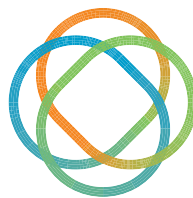
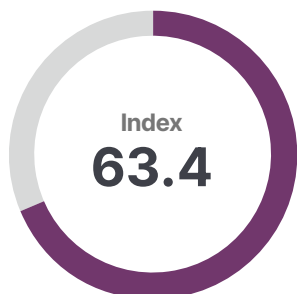


Poland



European Institute for Gender Equality

Gender Equality Index 2024



The data for 2024 Index is mostly from 2022.

Progress in gender equality

With 63.4 points out of 100, Poland ranks 18th in the EU on the Gender Equality Index 2024. Its score is 7.6 points below the EU score¹.

Poland's score has increased by 1.5 points since 2021, with one of the largest improvements among Member States. The improvement was mainly due to increases in the domains of power (+ 3.2 points) and money (1.3 points). However, Poland's ranking remained unchanged at 18th place. The country's score has increased significantly by 7.9 points since 2010, mainly due to improvements in time (+ 17.3 points) and money (+ 10.2 points).

		Change since		
		2010		2021
SE	82,0	1,9		-0,2
DK	78,8	3,6		1,0
NL	78,8	4,8		0,9
ES	76,7	10,3		0,3
BE	76,1	6,8		0,1
FR	76,1	8,6		0,4
LU	75,4	14,2		0,7
FI	74,5	1,4		0,1
IE	73,4	8,0		0,4
DE	72,0	9,4		1,2
AT	71,7	13,0		0,5
EU	71,0	7,9	 	0,8
SI	70,1	7,4		0,7
MT	70,1	15,7		2,3
IT	69,2	15,9		1,0
PT	68,6	14,9		1,2
LT	65,8	10,9		1,7
BG	64,5	9,5		-0,6
PL	63,4	7,9	 	1,5
LV	62,6	7,4		1,1
CY	60,9	11,9		0,2
EE	60,8	7,4		0,6
SK	59,9	6,9		0,7
CZ	59,9	4,3		2,0
HR	59,7	7,4		-1,0
EL	59,3	10,7		1,3
HU	57,8	5,4		0,5
RO	57,5	6,7		1,4

Note: Index 2024 uses 2022 data for the most part and traces progress from a short-term (2021-2022) and longer-term (2010-2022) perspective.

[1] In Index 2024, four pairs of countries share the same score (DK/NL, BE/FR, SI/MT, SK/CZ). Their position in the rank is determined statistically, by the second decimal place of the Index score.

Best performance

With 79.7 points, Poland ranks 15th among all Member States in the domain of money. Since 2021 Poland has increased one place in this domain, while the score increased by 1.3 points. Within the money domain, Poland occupies its highest position in the sub-domain of the economic situation (6th place), with a score of 93.3 points. With an increase of 1 point in this sub-domain, Poland has gained five positions in the ranking since 2021, showing the largest rank increase within the sub-domain among the EU countries.

Most room for improvement

In 2022, Poland had its lowest ranking in the domain of work, ranking 23rd with a score of 69.9 points. Its ranking has not changed since 2021, as there was only a slight improvement in this domain (+ 0.3 points). In terms of segregation and quality of work, Poland's ranking fell by one position to 26th place with a score of 58.5 points.

Biggest improvement

Since 2021, Poland has seen the biggest improvement in the power domain, with a score increase of + 3.2 points. Despite this progress, the country's ranking has remained at 20th since 2020. This improvement was driven by increases in the economic power sub-domain (+ 4.9 points) and the social power sub-domain (+ 4.1 points). The increase in social power led to a one-point rise in the ranking, which now stands at 25th.

A step backwards

Since 2021, Poland has made progress in almost all domains, with no domain scores falling. One of the domains with the smallest improvement was in the health domain (+ 0.4 points), where Poland remained stable at 22nd place. Within the health domain, there was a slight decrease in the health status sub-domain (- 0.1 points), which led to a drop of two positions in the ranking, from 21st in 2021 to 23rd in 2022.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2022, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average².

Poland is improving at a *slower pace* than other Member States. Its Gender Equality Index score has improved, but remains consistently and significantly lower than the EU average. The country's progress in gender equality has been slower. The gap between Poland and the EU has widened over time.

[2] Convergence analysis is based on the EU unweighted average, which differs from the EU's Gender Equality score (weighted EU average).

Explore Poland's Index results

										Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2021
Index	55.5	56.9	56.8	55.2	55.8	56.6	57.7	61.9	63.4	7.9	1.5
Work	66.3	66.6	66.8	67.0	67.3	67.2	67.3	69.6	69.9	3.6	0.3
Participation	77.9	78.3	79.5	80.2	80.8	80.6	80.4	82.6	83.6	5.7	1.0
Segregation and quality of work	56.5	56.5	56.2	56.0	56.1	56.0	56.4	58.6	58.5	2.0	-0.1
Money	69.5	70.3	73.3	75.1	75.5	76.7	78.1	78.4	79.7	10.2	1.3
Financial resources	54.6	56.2	61.4	62.8	63.0	65.1	65.9	66.6	68.1	13.5	1.5
Economic situation	88.5	88.0	87.5	89.9	90.5	90.4	92.6	92.3	93.3	4.8	1.0
Knowledge	57.8	56.5	56.0	56.5	57.2	57.6	57.5	59.4	60.3	2.5	0.9
Attainment and participation	62.3	61.5	61.3	61.5	63.0	62.8	61.9	63.8	65.8	3.5	2.0
Segregation	53.6	51.9	51.1	51.9	51.9	52.9	53.4	55.3	55.3	1.7	0.0
Time	54.2	55.3	52.5	52.5	52.5	52.5	52.5	71.5	71.5	17.3	0.0
Care activities	63.0	65.6	64.1	64.1	64.1	64.1	64.1	74.0	74.0	11.0	0.0
Social activities	46.5	46.5	43.0	43.0	43.0	43.0	43.0	69.0	69.0	22.5	0.0
Power	30.6	34.8	35.1	29.1	30.0	31.5	34.4	36.4	39.6	9.0	3.2
Political	36.6	43.5	46.1	43.6	44.3	45.6	46.9	47.2	47.0	10.4	-0.2
Economic	27.5	33.8	38.2	33.1	34.1	35.7	37.3	38.9	43.8	16.3	4.9
Social	28.6	28.6	24.4	17.0	17.8	19.2	23.2	26.2	30.3	1.7	4.1
Health	81.6	81.7	82.2	83.2	83.1	83.3	83.6	84.4	84.8	3.2	0.4
Status	85.8	85.9	86.6	87.3	87.4	87.7	87.5	87.9	87.8	2.0	-0.1
Behaviour	67.9	67.9	67.9	67.9	67.9	67.9	70.7	70.7	70.7	2.8	0.0
Access	93.4	93.6	94.5	97.0	96.7	97.2	94.6	96.6	98.1	4.7	1.5

Explore Poland's performance by indicator

		Poland		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2022)*	47	63	44	58
	Duration of working life (years, 15+ population, 2022)	32	37	34	39
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2022)	26	5	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	23	36	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	60	59	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	1677	2018	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2022)	16368	16898	20859	21967
Economic situation	At-risk-of-poverty (% , 16+ population, 2022)	14	13	17	15
	Income distribution S20/80 (16+ population, 2022)	26	25	21	21
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2022)	30	22	28	26
	People participating in formal or non-formal education and training (15-74 population, 2022)	15	14	20	19
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2022)	40	20	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	48	32	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	67	34	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	43	46	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	11	14	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2024)	30	70	35	65
	Share of members of parliament (% , 2nd quarter 2024)	28	72	33	67
	Share of members of regional assemblies/local municipalities (% , 2024)**	28	72	31	69
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2024)	23	77	34	66
	Share of board members of central bank (% , 2023)	29	71	29	71
Social	Share of board members of research funding organisations (% , 2023)	25	75	43	57
	Share of board members of publically owned broadcasting organisations (% , 2023)	17	83	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2023)	9	91	22	78
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2022)	59	66	65	70
	Life expectancy at birth (years, 2022)	81	73	83	78
	Healthy life years at birth (years, 2022)	64	61	63	62
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	76	56	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	24	27	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2022)	6	5	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2022)	2	2	5	5

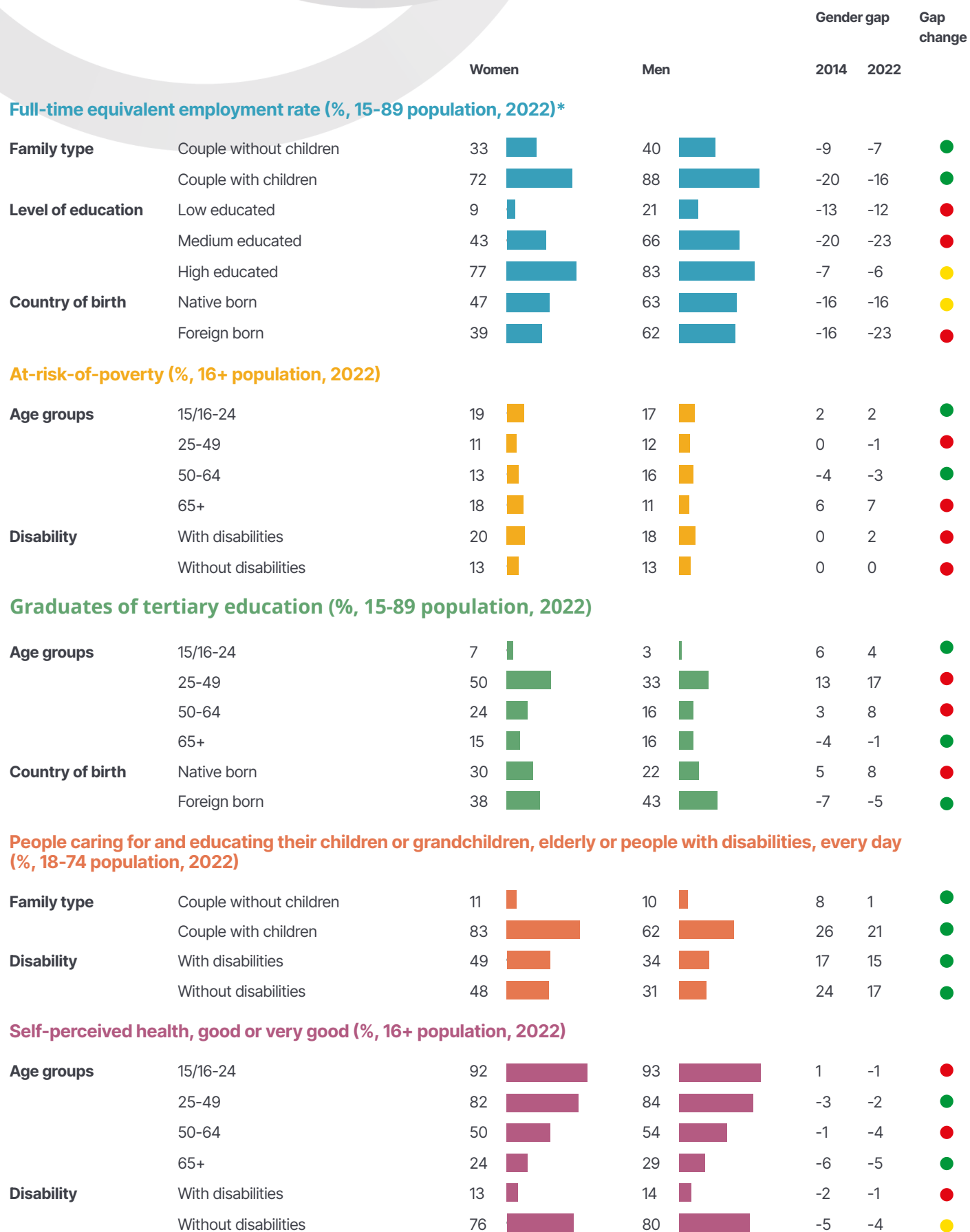
* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

** PL: Regional assemblies

*** EU: EIGE estimation

Source: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

Explore intersecting inequalities



● gender gap decreased (< -1 p.p.)

● no change (gender gap increases/decreases between -1 and 1 p.p.)

● gender gap increased (> 1 p.p.)

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. Family type is based on the relationships between the members of households. Children are only those economically dependent household members (i.e. aged below 18).

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Key highlights

Both women and men are at less risk of poverty

Since 2021, the share of women at risk of poverty decreased from 16 % to 14 %, while it decreased from 14 % to 13 % for men, slightly narrowing the gender gap from 2 percentage points (pp) to 1 pp. In 2022, both women and men had poverty rates slightly below the EU average of 17 % for women and 15 % for men. The largest gender gap in poverty rates is among lone parents, with a gap of 8 pp to the disadvantage of single mothers.

Disparities in the employment rate remain

Between 2010 and 2022, the full-time equivalent (FTE) employment rate³ for women increased from 41 % to 47 %, but has stagnated since 2021. For men, it increased from 58 % to 63 %, without changing since 2019. The gender gap in employment remains one of the highest in the EU at 17 pp, a gap that has remained constant since 2010. In 2022, the largest gender gaps were observed between single women and men (28 pp) and people with a migrant background (23 pp), both to the detriment of women.

Women are more likely to be tertiary graduated than men

Since 2010, the share of female tertiary graduates has increased more rapidly, from 20 % to 30 %, than that of males, from 16 % to 22 %. However, this growth has slowed down in recent years, showing no change between 2021 and 2022. The largest gap between male and female graduates is among couples with children, where mothers are 18 pp ahead of fathers. Another notable gap exists for those aged 25–49, where the share of women is 16 pp larger than for men.

The gender gap in caring responsibilities narrowed

Since 2010, there has been little change in the proportion of women and men providing daily care for children, grandchildren or people with disabilities. While the proportion of women has increased by 2 pp to 48 %, the proportion of men has decreased by 2 pp to 32 %, resulting in a 4 pp increase in the gender gap. However, since 2016 the number of women with caring responsibilities has increased by 1 pp, while the number of men has significantly increased by 7 pp. As a result, the gender gap has narrowed by 6 pp since 2016. The largest gender gaps are for couples with children and individuals aged 25–49 (both 22 pp), with women typically taking on more caring responsibilities in these groups.

Women's representation in government increased

Since 2023, the share of women in parliament and regional or local assemblies has not changed (28 % of women for both indicators). However, there has been a significant increase in the representation of women in government, where they account for 30 % of ministers in 2024 (+ 11 points since 2023). In 2011, Poland introduced a gender quota for candidates, which requires that no less than 35 % of candidates are women or men. This quota applies to all elections except for the Senate.

Gender equality improved in central bank's board

In 2024, women held 23 % of board positions in the largest publicly listed companies, a decrease of 3 pp from 2023. Poland does not have mandatory national gender quotas for listed companies, but state-owned companies have been required to promote gender balance since 2013. Meanwhile, the proportion of women on the board of the central bank has increased by 9 pp since 2022 and now stands at 29 %.

[3] The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

Women's representation in research funding organisations grew

In 2023, the proportion of women on the boards of research funding organisations increased by 6 pp compared to 2022, reaching 25 %. However, the proportion of women on the boards of public service broadcasters has stagnated at 17 % since 2022. In addition, the proportion of women on the boards of the 10 most popular national Olympic sports organisations was one of the lowest in the EU at 9 % in 2023, a slight increase of 2 pp.

Women's perceived health decreased

Between 2021 and 2022, the percentage of people who rate their health as 'good' or 'very good' decreased by 2 pp both for women (from 61 % to 59 %) and for men (from 68 % to 66 %). Women and men with disabilities had the lowest levels of health, with only 13 % of women and 14 % of men reporting good health. The biggest gender gaps are observed between women and men with low levels of education (21 pp) and between single women and single men (16 pp), to the disadvantage of women.

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

European Institute for Gender Equality

EIGE Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

eige.europa.eu

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