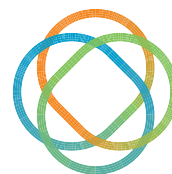


Gender Equality Index 2025

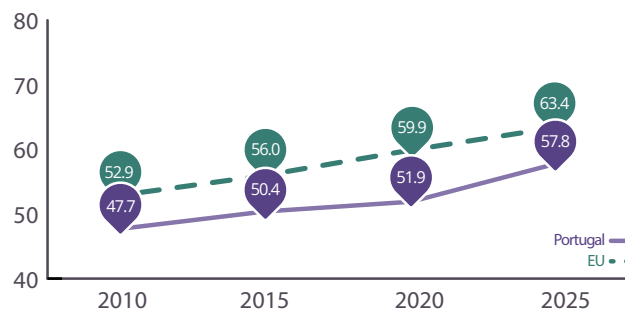


Poland

57.8



European Institute for
Gender Equality



Poland scores 57.8 points out of 100 in the Gender Equality Index 2025. It holds 19th position in the EU, mainly due to the domain of power (24th). Since 2015 its Gender Equality Index increased by 7.4 points and by 5.9 since 2020. The improvement is mostly due to the domain of power and the domain of money.¹

Poland is improving in gender equality over time yet is performing lower than the EU. The scores show an increasing distance from the EU average.



¹ The Gender Equality Index has been reviewed in 2025 (see About the Index below). The domain of time is calculated with the 2024 EIGE CARE survey. Index 2025 uses 2024 data for the most part and traces progress from a short-term (2020–2024) and longer-term (2015–2024) perspective. Greece and Romania have the same scores. Their position in the ranking is determined statistically based on the second decimal place of the Index score.

Best performance

Poland achieves its highest ranking (7th) among domains in the domain of work, with a score of 74.8 points. The main element supporting this performance is segregation and quality of work (4th in the EU, with a score of 67.9 points).

Most room for improvement

The **most room for improvement** lies in the domain of power – where Poland ranks 24th in the EU scoring 21.6 points. This is largely given by social power (25th position, 9.7 points).

Biggest improvement

Poland records its **biggest improvement** in the domain of power, which has improved by 9.0 points since 2020. Social power is the subdomain which increased the most (+ 7.3 points), followed by political power (+ 5.9 points).

A step backwards

A **step backwards** is observed in the domain of knowledge, where the scores have decreased by 2.3 points since 2020. This is given by the fall back recorded in segregation (– 5.4 points).

Explore Poland's Index results

						Change since	Change since
		2010	2015	2020	2025	2015	2020
Index		47.7	50.4	51.9	57.8	7.4	5.9
Work		74.7	71.4	73.9	74.8	3.4	0.9
	Participation	78.6	79.0	78.6	82.5	3.5	3.9
	Segregation and quality of work	71.0	64.4	69.6	67.9	3.5	-1.7
Money		72.7	74.4	75.4	81.1	6.7	5.7
	Financial resources	77.0	80.9	80.3	86.9	6.0	6.6
	Economic situation	68.7	68.4	70.8	75.6	7.2	4.8
Knowledge		55.7	54.8	53.2	50.9	-3.9	-2.3
	Attainment and participation	70.7	66.9	62.7	65.2	-1.7	2.5
	Segregation	43.9	44.9	45.1	39.7	-5.2	-5.4
Time		65.6	65.6	68.7	68.7	3.1	0.0
	Care activities	58.6	58.6	64.3	64.3	5.7	0.0
	Social activities	73.5	73.5	73.5	73.5	0.0	0.0
Power		8.5	11.8	12.6	21.6	9.8	9.0
	Political	20.7	32.3	31.3	37.2	4.9	5.9
	Economic	12.0	20.7	26.9	27.9	7.2	1.0
	Social	2.4	2.4	2.4	9.7	7.3	7.3
Health		83.5	83.4	85.3	85.4	2.0	0.1
	Status	87.8	87.6	89.4	89.6	2.0	0.2
	Behaviour	79.5	79.5	81.4	81.4	1.9	0.0

Explore Poland's performance by indicator

		Poland		EU	
		Women	Men	Women	Men
Work	Participation	Full-time equivalent employment rate (% , 15-89, 2023) ¹			
		49	64	44	59
		Duration of working life (years, 15+ population, 2024)			
		33	38	35	39
	Segregation and quality of work	ICT specialists (% , 15-74, 2024)			
Money		18	83	20	81
		Managerial positions (% , 15-74, 2024)			
		42	58	35	65
		Low paid workers (% , 16+, 2024)			
		16	11	28	16
Knowledge	Financial resources	Median earnings (PPS, 18-64 employed population, 2024)			
		18822	21321	23000	29960
		Gender pension gap (65+, %, 2024)			
		15		25	
	Economic situation	Median partner earnings ratio (18-64, %, 2024) ²			
Time		74	133	70	152
		In-work poverty of adults in single or single-parent households (% , 16+ employed population, 2024)			
		10	14	16	13
	Attainment and participation	Graduates of tertiary education (% , 30-34, 2024)			
		57	39	50	39
Power		Graduates in IVET (Initial vocational education and training) (% , 25-34, 2024)			
		26	42	27	34
	Segregation	Graduated in tertiary education in EHW (Education, Health and Welfare, Humanities and Art (tertiary students) (% , 2023)			
		81	19	75	25
		Graduated in tertiary education in STEM (Science, Technology, Engineering and Mathematics) (% , 2023)			
Health		40	60	34	66
	Care activities	Informal childcare (0-11) for more than 35 weekly hours (% , 16-74, 2024)			
		54	25	41	20
		Informal long-term care for more than 20 hours per week (% , 45-64, 2019)			
		26	23	20	13
Health		Housework chores every day (% , 16-74, 2024)			
		58	33	59	33
	Social activities	Hours spent on leisure activities per week (% , 16-74, 2024)			
		26	38	30	43
		Voluntary, charitable or political activities at least once per week (% , 16-74, 2024)			
Health		11	14	13	17
	Political	Share of ministers (% , 2024)			
		29	71	35	65
		Share of members of parliament (% , 2024)			
		29	71	33	67
Health		Share of members of regional assemblies/local municipalities (% , 2024) ³			
		29	71	32	68
	Economic	Share of members of boards in largest quoted companies (% , 2024)			
		23	77	34	66
	Social	Share of members of highest decision making body of the national Olympic most popular sport organisations (% , 2024)			
Health		10	90	23	77
	Status	Self-perceived health, good or very good (% , 16+, 2024)			
		62	67	66	71
		Healthy life years at 65 in percentage of the total life expectancy (% , 65+, 2023)			
		45	51	44	50
Health	Behaviour	People who don't smoke and are not involved in harmful drinking (% , 16+ population, 2019)			
		76	56	73	56
		People doing physical activities and/or consuming fruits and vegetables (% , 16+ population, 2019)			
		24	27	38	43

EU-LFS, EU-SILC, European Health Interview Survey (EHIS), Eurostat health statistics, EIGE's CARE survey, EIGE, Gender Statistics Database, WMID.

¹ FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week.

² Median of the annual earnings expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age.

³ Share of members in local municipalities for BG, EE, IE, CY, LT, LU, MT, SI.

Employment rates increased slightly more for women

The full-time equivalent (FTE) employment rate¹ stands at 49 % for women and 64 % for men. Over the past decade both percentages have increased. Moreover, the FTE employment rates improved more for women than men, resulting in a small decrease in the gender gap. The employment rates are particularly low among low educated people, while the gender disparity is widest among people born outside the country.

Duration of working life increased

The duration of working life reached 33 years for women and 38 years for men. For both genders there has been an increase since 2015 – nevertheless, the gender difference did not change.

Vertical and horizontal segregation in labour market improved

The share of women among ICT specialists is 18 %, marking an increase of 4 percentage points since 2015. Among managers, women's share is 42 % – up by 2 percentage points over the past decade.

Gender pension gap narrowed

In Poland, the men's average pension² is 15 % higher than women's. Since 2015 it has decreased by 5 percentage points.

Earnings equality among couples has improved

Women in couples earn on average the 74 % of their partner's earnings, while men earn 33 % more than their partner. Over the past decade, the gender earnings disparity among couples has narrowed, due to an increase in women's earnings ratio relative to men and a decline in men's earnings ratio. The difference remains wider among those couples where at least one partner has low levels of education.

Share of employed people at risk of poverty has fallen

In Poland, 10 % of women and 14 % of men who are employed and live in single or single-parent households are at risk of poverty. Both shares have declined over the past decade.

Tertiary education rises for both genders

In Poland, 57 % of women aged 30–34 have completed tertiary education, compared with 39 % of men. Since 2015, both shares have increased, by 5 percentage points for women and 4 percentage points for men. The gender disparity is wider among people born in the country, while people born abroad have almost achieved gender equality.

¹ The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

² The gender pension gap is the difference between the average gross pension received by men and the average gross pension received by women, expressed as a percentage of men's average pension. It excludes zero pensions, meaning that it is computed with those respondents that have at least one positive income value in gross terms in the pension income variables (old age benefits, survivors' benefits and regular pensions from individual private plans). It shows the percentage by which women's average pension income is higher or lower compared with men.

Segregation in education has increased

Among parents of children aged 0–11, 45 % of women spend more than five hours a day on childcare, compared with 24 % of men. Women also take on more daily household chores, with 57 % doing this every day compared to 27 % of men. The gap is even wider among couples with or without children and older people.

Gender balance has been reached in voluntary, charitable and political activities

Nearly four out of five graduates in EHW fields (Education, Health and Welfare, Humanities and the Arts) are women. In STEM fields (Science, Technology, Engineering and Mathematics), two out of five graduates are women, but their share has fallen by 4 percentage points since 2015.

Women carry a much heavier burden of childcare and housework than men

Among parents with children aged 0–11, 54 % of women spend more than five hours per day on childcare, compared with 25 % of men. In terms of housework, 58 % of women carry out daily chores, against 33 % of men. This difference is even more pronounced among couples with children.

Women's power in politics has increased, but there is still room for improvement

Women occupy 29 % of senior and junior ministerial posts, a notable increase of 9 percentage points since 2023. They also hold 29 % of parliamentary seats (up from 27 % in 2023) and 29 % of seats in regional assemblies (+ 1 percentage point since 2023).

Poland has introduced gender quotas for parliament requiring that the number of women and men candidates cannot be less than **35 %** of all candidates on the list.

The presence of women among the largest quoted companies' boards has declined

Women hold 23 % of board positions in the largest quoted companies in Poland, down 4 percentage points since 2023.

Poland does not have gender quotas for listed quoted companies

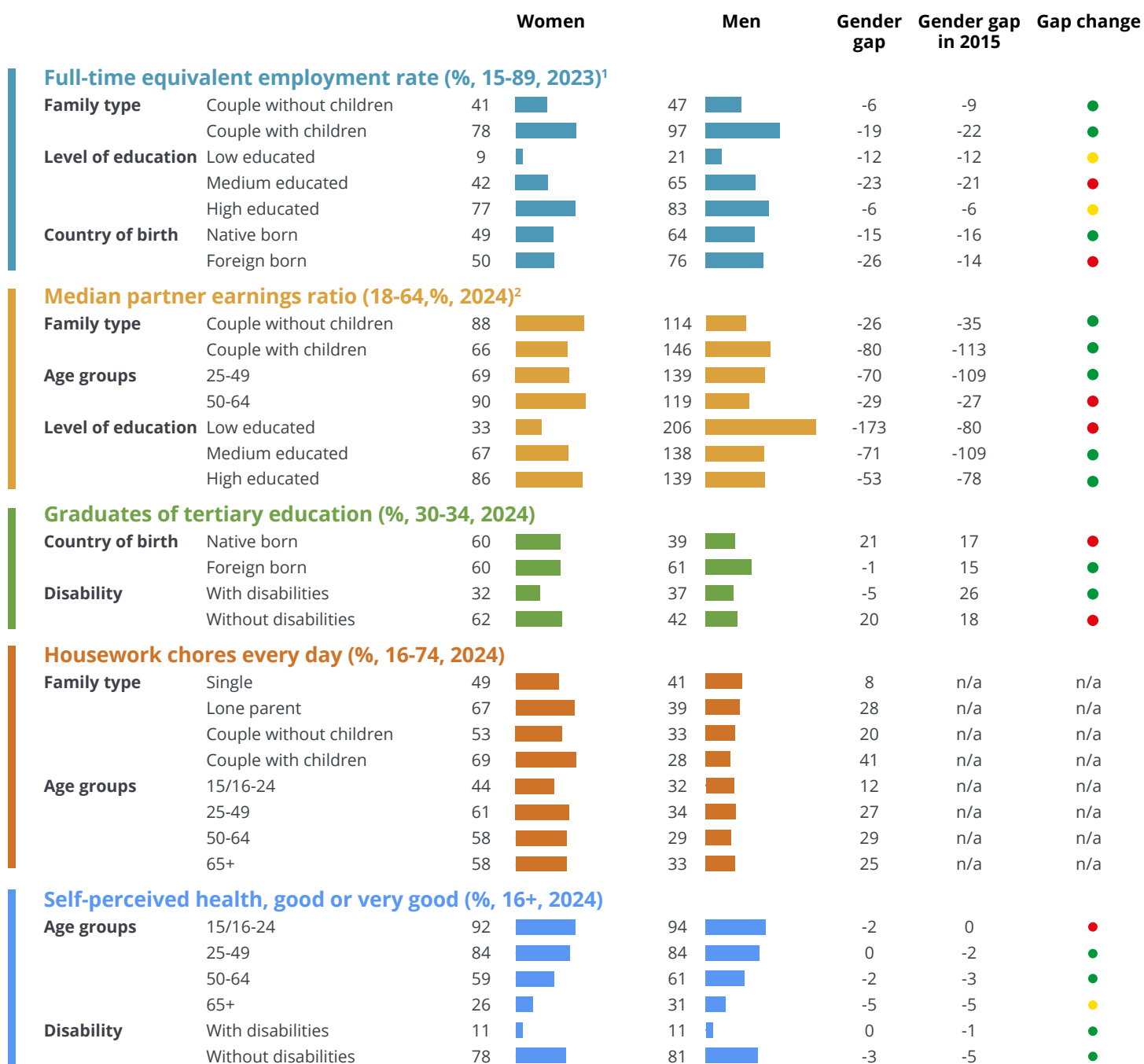
Gender balance among sport organisations' boards remains an issue

The share of women among members of highest decision-making body of the national Olympic most popular sport organisations is 10 %, because of a small increase of 1 percentage point since 2023. It is one of the lowest portions in the EU.

Self-perceived health increased

In Poland, 62 % of women and 67 % of men rated their health as 'good' or 'very good'. Since 2020, self-perceived health has improved slightly for both women (+ 3 percentage points) and men (+ 2 percentage points). At age 65, women are expected to spend 45 % of their remaining life in good health, compared with 51 % for men, with men's share having declined slightly since 2020.

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.)

Eurostat (European Union Labour Force Survey, European Union Statistics on Income and Living Conditions), EIGE CARE survey.

¹ 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).

² Median of the annual earnings expressed as a percentage of a partner's earnings for coupled women and men in employment and in working age.

Violence against women

Violence against women is one of the additional domains of the Gender Equality Index. The 2024 edition of the composite indicator on violence against women is calculated on the basis of the EU-GBV survey on violence against women. The 2024 composite measure scores are not fully comparable with scores calculated in 2017.

Due to data limitations, the composite measure of violence could not be calculated for Poland, but data can be found at indicator level, when available.¹

- In Poland, 17 % of women have experienced physical and/or sexual violence since the age of 15. This is 14 percentage points lower than the EU-27 average (31 %).
- Some 16 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. On par with Greece, this rate is the lowest in the EU-27.

The **Istanbul Convention** is the most comprehensive international human rights treaty on preventing and combatting violence against women and domestic violence.

Poland signed the Istanbul Convention in December 2012 and ratified it in April 2015. The Convention entered into force in Poland in August 2015.

The European Council approved the EU's accession to the Istanbul Convention on 1 June 2023.

¹ More information can be found in the report 'Gender Equality Index 2024. Tackling violence against women, tackling gender inequalities'.

Violence against women

	Poland Women	EU Women
Physical and/or sexual violence		
1 Women having experienced physical and/or sexual violence by any perpetrator since age 15 (% , 18-74, 2021)	17	31 e
18-29	16	35 e
30-44	18	35 e
45-64	18	31 e
65-74	15	24 e
severe limitations	23 u	46 e
limited but not severely or not limited at all	17	30 e
some	24	40 e
some or severe	24	41 e
no limitations	16	28 e
intimate partner violence	11	18 e
non-partner violence	8	20 e
2 Women having experienced physical and/or sexual violence by any perpetrator in the past 12 months (% , 18-74, 2021)	:	3 e
Femicide		
3 Women victims of intentional homicide by intimate partner or family member, rate per 100 000 inhabitants (2022)	:	:
family member	:	:
current or former partner	:	:
Health consequences of violence and multiple victimisation		
4 Women having experienced health consequences of physical and/or sexual violence since the age of 15 (% , 18-74, 2021)	:	57 e
intimate partner violence	79	72 e
non-partner violence	:	37 e
5 Women having experienced health consequences of physical and/or sexual violence in the past 12 months (% , 18-74, 2021)	:	37 e
6 Women having experienced physical and/or sexual violence from one or several types of perpetrators (non-partner, current partner or former partner) (% , 18-74, 2021)	15	31 e
Disclosure of violence to institutions or to anyone else		
7 Women having experienced physical and/or sexual violence in the past 12 months and have not told anyone (% , 18-74, 2021)	16	31 e
intimate partner violence	16	31 e
non-partner violence	20	38 e

EU-GBV survey on violence against women (Statistics | Eurostat (europa.eu))

Italy, the data based on Victimisation survey 2022-2023 (Le molestie: vittime e contesto – Anno 2022-2023 – Istat); women aged 18-70.

Femicide, Eurostat (crim_hom_vrel)

e: ELGE's estimation

u: low reliability (estimate is based on 20 to 49 sample observations or if non-response for the item concerned exceeds 20% and is lower or equal to 50%)

d: definition differs

: not available

Gender stereotypes in Poland

The Gender Equality Index 2025 present data on gender stereotypes across the EU and key findings alongside public perceptions of gender roles in each domain. The data shows how deeply engrained gender norms continue to influence our daily lives, choices and opportunities.

		Poland		EU	
		Women	Men	Women	Men
Gender stereotypes					
1	Men earn more than women because their jobs are more demanding (% , 15+, 2024) <i>Tend to agree or totally agree</i>	60	73	36	45
2	If childcare services are not available, mothers should stay at home with the child and fathers should prioritise their job (% , 16-74, 2024) <i>Agree or strongly agree</i>	41	52	33	42
3	A man's most important role is to earn money (% , 15+, 2024) <i>Tend to agree or totally agree</i>	65	74	40	45
4	Women should make most of the decisions on how to run a household (% , 16-74, 2024) <i>Agree or strongly agree</i>	39	41	36	38
5	A university education is more important for a boy than for a girl (% , 15+, 2017/22)¹ <i>Disagree or strongly disagree</i>	90	83	92	88
6	Women and men are treated in the same way at school / university (% , 15+, 2024) <i>Agree</i>	63	66	66	69
7	It is good for family wellbeing when fathers and mothers equally share parental leave (% , 16-74, 2024) <i>Agree or strongly agree</i>	85	80	82	78
8	Overall, men are naturally less competent than women to perform household tasks (% , 15+, 2024) <i>Tend to agree or totally agree</i>	65	62	49	48
9	Men are more ambitious than women in politics (% , 15+, 2024) <i>Tend to agree or totally agree</i>	53	57	46	48
10	Soft skills often attributed to women are important for being a good leader (% , 15+, 2024) <i>Tend to agree or totally agree</i>	69	64	65	61
11	Men are better treated by medical staff (% , 15+, 2024) <i>Agree</i>	24	19	22	16
12	Women and men are treated in the same way by medical staff (% , 15+, 2024) <i>Agree</i>	65	71	67	70
13	A man controlling his wife's finance is acceptable (% , 18+, 2024) <i>Acceptable</i>	33	65	26	46
14	If women share intimate pictures of themselves with someone, they are at least partially responsible if the image is shared online without their consent (% , 18+, 2024) <i>Tend to agree or totally agree</i>	50	56	42	45

Special Eurobarometer 545 on Gender Stereotypes
EIGE' CARE survey II
2017-2022 European Value Study 5, World Value Survey 7
Flash Eurobarometer 544 on Gender Stereotypes - Violence against women

e: EIGE's estimation

u: low reliability (estimate is based on 20 to 49 sample observations or if non-response for the item concerned exceeds 20% and is lower or equal to 50%)

d: definition differs

: not available

EIGE's calculations, based on microdata

¹ 23 European countries out of 27 answered the question.

Men's higher earnings are often attributed to tougher jobs

Three out of five women believe that men earn more than women because their jobs are more demanding, while almost three out of four men share this view. Agreement with this statement is higher among younger women than among older women.

Many people, especially men, think mothers should stay home if childcare is unavailable

Around two out of five women believe that if childcare services are unavailable, mothers should stay home with the children while fathers prioritise their work. Slightly more than half of men share this view.

Some consider it acceptable for a husband to control his wife's finances

One out of three women would accept that a man controls his wife's finance. The share of men who agree with this is even higher, reaching almost two out of three men.

About the Index

The Gender Equality Index, first launched in 2013, has become a cornerstone of gender monitoring in the European Union. More than a decade has passed since its first release and during this time, it has served as a valuable tool for benchmarking progress, identifying persistent gaps and supporting evidence-based policymaking across Member States. In 2025, the Index underwent a comprehensive review to strengthen its alignment with current EU policy priorities, integrate new data and update its methodology.

The Gender Equality Index measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 27 indicators. Scores range from 0 to 100, where 0 reflects complete gender inequality and 100 represents full 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, disability, education, family type and migrant background (based on the country of birth). The domain of violence against women measures, monitors and analyses the most common and widely criminalised forms of violence against women across the EU.

Given the changes introduced to the Index, the entire time series has been reconstructed, applying the updated methodology to past years to ensure full comparability over time. Each indicator has been recalculated annually using the most recent data available for that specific year. As a result, the Index time series have been updated and the time series published up to 2024 will no longer be used. This revision preserves the accuracy of historical data while allowing consistent trend analysis under the new methodology.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their effort 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.

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