





POLAND GENDER LANDSCAPE

This briefing showcases the gender landscape in Poland on key indicators helpful for monitoring gender equality and designing effective policy interventions. Gender equality fosters productivity gains and minimizes losses in wealth, reduces poverty, boosts shared prosperity, and supports green, resilient, and inclusive development.

Click the links below to explore the [World Bank Gender Data Portal](#).

Compared to:	Base Year	Region
>10% Higher Value	↗	
Equal/No Change	→	
>10% Lower Value	↘	
No Data	---	

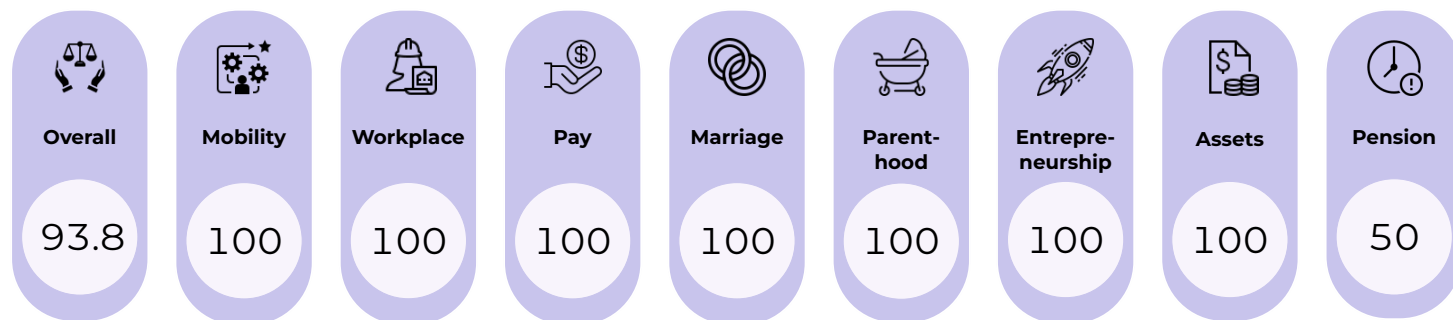
		Country Performance					Peer Comparison		
		Baseline			Latest		Latest		
		Value	Year		Value	Year	ECA	HIC	World
HUMAN ENDOWMENTS									
Learning-Adjusted Years of School	Female	NA	NA	---	11.5	2020	NA	NA	NA
	Male	NA	NA	---	11.2	2020	NA	NA	NA
School enrollment, tertiary (% gross)	Female	90.7	2010	→	83.8	2019	80.4	88.5	43.2
	Male	59.6	2010	→	55.1	2019	69.7	70.7	37.5
Female share of graduates from STEM programmes, tertiary (%)		39.2	2010	↗	43.4	2017	NA	NA	NA
Fertility rate, total (births per woman)		1.41	2010	→	1.38	2020	1.69	1.52	2.39
Adolescent fertility rate (births per 1,000 women ages 15-19)		15.0	2010	↘	9.43	2020	15.8	10.5	41.0
Pregnant women receiving prenatal care of at least four visits (% of pregnant women)		NA	NA	---	NA	NA	NA	NA	NA
Mortality from chronic vascular disease, cancer, diabetes or cardiorespiratory disease between 30 and 70 (%)	Female	13.4	2010	↘	11.5	2019	11.4	8.87	14.8
	Male	28.4	2010	↘	22.8	2019	21.8	14.5	21.7
ECONOMIC OPPORTUNITY									
Labor force participation rate (% age 15+, modeled ILO estimate)	Female	47.6	2010	→	49.2	2021	50.3	53.3	46.3
	Male	63.7	2010	→	65.5	2021	65.6	67.4	71.7
Wage and salaried workers (% of employment, modeled ILO estimate)	Female	79.9	2010	→	84.3	2019	86.1	90.3	54.6
	Male	74.7	2010	→	76.5	2019	80.3	85.9	53.0
Female share of employment in senior and middle management (%)		37.5	2010	→	41.2	2019	NA	NA	NA
Employment in agriculture (% of employment, modeled ILO estimate)	Female	12.7	2010	↘	8.08	2019	6.82	1.88	25.3
	Male	13.4	2010	↘	10.00	2019	8.84	3.44	27.6
Received a public sector pension in the past year (% age 15+)	Female	NA	NA	---	9.03	2017	NA	19.2	9.06
	Male	NA	NA	---	8.51	2017	NA	17.0	8.62
Share of youth not in education, employment or training (% of youth population)	Female	11.0	2010	↘	9.52	2020	15.1	13.5	NA
	Male	10.5	2010	↘	7.79	2020	11.6	12.8	NA
Proportion of time spent on unpaid domestic and care work (% of 24 hour day)	Female	19.8	2004	→	18.3	2013	NA	NA	NA
	Male	9.86	2004	→	9.93	2013	NA	NA	NA
Age dependency ratio (% of working-age population)		40.2	2010	↗	51.4	2020	53.9	54.3	54.6
Men who own land alone (% of men)		NA	NA	---	NA	NA	NA	NA	NA
Financial institution account (% age 15+)	Female	NA	NA	---	88.0	2017	NA	92.9	63.7
	Male	NA	NA	---	85.4	2017	NA	94.5	70.6
Borrowed to start, operate, or expand a farm or business (% age 15+)	Female	NA	NA	---	2.10	2017	NA	2.10	5.26
	Male	NA	NA	---	4.25	2017	NA	4.29	7.57
Firms with female participation in ownership (% of firms)		47.9	2009	↘	37.0	2019	33.7	38.6	33.1
VOICE AND AGENCY									
Firms with female top manager (% of firms)		31.1	2009	↘	27.8	2019	18.0	17.3	17.8
Proportion of seats held by women in national parliaments (%)		20.0	2010	↗	28.3	2021	31.1	31.2	26.1
Women who were first married by age 18 (% of women ages 20-24)		NA	NA	---	NA	NA	NA	NA	NA
Proportion of women subjected to physical and/or sexual violence in the last 12 months (% of ever-partnered women ages 15-49)		NA	NA	---	3.00	2012	NA	NA	NA

Note: Data retrieved from [World Bank Gender Data Portal](#). The Europe and Central Asia (ECA) region includes 58 countries (all income levels), as classified by The World Bank Group. Poland is a High income (HIC) country, which includes 80 countries with a Gross National Income (GNI) per capita from \$12,696 and above (calculated using the World Bank Atlas method). Data definitions can be found on the [Gender Data Portal](#). Country Baseline provides a reference value between 1990 and 2010. Latest Value shows the latest available comparison from 2011 onwards. Baseline comparisons are represented by an arrow icon that points to increases or decreases greater than 10 percent relative to the base year. Comparison to the regional average shows how Poland performs relative to its peers in the region, income group, and the world. Darker and lighter shades represent values 10 percent or below or above its peers in the region, respectively.



Women, Business and the Law in Poland

Women, Business and the Law (WBL) 2022 presents an index covering 190 economies, structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. **Poland scores 93.8 out of 100**, while the regional average across Europe and Central Asia is 80.4.

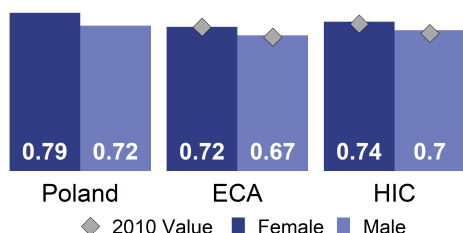


A Closer Look at Gender Equality in Poland

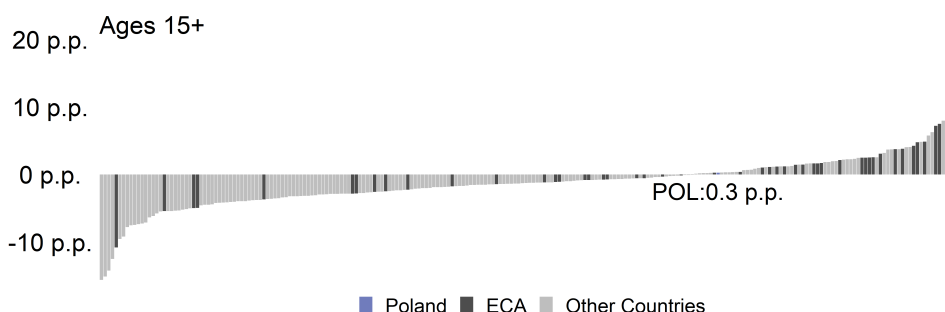
Despite some progress, gender gaps persist, gender-based violence and disadvantageous social norms facing women and girls remain sticky, and gains in human capital of women and girls remain untapped. Turning human capital investments into economic gains means addressing multiple barriers to women's economic empowerment, including improving their voice and agency.

Human Capital Index Score (0-1)

Baseline compared to 2020



Change in Female Labor Force Participation 2010-2020 (p.p.)



Unpacking the Numbers in Poland

79 percent

A girl born today will be 79 percent as productive as if she enjoyed full education, health, and employment (2020)

16.3 points

Men and women have a 16.3 percentage point gap in labor force participation (2021)

3 percent

3 percent of women were subjected to physical or sexual violence in the last 12 months (2012)

3 times

Men hold 3 times as many seats in the national parliament as women (2021)

2 times

A man is 2 times as likely as a woman to have borrowed money to start, operate, or expand a farm or business (2017)

LEARN MORE

- **The World Bank in Gender:** This portal features the latest research, news, and events around gender equality in international development.
- **Women, Business and the Law:** This portal includes reports, data, and news on the laws and regulations that affect women's economic opportunity.
- **World Bank Group Gender Strategy (FY16-FY23):** This 2015 report outlines the World Bank Group's strategy to promote gender equality.
- **World Bank Gender Data Portal:** This open data page shares the latest statistics and research to improve understanding and inform policy choices.
- **IFC Work in Gender:** This page provides an overview of the work by IFC to promote gender equality in its global partnerships.
- **ECA Gender Page:** This page features policy research by the GILs, identifies priority gender gaps and tests innovative solutions in the ECA region.

