

**Workpackage 8**

**Analysis of the situation of women and  
men at the University of Gdansk**

**Poland**

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**March 2007**

**GB\_management**

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# 1. ANALYSIS OF THE SITUATION OF WOMEN AND MEN AT THE UNIVERSITY OF GDANSK

## 1.1 The University of Gdansk – An overview

The University of Gdansk (shortly UG) as a higher education college was established in Gdansk on March 20<sup>th</sup> 1970, on the basis of the decision of the Council of Ministers. It unified existing schools - Economy College in Sopot (established in 1945 as a College of the Marine Trade) with the Pedagogic College in Gdansk (established in 1946) (Wikipedia UG 2007).

The University of Gdańsk is the largest institution of higher education in the Pomeranian region. It offers the possibility of studying in almost thirty different fields with over a hundred specialisations. There are almost thirty-three thousand students in the nine faculties and the Foreign Language Teacher Training College. UG employs one thousand seven hundred academic staff members. Such fields as Biology, Biotechnology, Chemistry, Psychology and Pedagogy are among the best in the country. In the field of European programmes, such as Socrates/Erasmus, the students have the opportunity to expand their knowledge abroad and to gain new experiences. Lately the University of Gdańsk has created the new fields of study and modified its range of courses to serve the needs of the labour market. Archaeology was introduced in 2004 and Cultural Studies were added in 2005. In the next few years new subjects will include Journalism, European Studies, International Relations, Modern Library Studies and Scientific and Technical Information. The future of the University of Gdańsk will depend on inter-disciplinary studies, such as European Studies and the Inter-faculty Individual Humanist Studies (MISH). In January 2004 the UG Senate passed a resolution introducing in 2005/6 the Bologna System (three-stage higher education) as the fundamental system of education at the University. In order to meet the increased demand for knowledge, the University of Gdańsk also proposes over sixty post-graduate courses, including those which offer the chance of a professional career in Europe, as well as Doctoral studies (Czechowska-Derkacz 2005).

## 1.2 Women and men at the University of Gdansk – the Gender pyramid

In 2002, 63,93% of all first-year students, 65,15% of the overall student population, and 58% of drop out students - were female. Despite the high female percentage of the student's body, the University is dominantly male. Women are clearly underrepresented at certain levels of the academic environment. Since that year the number of women at UG has been rising steadily and at the same time the number of women receiving PhDs increased. During the last four years the position of women among students at the University of Gdansk has been stable and that's good news because they are the majority among all students.

***Table 1: Number of students and share of women from 2002/03 to 2005/06***

|         | STUDENTS <sup>1</sup> |       | FIRST-YEAR STUDENTS <sup>2</sup> |       | DROP OUT STUDENTS <sup>3</sup> |       |
|---------|-----------------------|-------|----------------------------------|-------|--------------------------------|-------|
|         | Total                 | %fem  | Total                            | %fem  | Total                          | %fem  |
| 2002/03 | 27537                 | 65,15 | 6066                             | 63,93 | 219                            | 57,58 |
| 2003/04 | 27341                 | 65,05 | 6372                             | 60,61 | 232                            | 59,48 |
| 2004/05 | 28284                 | 65,43 | 6546                             | 62,62 | 166                            | 40,36 |
| 2005/06 | 28733                 | 65,82 | 5897                             | 62,17 | 220                            | 50    |

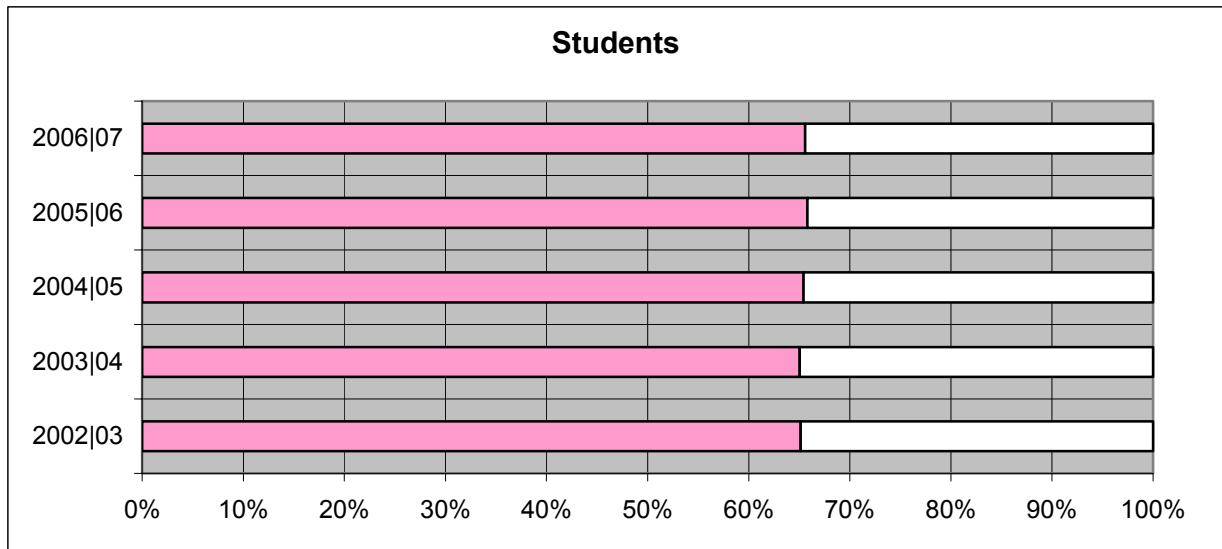
<sup>1</sup> The numbers of the students are related to the fall term of indicated year.

<sup>2</sup> The numbers of the first-year students are related to the total year (fall term + spring term).

<sup>3</sup> The numbers of the drop out and leave of absence students are related to the total year (fall term + spring term).

Source: Own calculations according to: Zukowska Maria (2002-2005).

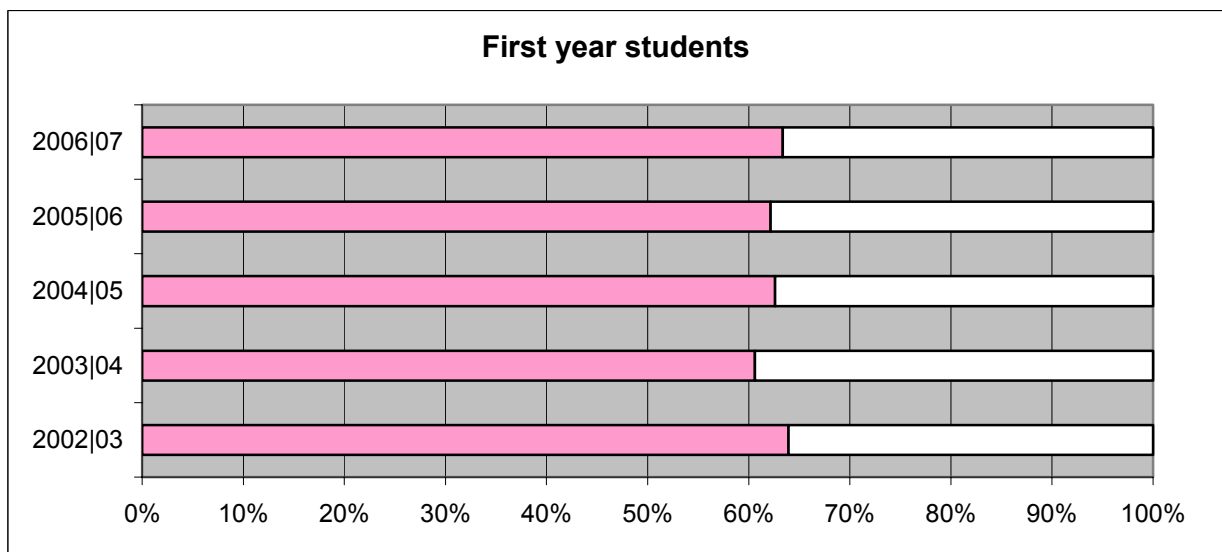
**Figure 1.1:** Bar graph based on data from Table 1, women's participation percentage among all population of students in each academic year:



Source: Own calculations according to: Zukowska Maria (2002-2005).

As we can observe on figure 1.1 the position of women among students (in all years and all available kinds of studies) is stable and high -over 60% each year.

**Figure 1.2:** Bar graph based on data from Table 1, women's participation percentage among first year students in each academic year:



The numbers of the first-year students are related to the total year (fall term + spring term)

Source: Own calculations according to: Zukowska Maria (2002-2005).

The strong position of continues into the higher years of studies. We can tentatively conclude that the number of women who give up education is small.

UG offers Master and PhD degrees learning programs, but does not provide an undergraduate Bachelor's degree title (like "engineer" title at the Technical Universities). Most Master programs are, however, divided into two levels comparable to an undergraduate and graduate program. The formal duration of the program from enrollment to the final dissertation is five years. However the average duration of study differs across various faculties.

From the beginning of 2002 the percent of female PhD graduates at UG has began to fall: in 2002 about 62% of PhD graduates were women, today, 4 years later, only 50% (see Table 2). In Science at UG today, 51% of undergraduate majors are women. However the intense increase in the number of women starting education in the UG was soon followed by an increase in the number of women obtaining PhD titles at UG, although data vary considerably depending on the specific field.

**Table 2: Share of women among PhD students, among students who obtained the registration procedure for a doctoral degree and among undergraduates.**

| Year | Phd   | Opened registrations <sup>1</sup> | Undergraduates <sup>2</sup> |
|------|-------|-----------------------------------|-----------------------------|
| 2002 | 60,61 | 55,36                             | 61,76                       |
| 2003 | 58,74 | 63,68                             | 67,26                       |
| 2004 | 57,89 | 61,06                             | 55,71                       |
| 2005 | 52,32 | 61,06                             | 55,71                       |
| 2006 | 61,52 | 62,81                             | 50                          |

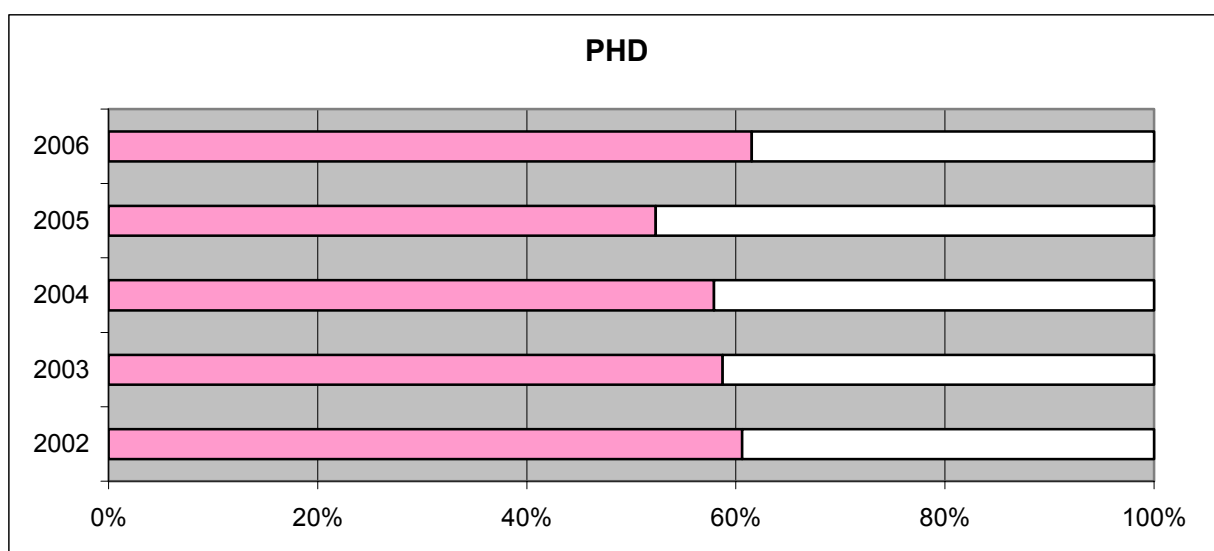
<sup>1</sup> The number of opened registration and conferment procedure for a doctoral degree.

<sup>2</sup> The number of students which have finished year without defence/ dissertation -not full doctors

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1).

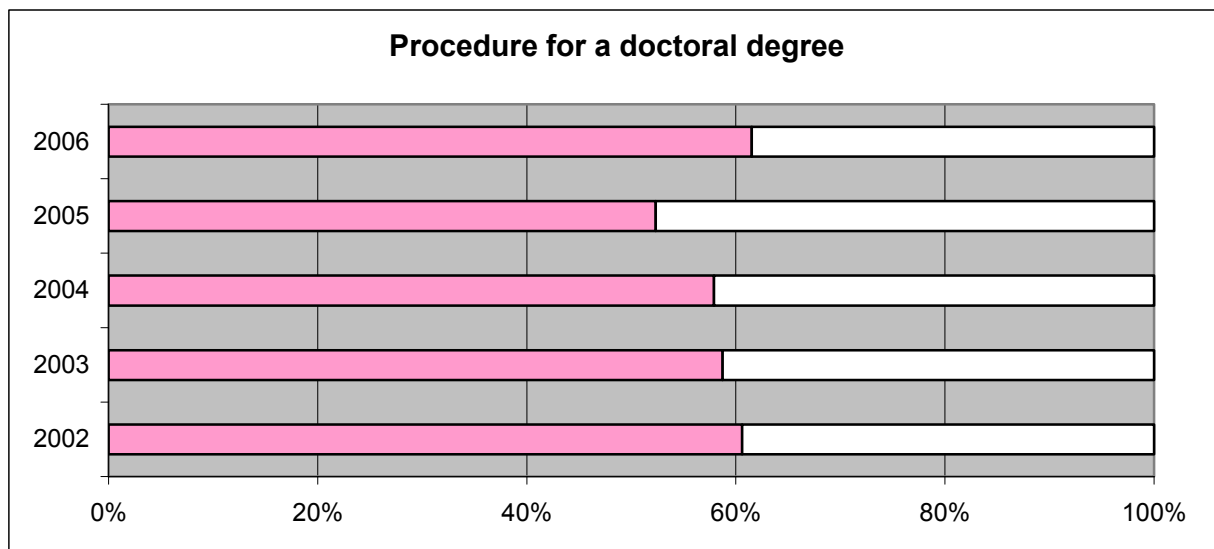
Below we can see bar graphs divided by data from table 2. In each one there female participation shown by percentage among all groups of students.

**Figure 2.1 Share of women among PhD's**



Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

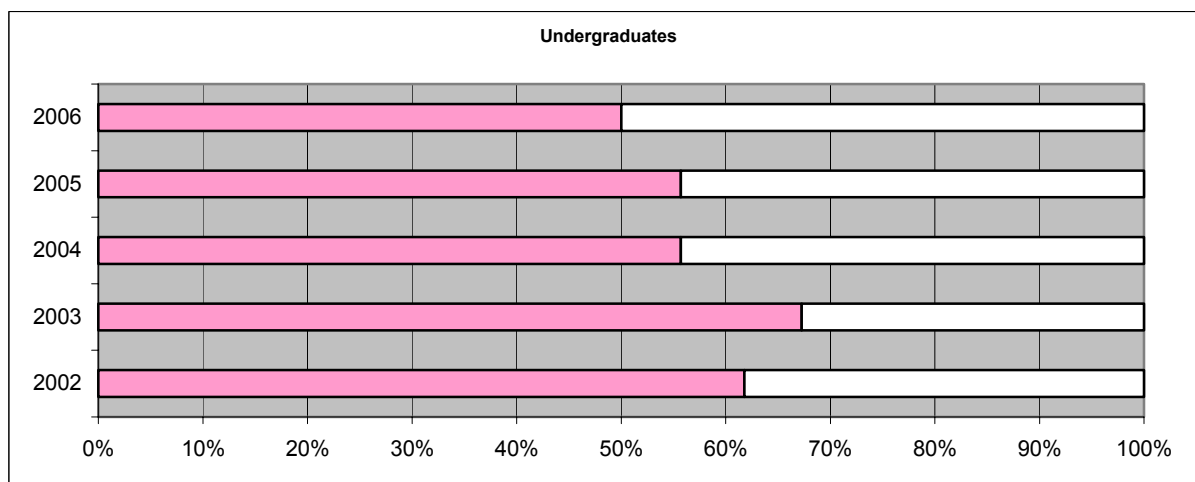
**Figure 2.2. Share of women among students who obtained the registration procedure for a doctoral degree fig 2.2**



Note: Procedure for a doctoral degree - number of opened registration and conferment procedures for a doctoral degree.

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

**Figure 2.3 Share of women among undergraduates**

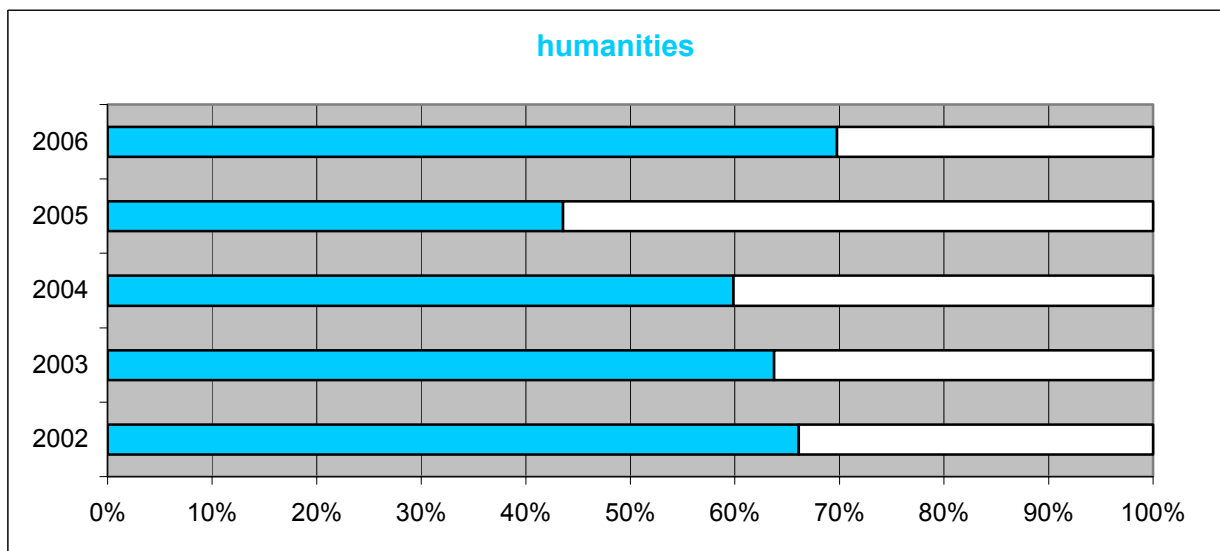
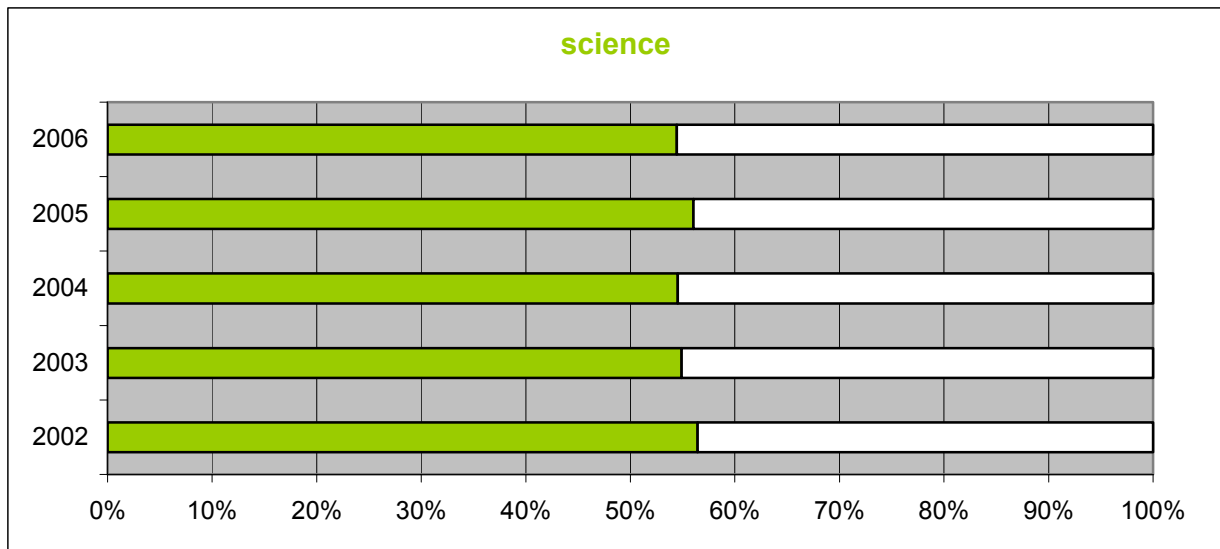


Undergraduates -the number of students which have finished year without defence/ dissertation -not full doctors

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

To better illustrate the situation of women in different faculties in UG, we have below (Figure 3) three comparisons of bar graphs categorized in the same manner as graphs presented above, but divided by two different fields: humanities and natural sciences (natural sciences include: physics, chemistry, biology and mathematics).

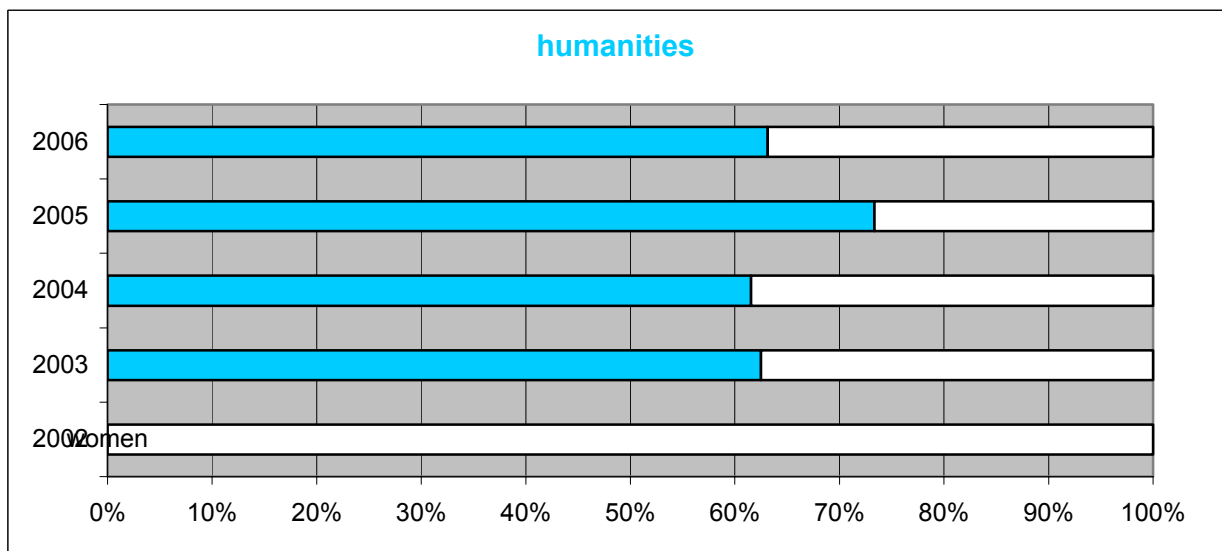
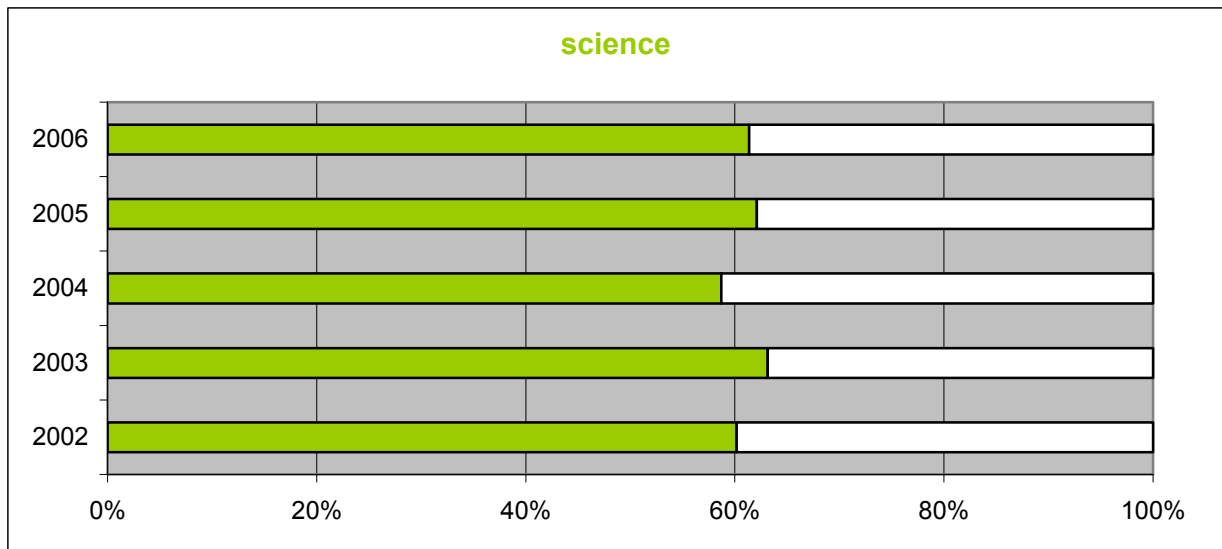
**Figure 3: PhD's comparison of two different fields : humanities and natural sciences**



Note: natural sciences include: physics, chemistry, biology and mathematics  
 Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

Now we can see that obviously women are underrepresented in natural science, among students who obtained the PHD degree, but the difference in percentage isn't really wide. The situation of women in natural sciences from 2004 to 2006 is stable and it continues to hold on a decent level. However the situation in humanities is more dynamic, during three of five of discussed years the participation of women was more than 10 percent higher than in natural science. (2002-67%; 2003-64%; and 2006-69%). However in 2004 participation of women was 1% below 60% and in 2005 it was the lowest ever among students who obtained a PHD degree.

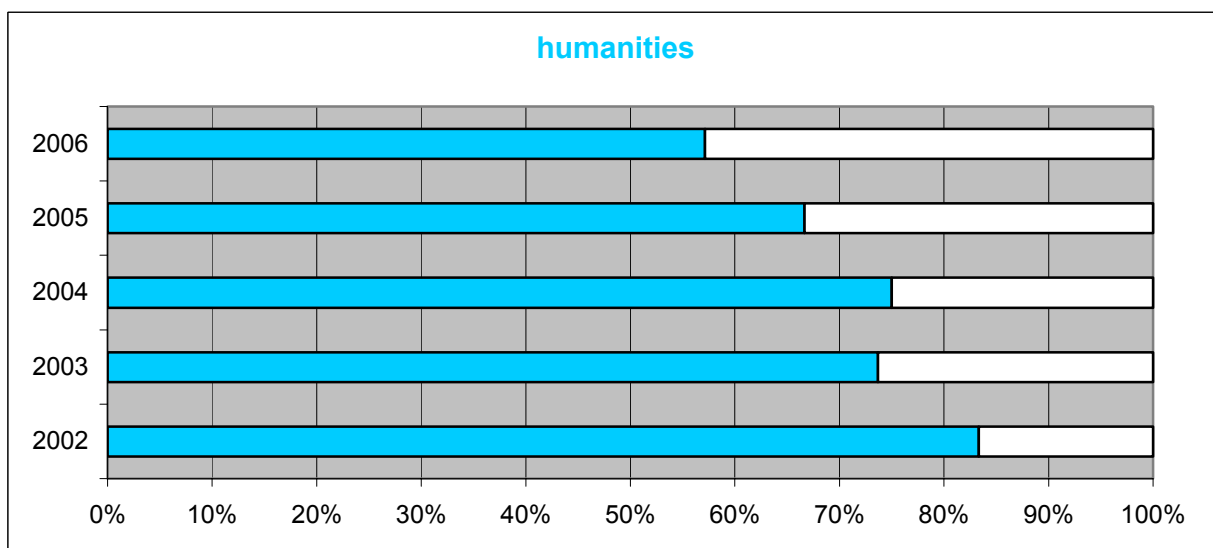
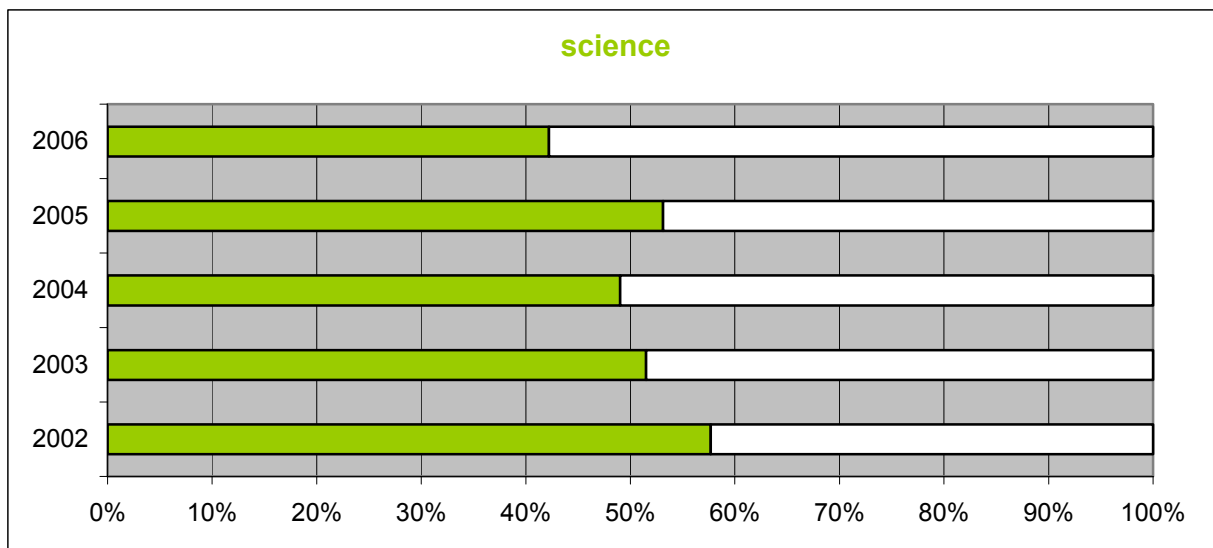
**Figure 4: Procedure for a doctoral degree - the number of opened registration and confirmation procedure for a doctoral degree compared in two basic fields: humanities and natural sciences**



Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

0% is a result of the lack of data. (Figure 4). However the general situation looks good, in both cases the presence of women is around 50 % of all students.

**Figure 5: Share of women among undergraduates compared in two basic fields: humanities and natural sciences**



Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

From this last two bar graphs (Figure 5) we can infer that many women in 2005 failed to obtain the PHD degree. However from the very high percentage of women who achieved PhD's in 2006 and a small number of undergraduates in that year let us believe that it was the same students from the previous lower year (2005) who overcame the obstacles and tried again successfully. On the other hand the consistent situation among female students in natural sciences shows us that if they already decided to follow scientific career they graduated on time and in same proportions they had started these studies.

The licentiate degree (BA) has been reintroduced as an intermediate qualification in post-graduate education (the Bologna system). The standard time for completing this degree is 3 years. The request for the new licentiate came from engineering faculty, in which field a licentiate can be regarded as adequate preparation for work in industry.

**Table 3: Share of women among degree recipients 2001 /2006 in percent**

|                    | 2001 02      | 2002 03      | 2003 04      | 2004 05      | 2005 06      |
|--------------------|--------------|--------------|--------------|--------------|--------------|
| <b>BA – total</b>  | 876          | 812          | 713          | 813          | 1124         |
| Women              | 598          | 581          | 522          | 614          | 877          |
| <b>%</b>           | <b>68,26</b> | <b>71,55</b> | <b>73,21</b> | <b>75,52</b> | <b>78,03</b> |
| <b>MA – total</b>  | 4698         | 5136         | 4839         | 4451         | 5139         |
| Women              | 3259         | 3529         | 3374         | 2991         | 3728         |
| <b>%</b>           | <b>69,37</b> | <b>68,71</b> | <b>69,73</b> | <b>67,19</b> | <b>72,54</b> |
| <b>PHD - total</b> | 129          | 116          | 144          | 127          | 142          |
| Women              | 76           | 65           | 71           | 79           | 89           |
| <b>%</b>           | <b>58,91</b> | <b>56,03</b> | <b>49,30</b> | <b>62,20</b> | <b>62,67</b> |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 2)

Despite the increase in number of women in many undergraduate and PhD scientific programs over the past 4 years, the percentage of women in the natural sciences faculties remains low: only 13% enrolled women choose to study at the UG Natural Sciences Faculty.

The doctoral degree program in the current higher education system officially takes approximately four years to complete.

Tables 4.1 and 4.2 show two groups of different courses with repetitive tendency (percentage of female students in various departments). For better exemplification of situation of woman the tables show faculties with the most and least women

***Table 4.1: The female percentage among all students during 2002/06 - faculties with high percent of woman - upward trend***

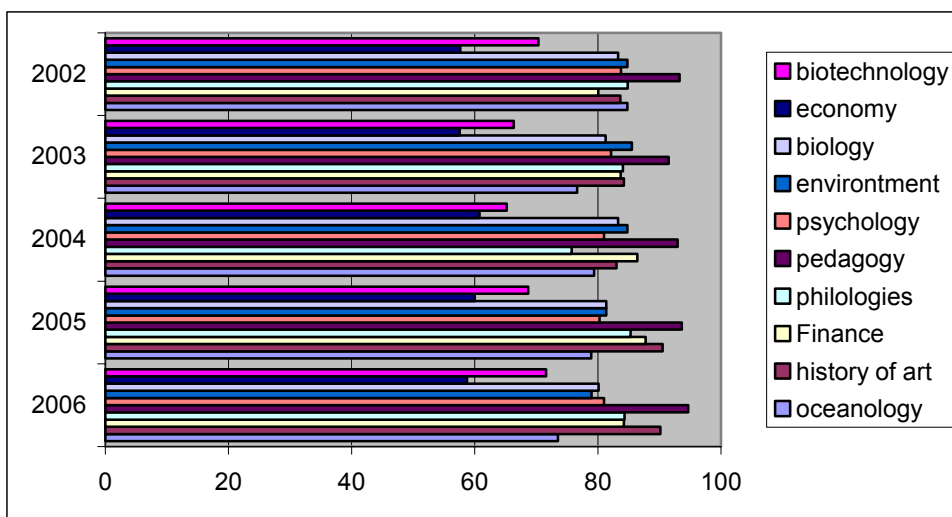
| faculty     | Oceanology | History of Art | Finance | Philologies | Pedagogy | Psychology | Environment | Biology | Economy | Biotechnology |
|-------------|------------|----------------|---------|-------------|----------|------------|-------------|---------|---------|---------------|
| <b>2006</b> | 73,52      | 90,15          | 84,22   | 84,36       | 94,67    | 81,02      | 79          | 80,1    | 58,74   | 71,6          |
| <b>2005</b> | 78,92      | 90,52          | 87,77   | 85,31       | 93,66    | 80,26      | 81,38       | 81,37   | 59,97   | 68,7          |
| <b>2004</b> | 79,42      | 83,04          | 86,40   | 75,76       | 92,98    | 80,99      | 84,81       | 83,31   | 60,76   | 65,2          |
| <b>2003</b> | 76,64      | 84,26          | 83,72   | 84,10       | 91,53    | 82,13      | 85,53       | 81,29   | 57,54   | 66,33         |
| <b>2002</b> | 84,81      | 83,65          | 80,05   | 84,88       | 93,30    | 83,76      | 84,81       | 83,29   | 57,67   | 70,35         |

Note: Philologies include: English Philology, German, Polish, Slavic, Classic, Scandinavian, Slavonic Studies.

Note: "Environment" means: Environment protection

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 3-4).

***Figure 6.1: Share of women among students in faculties with female majority (%)***



Source: Own calculations according to: Żukowska Maria (2002a-2006a, 3-4).

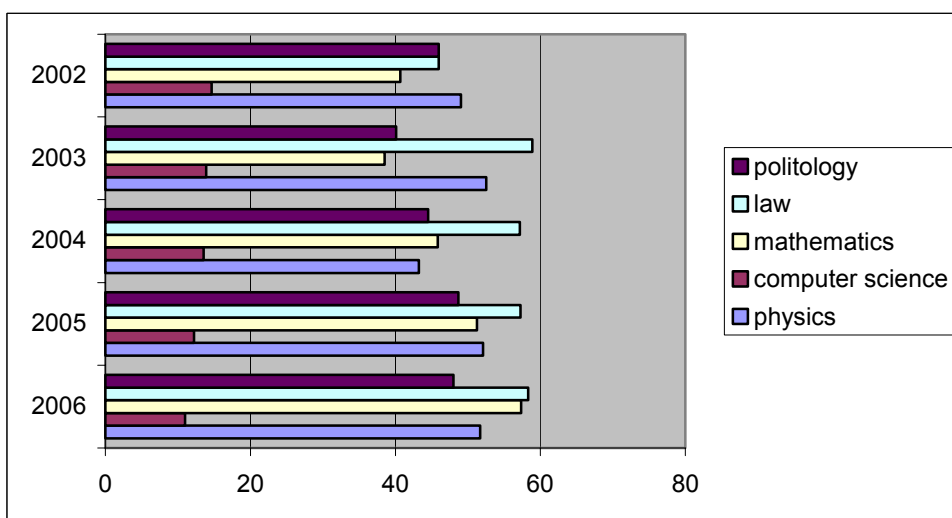
When we take a look at Figure 6.1 we can easily notice all the faculties where women are most concentrated: psychology, philologies, pedagogy, biology and biotechnology.

**Table 4.2: The female percentage among all students during 2002/06 in underrepresented faculties**

| faculty | physics | computer science | mathematics | law   | politology |
|---------|---------|------------------|-------------|-------|------------|
| 2006    | 51,69   | 11,02            | 57,35       | 58,30 | 48         |
| 2005    | 52,10   | 12,23            | 51,25       | 57,27 | 48,68      |
| 2004    | 43,23   | 13,54            | 45,85       | 57,17 | 44,52      |
| 2003    | 52,51   | 13,90            | 38,54       | 58,87 | 40,11      |
| 2002    | 49,04   | 14,68            | 40,67       | 45,99 | 45,97      |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 3-4).

**Figure 6.2: Share of women among students in faculties with female minority or slight majority(%)**



Source: Own calculations according to: Żukowska Maria (2002a-2006a, 3-4).

The largest number of female students is to be found in social sciences and in natural sciences taken together. It has been a common assumption and concern that women avoid natural and technical sciences in favor of social sciences, but the study reveals that when looking at actual numbers women do have a slight preference for the natural sciences (as students).

The largest number of women is to be found in the group of degree recipients-graduates, not among standby students (not enrolled yet, waiting to fill in free spots and attending classes). It is the Dean who establishes rules of as a standby student. Dean decides about accepting standby students and also decides when and how they can upgrade their status to regular full time students. On the other hand standby students have to follow all rules in anticipation of the upgrade, even though they do not enjoy all rights of a students, cannot apply for an ID etc.

Many can achieve their goal after one year.

In case of the University of Gdansk it is important because of the high number of women among un-enrolled students compared to general numbers Table 4.3.

**Table 4.3: The female percentage among all students during 2002/06 in over-represented faculties**

|         | students-total | women | %women | not enrolled students | Women | %women |
|---------|----------------|-------|--------|-----------------------|-------|--------|
| 2002 03 | 27537          | 17939 | 65,14  | 219                   | 133   | 60,73  |
| 2003 04 | 27341          | 17786 | 65,05  | 232                   | 138   | 59,48  |
| 2004 05 | 28284          | 18507 | 65,43  | 166                   | 67    | 40,36  |
| 2005 06 | 28733          | 18911 | 65,81  | 220                   | 110   | 50     |
| 2006 07 | 28919          | 18972 | 65,60  | 187                   | 114   | 60,96  |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 2)

**Table 5: Women as a per cent of standby student) and graduates**

| Post-diploma studies (not PhD) |         |       |           |       |
|--------------------------------|---------|-------|-----------|-------|
|                                | Standby |       | Graduates |       |
|                                | Total   | %fem  | Total     | %fem  |
| 2002                           | 2103    | 76,03 | 1786      | 78,95 |
| 2003                           | 2468    | 77,27 | 1672      | 79,13 |
| 2004                           | 2354    | 79,01 | 1462      | 77,6  |
| 2005                           | 2354    | 66,65 | 1364      | 80,05 |
| 2006                           | 2500    | 77,04 | 1815      | 78,46 |

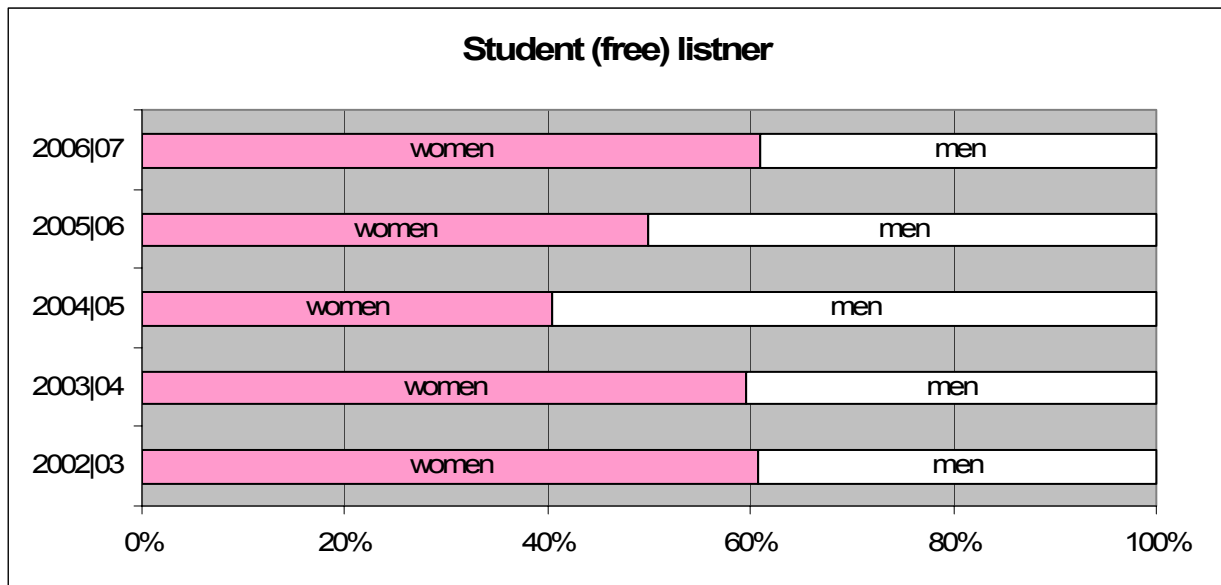
Note: un-enrolled student means not officially registered students (free-listeners)

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 2)

As we can see in Table 5 the proportion of the new standby women was proportionate to the level of their acceptance for upgrade. The level 60-70% of acceptance is considered decent. In 2005 women outnumbered male graduates by a large margin.

Table 5 and figure 7.1 indicate how many students were enrolled over the last four years. It becomes clear that the biggest increase in the number new students enrolled took place in the year 2003 and 2006. In those years the number of enrolled students was almost 20% higher while the figure from 2002 and 2005 only increased a little. It is therefore obvious that 2002 and 2005 could be described as a period of rapid expansion.

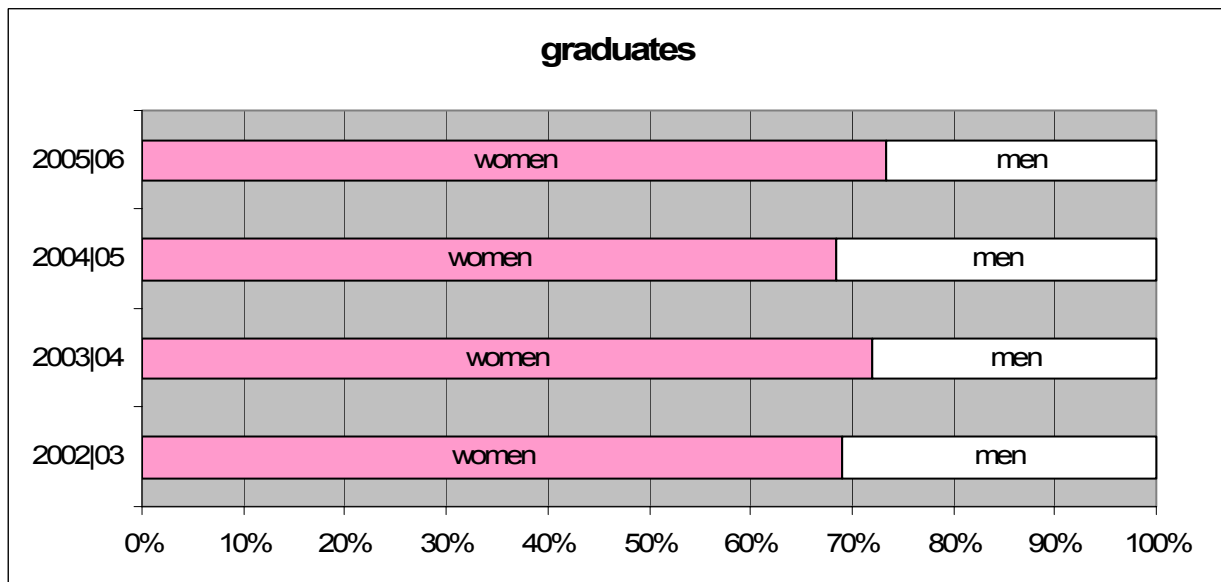
**Figure 7.1: Women as a percent of un-enrolled students**



Source: Own calculations according to: Żukowska Maria (2002-2006, 1).

Figure 7.2 shows the number of the degree recipients from 2002 to 2006. There is a disparity between the numbers of freshmen and graduates in certain fields. This means that a high percentage of fail to graduate or take more time to do it. For example: compare the data for students in social sciences with those in natural sciences.

**Figure 7.2: Women as a percentage of graduates**



Source: Own calculations according to: Żukowska Maria (2002-2006, 1).

### 1.3 Employment situation of the scientific and non-scientific staff at the University

The pattern is well known from many European countries: a high level of female participation among students and a disproportionately low level of women hired by universities as the scientific employees.

**Table 6: Scientific staff (means professors + assistants + lecturers) proportion of women in fulltime employment of UG**

|             | <b>TOTAL</b> | <b>%FEM</b> |
|-------------|--------------|-------------|
| <b>2002</b> | 49,83        | 3,33        |
| <b>2003</b> | 49,97        | 2,97        |
| <b>2004</b> | 49,94        | 2,08        |
| <b>2005</b> | 51,16        | 2,46        |
| <b>2006</b> | 51,09        | 25          |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 1)

Despite the high profile of female students (almost 60%) there are very few realistic options for a university career for women. Women can be found in greater numbers in lower rank positions, such as assistant professors and lecturers.

**Table 7: Professorial University staff, participation of women in years 2002 to 2006:**

| <b>Full time</b>  |             |             |             |             |             |             |             |             |             |             |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                   | <b>2002</b> | <b>fem%</b> | <b>2003</b> | <b>fem%</b> | <b>2004</b> | <b>fem%</b> | <b>2005</b> | <b>fem%</b> | <b>2006</b> | <b>fem%</b> |
| <b>Total</b>      | 1515        | 49,83       | 1545        | 49,97       | 1618        | 51,16       | 1642        | 51,16       | 1656        | 51,09       |
| <b>professors</b> | 67          | 14,93       | 75          | 13,33       | 81          | 11          | 84          | 17,86       | 88          | 20,45       |
| <b>assistants</b> | 3           | 0           | 3           | 0           | 3           | 0           | 3           | 0           | 0           | 0           |
| <b>lecturers</b>  | 353         | 49,15       | 343         | 49,74       | 329         | 51,24       | 316         | 58,23       | 42          | 26,20       |
| <b>Part time</b>  |             |             |             |             |             |             |             |             |             |             |
|                   | <b>2002</b> | <b>fem%</b> | <b>2003</b> | <b>fem%</b> | <b>2004</b> | <b>fem%</b> | <b>2005</b> | <b>fem%</b> | <b>2006</b> | <b>fem%</b> |
| <b>Total</b>      | 1472        | 3,33        | 1482        | 2,97        | 1589        | 2,08        | 1585        | 2,46        | 32          | 25          |
| <b>professors</b> | 65          | 23,08       | 70          | 17,14       | 81          | 11,11       | 1585        | 11,54       | 8           | 25          |
| <b>assistants</b> | 3           | 0           | 3           | 0           | 3           | 0           | 3           | 0           | 1           | 0           |
| <b>Lecturers</b>  | 526         | 0           | 341         | 0           | 325         | 0           | 311         | 1           | 4           | 1           |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 2)

There is not enough women in research positions in the academic community and a university system too often underrates the importance of teaching, which is mostly done by women.

**Table 8: Percentage of women among non-scientific personnel staff**

| <b>Rank\Year</b>           | <b>Full time</b> |             |             |             |             | <b>Part time</b> |
|----------------------------|------------------|-------------|-------------|-------------|-------------|------------------|
|                            | <b>2002</b>      | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2006</b>      |
| <b>Total</b>               | 73,76            | 72,63       | 72,63       | 71,98       | 70,60       | 63,04            |
| <b>Teaching assistance</b> | 58,82            | 61,22       | 61,22       | 65,96       | 60,87       | 100              |
| <b>Library</b>             | 100              | 100         | 100         | 100         | 0           | 0                |
| <b>Library employees</b>   | 92,52            | 92,67       | 92,67       | 90,75       | 88,83       | 100              |
| <b>Other</b>               | 71,78            | 70,32       | 70,33       | 69,00       | 68,07       | 59,52            |
| <b>Technical</b>           | 60,57            | 60,87       | 60,87       | 56,72       | 53,55       | 53,85            |
| <b>Administrative</b>      | 73,89            | 72,27       | 72,27       | 71,94       | 71,46       | 62,07            |

Source: Own calculations according to: Żukowska Maria (2002a-2006a, 2)

Note: "Other" means technical & administrative together

## 1.4 Income of women and men at universities

In general there is a fair amount of available statistics split by gender. However it is only basic information. Unfortunately, data that could give us a clearer picture about income of employees and career perspectives of women in UG is not complete.

The incomes of women and men at the University of Gdansk are calculated according to the chapter VII of the Rules of Financial Management (Zasady gospodarki finansowej UG, 2004: 24-33) called "Remunerations for work and other benefits".

Calculation of the remunerations is performed by special "Remunerations' calculation unit". Every employee earns the "basic salary" and the extra-hours salary. Extra-hours salary is paid to the staff if employee takes part in recruitment process (425 PLN – 1 190 PLN), monitors the students' professional practices (765 PLN – 1 105 PLN), is a consultant (3750 PLN) or reviewer of PhD (1275 PLN) or habilitation works (1875 PLN).

Other extras: function addition (managers of units), experience addition (from the 4<sup>th</sup> year of work at the Uni, but cannot be more than 20% of the basic salary), for work in uncomfortable or hazardous conditions (34-238 PLN) and 30% of the basic salary extra for a teacher who is capable of lecturing in a foreign language.

Additions besides "teaching" activities can be given for: the night work (from 10p.m to 6a.m.) – 20% extra of the hourly remuneration, the work in shifts – 10% more for every hour in second shift, or special premiums according to the "Regulation of premiums for employees of the University of Gdansk".

The basic incomes were described in WP4 (Appendix 2) – and are regulated by the Ministry's of Education Regulation from September 26<sup>th</sup>, 2001 (Rozporządzenie Ministra Edukacji Narodowej, 2001). The basic income calculation of a teacher takes into account:

- a) lectures,
- b) practical classes: auditoria, laboratories, workshops, physical (general development, profiled, rehabilitation),
- c) parlors,
- d) pro-seminars,
- e) seminars,
- f) foreign language courses.

From the financial sources at the disposal of an organizational unit (faculty, inter- and outer-faculty units) the following payments are possible within the framework of the personal funds limit<sup>1</sup>:

- a) basic remunerations,
- b) additions to the remunerations,
- c) remunerations for the holidays,
- d) premiums,
- e) remunerations for sick leaves,
- f) jubilee prizes,
- g) severance pay in case of retirement.

The costs of surcharges (taxes etc.) are financed from the University's sources.

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<sup>1</sup> Sources from the Ministry for remunerations– shared according to the algorithm – see point 3.3. – for the academic teachers, scientific and technical staff and faculty's administration – for whom the UG is the first working place.

**Table 9: Average remunerations at the University of Gdansk according to the working groups in 2005 in PLN (3,8 PLN=1Euro):**

|                | Basic [PLN] | Gross [PLN] |
|----------------|-------------|-------------|
| Teachers       | 2791        | 4334        |
| Technicians    | 1705        | 2513        |
| Administrative | 1804        | 2795        |
| Service        | 1185        | 1855        |
| Workers        | 1374        | 2221        |
| <b>total</b>   | <b>2241</b> | <b>3478</b> |

Source: Sprawozdanie roczne (2005:146).

On grounds of basic regulations fundamental remuneration of a teacher is proportional to his educational status and experience, it increases a little automatically after two years of teaching - independently from the professional teacher's activities. Teacher reaches the maximum reward after 30 years of work.

### 1.5 Women and men in decision-making

The academic board of the University of Gdansk consists of five leadership positions on the one hand (one Rector, three Vice Rectors and one Chancellor) and an academic Senate on the other hand. The top leadership position is held by the Rector, whereas the Chancellor is the head of administration with high budgeting competence. At the University of Gdansk leadership positions are held exclusively by men.

The number of women in leadership positions at the University remains low, especially among academic department chairs.

Women in decision-making positions are mostly underrepresented, although an increase in the number of women in high positions is noticeable. Table 10 shows the number of women at the UG in 2002 and 2003. In these years there was one woman out of four vice-rectors.

**Table 10: Number of men and women in decision-making positions 2002/2005 and 2005/2008**

| Position            | 2002/2005 |      |        |        | 2005/2008 |      |        |       |
|---------------------|-----------|------|--------|--------|-----------|------|--------|-------|
|                     | Total     | Male | Female | % Fem. | Total     | Male | Female | % Fem |
| <b>Rector</b>       | 1         | 1    | 0      | 0,00   | 1         | 1    | 0      | 0,00  |
| <b>Vice-rectors</b> | 4         | 3    | 1      | 25,00  | 4         | 3    | 1      | 25,00 |
| <b>Deans</b>        | 7         | 6    | 1      | 14,00  | 6         | 5    | 1      | 16,00 |
| <b>Vice deans</b>   | 18        | 11   | 7      | 38,00  | 19        | 9    | 10     | 53,00 |
| <b>Total</b>        | 31        | 21   | 10     | 32,25  | 30        | 18   | 10     | 33,33 |

Source: Own calculations according to: [www.ug.gda.pl](http://www.ug.gda.pl)

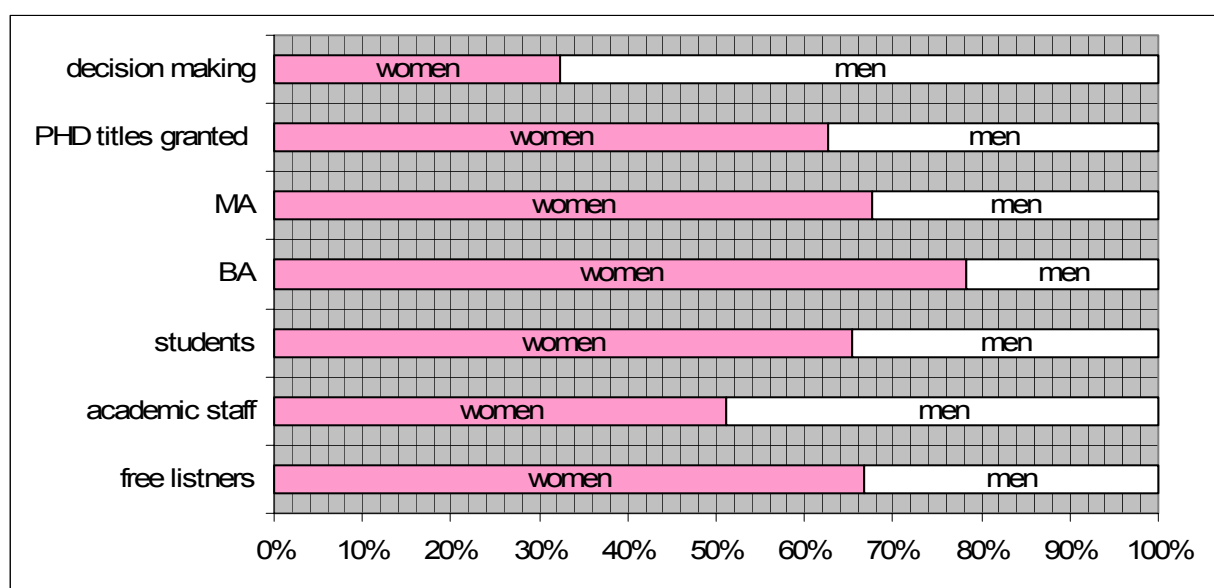
As we can observe in Table 10 - there are no big variations in the proportion of women among different positions at the university for the last 4 years. In the history of UG there was no female rector. Because of the general low number of women at the managerial positions it is difficult to prepare the comparison of their representation between different disciplines.

As women do not have established positions within the university's community, they do not have a strong voice in decision making processes and curriculum development.

### 1.6 Evaluation/Analysis of the availability and presentation of data about the situation of women and men at universities

The last years at the UG could be described - in terms of figures – by one word: stagnation. UG is still, as expected, a male dominated work place. The female participation has increased but in all categories higher than “student” - women are in minority. When representation of women still does not reach 20% of full professors (see Figure 8) even though they are the majority among students - it calls for an action.

**Figure 8: Percentage of women at the University of Gdansk at various stages of their academic career, 2005**



Source: Own calculations according to: Żukowska Maria (2005, 2)

Figure 8 – prepared for 2005 – is a model diagram for the University of Gdansk in general. Facts are self-evident: only 35% women in decision making, 52% academic staff (teachers and assistants), 63,4% graduates with PHD title and surprisingly the highest percentage is among BA recipients 65,15% and finally we have about 65% of women students and standby students.

There is no clear correlation between the number of female students and the number of female professors - as it is shown by Figure 8.

## 2. EQUAL OPPORTUNITIES POLICIES AND INSTRUMENTS FOR ITS IMPLEMENTATION AT THE UNIVERSITY OF GDANSK

### 2.1 Legal frame for gender equality at the University of Gdansk

The only legal frame for gender equality at the University of Gdansk is the discrimination prohibition in the recently introduced (Ordinance of the UG Rector from January 2<sup>nd</sup> 2007) new work regulation of the University of Gdansk (Regulamin Pracy, 2007). This regulation appears as a consequence of changes in the national law – that is described in point – 3.2.2. According to the work regulation – point “VIII. Discrimination Prohibition”

*“Any discrimination in employment, direct or indirect, and especially on the basis of sex, age, disability, race, religion, nationality, political opinions, trade-unions belongings, ethnic origin, faith, sexual orientation, on the basis of the non-defined or defined time of employment, on the basis of the full-time and non-full-time employment is unacceptable” (Regulamin Pracy 2007, §37).*

Following point: “IX. Equal treatment in employment” defines what it means direct and indirect discrimination, discriminatory indication, with special devoted to discrimination based on sex:

*“Discrimination based on sex means any unacceptable behaviour having the sexual character or related to the employee’s gender that aimed or resulted in a violation of this person dignity, humiliated or abused employee; this behaviour implicates physical, verbal or other than verbal elements (sexual harassment)” (Regulamin Pracy 2007, §38.6).*

Finally the employees have the right to equal remuneration for equal work or the work of equal value. In case of violating the regulation by the employer – the wronged party has the right to compensation amounting to not less than minimal wage, based on separate regulations.

The separate paragraph is devoted to the mobbing prevention. Employer is obliged to prevent actions and behaviours directed against an employee like persistent harassment or intimidation that result in lower evaluation of the work of the employee, humiliation and isolation of the person from co-workers. The employee who resigned from work on the basis of mobbing can claim the compensation from the employer – not lower than the minimal wage.

What is important in case of penalty for discrimination is that the upper limit is not set – only the minimum, so in any case an employee can demand the compensation in the amount that reflects the gravity of the harm done to him/her (in case of i.e. loose of health).

The representative of trade unions who had been asked about discrimination issues said that the above mentioned regulations were set just to prevent such cases. He claimed that so far he hadn’t met any discrimination complaint; however he is full of understanding that such acts (especially indirect discrimination) can exist and may not always be disclosed. The persons responsible for help are:

In case of disability: Disability’s Persons Spokesman (however this function cannot be found on the University’s web pages)

In case of violation of the labor law there are two trade unions:

- a) NSZZ Solidarnosc – the leader is dr Franciszek Makurat – telephone and other data on the web page: [http://www.univ.gda.pl/pl/strukturaug/pokaz\\_jedn.php?id\\_jedn=68](http://www.univ.gda.pl/pl/strukturaug/pokaz_jedn.php?id_jedn=68) (the right – wing trade union)

- b) ZNP – Union of the Polish Teachers – the chairman is Prof.dr hab. Zdzisław Kordel – telephone and other data on the web page:  
[http://www.univ.gda.pl/pl/strukturaug/pokaz\\_jedn.php?id\\_jedn=67](http://www.univ.gda.pl/pl/strukturaug/pokaz_jedn.php?id_jedn=67) (the left-wing trade union)

Both trade unions represent employees' cases and interests and have their members in various Senate's Commissions.

In case of violating the anti-discrimination law, where the victim is a student – the person she/he should report to is Vice Rector for Student Affairs who is obliged in to take proper steps and conduct an investigation.

## **2.2 Affirmative action and gender equality**

While no affirmative actions promoting women in science exist at the University of Gdansk nor at the governmental level, the only thing that is worth mentioning is the offer from the 6<sup>th</sup> Framework Programme. Since 2004 its objective has been to encourage women to take part in one of two projects directed at women:

1. European Platform of Women Scientists (EPWS) - announced on 09.09.2003. Located in Brussels, EWPS supports the work of a whole range of national, European and international networks of women scientists from all disciplines (natural, medical and social sciences, engineering and technology, the humanities and arts). The Platform aims to help women scientists to better understand the role they can play in the research policy debate and how to fully benefit from a plethora of opportunities by putting their forces together. Details are available on the EPWS web page: [www.epws.org](http://www.epws.org),

2. Women and Science 2004 – announced on 30.04.2004. It focuses on developing synergies between national and regional policies and actions, strengthening the participation of women in industrial research and mainstreaming gender equality in scientific institutions. The type of initiatives that could be funded might include: exchanging experience, transferring know-how; comparing and evaluating existing policy measures; highlighting success stories about the contribution of women to scientific excellence through events, working groups, networks, studies, surveys, dissemination of information and communication tools; promoting better work/life balances, encouraging diversity as good business practice and supporting networking and mentoring initiatives and activities designed to promote women scientists and involve them more actively in shaping the science policy debate on the national and European levels. Proposals should demonstrate a clear European dimension, as well as a lasting impact and a multiple effect. Details can be found in section 4.3.5.1 of the Science and Society Work Programme (Women and Science, 2007).

Those projects' details are translated also into Polish (Researchers Mobility Portal, 2005).

At the same time the European Commission invites women scientists from all kind of disciplines to become experts and proposals evaluators, because instead of assumed 40% of experts' group women in Poland constitute only 18%.

## **2.3 Gender Mainstreaming as a government instrument**

The governmental body – the Department for Women, Family and Anti-discrimination Issues<sup>2</sup> – organizes several campaigns at the very general (basically fulfilling the obligation to the 2002/73/EC directive) addressed to woman or meant to prevent discrimination. Some of these actions can also affect the University's gender policy. One of them is the multi-aspect diagnosis of women on the labour market and it will be done for the first time in Poland as a complex research. Others are the promotion of the partner model of the family (sharing chores between women and men) or promoting the options of combining professional careers and family duties, which is basically addressed to the employers and women coming back to work after the parental leave. Promotion of the flexible working hours and fighting stereotypes are also useful in the working places for women. Still there is a lack of actions unequivocally directed to woman and promoting women at the workplace as well as expecting all the public institutions to provide actions/events and plans securing women's rights. Still the government's propaganda about women's place at home with children is very much against women and the change of laws to extend the duration of the maternity leave deters many employers, who prefer to hire men instead. The only strategy of the department is the "Family Policy 2007-2014" (Departament ds. Kobiet, 2007) – so the word "women" almost disappeared from their language as well as minorities issues. As far as the general information is provided by one of the Department's employee – there is no "gender mainstreaming strategy" as such and no tools and mechanisms "imported" from more advanced countries of Western Europe, where gender mainstreaming is present and was introduced several years ago.

## **2.4 Institutions for the promotion of equality and equal treatment**

No such institutions exist at the Polish academies and unfortunately there is neither obligation nor will to create them. Taking into consideration the fact that for more and more women the discriminatory practices are obvious – it is possible that in the future, with the change of the right-wing government, such institutions would be created.

From the student's viewpoint – the Scientific Group of Gender Studies was created in 2005 – where young supporters of feminist ideas (both women and men) found a place and an opportunity to act. ([www.gender.edu.pl](http://www.gender.edu.pl)). Officially more than 90 people subscribe to the listserv of Gender Studies ([gender\\_PL@yahoo.com](mailto:gender_PL@yahoo.com)), however bi-weekly meetings are attended by about 20 people (those 2 hour meetings are shared: 1 hour for feminist literature analysis – participants have to be prepared, 1 hour for activism – preparing events) . The Gender Studies organizes various "open" conferences – for various participants (not only Gender Studies members), events – like reading Eve Elsner plays, the Walpurgis Night, feminist marches on March 8<sup>th</sup>, seminars on feminism, showing and analysing gender movies. The scientific supervisor is prof. Ewa Graczyk. The future plans assume creation of official post-graduate (or interdisciplinary) studies.

## **2.5 The promotion of research and teaching by women**

Despite the fact that the University of Gdansk has no special policy or institution for women scientists' and researchers' empowerment, quite a few feminists – professors are active in

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<sup>2</sup> Department was created on December 9<sup>th</sup> 2005, replacing the Plenipotentiary's office – closed on November 3<sup>rd</sup>, 2005 (that used to have higher rank and more money for equality projects realization and was independent from the government – the Plenipotentiary had a Minister's rank and was only under the Prime-minister's office). Now the Department is a part of the Ministry of Social Affairs and focuses basically on children and family issues.

fighting to improve the situation of women in science. This concerns basically the Social Sciences Faculty – including Philosophy, Sociology, Polish Philology or Psychology. Every year some equality conferences are organized (i.e. the annual psychological conference “Women in Culture” organized by the psychology faculty) – together with students and student’s associations (AENIMA) – and the employed women have enough courage to speak that they are feminists defending women’s rights. Still very often male professors show discriminatory behaviour, claiming that e.g. biology is a male science, and the only reason for giving the opportunity to women to go through the doctoral studies is the low interest in those studies from male students.

### 3. FINANCING AND BUDGETING REGULATIONS AT THE UNIVERSITY OF GDANSK

According to the explanation of the Economic Analysis and Controlling Office public universities in Poland are not obliged to prepare “budget” as it is called. Instead they are required to come up with the “material and financial plan”. These plans are not always publicly available, however some information can be obtained from the Senate protocols, which are widely accessible. The responsibility for the implementation of material and financial plan and following it rests with the Rector. As for the authorization the order of responsibility is as follows: chancellor, bursar (according to the long tradition – Polish bookkeeping units at academies are called “bursary” and the managers of those units are called “bursars”) and the managers of the organization units: deans, directors of the institutes and directors of departments (UG Statute 2006: §§44(6), 46(10), 50(4)). The supporting and monitoring unit of implementation of the material and financial plan (of the university’s units) was mentioned initially - the Economic Analysis and Controlling Office of University of Gdansk. In this research this Office plays the key role in obtaining any financial information about Gdansk University. The main tasks of the office is:

- to write out the material and financial plans;
- to prepare the financial and statistical reports to the adequate offices;
- monitoring of the financial situation of the university’s units;
- preparing economic analysis, effectiveness evaluations, system and organization evaluations;
- (...)
- description of the division of the limitations and financial resources for the employees payments (...)" (Biuro Analiz 2007).

By the consultation with the bursar the Analysis Office also determines the rules of the Prize Fund sharing for the university’s employees and division of the resources between the particular units.

#### 3.1 Important positions, stakeholders and bodies of the budgeting process

The most important role in the process of endorsement of the material and financial plan belongs to the executive board of the university. By this we understand: the **Council of Rectors**<sup>3</sup> (Members: The Rector of the University of Gdansk, Vice-rector for Educational Matters, Vice-rector for Scientific Matters, Vice-rector for Development and Financial Matters, Vice-rector for Student Matters), **Chancellor** and **Bursar**. At the same time the initial project of the plan needs to have the approval of the **Senate’s Commission to the Budgeting and Finance**<sup>4</sup>. Finally the plan has to be accepted by **Senate**, which has 61 members (including 17 women) and 4 advisors (including 1 woman). The interesting thing is that the final material and financial plan is accepted each year in April for the calendar year that starts in January and ends in December<sup>5</sup>. The insight into the organizational structure of the University of Gdansk is presented in Figure 9.

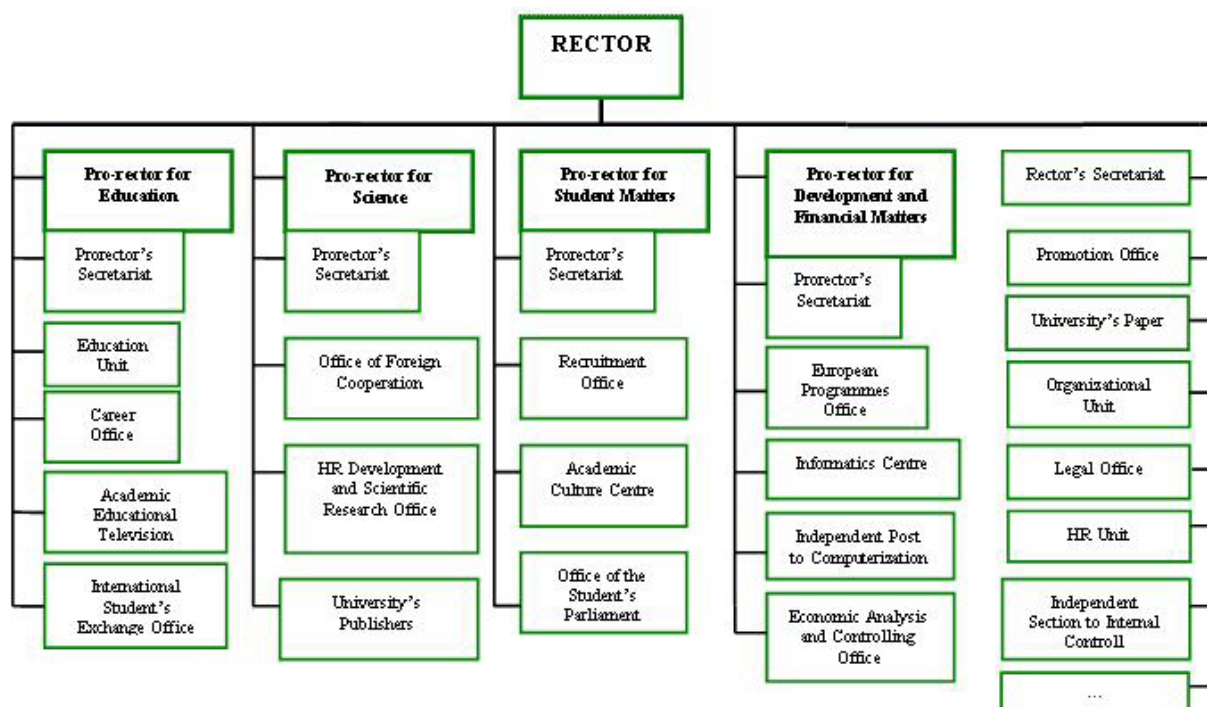
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<sup>3</sup> Council consists of 5 persons – including one woman (Vice-rector for Educational Matters).

<sup>4</sup> Senate has 13 different Commissions. The Commission to the Budget and Financial matters for years 2005-2008 has 13 members and the President is a woman (prof. dr hab. Krystyna Dziworska – the Management Faculty). This Committee has additionally two advisors from trade unions and three observers – 1 representative of PhD students and 2 members of Student’s Parliament.

<sup>5</sup> In 2005 the material and financial plan was resolved in accepted on April 28<sup>th</sup>, 2005 (Protokol posiedzenia Senatu 2005).

**Figure 9: Organizational structure of the university and governing bodies**



Source: own illustration on the basis of UG organizational structure (Struktura Organizacyjna 2007).

In the illustration (Figure 9) we can see that officially the Economic Analysis and Controlling Office is placed under the supervision of Pro-rector for Development and Financial Matters. The consulted Organization Unit is held responsible by to Rector's Secretariat. In the hierarchical structure there are faculties (9 faculties and one education centre for foreign languages teachers), whose managers – Deans - are all directly under Pro-Rector's supervision. Rector carries the highest position in the hierarchy – he/she<sup>6</sup> is also directly superior to the Chancellor (that is not visible on the scheme). The Bursar position is placed under the Chancellor..

### 3.2 Laws, treaties and agreements which regulate the financing and budget planning at the university

#### General laws, treaties and agreements on budgeting

Regulations that concern the finances and the material and financial plan of the University are all dependent on the **Act from June 30<sup>th</sup> 2005, about the public finance** (Dziennik Ustaw nr 249, 2005). According to this Act:

*"The public finance sector is created by:*

*(...)*

*5) the public academies;*

*6) the research and development units;*

*(...)*

<sup>6</sup> The current three-year term of Rector ends in August 31st 2008 (Now it is prof. Andrzej Ceynowa's second term). Since the establishment of the university in 1970 now it is UG's 9th Rector, no woman ever held this position.

11) *Polish Academy of Science and its created organizational units;*” (Dziennik Ustaw nr 249, 2005, Art.4.1.).

The sources of income are described precisely in Article 22.2. and the same positions can be found in the material and financial plan of every public university. The rules of the finance management are regulated by chapter 4, Articles 31-47.

*“1. The public expenses may be carried for goals and in amounts stated in a budgetary Act, budgetary resolution of the territorial autonomy unit and a financial plan of a unit of the public finances sector.*

*2. Units of the public finances sector are making expenditures according to the regulations concerning the particular kind of expenses.*

*3. Public expenses should be done:*

*1) in an orderly and economic way, by obeying the rule of achieving the best effects from the spent sources*

*2) in a way that enables the implementation of tasks in a timely manner;*

*3) in amounts and on terms resulting from previous obligations.*

*4. The units of the public finances sector are contracting services, delivery or the construction work, on the basis defined by regulations and public orders.” (Dziennik Ustaw nr 249, 2005, Art.35).*

Concerning the construction of the financial plans the basic rules for all public units (not only public academies) are defined in Article 41:

*“1. Legal units belonging to the sector of the public finances, create the financial plans according to the regulations that are the basis of their establishment, with consideration of the regulations of the hereby Act.*

*2. Units mentioned in paragraph 1, itemize in their financial plans:*

*1) their own incomes;*

*2) donations from the state budget or budgets of the territorial autonomy units;*

*3) costs, including:*

*a) remunerations and social security contributions<sup>7</sup>,*

*b) interest payments resulting from previous obligations,*

*c) estate.*

*3. Financial plans of the units from paragraph 1 – after approval on the basis of regulations forwarded to the Ministry of Finance in 14 days from their approval*

*4. In case of achieving incomes higher than planned in a financial plan, units, mentioned in paragraph 1, can make adjustments in the plan of costs.” (Dziennik Ustaw nr 249, 2005, Art.41).*

Another Act pertaining to finances is the **Act from July 27<sup>th</sup> 2005 – the Law about the Higher Education System** (Dziennik Ustaw Nr 164, 2005). Part II, chapter 4, Art. 89-106 describing property and finance of an academia:

*“1. Public academia receives donations from the state budget for:*

*1) activities related to the education of full-time students, participants of full-time doctoral studies and scientific staff and the maintenance of an academia, including renovations*

*2) tasks of a military academia related to the state defense;*

*3) tasks of a public security academia related to the security of citizens;*

*4) tasks of an academy of art related to the cultural activities – organizing and providing cultural activities;*

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<sup>7</sup> By the „contributions it is understood: contributions of the employer and contributions of the employee. According to the Social Insurance Institution (ZUS 2007) the amount of the contributions is according to the line: 19,62% is pension insurance (paid ½ by employer and ½ by employee), 13% is disability insurance (paid also ½ to ½), 2,45 % is sickness insurance (paid only by employee), 1,8% is accident insurance (only paid by employer), 2,45% the Work Fund (paid by employer), 0,1% is collected at the Guaranteed Workers Remuneration Fund (paid by employer – just in case the company is liquidated and there is a need of severance pay) and finally TAX: paid from the amount of remuneration diminished by collections mentioned above. Poland has progressive tax law: 19%, 30% and 40%.

- 5) tasks of the marine academia related to keeping the ships and specialized training centers for marine staff and student's military training;
  - 6) tasks of an academia educating aerial staff for civil aviation, related to the keeping of the air training planes and specialized training centers of a aerial staff;
  - 7) tasks related to uncollected financial loans paid out to students as described in article 173 paragraph 1 and for doctoral studies students as described in art. 199 paragraph 1;
  - 8) tasks related to the health security benefits, performed for the benefit of full-time students in basic unit of medical academy or other public academia implementing tasks mentioned in paragraph 1, and conducting the scientific activities in regard to medical sciences under the direct supervision of doctors or dentists holding professional licenses, who are employees of this academia;
  - 9) tasks related to the postgraduate education for gaining specialization by doctors, -dentists, veterinarians, pharmacists, nurses and midwives and laboratory diagnosticians;
  - 10) co-financing or financing of the investment's implementation costs, including those implemented with resources coming partly from the public union sources as voivod's contracts, that are mentioned in Act from April 20<sup>th</sup> 2004 about the National Development Plan (Dz. U. Nr 116, poz. 3206);
  - 11) tasks related to the education and medical rehabilitation of handicapped students.
2. Public academia might co-finance the renovation's works of student's hostels and student's diners." as mentioned in paragraph 1 point 7 (Dziennik Ustaw nr 164, 2005, Art.94.1-2).

There are three regulatory Acts remaining itemized below according to their importance:

**Act from October 8th 2004 about the rules of financing science** (Ustawa o zasadach finansowania nauki, 2004) that among other issues explains main rules of financing science:

*"Financing science concerns financing the activities that help to forward the scientific and technical, innovational policy of the state, especially scientific research, development works and implementation of other tasks particularly important for the civilization progress." (Ustawa o zasadach finansowania nauki, 2004, Art.3.1.)*

Other articles explain in detail what can be and what cannot be financed by the Ministry. The funds for science can only be spent on the following activities: statute activity, investments that serve the needs of scientific research or development work, research projects, international scientific cooperation, activities supporting research, programs or undertakings specified by Ministry, activity of the revisers' and advisory organs, reviewers and experts and control activities.

**Decree of the Ministries' Council from December 22nd 2006** about detailed rules of the financial academia's economy (Rozporządzenie Rady Ministrów, 2006). This decree precisely describes the creation of the material and financial plan of the public academia:

*"1.1. Public academia creates the annual material and financial plan (...) that includes:*

- 1) incomes and costs of a basic operational activity;
- 2) other incomes and operational costs;
- 3) incomes and financial costs;
- 4) financial outcome;
- 5) funds;
- 6) employment and remuneration information.

*1.2. In the annual material and financial plan the public academia presents also information about:*

- 1) number of students and participants of the doctoral studies with the division on the forms of studies;
- 2) number of students and participants of the doctoral studies benefiting from different forms of the material help;
- 3) number of places in the student's hostels;
- 4) renovations' costs of the buildings, places, land and water engineering objects, except from stu-

*dent's hostels and canteens;*

*5) outlays for material permanent assets.” (Rozporządzenie Rady Ministrów 2006, Rozdział 1, §1.1-1.2)*

The final act is the **Ministry's of Science and Informatization decree from August 4<sup>th</sup> 2005** about the criteria and procedure of granting and accounting for the financial resources for science (Rozporządzenie Ministra Nauki i Informatyzacji, 2005). In this document of 124 pages – the detailed criteria for granting funds to academies are given – dates, formulation of proposals, the way of ranking the public academies etc.

However, all the rules may change because of the intense discussion at the ministerial level going on now. The current algorithm of the money distribution takes into account mainly the size of an academia, number of students and employees. The new proposition focuses on the scientific achievements, active researchers, number of publications in the renowned magazines, number of foreign professors teaching at the university and the international students' exchange. That would be the promotion of the best ones (Sobolewska O. 2007).

### **University's regulations on budgeting**

The most important document of the University is its Statute. The Statute of the University of Gdansk from June 8<sup>th</sup> 2006 clearly describes the role of Senate:

*“1. To the competences of Senate consists in making decisions in cases defined in Article 62 of the Act, and especially:*

- 1) to set the main directions of University's activity,*
- 2) to define the rules of the budget donation distribution between the organizational units of the University,*
- 3) passing a material and financial plan and ratifying the reports from its realization,*
- 4) acceding to:*
  - a) purchase and, sale of property with value not exceeding 1% of the University budget in a previous year,*
  - b) raise a loan with the payoff period of more than 2 years*
  - c) accept a donation, estate or bequest with a value exceeding 5000 Euro,*
  - d) define the rule of purchase and sale of the securities by the University,” (UG Statute 2006: §36).*

This is Senate's role to decide on the ways of spending and getting funds (in general). However also Faculties have some freedom with regard to financial matters, which is defined also by the UG Statute:

*“1. the faculty's council can decide about*

*(...)*

*12) the annual material and financial plans of the faculty according to the rules of the university's financial administration,” (UG Statute 2006: §42).*

In section IV of the UG Statute, which is called “Administration and Economy of the University”, Chapter I: Administration, in paragraph §142 – the Chancellor's– as a manager of university's administration - responsibilities are listed.

*“1. The Chancellor manages the property and economy of the University in matters of ordinary management.*

*2. Chancellor is responsible for::*

- 1) creating the material conditions for realization of the didactic and scientific tasks of the University,*
- 2) supervising the financial and economical activity of the University as agreed with a vice-rector re-*

sponsible for the financial matters,

3) participating in yearly material and financial plans preparations,” (UG Statute 2006: §142).

The Second Chapter: Property and Economy of the University (paragraphs §145 - §153) - clearly states that Rector makes decisions about the material and financial matters.

“3. Legal activities concerning University’s property as stated in §36 and §142 of the Statute are accomplished by Rector, and may be delegated by Rector to other persons.

4. Decisions concerning University’s belongings and economy extending frames of ordinary management are taken by Rector, if the agreement of Senate is not necessary.

5. Detailed rules of financial economy of University are specified by Senate.” (UG Statute 2006: §145).

In the following paragraphs (§146 - §153) we can read that basically all material decisions are made by **Rector**. Sometimes he/she is obliged to consult his decisions with specialists or managers of units interested in receiving special science equipment. However once the property is assigned – the **manager of the unit** is responsible for its proper use.

Statute defines sources of University’s funding. Besides the funds specified in Act (assigned by Ministry) – University is allowed to raise money from the budget of territorial government, from the capital investments, from foreign sources – including European Union funds. The individual units can accept gifts in the form of books and equipment - if value is not exceeding 5000 Euro. If the acceptance of gifts might raise doubts – especially if the gift donor are controversial – the manager of a unit must obtain Rector’s agreement, who in turn may ask the Senate for its advice.

Second document regulating the formal and legal financial aspects is called: “**The principles of the financial economy of the University of Gdansk**” (Zasady gospodarki finansowej UG) and are now being worked upon (according to the new regulations). This document is introduced by the Senate’s Act. As the Ministry’s guidelines have recently changed – at the beginning of 2007 – the manager of the Economic Analysis and Controlling Office – refused to provide the current information (it is in preparation process). However in the previous Senate’s session protocol (Protokół posiedzenia Senatu UG, 2003) we can read that Ministry of Science and Education donation for educational purposes was divided into following parts: 0,4% was dedicated to the student’s professional practices fund (including the pedagogic practices) and 3,4% into the renovation fund. Remaining 96,2% will be spent as remunerations. The resources dedicated to remunerations are divided in proportions: 65% for Faculties and 20% for Administration, 13% for remaining organizational units and 2% for Rector’s bonuses. The Rector’s bonuses are paid out once a year – in October for the previous academic year achievements. Propositions are submitted by Deans. Details are defined by the Rector of the University of Gdansk Decree (Zarządzenie nr 16/R/05, 2005) from May 12<sup>th</sup> 2005 on the issue of the introduction of the Rules for Rector’s bonuses for academic teachers of the University of Gdansk.

Finally – mentioned 65% of Faculties’ donation is distributed between them on the basis of proposed algorithm:

$$\frac{D_{W2004}}{D_{\Sigma W2004}} = 0,2 \frac{D_{W2003}}{D_{\Sigma W2003}} + 0,3 \frac{N_W}{N_{\Sigma W}} + 0,03 \frac{G_W}{G_{\Sigma W}} + 0,05 \frac{K_W}{K_{\Sigma W}} + 0,02 \frac{Cz_W}{Cz_{\Sigma W}} + 0,3 \frac{Sp_W}{Sp_{\Sigma W}} + 0,1 \frac{Uz_W}{Uz_{\Sigma W}}$$

where :

Dw – means a donation for a Faculty from the previous year (in PLN)

Nw – means the number of the Faculty teachers<sup>8</sup>

Gw – means the number of grants realized by Faculty

Kw – means the number of books with ISBN number

Czw - means the number of publications in international journals including the scientific news, excluding the conferences announcements

Spw – means the number of students<sup>6</sup>

Uzw - means the number of service hours realized at the other Faculties, so called “didactics export”

Still the important factor is number of full professors employed by the Faculty as well as the costs-absorption ratio<sup>9</sup> – i.e. the highest ratio (K=4) characterize biology, oceanography, physics, chemistry, biotechnology and environmental protection and the lowest (K=1) polish philology, history, law, philosophy, politics, pedagogic, economics or administration. However they are all corrected by the multipliers reflecting number of students in different years of study (i.e. the number of the first year students are multiplied by 0,81 (81%) but the daily doctoral studies are multiplied by 5 (500%))<sup>10</sup>.

However all those regulations are currently changing according to the guidelines provided by the Ministry of Science and Higher Education (see point 3.3).

### **Special laws, treaties and agreements on budgeting considering women’s issues**

Polish law does not include any sentences concerning budgeting in gender context. The acts and regulations prohibit discrimination– that is described in details – however no affirmative action plans are prepared. According to the general opinion discrimination of women in Poland does not exist and the only reason these laws were introduced was enforced by joining European Union. However the society’s consciousness is slowly changing, which can be observed in women’s attitude to lower salaries, glass ceiling and other discrimination practices in a place of work.

*„Employees have equal rights by way of equal responsibilities, that concerns especially the equal treatment of men and women in employment, at the same time the equality should pertain not only to kind of work and the same range of responsibilities, but also the way of carrying out the responsibilities. Any kind of discrimination at work, direct or indirect - especially based on sex, age, disability, race, religion, nationality, political opinions, union’s belonging, ethnic origin, faith, sexual orientation, and also the type of contract – defined or undefined term of employment – is unacceptable. Polish Work Code defines circumstances of employees’ discrimination in an open way.” (Monitor Prawa Pracy 2006).*

In case of equal payment for the work of equal value:

*„Employees have the right to equal payment for equal work or work of equal value. This remuneration includes all the components, with no regard to their name and character, and also other social benefits connected with work, that employees are granted in financial and not-financial form.” (Monitor Prawa Pracy 2006).*

And finally the punishment for discriminatory practices:

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<sup>8</sup> Attention: value from the numerator considers the particular department, the value from denominator considers all University’s of Gdansk Faculties.

<sup>9</sup> The costs-absorption ratios of all macro-courses of studies are defined by the ordinance of the Ministry of Science and Higher Education, this is because of different needs of various faculties – like special laboratories, equipment – that are concerned to be more “costs-absorptive” than i.e. humanities.

<sup>10</sup> It means that students of the first year have the lower value in calculation of costs than students of doctoral studies.

*„A person whose rights have been violated by the employer with regard to equal treatment has the right to compensation in amount not lower than a minimal remuneration set on the basis of separate regulations. Again the candidate for work responding to the work's offer that is discriminatory on the basis of sex, and who was not employed, can demand compensation in the range of so called negative interest (culpa in contrahendo) on the basis of separate regulations.” (Monitor Prawa Pracy 2006).*

Above penalty was confirmed by the Supreme Court in a verdict from March 24, 2000 (Wyrok SN, 24.03.2000) and is binding.

### 3.3 The creation process of the University's material and financial plan

The most important budget source is the donation from the Ministry (state budget). First of all the Ministry of Science and Higher Education makes a decision about an amount of donation for the didactics (teaching) activities, for the fund of material help for students and doctoral students, and for the investments for the particular university (in our case University of Gdansk). The detailed donation split is presented in Table 11.

When the donation for didactics activity (like: full-time students education, renovations works, maintenance of the University etc.) is transferred from the state budget – the money is divided according to the percentage of share adopted in “The principles of the financial economy of the Univeristy of Gdansk” (Zasady gospodarki finansowej UG, 2004) – explained in point 3.2. (University's regulations on budgeting).

The amount of money as a donation for didactics is counted according to the new regulation of the Ministry of Science and Higher Education (Rozporzadzenie Ministra Nauki, 2007). To perform the tasks that concern student's education and doctoral education, maintaining of an academia, renovation works etc. - the basic quota for the group of public academies and a group of technical academies is marked off from the general budget (for general numbers see WP4 ch 3) and distributed to the academies according to the formula:

$$D_{ui}/D_c = (D_{pui}/D_{pc}) * C + (1-C)(W_s * S_i + W_k * K_i + W_j * J_i + W_b * B_i + W_u * U_i + W_w * W_i)$$

where:

*D<sub>ui</sub>* – means the quota of a basic part of donation for „i” - academia in a particular year,

*D<sub>c</sub>* – means the quota of a basic donation for a group of academies in a particular year,

*D<sub>pui</sub>* – means the quota of the basic part of donation for “i” – academia in a previous year (in a comparable conditions to the current year),

*D<sub>pc</sub>* – means the quota of a basic donation for a group of academies (in a comparable conditions to the current year),

*C* – means the constant of the transfer from the previous year,

*W<sub>s</sub>* – means the wage of the student-doctoral component,

*S<sub>i</sub>* – means the student-doctoral component of “i” – academia,

*W<sub>k</sub>* – means the wage of the human resources component,

*K<sub>i</sub>* – means the human resources component,

*W<sub>j</sub>* – means the wage of the sustainable development component,

*J<sub>i</sub>* – means the sustainable development component of “i” – academia,

*W<sub>b</sub>* – means the wage of the research component,

*B<sub>i</sub>* – means the research component of “i”-academia,

*W<sub>u</sub>* – means the wage of the authority component,

*U<sub>i</sub>* – means the authority component of “i” – academia,

*W<sub>w</sub>* – means the wage of the student's exchange component,

*W<sub>i</sub>* – means the student's exchange component of “i”-academia.

Other formulas are explaining the student-doctoral, human resources and other components,

where the key factors are: the number of employed professors and scientific human resources, the costs-absorptive indicators (see the ratio from the 10<sup>th</sup> footnote) that depends on the faculty, some of them like social studies has lower indicator (equals 1) than those like e.g. biotechnology (equals 3) or number of scientific research provided by an academia and international programs.

The next step in “budget” creation is an acceptance of the material and financial plans by the organizational units of the University (Faculties, inter and outer-faculty’s units, others). Those units’ plans are prepared ahead according to the guidelines given in the Rules of the UG financial Management (Zasady gospodarki finansowej UG, 2004, 37).

The structure of the material and financial plan contains the initial data among others:

- a) priority tasks,
- b) employment in calculation of full-time jobs on November 30<sup>th</sup>,
- c) employment structure,
- d) assumed costs of remunerations and derivatives,
- e) number of students and PhD students according to the state of November 30<sup>th</sup>,
- f) number of didactics hours according to the studies plans,
- g) number of import’s and export’s hours,
- h) number of realized science projects,
- i) investments tasks,
- j) Ministries’ donations division rules,
- k) own incomes

Once the units’ material and financial plans are accepted – the material and financial plan of the whole university is prepared.

The final plan has to be confirmed by the University’s managing board: the Rectors Council, Chancellor and Bursar.

The plan’s draft requires an opinion of the Senate’s Commission for Budgeting and Finances.

Finally – the material and financial plan of the University of Gdansk is passed by Senate (protocols from the Senates gatherings are available on-line at the University’s web page).

Additional information is that the resources for own research are given to the University in general, not to its basic units. This money is at the disposal of the Vice-rector for Scientific Matters, Prof. B.L. (who gave his consent for our research). The Vice rector in cooperation with Senate’s Commission for Science is dividing the funds between persons or research groups applying for them.. All the expenses realized from the sources for own research require the approval of the Pro-Rector for Scientific Matters.<sup>11</sup>.

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<sup>11</sup> The list of realized research projects is available on-line i.e. for 2003:  
[http://www.univ.gda.pl/pl/info\\_dla\\_med/badania/BW2003.html](http://www.univ.gda.pl/pl/info_dla_med/badania/BW2003.html), download 4.04.2007

## 4. THE BUDGET AND ITS DISTRIBUTION WITHIN THE UNIVERSITY

In 2005, the budget of the UG was about 202 million PLN (that amounts to about 53 million Euro<sup>12</sup>). The total amount of money spent from the state budget for higher education was 9 676,5 million PLN (2,546 million Euro) in 2005, so UG has used only 2% of this amount. The data presented in this chapter come from official Annual Reports of the Rector of the University of Gdansk 2002 - 2005 (Sprawozdanie roczne, 2002 - 2005) that gives the overview of the general incomes and spending figures of the University of Gdansk. While applying to the rector for official agreement for UG finance analysis – the person in charge (Pro-rector for Scientific Matters, Prof. B.L.) only agreed for research with regard to general information (he didn't specify what does it means exactly). Sadly, this fact is against the rules the budget transparency. The general numbers and budgetary allocations can be obtained from the officially published documents.

### 4.1 Revenues of the University of Gdansk

According to the official UG statistics 72,21% of the total University's revenue came in 2005 from the state budget. Two ministries were the major donors: MENiS<sup>13</sup> and MNil<sup>14</sup>. Each year the university's income increases. The revenue from tuition fees<sup>15</sup> accounts for 20,8% of the total budget income (it has increased in total numbers of 11,38 million PLN (3,8 PLN = 1 Euro) – that is 23,4% of growth comparing to 2003), so it shouldn't be ignored. As it is shown in table below (Table 11) the level of growth of income for the last few years was stable and didn't exceed 25% (but also was not lower than 20% of the total budget revenues). Other revenue items presented in table 10 are not that significant and most of them come from the state budget. Universities own incomes would be specified in Table 12.

**Table 11: Structure of the UG revenues, 2003, 2004-2005, in million PLN (3,8PLN=1 Euro)**

| Revenues  | 2003          | 2004          | 2005          |
|---|---------------|---------------|---------------|
| <b>I. Revenues from the operational activity</b>          | <b>181,15</b> | <b>205,07</b> | <b>229,11</b> |
| including:  |               |               |               |
| <b>1. Teaching activity from:</b>                         | <b>156,88</b> | <b>181,02</b> | <b>205,86</b> |
| a donation from the budget                                | 97,19         | 117,38        | 133,01        |
| b tuition fees  | 48,60         | 51,36         | 59,98         |
| c other revenues  | 11,10         | 12,28         | 12,87         |
| <b>2. Science activity from:</b>                          | <b>22,10</b>  | <b>22,02</b>  | <b>20,39</b>  |
| a donations for the statutory activities                  | 11,04         | 11,87         | 10,27         |
| b for the realization of the research and target projects | 8,30          | 7,06          | 6,34          |
| c international non-returnable resources (European Union) | 2,11          | 2,08          | 2,87          |

<sup>12</sup> The average exchange rate is: 1 Euro = 3,8 PLN

<sup>13</sup> MENiS (Ministerstwo Edukacji Narodowej i Sportu) is now called MEN (Ministerstwo Edukacji Narodowej) and since May 4<sup>th</sup> 2006 doesn't deal with higher education in Poland – it used to also finance sport, however since the government change in 2005 (exactly on September 1<sup>st</sup> 2005) two different ministries were created out of one.

<sup>14</sup> MNil (Ministerstwo Nauki i Informatyzacji) was replaced by Ministry of Science and Education in October 30<sup>th</sup> 2005 and then transformed to MNiSW (Ministerstwo Nauki i Szkolnictwa Wyzszego = Ministry of Science and Higher Education) in May 4<sup>th</sup> 2006 – being responsible since then for all higher education issues.

<sup>15</sup> Under the name "tuition fees" university calculates: incomes from the extramural, postgraduate, doctoral studies, language courses, seminars and conference fees, administration costs (fees for receiving ID, library card), recruitment fees, renting rooms, donations.

|            |   |              |              |              |
|------------|---|--------------|--------------|--------------|
| d          | sale of other research and development services     | 0,30         | 0,68         | 0,61         |
| e          | for the maintenance of the special equipment        | 0,35         | 0,33         | 0,29         |
| <b>II</b>  | <b>Donations for investments</b>                    | <b>6,99</b>  | <b>20,79</b> | <b>27,80</b> |
|            | including:  |              |              |              |
|            | from the budget for teaching (MENiS)                | 5,00         | 15,00        | 10,50        |
|            | from the budget for science (MNil)                  | 1,99         | 5,77         | 17,30        |
| <b>III</b> | <b>Revenues of the student's material help fund</b> | <b>19,81</b> | <b>29,36</b> | <b>31,04</b> |
|            | including:  |              |              |              |
|            | budgetary donation                                  | 14,45        | 23,17        | 23,72        |
|            | charges from the student hostels                    | 5,07         | 5,81         | 6,89         |
|            | others  | 0,28         | 0,38         | 0,43         |

Source: Dziobek Olga (2007).

### **Tuition Fees**

The biggest growth among own UG revenues was from tuition fees. The higher education for regular full-time students is free of charge (the recruitment procedure was explained in WP4 – ch. 1.2.1); however the number of openings is limited. University of Gdansk is a public institution, so it is not allowed to charge students for education in a “normal” course. However extramural (weekend studies), postgraduate studies and language courses are all paid by students (nowadays some courses are partially financed by EU). There is a limited number of doctoral studies openings that are free of charge – basically each faculty organizes a competition for doctoral studies and each year 10-15 spots are assured for the best students – however this differs from faculty to faculty. E.g. in Polish Philology doctoral students are obliged to provide certain number of lectures and practical classes/laboratories – for 90 hours during academic year – receiving small scholarships for it – about 160 Euro net per month and having doctoral studies free of charge. In Psychology Department all doctoral studies are paid by students (about 420 Euro for semester) but every PhD student can propose her/his own lecture and if a sufficient number of students subscribe for this subject she/he would receive small remuneration for providing this class (not obligatory subjects). This is also explained by the Ministry's policy that is not subsidizing assistants anymore, but only tutors (having PhD title already) and higher.

**Table 12: Structure of the UG own revenues, 2003, 2004-2005, in million PLN (3,8PLN=1 Euro)**

| Sources of Revenues  | 2003         |              | 2004         |              | 2005         |              |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
|  | total        | in %         | total        | in %         | total        | in %         |
| Tuition fees (extramural studies, postgraduate studies, doctoral studies, language courses etc.) | 35,37        | 60,38        | 51,36        | 80,17        | 59,98        | 81,10        |
| Payment for seminars, conferences, conventions, courses etc.                                     | 0,85         | 1,45         | 0,64         | 1,00         | 1,08         | 1,46         |
| Administration charges, prints, IDs, library cards etc.  | 0,56         | 0,95         | 0,56         | 0,88         | 0,42         | 0,56         |
| Recruitment charges  | 1,13         | 1,93         | 1,31         | 2,05         | 1,41         | 1,91         |
| Incomes from sales (renting rooms, lands' lease, advertisements on university's terrains etc.)   | 6,15         | 10,49        | 6,85         | 10,7         | 7,28         | 9,84         |
| Donations, sales of property   | 1,27         | 2,18         | 1,45         | 2,26         | 1,95         | 2,64         |
| Other revenues <sup>1</sup>  | 13,25        | 22,62        | 1,89         | 2,95         | 1,85         | 2,5          |
| <b>Total Revenues</b>  | <b>58,58</b> | <b>100,0</b> | <b>64,07</b> | <b>100,0</b> | <b>73,96</b> | <b>100,0</b> |

<sup>1</sup> In 2003 this position also included deduction from teaching charges on library needs and other needs of university.  
Source: Sprawozdanie roczne (2003: 24); Sprawozdanie roczne (2004: 123); Sprawozdanie roczne (2005: 144).

The amount of tuition fees has almost doubled since 2003 (nominal growth). Tuition fees together with all other own revenues are collected by different departments and units of university, however they are all accumulated in one university budget and later again re-distributed (student's who pay the tuition fees have no influence on the way their money is spent – however the vice-bursar commented that introducing this solution would be an interesting approach). The explanation of the person employed in organizational unit<sup>16</sup> (Dział Organizacyjny) was that different university's faculties have different needs. Some of them need more money i.e. for laboratories, some - like social sciences – less – besides they raise more money than other departments because interest in those studies is higher. Varied tuitions are regulated by the rector (Regulamin Studiow, 2005):

*"The level of tuition fees for teaching is established (...) by Rector three months before the beginning of academic year." (Regulamin Studiow, 2005: § 16 (7))*

Detailed table of charges for current academic year 2006/2007 is published on the web pages of the university (Zarządzenie nr 27/R/06, 2006). The administration charges are all published in Regulation no 26/R/05 (Zarządzenie nr 26/R/05, 2005) and haven't changed since September 6<sup>th</sup>, 2005.

### **Workplace Social Fund (Zakładowy Fundusz Świadczeń Socjalnych)**

The University of Gdansk in every annual report provides information about UG social and maintenance activities (it might be a relict from a former system). To fulfil the needs of employees – the special Workplace Social Fund was created. The way the funds are administered is described in details in Regulation no 7/R/01 (Zarządzenie nr 7/R/01, 2001). According to the Regulation no 7/R/01 the money of the Fund is collected from:

*"1. A fund is created for Employees of UG that amounts 8% of annually planned resources for personal payments*

*2. A fund for UG pensioners amounts 5% of pensions fund*

*3. Resources of the Fund are increased by:*

*- incomes from the holiday resort in Laczyn,*

*- bank interests from Fund resources,*

*- incomes from the loans interests given for housing purposes,*

*- donations.*

*4. The Fund resources are accumulated in seprate bank account. Information about the status of the account is made available to trade unions operating at UG upon request ." (Zarządzenie nr 7/R/01, 2001: § 3 (1-4))*

The distribution of the money proceeds according to the following rules:

*"1. Fund is distributed as follows:*

*1) 62,5 % is assigned to the financing of the social need of the university employees,*

*2) 37,5 %t is assigned to the housing purposes of the employees.*

*2. The Fund described in passage 1 point 1) is divided with intention for particular purposes:*

*1) 75 % - co-financing holidays organized by UG employees for them and their children*

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<sup>16</sup> Mr. S.W. has answered the phone in March 2<sup>nd</sup> 2007, he is the administrative worker.

- 2) 15 % - accidental help, health protection,  
 3) 5 % - co-financing of the holiday resort in Laczyn,  
 4) 5 % - reserves.” ((Zarządzenie nr 7/R/01, 2001: § 4 (1-2))

The bursar’s assistant<sup>17</sup> has explained that the resources for this Fund are coming from the Ministry’s donation and 75% of the total amount of the Fund is transferred until the end of May and remaining 25% until the end of September every year. Detailed expenditures of the Fund will be shown in point 4.2.

## 4.2 Expenditures of the University of Gdansk

The general annual report, that every year appears at UG web site, does not contain any total expenditures information. The simplified finance analysis of the university consist only of “selected positions from balance sheet, book of profits and losses, and the basic financial indexes” (Sprawozdanie roczne, 2005: 148). On this general level of information no further analysis of spending is possible for a researcher not having access to the financial plan (the Table 13 was prepared by the bursar’s office for special request – purpose of this report). From the available balance sheet we can infer that the general funds at the disposal of University was 322 325 000 PLN in 2005 (the amount of assets = liabilities) and this is 43, 36 million PLN more that was indicated in the income table (see Table 10). By analyzing the book of profits and losses we come to the conclusion that incomes in 2005 of the university were 11,7% higher (24 million PLN) than in 2004 and the increase was mostly in donations from the state budget for about 10,3% (14 million PLN) and tuition fees – 16,8% (8,6 million PLN). The biggest increase in costs was noted in remunerations – 15% (22 million PLN). Taxes went up more than 3 times (mainly taxes for real estate) and this was relieved by renting the university’s objects for business purposes. Other costs remained on the same level as in 2004 with the slightly raising tendency.

**Table 13: Expenditures of UG by Portfolios, 2003-2005, million PLN (3,8PLN=1Euro)**

| Expenditures   | 2003          |               | 2004          |               | 2005          |               |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
|  | total         | in %          | Total         | In %          | total         | In %          |
| <b>I Operational activity costs</b>                        | <b>172,82</b> | <b>82,65%</b> | <b>199,87</b> | <b>83,13%</b> | <b>223,55</b> | <b>79,02%</b> |
| <b>including:</b>  |               |               |               |               |               |               |
| 1 teaching activities                                      | 150,73        | 72,09%        | 177,80        | 73,95%        | 203,33        | 71,87%        |
| 2 science and research activity:                           | 22,08         | 10,56%        | 22,07         | 9,18%         | 20,22         | 7,15%         |
| a statue activity  | 11,04         | 5,28%         | 11,82         | 4,92%         | 10,31         | 3,64%         |
| b realization of the research and target projects          | 7,46          | 3,57%         | 6,61          | 2,75%         | 6,40          | 2,26%         |
| c realization of projects from non-returnable sources (EU) | 3,00          | 1,43%         | 3,02          | 1,26%         | 2,77          | 0,98%         |
| e costs of selling the research services                   | 0,23          | 0,11%         | 0,29          | 0,12%         | 0,45          | 0,16%         |
| d maintenance of the research equipment                    | 0,35          | 0,17%         | 0,33          | 0,14%         | 0,29          | 0,10%         |
| <b>Costs from the material help fund for students</b>      | <b>19,66</b>  | <b>9,40%</b>  | <b>19,24</b>  | <b>8,00%</b>  | <b>23,50</b>  | <b>8,31%</b>  |
| <b>including:</b>  |               |               |               |               |               |               |
| 1 scholarships   | 10,64         | 5,09%         | 11,10         | 4,62%         | 14,59         | 5,16%         |
| 2 maintenance of the student’s hostels                     | 9,02          | 4,32%         | 8,13          | 3,38%         | 6,55          | 2,32%         |
| <b>III Investment expenses</b>                             | <b>16,61</b>  | <b>7,94%</b>  | <b>21,31</b>  | <b>8,87%</b>  | <b>35,87</b>  | <b>12,68%</b> |

<sup>17</sup> Ms. O.D., the person in charge of the financial part of rector’s annual report. Personal meeting in March 5<sup>th</sup>, 2007.

| <b>including:</b> |                          |       |       |       |       |       |        |
|-------------------|--------------------------|-------|-------|-------|-------|-------|--------|
| 1                 | construction investments | 12,48 | 5,97% | 14,84 | 6,17% | 28,67 | 10,13% |
| 2                 | investment purchases     | 4,14  | 1,98% | 6,48  | 2,70% | 7,20  | 2,55%  |

Source: Dziobek Olga (2007).

According to the Table 13 the biggest expense in the University of Gdansk financial plan is the item covering teaching activities (exceeding 70% in years 2003-05). The biggest increase though can be observed in investment expenses category which is explained by the special Ministry's special donation the MILAB programme, among other things, realized from 2001 to 2005 for modernization of final stage of the construction investments, modernization and renovation of the buildings and rooms for scientific work, moving of and technical equipment and furniture to new or modernized rooms (Polish Science Foundation 2005) – the exact position can be found in Table 15. During the last years the budget for science and research shrank slightly.

As mentioned before – the biggest raise in costs can be observed in remuneration position. In annual rector report one can notice the absolute costs connected with the teaching activities.

**Table 14: Costs of the UG didactics activities, 2003-2005, in thousands PLN (3,8PLN=1 Euro)**

| Type of costs   | 2003           | 2004            | 2005            |
|---|----------------|-----------------|-----------------|
|   | total          | total           | total           |
| Amortization of permanent assets  | 1855,8         | 1680,1          | 2038,5          |
| Equipment and collections of books  | 2080,0         | 3285,7          | 3693,8          |
| Materials utilization   | 2576,9         | 2739,5          | 3160,0          |
| Electricity and gas   | 2188,3         | 2277,9          | 2334,9          |
| Heating and hot water   | 3006,9         | 2947,4          | 2986,9          |
| Cold water and sewage   | 557,4          | 640,6           | 532,8           |
| External transport services   | 81,1           | 98,4            | 176,1           |
| Building's renovation   | 3146,3         | 4811,8          | 4495,7          |
| Machines, appliances, computers and transport repair  | 144,0          | 679,6           | 162,4           |
| Telecommunication services  | 1061,7         | 809,8           | 659,0           |
| Postal services   | 226,2          | 268,4           | 311,6           |
| Alimentation of employees and pensioners in canteens and snack-bars                                       | 0,0            | 0,0             | 0,0             |
| Banking services  | 210,7          | 126,6           | 242,4           |
| Print of publications   | -670,6         | 47,2            | 120,5           |
| Other services  | 4896,6         | 5166,1          | 6953,5          |
| <b>Personnel remuneration</b>   | <b>85518,1</b> | <b>102050,6</b> | <b>118892,0</b> |
| <b>Other remunerations (works order and fees)</b>   | <b>8264,2</b>  | <b>8829,9</b>   | <b>11354,3</b>  |
| Working place prize fund  | 6008,0         | 6875,8          | 7982,6          |
| Social Insurance from personnel remuneration fund   | 16985,7        | 19975,0         | 23068,8         |
| Social Insurance from other remuneration fund   | 920,2          | 864,4           | 928,0           |
| Deductions for social fund  | 4818,2         | 5859,0          | 7067,2          |
| Other funds for employees (co-financing tickets, housing, clothes, trainings, maintenance considerations) | 649,2          | 641,7           | 678,0           |
| Business trips  | 792            | 813,8           | 1028,0          |
| Other costs   | 1082,2         | 1044,6          | 671,6           |
| PhD scholarships, habilitation benefits   | 670,4          | 689,2           | 748,4           |

|   |                 |                 |                 |
|---|-----------------|-----------------|-----------------|
| Doctoral studies scholarships                   | 1601,7          | 2234,1          | 2635,9          |
| Property's and personal insurance               | -               | 366,2           | 369,8           |
| Conferences, seminars and trainings             | -               | 255,8           | 536,0           |
| Membership fees, accreditations                 | -               | 19,4            | 62,7            |
| Death benefits, accident's compensations        | 38,9            | 54,1            | 119,1           |
| Programmes and computer licences below 3500 PLN | 120,8           | 158,1           | 177,0           |
| Other taxes and fiscal fees                     | 125,5           | 69,7            | 201,2           |
| Internal considerations (between UG units)      | -624,4          | -               | -               |
| <b>Total Costs</b>                              | <b>148332,1</b> | <b>176380,6</b> | <b>204388,5</b> |

Source: Sprawozdanie roczne (2003: 25); Sprawozdanie roczne (2004: 124); Sprawozdanie roczne (2005: 145).

Pointed in bold in Table 14 remuneration costs: Personal remuneration and Other remunerations (works order and fees) are in following years: 2003 – 63,22% of Total Costs, 2004 – 62,86%, 2005 – 63,72%. Remaining – almost 40% - are other costs connected with teaching.

Other officially available information is the data about investments and repairs (only for 2004 and 2005). The consolidated data is presented in Table 15.

**Table 15: Specification of UG investments and repairs in 2004-2005, in thousands PLN (3,8PLN = 1Euro)**

| Expenses Sources   | 2004            |              | 2005            |              |
|--|-----------------|--------------|-----------------|--------------|
|  | total           | in %         | total           | in %         |
| Own University of Gdansk resources for investments   | 1761,21         | 8,86         | 4315,82         | 12,32        |
| Own Faculty Resources (DWW) - for investments  | 55,06           | 0,28         | 155,3           | 0,44         |
| Voivodship Fund for Environment Protection - investments                                   | 0               | 0            | 45              | 0,13         |
| <b>Ministry of Education (MEN)<sup>1</sup> - investments</b>                               | <b>9981,2</b>   | <b>50,24</b> | <b>11365,22</b> | <b>32,43</b> |
| <b>State Committee for Scientific Research (KBN) - investments</b>                         | <b>2442,81</b>  | <b>12,29</b> | <b>14795</b>    | <b>44,22</b> |
| Postgraduate Study of Journalism - investments   | 0,4             | 0            | 0               | 0            |
| Informatics' Centre - investments  | 9,8             | 0,05         | 0               | 0            |
| Own University of Gdansk resources for repairs   | 4966,51         | 25           | 3422,24         | 9,77         |
| Own Faculty Resources (DWW) for repairs  | 455,71          | 2,29         | 925,98          | 2,64         |
| CIGMA (money from insurance) - repairs   | 2,2             | 0,01         | 6,13            | 0,02         |
| Hestia (money from insurance) - repairs  | 3,86            | 0,02         | 13,05           | 0,04         |
| Postgraduate Studies – repairs   | 3,9             | 0,02         | 0               | 0            |
| Special Research Appliance (SPUB) - repairs  | 8,45            | 0,04         | 0               | 0            |
| (Modernization of Laboratories Infrastructure and Laboratories (MILAB programme) - repairs | 74,23           | 0,37         | 0               | 0            |
| Statute Activity (DS) - repairs  | 10,89           | 0,05         | 0               | 0            |
| Fund of Financial Help (f.p.mat.) - repairs  | 88,94           | 0,45         | 0               | 0            |
| Own Research (BW) - repairs  | 3,82            | 0,02         | 0               | 0            |
| <b>Total Revenues</b>  | <b>19868,99</b> | <b>100,0</b> | <b>35043,74</b> | <b>100,0</b> |

<sup>1</sup> In 2004 this ministry was called MENiS.

Source: Own table based on information from: Sprawozdanie roczne (2004: 128-130); Sprawozdanie roczne (2005: 152-153).

The biggest share of costs that is bolded in the table has the main donor to the whole university and that is the state budget: Ministry of Education and State Committee for Scientific Research. In case of donations from KBN in both years it funded building of the Faculty of Biology, Geography and Oceanology (the same investment in both years), at the same time MEN is funding the main library building and in 2005 also the Conference Center.

### **Workplace Social Fund Expenditures**

As mentioned in point 4.1 the university puts away part of the planned salaries into the special Social Fund account. Each year more than 6000 employees (more specified data is not available) and their children benefit from it. Detailed targets of the money are shown in Table 16.

**Table 16: Settlement of the Workplace Social Fund 2003, 2004-05, in thousands PLN (3,8PLN = 1 Euro)**

| Specification  | 2003    |                  | 2004    |                  | 2005    |                  |
|--|---------|------------------|---------|------------------|---------|------------------|
|  | total   | No. <sup>1</sup> | total   | No. <sup>1</sup> | total   | No. <sup>1</sup> |
| Opening balance  | 7595,26 |                  |         |                  |         |                  |
| Plan   | 7047,06 |                  | 8766,57 |                  | 17466,7 |                  |
| Realization  | 7194,57 |                  | 7118,41 |                  | 9737,8  |                  |
| Chance benefits realization  | 401,12  | 448              | 429,22  | 453              | 682,6   | 542              |
| Tax from benefits realization  | 96,4    | 121              | 124,08  | 148              | 222,3   | 191              |
| Co-financing of holidays(including children's holidays until age of 18, children of the employees) | 3457,72 | 3703             | 3390,45 | 2458             | 6176,2  | 3913             |
| Holiday resort in Laczyn - realization   | 0       |                  | 137,26  | 486              | 121,9   | 522              |
| Reserves - realization   | 0       |                  | 0       |                  | 7332    |                  |
| Remission of the housing loans and others - realization  | 16,54   | 4                | 14,21   | 4                | 27,8    |                  |
| Housing loans - realization  | 3222,8  | 374              | 3023,19 | 341              | 2515,3  | 308              |

<sup>1</sup> Number of people taking advantage of attributed position in specification.

Source: Sprawozdanie roczne (2003: 27); Sprawozdanie roczne (2004: 132); Sprawozdanie roczne (2005: 155).

The Fund grows every year and is not fully consumed, so in the next years there are more donation possibilities. Each year more employees spend holidays in Laczyn resort, however number of children using that fund diminished (it might be caused by the fact that Poland has one of the lowest birth rate among EU countries – for the past few years below the mortality rate).

## 5. CONCLUSIONS

The participation of women in science is higher in Poland than EU average. The country statistics are similar to the University of Gdansk - data presented in the first chapter of this report. The number of women completing BA and MA courses definitely surpasses men. However – not many of them decide to continue the scientific career (hence the widening “success scissors”). Finally – only 10,5% of full professors are women. Taking into account the relations of power – since 1970s when the University of Gdansk was established – there has never been any female Rector (the highest position at the University). This and last 4-years term one vice-Rector was a woman (out of 4) and 1 Dean (out of 7). It can be noticed that the lower the position and payment the more women are employed. The role of this report is to question the theory of non-discriminatory system that is preached all the time by scientific and administrative staff when position of women is described. It is needed to encourage women to continue their fulfilment in science – for this sake it would be reasonable to create e.g. stipends for women, institutions for promoting women or commission of equal status. However this is generally considered not necessary in Poland (see point 5.2.). Still in some fields gender – disaggregated data is not available (like incomes of women and men at the UG), projects are not evaluated from the gender perspective (there is no such criteria in granting research projects) and equal opportunity approach itself seems not to be priority at all.

Summing up briefly chapter 2 describes the legal framework against discrimination, however what needs to be underlined – there are no instruments and equal opportunities policies implemented at the University of Gdansk (as well as at the other polish Universities). The only affirmative actions come from the European Union side by offering programs addressed directly to women in science. At the same time a group of young feminists and students has created the Scientific Group of Gender Studies that is visible at the University through its feminist actions and events. This Group can start grassroots actions to change the scientific circles (especially among women) attitudes towards equality and introduce new solutions.

Financing and budgeting regulations of the university presented in chapter 3 and allocation shown in chapter 4 are all subordinated to the Ministry’s ordinances and Acts. Money is divided to faculties according to algorithms and principles of the financial economy of the University. As a matter of fact – the faculties with the lower cost-absorptive ratios (that means – getting less money for their activities) are the “feminine” faculties (like humanities). The majority of University’s revenues are consumed by remuneration costs, however as mentioned above the gender-disaggregated data in this field are not available. For the real gender budgeting analysis it would be helpful to have defined strategy and priorities of the University of Gdansk and among them – gender equality. If so – the budgetary resources could be assessed for its realization. Unfortunately the University of Gdansk has no strategy defined and no focus on the promotion of women.

### 5.1 Transparency and level of participation

Taking into account that at the initial point of this study the Network of East – West Women has received the permission to gather information about the University’s financial management only on a very “general” level – we can conclude that still there is a lack of financial transparency. It may be caused by management mistakes at the University during the last few years. It can also be caused by not well-operating control and financial system of the University.

However the level of involvement was high. The administrative workers differed in their opinions and attitudes to the topic (very often repeating that discrimination at the University doesn't exist, there were no complaints), but were very helpful. They had always answered the questions and shared the materials about University (on a very general level), the only obstacle was – the long, very long waiting period – for data and tables.

The last important issue that has to be mentioned is the ongoing change - soon implemented in the public university's budgets (described in last paragraph of 3<sup>rd</sup> chapter). The new policy will focus on rewarding especially the most effective and productive academies – instead of big ones. This fact has increased the stress level of the administration of the University and sometimes the interviewed persons would claim that they cannot say anything because they don't know how changes will influence the University.

## **5.2 Gender Equality in question**

The equality in remuneration and all the social issues shouldn't be underestimated. Some of the rules come from the socialism and they are still there. However the research money is at the disposal of a Vice-rector for Scientific Matters and it's up to him who should be rewarded.

Most probably there is no direct pervasive women's rights violation, however some acts of discrimination were noted. Some female professors complain that they are neglected in a group of professors – their opinions are not taken as seriously as those of male professors. This causes discomfort of discriminatory nature.

However – the widening “success” scissors shows that it is much harder for a woman to achieve the professor's title than for a man. So the question arises – why there is no equality policy? Why there is no unit responsible for the promotion of women in science?

From the political point of view basically two extreme models are promoted. First the nationalists who are currently at the power promote the model of a “Polish mother”. Next media advertise a commercial model of the “success woman”. Most of Polish women's aspirations lie in between.

“Polish mother” model suggest that the word “woman” is not applicable any more. It is only family that matters. That implies that scientific career is for men only. For women the government sees the place at home (not at the University), those women take away working places from men. Automatically the only help women can get is the “family issues help” not career – oriented. So following this rationale special bodies for the equal treatment shouldn't be created, because women don't need them. That's the official government explanation.

“Success women” model is based on the assumption that women are so strong that they don't need any help. Very often those “success women” are saying – if I could do it – the others can too. There is no reflection on how difficult it was and how much sacrifice it required. Finally – there is no women's solidarity – very few want to fight for all.

However, average women are in between those two extremes and more and more often are wondering how the injustices they experience can be overcome and what should be changed. The best solutions concerning creation of the effective institutions from German and Austrian perspective (WP 8 – German and Austrian reports) can be implemented in Poland.

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### **Abbreviations**

|                  |   |
|------------------|---|
| NSZZ Solidarnosc | Niezalezny Samorządny Związek Zawodowy „Solidarnosc” (Independent Autonomous Trade Union „Solidarity) |
| UG               | University of Gdansk (Uniwersytet Gdanski)  |
| ZNP              | Związek Nauczycielstwa Polskiego (Union of the Polish Teachers)                                       |