Government employment in Poland went through turbulent times between 2007 and 2017

From 2007 to 2009 public employment increased by 1% annually, and by 2.3% from 2011 to 2012. It then decreased by close to 4% (-3.8%) between 2016 and 2017. This is different from the general developments in the OECD on average where changes in the annual growth rate of general government employment were almost negligible.

Chapter 3. Public employment
Figure 3.2. Annual growth rate of government employment, 2007-2009, 2012, 2017

Poland needs to further strengthen its fiscal risks management

In 2018, Poland did not have a framework or guidance – in the form of supra-national directive or national law regulation or policy document –, for monitoring fiscal risk compared to 60% of OECD countries who have one of these documents. In addition, Poland is one of only 6 OECD countries where the government does not disclose a fiscal risk report to the public.

Chapter 5. Budgeting practices and procedures
Figure 5.4. Framework or guidance for fiscal risks management, 2018
Figure 5.5. Disclosure of fiscal risks in a report, 2018

In Poland, citizens’ trust in government has substantially increased between 2007 and 2018

Poland, together with Germany, increased the most – by 24% percentage points – citizens’ confidence in government from 2007 to 2018. Confidence in Poland reached 43% by 2018 somewhat below the OECD average of 45% in the same year.

Chapter 10. Core government results
Figure 10.1. Confidence in national government in 2018 and its change since 2007
### Public Finance and Economics

**Fiscal balance**
- (2017, 2018) % of GDP
  - Poland -1.5% 2017
  - Poland -0.4% 2018

**Government expenditures**
- (2017, 2018) % of GDP
  - Poland 41.2% 2017
  - Poland 41.5% 2018

**Government investment**
- (2017, 2018) % of GDP
  - Poland 3.1% 2017

**Government gross debt**
- (2017, 2018) % of GDP
  - Poland 68.1% 2017

### Public Employment

**General government employment as % of total employment**
- (2017)
  - Poland 15.8%

**Civil servants as % of all central administration employees**
- (2018)
  - Poland 100.0%

### Gender equality ...

**... in parliament (2019)**
- Poland 29.1%

**... in ministerial positions (2019)**
- Poland 27.3%

### Institutions

#### Responsibilities of the Centre of Government (2016)

<table>
<thead>
<tr>
<th></th>
<th>Preparation of Cabinet meetings</th>
<th>Policy co-ordination</th>
<th>Transition planning and management</th>
<th>Strategic planning</th>
<th>Government programme</th>
<th>Monitoring of government policy</th>
<th>Relations with parliament</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poland</td>
<td>n.a.</td>
<td>n.a.</td>
<td>n.a.</td>
<td>n.a.</td>
<td>n.a.</td>
<td>n.a.</td>
<td>n.a.</td>
</tr>
</tbody>
</table>

Source: OECD (2017) Survey on Organisation and functions of the Centre of Government

* See Notes

Values have been rounded. n.a. refers to data not available.
Performance management regime for senior managers (2019)

<table>
<thead>
<tr>
<th>Existence of a performance-management regime for senior managers</th>
<th>Performance-related pay</th>
<th>Performance agreement with the Minister (at D1)</th>
<th>Performance appraisal system which includes:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Poland</strong></td>
<td></td>
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</tbody>
</table>

Performance budgeting index

**Composite index from 0 (worst) to 1 (best)**

- Poland: 0.53*

Source: OECD (2018) Survey on Gender Budgeting

Budgeting

Gender budgeting index (2018)

**Composite index from 0 (worst) to 1 (best)**

- Poland: 0.53*

Source: OECD (2018) Survey on Gender Budgeting

Regulatory governance

Composite indices on regulatory governance for primary laws (2017)*

**Composite index from 0 (worst) to 4 (best)**

- Stakeholder engagement in developing regulations: 2.83
- Regulatory Impact Assessment for developing regulations: 2.20
- Ex post evaluation of regulations: 1.89

Source: Indicators of Regulatory Policy and Governance Surveys (REG)

Public Procurement

Mechanisms to prevent and manage conflicts of interests among public procurement officials (2018)

- Regulatory framework includes a definition of a conflict of interest for public procurement officials: Yes
- Public procurement officials have to declare their private interests: Yes
- Public procurement officials have to declare "no conflict of interest" or notify the competent authority in case of potential conflict of interest: Yes
- Certain public officials and political appointees have certain limitations in participating in public procurement opportunities: Yes


General government procurement expenditures (2017)

**% of government expenditures**

- Poland: 27.2%

Source: OECD National Accounts
Government at a Glance 2019

Government at a Glance provides reliable, internationally comparative data on government activities and their results in OECD countries. In many public governance areas it is the only available source of data. It includes, input, process, output and outcome indicators as well as contextual information for each country. Input indicators are on public finance and employment; while processes in the 2019 edition include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open data. Outcomes cover core government results (e.g. trust, inequality reduction) and indicators on access, responsiveness, quality and citizen satisfaction for the education, health and justice sectors. Governance indicators are needed more than ever, given large number of OECD principles and recommendations that countries signed up to adhere to need regular monitoring; their relationship to Sustainable Development Goals and the unique position of the OECD in collecting vital information on public governance practices from government officials.

The Excel spreadsheets used to create the tables and figures in Government at a Glance 2019 are available via the StatLinks provided throughout the publication:

http://dx.doi.org/10.1787/gov_glance-2019-en

For more information on the data (including full methodology and figure notes) and to consult all other Country Fact Sheets: www.oecd.org/gov/govataglance.htm

Notes
• Data on Public finance and economics and General government employment, which are based on the System of National Accounts (SNA), were extracted on 24 June 2019.
• Fiscal balance as reported in the System of National Accounts (SNA) framework, also referred to as net lending (+) or net borrowing (-) of government, is calculated as total government revenues minus total government expenditures.
• Government gross debt is reported according to the SNA definition, which differs from the definition applied under the Maastricht Treaty. It is defined as all liabilities that require payment or payments of interest or principal by the debtor to the creditor at a date or dates in the future. All debt instruments are liabilities, but some liabilities such as shares, equity and financial derivatives are not debt.
• Regulatory governance indicators: The results for stakeholder engagement and Regulatory Impact Assessment apply exclusively to processes for developing primary laws initiated by the executive. Data is not applicable to the United States, where all primary laws are initiated by Congress. In the majority of countries, most primary laws are initiated by the executive, except for Mexico and Korea, where a higher share of primary laws are initiated by parliament/congress (respectively 90.6% and 84%).