



Seksja Analiz Demograficznych
Komitet Nauk Demograficznych PAN

17B/2007

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ISSN 1642 - 0101

**LEGAL REGULATIONS RELATED TO DEMOGRAPHIC EVENTS
AND PROCESSES:
SOCIAL POLICY PERTAINING TO CHILDREN AND FAMILY –
POLAND, SELECTED YEARS 1945-2006**

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**Working Paper is a new completed and updated version of Working Paper No 7
prepared for European Population Conference, Warsaw 2003.
Actual version of Working Paper (No 17) was presented on International Conference
of RECOWE Project in Warsaw, June 2007**

Zeszyt nr 17B. Sekcji Analiz Demograficznych.

Reviewer:

Tomasz Wardach

The Ministry of Labor and Social Policy

The Section of Demographic Analyses KND PAN

The Section of Demographic Analyses KND PAN¹ was established at the presidential meeting of the Committee of Demographic Sciences of the Polish Academy of Sciences on September 23, 1999. It is the third scientific section within the Committee of Demographic Sciences of the first branch of the Social Sciences of the Polish Academy of Sciences. The other two are the Section of Medical Demography and the Section of Historical Demography.

The main goal of the Section of Demographic Analyses is the organization of work meetings dedicated to the broad field of demographic analyses including the latest methods and techniques. These include the organization of research as well as analytical methods that seek to describe demographic events and processes and their causes and consequences. The basis of each method presented at the meetings of the Section of Demographic Analyses is the thorough literature-based description of the methods as well as a presentation of how theory was implemented using empirical data. The presentation of new methods demands detailed knowledge and a great amount of work on the part of the presenter. Often the dissemination and application of new methods will mean that the presenter has to acquaint him- or herself with the appropriate statistical computer software to carry out the analysis and run the proper models. This implies that the dissemination of information on computer programming and the organization of computing workshops is yet another mission of the Section of Demographic Analyses.

The integration of the demographic community and especially of its younger members around the broad subject of demographic analyses is of special importance to the organizers of the Section of Demographic Analyses. The meetings of the Section of Demographic Analyses can also be dedicated to the presentation of new analytical methods or applications which are the results of doctoral dissertations and habilitations which are in appropriate for presentation.

Two initiatives were taken at the inaugural meeting of the Section of Demographic Analysis on January 18, 2000:

1. all materials presented at the meetings of the Section of Demographic Analyses are to be in the form of "Scientific Proceedings of the Section of Demographic Analyses KND PAN". Each of them will concentrate on a particular topic. Attempts have been made to gain the formal permission to publish the proceedings in the form of working papers.
2. "Workshop on Demographic Analysis" should be organized each year or every two years as a joint project of the Section of Demographic Analyses KND PAN and the Institute of Statistics and Demography at SGH (Warsaw School of Economics).

The following Working Paper No.17 includes an overview of selected legal regulations divided into two parts and referring to: legal regulations related to demographic events and processes as well as to the regulation of selected benefits pertaining to children and family for the years 1945-2006. The illustration of the regulations between 1989 and 2006 is particularly detailed. The documentation is uniformly showing the date on which the regulation was passed in Parliament, the subject to regulation and the legal basis.

The first section includes a chronological listing of legal acts and their changes that regulate: marriage, the family, divorce, separation, abortion and sexual education. Further, the institutions of divorce and separation according to Polish Law are discussed.

¹ Committee of Demographic Sciences, Polish Academy of Sciences

In the second section the different benefits are divided into six distinct subgroups: insurance benefits pertaining to the family, non-insurance benefits pertaining to the family, maternity and child raising leaves, benefits from the alimony fund, family benefits from social assistance as well as other forms of help.

The current benefits pertaining to the family are of twofold character: insurance benefits (financed through insurance contributions) and non-insurance benefits (financed through the state budget). The maternity and care allowances, regulated through the law on monetary benefits from social assistance in the case of illness and maternity (Journal of Law 1999 No. 60, item 636 and changes), belong to the insurance-type benefits. Some of the non-insurance benefits are: the family allowance, the care allowance, the child raising allowance, benefits from the alimony fund, benefits from social assistance such as: the one-time maternity allowance, the guaranteed temporary allowance, the permanent allowance as well as the monetary assistance for partial coverage of the living expenses on a foster child.

According to our knowledge we cover all categories of means pertaining to children and family that were and are currently available in Poland.

The first as well as the second section includes general commentaries on future perspectives of the latest changes. Proposed regulations of legal solutions which are currently debated in parliamentary commissions are discussed, e.g. The Bill of the Senate on the equal status of women and men (no. 1313), the Bill of the renewal of the family and guardianship code and some other changes (no. 1566), the Bill of the law on family benefits (no. 1555). The different bills can be found on the following web site: <http://ks.sejm.gov.pl> Finally, there is also a bibliography.

The proceedings of the Section of Demographic Analyses are prepared out of a personal initiative, the authors are responsible for the contents. Technical support connected to final editorial work is provided by Aneta Ptak-Chmielewska.

The following publication has been prepared in two versions: in Polish and in English. The authors hope, that the systematic collection of materials included in the Proceedings of the Section of Demographic Analyses No. 7 will be of use for researchers in Poland as well as abroad.

Hoping for further public awareness of the actions of the Section of Demographic Analyses KND PAN as well as for the form of documentation of the meetings as a series of the Section's Scientific Proceedings

The Head of the Section of Demographic Analyses

/ professor Ph.D. Ewa Fraczak, Prof. SGH /

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Part I. Demographic events and processes

1.1. Marriage and family

No.	Date	Subject to regulation	Legal basis
1.	1945/ 1946	<p>Unification of family law after WW II, basic rules of the Family and Guardianship Law:</p> <ul style="list-style-type: none"> a) Monogamy b) Secular marriage established at the registry office c) Equality of both marriage partners d) The death of a spouse is not the only way to end a marriage e) "Child's welfare" 	<ul style="list-style-type: none"> - Law regulating the status of the individual in the Civil Law - decree of August 29, 1945. (Journal of Law No.40, item 223) - Marriage Law – decree of September 25, 1945. (Journal of Law No. 48, item 270) - Family Law – decree of January 22, 1946. (Journal of Law No. 6, item 52) - Guardianship Law – decree of Mai 14, 1946. (Journal of Law No. 20, item 135) - Marriage Property Law – decree of Mai 14, 1946. (Journal of Law No. 31, item 196)
2.	1950	<p>Codification of family law:</p> <ul style="list-style-type: none"> a) Abolishment of differential legal treatment of children born within and outside marriage b) Rule of equal rights and obligations of married partners c) The adoption of children ceases to be in the form of a contract and is now based on a constitutional ruling of a court d) Common property becomes the usual legal form of property for married couples 	<ul style="list-style-type: none"> - Law of June 27, 1950. Family Code. (Journal of Law No. 34, item 308)
3.	1964	<ul style="list-style-type: none"> a) Change of the lower age limit for marriage. It is 18 for women and 21 for men (prior to 1964: 18 for both sexes). b) Those incapacitated cannot get married c) Introduction of a month-long period between the marriage at the registry office and a prior declaration of the partners that they are not aware of any circumstances which should prevent them from getting married. <p>Other small changes, but no big reforms</p>	<ul style="list-style-type: none"> - Law of February 25, 1964. Family and Guardianship Code. (Journal of Law No. 9, item 59)
4.	1965	Law of November 12, 1965 – Private International Law	<ul style="list-style-type: none"> - (Journal of Law No. 46, item 190)
5.	1974	Law of July 18, 1974 about the establishment of an alimony fund.	<ul style="list-style-type: none"> - (Journal of Law 1991 No. 45, item 200)
6.	1975	<p>Amendments to the Family and Guardianship Code:</p> <p><u>Changes in art.</u> 8, 25, 41, 58, 59, 89, 109, 113, 118, 124, 146, 149</p> <p><u>Addition of art.</u> 112¹, 112², 124¹, 125¹,</p> <p><u>Cancellation of art.</u> 44</p> <p>The most important changes are concerned with the adoption of children (art. 114 – 127) – anonymous adoption cannot be dissolved; detailed descriptions of fostering, impossibility of forming it by parties.</p> <p>Changes pertaining to divorce:</p> <p>Regulation of the usage of a shared apartment after the end of marriage, possibility to divide common property during the divorce court ruling</p>	<ul style="list-style-type: none"> - Law of December 19, 1975 about changes in the law – Family and Guardianship Code. (Journal of Law No. 45, item 234)
7.	1982	Law of October 26, 1982 regulating the actions of minors.	<ul style="list-style-type: none"> - (Journal of Law No. 35 item 220)

8.	1986	<p>a) The records of the registry office are the exclusive proof of the events documented in them</p> <p>b) Other decisions:</p> <ul style="list-style-type: none"> - introduction of records of the registry office - administration of the records of the registry office - giving out of record copies and certificates - correction of the above documents 	- Law of September 29, 1986 – law on records of the civil registry office, (Journal of Law No. 36, item 180)
9.	1990	Law of November 29, 1990 on social assistance	- (Journal of Law 1998 No. 64 item 414)
10.	1991	Law of September 7, 1991 about the educational system and other acts based on this law	- (Journal of Law No. 95, item 425)
11.	1995	Reform with regard to the adoption of children	- Law of Mai 26, 1995 about changes in the Family and Guardianship Code. (Journal of Law No. 83, item 417)
12.	1998	<p>The following obligations from art. 10, law 6 of the Concordat realised:</p> <p>a) there are two equal ways to get married:</p> <ol style="list-style-type: none"> 1) Secular marriage established at the registry office 2) through a priest, simultaneously making it also legal in the sense of the Polish Law <p>b) Change in the lower limit of age at marriage (18 for both sexes, the woman can be 16 in special cases)</p> <p>c) Defects in the statement of willingness to marry are included into matrimonial difficulties which allow an annulment of marriage</p> <p>d) change of law concerning the last name of the partners (art. 25 of the Family and Guardianship Code - § 1 states that choice of the last name depends on what the partners applied for at the registry office, however § 3 states that if no application has been filed both partners keep their current last name.)</p>	- Law of July 24, 1998 about changes in the Family and Guardianship Code, Code of Civil Action, the Law of Acts of Civil Status, Laws on the Relationship between the Catholic Church and the State in Poland as well as some other laws. (Journal of Law No. 117, item 757)
13.	1999	Separation is institutionalised in the Family and Guardianship Code	- Law of Mai 21, 1999 about changes in the Family and Guardianship Code, the Civil Code and some other laws. (Journal of Law No. 52, item 532)
14.	2000	Innovations concerning parental powers including the possibility of control through a court as well as the removal of those powers if good intentions toward the child are in doubt.	- Law of December 21, 2000 about changes in the Family and Guardianship Code as well as the laws of the Civil Procedure Code. (Journal of Law No. 122, item 1322)
15.	2001	Amendment to § 1 of the Family and Guardianship Code: A man and a woman who are Polish citizens living abroad can get married in front of a consul or another authorised person.	- Law of July 27, 2001. (Journal of Law No.128, item 1403)
16.	2003	The Constitutional Tribunal in his ruling on April 28, 2003 accepted that art. 84 of the Family and Guardianship Code contradicts art. 45 law 1 and art. 77 law 2 as well as art. 72 law 1 sentence 1 in connection with art. 31 law 3 of the Constitution since it excludes the right of a biological father to establish fatherhood.	- (Journal of Law No. 83, item 772)
17.	2004	Change in the way how common property is treated. A spouse is not fully responsible for the liabilities of a wife/husband. A father may ask a court to establish his fatherhood.	- (Journal of Law No. 163, item 1691)

1.2. Divorce and separation

No.	Date	Subject to regulation	Legal basis
1.	1946	Legal dissolution of marriage becomes possible in Poland on January 1, 1946, being in force until 1950, when the Act is amended.	<ul style="list-style-type: none"> - Law regulating the status of the individual in the Civil Law – decree of August, 29, 1945. (Journal of Law No. 40, item 223) - Marriage Law – decree of September 25, 1946. (Journal of Law No. 48, item 270) - Family Law - decree of January 22, 1946. (Journal of Law no. 6, item 52) - Guardianship Law – decree of Mai 14, 1946. (Journal of Law No. 20, item 135) - Marriage Asset Law – decree of Mai 14, 1946. (Journal of Law No. 31, item 196)
2.	1974	The alimony fund is introduced as an important part of social assistance, it is administered by the national Social Insurance Agency. In case alimony payments cannot be enforced the person gets them from the fund. Still, the supporting party is obliged to pay and the recovered sums are paid back into the fund.	<ul style="list-style-type: none"> - Law of July 18, 1974 about the alimony fund. (Journal of Law 1991, No. 45, item 200)
3.	1975	Regulation about the use of an apartment after a marriage has ceased to exist, possibility to let the court rule about how to divide the assets.	<ul style="list-style-type: none"> - Law of December 19, 1975 about changes in the Family and Guardianship Code. (Journal of Law No. 45, item 234)
4.	1999	Separation is institutionalised in the Family and Guardianship Code	<ul style="list-style-type: none"> - Law of Mai 21, 1999 about changes in the Family and Guardianship Code, the Civil Code and some other laws. (Journal of Law No. 52, item 532)

1.2.1. Divorce regulations

1. Divorce is the dissolution of marriage by a court ruling upon request of either one, or both married parties.

2.

a) Conditions for Divorce

A positive condition for divorce is a total and permanent division of marital affairs. Negative prerequisites (whose occurrence does not allow the announcement of divorce) are:

if due to the divorce a situation arises through which the welfare of shared minor children might suffer

if the announcement of divorce is contrary to the good practice of social life

divorce is further not permitted if it is solely the party who is to be blamed for the divorce who wants the divorce, unless the other involved also agrees to divorce or if his or her disagreement to divorce is contrary to the arrangements in social life. (Rule of recrimination, art. 56 § 3 of the Family and Guardianship Code)

b) Consequences of announcing Divorce

The announcement of divorce causes the dissolution of marriage and the separation of common property. When announcing divorce the court also states if and which of the parties involved is to be blamed for the end of all marital affairs. If requested by the parties the court can also refrain from announcing who is to blame. The court also takes decisions regarding who gets the custody for shared minor children, alimony payments and the rights to use of the formerly shared apartment.

The court can also rule as to how an apartment is to be divided between the two parties or can give it to one of the involved if the other party agrees to vacate the apartment without the supply of another locality. According to the desire of one of the parties, during the announcement of the divorce, the court can also rule on how common property is to be divided between the parties if it does not considerably slow down the ruling procedure. Finally, the court can also rule for one of the parties to receive monetary assets from the other in order to cover the costs of living. (according to art. 60 of the Family and Guardianship Code).

In spite of the divorce, the two parties keep the surname they got after getting married. However it is possible to get back the surname kept before the marriage but not later than 3 months after the divorce.

1.2.2. Separation regulations

1. After World War II the separation of husband and wife was an institutionalised matter written into law in a decree on 09/25/45 – marriage law (Journal of Law No. 48, item 270). However, shortly thereafter the concept was removed from Polish Law and neither the Family Code of 1950 nor the Family and Guardianship Code of 1964 included any laws relating to separation. Attempts to include Separation into the Polish Family and Guardianship Law were made in the beginning of the 1990s. However, the bill was rejected by the Polish Parliament pointing to the low usefulness of such an institution. Further the Parliament accused those involved in the project of attempting to “smuggle” into the family law something that was not ideologically justified, fearing that divorce would now be replaced by separation. Finally in 1999 the Family Code was updated in such a way as to include Section V “Separation” in Title I.

2.

a) Conditions for Separation

A positive condition to the announcement of separation is a total (but not necessarily permanent) division of marital affairs. Negative conditions (whose occurrence does not allow the announcement of separation) are the protection of welfare of shared minor children and also the case if the announcement of separation is contrary to the good practice of social life. With separation (as opposed to divorce) the principle of recrimination does not apply (art. 56 § 3. Family and Guardianship Code).

b) Announcing Separation

When announcing separation the court applies art. 57 and 58 of the Polish Family Code concerning divorce (parts concerning blame, taking care of underage shared children, ways to use the formerly shared apartment, the possible division of assets).

The court will not rule on who is to blame for separation if:

- 1) the ruling about separation is in accordance with both partners
- 2) the ruling about separation is based on the wish of one of the parties involved but both parties have asked the court not to rule on this subject

c) Consequences of announcing Separation

The announcement of separation has the same consequences as the announcement of divorce unless stated otherwise by the law:

the separation of assets is established, the decision of who is to care for underage shared children is taken, the partner who is making the union unacceptable leaves the apartment upon the request of the other,

if a child is born later than 300 days after the announcement of the separation the assumption cannot be applied that it is fathered by the mother’s husband,

the possibility to claim alimony based on art. 60 of the Family and Guardianship Code (disregarding § 3 of this law), is based on not having to continue a shared life, the lack of obligation of fidelity,

the impossibility of inheriting assets from the partner by the other party remaining in separation.

there is no possibility of forming a new marriage, the court may force one of the parties to help the other if justice is done in this way.

d) Cancellation of Separation

Art. 61⁶ § 1.: “On demand of both partners the court pronounces the separation as cancelled.”

Art. 61⁶ § 3.: “When cancelling separation the court also rules on the joint custody of shared underage children. On demand of both partners the court also rules on maintaining the division of assets.”

1.3. Abortion, sexual education

No.	Date	Subject to regulation	Legal basis
1.	1956	<p>I. Abortion was legalised by an Act of Parliament in three cases:</p> <ol style="list-style-type: none"> 1. when abortion was advisable due to medical reasons, 2. if difficult living conditions of the pregnant woman were present, 3. if the pregnancy was suspected to be a result of crime, rape. <p>II. Laws from 1932 which made abortion a crime were abolished</p>	<p>- Law of May 8, 1956 regulating the conditions of abortion. (Journal of Law No. 12, item 61)</p>
2.	1993	<ol style="list-style-type: none"> a) Abolishment of the law of April 27, 1956 about the conditions for a legal abortion, (Journal of Law 1956 No. 12, item 61) b) Schools introduced a program about human sexual life, about the basics of conscious and responsible parenthood, about family values, about methods of conscious procreation c) Art. 149a was added to the Penal Code giving the following reasons for legal abortion/the lack of prosecution when exercised by a medical doctor in a public health care facility: <ol style="list-style-type: none"> 1) the pregnancy constitutes a danger for the life or a severe danger for the health of the pregnant woman which was certified by two medical doctors other than the one inducing the abortion 2) if the unborn child died due to actions because the life or health of the mother was in danger and this can be confirmed by two medical doctors who were not involved in the procedure 3) If prenatal care has shown severe and incurable conditions of the unborn child, this being confirmed by two medical doctors who were not involved in the procedure of abortion 4) If there is the firm suspicion that the pregnancy is the result of a criminal act and this can be confirmed by the office of the State Attorney <p>In all remaining cases § 1 art. 149 intended a prison sentence of up to 2 years for every person who causes the death of an unborn child.</p>	<p>- Law on family planning, the protection of the human fetus and the conditions for induced abortion, (Journal of Law No. 17, item 78)</p>
3.	1996	<p>Art. 4a was added including a list of conditions which allowed a legal abortion:</p> <ol style="list-style-type: none"> 1) the pregnancy constitutes a danger for the life of the pregnant woman (no time limit) 2) prenatal care has shown that the child will be severely disabled without a chance of improving its health (time limit is set at the point at which the unborn child would be able to survive outside the mother's body) 3) the firm suspicion that the pregnancy is the result of a criminal act (until the 12th week of pregnancy) 4) the pregnant woman is in a difficult living condition or in an economically difficult situation 	<p>- Law of August 30, 1996 about the change of the Law on family planning, the protection of the human fetus and the conditions for induced abortion, (Journal of Law No. 66, item 139)</p>

		The subject "Knowledge of human sexual life" is introduced into the educational program	
4.	1997	Cancellation of art. 4a law 1 point 4 of the Law on family planning, the protection of the human fetus and the conditions for induced abortion allowing abortion in cases in which the woman is in a difficult living condition or in an economically difficult situation	- Information of the Constitutional Tribunal of December 18, 1997 about the cancellation of art. 1 point 2, art. 1 point 5, art. 2 point 2, art. 3 point 1, art. 3 point 4 of the Law on family planning, the protection of the human fetus and the conditions for induced abortion, as well as of other minor laws, (Journal of Law No. 157, item 1040)
5.	1999	Further changes in the programs of teaching sexual education (change in law 1 and 3 art.4 of the Law on family planning, the protection of the human fetus and the conditions for induced abortion, deletion of law 2 of the same article) The knowledge of human sexual education, of the basics of conscious and responsible parenthood, of family values, of prenatal life as well as of methods of conscious procreation are about to be passed by the responsible Minister of Education.	- (Journal of Law 1999 No. 5, item 32)

1.4. Other topics

Poland has signed the following international agreements pertaining to laws of family and care

No.	Year	Name of Agreement	No. in the Journal of Law
1.	1950	European Convention for the Protection of Human Rights and Fundamental Freedoms	- (Journal of Law 1993, No. 61, item 284)
2.	1966	International Pact on Economic and Political Rights	- (Journal of Law 1977, No. 38, item 167)
3.	1966	International Pact on Economic, Social and Cultural Rights	- (Journal of Law 1977, No. 38, item 169)
4.	1967	European Convention on the Adoption of Children	- (Journal of Law 1999, No. 99, item 1157)
5.	1975	European Convention on the Legal Status of Children Born Outside of Wedlock	- (Journal of Law 1999, No. 79, item 888)
6.	1979	Convention on the Abolishment of any Actions Discriminating Against Women	- (Journal of Law 1982, No. 10, item 71)
7.	1980	European Convention on Recognition and Enforcement of Decisions Concerning Custody of Children and on Restoration of Custody of Children	- (Journal of Law 1996, No. 131, item 134)
8.	1989	Convention on the Exercise of Children's Rights	- (Journal of Law 1991, No. 120, item 526)
9.	1993	Convention on the Protection of Children and on the Co-operation on International Adoption of Children	- (Journal of Law 2000, No. 39, item 448)
10.	2000	Additional Protocol to the Convention on Children's Rights: 1 st Protocol: situation of children in conflicts of war 2 nd Protocol: concerning the fight against the trading of children, child prostitution and child pornography	

Part II. Benefits regulated by social policy

2.1. Benefits pertaining to the family between 1945 and 1989 (maternity leave)

No.	Date	Type of benefit	Subject to regulation	Legal basis
1.	1924 1945	Maternity leave	Maternity leave and allowance were legally established in 1924. The Act differentiated leave duration and allowance amount according to the nature of a woman's job (manual/office worker). Office workers received their full pays for 12 weeks, while manual workers were provided a 'puerperal benefit' for 8 weeks. The latter came from social insurance. It equalled employee's remuneration only in some periods since 1945. The rights of office and manual workers were unified in 1972.	(Journal of Law 1924, No. 65, item 636) (Journal of Law 1933, No. 51, item 396)
2.	1946		By virtue of a Decree of 1946, female employees were provided, without any further conditions, a 'puerperal benefit', which equalled full remuneration for the period of the maternity leave which they spent outside an in-patient health care facility.	(Journal of Law 1946 No. 4, item 109)
3.	1948		By the virtue of a Decree of 1948, maternity benefit was extended from 8 to 12 weeks, which made the period of maternity leave and allowance last equally long.	(Journal of Law 1948 No. 27, item 183) (Journal of Law 1948 No. 27, item 182)
4.	1972		Maternity leave was extended with leave duration depending on birth order. The allowance equalled 100% of remuneration. Length of leave: 16 weeks after the birth of a first child, and 18 weeks after the birth of a second and subsequent child.	(Journal of Law 1972 No. 27, item 190)
5.	1974		In 1974 new regulations established the following rules: Length of leave: <ul style="list-style-type: none"> • 16 weeks after the birth of a first child; • 18 weeks after the birth of a second and all subsequent children; • 26 week in the case of a multiple birth. Amount of benefit – 100% of the employee's remuneration for the last three months prior to the leave. With the Labour Code coming into force, women enjoyed an allowance from social insurance (which meant that the office workers were no longer remunerated by their employers).	(Journal of Law 1974 No. 47, item 280) (Journal of Law 1974 No. 24, item 141)

2.2. Benefits pertaining to the family between 1945 – 1989 (child rising leave)

No.	Date	Type of benefit	Subject to regulation	Legal basis
1.	1968	Child raising leave	In 1968 a one-year-long unpaid child raising leave was introduced for working mothers with small children.	(The Polish Monitor 1968 No. 24, item 154)
2.	1972		In 1972 the unpaid leave was extended from 12 months to 3 years, allowing women the use of this facility till their children were 4 years old. During the leave, the female employee was guaranteed the family allowance and the right to use free medical services for her and the members of her family. The leave was included in the accrual of service necessary to become eligible for retirement and disability pensions. After the leave, the employee had the right to regain her job on the terms she had enjoyed before.	(Journal of Law 1972 No. 27, item 190)
3.	1975		Some new changes were introduced to the arrangements above. The leave could be extended by another three years, given that the child needed personal care provided by the mother due to his/her health status.	(Journal of Law 1975 No. 43, item 219)
4.	1981		The child rising allowance, introduced in 1981 was an insurance benefit of a new type, which could be used for 18 calendar months beginning with the day after maternity leave ended. The low income criterion was decisive in gaining the right to the allowance. The money was granted to women whose monthly income per family member did not exceed some limit. Regulations which set the criteria which qualified mothers to use the allowance, as well as the amounts paid were changed many times between 1981 and 1988. Major changes consisted of: - change in the income threshold which entitled to the allowance (the threshold was stated as a monthly amount), - amount of the child-raising allowance, counted proportionally to the lowest basic pay (during the years 1981-1987) or as an amount (in 1988). In the beginning, the money was paid for 18 months, and from 1982 – for 24 months, with the possibility to extend the period up to 36 months, if the child needed some special care due to poor health, or in case of a multiple birth, or in case of single parenthood. Single mothers were also allowed higher allowances. In 1989 it amounted to 25% of average remuneration.	(Journal of Law 1981 No. 19, item 97)

2.3. Benefits pertaining to the family between 1945 – 1989 (family allowance)

No.	Date	Type of benefit	Subject to regulation	Legal basis
1.	1947	Family allowance	The family allowance was introduced in 1947	(Journal of Law 1947 No. 66, item 413)
2.	1945 1994		The family allowance has been subjected to many changes before the onset of the socio-political transition as well as during the transition. The changes mostly pertained to the rules according to which the allowance is granted and to the group of people entitled to it. The changes were introduced during the first reform of the social insurance system when the Family Allowance Fund was established. (Journal of Law 1947 No. 66, item 414) Since then the allowance is progressively increasing with the number of children. Those entitled were employees with children up to 16 years of age or 24 years of age if the children were still in education. The next changes were implemented in 1948. They were published in the form of different Ministerial Decrees. ²	

² More about this specific topic can be found in: B. Balcerzak-Paradowska, (1995) and J. Jonczyk, (2003)

2.4. Benefits pertaining to the family between 1945 – 1989 (birth allowance)

No.	Date	Type of benefit	Subject to regulation	Legal basis
1.	1974	Birth allowance	In 1974 a birth allowance was introduced. It was granted to every female employee or unemployed wife of a worker, if they were living in a single household. It was also granted to a female employee if she took in a child below 1 year of age and she used the maternity leave. The birth allowance was three times the amount of the monthly family allowance allotted for a given child. Since 1983 the sum was twice the amount of the family allowance.	(Journal of Law 1974 No. 47, item 280)
2.	1978		In 1978 a uniform single birth allowance was introduced. It was granted to all citizens, independently of their employment status. In this way some women profited from two benefits. The allowance stopped existing in 1988 and hence, the duplication of benefits from the Budget was abolished.	(The Polish Monitor 1978 No. 15, item 49)

2.5. Insurance benefits pertaining to the family

No.	Date	Subject to regulation	Legal basis
1.	1990	<p>As of 01.01.1990 maternity, child care, birth and child raising allowances were regulated in the law of December 17, 1974 about monetary benefits from the social insurance in case of illness and maternity. (Journal of Law 1983 No. 30, item 143 and changes)</p> <p><u>Birth allowance:</u> Regulated in chapter 5 of the law, art. 30-31. A female worker was eligible to this one-time payment in the following cases:</p> <ol style="list-style-type: none"> 1) in case of birth or the taking in of a child if the woman simultaneously took advantage of maternity leave 2) in case of birth or the taking in of a child if the woman has also gone to court requesting adoption of the child 3) in case of birth which took place after the woman quit her present employment if the signing of the cancellation contract took place during pregnancy, if it took place because the employing company ceased to exist or if the procedures were not according to the law and the woman was eligible for compensation 4) in case of birth by a non-employed wife of a worker who is still married to him <p>The amount of the birth allowance was twice the amount of the family allowance which a newly born child was entitled to, but never less than 2500 Polish Zloty. In case of a multiple birth the birth allowance applied to each child born. The Minister of Labour and Social Policy was entitled to increase the amount of the birth allowance over time, however he never did. Persons entitled to the birth allowance were not entitled to a one-time birth benefit paid as a social security benefit.</p> <p><u>Maternity allowance:</u> Regulated in chapter 6 of the law, art. 32-34. A female worker was eligible in the following cases:</p> <ol style="list-style-type: none"> 1) in the case of a birth or the taking in of a child if the worker was entitled to maternity leave. In this case the benefit was paid for the duration of the maternity leave. 2) in case of birth or the taking in of a child if the woman has also gone to court requesting adoption of the child, during the time of unpaid leave taken for the care of small children. 3) in case of birth which took place after the woman quit her present employment if the signing of the cancellation contract taking place during pregnancy, happened because the employing company ceased to exist or if the procedures were not according to the law and the woman was eligible for compensation <p>In cases 2) and 3) a women was entitled to maternity allowance for the time which corresponded to maternity leave.</p> <ol style="list-style-type: none"> 4) in case that the worker's contract was cancelled during pregnancy because the employing company ceased to exist with the woman not being compensated with a new place of work. Then the woman was entitled to an allowance until the day of birth which was equal to the maternity allowance <p>The maternity allowance was equal to a 100% of earnings. It was based on the average earnings of the past three months before the entitlement arose. (It excluded benefits and perks.)</p>	<p>Law of December 17, 1974 about monetary benefits from the social insurance in case of illness and maternity. (Journal of Law 1983 No. 30, item 143 and changes)</p>

³ As of the introduction of the law on *old age pensions from the Social Insurance Fund on December 17, 1998 (Journal of Law 1998, No. 162, item 1118)*, the child raising allowance lost its insurance character and became part of the non-insurance system of benefits pertaining to the family.

		<p><u>Child care allowance:</u> Regulated in chapter 7 of the law, art. 35-40. A worker was entitled to this allowance being on leave from work for the following reasons:</p> <ol style="list-style-type: none"> 1) to care for a child up to the age of eight if the nursery, kindergarden or school the child was attending had to suddenly close 2) to care for a sick child up to the age of 14 3) to care for a sick family member other than a child <p>In cases 1) and 2) the length of care could take up to 60 days in a calendar year, in case 3) 14 days within a calendar year. It was the mother who was entitled to the benefit, while the father could replace her when she was away from the place of residence or otherwise unable to provide the care due to sickness or giving birth. The benefit could not be received if there were other individuals within the household who could provide the care necessary. However, this did not apply if the care was needed for a sick child two years or younger.</p> <p>The child care allowance was equal to a 100% of earnings. It was based on the average earnings of the past three months before the entitlement arose.</p> <p><u>Child raising allowance:</u> Regulated in chapter 7a of the law above. This allowance was supposed to be given to workers making use of child raising leave. The Council of Ministers was to specify the details and the amount of the benefit. (The according law was only introduced on 28.05.1996, Journal of Law 1996, No. 60 item 277)³</p>	
2.	1991	The way of calculating the birth allowance was changed. It was now 12% of the average wage of the last 3 months which was also announced for the calculation of retirement and disability pensions.	Law about the recalculation of retirement and disability pensions and other minor legal changes. October 17, 1991. (Journal of Law 1991 No. 104, item 450)
3.	1995	<ol style="list-style-type: none"> 1) A female worker was entitled to the birth allowance/ maternity allowance after the birth of a child while taking child raising leave. The entitlement continued even if the worker ceased to be employed by the company because of its bankruptcy. 2) The amount of the birth allowance was equal to 15% of the average wage of the last three months. 3) The amount of the maternity allowance was equal to 100% of the average wage of the past six months. 4) Art. 36 was abolished which stated that only the mother can be awarded a child care allowance 5) The amount of the child care allowance was equal to 80% of the average wage of the past six months. 6) Modification of art. 40 concerning the loss of the child raising allowance if the leave was used for other purposes than child care. 	Law about the change of the law on monetary benefits from the social insurance fund in the case of illness and maternity as well as changes in the Labour Code of February 3, 1995. (Journal of Law 1995 No. 16, item 77)
4.	1996	<p>A female worker was entitled to a child raising allowance if she had been previously employed for at least 6 months within the past 24 months, up to the child's 4th birthday. (within a time of 36 months if the mother was taking care of more than one child after a multiple birth or if she was a single mother, within a time of 72 months if the mother was taking care of a child who was mentally or physically challenged)</p> <p>There was also an entitlement to the benefit if the income per family member did not exceed 25% of the monthly wage during the past calendar year. There was no entitlement to the allowance if the child raising leave was shorter than three months, the child was attending a nursery, a kindergarden or any other care facility, if the mother was not taking care of the child or if she took up work.</p> <p>In the beginning the benefit was equal to 179.90 Polish Zloty (286,10 Polish Zloty for a single mother)</p>	Enactment of Mai 28, 1996. (Journal of Law 1996 No. 60, item 277)

5.	1998	The part concerning the child raising allowance of Chapter 7a of the Law on monetary benefits from the social insurance fund in the case of illness and maternity was abolished.	Law on retirement and disability pensions stemming from the Social Insurance Fund of December 17, 1998. (Journal of Law 1998 No. 162, item 1118)
6.	1999	<p><u>Birth allowance:</u> According to the new law the birth, maternity and childcare allowances are not dependent on the status of a worker anymore. The law is now formulated in terms of the insured. An insured woman was entitled to the birth allowance regulated in Chapter 5, Art. 27 and 28 in the following cases: The birth of a child while having health insurance or being on child raising leave The birth of a child after ceasing to be covered by health insurance if the coverage stopped during pregnancy due to bankruptcy of the employer or dealings which were contrary to the law and confirmed by the court. If the insured took on a child while simultaneously applying for its adoption or for it to become a foster child. If the mother wasn't entitled to the benefit according to the regulations, but the father of the child was, or in case of the mother's death during birth the allowance was granted to the father The benefit was equal to 20% of the average monthly wage. The amount was calculated on a monthly basis based on the third month of a quarter for a period of three months, on the basis of the average wage of the past quarter which was calculated for the purposes of retirement and disability pension entitlements. After a multiple birth each child would get its own benefit.</p> <p><u>Maternity allowance:</u> The maternity allowance is regulated by Chapter 6, Art. 29-31 of the law. An insured woman was entitled to the allowance if the following events happened while she was covered by health insurance or on child raising leave: The birth of a child Taking in of a child up to the age of 1 while simultaneously applying for its adoption in court. Taking in of a child up to the age of 1 making it a foster child In cases 2) and 3) it was also the male insured who was entitled to the allowance The birth of a child after ceasing to be covered by health insurance if the coverage stopped during pregnancy due to bankruptcy of the employer or dealings which were contrary to the law. If the woman was only temporarily employed with her contract being prolonged until the day of giving birth. If the woman was a worker who ceased to work for the company during her pregnancy because of the bankruptcy of the firm and was not compensated by a new type of employment she was entitled to an allowance equal to the maternity allowance until the day of giving birth. It was equal to 100% of the basis for insurance contributions. In case of death of the mother while giving birth or the mother abandoning the child after birth the father would become eligible for the benefit.</p> <p><u>Child care allowance:</u> The child care allowance is regulated by Chapter 7, Art. 32-35 of the law. The insured worker was entitled to the benefit in the following cases of having to care for: a child up to the age of 8 in the case of an unexpected closure of the nursery, kindergarden or school the child attended; in the case of illness or giving birth of an insured spouse who usually takes care of the child, if the situation does not allow this person to care for the child, or if the</p>	Law on monetary benefits from the social insurance fund in the case of illness and maternity of June 25, 1999. (Journal of Law No. 60, item 636)

		<p>person primarily responsible for care is in hospital. A sick child up to the age of 14 Any other sick member of the family In cases 1) and 2) the length of care could be up to 60 days during a calendar year, in case 3) up to 14 days in a calendar year. One was not entitled to the allowance if there were other family members who could provide the necessary care. This did not apply to care for a sick child up to the age of two. The allowance was equal to 80% of the basis for insurance contributions. In chapters 8 and 9 of the law the “basis for insurance contributions” was defined as follows: a) For the insured worker the “basis for insurance contributions” equals the average earnings of the past six months prior to the month in which the benefit is drawn on (12 months if the remuneration is subject to fluctuations due to the kind of the work). b) For the insured who is not a worker the “basis for insurance contributions” are the earnings during the 12 months prior to the month in which the benefit is drawn on.</p>	
7.	1999	The amount of birth allowance was to be announced by the director of the Social Insurance Agency and communicated through the Office Journal of the Republic of Poland – Monitor Polski - within the first 14 working days of each quarter.	Law of December 12, 1999 about the change in law of social insurance system and other minor changes. (Journal of Law 1999 No. 110, item 1256)
8.	2000	The childcare allowance was to be granted to those insured persons who were covered by mandatory health insurance, and no as before to those who were insured workers.	Law of Mai 11, 2000 about the change in law of monetary benefits from the social insurance fund in case of illness and maternity. (Journal of Law 2000 No. 53, item 633)
9.	2001	Persons taking on a foster child up to the age of 1 to care for it during a limited time in case of an emergency are no longer entitled to a maternity allowance. If the insured mother of a child has decided to shorten the time of receiving her maternity allowance after having received it for at least 16 weeks the insured father of the child becomes eligible if he is simultaneously taking parental leave or has discontinued his work in order to take care of the child.	Law of August 24, 2001 about the change in law of the Labour Code as well as the law on monetary benefits from the social insurance fund in case of illness and maternity. (Journal of Law 2001 No. 99, item 1075)
10.	2001	Abolishment of Chapter 5 of the law, meaning the abolishment of the birth allowance as of January 15, 2002.	Law of December 17, 2001 about the change in law of the alimony fund, the law on family allowances, child care and child raising allowances and the law on monetary benefits from the social insurance fund in case of illness and maternity. (Journal of Law 2001 No. 99, item 1791)
11.	2002	An insured father has the right to “take over” the mother’s entitlement to the maternity allowance if the mother shortened her time receiving the allowance after having taking it for at least 14 weeks. (previously 16 weeks; → see Journal of Law 2001, No. 99, item 1075)	Law of October 30, 2002 about social insurance in case of accidents at work and illnesses due to the profession. (Journal of Law 2002 No. 199, item 1673)

2.6. Non-insurance benefits pertaining to the family

No.	Date	Subject to regulation	Legal basis
1.	1994	<p>This law regulated family and care allowances derogating the decree on family insurance from October 28, 1947. Journal of Law 1947, No. 66, item 414.</p> <p><u>Family allowance:</u> Entitled to it were Polish citizens residing in Poland as well as foreigners having permanent residence permits. They were entitled to the allowance if the monthly wage per member of the family of the eligible person was not higher than 50% of the average monthly wage (during two prior quarters) of the national economy announced for purposes of retirement and disability pension accrual. The family allowance could be received in case of at least one of the following:</p> <ol style="list-style-type: none"> 1) Having a child up to the age of 16 or if the child is up to 21 years old but still in education 2) If a spouse is taking care of a child who is entitled to a medical care allowance 3) If there is a spouse who is above the age of 60 for women and 65 for men. 4) If there is a spouse with a disability of the first or second degree. <p>There was no entitlement to the allowance for a child getting married (unless the marriage was formed between two people still in education), when the child is in any kind of an educational institution for which the parents do not have to pay, being in a school with full financial support (e.g. military school), being in a correctional facility. There was no entitlement to the allowance for a spouse who was living in a social care institution, a correctional facility, or one receiving monthly financial support which was equal to or higher than the lowest pension for a worker. A husband could not take the allowance his wife was entitled to and vice versa. In the beginning the amount of the benefit was equal to 21 Polish Zloty a month and was supposed to be subject to increases stated by the director of the Social Insurance Agency and published in the Office Journal of the Republic of Poland – Monitor Polski (M.P.).</p> <p><u>Care allowance:</u> Entitled to it were Polish citizens residing in Poland as well as foreigners having permanent residence permits if they were:</p> <ol style="list-style-type: none"> 1) A child up to the age of 16 and were certified by a public health care facility of being in need of permanent care by an outside person for the purpose of treatment and rehabilitation. (There was the possibility to prolong the benefits until the child turned 20) 2) Up to the age of 16 having a handicap of degree I or II with the handicap of the I degree occurring during an age when one is still eligible for family benefits. 3) A person of 75 years of age or older 4) A person who could be counted towards handicapped people of degree I <p>The amount of the benefit was 10% of the average monthly wage which constituted the basis for the last up to date calculation of retirement and disability pensions.</p>	<p>Law of December 1, 1994 about family and care allowances. (Journal of Law 1995 No. 4, item 17)</p>
2.	1995	<p>It was established that the amount of the care allowance would equal 10% of the average monthly income over the calendar quarter preceeding the last 1995 adjustment of retirement and disability pensions.</p>	<p>Law of September 29, 1995 about the rules to calculate retirement and disability pensions and the changes in some other laws. (Journal of Law 1995 No. 138, item 681)</p>

3.	1997	<ul style="list-style-type: none"> - The introduction of the possibility for a foreigner with refugee status to receive family and care allowances - The establishment of a new way of calculating the upper limit of income in order to become eligible for family allowance. One was entitled to the allowance if the monthly wage per member of the family of the eligible person was not higher than 50% of the average monthly wage (during the previous calendar year) of the national economy, announced for purposes of pension accrual. - The amount of family allowance was set to 29,10 Polish Zloty for a spouse and the first or second child, 36 Polish Zloty for the third child and 45 Polish Zloty for each subsequent child - The care allowance was paid for each child up to the age of 16 and also after this age until the completion of schooling or in the case of physical or mental disability, but never longer than the age of 24 (previously 20 years of age) - A single parent was entitled to the double amount of the family allowance if the child was entitled to receive the care allowance - Rules of disability based on “the legal regulation of pension entitlements of workers and their families” were replaced by those on “the legal regulation of employment and rehabilitation of disabled persons”. 	Law of June 27, 1997 about the change of law in the calculation of family and care allowances and the changes in some other laws. (Journal of Law 1997 No. 93, item 569)
4.	1998	The title of the law was changed to „about family, care and child raising allowances”. There was no entitlement to a medical care allowance if the child, due to disease, was staying at a care facility free of any charge. A new regulation of the child raising allowance was introduced in Chapter 2a which entitled those who were also eligible for child raising leave. The Council of Ministers was to establish the criteria and the amounts of the child raising benefit. ⁴	Law of December 17, 1998 about pensions from the Social Insurance Fund. (Journal of Law 1998 No. 162, item 1118)
5.	1999	Big parts of the regulations about child care allowances, previously in the law about monetary benefits from the social insurance in the case of illness or maternity, were transferred to the law on family, care and child raising allowances. Women entitled to child raising leave were also entitled to the child raising allowance, if the monthly wage per member of the family of the eligible person was not higher than 25% of the average monthly wage during the previous calendar year. The benefit amount was equal to 264 Polish Zloty monthly, and 421 Polish Zloty for a single mother or for the third and subsequent child.	Law of June 25, 1999 about monetary benefits from the social insurance in the case of illness and maternity. (Journal of Law 1999 No. 60, item 636)
6.	1999	The amount of the allowance was to be announced by the director of the Social Insurance Fund and published in the Office Journal of the Republic of Poland – Monitor Polski (M.P.).	Law of December 23, 2001 about a change of law of the system of social insurance and the changes in some other laws. (Journal of Law 1999 No. 110, item 1256)
7.	2000	Modification of the calculation of the average income per person in a family.	Law of November 9, 2000 about the change of law in income tax from individuals and the change in some other laws. (Journal of Law 2000 No. 104, item 1104)
8.	2001	Introduction of a rule that in the case of both parents taking child raising leave, the child raising allowance was only to be paid to one of the care givers.	Law of August 24, 2001 about a change in the Labour Code and the change in some other laws. (Journal of Law 2001 No. 128, item 1402)
9.	2001	The upper limit of income for benefit eligibility was determined for the	Law of December 17, 2001

⁴ The child raising allowance lost its insurance character and became a non-insurance benefit pertaining to the family, financed from the state budget (see footnote no. 6)

		<p>period 1.06.2002-31.05.2003. The following benefit amounts were determined: Family allowance:</p> <ul style="list-style-type: none"> - 41,20 Polish zloty per month for a spouse and a first child - 51 Polish zloty per month for a third child - 63,70 Polish zloty for each subsequent child <p>Care allowance:</p> <ul style="list-style-type: none"> - 308,80 Polish zloty per month - 491 Polish zloty per month for a single parent of a third or subsequent child, as well as for a single person who is raising a child 	<p>about the change of law of the alimony fund, of family allowances, care and child raising allowances and about benefits form the social insurance in the case of illness and maternity. (Journal of Law 2000 No. 154, item 1791)</p>
10.	2002 2003	<p>The period of receiving allowances was prolonged to 1.06.2002-31.05.2003 do 31.12.2003, while deciding not to increase the allowance amount in 2003. On 22.04.2002 the Director of the Social Insurance Agency determined in the Office Journal of the Republic of Poland – Monitor Polski (M.P.) M.P. 2002 r. No. 16, item 273 and M.P. 2002r. No. 16, item 274) the following benefit amounts: Family allowance :</p> <ol style="list-style-type: none"> 1) 42,50 Polish zloty for a spouse, the first and the second child 2) 52,60 Polish zloty for the third child 3) 65,70 Polish zloty for the fourth and each subsequent child <p>Care allowance:</p> <ol style="list-style-type: none"> 1) 318,10 Polish zloty for a married person 2) 505,8 Polish zloty for a single parent and also for persons raising a third or subsequent child <p>As of March 1, 2003 the care allowance equals to 141,70 Polish Zloty (Monitor Polski 2003 No. 10, item 154)</p>	<p>Law of April 9, 2003 about the change in law of family allowances, care and child raising allowances as well as changes in the alimony fund. (Journal of Law 2003, No. 83, item 759)</p>
11.	2004	<p>The system of family allowances, care allowances has been totally changed since 1 of May 2004 replacing existing allowances with the only allowance (family allowance) with additional benefits. The family allowance is paid to any family with the specified income per person. The allowance is paid per every child in a family. A family can also get a lot of additionals when fulfilling some set criteria. Additional benefits are paid to families in which:</p> <ul style="list-style-type: none"> - a parent resigns from work when being on parental leave; - a parent is a single parent; - a parent is a single parent, who is unemployed with no right to get any unemployment benefit; - on delivery of a child; - whenever a school year starts; - a child is disabled; - a child attends a school located outside a hometown. <p>Care allowances are paid regardless the income to every family taking care of a disabled person, whose disability makes it impossible to manage properly in everyday situations.</p>	<p>Law of November 28, 2003 about the change in law of family allowances, care and child raising allowances. (Journal of Law 2006, No. 139, item 992)</p>
12.	2005	<p>An allowance for a parent who is a single unemployed parent with no right to get any unemployment benefit was cancelled. A new allowance for families with many children was introduced.</p>	<p>(Journal of Law 2005, No. 86, item 732)</p>
13.	2005	<p>A new allowance has been introduced. After cancelling an alimony fund, an allowance became a kind of pre-payment for mothers, whose partners avoid paying alimonies for children. Obtaining such an allowance makes it still possible for a mother to execute the alimony from a father of a child.</p>	<p>(Journal of Law 2005, No. 86, item 732)</p>
14.	2006	<p>The allowance paid to mothers on delivery of a child was increased to 1000 Polish Zloty.</p>	<p>(Journal of Law 2005, No. 267, item 2260)</p>
15.	2006	<p>A new allowance on delivery of a child was introduced. The allowance is paid to every mother regardless the income of a family and the income per person. The local council can also introduce a local allowance on delivery of a child. The allowances are totally independent and can exist simultaneously.</p>	

2.7. Maternity and child raising leave

No.	Date	Subject to regulation	Legal basis
1.	1990	<p>1) In 1990 a female worker was entitled to the following periods of maternity leave: 16 weeks after the first birth 18 weeks after each subsequent birth or after the first birth if she had already adopted a child.</p> <p>In the case of a stillbirth or the child dying within 6 weeks after birth there was still an entitlement of 8 weeks of leave.</p> <p>At least 2 weeks of the maternity leave should be taken before the expected birth of the child and there should be at least 12 weeks after the birth in case of a total of 16 weeks, 14 weeks in case of a total of 18 weeks and 22 weeks in case of a total of 26 weeks.</p> <p>A female worker who had taken a child in and also simultaneously applied for its adoption was entitled to 14 weeks of maternity leave given that the child was younger than four months. If the child was between four and twelve months she was still entitled to four weeks of leave. During the maternity leave she was entitled to yet another allowance established according to separate laws. Further regulations forced the employer to allow the worker to take off time for necessary medical care. During pregnancy and during maternity leave the work contract with the woman could not be cancelled.</p> <p>2) On request the employer was to allow her to take unpaid leave in order to care for a child. Female workers as well as single fathers of children up to the age of 14 were further entitled to two days of paid leave. The Council of Ministers, after consulting the trade unions, was to establish the terms for unpaid leave and possible entitlements during this leave.</p>	Law of June 26, 1974. Labour Code, (Journal of Laws 1974 No. 24, item 141)
2.	1996	<p>This law was adjusting the laws of the Labour Code concerning the regulation of maternity and child raising leaves to the new situation arising after the socio-political changes of the late 1980s and the 1990s. The Council of Ministers was not obliged anymore to consult the unions when issuing new laws regulating child raising leave. The term “child raising leave” was officially introduced.</p> <p>Art. 189 was added according to which also the male worker was entitled to take child raising leave, however, if both parents are working only one of them can take the leave. A female worker could take maternity leave when taking a foster child.</p>	Law of February 2, 1996 about changes in the Labour Code and changes in some other laws. (Journal of Law 1996 No. 24 item 110)
3.	1996	<p>A female worker was entitled to child raising leave if she had been employed for 6 months or longer. The leave could last up to 3 years with the aim of personally taking care of a child. The child, however, could not be older than 4 years. The leave could be split up into up to 4 parts. A female worker, fulfilling the above conditions, not taking into account whether she had taken child raising leave before, could also make use of the leave for up to 3 years to care for a child up to 18 years of age if the child needed her personal car due to prolonged illness or disability.</p> <p>The worker had to apply for the leave in a written form. The employer was not able to cancel the worker’s employment contract between the day of her application for the leave and the last day of the leave. This was true unless there were some special circumstances like the bankruptcy of the company or the fault could be clearly attributed to the employee.</p>	Ruling by the Council of Ministers of Mai 28, 1996 in the case of child raising leave and allowance. (Journal of Law 1996 No. 60 item 277)
4.	1999	<p>Changes in the length of maternity leave. The female worker was entitled to maternity leave of 26 weeks after the birth of a first and each subsequent child. It was 39 weeks after each multiple birth. At least 4 weeks of the leave could be taken before the expected date of the birth. In the case of stillbirth or the child dying within 6 weeks after birth the worker was still entitled to 10 weeks of maternity leave.</p>	Law of November 19, 1999 about changes in the Labour Code. (Journal of Law 1999 No. 99, item 1152)

5.	2001	<p>The title of Section 8 regulating maternity and child raising leaves was changed from “protection of women’s work” to “protection of women’s and men’s work who are raising a child”.</p> <p>A female worker now had the possibility of applying to her employer to shorten her maternity leave and return to work earlier, but not before using at least 16 weeks of her maternity leave. In this case the male worker and father of the child could apply to the employer to take the remaining leave.</p> <p>A female worker who had taken in a child and had simultaneously applied for its adoption was also entitled to leave according to the terms of maternity leave for a maximal duration of 22 weeks, but for no longer than the child turning 1 year of age. She was entitled to up to 35 weeks of leave if taking in more than one child, but for no longer than each child turning 1 year of age.</p> <p>A female worker who took in a foster child for care in case of a family emergency was not entitled to maternity leave.</p>	<p>Law of April 25, 2001 about changes in the Labour Code. (Journal of Law 2001 No. 52, item 538)</p>
6.	2001	<p>A father wanting to make use of the remaining maternity leave left unused by the mother had to apply to his employer stating the dates of the planned leave. The date was to be right after the end of the mother’s leave. If this was not possible it was to be within 2 weeks of the employer receiving the father’s application.</p>	<p>Law of August 24, 2001 about changes in the Labour Code and the law on monetary benefits form the social insurance in the case of illness and maternity. (Journal of Law 2001 No. 99, item 1075)</p>
7.	2001	<p>The title of Section 8 of the Labour Code was changed again to “the entitlements of workers linked to parenthood”. A woman (the mother) and a man (the father) could both simultaneously take child raising leave for up to 3 months.</p>	<p>Law of August 24, 2001 about changes in the Labour Code and changes in some other laws. (Journal of Law 2001 No. 128, item 1405)</p>
8.	2001	<p>A “father-worker” raising a child now had the same entitlements as a “mother-worker” while on maternity leave. There were new rules for receiving maternity leave. A female worker was entitled to it for 16 weeks after the birth of a first child, 18 weeks after the second and each subsequent child or if she is taking care of an adopted child, 26 weeks in the case of a multiple birth. At least 2 week of the leave could be taken before the expected date of birth.</p> <p>In the case of a stillbirth or if the child died within 8 weeks after birth the worker was still entitled to up to 8 weeks of leave and no less than 7 days. In the case of the child’s death after its 8th week of live the worker kept her right to maternity leave for another 7 days after the death of the child. A worker who took in a child and simultaneously applied for its adoption had the right to up to 16 weeks of leave according to the terms of maternity leave.</p>	<p>Law of December 21, 2001 about changes in the Labour Code. (Journal of Law 2001 No. 154, item 1805)</p>
9.	2002	<p>A female worker entitled to child raising leave has the right to apply to her employer to decrease her working time to no less than 50% during the time she is entitled to the leave. Her employer is obliged to allow for such arrangements.</p>	<p>Law of July 26, 2002 about changes in the Labour Code and changes in some other laws. (Journal of Law 2002 No. 135, item 1146)</p>
10.	2006	<p>The maternity leave has been extended by 2 weeks to:</p> <ul style="list-style-type: none"> - 18 weeks after the first birth; - 20 weeks after each subsequent birth; - 28 weeks in case of twins or more children delivered at the same time. 	<p>Law of November 16, 2006 about changes in the Labour Code and changes in some other laws. (Journal of Law 2006 No. 221, item 1615)</p>

2.8. Benefits from the alimony fund

No.	Date	Subject to regulation	Legal basis
1.	1974	The alimony fund is an "important link within the social security system and within the development of social care." The fund was run by the Social Insurance Agency. Allowances from the fund were paid to families which could not enforce payment of alimony. The payment of alimonies from the Fund did not free those subject to pay alimony from their obligation. So, even though the Fund was paying the executor would be responsible for the money being paid back into the Fund by the prosecuted party.	Law of July 18, 1974 on the alimony fund. (Journal of Law 1991 No. 45, item 200)
2.	1982 1984 1987 1988	Changes in the law on the alimony fund	(Journal of Law 1982 No. 38, item 219) (Journal of Law 1984 No. 3, item 13) (Journal of Law 1987 No. 10, item 67) (Journal of Law 1988 No. 34, item 265)
3.	1989	The income criterion was abolished. The upper limit of the benefits to be paid from the fund was to equal 30% of an average monthly remuneration.	(Journal of Law 1989 No. 35, item 191)
4.	1990	The upper limit of the benefits to be paid from the fund was to equal 30% of an average monthly remuneration.	(Journal of Law 1990 No. 90, item 528)
5.	1999	A rule was introduced that benefits from the alimony fund were to be paid out if the average monthly income per family member did not exceed 60% of the average monthly income as announced by the Director of the Main Statistical Office for the purposes of calculating retirement and disability pensions. The upper limit of disbursed benefits was established for a time period of 12 months between June 1 and Mai 31 of each year. The benefits were paid for the same period of time.	Law of October 17, 1999 about the change of law on the alimony fund. (Journal of Law 1999 No. 90, item 1000)
6.	2001	In the period between June 1, 2002 and Mai 31, 2003 there was an entitlement for benefits form the alimony fund if the average monthly income per person in the family of the entitled person for 2001 did not exceed 612 Polish Zloty.	Law of December 17, 2001 about the change of law on the alimony fund. (Journal of Law 2001 No. 154, item 1791)
7.	2003	The previous period of benefit payments from the alimony fund was prolonged until December 31, 2003. The upper limit of payments as well as the upper income limit remained the same as above.	Law of April 9, 2003 about the change of law on family, care and child raising allowances as well as the law on the alimony fund. (Journal of Law 2003, No. 83, item 759)
8.	2004	An alimony fund was cancelled.	(Journal of Law 2004, No. 139, item 992)
9.	2005	A new allowance has been introduced. After cancelling of an alimony fund, an allowance became a kind of pre-payment for mothers, whose partners avoid paying alimonies for children. Obtaining such an allowance makes it still possible for a mother to execute the alimony from a father of a child.	(Journal of Law 2005, No. 86, item 732)

2.9. Family benefits from social assistance

No.	Date	Subject to regulation	Legal basis
1.	1990	<p>A <u>permanent benefit</u> was introduced, with the following persons being entitled to it:</p> <ul style="list-style-type: none"> - persons unable to work due to health or age if the person did not have any income or if it was lower than 90% of the lowest pension. - persons who do not work or who have to leave their job because their child requires permanent care - persons who are not able to work because of a disability which occurred before the age of 18, independent of the financial situation of the person to be supported as well as independent of other entitlement the person might have, including entitlements according to the civil law. <p>The permanent benefit equalled 90% of the lowest pension which did not have any other source of income or when their income was below that it was the difference between that at the 90% of the lowest pension.</p> <p>Persons who were included among the disabled of degree I or those older than 75, persons with a heavy or chronic disease and pregnant women from the 18th week onwards were eligible for an additional 30% of the lowest pension.</p> <p>Persons who made use of the permanent benefit were also entitled to health care according to the health care supply laws for retired workers and their families.</p> <p>Art. 31 was regulating the <u>temporary benefits from social assistance</u>. It could be accredited to persons and families whose monthly income per person in the family did not exceed the lowest limit and the income and other monetary assets owned did not suffice to currently cover the most important living expenses due to:</p> <ul style="list-style-type: none"> - a long illness or disability - the lacking possibility of employment - the lack of right to receive a family pension after the death of the person who was otherwise responsible for financial support as well as because of other “justified” reasons <p>The time period during which one was receiving the temporary benefit was decided by the municipality according to the circumstances. The amount to be paid equalled 90% of the lowest pension, while the Minister of Labour and Social Policy was to decide on any other details.</p>	<p>Law of November 29, 1990 about social assistance. (Journal of Law 1990 No. 87, item 506)</p>
2.	1992	<p>The upper limit of income to be eligible for benefits was raised. To be eligible for the benefit one had to fulfil the legal conditions and the income per family member could not exceed the lowest pension. The permanent benefit was to equal to 28% of a monthly average wage or be the difference between the income received and the lowest pension.</p> <p>The additional allowance some qualified persons were entitled to while receiving the permanent benefit was established at 9% of an average wage. A person currently arrested or in prison could still receive 30% of the benefit.</p> <p>The temporary benefit could be accredited to persons and families if their income per family member did not exceed the lowest pension or if the income and other monetary assets owned did not suffice to currently cover the most important living expenses due to:</p> <ul style="list-style-type: none"> - a long illness or disability - the lacking possibility of employment - the lack of right to receive a family pension after the death of the person who was otherwise responsible for financial support as well as because of other “justified” reasons. <p>The amount of the benefit was now up to 28% of an average income.</p>	<p>Law of August 1, 1992 about the change in social assistance law. (Journal of Law 1992 No. 64, item 321)</p>
3.	1996	<p>Both, the permanent as well as the temporary benefit were accredited to a person fulfilling the legal conditions and when the income per family member did not exceed :</p> <p>1) 275 Polish Zloty for a one person household</p>	<p>Law of June 14, 1996 about the change in social assistance law and the change in the</p>

		<p>2) 250 Polish Zloty for one additional person in the family 3) 175 Polish Zloty for a second and any other additional persons in the family if above the age of 15 4) 125 Polish Zloty for any person in the family below the age of 15</p> <p>The permanent benefit was equal 250 Polish Zloty per month. The non-permanent benefit was equal to the difference between the upper income limit for an individual or a family and their actual income. It was not to be lower than 10 Polish Zloty for a family.</p> <p>Pregnant women already receiving the permanent benefit were eligible for an additional 65 Polish Zloty per month as of their 12th week of pregnancy.</p> <p>A guaranteed temporary benefit was introduced for persons who had depleted their right to unemployment benefits due to the end of the time period during which they were entitled to it while their family income does not exceed the upper income limit, if on the day the entitlement to unemployment benefit ended or during the time the guaranteed temporary benefit was received the person was raising a child who was still in elementary school, but not older than 15 years.</p> <p>A guaranteed temporary benefit could be taken for up to 36 months in the amount of the upper income limit of a single person household for the first 12 months and for 80% of that amount during the following 24 months.</p>	<p>law on employment and the counteraction of unemployment. (Journal of Law 1996 No. 100, item 459) Law of December 6, 1996 about the change in the law on employment and the counteraction of unemployment and the change of some other laws. (Journal of Law 1996 No. 147, item 687)</p>
4.	1998	<p>The benefit was granted to people not remaining in employment, caring for a child, needing permanent care from a third party including direct care, rehabilitation or systematic assistance in other educational or rehabilitational matters. (given that the criterion of the upper income limit was met)</p> <p>A person described above was also eligible for the permanent benefit if she or he was taking care of a child who in turn was eligible for care benefits. The Minister in charge of social insurance and welfare was to decide on the details of the temporary benefit.</p> <p>For those receiving the permanent benefit, the guaranteed temporary benefit from social assistance it was also the social security agency who was paying their contribution towards pension insurance based on the lowest level of income unless the person was already part of an obligatory pension plan because of other reasons.</p> <p>The county eldest was to support foster families with monetary help as to partially offset the costs of living of children in foster families.</p>	<p>Law of December 17, 1998 about pensions from the Social Insurance Fund. (Journal of Law 1998 No. 162, item 1118) Law of December 29, 1998 about the change of some laws connected to the implementation of reforms necessary for the country's regime change. (Journal of Law 1998 No. 162, item 1126)</p>
5.	1999	<p>Adaptation of the law on social welfare to the reform of the educational system. Introduction of the possibility to suspend or continue to pay out the guaranteed temporary benefit to a person, depending on employment status. In the case of eligibility for both, the guaranteed non-permanent benefit and the permanent benefit only one of the benefits can be used, either the one which is higher or the one chosen by the entitled person.</p>	<p>Law of January 21, 1999 about changes in the social assistance law. (Journal of Law 1999 No. 20, item 170) Law of September 10, 1999 about changes in the social assistance law. (Journal of Law 1999 No. 79, item 885)</p>
6.	1999	<p>A person who is able to work is still entitled to the permanent benefit if she or he cannot remain in employment due to the obligation to care for a child who requires personal care including direct personal care and systematic assistance in other educational or rehabilitational matters, given that the criterion of the upper income limit is met.</p>	<p>Law of October 8, 1999 about changes in social assistance law and the legal regulation of social-economic rehabilitation of disabled persons as well as their employment. (Journal of Law 1999 No. 90, item 1001)</p>

7.	2000 2001 2002 2003	<u>As of July 2003:</u> The present state is the result of many changes to the law on social assistance between 2000 and 2003. Concerning monetary help for families there are 4 main kinds of financial assistance: 1) The permanent benefit from social assistance is paid out to a person who has given up employment in order to care for a disabled child if the income of the family is not higher than 150% of the income threshold for social assistance (art. 4 of the law on social assistance). The amount of the benefit currently amounts to 418 Polish Zloty. For those eligible for social assistance their pension and health insurance contributions are paid by the state. 2) The guaranteed benefit from social assistance is paid to unemployed individuals who are no longer eligible for unemployment benefits, to single parents raising a child up to the age of 7 if per capita income in the family does not exceed 461 Polish Zloty per month. The benefit is paid for 36 months, equalling 461 Polish Zloty during the first year and then being 80% of the original amount for the time remaining. 3) A one-time benefit from social assistance is paid upon the birth of a child if the per capita income in the family does not exceed 461 Polish Zloty per month. The benefit is equal to 201 Polish Zloty. 4) Financial assistance for the partial coverage of the living expenses of foster children is paid for foster children up to the age of 18 who were placed in a family by a court. The amount of the benefit depends on the personal circumstances of each child (age, education, health status...). The basis of calculation is 1621 Polish Zloty, depending on the circumstances mentioned above the benefit can then vary between 10% and 90% of the basis.	(Journal of Law 2000 No. 19, item 238) (Journal of Law 2000 No. 12, item 136) (Journal of Law 2001 No. 72, item 748) (Journal of Law 2001 No. 89, item 973) (Journal of Law 2001 No. 88, item 961) (Journal of Law 2001 No. 111, item 1194) (Journal of Law 2001 No. 122, item 1349) (Journal of Law 2001 No. 154, item 1792) (Journal of Law 2003 No. 7, item 79) (Journal of Law 2003 No. 44, item 389)
8.	2004	New regulations concerning social assistance came to force on 1 of May 2004. The aim of social assistance is to “enable people and families to overcome any difficulties” by: <ul style="list-style-type: none"> - getting the possibility to start some work (social work); - getting temporarily paid (temporary social benefits); - being insured; - getting some practical help (clothes, food shelter etc.); - getting help from any specialist (a doctor, lawyer etc.). 	(Journal of Law 2004 No. 64, item 593)

2.10. Other forms of help pertaining to the family

Day nurseries and kindergartens

The development of such organisations like institutionalised child-care centres used by working families and mothers was subject to stagnation between the years 1950 and 2000. In general, the demand for day-nursery services was not as high as for kindergartens. This becomes obvious when looking at the information in Tables 1 and 2 below showing the percentage of children, by age groups, attending day nurseries or kindergartens. Kindergartens and day nurseries were run by different state and social institutions, e.g. local health departments, local education departments, through the work place, sometimes by church organisations or private individuals. “The use of such services had a social aspect, which was reflected by the forms of admission and fees. Some preferential criteria were applied mainly due to insufficient supply of such services. Privileges were accorded to children of working parents, single parents, disabled mothers, large-size and low-income families. Fees were very low, although formally they depended on income per capita in the family. The fee, when raised in 1988, amounted to 20% of per capita income of the family” (see Balcerzak-Paradowska, 1995, p. 63).

During the period of transformation, major changes have taken place in the functioning of these centres. These were mainly due to economic problems and the attempts to embrace the market rules and resulted in the liquidation of many such institutions. Changes which took place in 1991 in such day-care centres (see Balcerzak-Paradowska, 1995, p. 63) were not only of organisational nature, but they also affected the functioning of these institutions. The main responsibility for organising such centres fell on local authorities (due to legal and organisational systemic changes: decentralisation and delegation of responsibilities from state to local authorities). The inadequate resources of the communities made the local authorities close some of the centres, and those which survived charged much higher fees.

**Table 1. Information on day nurseries and the % of children attending them.
Poland 1970 - 2005**

Years	No. of day nurseries	No. of available places in day nurseries	% of children between 0 and 3 years old in day nurseries
1970	1033	64945	3.54%
1971	1361	67815	3.66%
1972	1084	69914	3.53%
1973	1114	73148	3.62%
1974	1153	77786	3.69%
1975	1206	82116	3.74%
1976	1255	87145	3.90%
1977	1303	90808	3.93%
1978	1362	95372	4.03%
1979	1435	100583	4.09%
1980	1474	103534	3.97%
1981	1516	106288	3.43%
1982	1491	103325	3.01%
1983	1478	101329	3.37%
1984	1504	102229	3.59%
1985	1522	103548	3.84%
1986	1551	105791	3.94%
1987	1563	106730	4.02%
1988	1565	106923	3.29%
1989	1553	105934	3.26%
1990	1412	95843	3.09%
1991	1033	66439	2.26%
1992	818	52215	1.93%
1993	694	43857	1.67%
1994	643	41263	1.67%
1995	591	37943	1.70%
1996	533	35113	1.72%
1997	506	33703	1.82%
1998	494	33007	1.72%
1999	469	31956	1.67%
2000	428	29866	1.55%
2001	396	28166	1.47%
2002	382	27100	1,9%
2003	399	25700	2,0%
2004	377	24800	2,0%
2005	371	25200	2,1%

Source: Rocznik Statystyczny (Statistical Yearbook) GUS, selected years

**Table 2. Information on kindergartens and % of children attending them.
Poland 1970 - 2005**

Years	No. of kindergartens	% of children aged 3-6 attending kindergarten
1970	14434	29.6
1971	15440	31.4
1972	19230	35.8
1973	22764	40.6
1974	23699	42.6
1975	24719	44.1
1976	24694	45.4
1977	26162	47.4
1978	25713	47.7
1979	25872	48
1980	26042	48.8
1981	27135	47.8
1982	26304	47.6
1983	26582	47.6
1984	26466	49,1
1985	26476	50.7
1986	25971	51.6
1987	26289	51.7
1988	26343	50.8
1989	26358	49.5
1990	25873	48.1
1991	24236	45
1992	21164	43.4
1993	21178	43.6
1994	21017	45.2
1995	20618	46.2
1996	20616	47.7
1997	20576	48.9
1998	20429	50.6
1999	18882	50.8
2000	18033	51.1
2001	17337	51.4
2002	17206	51,1
2003	16999	40,4
2004	17299	41,6
2005	17229	43,3

Source: Rocznik Statystyczny (Statistical Yearbook) GUS, selected years

Credits for newlywed couples

Subsidies for newlyweds were introduced in 1975. These included credits for durable goods and subsidies from their employer's social fund.

A bank credit for the purchase of durable goods was granted with preferential interest rates and repayment conditions. It was granted to married couples if at least one of the spouses was under the age of 30, being up to five years into marriage. The credit could be used to buy durable goods from a special list, which was very convenient in times of an economy of shortages.

The financial grant from the employer's social fund was facultative and did not have to be repaid. It was granted to employees with a certain length of service and low income per capita in the family.

In the period of transformation changes of the banking system took place. The system adjusted itself to the market economy and this resulted in the liquidation of preferential credits and hence also the employer's support in repaying such credits. Before transformation changes in functioning of such grants were introduced in years 1977, 1978.

Legal basis:

March 7, 1975, on Rendering Material Support to Newlyweds from the Employer's Social Fund., Enactment No. 52 of the Council of Ministers, Monitor Polski No.10, item 53.

March 26, 1975 Granting Credits for Durable Goods to Newlyweds. Enactment of the Minister of Finance, Monitor Polski No. 11, item 63.

July 8, 1977, Amendment to the Principles of Rendering Material Support to Newlyweds from the Employer's Social Fund, Enactment of the Council of Ministers, Monitor Polski No.17 item 97.

May 20, 1978. Amendment to Principles of Granting Bank Credits for Durable Goods and Services, Enactment of the Minister of Finance, Monitor Polski No.18, item 64.

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