

The data for 2023 Index is mostly from 2021.

Progress in gender equality

With 61.9 points out of 100, Poland ranks 18th in the EU on the Gender Equality Index. Its score is 8.3 points below the score for the EU as a whole.¹

Since 2010, Poland's score has increased by 6.4 points, mainly due to improvements in the domains of time (+ 17.3 points) and money (+ 8.9 points). Since 2020, Poland's score has increased by 4.2 points, which is one of the biggest improvements among Member States during this period. This can be attributed to an increase in the domain of time (+ 19.0 points). As a result, Poland's ranking in this year's Index has risen by three places, moving up to 18th in the EU.

[1] The Gender Equality Index 2023 has been affected by certain changes in EU-wide surveys and through the use of the most up-to-date sources. For the first time, it benefits from EIGE's survey data on gender gaps in care, individual and social activities carried out across the EU in 2022, and from new data from the 2021 EWCTS survey (Eurofound). Regulation (EU) 2019/1700, which came into force from 1 January 2021, also introduced some changes into the EU-LFS. These methodological changes will affect nine indicators included in the domains of work, knowledge and time, together with their respective scores, as well as the overall Index and the analysis of intersecting inequalities using the respective indicators.

An analysis has been carried out of the possible impact that these changes may have had on the Index and on the interpretation of the corresponding time series. Despite the break in time series that the changes entail, the time series analysis can be considered adequate (see Index 2023 report).

| | | Change since | |
|-----------|-------------|--------------|------------|
| | | 2010 | 2020 |
| SE | 82.2 | 2.1 | -1.7 |
| NL | 77.9 | 3.9 | 0.6 |
| DK | 77.8 | 2.6 | 0.0 |
| ES | 76.4 | 10.0 | 1.8 |
| BE | 76.0 | 6.7 | 1.8 |
| FR | 75.7 | 8.2 | 0.6 |
| LU | 74.7 | 13.5 | 1.2 |
| FI | 74.4 | 1.3 | -1.0 |
| IE | 73.0 | 7.6 | -1.3 |
| AT | 71.2 | 12.5 | 2.4 |
| DE | 70.8 | 8.2 | 2.1 |
| EU | 70.2 | 7.1 | 1.6 |
| SI | 69.4 | 6.7 | 1.9 |
| IT | 68.2 | 14.9 | 3.2 |
| MT | 67.8 | 13.4 | 2.2 |
| PT | 67.4 | 13.7 | 4.6 |
| BG | 65.1 | 10.1 | 4.4 |
| LT | 64.1 | 9.2 | 3.5 |
| PL | 61.9 | 6.4 | 4.2 |
| LV | 61.5 | 6.3 | 0.1 |
| HR | 60.7 | 8.4 | 0.0 |
| CY | 60.7 | 11.7 | 3.4 |
| EE | 60.2 | 6.8 | -0.8 |
| SK | 59.2 | 6.2 | 3.2 |
| EL | 58.0 | 9.4 | 4.6 |
| CZ | 57.9 | 2.3 | 0.7 |
| HU | 57.3 | 4.9 | 3.1 |
| RO | 56.1 | 5.3 | 2.4 |

Best performance

Poland ranks 16th among all Member States in the domain of money, with 78.4 points – a rise of one place since 2020. However, progress in its score for this domain has stalled (+ 0.3 points) during this period. Within the domain of money, Poland's highest ranking is in the sub-domain of economic situation (11th place), with a score of 92.3 points. In the sub-domain of financial resources, Poland scores 66.6 points and ranks 16th, an increase of 0.7 points since 2020.

Most room for improvement

Poland's lowest-scoring domain is that of power (36.4 points). Despite an increase in score since 2020 (+ 2.0 points), Poland remains in 20th place here. This is due to other Member States making faster progress, combined with stalled progress in the sub-domain of political decision-making, in which Poland scores 47.2 points. In the sub-domain of social decision-making, Poland ranks 26th, with a score of 26.2 points, which was the country's lowest score for any sub-domain.

Biggest improvement

Since 2020, Poland's biggest improvement in score has been in the domain of time (+ 19.0 points), moving the country 15 places up to 4th position. This is the biggest rise in ranking among all Member States in this domain, and is also due to the differing pace of change in the domain in several other countries. The main driver of Poland's rise in this domain was an improvement in the sub-domain of social activities (+ 26.0 points). Poland scores 69.0 points in this sub-domain, and has risen by 18 places to stand at 2nd place in the corresponding ranking .

A step backwards

Since 2020, Poland has taken a step backwards in the domain of work, falling one place to 23rd. Despite an increase of 2.3 points since 2020, the domain of work is Poland's lowest-ranking domain in this year's Index, with a score of 69.6 points. This is mainly due to the differing pace of change in this domain in several countries. Poland ranks 25th in the sub-domain of segregation and quality of work, with a score of 58.6 points. The country's ranking for this sub-domain has remained the same since 2020. Over the same period, Poland's ranking for the sub-domain of participation in work (21st place) has also remained the same.

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 2010–2021, 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 average.

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.

Explore Poland's Index results

| | | | | | | | | | | Change since | |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--|
| | 2010 | 2012 | 2015 | 2017 | 2018 | 2019 | 2020 | 2021 | 2010 | 2020 | |
| Index | 55.5 | 56.9 | 56.8 | 55.2 | 55.8 | 56.6 | 57.7 | 61.9 | 6.4 | 4.2 | |
| Work | 66.3 | 66.6 | 66.8 | 67.0 | 67.3 | 67.2 | 67.3 | 69.6 | 3.3 | 2.3 | |
| Participation | 77.9 | 78.3 | 79.5 | 80.2 | 80.8 | 80.6 | 80.4 | 82.6 | 4.7 | 2.2 | |
| Segregation and quality of work | 56.5 | 56.5 | 56.2 | 56.0 | 56.1 | 56.0 | 56.4 | 58.6 | 2.1 | 2.2 | |
| Money | 69.5 | 70.3 | 73.3 | 75.1 | 75.5 | 76.7 | 78.1 | 78.4 | 8.9 | 0.3 | |
| Financial resources | 54.6 | 56.2 | 61.4 | 62.8 | 63.0 | 65.1 | 65.9 | 66.6 | 12.0 | 0.7 | |
| Economic situation | 88.5 | 88.0 | 87.5 | 89.9 | 90.5 | 90.4 | 92.6 | 92.3 | 3.8 | -0.3 | |
| Knowledge | 57.8 | 56.5 | 56.0 | 56.5 | 57.2 | 57.6 | 57.5 | 59.4 | 1.6 | 1.9 | |
| Attainment and participation | 62.3 | 61.5 | 61.3 | 61.5 | 63.0 | 62.8 | 61.9 | 63.8 | 1.5 | 1.9 | |
| Segregation | 53.6 | 51.9 | 51.1 | 51.9 | 51.9 | 52.9 | 53.4 | 55.3 | 1.7 | 1.9 | |
| Time | 54.2 | 55.3 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 71.5 | 17.3 | 19.0 | |
| Care activities | 63.0 | 65.6 | 64.1 | 64.1 | 64.1 | 64.1 | 64.1 | 74.0 | 11.0 | 9.9 | |
| Social activities | 46.5 | 46.5 | 43.0 | 43.0 | 43.0 | 43.0 | 43.0 | 69.0 | 22.5 | 26.0 | |
| Power | 30.6 | 34.8 | 35.1 | 29.1 | 30.0 | 31.5 | 34.4 | 36.4 | 5.8 | 2.0 | |
| Political | 36.6 | 43.5 | 46.1 | 43.6 | 44.3 | 45.6 | 46.9 | 47.2 | 10.6 | 0.3 | |
| Economic | 27.5 | 33.8 | 38.2 | 33.1 | 34.1 | 35.7 | 37.3 | 38.9 | 11.4 | 1.6 | |
| Social | 28.6 | 28.6 | 24.4 | 17.0 | 17.8 | 19.2 | 23.2 | 26.2 | -2.4 | 3.0 | |
| Health | 81.6 | 81.7 | 82.2 | 83.2 | 83.1 | 83.3 | 83.6 | 84.4 | 2.8 | 0.8 | |
| Status | 85.8 | 85.9 | 86.6 | 87.3 | 87.4 | 87.7 | 87.5 | 87.9 | 2.1 | 0.4 | |
| Behaviour | 67.9 | 67.9 | 67.9 | 67.9 | 67.9 | 67.9 | 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 | 3.2 | 2.0 | |

Explore Poland's performance by indicator

| | | Poland | | EU | |
|--|--|--------|-------|-------|-------|
| | | Women | Men | Women | Men |
| Work | | | | | |
| Participation | Full-time equivalent employment rate (% , 15-89 population, 2021)* | 47 | 63 | 42 | 57 |
| | Duration of working life (years, 15+ population, 2021) | 32 | 37 | 34 | 38 |
| Segregation and quality of work | Employed people in education, human health and social work activities (% , 15-89 employed, 2021) | 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, 2021) | 15016 | 15571 | 20261 | 21221 |
| Economic situation | At-risk-of-poverty (% , 16+ population, 2021) | 16 | 14 | 17 | 15 |
| | Income distribution S20/80 (16+ population, 2021) | 25 | 24 | 20 | 20 |
| Knowledge | | | | | |
| Attainment and participation | Graduates of tertiary education (% , 15-89 population, 2021) | 30 | 22 | 28 | 26 |
| | People participating in formal or non-formal education and training (15-74 population, 2021) | 13 | 12 | 19 | 18 |
| Segregation | Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2021) | 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 2023) | 19 | 81 | 34 | 66 |
| | Share of members of parliament (% , 2nd quarter 2023) | 28 | 72 | 33 | 67 |
| | Share of members of regional assemblies/local municipalities (% , 2023)** | 28 | 72 | 30 | 70 |
| Economic | Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2023) | 26 | 74 | 33 | 67 |
| | Share of board members of central bank (% , 2022) | 20 | 80 | 28 | 72 |
| Social | Share of board members of research funding organisations (% , 2022) | 19 | 81 | 41 | 59 |
| | Share of board members of publically owned broadcasting organisations (% , 2022) | 17 | 83 | 38 | 62 |
| | Share of members of highest decision making body of the national Olympic sport organisations (% , 2022) | 7 | 93 | 20 | 80 |
| Health | | | | | |
| Status | Self-perceived health, good or very good (% , 16+ population, 2021) | 61 | 68 | 67 | 72 |
| | Life expectancy at birth (years, 2021) | 80 | 72 | 83 | 77 |
| | Healthy life years at birth (years, 2021) | 65 | 61 | 64 | 63 |
| 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, 2021) | 10 | 8 | 5 | 4 |
| | Population with unmet needs for dental examination (% , 16+ population, 2021) | 3 | 3 | 5 | 5 |

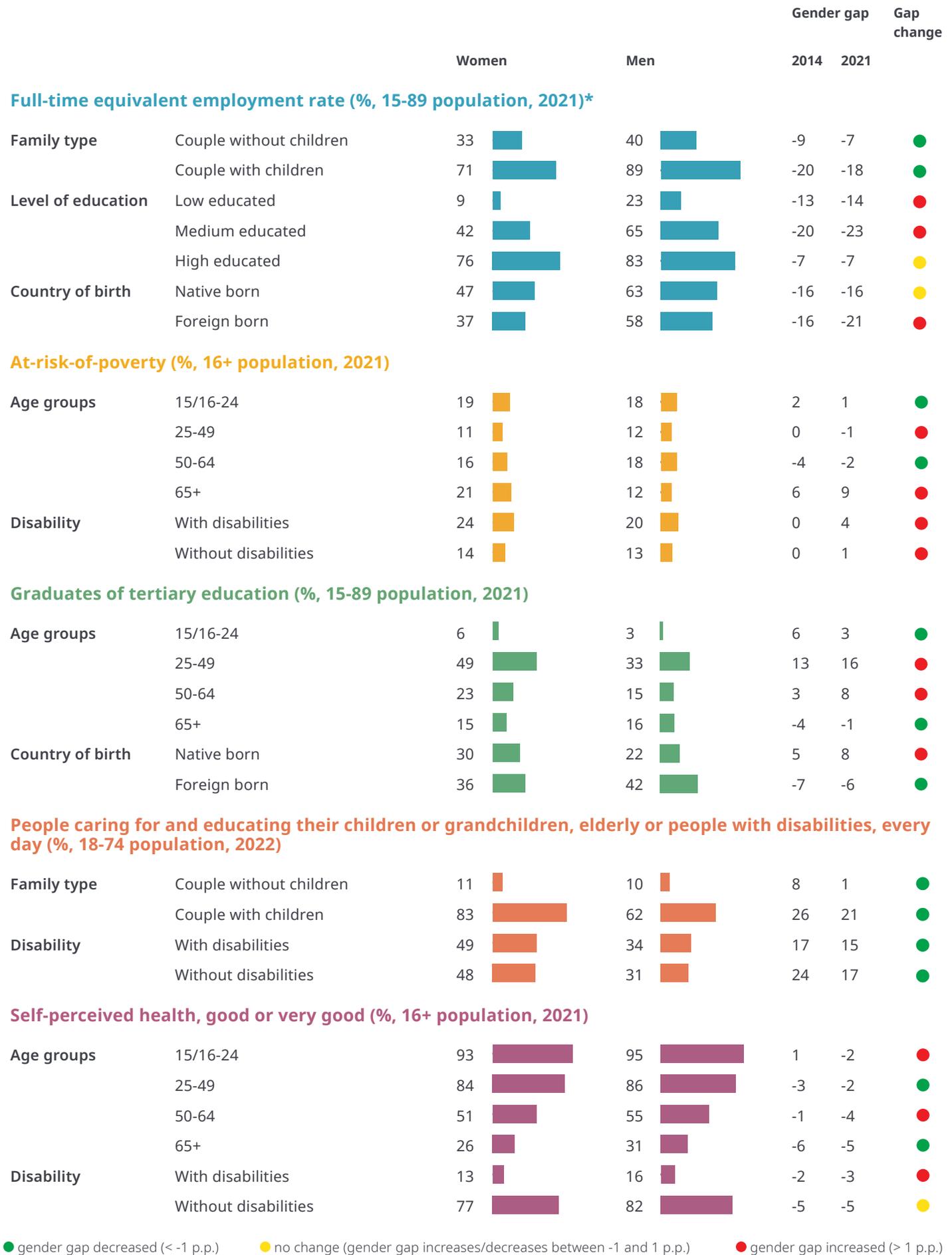
* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

** 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

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.

Violence

A lack of evidence to assess violence against women

No score is given to Poland in the domain of violence, due to a lack of comparable EU-wide data.

Femicide

In 2021, 720 women were murdered by an intimate partner, family member or relative in 17 EU Member States, according to official reports. Poland does not provide comparable data on femicide.

Source: Eurostat, 2021

Violence at a glance

Intimate partner violence

No data is available. Data on intimate partner violence will be updated in 2024 using Eurostat data complemented by the survey on violence against women carried out by FRA and EIGE.

Sexual harassment at work

No data is available. Data on sexual harassment at work will be updated in 2024 using Eurostat data complemented by the survey on violence against women carried out by FRA and EIGE.

Istanbul Convention: state of play

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.

EIGE/FRA survey on violence against women

The Fundamental Rights Agency (FRA) and the European Institute for Gender Equality (EIGE) will carry out a survey on violence against women (VAW II) in eight EU Member States (CZ, DE, IE, CY, LU, HU, RO, SE), which will complement the Eurostat-led data collection on gender-based violence and other forms of interpersonal violence (EU-GBV) in the remaining countries. The use of a unified methodology will ensure the availability of comparable data across all EU Member States. Data collection will be completed this year, and the results will be used to update the domain of violence in the Gender Equality Index 2024, with its thematic focus on violence against women.

Thematic focus

The Gender Equality Index 2023 focuses on the socially fair transition of the European Green Deal. Its thematic focus analyses the following aspects:

- **Public attitudes and behaviours on climate change and mitigation**
- **Energy**
- **Transport**
- **Decision-making**

The data was collected through various surveys, such as the EIGE 2022 survey on gender gaps in unpaid care, individual and social activities, as well as other EU-wide surveys.¹ The EIGE survey focused on gender differences in unpaid care, including links to transport, the environment and personal consumption and behaviour.

Focus 2023: The European Green Deal

Women and men in Poland feel less responsibility to try to reduce climate change than the EU average

When asked in 2018, 53 % of women in Poland, compared with 51 % of men, said they felt personally responsible for reducing climate change. This was lower than the EU average of 62 % for women and 61 % for men. When asked about their behaviour with regard to climate change and mitigation, 35 % of women and 27 % of men said they regularly avoided animal products. This aligned closely with the EU average of 31 % for women and 23 % for men.

Single women in Poland struggle to keep their homes warm

In 2021, 8 % of single women in Poland, compared with 7 % of single men, were unable to adequately heat their homes. The gender gap was most pronounced among lone parents, with 6 % of lone mothers reporting that they were unable to keep their homes warm, compared with 2 % of lone fathers. Similarly, 6 % of lone mothers and 2 % of lone fathers reported being in arrears on their utility bills in 2021. These figures are likely to have risen significantly with the ongoing energy crisis.

Women are more likely than men to use public transportation as one of their main means of transport

In Poland, 42 % of women listed public transportation as one of their three main means of transport, compared with 34 % of men in 2022. This was higher than the EU average of 32 % for women and 29 % for men. Similarly, 56 % of women reported opting for low carbon-emission modes of transport such as cycling or car-pooling, compared with 50 % of men in the same year.

[1] The following sources were used: the EIGE survey on gender gaps in unpaid care, individual and social activities; the European Social Survey; Eurostat-LFS; EU-SILC; education statistics; and the EIGE's WiDM.

Green Deal in Poland

| | Poland | | EU | |
|---|--------|-----|-------|-----|
| | Women | Men | Women | Men |
| Public attitudes and behaviours on climate change and mitigation | | | | |
| Personal responsibility to try to reduce climate change (% , 15+, 2018) | 53 | 51 | 62 | 61 |
| Avoiding animal products (% , 16-74, 2022) | | | | |
| Regularly | 35 | 27 | 31 | 23 |
| Sometimes | 45 | 42 | 43 | 41 |
| Never | 20 | 31 | 26 | 36 |
| Avoiding plastic single-use products (% , 16-74, 2022) | | | | |
| Regularly | 55 | 47 | 49 | 42 |
| Sometimes | 39 | 44 | 44 | 46 |
| Never | 5 | 9 | 7 | 11 |
| Choosing environmentally friendly options in childcare activities (% , 16-74, 2022) | | | | |
| Regularly | 62 | 58 | 51 | 49 |
| Sometimes | 34 | 36 | 41 | 41 |
| Never | 4 | 6 | 8 | 10 |
| Choosing friendly options in housework activities daily (% , 16-74, 2022) | | | | |
| Regularly | 64 | 59 | 59 | 53 |
| Sometimes | 31 | 34 | 35 | 39 |
| Never | 5 | 7 | 6 | 8 |
| Tertiary graduates in natural sciences and technologies (% , 15+, 2021) | | | | |
| Natural sciences and technologies | 45 | 55 | 36 | 64 |
| Natural sciences | 72 | 28 | 56 | 44 |
| Technologies | 40 | 60 | 28 | 72 |
| Energy | | | | |
| People unable to keep the home adequately warm (% , +16, 2021) | | | | |
| 65+ | 5 | 4 | 8 | 6 |
| Low educational attainment | 6 | 5 | 12 | 12 |
| Single | 8 | 7 | 10 | 9 |
| Lone parents | 6 | 2 | 12 | 11 |
| Non-EU migrants | 3 | 5 | 12 | 13 |
| People with disabilities | 6 | 5 | 12 | 11 |
| People with arrears on utility bills (% , +16, 2021) | | | | |
| 16-24 | 7 | 8 | 8 | 9 |
| Low educational attainment | 7 | 9 | 9 | 10 |
| Single | 8 | 7 | 10 | 9 |
| Lone parents | 6 | 2 | 12 | 11 |
| Non-EU migrants | 0 | 2 | 11 | 12 |
| People with disabilities | 6 | 8 | 8 | 9 |
| Employed in the energy sector (% , +15, 2022) | 14 | 86 | 24 | 76 |
| Transport | | | | |
| People opting for low carbon-emission modes of transport (% , 16-74, 2022) | | | | |
| Regularly | 56 | 50 | 42 | 41 |
| Sometimes | 36 | 42 | 39 | 41 |
| Never | 8 | 9 | 19 | 18 |
| People using the car as main means of transport during a typical week (% , 16-74, 2022) | 62 | 69 | 66 | 70 |
| People using public transportation as main means of transport during a typical week (% , 16-74, 2022) | 42 | 34 | 32 | 29 |
| People using walking as main means of transport during a typical week (% , 16-74, 2022) | 52 | 48 | 46 | 43 |
| Employed in the transport sector (% , 15+, 2022) | 22 | 78 | 22 | 78 |
| Decision-making | | | | |
| Senior administrators in national ministries dealing with environment and climate change (% , 2022) | 58 | 42 | 56 | 44 |
| Members of parliamentary committees dealing with environment and climate change (% , 2022) | 69 | 32 | 70 | 30 |

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 Gender Equality Index 2023 also includes a thematic focus on the socially fair transition of the European Green Deal.

This year's edition of the Index includes a long-awaited update to the domain of time using the EIGE survey on gender gaps in unpaid care, individual and social activities.

EIGE's survey on gender gaps in unpaid care, individual and social activities

This EIGE survey focuses on gender differences in unpaid care in order to better understand how they impact the job opportunities, work-life balance, leisure and social activities of women and men. The survey aims to fill current data gaps and improve the capacity of the Gender Equality Index to capture changes in the domain of time in a more conceptually sound, coherent and regular way. The findings from this EIGE survey will contribute to monitoring the European Care Strategy and the EU Gender Equality Strategy 2020-2025, as reducing the gender gap in care is a key objective of these strategies. The survey was carried out during the summer of 2022, and involved over 60,000 respondents aged 16-74 across the 27 EU Member States.

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

© European Institute for Gender Equality, 2023
Reproduction is authorised provided the source is acknowledged.

European Institute for Gender Equality
Gedimino pr. 16
LT01103
Vilnius
LITHUANIA
Tel. +370 52157444
Email: eige.sec@eige.europa.eu

Contact details

- ✈ eige.europa.eu
- f facebook.com/eige.europa.eu
- 🐦 twitter.com/eige_eu
- 📺 youtube.com/user/eurogender
- @ eige.sec@eige.europa.eu
- ☎ +370 52157444