

## **ABSTRACT**

# **ECONOMIC AND FINANCIAL CONDITIONS OF THE PROCESS OF SELF-REGULATION OF ECONOMIC ENTITIES IN THE AREA OF EMPLOYMENT OF WOMEN AND MEN IN THE CONTEXT OF EQUALITY**

**Nell Anais Adamczyk-Jesionowska**

The aim of the doctoral dissertation was to demonstrate the relationship between the construction of regulators established in the process of self-regulation of enterprises regarding the employment of women and men and their business efficiency, taking into account psychosocial factors resulting from the issue of gender equality. The study was conducted on large and medium-sized transport enterprises in the Pomeranian Voivodeship in 2020-2022, using a diagnostic survey. The dissertation discussed issues related to the role of the enterprise in the socio-economic system, the self-regulation process, formal-legal and market conditions for the provision of work by women and systems shaped within the entity. During the research, six research hypotheses were verified, an original economic and financial model of the self-regulation process in the area of employment of women and men was developed, as well as a model of additional costs related to the employment of women, and methods of measuring costs generated in connection with the solution adopted by the company in the event of the absence of an employee using sick leave during pregnancy, maternity leave, parental leave, and methods of measuring costs related to the work of an employee who is pregnant or after returning from maternity, parental, or parental leave were presented. The results present the most common patterns of conduct of companies and the costs generated within them. They also indicate significant differences in the principles of the work system and the economic and financial system of entities shaped in the self-regulation process, due to the approach adopted by the company within the framework of the gender equality policy and the resulting employment structure, which translates into the generated costs and benefits, creating the efficiency of entities. In order to conduct a comparative analysis, a

division into a group of large and medium-sized enterprises was adopted, each of which represented a different variant of the model. The dissertation provides a new perspective on the issue of equality between women and men, drawing attention to the economic and financial conditions of the self-regulation process and provides tools for enterprises to identify and measure costs generated in connection with a specific employment structure, and includes proposals for actions that can be taken by entities to increase their efficiency and improve the situation of women in enterprises.

*Keywords: self-regulation, enterprise, work system, economic and financial system, equality of women and men*