The standard approach to regulating working hours rests on gendered assumptions about how paid and unpaid work ought to be divided. In this book Ania Zbyszewska takes a feminist, socio-legal approach to evaluate whether the contemporary European working-time regimes can support a more equal sharing of this work. Focusing on the legal and political developments surrounding the EU Working Time Directive and the reforms of Poland’s Labour Code, Zbyszewska reveals that both regimes retain this traditional gender bias and suggests the reasons for its persistence. She employs a wide range of data sources and uses the Polish case to assess the EU influence over national policy discourse and regulation, with the broader transnational policy trends also considered. This book combines legal analysis with social and political science concepts to highlight law’s constitutive role and relational dimensions, and to reflect on the relationship between discursive politics and legal action.

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GENDERING EUROPEAN WORKING TIME REGIMES

The Working Time Directive and the Case of Poland

ANIA ZBYSZEWSKA
To my parents, Bogumila and Bogdan;
and to their mothers.
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ABBREVIATIONS

AWS  Electoral Action Solidarity
CBOS  Public Opinion Research Centre
CEEP  European Centre of Employers and Enterprises Providing Public Services
CJEU  Court of Justice of the European Union
EC  European Communities
ECE  Eastern Central Europe
ECJ  European Court of Justice
EEC  European Economic Community
EES  European Employment Strategy
EESC  European Economic and Social Committee
ESF  European Social Fund
EIRO  European Industrial Relations Observatory
EIRR  European Industrial Relations Review
EMU  Economic and Monetary Union
ECSC  European Coal and Steel Community
ETUC  European Trade Union Congress
EPSU  European Federation of Public Service Unions
EU  European Union
EWL  European Women’s Lobby
GDP  Gross National Product
GIP  Central Workplace Inspection
GUS  Central Statistical Office
IMF  International Monetary Fund
KKP  Polish Employers’ Confederation; Employers of Poland
LPR  League of Polish Families
NSZZ  Independent Self-Governing Trade Union
OECD  Organization for Economic Cooperation and Development
OPZZ  All-Poland Alliance of Trade Unions
PiS  Law and Justice
PIP  National Workplace Inspection
PKPP  Confederation of Polish Private Employers ‘Lewiatan’
PLC  Polish Labour Code

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list of abbreviations

PO Civic Platform
PRL People’s Republic of Poland
PSL Peasant Party
RP Republic of Poland
SER Standard Employment Relationship
SME Small and Medium Enterprises
SLD Left Democratic Alliance
UNICE Union of Industrial and Employers’ Confederations of Europe
UP Union of Labour
UW Freedom Union

Note: Some abbreviations and acronyms have been left in Polish, with the nomenclature being translated into English.
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