

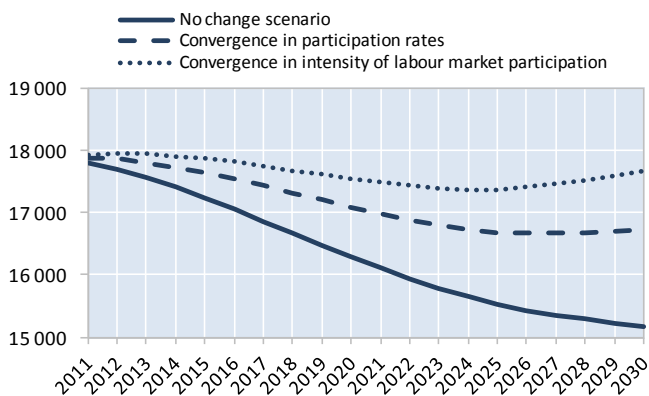


Young women are better educated than young men, but gender gaps in labour market outcomes persist.

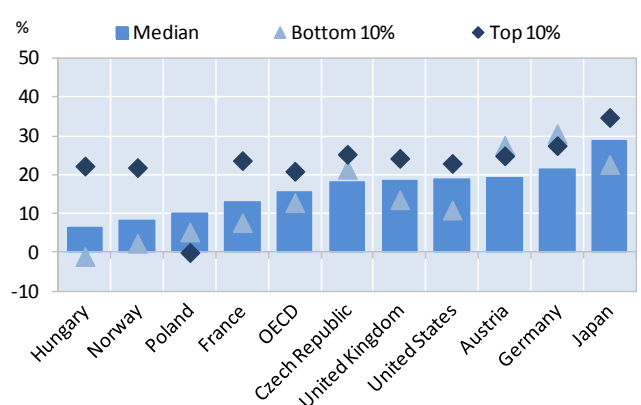
Young women in Poland are more likely to have a [university degree](#) than young men: 43% of women and 29% of men aged 25-34 years old have attained tertiary education. But there are major gender differences in [subjects studied](#): about 75% of university graduates of courses in health and welfare-related studies were women, compared with only 34% women in engineering and 16% in computing. As a result, women make up 81% of [workers in health and social services](#) and 71% of teachers. By contrast, only 30% of workers in the transport, storage and communication sectors are women. Attitudes rather than ability explain this pattern. Changing perceptions should start early at home and at school.

At 59%, the [proportion of employed women](#) in Poland is around the OECD average (60%). The gender pay gap at median earnings in Poland (10%) is one of the lowest in the OECD (the OECD average is 16%); and the pay gap among top earners in Poland is small. Women in Poland are more likely to have permanent employment than men and to work in professional occupations. The proportion of women managers in Poland (36%) is one of the highest among OECD countries (the average is 32%). However, at 7%, the proportion of [women on boards](#) is below the OECD average (10%), compared with 18% in France and 38% in Norway.

[Increased female labour force participation can help address looming labour shortages](#)



[The gender pay gap in Poland is one of the lowest in the OECD](#)



In Poland, women spend on average almost two and a half hours per day on [unpaid work](#) more than men. More than half of the parents have a traditional view of women’s role in paid and unpaid work, implying that women should be prepared to reduce labour force participation for care commitments. Mothers are predominant users of leave entitlements: less than 3% of fathers take [parental leave](#). Policies that could contribute to changing these attitudes include the expansion of formal childcare capacity, promoting a more gender-equitable use of both flexible working time arrangements (e.g. part-time work) and parental leave entitlements. For example, a proposed reform introduces incentives for men to take 2 weeks leave, but it also extends paid maternity leave: this may not generate a more gender equal use of parental leave days.

An ageing population and persistently low fertility rate will lead to a decline of the Polish labour force by about 15 percentage points over the next 20 years, if the labour force participation rate for men and women does not increase. Poland needs to make a more efficient use of everyone’s skills in terms of education and economic participation to address looming labour shortages. Greater gender equality is key to sustaining labour force participation and boost economic growth.