The fiscal deficit has decreased and is now below OECD average

After a 7.3% of GDP deficit in 2009, Poland has moved to the path of fiscal consolidation to reach a deficit of 2.6% of GDP in 2015, slightly lower than the OECD average deficit of 2.8% of GDP. The structural deficit for 2016, adjusted for the economic cycle, one-off fiscal operations, reached 2.4% of potential GDP, but is expected to increase to 3.2% of potential GDP by 2018, showing a possible expansion on the side of government expenditures.

Women have a high participation in politics in Poland

When considering managers and professionals in the central government, Poland has the second-highest share of women working in central government (69%), significantly above the OECD average of 53%. This also applies to senior management positions, as Poland is one of the very few countries that reach gender parity for senior managers, with a score of 51%. On average, women occupy 33% of senior civil service positions in OECD countries.

The standards for evaluating regulation introduced by primary laws is higher than for introducing subordinate regulation

Among OECD countries, the standards applied to the evaluation of regulations, in order to determine its effects and impacts, is no very different for primary and for subordinate regulation. However, in Poland the standards for evaluating the effects of these two types of regulation is markedly different, as the evaluation of primary laws is relatively more preeminent to those applied to subordinate regulations when compared to other OECD countries, which is reflected in the OECD iREG composite indicator – a comprehensive measure of practices in ex post evaluation of regulation. Poland’s score in ex post evaluation of regulation for primary laws was 1.5 in 2015, on par with the average among OECD countries, yet the score for ex post evaluation for subordinate regulation was 0.7, while the OECD average was 1.5.
Public Finance and Economics

Fiscal balance* (2015, 2016) % of GDP

-2.4% 2016
-2.6% 2015

Government expenditures (2015, 2016) % of GDP

41.3% 2016
41.6% 2015

Government investment (2015, 2016) % of GDP

3.3% 2016
4.2% 2015

Government gross debt* (2015, 2016) % of GDP

71.9% 2016
69.4% 2015

* See Notes

Source: OECD National Accounts

Public Employment

General government employment as % of total employment (2015)

Poland 18.1%
n.a.

Women in the civil service ... and in senior positions (2015)

Poland 69.3% 53.0%
50.5% 32.4%

Percentage of central government employees aged 55 years or older (2015)

Poland 32.9% 24.9%

Public Sector Compensation

Annual compensation across central government positions (2015)

<table>
<thead>
<tr>
<th>Position</th>
<th>2015 USD PPP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretarial Positions</td>
<td></td>
</tr>
<tr>
<td>Senior Professionals</td>
<td>112%</td>
</tr>
<tr>
<td>Middle Managers (D3 positions)</td>
<td>150%</td>
</tr>
<tr>
<td>Senior Managers (D1 positions)</td>
<td>200%</td>
</tr>
</tbody>
</table>

Source: OECD (2016) Survey on the compensation of employees in central/federal governments

Value has been rounded.

n.a. refers to data not available.
### Human Resource Management

**Composite indicators on HRM practices in central government (2016)**

- **Extent of delegation of HRM practices in line ministries**: 0.63 (Poland)
- **Extent of the use of performance assessments in HR decisions**: 0.64 (Poland)
- **Extent of the use of performance related pay**: 0.64 (Poland)
- **Use of separate HRM practices for senior civil servants**: 0.66 (Poland)
- **Collection of administrative data**: 0.55 (Poland)

**Composite index from 0 lowest to 1 highest**

Source: OECD (2016) Strategic Human Resources Management Survey

### Budgeting

**Performance budgeting practices at the central level of government (2016)**

- **Poland**: 0.36

**Composite index from 0 lowest to 1 highest**

Source: OECD (2016) Survey of Performance Budgeting

### Regulatory governance

**Composite indices on regulatory governance for primary laws* (2014)**

- **Stakeholder engagement in developing regulations**: 2.63 (Poland)
- **Regulatory Impact Assessment for developing regulations**: 2.09 (Poland)
- **Ex post evaluation of regulations**: 1.88 (Poland)

**Composite index from 0 lowest to 4 highest**

Source: OECD Indicators of Regulatory Policy and Governance (iREG)

### Public Procurement

**General government procurement expenditures (2015)**

- **Poland**: 29.3%

**Support for green public procurement**

- **Poland**: 11

**Support for SMEs**

- **Poland**: 8

**Support for innovative goods and services**

- **Poland**: 9

Source: OECD National Accounts

**Strategic public procurement - Objectives (2016)**

- **Support for green public procurement**
- **Support for SMEs**
- **Support for innovative goods and services**

<table>
<thead>
<tr>
<th>Support for green public procurement</th>
<th>Support for SMEs</th>
<th>Support for innovative goods and services</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>25</td>
<td>24</td>
<td>19</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

- Some procuring entities have developed an internal strategy/policy
- A strategy/policy has been developed at a central level
- A strategy/policy has been rescinded
- There has never been a strategy/policy in place

Source: OECD (2016) Survey on Public Procurement
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.

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%).

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.

Individuals using the Internet for sending filled forms via public authorities websites in the past 12 months (2016)

Satisfaction and confidence across public services (2016)

Differences in income inequality pre and post-tax and government transfers (2013)

Limited government powers (2016)

Notes:
- 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.
- 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%).
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Government at a Glance 2017

Government at a Glance provides readers with a dashboard of key indicators assembled with the goal of contributing to the analysis and international comparison of public sector productivity and performance. Indicators on government revenues, expenditures, and employment are presented, alongside key output and outcome data for education, health and justice. Information on key enablers to increase productivity including on digital government, budget procedures, strategic human resource management, open government data and innovative practices are also included. In a context of tight budget constraints in many member countries, good indicators are needed more than ever, in order to help governments make informed decisions regarding resource allocation and to help restore confidence in government institutions.

The Excel spreadsheets used to create the tables and figures in Government at a Glance 2017 are available via the StatLinks provided throughout the publication:
http://dx.doi.org/10.1787/gov_glance-2017-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