry into the previously male-dominated working spaces have triggered awareness and the need to recognise women’s existence and role through language – hence the call for feminine forms to be used.

59% of those surveyed – including the majority of women (87%) and men (76%) declared that when presenting themselves or other women at official meetings, they use feminatyws (feminine forms), such as a biolożka [woman biologist], informatyczka [woman programmer], dyrektorka [woman director], asystentka [woman assistant] – of which 39.2% (46% of women and 29% of men) do so either always or often.

One in four men and 13% of women surveyed, i.e., 17.6% of the respondents, never use feminine forms and 23.4% were unable to take a clear position on this issue.

Chart 54

USING FEMININE FORMS



INFORMATYCZKA – IT SOUNDS...

To the question “Do you think the term “informatyczka,” “programistka” sounds different, e.g., less serious, than “informatyk,” “programmer?” 56.9% of respondents answered that they felt that the feminine forms of professions and functions do not sound less serious than masculine.

60% of women and 50% of men surveyed expressed acceptance and appreciation of feminine forms of language.

At the same time, one person in four (26.7%) feel that feminine forms make the names of professions, jobs and functions sound less prestigious. Men think so more often – 31.7% – than women – 23.7%.

16.4% of respondents did not have a specific opinion on this subject.

6.4 Sexual harassment in the workplace

Sexual harassment means any unwanted conduct of a sexual nature or based on gender, the purpose or effect of which is to undermine the dignity of the other person, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment against them. Unwanted and unacceptable acts may be of a physical, verbal or non-verbal character.

According to the data collected, one in three of the women surveyed (33%) and 6% of the men have suffered sexual harassment in the workplace. This means that women experience sexual harassment at work over five times more often than men.

As for witnessing sexual harassment at work, it affects women and men on a similar: 11.6% of women and 10.7% of men.

2.1% of the study subjects – including 3.44% of men and 0.7% of women admitted to acts of a sexual harassment nature in relation to another person.

In total, one person in five (21.1%) experienced acts of this nature directly and 11% witnessed them.

At the same time, 45.5% of women and 70% of men, i.e., 57% of the respondents on average declare that they never encountered sexual harassment in their professional environment, either in person or as a witness.

To the question “What actions did you take when the behaviour was directed directly at you or when you witnessed sexual harassment?” only 37.9% of the study subjects answered that they had expressed their opposition in response to the event. Respondents expressed a similar willingness to this type of direct response, 39.3% of women and 34.3% of men, respectively.

Men more often than women (17.4% vs. 10.4%, respectively) have declared assertive attitudes, meaning talking to the perpetrator and expressing a direct expectation of stopping such behaviour.

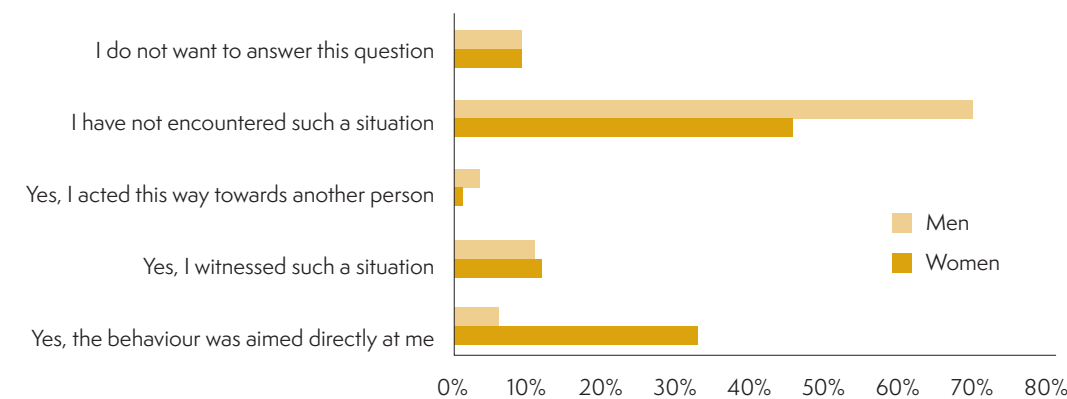
On average, 7% (only slightly more women than men) have benefited from systemic support such as an anti-mobbing committee, a supervisor, dedicated persons in HR, or have used anonymous or confidential channels to report abuse.

35% of women and 39% of men have done nothing in the face of personal experience of or being witness to sexual harassment.

For both women and men, a “zero-one” decision-making pattern was most often revealed in the face of harassment: either no response or open opposition. The least popular reaction were formal steps through institutional procedures and resources.

Chart 55

ANSWERS TO THE QUESTION “HAVE YOU EVER EXPERIENCED OR WITNESSED SEXUAL HARASSMENT IN YOUR WORK ENVIRONMENT?” EXPERIENCE OF WOMEN AND MEN



6.5 Work-life balance

The deep-rooted gender stereotypes linked to the division of domestic responsibilities, the resulting expectations, pressures and the actual unequal workload of women at home and for the benefit of the family make it much more difficult for women than for men to combine work and social activities with private life. Unpaid work at home (reproductive) and its unfair distribution is a key barrier to developing the full potential of women in the public and professional spheres. The shift from traditional gender patterns in the social roles of women and men, a more equal division of responsibilities and proven systemic solutions concerning the work-life balance are designed to promote gender equality and combat discrimination, both in the private and professional sphere.

THE POWER OF TRADITION. DIVISION OF RESPONSIBILITIES IN FAMILIES OF ORIGIN.

In most of the families where respondents grew up housework was mainly done by women – this was the case with the homes of 2/3 of the women surveyed (67%) and over half of men's (55%).

In family homes, 34.9% of respondents, both men and women shared their household and family responsibilities equally. However, the conviction about partnership and the division of responsibilities in the family home was more often presented by men – 41% than the women surveyed – 30%.

In only 3.2% of the respondent's family of origin, the majority of domestic work rested on the shoulders of men.

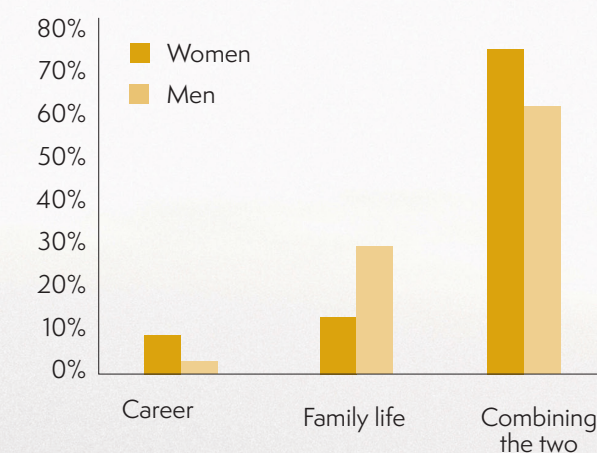
NEW MODEL. READINESS TO CHANGE.

Among the study subjects, 55% of women, and 38% of men were living with a partner.

74.2% of women and 71.1% of men in this group have identified the model for sharing responsibility and duties in their relationship as a partnership.

Chart 56

PREFERRED MODEL AND PRIORITIES IN THE EVENT OF A WORK-LIFE CONFLICT. THE PREFERENCES OF WOMEN AND MEN



10.7% of women and 13.4% of men expressed the opposite opinion and on average 15% of respondents were having difficulty making a clear statement on this issue.

The model declared was verified by the answer to the question “What part of your household responsibilities are you performing in your current relationship?”

It turned out that 64% of women and the same number of men who are currently in relationships have declared that they are carrying out half of the household responsibilities. At the same time, 22% of female subjects and the same proportion of male subjects are affected by unequal distribution and taking on a larger proportion of domestic responsibilities. 8% of women and men equally declared their experience of doing less than a half of domestic duties. 1.6% of the women surveyed and 3.3% of men from the group of people in relationships have no household duties.

BALANCE

67.7% believe that work can be reconciled with private life – 73% of women, 60% of men would not like to give up either work or family life, believing that balance can be achieved.

In the event of a work-life collision, 19.1% of the people surveyed would give priority to the private life and family. Family life has proved (at least on a declaratory level) to be a stronger priority for men (29%) than for women (13%).

Only 7.3% of respondents think that there is no room for compromise in a career and that, in the event of a conflict of roles, they would be willing to select the professional life, 9% of women and 3% of men have declared so.

6% of people were unable to answer this question.

Conclusions

- 1** For the vast majority of the study subjects, gender equality is important and does not threaten the Polish family in their opinion, with men far more convinced that gender equality has already been sufficiently achieved. This is the case for half of the men surveyed and only 16% of women.
- 2** Women more often than men have expressed the conviction that in order for gender equality to occur in reality, a number of conditions must be met. The most important ones from the perspective of the young women surveyed are: equal opportunities for career advancement, equal pay, equality before the law, basing relationships on respect and partnership and equal division of responsibilities, and on the slightly lower level appreciation of reproductive work. The greatest gender difference was the equal representation alignment of men and women in the government, with half of the women surveyed and only 14% of men believing that this is an important condition for achieving full gender equality.
- 3** More than half of the subjects (56%) experienced sexism at home, school or public space. A little less, 27% of the respondents indicated that they had experienced sexism at work. Sexism, in all cases studied, has been experienced by women significantly more often than men.
- 4** The young people surveyed are familiar with the equality language, i.e., the use of feminine forms, a minority of the study subjects (31.7% of men and 23.7% of women) perceived the connotations of feminine suffixes with a lower value of jobs and functions.
- 5** About 1/3 of the women surveyed and 7% of the men surveyed experienced or witnessed sexual harassment at work.



- 6** Approximately 40% of the respondents declared that they had not reacted in any way to this situation; only 7% reported this situation to institutions, persons or committees created to support victims or responsible for labour law enforcement (supervisors).
- 7** The young people under study mostly want a balance between their work and family life (70% of the women surveyed and 60% of men). In the event of a conflict, family would be more important to them. As regards the division of responsibilities at home, most of them are still carried out by women, both in the family homes of the respondents and in their current relationships.

Recommendations

- 1** It is crucial to raise awareness and current knowledge about the real areas and the impact of gender inequalities, as well as the adverse stereotypes and the negative effects of gender bias.
- 2** It is important to promote effective solutions and proven pro-equality and anti-discrimination practices. At the organisation level, gender mainstreaming is essential in all the strategies and activities of an organisation as well as building and implementation of anti-discrimination measures or Gender Equality Plans.
- 3** The high level of sexism experienced, especially in school and public space, requires a response from educational institutions and public space managers (local government, government). It is necessary to introduce anti-discrimination education and training, and to supplement local regulations and laws with equality provisions.
- 4** The relatively high level of acceptance for feminine language forms is a good ground for feminine forms to be officially recognised in the

names of positions and titles, both in public institutions and in business and education. It is important for organisations to use and promote equality and inclusive language in internal and external communications.

- 5** It is important to disseminate knowledge at all levels of the organisation and to raise awareness of the negative, undesirable, and powerful effects of violent behaviour, as well as the mechanisms resulting from unequal relations and abuse of power. The aim should be to change the culture of an organisation and working environment toward respect for gender equality, ensuring safety and dignity as well as integrity of each person.
- 6** A worryingly high percentage of people who have experienced or witnessed sexual harassment, and at the same time the marginal percentage of those who have benefited from the support provided by dedicated institutions, requires urgent intervention. First of all, the institutional and intrainstitutional aid system (institutional anti-mobbing committees) should be revised, as they do not inspire confidence or are not visible to young people. Work should also be done to improve preparedness for the adequate response by people who experience or witness harassment or sexual violence.

- 7** Systemic solutions to tackle the unequal burden of domestic responsibilities for women and men would be effective. Measures such as training, equality education, social projects, or legislative solutions (work-life balance) and non-legislative measures available to employers should be applied on a wider scale, both in public, educational and business institutions.





Agnieszka Kozłowska

PhD, researcher and lecturer at the Faculty of Education at the Adam Mickiewicz University in Poznań, specialist on ecological and equality education, former MP and Euro MP; in the 8th term of office of the European Parliament a rapporteur and negotiator on the Work-Life Balance Directive.

Experts' comments

The results presented in the Report show that the young people surveyed are on the way to achieving gender equality but have not achieved it yet. The particular challenge is created by more stereotypical and traditional gender beliefs of young men compared to young women and less willingness on their part to take efforts towards equal treatment.

The experience of sexism in the private, school and professional sphere, or in the public space, like that of sexual harassment, is still too frequent – and it still mostly affects women. These results are in line with those of the research carried out in this field (Chmura-Rutkowska, 2019; Martyniński, 2021, CBOS 2021). In theory, there should be an anti-mobbing committee in each workplace, which also deal with complaints by employees regarding sexual harassment. In practice, these committees are not always set up and even if they are, they are not always working properly or are not known to employees. A separate issue is the lack of trust towards the people employed in such committees. Especially in small workplaces where everyone knows each other, the issue of lack of trust can be an important obstacle to the reporting of an incident.

The higher-ranking institutions, labour inspection or the judicial system, which disregard equality issues, are not helping either. This is evidenced by the minuscule proportion of harassment cases that are being undertaken and even smaller proportion of those that are won by the victims. The hope of changing the situation is generated by a large proportion of the people surveyed who react in situations of sexual harassment (although those who do not react are comparably numerous). Sexism and sexual harassment are difficult to stamp out in the patriarchal culture in which we are currently stuck,

where the level of acceptance for worse treatment of women is high and the level of legal culture in the area of equal treatment is low.

A separate issue is the problem of reconciling professional and family roles. The high proportion of young people who do not want to give up their jobs or family does not change the fact that there are still clear gender differences in this area. In the group of Zs under study, women are doing more domestic work than men and they want a balance between work and home more than men do. This is the natural desire of those who, as a result of cultural pressure, are not where they wish to be. One cannot be at work and at home at the same time. Increased presence at home creates increased absences at work. This way, the competence potential of women, who are statistically better educated than men and more willing to train and improve professionally than men (Cricado-Perez & Wydawnictwo Kacter, 2020), is wasted.

There are several systemic solutions to the problem of differences in the possibilities of reconciling work and family life. The most important is the Work-Life Balance Directive, which was created precisely to reduce the disparities between men and women in their involvement in professional work and family responsibilities (Adema et al., 2017; European Commission, n.d.; Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on Work-Life Balance for Parents and Carers and Repealing Council Directive 2010/18/EU, 2019; Kozłowska & Ratajczak, 2021; Porte et al., 2020). In accordance with the EU law, it should already be implemented into the national law in August this year.

An essential element of the Directive is strengthening of the right of men to paid paternity and pa-

rental leave. The pillar of the new law is making the leave non-transferable from mother to father and vice versa, and the basing the right to the leave on individual rights of the worker. This is an important step toward weakening the traditional model of gender roles in a family, where double workload is accepted for women (professional work and household responsibilities). The increased burden of unpaid domestic work on women not only causes losses in individual human stories, but also in the economy as a whole. Moreover, women have the right to pursue their professional potential and aspirations in the same way as men. On the other hand, men should have the right to parental rights and to carry out parental duties not as a substitute for their children's mothers, but as fathers and workers individually. If parental responsibility is an experience which, according to cultural tradition, is ennobling women, men should also be able to benefit from this privilege. And if this is duty and responsibility, requiring effort, it should be shared equally by both parents and not carried by only one of them. Emancipation of women has changed the world and, consequently, other models of the family become more rational and desirable, including in the context of family sustainability. Justice is a better bond for the family than traditional inequality (Oliveira et al., 2020)

A greater balance in the distribution of domestic responsibilities means not only a reduction in injustice, but also benefits to children who can be brought up under the care of both parents, not just one of them. Greater diversity of the educational environment is beneficial for development of a child. Therefore women, men and their children all benefit from a greater work-life balance. The family becomes more consistent and more durable. Everyone wins.



Iwona Chmura-Rutkowska

PhD, Professor at UAM, Department of Sociology of Education at the Faculty of Educational Studies, interdisciplinary Centre for Gender and Identity Research of the Adam Mickiewicz University, the “When Science is a Woman” group of the Adam Mickiewicz University, the Equality and Diversity Audit and Monitoring Team of the Adam Mickiewicz University, Equality and Diversity Policy Group of the City of Poznań

Experts' comments

Gender equality is currently seen not only as a human right, but as a cornerstone of development of a sustainable world. As highlighted in the UN Millennium Development Goals Agenda, research and meta-analysis show that ensuring equal access to education, health care, and decently paid work as well as and participation in decision-making both on their own issues and on political and economic issues for girls and women will strengthen the economies and bring benefits to all societies and humanity. In the context of work, attention is drawn both to the legal and formal framework on equal treatment and to combating harmful beliefs and practices against women.

The UN in its 2030 Agenda for Sustainable Development identifies the key tasks that are necessary to end gender discrimination, which is still present in various forms and scales in all countries in the world. There is much to be done in Poland for all the priority tasks.

United Nations Agenda for Sustainable Development 2030

Gender equality – priority objectives:

- End all forms of discrimination against all women and girls everywhere.
 - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
 - Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
 - Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of
- shared responsibility within the household and the family as nationally appropriate.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
 - Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
 - Undertake reforms to give women equal rights
- to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
 - Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

5

COVID-19 PANDEMIC

Research shows that women worldwide bear more of the costs of crises than men in terms of public engagement, employment, educational attainment, safety, and health.

The COVID-19 pandemic crisis has had a major impact both on personal and professional lives of all people. As it has exacerbated social inequalities, it has affected women in a particular way.

The pandemic has had a negative impact on women's incomes and on the work-life balance, increasing the traditional workload on two fronts: professional and private. The closing of schools and care facilities for children and dependent persons has had a negative impact on women's professional activity and well-being. The pandemic restrictions, such as the lockdown and social contact restrictions, have also had a negative impact on mental health. Domestic mental and physical violence against women has seen a sharp increase⁴.

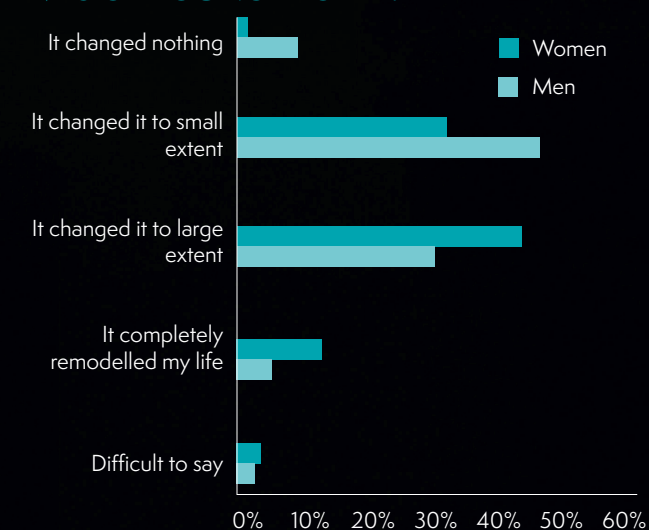
The data on young people collected indicate that:

- 86% of the study subjects – equal representation of women and men – were vaccinated against COVID-19,
- 10% of the subjects have suffered a severe version of the disease in person and 40% have had someone close to them fall ill,

- 5% of women and men declare that they have lost their jobs as a result of the pandemic,
 - more than half of women (55%) and one in three men (32.1%) have had a nervous breakdown due to the pandemic,
 - a similar proportion of women and men had other negative experiences in connection with COVID-19.
- 60% of women and 38% of men of the Z generation feel that the pandemic has largely or completely remodelled their lives – and here it is also evident that the effects of the pandemic are affecting women more.



Chart 57
HOW DID THE PANDEMIC CHANGED THE LIVES OF YOUNG PEOPLE?



⁴ Women in times of COVID-19. EP Flash Eurobarometer, European Parliament, 2022.

Conclusions

- 1** Young people from the Z generation are aware of preventive vaccination. More than 85% of the young people studied have been vaccinated against coronavirus – this is a result much higher than for the entire Polish population and comparable to that of the academic world.
- 2** For almost half of the surveyed, the pandemic has been difficult or very difficult. Half of women and one in three men have experienced nervous breakdowns or similar problems. More than half of the respondents indicated that the pandemic has changed their lives completely or substantially.
- 3** Women have been hit harder by the consequences of the pandemic: they have experienced nervous breakdowns and other negative effects more often, also more often than men have the feeling that the pandemic has completely remodelled their lives.
- 4** Only a small percentage of the respondents lost their jobs due to the pandemic (4.8%). The information and communication technologies (ICT) industry is, for many reasons, more resistant to the pandemic than other sectors where economic collapse, bankruptcies and redundancies have occurred.

Recommendations

- 1** Knowledge helps to make a decision on vaccination – information campaigns referring to authorities and scientific achievements could increase the vaccination level in the Polish population.
- 2** The pandemic has created an increased need for psychological and psychiatric care. The supply of these services should be tailored to the needs using the available mechanisms in public institutions and workplaces. The declaration that the pandemic has changed the lives of the people surveyed requires more detailed studies and identification of areas and directions of change.
- 3** In view of the more severe effects of the crisis in women's lives, both preventive and remedial measures should take this into account.
- 4** The resilience of the ICT industry to the pandemic crisis is an additional argument for the digital transformation of the labour market and development of infrastructure for remote work.

References

CHAPTER 1 THE LABOUR MARKET

- Bauman, Z. (2007). *Liquid Times: Living in an Age of Uncertainty*. Polity Press.
- Bauman, Z., Leoncini, T. (2019). *Płynne pokolenie*. Warsaw. Wydawnictwo Czarna Owca.
- Exley, C., & Kessler, J. (2019, December 19). Why Don't Women Self-Promote As Much As Men? Harvard Business Review. <https://hbr.org/2019/12/why-dont-women-self-promote-as-much-as-men>
- Lack of Language Ability Hindering Labor Mobility in the EU. (2017, December 8). The Economics Review. <https://theeconreview.com/2017/12/08/lack-of-language-ability-hindering-labor-mobility-in-the-eu/>
- Young people and precarious work. (n.d.). ETUC | European Trade Union Confederation. Retrieved 19 July 2022, from <https://www.etuc.org/en/young-people-and-precarious-work>
- Youth on globalised labour markets: Rising uncertainty and its effects on early employment and family lives in Europe. von Blossfeld, Hans-Peter [Hrsg.], Dirk [Hrsg.] Hofäcker and Sonia [Hrsg.] Bertolini.: Sehr gut 21cm, Softcover (2011) | Baues Verlag Rainer Baues. (n.d.). Retrieved 19 July 2022

CHAPTER 2 TECHNOLOGIES

- Europe's Digital Decade: Digital targets for 2030. (n.d.). [Text]. European Commission – European Commission. Retrieved 24 July 2022, from https://ec.europa.eu/info/strategy/priorities-2019-2024/europe-fit-digital-age/europes-digital-decade-digital-targets-2030_en
- Galyani Moghaddam, G. (2010). Information technology and gender gap: Toward a global view. *The Electronic Library*, 28(5), 722–733. <https://doi.org/10.1108/02640471011081997>
- Shaping Europe's digital future. (n.d.). [Text]. European Commission – European Commission. Retrieved 24 July 2022, from https://ec.europa.eu/info/strategy/priorities-2019-2024/europe-fit-digital-age/shaping-europe-digital-future_en
- Siddiq, F., & Scherer, R. (2019). Is there a gender gap? A meta-analysis of the gender differences in students' ICT literacy. *Educational Research Review*, 27, 205–217. <https://doi.org/10.1016/j.edurev.2019.03.007>

CHAPTER 3 LEADERSHIP

- Brower, T. (10.2021). New Study On Women In Leadership: Good News, Bad News And The Way Forward. Forbes. <https://www.forbes.com/sites/tracybrower/2021/10/10/new-study-on-women-in-leadership-good-news-bad-news-and-the-way-forward/?sh=495176b024b7>
- Global Definitions of Leadership and Theories of Leadership Development: Literature Review. University of Cambridge Institute for Sustainability Leadership. https://www.britishcouncil.org/sites/default/files/final_leadership_composite_report_with_references_26-06-17.pdf
- Global Leadership Index. World Economic Forum. <https://reports.weforum.org/outlook-global-agenda-2015/global-leadership-and-governance/global-leadership-index/>
- Industry 4.0: At the intersection of readiness and responsibility. Deloitte Global's annual survey on business's preparedness for a connected era. (2021). Deloitte Insights. https://www2.deloitte.com/content/dam/insights/us/articles/us32959-industry-4-0/DI_Industry4.0.pdf
- Marturano, A., Gosling, J. (eds.) (2007). *Leadership: the key concepts*. London: Routledge.
- Maxwell, J. C. (2014). *Pięć poziomów przywództwa*. Warszawa: Logos Oficyna Wydawnicza.
- O'Neil, T., Plank, G., Domingo, P. (2015). *Support to women and girls' leadership. A rapid review of the evidence*. London: Overseas Development Institute. https://assets.publishing.service.gov.uk/media/57a0897040f0b649740000aa/Support_to_Women.pdf
- Przywództwo kobiet 2021. Technologie, nauka, biznes. Raport. Warszawa: Fundacja Perspektywy, Citi

Foundation. <https://womenintech.perspektywy.org/documents/shesnnovation-raport-pl.pdf>

CHAPTER 4 ECOLOGY

- Anderson, M. (2012). New Ecological Paradigm (NEP) Scale. *Berkshire Encyclopedia of Sustainability*, 6, 260–262.
- Bardi, U., & Alvarez Pereira, C. (Eds.). (2022). *Limits and beyond: 50 years on from The limits to growth, what did we learn and what's next?: a report to the Club of Rome*. Exapt Press.
- Dobson, A. (2003). *Citizenship and the environment*. Oxford University Press.
- Dunlap, R., & Liere, K. (2008). The 'New Environmental Paradigm'. *The Journal of Environmental Education*, 40, 19–28. <https://doi.org/10.3200/JOEE.40.1.19-28>
- Dunlap, R., Liere, K., Mertig, A., & Jones, R. (2000). Measuring Endorsement of the New Ecological Paradigm: A Revised NEP Scale. *Journal of Social Issues*, 56, 425–442. <https://doi.org/10.1111/0022-4537.00176>
- Fuchs, D. A., Gumbert, T., Sahakian, M., Maniates, M., Lorek, S., & Graf, A. (2021). *Consumption corridors: Living a good life within sustainable limits (1 Edition)*. Routledge/Taylor & Francis Group.
- Giddens, A. (2011). *The politics of climate change (2nd ed., rev.updated)*. Polity Press.
- Hui, A. (2013, September 27). What 'likely' and 'extremely likely' really mean in climate-speak. *The Globe and Mail*. <https://www.theglobeandmail.com/news/world/what-likely-and-extremely-likely-really-mean-in-climate-speak/article14564689/>
- Kopnina, H. (2011). Qualitative Revision of the New Ecological Paradigm (NEP) Scale for children. *International Journal of Environmental Research*, 5, 1025–1034.
- Meadows, D. H., & Club of Rome (Eds.). (1972). *The Limits to growth: A report for the Club of Rome's project on the predicament of mankind*. Universe Books.
- Meadows, D. H., Randers, J., & Meadows, D. L. (2004). *The limits to growth: The 30-year update*. Chelsea Green Publishing Company.
- Ntanos, S., Kyriakopoulos, G., Skordoulis, M., Chalikias, M., & Arabatzis, G. (2019). An Application of the New Environmental Paradigm (NEP) Scale in a Greek Context. *Energies*, 12(2), 239. <https://doi.org/10.3390/en12020239>
- Stott, P. (2021). *Hot air: The inside story of the battle against climate change denial*. Atlantic Books.

CHAPTER 5 (NON)EQUALITY AND DISCRIMINATION

- Carby-Hall, J. R., Góral, Z., Tyc, A. (red.). (2021) *Różne oblicza dyskryminacji w zatrudnieniu*. Warszawa: Wolters Kluwer
- Jak mówić i pisać o grupach narażonych na dyskryminację. Etyka języka i odpowiedzialna komunikacja. Poradnik. FleishmanHillard. <https://etykajęzyka.pl/>
- Karta Różnorodności. Forum Odpowiedzialnego Biznesu. <https://odpowiedzialnybiznes.pl/karta-roznorodnosci/>
- Makuchowska, M. (red.). (2021). *Sytuacja społeczna osób LGBTa w Polsce. Raport za lata 2019–2020*. Warszawa: Przegląd najważniejszych danych, Kampania Przeciw Homofobii i Stowarzyszenie Lambda. https://kph.org.pl/wp-content/uploads/2021/12/Raport_Duzy_Digital-1.pdf
- Sadowska, D. (red.). *Różnorodność i kultura włączająca krok po kroku*, Częstochowa: Polski Instytut Praw Człowieka i Biznesu. https://pihrb.org/wp-content/uploads/2021/08/Diversity_Guide-online_spreads-final_01.pdf
- Szafraniec, K., Boni, M. (red.) (2019). *Młodzi 2018. Cywilizacyjne wyzwania. Edukacyjne konieczności*, Warszawa. <http://mlodzi2018.pl/>

CHAPTER 6 GENDER (NON)EQUALITY

- Adema, W., Clarke, C., Frey, V., Greulich, A., Kim, H., Rattenhuber, P., & Thévenon, O. (2017). Work/life balance policy in Germany: Promoting equal partnership in families: Work/life balance policy in Germany. *International Social Security Review*, 70(2), 31–55. <https://doi.org/10.1111/issr.12134>
- Biuro Rzecznika Praw Obywatelskich (2015). Godzenie ról rodzinnych i zawodowych. Równe traktowanie rodziców na rynku pracy, *Biuletyn Rzecznika Praw Obywatelskich* 2015, nr 7. <https://bip.brpo.gov.pl/pl/content/RPO-dzien-koniet-czy-kobiety-w-polsce-sa-dyskryminowane-stereotypy>
- Cele Zrównoważonego Rozwoju ONZ. Równość płci. Platforma SDG UNIC Warsaw. <https://www.un.org.pl/cel5>
- Chmura-Rutkowska, I. (2019). Być dziewczyną - być chłopakiem i przetrwać. Płeć i przemoc w narracjach młodzieży, Poznań: Wydawnictwo Naukowe UAM.
- Criado-Perez, C. (2020). Niewidzialne kobiety: Jak dane tworzą świat skrojony pod mężczyzn. Kraków: Wydawnictwo Karakter.
- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, 32019L1158, CONSIL, EP, OJ L 188 (2019). <http://data.europa.eu/eli/dir/2019/1158/oj/eng>
- European Commission. (n.d.). Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on work-life balance for parents and carers and repealing Council Directive 2010/18/EU. EUR-Lex. Retrieved 7 November 2021, from <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52017PC0253>
- European Institute for Gender Equality (EIGE). Gender Equality Index. <https://eige.europa.eu/gender-equality-index/2021>
- European Institute for Gender Equality (EIGE). (2021). The costs of gender-based violence in the European Union. Luxembourg: Publications Office of the European Union. <https://eige.europa.eu/publications/costs-gender-based-violence-european-union>
- Kozłowska, A., & Ratajczak, Ł. P. (2021). The EU work-life balance directive – will it be a game changer for family policy in Poland? <https://doi.org/10.34616/WWR.2021.2.287.304>
- Małocha-Krupa, A., Hołojda, K., Śleziak, M., Krysiak, P. (2015). Słownik nazw żeńskich polszczyzny. Wrocław: Uniwersytet Wrocławski.
- Martyński, W. (2021). Molestowanie seksualne w pracy w Polsce. Badanie 2021. InterviewMe. <https://interviewme.pl/blog/molestowanie-seksualne-w-pracy-badanie>
- Oliveira, A., De la Corte-Rodríguez, M., & Lütz, F. (2020). The New Directive on Work-Life Balance: Towards a New Paradigm of Family Care and Equality? *European Law Review*, 3, 293–323.
- Opieka rodzinna i praca. Raport (2022) Warszawa: Forum Odpowiedzialnego Biznesu
- Piotrowska, J., Czerwińska, A. (2008). Niemoralne propozycje: molestowanie seksualne w miejscu pracy. Fundacja Feminoteka. Warsaw. <https://feminoteka.pl/9742-2/>
- Porte, C. D. L., Larsen, T. P., & Szelewa, D. (2020). A Gender Equalizing Regulatory Welfare State? Enacting the EU's Work-Life Balance Directive in Denmark and Poland. *The ANNALS of the American Academy of Political and Social Science*, 691(1), 84–103. <https://doi.org/10.1177/0002716220956910>
- Rada Europy. Strategia na rzecz równości płci 2018–2023. <https://rm.coe.int/gender-equality-strategy-2018-2023-pl/168097fa52>
- Szpyra-Kozłowska, J. (2021). Nianiek, ministra i japonki. Eseje o języku i płci. Kraków: TAIWPN UNIVERSITAS.
- Unia równości: Strategia na rzecz równouprawnienia płci na lata 2020–2025. Komunikat Komisji do Parlamentu Europejskiego, Rady, Europejskiego Komitetu Ekonomiczno-Społecznego i Komitetu Regionów. <https://eur-lex.europa.eu/legal-content/PL/TXT/?uri=CELEX%3A52020DC0152>

- Zespół ds. Polityki Równości i Różnorodności Miasta Poznania (2021). Pojęciownik równościowy, Urząd Miasta Poznania. <https://www.poznan.pl/mim/main/-,p,35669,59296.html>

CHAPTER 7 THE COVID-19 PANDEMIC

- European Institute for Gender Equality (EIGE). (2021). Gender Equality Index 2021. Health. Luxembourg: Publications Office of the European Union. <https://eige.europa.eu/publications/gender-equality-index-2021-health#downloads-wrapper>
- Drozdowski R., i in. (2021). Życie codzienne w czasach pandemii. Raport 1–3. Poznań: Wydział Socjologii UAM. <https://socjologia.amu.edu.pl/publikacje/671-zycie-codzienne-w-czasach-pandemii-raport-z-trzeciego-etapu-badan>
- Wpływ pandemii COVID-19 na sytuację kobiet. Parlament Europejski <https://www.europarl.europa.eu/news/pl/headlines/society/20210225STO98702/wpływ-pandemii-covid-19-na-sytuację-kobiet-infografiki>

Chart list

CHART 1 Expected forms of support related to creating a start-up	8
CHART 2 Percentage of women and men with positive attitude to selected technologies of the future.....	9
CHART 3 Preferred leadership styles – a perspective of women and men	10
CHART 4 Gender differences in the assessment of the environmental crisis. Answers to the statement: “The so-called “ecological crisis” facing humankind has been greatly exaggerated.”.....	11
CHART 5 Action undertaken against discrimination – declarations by women and men	12
CHART 6 Answers to “Have you ever experienced or witnessed sexual harassment in your work environment?” Experiences of women and men	13
CHART 7 How the pandemic changed our lives	14
CHART 8 Gender distribution in the sample	17
CHART 9 xxxxxxxx.	17
CHART 10 Place of current residence broken down by gender.....	18
CHART 11 What kind of work are you interested in in the future?.....	22
CHART 12 Expectations of women and men from future employers/activities.....	23
CHART 13 The size and nature of the company in which the Z generation would like to work	23
CHART 14 Interest in creating a start-up	24
CHART 15 Challenges related to creating a start-up	24
CHART 16 Expected forms of support related to creating a start-up.....	25
CHART 17 Professional emigration – answers to the question: Are you considering working in a country other than Poland?.....	27
CHART 18 Are you planning to leave the country due to the socio-political situation?.....	27
CHART 19 Answers to the question: Would you agree that women's careers in TECH/IT are hindered by more barriers than men's careers?	28
CHART 20 Approach to the new technologies. Summed answers “definitely yes” and “yes” in the gender groups.....	37
CHART 21 Sources of knowledge on new technologies for young people from the Z generation.....	41
CHART 22 Self-assessment of competencies in future technologies. Percentage of people surveyed who have answered “I know a lot about them and they interest me”	43

CHART 23	Percentage of women and men with positive approach to selected technologies of the future.....	43
CHART 24	Beliefs about nature of leadership qualities.....	51
CHART 25	Preferred leadership styles for women and men.....	52
CHART 26	Answers to question: would you like to act as a leader?.....	55
CHART 27	Social involvement of women and men.....	56
CHART 28	Is female leadership different from male?.....	57
CHART 29	The hopes related to women's leadership.....	57
CHART 30	Statement: We are approaching the limit of the number of people the Earth can support.....	66
CHART 31	Statement: Human ingenuity will ensure that we do not make the Earth unliveable.....	68
CHART 32	Statement: Humans have the right to modify the natural environment to suit their needs.....	70
CHART 33	Statement: When humans interfere with nature it often produces disastrous consequences.....	71
CHART 34	Statement: The balance of nature is very delicate and easily upset.....	71
CHART 35	Statement: Humans are seriously abusing the environment.....	73
CHART 36	Statement: The so-called "ecological crisis" facing humankind has been greatly exaggerated.....	73
CHART 37	Statement: "If things continue on their present course, we will soon experience a major ecological catastrophe.".....	73
CHART 38	Question: Which factors are primarily responsible for the currently observed climate crisis?.....	75
CHART 39	Environmental behaviours – private sphere.....	78
CHART 40	Question: How often do you make eco-conscious consumer choices in your daily life?.....	79
CHART 41	How often do you engage in pro-environment civic activities (pro-eco activities, petitions, collection of signatures).....	81
CHART 42	Participation in the Youth Climate Strike.....	81
CHART 43	Pro-environmental civic activity.....	81
CHART 44	A sense of agency of the population surveyed against climate change.....	82
CHART 45	Evaluation of the impact of operators on overcoming the climate crisis.....	83
CHART 46	Experience of discrimination.....	91
CHART 47	Activities against discrimination – declarations by women and men.....	94
CHART 48	Participation of women and men in protests against anti-abortion law and support provided to the LGBT+ community.....	95
CHART 49	Has gender equality been achieved? The perspective of women and men.....	104
CHART 50	Does gender equality threaten the Polish family – the opinions of women and men.....	105
CHART 51	Conditions for achieving gender equality.....	106
CHART 52	Conditions for achieving gender equality – the perspective of women and men (taking into account the "definitely agree" answers).....	107
CHART 53	Experience of gender discrimination in the perspective of women and men (the chart reflects the answers "always," "often," "sometimes").....	109
CHART 54	Using feminine forms.....	110
CHART 55	Answers to the question "Have you ever experienced or witnessed sexual harassment in your work environment?" Experience of women and men.....	114
CHART 56	Preferred model and priorities in the event of a work-life conflict. The preferences of women and men.....	113
CHART 57	How did the pandemic change the lives of young people?.....	121



Iwona Chmura-Rutkowska

PhD, Professor at UAM, pedagogue, sociologist, works at the Department of Sociology of Education at the Faculty of Educational Studies at Adam Mickiewicz University in Poznań. Member of the Polish Educational Research Association, the Youth Pedagogy Group and the Critical Pedagogics Section of the Committee on Pedagogical Sciences of the Polish Academy of Sciences, the Scientific Council of the interdisciplinary Centre for Gender and Identity Research of the UAM, the "When Science is a Woman" group of the UAM, the Equality and Diversity Audit and Monitoring Team of the UAM. Co-founder and member of the Gender and Education research group. Manager, researcher, and consultant of projects on discrimination and violence motivated by stereotypes, pro-equality education and studies on women's history. Works for of state institutions, local governments and non-governmental organisations working for equal treatment. Member of the Equality and Diversity Policy Group of the City of Poznań and the Education Policy Management Unit for the City of Poznań 2030. Vice-President of the Women's History Museum Foundation, President of the Ja, Nauczyciel Foundation. Author of popular science articles, training materials and workshops on equal treatment for children, young people, and adults. Author and co-author of scientific publications, including: *Niegodne historii?* (2015), *Gender w podręcznikach. Projekt badawczy* (2016), *Być dziewczyną – być chłopakiem i przetrwać. Płeć i przemoc w narracjach młodzieży* (2019), *Raport z monitoringu warunków pracy i równego traktowania w UAM* (2022).



Agnieszka Kozłowska

PhD, human biologist, researcher and lecturer at Faculty of Educational Studies, Adam Mickiewicz University in Poznań. Conducts research and teaching on primary science, environmental education, sustainability, climate change and citizenship education. Co-founder and member of the faculty research groups: "Gender and Education" and "Environmental education, climate change and citizenship". Member of the Polish Educational Research Association, ATEE (Association for Teacher Education in Europe) and the Youth Pedagogy Group next to Pedagogy of Youth Section at the Committee of Pedagogical Sciences of the Polish Academy of Sciences. Member of the steering committee for education policy Poznań 2030. Former member of the parliament in Poland and the European Parliament. As a parliamentarian, she worked for committees on education, social policy and the labour market as well as women rigts and gender equality.



Shesnnovation Academy is a project to accelerate female startups in the STEM area, implemented by the Perspektywy Education Foundation and the City Foundation with the substantive support of the Kronenberg Foundation

www.shesnnovation.pl
www.womenintech.perspektywy.org