

The Gender Equality Index 2017 examines the progress and challenges in achieving gender equality across the European Union from 2005 to 2015. Using a scale from 1 (full inequality) to 100 (full equality), it measures the differences between women and men in key domains of the EU policy framework (work, money, knowledge, time, power and health). The Index also measures violence against women and intersecting inequalities. These are satellite domains and are part of the framework of the Gender Equality Index, but do not have an impact on the overall score. Intersecting inequalities show how gender intersects with age, education, family composition, country of birth and disability. The Gender Equality Index provides results for each domain and sub-domain for the EU and its 28 Member States ⁽¹⁾.

Progress in gender equality in Poland, 2005-2015

In the Gender Equality Index 2017, Poland achieved a score of **56.8 out of 100**. This is below the EU-28 score of 66.2, although progress is on track with that of the EU on average. Poland's score has increased by 4.4 points. It now holds the 18th place in the Index, an improvement of two positions.

The gender equality score in the domain of **health** has slightly increased and is the highest in Poland. It shows a relatively satisfactory gender balance in access to services.

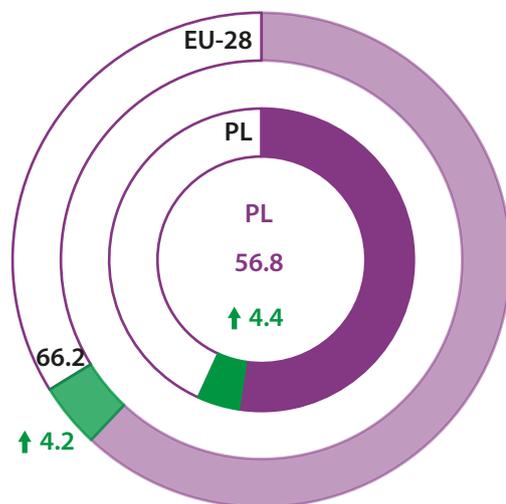
The biggest improvement took place in the domain of **money**. This score is the second highest in Poland, mostly due to improvements regarding the distribution of earnings and incomes.

The domain of **power** has become significantly more gender equal, though its score remains the lowest in Poland. Women's representation in decision-making positions in economic and political sectors has increased, whereas the situation in social power has regressed.

The situation in the domain of **work** has slightly improved, but continued gender segregation has impeded further progress. Poland's score in the sub-domain of segregation and quality of work ranks among the lowest in the EU-28.

Gender equality in the domain of **knowledge** has stagnated. The gender gap in the share of graduates among the population has widened, in favour of women.

The domain of **time** has experienced a drawback. Women are still doing the bulk of the caring, educating, cooking, and cleaning. The situation has also become more gender unequal in relation to social activities.



↑↓ Change in score from 2005 to 2015

⁽¹⁾ The Gender Equality Index 2017 is based on the data of Eurostat (Education statistics, EU Labour Force Survey, European Health Interview Survey, EU Statistics on Income and Living Conditions, Structure of Earnings Survey), of Eurofound (European Quality of Life Survey, European Working Conditions Survey), of EIGE's Gender Statistics Database (Women and Men in Decision-Making) and of the Fundamental Rights Agency's Violence Against Women survey. The year of reference is 2015 (2014 for data on intersecting inequalities). The age of the reference population for the indicators is either 15+, 16+ or 18+, depending on the source.

Work

In the domain of work, greater participation of women and men in employment contributed to a slight increase in the score.

The employment rate (20-64) is 61 % for women, compared to 75 % for men. The total employment rate is 68 % and Poland is close to reaching its national Europe 2020 strategy (EU2020) target for employment (71 %).

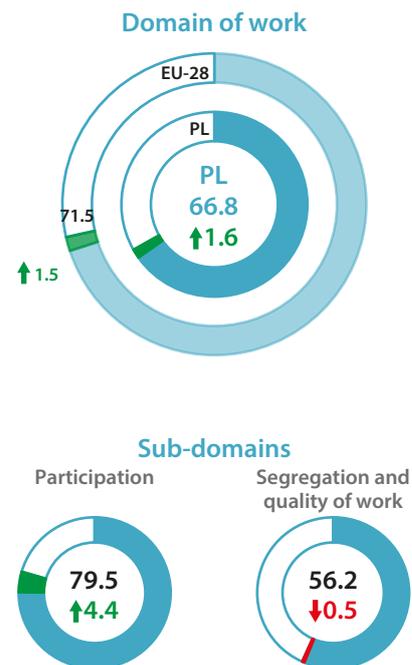
When the number of hours worked is taken into account, the full-time equivalent (FTE) employment rate of women is roughly 43 %, compared to 60 % for men.

Among couples with children, the FTE employment rate for women is 69 % compared to 89 % for men, a gender gap of 20 percentage points (p.p.). The gender gap for couples without children is half this amount.

The FTE employment rate increases as education levels rise.

Nearly 11 % of women work part-time, compared to 5 % of men. On average, women work 39 hours per week, compared to 42 hours for men. 6 % of working-age women versus 0.3 % of working-age men are either outside the labour market or work part-time due to care responsibilities.

Gender segregation in the labour market is a reality for both women and men. Nearly 24 % of women work in education, human health and social work activities (EHW), compared to 5 % of men. Six times more men (35 %) than women (6 %) work in science, technology, engineering and mathematics (STEM) occupations.



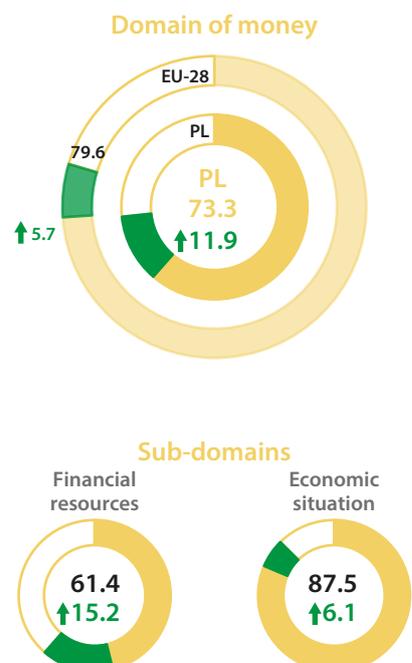
Money

The situation in the domain of money has significantly improved. Gender equality has improved especially in earnings and income. The distribution of wealth between women and men has also improved, and poverty rates have decreased.

Mean monthly earnings of women and men have increased since 2005, but women continue to earn less. Women earn nearly 18 % less than men each month. The gender gap, which grows with the level of education, is even bigger among elderly people (45 %), foreign-born people (36 %), and couples with children (24 %).

The population of women and men at risk of poverty has decreased over the past decade. 17 % of women and men are at risk of poverty, although that percentage is higher for lone parents (27 % are at risk of poverty). The higher a person's education level is, the lower their risk of poverty.

Inequalities in income distribution have decreased for both genders. The gender pay gap is 8 % to the detriment of women compared to 16 % at the EU-28 level. In 2012, women had lower pensions than men and the gender gap was 25 %, compared to a gap of 38 % at the EU-28 level.



Knowledge

In the domain of knowledge, the situation has stalled overall.

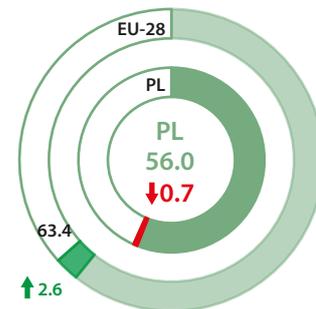
The number of tertiary graduates has increased, especially for women, and the gender gap in tertiary educational attainment has increased in favour of women. Poland is close to its national EU2020 target to have 45 % of people aged 30-34 obtain tertiary education.

Only 11 % of women and men with disabilities have attained tertiary education, compared to 28 % of women and 20 % of men without disabilities.

The rate of participation of women and men in lifelong learning has decreased.

Gender segregation in study fields remains a challenge. The gender gap in tertiary education in education, health and welfare, humanities and arts has increased. 37 % of women students, are concentrated in these fields, which are traditionally seen as 'feminine', compared to only 18 % of men students.

Domain of knowledge



Sub-domains

Attainment and participation



Segregation



Time

In the domain of time, the score has slightly decreased. The greatest challenge remains the division of time for social activities between women and men, which has become more unequal since 2005.

Women continue to do the bulk of caring for their family. The gender gap was bigger in 2015 than in 2005. 72 % of women aged 25-49 have daily caring responsibilities for 1 hour or more, as opposed to 39 % of men.

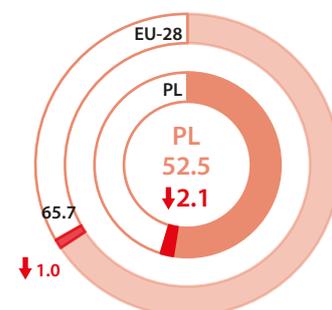
90 % of women in a couple with children care for and educate their family for at least 1 hour, compared to 64 % of men.

82 % of women do cooking and housework every day for at least 1 hour, compared to only 34 % of men. The gender gap is bigger in couples without children than in couples with children.

Inequality in time-sharing at home also extends to social activities, although to a lesser extent than in many other Member States. Men are more likely than women to participate in sporting, cultural, and leisure activities outside the home. On the other hand, women more often participate in voluntary or charitable activities than men.

5 % of children under the age of three and 43 % of children between the age of three and school age are enrolled in childcare. Poland has not met either of the two 'Barcelona targets', which are to have at least 33 % of children below the age of three in childcare and 90 % of children between the age of three and school age in childcare.

Domain of time

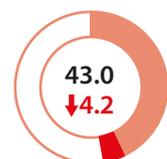


Sub-domains

Care activities



Social activities



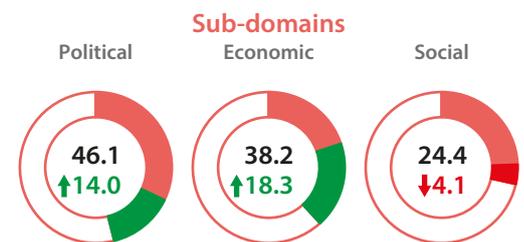
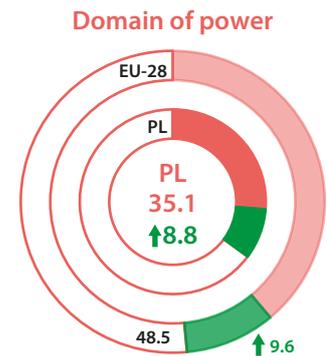
Power

The domain of power shows a marked increase due to a considerable improvement in the sub-domains of economic and political power. However, this domain is Poland's lowest scoring domain.

The representation of women on the corporate boards of publicly listed companies as well as in the central bank has doubled (to 18 % and 22 %, respectively).

Gender equality has increased in the sub-domain of political power, due to the increased presence of women in parliament (from 21 % in 2005 to 24 % in 2015) and the increased presence of women ministers in the government (from 10 % in 2005 to 25 % in 2015).

Just over one fifth of board members of research funding organisations and less than one seventh of board members of publicly owned broadcasting organisations are women. The gender gap in decision-making in sport is even higher — women comprise just 3 % of members of the highest decision-making bodies of national Olympic sport organisations.



Health

In the domain of health, the score slightly improved due to better and relatively equal access to medical and dental services for both women and men.

87 % of all women and men are able to meet their medical needs and about 92 % are able to meet their dental needs.

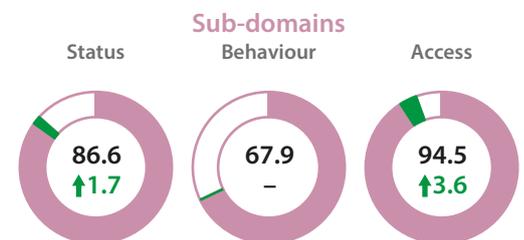
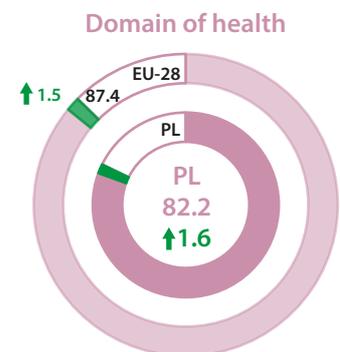
Life expectancy has increased for both women and men. Women on average live 8 years longer than men.

The number of healthy life years, however, has slightly decreased for both women and men.

55 % of women and 62 % of men rate their health as 'good' or 'very good'.

28 % of single women rate their health as 'good' or 'very good,' compared to 45 % of single men, indicating a large gender gap among this group. A gap is also present among people with a low level of education, where 30 % of women and 48 % of men rate their health as 'good' or 'very good'.

Men smoke and/or drink excessively compared to women (almost half of men, compared to around one fourth of women). Slightly more men than women engage in healthy behaviour (doing physical activities and/or consuming fruit and vegetables).

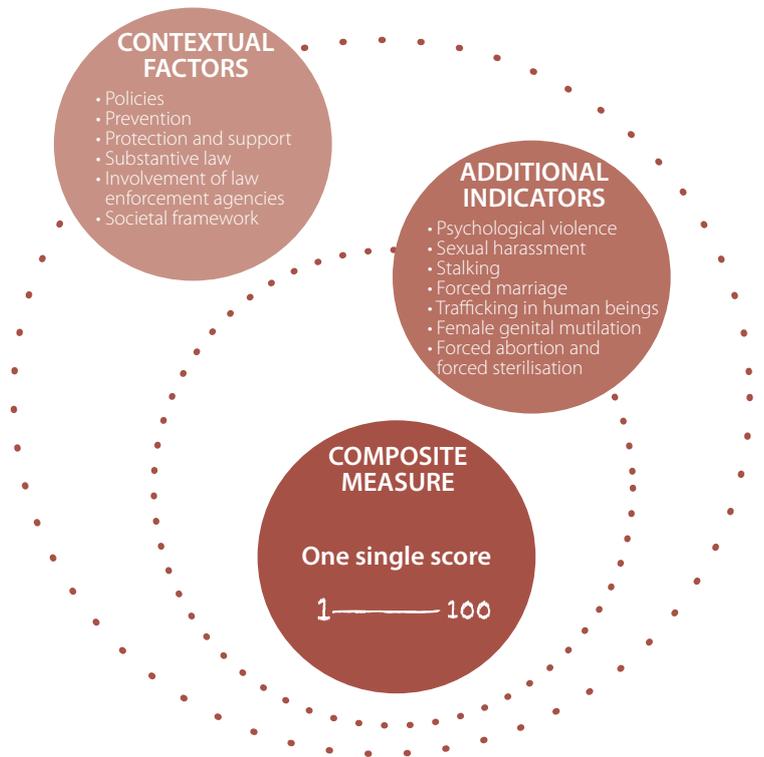


Violence

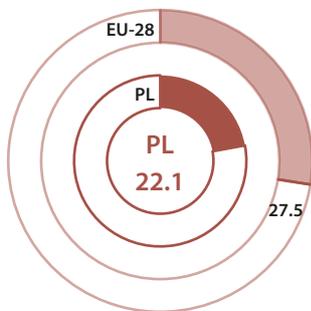
Violence against women is included in the Gender Equality Index as a satellite domain. This means that the scores of the domain of violence do not have an impact on the final score of the Gender Equality Index. From a statistical perspective, the domain of violence does not measure gaps between women and men as core domains do. Rather, it measures and analyses women's experiences of violence. Unlike other domains, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence completely.

A high score in the Gender Equality Index means a country is close to achieving a gender-equal society. However, in the domain of violence, the higher the score, the more serious the phenomenon of violence against women in the country is. On a scale of 1 to 100, 1 represents a situation where violence is non-existent and 100 represents a situation where violence against women is extremely common, highly severe and not disclosed. The best-performing country is therefore the one with the lowest score.

Measurement framework of the domain of violence



Domain of violence



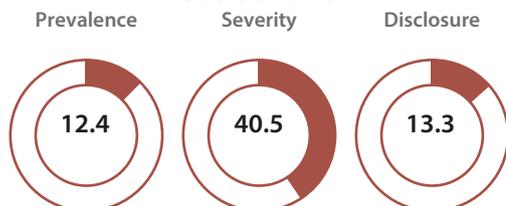
Poland's score for the domain of violence is 22.1, which is lower than the EU average.

In Poland, 19 % of women have experienced physical and/or sexual violence at least once since the age of 15. This is lower than the EU-28 average.

12 % of women who have experienced physical or sexual violence by any perpetrator in the past 12 months have not told anyone. This rate is similar to the EU-28 average of 13 %.

At the societal level, violence against women costs Poland an estimated EUR 17 billion per year through lost economic output, service utilisation and personal costs ⁽²⁾.

Sub-domains

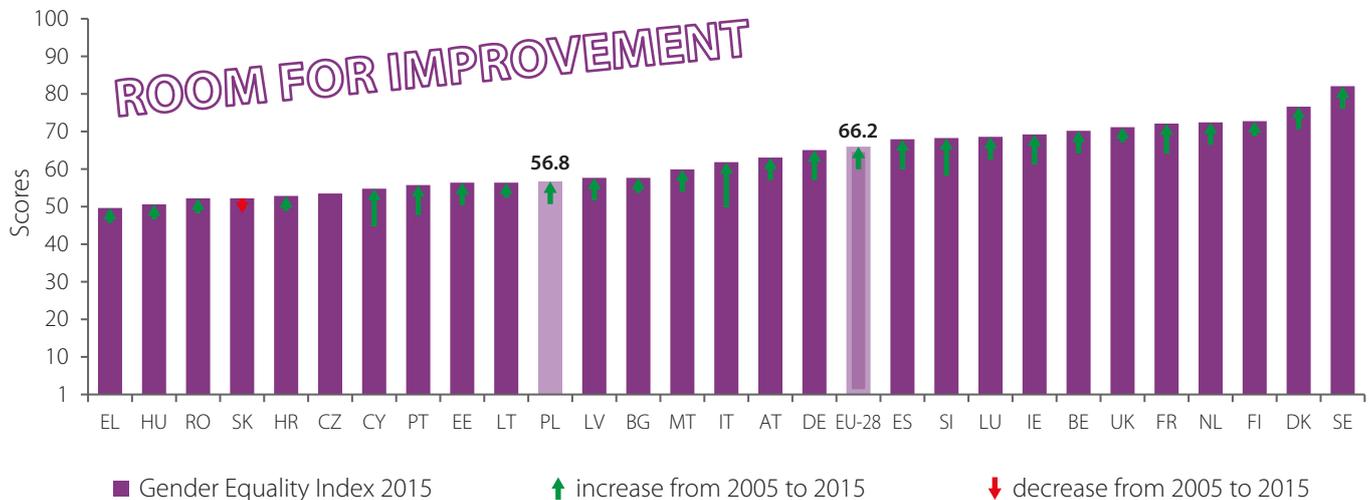


The domain of violence is made up of three sub-domains: **prevalence**, which measures how often violence against women occurs; **severity**, which measures the health consequences of violence; and **disclosure**, which measures the reporting of violence.

⁽²⁾ This is an exercise done at EU level to estimate the costs of the three major dimensions: services, lost economic output and pain and suffering of the victims. The estimates were extrapolated to the EU from a United Kingdom case study, based on population size. EIGE, *Estimating the costs of gender-based violence in the European Union*, Publications Office of the European Union, Luxembourg, 2014, p. 142 (available at: <http://eige.europa.eu/sites/default/files/documents/MH0414745EN2.pdf>).

Unique features and benefits of the Gender Equality Index 2017

Results show that Poland's Gender Equality Index score is below the EU-28 average, with considerable room for improvement, especially in the domain of time. In order to reach full gender equality, a more targeted and holistic approach is needed.



The Gender Equality Index:

- monitors progress in gender equality across the EU and over time;
- supports decision-makers in assessing how far Member States are from reaching gender equality;
- shows the different outcomes of EU and national policies for women and men;
- allows for meaningful gender analysis and comparison between different policy areas;
- supports the development and implementation of gender equality policies and legislation;
- increases awareness among decision-makers and the public of progress and challenges in implementing gender equality policies;
- highlights data gaps and calls for harmonised and comparable data that are sex disaggregated and available for all Member States.

Read more about the Gender Equality Index 2017

- Main report (2017)
- Main findings (2017)
- A snail's pace towards gender equality: factsheet (2017)
- Methodological report (2017)
- Measurement framework of violence against women (2017)
- Intersecting inequalities (forthcoming)

Explore the Gender Equality Index and the full data for Poland at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

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.

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