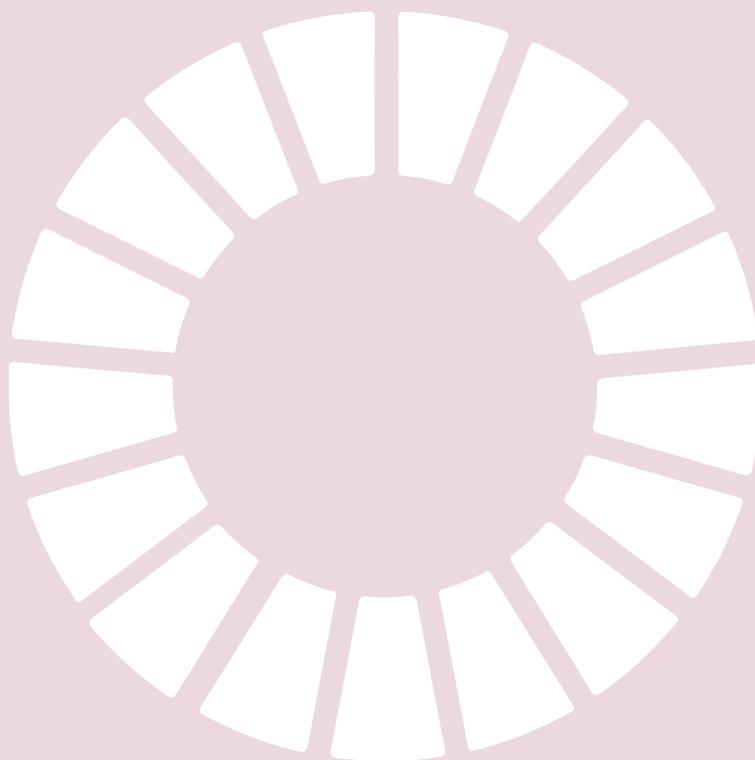




Statistics Poland



Report SDG 2023

Women on the way to sustainable development

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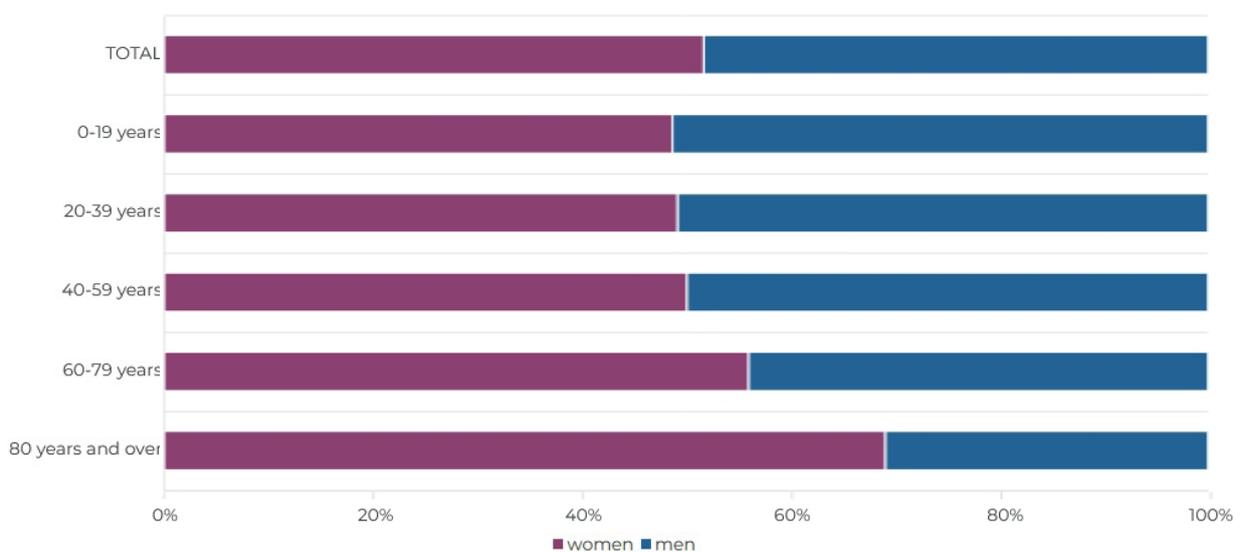
Report SDG 2023

Women on the way to sustainable development

The implementation of the 2030 Agenda and the 17 Sustainable Development Goals (SDGs) is impossible without the active participation of women and girls in social and economic life. Women account for 49.7% of the world's population, 51.1% of the inhabitants of the EU, and 51.7% of Poland's total number of residents. Ensuring their equal access to education, healthcare, economic resources and work is fundamental to strengthening the role of women in sustainable development. According to the UN Women, it will take nearly 300 years to bridge the gender gap worldwide.

And what is the situation in Poland? More women in Poland complete higher education than men, but are they promoted just as often? How much do they earn compared to men holding similar positions? What is the percentage of female managers? Polish women are more likely to undergo preventive examinations, but do they suffer from modern-age diseases less often than men? How do they keep physically active? Are they satisfied with their lives? In this year's SDG Report, we seek to answer these and many other questions.

Share of women and men in total population by age groups in Poland in 2022



While SDG 5 (Gender equality) particularly emphasises the above-mentioned issues, equality between women and men, due to the strong synergy between the SDGs, directly affects the progress towards all the 17 Goals of the 2030 Agenda. As in the previous editions, the Report covers selected phenomena and presents general trends only. If you wish to learn more, you may explore the substantial resources of Polish official statistics and follow Statistics Poland's website and Polish SDG Platform.

We wish you pleasant reading.

Date of publication: 4.12.2023.

Health and lifestyle

Pro-health behaviours of women

Women more often than men do preventive examinations and they smoke tobacco and drink alcohol to a lesser extent than men. Fewer women than men are overweight or obese.

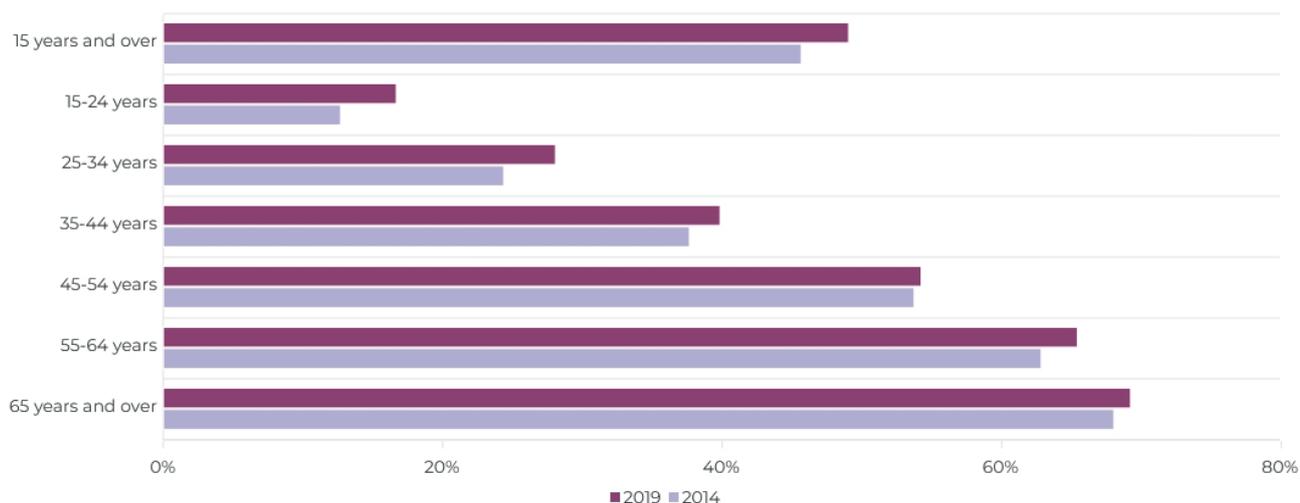
'Prevention is better than cure' is a principle followed more often by women than by men. The year 2019 saw an increase in the number of basic medical tests done and preventive treatment received compared to 2014, but this positive trend applied to women to a larger extent than to men. The above-mentioned tests included monitoring blood pressure and checking sugar and cholesterol levels in blood. In 2019, over half of women confirmed having these tests done in the preceding 12 months. 68% of them had their blood pressure checked, 57% had their sugar levels measured, and 53% had their cholesterol examined. As regards men, 60% of them had their blood pressure checked within the 12 preceding months, while less than 50% had the sugar and cholesterol levels in blood examined. Slightly more women than men (9% and 8%, respectively) underwent colonoscopy in order to rule out or confirm colon cancer. Approximately the same number of Polish women and men (3% each) were vaccinated against flu. The number of gynaecological tests (cytology and mammography) performed in 2014 was comparable to 2019; one in three women declared having cytology done in the preceding 12 months, and one in eight declared having undergone mammography.

Pro-health lifestyle also involves avoiding alcohol or tobacco abuse. These risky-for-health behaviours predominate among men. In the last decade, a statistical woman in Poland drank on average approximately 5–6 litres of pure alcohol a year, while a statistical man in Poland drank over 18 litres of alcohol a year. Alcohol abuse is becoming an increasingly frequent cause of death in Poland. In the last decade, the number of such deaths grew both among women (from 1 to 3 cases per 100,000 women) and men (from 9 to 18 cases per 100,000 men). These numbers place Poland among the top five EU countries with the highest proportion of deaths caused by excessive alcohol consumption. On the other hand, the number of to-

bacco smokers decreased in Poland in the same period, which is consistent with the general trend in the EU. In the whole EU, including Poland, fewer women smoke cigarettes than men. In 2020, two out of 10 Polish women declared smoking cigarettes, while in the case of Polish men, it was three out of 10.

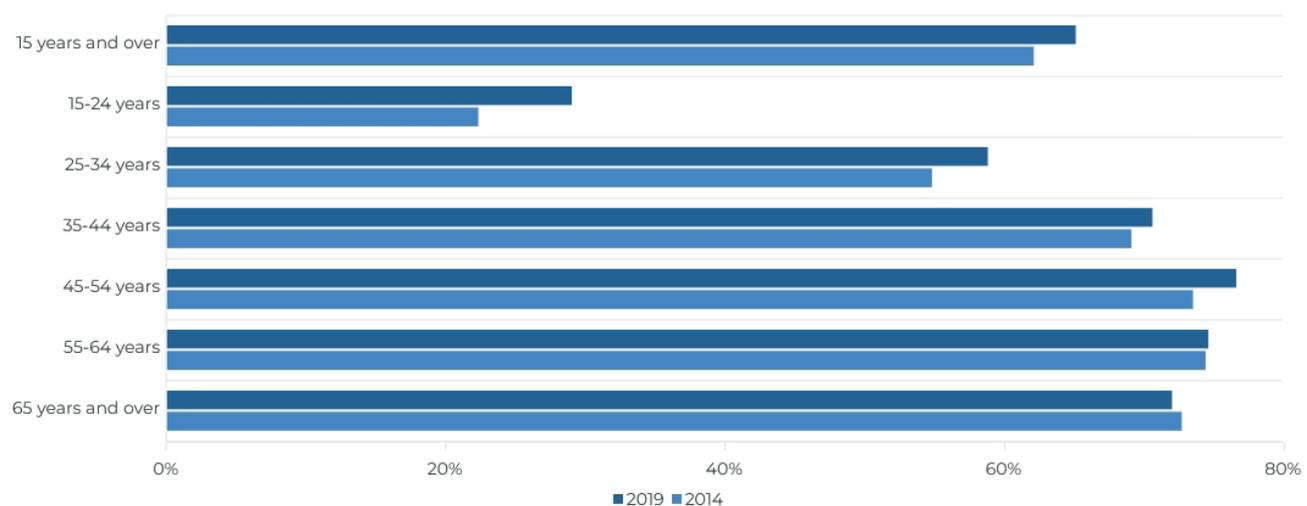
Maintaining the correct body weight contributes to good health. At the same time, Poland sees growing problems connected with improper nutrition: increasing numbers of people are either overweight or obese. In the last decade, approximately 50% of adult women and over 60% of adult men were overweight, while slightly less than 20% of women and about 20% of men were obese. Among overweight or obese women, young women constitute the fastest-growing group. The percentage of overweight women aged 15-24 increased from 13% in 2014 to 17% in 2019. The number of women with incorrect body weight has been rising in the whole EU, but on a larger scale in Poland than on average in the EU.

Percentage of overweight women according to BMI



| Specification | 2014 | 2019 |
|-------------------|------|------|
| 15 years and over | 45.7 | 49.1 |
| 15-24 years | 12.7 | 16.7 |
| 25-34 years | 24.4 | 28.1 |
| 35-44 years | 37.7 | 39.9 |
| 45-54 years | 53.8 | 54.3 |
| 55-64 years | 62.9 | 65.5 |
| 65 years and over | 68.1 | 69.3 |

Percentage of overweight men according to BMI



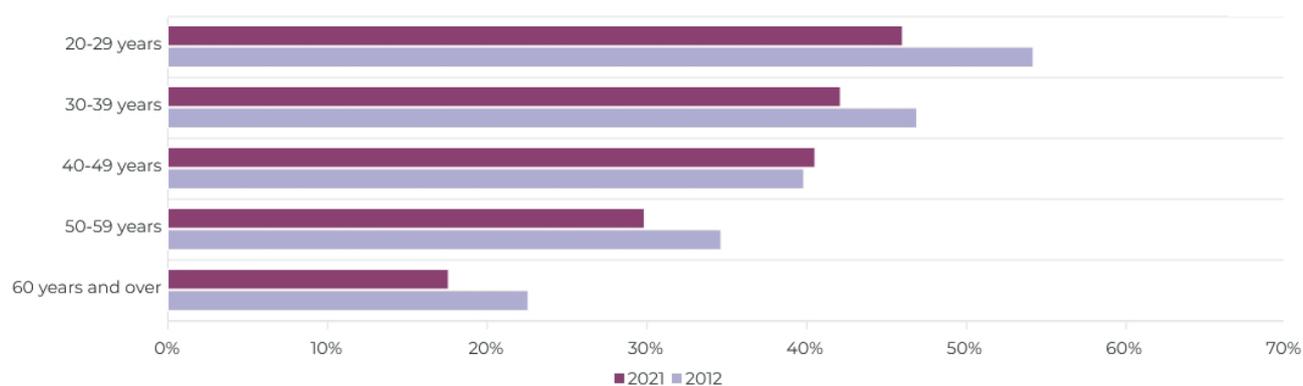
| Specification | 2014 | 2019 |
|-------------------|------|------|
| 15 years and over | 62.2 | 65.2 |
| 15-24 years | 22.4 | 29.1 |
| 25-34 years | 54.9 | 58.9 |
| 35-44 years | 69.2 | 70.7 |
| 45-54 years | 73.6 | 76.7 |
| 55-64 years | 74.5 | 74.7 |
| 65 years and over | 72.8 | 72.1 |

Polish women and physical activity

In Poland, women tend not to participate in sports or recreational activities as often as men; lack of free time or lack of willingness were indicated as the main reasons for such a state of matters. Moreover, fewer women are members of sports clubs than men, although their number is growing.

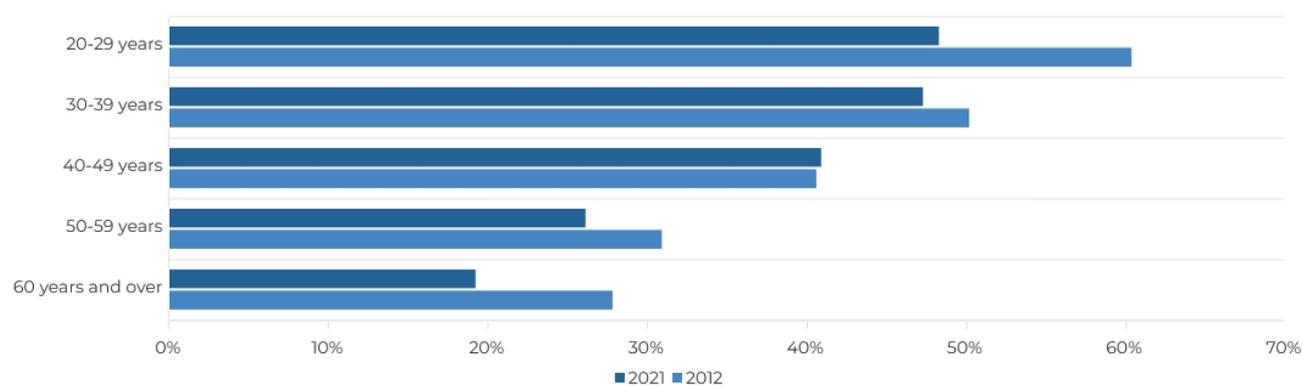
One of the factors that prevent diseases and improve quality of life is physical activity. In Poland, women generally less often than men declare participating in sports or physical recreational activities. With age, men's physical activity declines faster than women's; as a result, the gap between men and women in terms of the participation in physical activity narrows as both groups age. In 2021, 42% of Polish women aged 30–39 (47% of men) declared participating in such activities, while in the 40–49 age group, it was just over 40% of Polish men and women. Among those aged 50–59, it is women who are more likely than men to be involved in sports and physical recreational activities (30% of women and 26% of men in 2021). In earlier years (prior to the outbreak of the COVID-19 pandemic), women chose to engage in physical activities slightly more often than in 2021. Polish women claimed that they did physical activities mainly for pleasure and entertainment, although the percentage of women driven by these motivations decreases with age. The common reasons for women to take up sports activities was the desire to keep fit and maintain a good body shape; in this case, too, the older the age group, the lower the percentage of women motivated by these factors. Undertaking physical activity for health reasons or due to a doctor's recommendation increases among women as they become older. Invariably, Polish women tended to avoid participating in sports activities mostly due to the lack of free time or lack of willingness; generally, about 70% of women aged 30–59 declared so in 2021.

Percentage of women declaring participation in sports or recreational activities



| Specification | 2012 | 2021 |
|-------------------|------|------|
| 20-29 years | 54.3 | 46.1 |
| 30-39 years | 47.0 | 42.2 |
| 40-49 years | 39.9 | 40.6 |
| 50-59 years | 34.7 | 29.9 |
| 60 years and over | 22.6 | 17.6 |

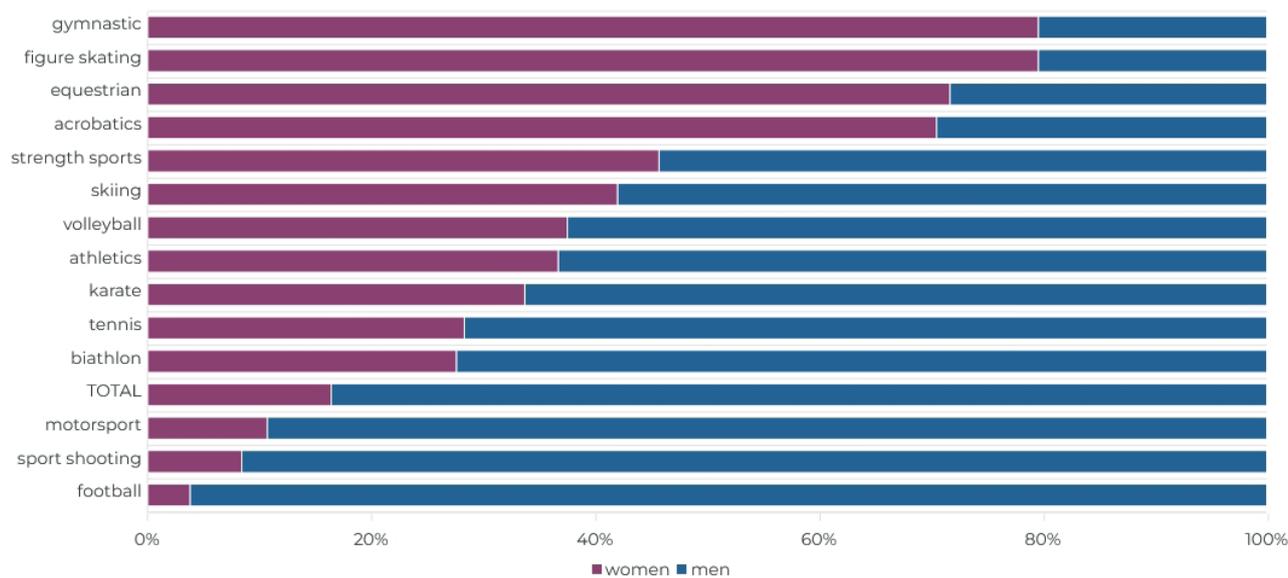
Percentage of men declaring participation in sports or recreational activities



| Specification | 2012 | 2021 |
|-------------------|------|------|
| 20-29 years | 60.5 | 48.4 |
| 30-39 years | 50.3 | 47.4 |
| 40-49 years | 40.7 | 41.0 |
| 50-59 years | 31.0 | 26.2 |
| 60 years and over | 27.9 | 19.3 |

Poles are increasingly more willing to join sports clubs. In the years 2010–2022, the number of members (non-juniors) in this type of units almost doubled. The growth was faster among women (their number increased by 139% during this period) than men (by 73%); the faster growth rate of the number of women in sports clubs resulted mainly from their relatively low number in 2010. Nonetheless, women are still a minority in sports clubs; the share of women exercising in dedicated sports facilities rose from 12% in 2010 to 16% in 2022. Women most often engage in sport shooting, football and volleyball: in 2022, one in four female members of a sports club practiced one of these three disciplines. Athletics, karate and equestrian sport are also popular among women. For years, the tendency among men was to take up football (in 2022, 37% of all sports club members were engaged in this sport) and sport shooting (25%). Disciplines in which women's membership clearly dominates are figure skating and gymnastics (women accounted for 80% of all those training this sport in 2022) as well as equestrian sport and acrobatics (approx. 70% of female members).

Percentage of persons practicing sports in sports clubs by selected sports sections and sex in 2022*



| Specification | women | men |
|----------------------|--------------|------------|
| gymnastic | 79.6 | 20.4 |
| figure skating | 79.6 | 20.4 |
| equestrian | 71.7 | 28.3 |
| acrobatics | 70.5 | 29.5 |
| strength sports | 45.7 | 54.3 |
| skiing | 42.0 | 58.0 |
| volleyball | 37.5 | 62.5 |
| athletics | 36.7 | 63.3 |
| karate | 33.7 | 66.3 |
| tennis | 28.3 | 71.7 |
| biathlon | 27.6 | 72.4 |
| TOTAL | 16.4 | 83.6 |
| motorsport | 10.7 | 89.3 |
| sport shooting | 8.4 | 91.6 |
| football | 3.8 | 96.2 |

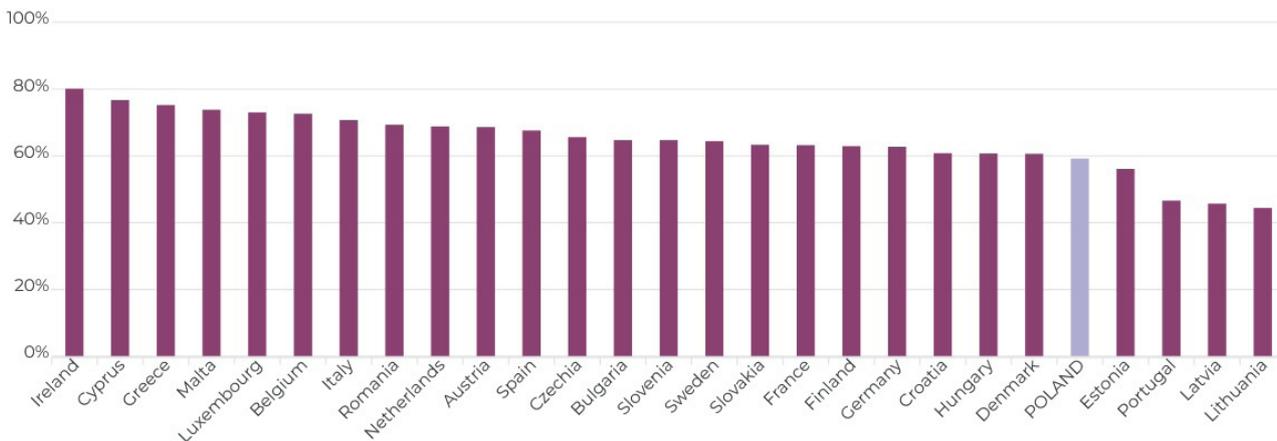
*applies to non-juniors

Women’s self-perceived health

Polish residents rate their health increasingly better, although worse than the average of EU residents. Women are less likely than men to form positive opinions about their health, more often rating it negatively or as fair. With age, the difference in the perception of their health condition between men and women becomes more evident, and the tendency to report negatively about their health is more common among women.

The subjective opinions of Polish residents show that the health of the population has improved since the beginning of the previous decade. Similar trends are observed in most EU countries. The majority of Poles aged 16 and over rated their health as very good or good in 2022 (62%), which is more than in 2010 (58%). At the same time, the percentage of people indicating bad or very bad health decreased (from 15% to 10%). Poles’ rating of their health is slightly lower than that of average EU residents. In 2022, 68% of EU inhabitants claimed their health was very good or good (67% in 2010), and 9% described it as bad or very bad (10% in 2010).

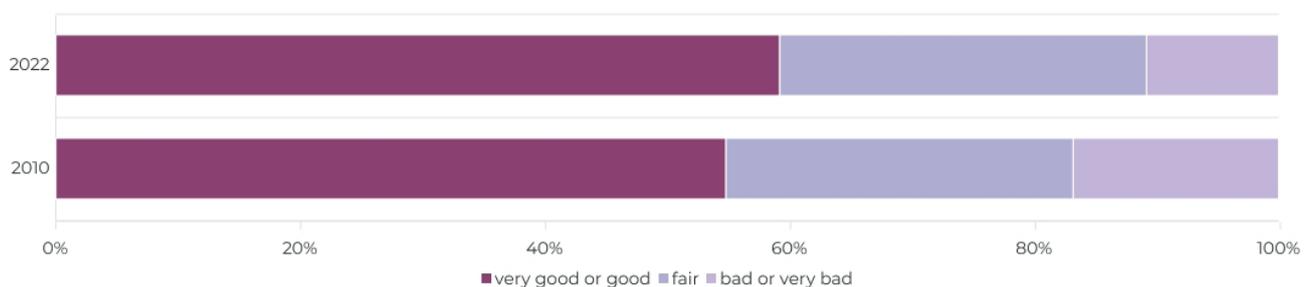
Percentage of women (aged 16 and over) perceiving their health as very good or good in EU countries in 2022



| Specification | 2022 |
|----------------------|-------------|
| Ireland | 80.1 |
| Cyprus | 76.7 |
| Greece | 75.2 |
| Malta | 73.8 |
| Luxembourg | 73.0 |
| Belgium | 72.6 |
| Italy | 70.7 |
| Romania | 69.3 |
| Netherlands | 68.8 |
| Austria | 68.6 |
| Spain | 67.6 |
| Czechia | 65.6 |
| Bulgaria | 64.7 |
| Slovenia | 64.7 |
| Sweden | 64.4 |
| Slovakia | 63.3 |
| France | 63.2 |
| Finland | 62.9 |
| Germany | 62.7 |
| Croatia | 60.8 |
| Hungary | 60.7 |
| Denmark | 60.6 |
| POLAND | 59.2 |
| Estonia | 56.1 |
| Portugal | 46.6 |
| Latvia | 45.7 |
| Lithuania | 44.4 |

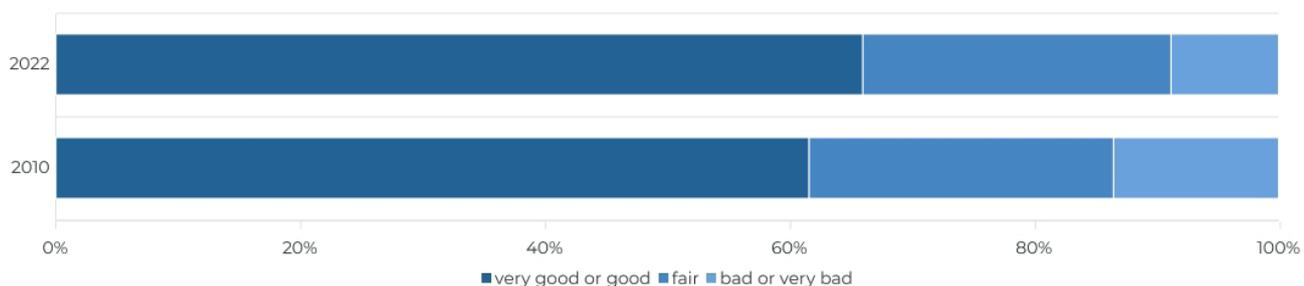
In Poland, as in the whole of the EU, very good or good health ratings are less common among women than men. In 2022, 59% of women (55% in 2010) and 66% of men (62% in 2010) assessed their health positively. On the other hand, women are more likely than men to state that their health is fair (neither good nor bad); in 2022, 30% of women (28% in 2010) and 25% of men (similarly to 2010) declared so. Likewise, more women than men rated their health as bad or very bad, although the percentage of such opinions decreased from 17% in 2010 to 11% in 2022 among women and, respectively, from 14% to 9% among men.

Self-perceived health of women (aged 16 and over)



| Specification | 2010 | 2022 |
|-------------------|------|------|
| very good or good | 54.8 | 59.2 |
| fair | 28.4 | 30.0 |
| bad or very bad | 16.8 | 10.8 |

Self-perceived health of men (aged 16 and over)



| Specification | 2010 | 2022 |
|-------------------|------|------|
| very good or good | 61.6 | 66.0 |
| fair | 24.9 | 25.2 |
| bad or very bad | 13.5 | 8.8 |

The results of the self-perceived assessment indicate that the older participants, the lower the rating of their health; the disparity in the health evaluation between men and women also increases with age, where the latter tend to report a worse health condition. Among the younger age groups (16–24, 25–34, and 35–44), the assessments formulated by men and women do not differ significantly. However, in 2022, 24% of women (29% of men) aged 65 and over rated their health as very good or good, while 25% (22% of men) saw it as bad or very bad.

Deaths of Polish women caused by modern-age diseases

Poland, like other EU countries, faces the issue of increasing mortality rates resulting from modern-age diseases. In the last decade, the annual average of deaths caused by civilisation-induced health problems among Polish men and women reached 70% and 77%, respectively.

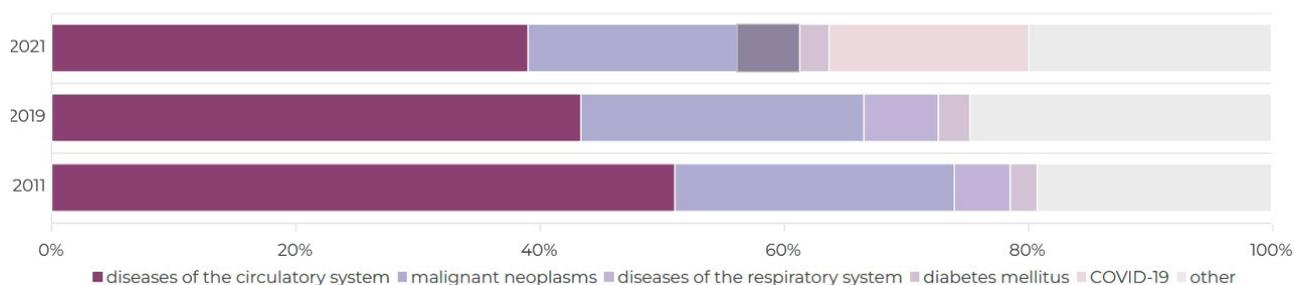
Among modern-age diseases, diseases of the circulatory system and malignant neoplasms still dominate, although deaths caused by diseases of the respiratory system and diabetes mellitus are also frequent. In the last decade, in Poland an average of 417 women and 414 men died of the aforementioned illnesses each day.

In Poland, women more often than men die of the circulatory system diseases: in the last 10 years, these diseases led to the death of 240–270 women daily (and 210–230 men). Women were also more likely to die from diabetes mellitus and its medical complications. In the last decade, the average daily number of deaths of women resulting from this chronic disease amounted to more than 10, while the number of deaths of men from the same cause was about 10.

On the other hand, malignant neoplasms claimed the lives of men slightly more often than those of women (which is also related to the fact that women were more willing to undergo preventive examinations). On average, each day 120 women and 140–150 men died of malignant neoplasms, which constituted 25% of all deaths in Poland. Respiratory system diseases also occurred less frequently among women than men (which was, among other factors, due to the fact that fewer women smoked cigarettes). On average, 20–35 women and 30–45 men died to these diseases each day.

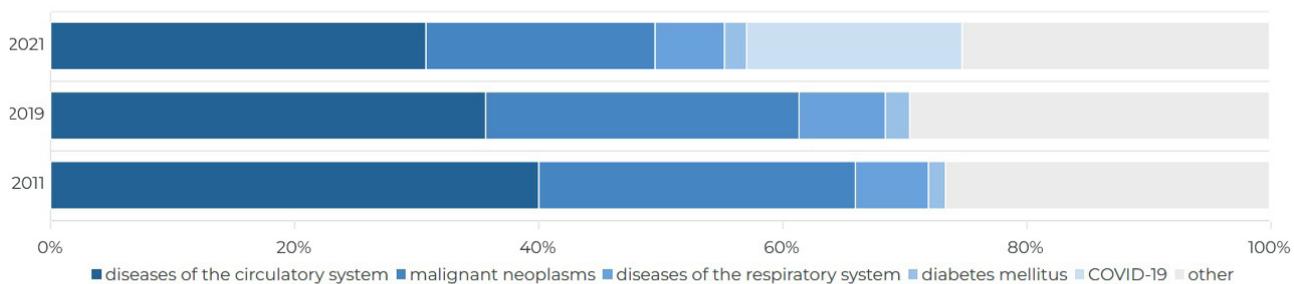
The outbreak of the COVID-19 pandemic in 2020 caused changes in the structure of death causes, which was particularly apparent in 2021. In that year, COVID-19 became the third most frequent cause of death in Poland (after circulatory system diseases and malignant neoplasms). In the years 2020–2021, 58 thous. women and 71 thous. men died due to COVID-19 and its complications.

Deaths of women by causes



| Specification | 2011 | 2019 | 2021 |
|------------------------------------|------|------|------|
| diseases of the circulatory system | 51.1 | 43.4 | 39.1 |
| malignant neoplasms | 22.9 | 23.2 | 17.2 |
| diseases of the respiratory system | 4.6 | 6.1 | 5.1 |
| diabetes mellitus | 2.2 | 2.6 | 2.4 |
| COVID-19 | . | . | 16.4 |
| other | 19.2 | 24.7 | 19.9 |

Deaths of men by causes



| Specification | 2011 | 2019 | 2021 |
|------------------------------------|------|------|------|
| diseases of the circulatory system | 40.1 | 35.7 | 30.8 |
| malignant neoplasms | 26.0 | 25.7 | 18.8 |
| diseases of the respiratory system | 6.0 | 7.1 | 5.7 |
| diabetes mellitus | 1.4 | 2.0 | 1.8 |
| COVID-19 | . | . | 17.7 |
| other | 26.6 | 29.5 | 25.2 |

Gaining knowledge

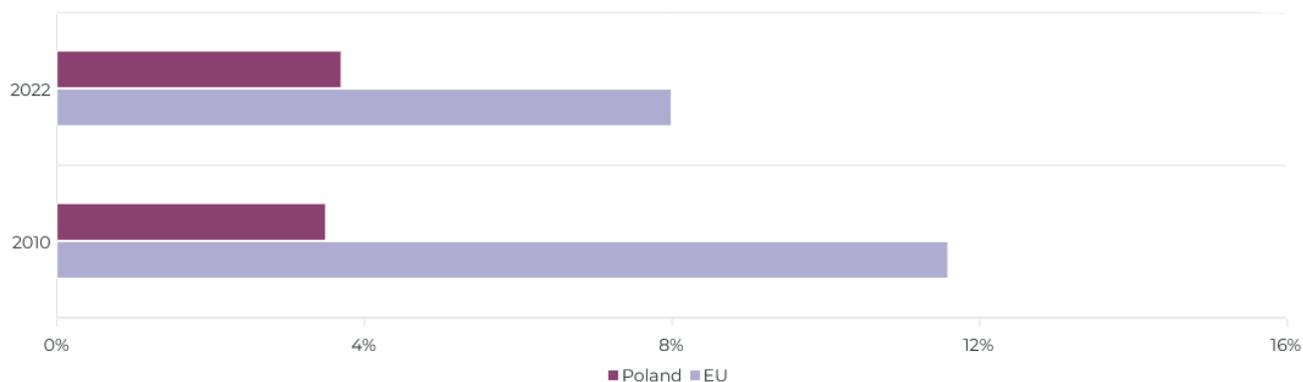
Educational choices of Polish women

In Poland, women make more active use of the education system than men: they withdraw from school less often and are more likely to achieve higher education and to continue studying in adult life. At school age, depending on the field, girls perform similarly or slightly better than boys.

The past decade saw changes in the improvement of students' skills in Poland (compared to the beginning of the millennium), both for girls and boys. In the past decade, girls outperformed boys in reading (although the differences between them in this field were becoming smaller). The level of skills acquired in mathematics and science were roughly equal among both sexes. In terms of the acquired skills, male and female students from Poland were rated among the highest of students from all OECD countries in the last edition of the survey (in 2018), ranking higher than in 2015. Fifteen-year-old girls were 5th in 2018 in terms of their performance in two areas: reading and mathematics, and 7th in science-related subjects (boys ranked 5th in reading and science literacy, and 6th in mathematics).

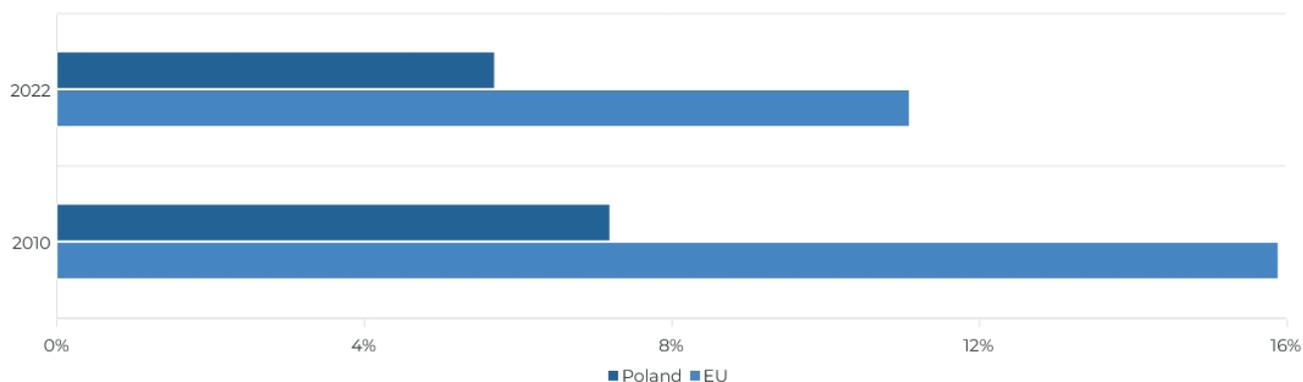
Polish women aged 18–24 are more likely to continue education and training after completing compulsory schooling than their male counterparts, which is a common phenomenon in most EU countries. In addition, fewer young women from Poland leave education and training in the early stages than do their EU female peers than on average. In the last decade, fewer Polish women aged 18–24 than men from the same age group decided to discontinue their education (4% of women and 6% of men in 2022). In the recent years, however, the percentage of women discontinuing their education slightly increased compared to 2010, while the opposite was true for men.

Percentage of women aged 18-24 leaving early from education and training



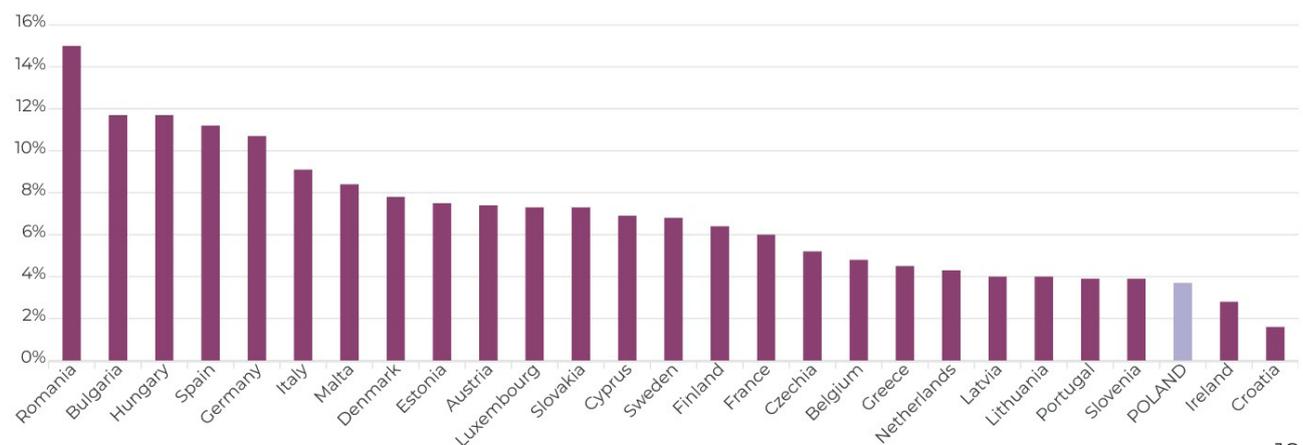
| Specification | 2010 | 2022 |
|---------------|------|------|
| Poland | 3.5 | 3.7 |
| EU | 11.6 | 8.0 |

Percentage of men aged 18-24 leaving early from education and training



| Specification | 2010 | 2022 |
|---------------|------|------|
| Poland | 7.2 | 5.7 |
| EU | 15.9 | 11.1 |

Percentage of women aged 18-24 leaving early from education and training in EU countries in 2022



| Specification | 2022 |
|----------------------|-------------|
| Romania | 15.0 |
| Bulgaria | 11.7 |
| Hungary | 11.7 |
| Spain | 11.2 |
| Germany | 10.7 |
| Italy | 9.1 |
| Malta | 8.4 |
| Denmark | 7.8 |
| Estonia | 7.5 |
| Austria | 7.4 |
| Luxembourg | 7.3 |
| Slovakia | 7.3 |
| Cyprus | 6.9 |
| Sweden | 6.8 |
| Finland | 6.4 |
| France | 6.0 |
| Czechia | 5.2 |
| Belgium | 4.8 |
| Greece | 4.5 |
| Netherlands | 4.3 |
| Latvia | 4.0 |
| Lithuania | 4.0 |
| Portugal | 3.9 |
| Slovenia | 3.9 |
| POLAND | 3.7 |
| Ireland | 2.8 |
| Croatia | 1.6 |

Women in Poland are also more likely to enter into and complete tertiary education than men. In 2022, in the age group between 25 and 34, 50% of women and 31% of men attained tertiary education, which was slightly more than at the beginning of the previous decade. Polish women were also slightly more likely than Polish men to continue their education in adulthood, with 8% of women between the ages of 25 and 64 and 7% of their male counterparts undertaking such education in 2022 (more than at the beginning of the previous decade). However, women from other European countries undertook education in adulthood nearly twice as often as Polish women.

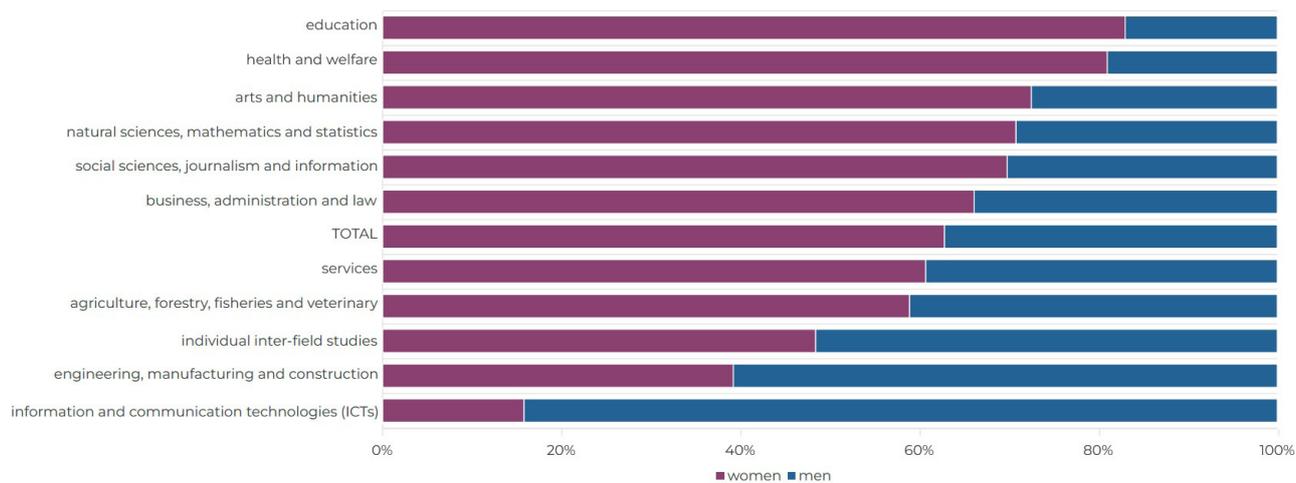
Women at universities

Polish women are more willing to pursue higher education than men, and are more likely to continue their studies in postgraduate programmes. Fields of education dominated by women are those related to education, as well as health and welfare.

As a result of demographic changes, the number of students at Polish universities is gradually decreasing (by a third in a decade). Within the student community, women continue to outnumber men – in the last decade, female students accounted for nearly 60% of all students at Polish universities (which is more than the EU average, where women constituted 54% of all students).

As the number of students in Poland decreases, so does the number of graduates. In the 2021/2022 academic year, the number of graduates was over 40% lower than in 2010/2011. Women graduate definitely more often from universities and are more likely to receive a degree than men. In the past decade, women on average accounted for almost 2/3 of all university graduates in Poland. The education-related differences between men and women become even more evident in terms of the studied fields of education. Women predominate among graduates in most groups of fields of education; for years, they have dominated in such fields as education and health and welfare (in both the above-mentioned disciplines, over 80% of all graduates are women). Female graduates, however, are among the minority in the fields such as ICTs and engineering, manufacturing and construction, so generally those which increase the chances of finding a better-paid job.

Share of women and men among graduates by broad fields of education (academic year 2021/22)



| Specification | women | men |
|---------------------------------------------------|-------|------|
| education | 83.0 | 17.0 |
| health and welfare | 81.0 | 19.0 |
| arts and humanities | 72.5 | 27.5 |
| natural sciences, mathematics and statistics | 70.8 | 29.2 |
| social sciences, journalism and information | 69.8 | 30.2 |
| business, administration and law | 66.1 | 33.9 |
| TOTAL | 62.8 | 37.2 |
| services | 60.7 | 39.3 |
| agriculture, forestry, fisheries and veterinary | 58.9 | 41.1 |
| individual inter-field studies | 48.4 | 51.6 |
| engineering, manufacturing and construction | 39.2 | 60.8 |
| information and communication technologies (ICTs) | 15.8 | 84.2 |

Women are more likely than men to continue their education after earning a university degree by entering into postgraduate programmes. Since 2010, they have accounted for an average of 70% of all participants in this type of studies. When deciding to supplement their knowledge, Polish women most often take up studies in health and welfare, business, administration and law, and education (in total, these three disciplines are chosen by 80% of female postgraduate students). Polish men, on the other hand, upgrade their education most often in the field of health and welfare, business, administration and law (altogether, these disciplines are chosen by almost 70% of men). As in the case of higher education, most fields of education in postgraduate studies tend to be dominated by women, with the exception of ICTs and subjects related to engineering, manufacturing and construction, which are predominantly chosen by men.

Scientific advancement of women

Over half of all university graduates and over half of doctoral students are women; nevertheless, it is men who advance academically more often than women. Fewer women than men tend to receive Polish degrees of habilitated doctor and titles of full and titular professor.

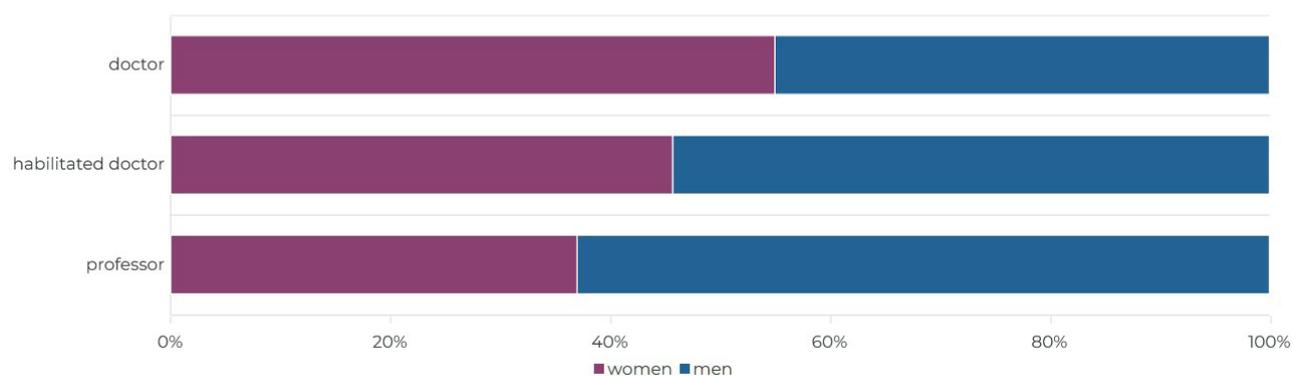
A steady growth in the number of doctoral students was observed until 2014, and in 2015 it came to a halt. In the subsequent years, their number gradually decreased. In 2022, the total number of PhD students (i.e. students in doctoral programmes and doctoral schools) declined by 35% compared to 2010. A slightly larger decrease was observed among women than men; nonetheless, the share of women attending doctoral programmes and doctoral schools remains above 50% (52% in 2022). In doctoral schools (established in 2019), women accounted for 50% of the total number of participants in 2022.

In 2022, women constituted the majority (about 65%) of students of doctoral schools in the field of agricultural sciences as well as medical and health sciences, while remained the minority in theology (25%) as well as engineering and technology (33%). Women most often studied natural sciences, social sciences, and medical and health sciences, while men tended to choose engineering and technology as well as natural sciences.

Women slightly more often than men earn doctoral degrees in Poland. In the years 2010-2022, women with a PhD accounted for an average of 53% of those awarded such a degree. Although women dominate among the graduates of university and doctoral studies, men outnumber them in the group of habilitated doctors. In the period of 2010-2022, the share of women among scientists who earned degrees of habilitated doctor increased from 37% to 46%. More women than men were awarded the degree of habilitated doctor in the fields of agricultural sciences, and medical and health sciences.

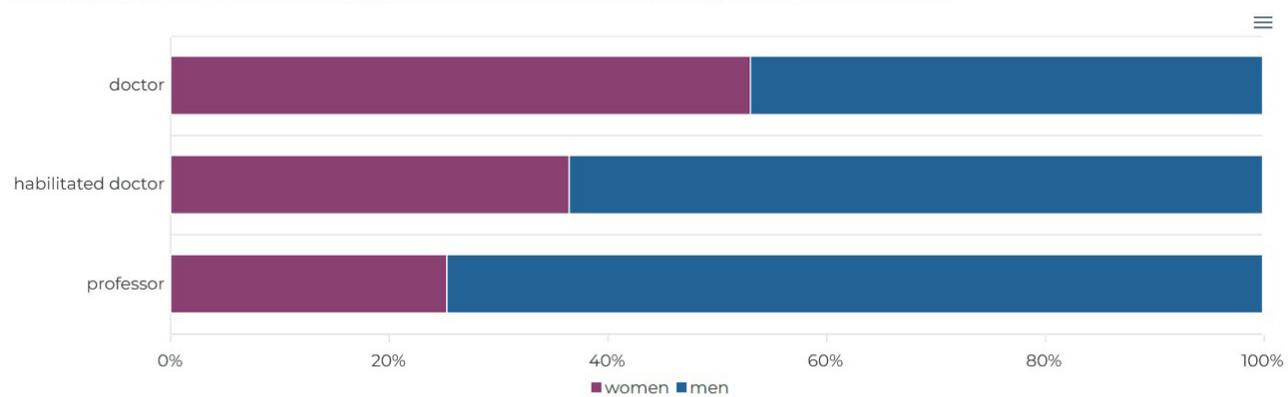
The disparity between men and women holding the title of full or titular professor in Poland is even greater. In 2022, women received 37% of all awarded titles of professor (25% in 2010), mostly in the medical and health sciences, in humanities and agricultural sciences.

Share of women and men among persons awarded academic degrees and titles in 2022



| Specification | women | men |
|--------------------|-------|------|
| doctor | 55.0 | 45.0 |
| habilitated doctor | 45.7 | 54.3 |
| professor | 37.0 | 63.0 |

Share of women and men among persons awarded academic degrees and titles in 2010



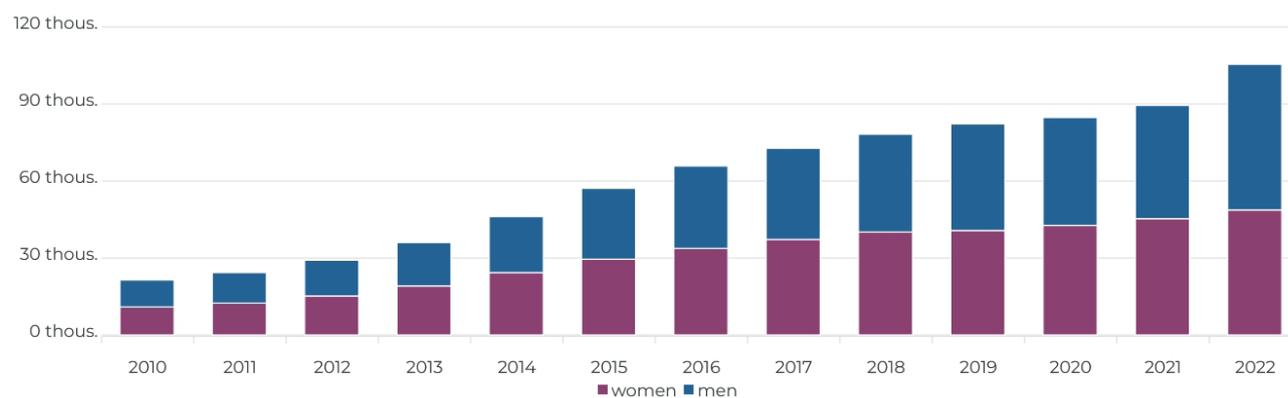
| Specification | women | men |
|--------------------|-------|------|
| doctor | 53.1 | 46.9 |
| habilitated doctor | 36.5 | 63.5 |
| professor | 25.3 | 74.7 |

Women from abroad studying in Poland

The group of foreigners studying in Poland is constantly growing; most often these students come from European countries. For years, the share of women among foreigners studying in Poland was similar to that of men, while in 2022 it decreased as a result of a large inflow of students from Ukraine.

Increasing numbers of young people from abroad choose to study at Polish universities – from the beginning of the previous decade, their number rose fivefold (from 21 thous. in 2010 to 105 thous. in 2022). Due to the growing number of foreigners studying in Poland and the simultaneous decrease in the overall number of students, the share of foreigners in the student community in Poland is rising (in 2010 foreign students accounted for slightly more than 1% of the total student population, and for almost 9% in 2022). In the years 2010-2021, about half of the students from abroad studying in Poland were women, while in 2022 their share dropped to 46%.

Foreigners studying at Polish universities (by sex)



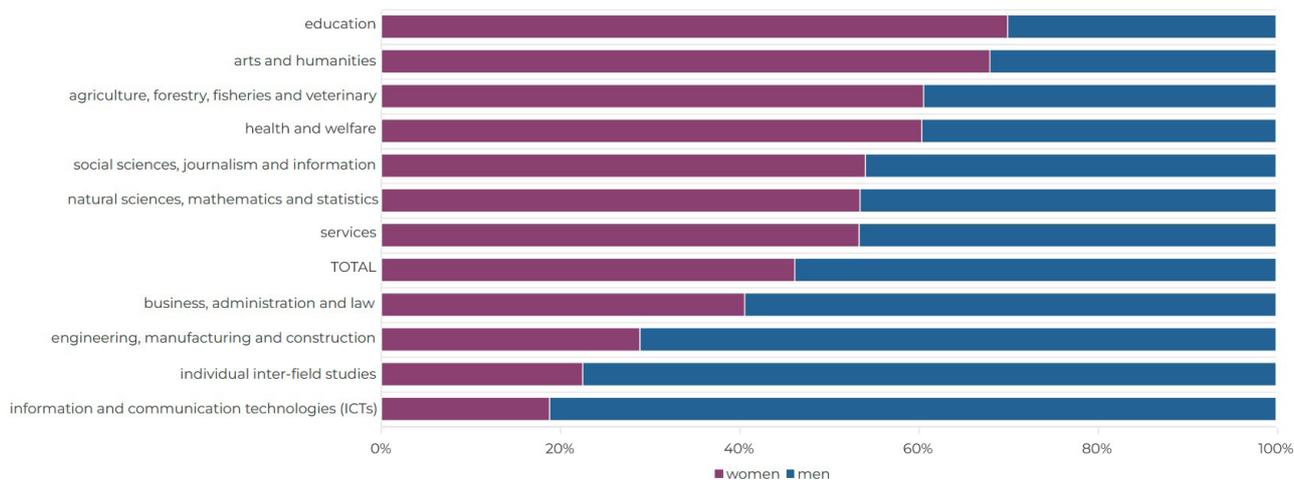
| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| women | 10.9 | 12.4 | 15.2 | 19.1 | 24.3 | 29.5 | 33.7 | 37.2 | 40.1 | 40.7 | 42.7 | 45.3 | 48.7 |
| men | 10.5 | 11.9 | 13.9 | 16.9 | 21.8 | 27.6 | 32.1 | 35.5 | 38.1 | 41.5 | 42.0 | 44.1 | 56.7 |

In the years 2010–2022, most foreigners choosing to study in Poland came from Europe (their share fluctuated from 70% to almost 84% over that period); the remaining part of foreign students at Polish universities come mainly from Asia and – increasingly often – from Africa. Most foreign female students in Poland come from Europe: in 2010-2021, they accounted for 54% to 56% of the total number of students from Europe; however, their share decreased to 49% in 2022 due to a large inflow of men from Ukraine. Female students from e.g. Asia or Africa, on the other hand, are in the minority. The proportion of Asian women in the total number of students from that region is constantly decreasing: in the years 2010-2022, it dropped from 43% to 36%, whereas the share of women from African countries is on the rise. In the same period, their proportion in the total number of African students in Poland grew from almost 30% to over 42%.

Ukraine and Belarus have for years been the countries where most foreign students attending Polish universities came from. In 2022, women from Ukraine constituted 46% and from Belarus 15% of all foreign female students in Poland. In 2022, the annual increase in the number of Ukrainians studying in Poland was 33% (from 36 thous. in 2021 to 48 thous. in 2022). A much larger increase was observed among men (by 67%) than women (by 9%).

Foreigners studying in Poland most often choose business, administration and law as their major (the latter was chosen by 35% of men and 28% of women in 2022). Majors which are more popular among foreign women than men include, among others, education and art and humanities. Men, on the other hand, tend to choose fields of study related to information and communication technologies (ICTs), individual inter-field studies, as well as those connected with engineering, manufacturing and construction.

Share of women and men among foreign students by broad fields of education (academic year 2022/23)



| Specification | women | men |
|---------------------------------------------------|-------|------|
| education | 70.0 | 30.0 |
| arts and humanities | 68.0 | 32.0 |
| agriculture, forestry, fisheries and veterinary | 60.6 | 39.4 |
| health and welfare | 60.4 | 39.6 |
| social sciences, journalism and information | 54.1 | 45.9 |
| natural sciences, mathematics and statistics | 53.5 | 46.5 |
| services | 53.4 | 46.6 |
| TOTAL | 46.2 | 53.8 |
| business, administration and law | 40.6 | 59.4 |
| engineering, manufacturing and construction | 28.9 | 71.1 |
| individual inter-field studies | 22.5 | 77.5 |
| information and communication technologies (ICTs) | 18.8 | 81.2 |

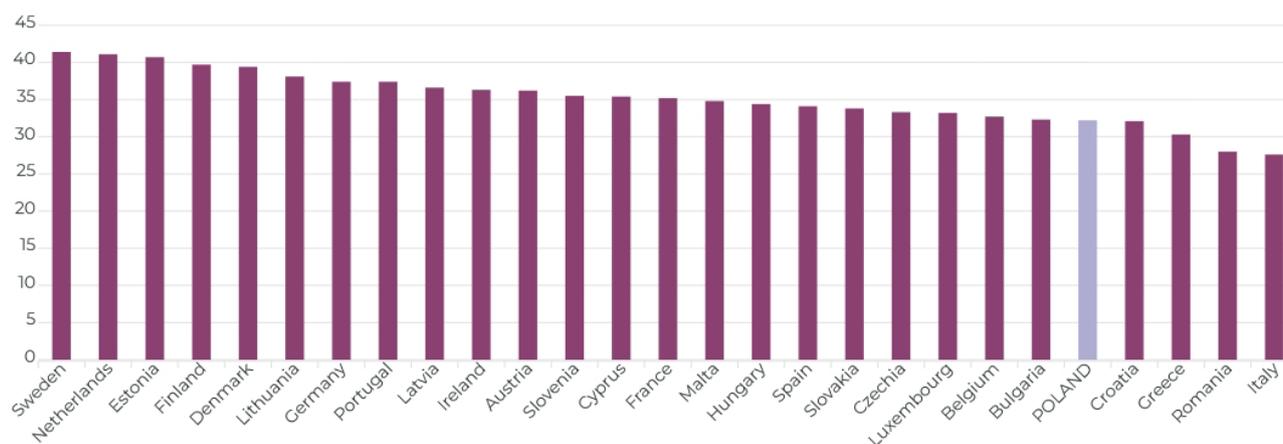
Economic activity

Women's professional life

Although the average career length of Poles is extending, Poland remains in the group of EU states where the expected duration of working life is one of the shorter. Polish women, like most European women, are active on the labour market for a shorter period than men, and are more often economically inactive.

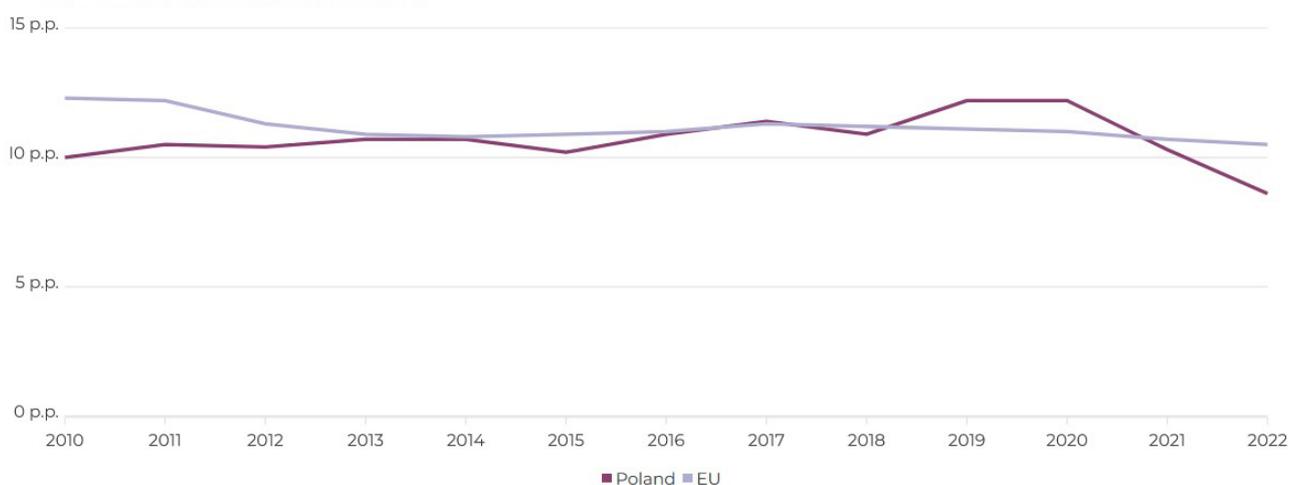
The overall employee participation in the Polish labour market in 2022 was on average three years longer than in 2010. The estimated duration of women's economic activity increased in this period from 29 to 32 years (despite the fact that on 1st October 2019, the retirement age of women in Poland was lowered to 60). By comparison, on average in the EU, the estimated duration of women's economic activity increased from 31 to 34 years between 2010 and 2022. In the same period, the participation of men in the Polish labour market increased on average from 34 to 37 years (from 37 to 39 years on average in the EU). Despite the increase in the expected duration of working life of Polish women, they still rank among the top ten EU countries with the shortest participation in the labour market. Among the factors responsible for this situation is the low level of economic activity of Polish women (aged 15 and over) compared to female residents across EU countries, which is related to i.a. different thresholds of retirement age for women in the UE.

Duration of working life of women in EU countries in 2022 (in years)



| Specification | 2022 |
|----------------------|-------------|
| Sweden | 41.4 |
| Netherlands | 41.1 |
| Estonia | 40.7 |
| Finland | 39.7 |
| Denmark | 39.4 |
| Lithuania | 38.1 |
| Germany | 37.4 |
| Portugal | 37.4 |
| Latvia | 36.6 |
| Ireland | 36.3 |
| Austria | 36.2 |
| Slovenia | 35.5 |
| Cyprus | 35.4 |
| France | 35.2 |
| Malta | 34.8 |
| Hungary | 34.4 |
| Spain | 34.1 |
| Slovakia | 33.8 |
| Czechia | 33.3 |
| Luxembourg | 33.2 |
| Belgium | 32.7 |
| Bulgaria | 32.3 |
| POLAND | 32.2 |
| Croatia | 32.1 |
| Greece | 30.3 |
| Romania | 28.0 |
| Italy | 27.6 |

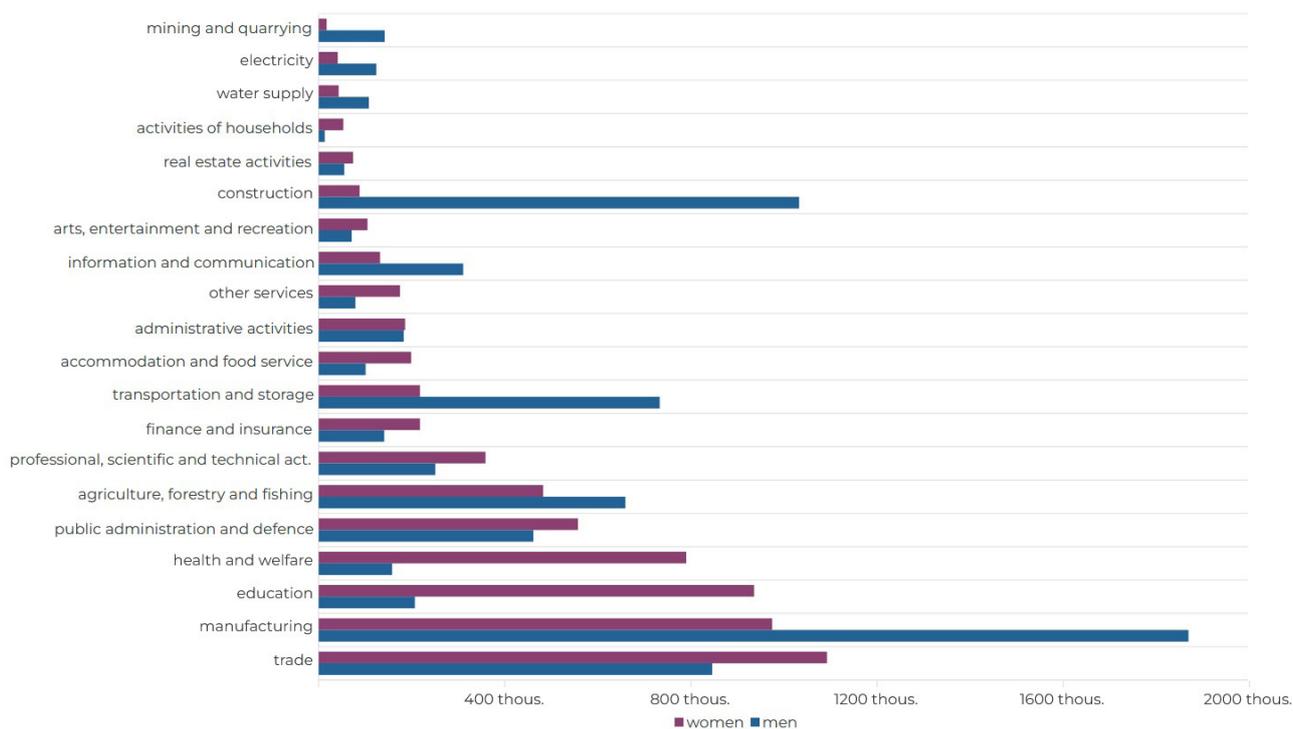
In Poland, as in the rest of the EU, employment among women is lower than among men. In 2022 in Poland, 81% of women and 90% of men aged 25-54 were employed. A more dynamic increase in the number of working women than that of men narrowed the employment gap, and in 2022 it was a single-digit figure for the first time (less than 9 p.p.). In the EU, on average, the employment gap between men and women also became smaller, but remained above 10 p.p. In Poland, women's access to the labour market increased primarily at the beginning of the current decade. In 2020 (despite the effects of the COVID-19 pandemic), the growth in men and women's employment (aged 25-54) became equal, while in the following years, the number of employed females grew faster than that of employed males.

Gender employment gap (aged 25-54)


| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Poland | 10.0 | 10.5 | 10.4 | 10.7 | 10.7 | 10.2 | 10.9 | 11.4 | 10.9 | 12.2 | 12.2 | 10.3 | 8.6 |
| EU | 12.3 | 12.2 | 11.3 | 10.9 | 10.8 | 10.9 | 11.0 | 11.3 | 11.2 | 11.1 | 11.0 | 10.7 | 10.5 |

On both the Polish and EU labour markets, certain activities tend to be dominated by either men or women. For years, health and social welfare as well as education and household activities (including cooking, teaching, caring for household members, and other services, like e.g. production of various items satisfying the needs of the household) have been feminised to the largest extent of all areas of economic activity. Women in Poland account for more than 80% of the total number of the employed in each of the above-mentioned sections. Most women in Poland take up jobs in trade (16-18% of the total number of working women in the years 2010-2022), especially in retail, as well as in manufacturing (14-16%), especially in the manufacture of food products, and education (13-15%).

Employed (aged 25-59) by economic activity and sex in 2022



| Specification | women | men |
|---------------------------------------------|-------|------|
| mining and quarrying | 17 | 142 |
| electricity | 41 | 124 |
| water supply | 43 | 108 |
| activities of households | 53 | 13 |
| real estate activities | 74 | 55 |
| construction | 88 | 1034 |
| arts, entertainment and recreation | 105 | 71 |
| information and communication | 132 | 311 |
| other services | 175 | 79 |
| administrative activities | 186 | 183 |
| accommodation and food service | 199 | 101 |
| transportation and storage | 218 | 734 |
| finance and insurance | 218 | 141 |
| professional, scientific and technical act. | 359 | 251 |
| agriculture, forestry and fishing | 483 | 660 |
| public administration and defence | 558 | 462 |
| health and welfare | 791 | 158 |
| education | 937 | 207 |
| manufacturing | 976 | 1872 |
| trade | 1094 | 847 |

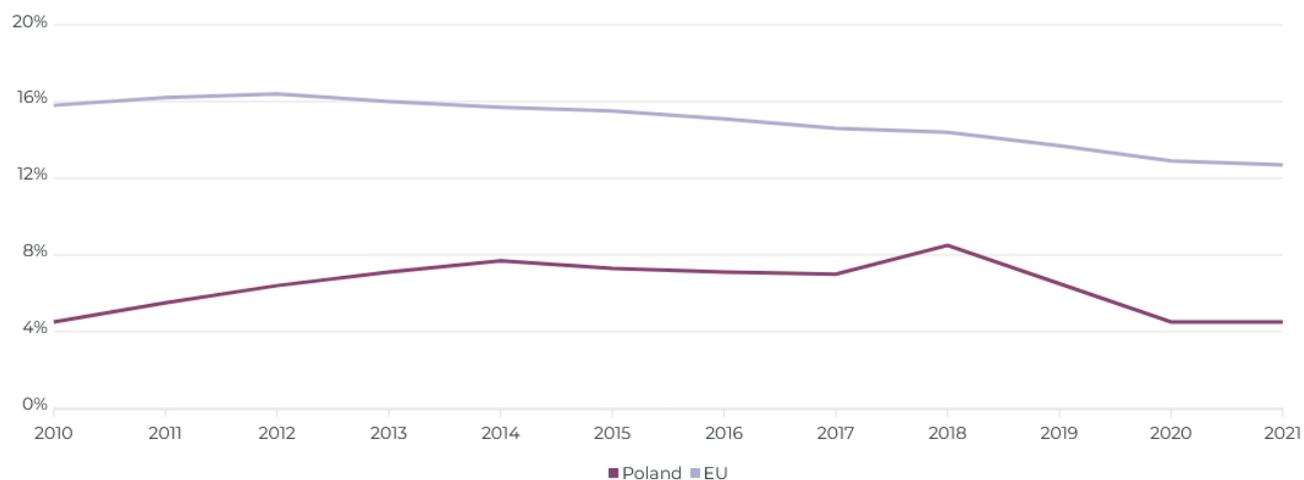
Women in Poland not only find employment less frequently than men, but also withdraw from the labour market more than twice as often as the latter. However, economic inactivity is less common today than it was over a decade ago. In the period of 2010–2022, the percentage of the economically inactive 25- to 54-year-olds decreased both among women (from 23% to 17%) and men (from 13% to 8%). Remaining outside of the labour market occurs less often in Poland than on average in the EU (where 19% of women and 8% of men were economically inactive in 2022). The most common reason behind women’s economic inactivity is still caregiving responsibilities. In 2022, this situation concerned 42% of the economically inactive women in Poland (compared to 26% of women in the EU); Polish women rank second (following women in Ireland) in the EU in terms of labour market withdrawal resulting from caregiving responsibilities towards children or adult family members.

Income equality

Women in Poland earn less than men, although the disparity in wages and salaries is three times smaller compared to the EU average. In 2021, Poland ranked among the top three EU countries (along with Romania and Slovenia) with the lowest gender pay gap to the disadvantage of women.

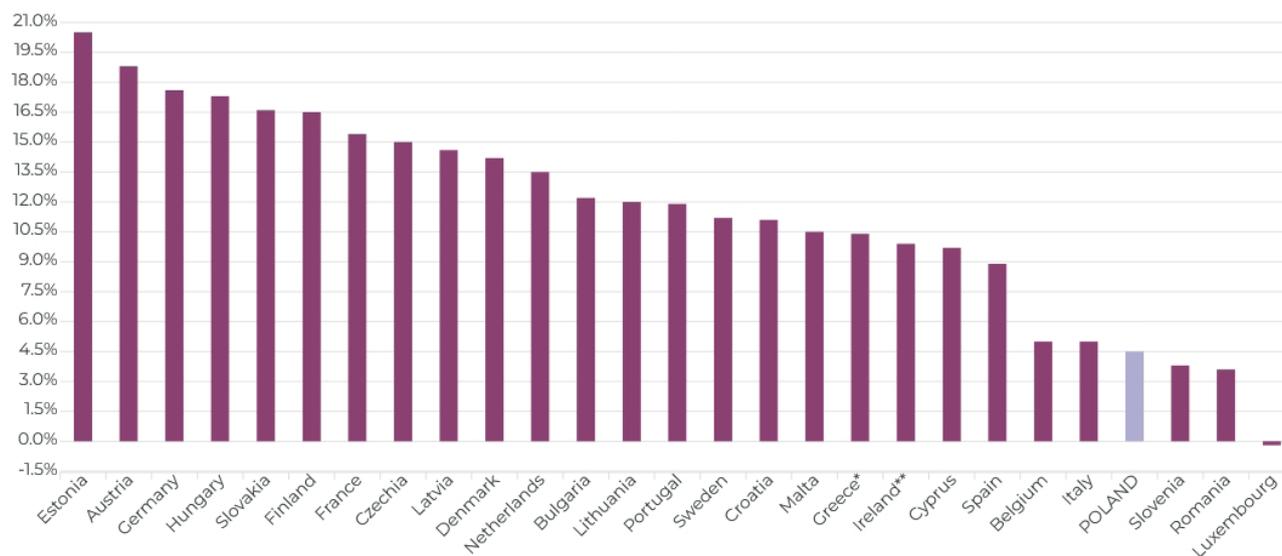
After a decade of fluctuations with negative trends prevailing, Poland's gender pay gap decreased in 2021 to the level observed in 2010, when women earned 4.5% less than men. The gender pay gap narrowed in most sections of economic activity over this period, most notably in accommodation and catering, where the differences between the earnings of men and women decreased fourfold. In contrast, the disparities to the detriment of women increased in the field of education, information and communication, as well as professional, scientific and technical activities, and in other services.

Gender pay gap



| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|
| Poland | 4.5 | 5.5 | 6.4 | 7.1 | 7.7 | 7.3 | 7.1 | 7.0 | 8.5 | 6.5 | 4.5 | 4.5 |
| EU | 15.8 | 16.2 | 16.4 | 16.0 | 15.7 | 15.5 | 15.1 | 14.6 | 14.4 | 13.7 | 12.9 | 12.7 |

Gender pay gap in EU countries in 2021



| Specification | 2021 |
|---------------|------|
| Estonia | 20.5 |
| Austria | 18.8 |
| Germany | 17.6 |
| Hungary | 17.3 |
| Slovakia | 16.6 |
| Finland | 16.5 |
| France | 15.4 |
| Czechia | 15.0 |
| Latvia | 14.6 |
| Denmark | 14.2 |
| Netherlands | 13.5 |
| Bulgaria | 12.2 |
| Lithuania | 12.0 |
| Portugal | 11.9 |
| Sweden | 11.2 |
| Croatia | 11.1 |
| Malta | 10.5 |
| Greece* | 10.4 |

| Specification | 2021 |
|---------------|------|
| Ireland** | 9.9 |
| Cyprus | 9.7 |
| Spain | 8.9 |
| Belgium | 5.0 |
| Italy | 5.0 |
| POLAND | 4.5 |
| Slovenia | 3.8 |
| Romania | 3.6 |
| Luxembourg | -0.2 |

*Latest data for 2018.

**Latest data for 2020.

The largest gender pay gap is still evident in finance and insurance, where for years women have been earning over 30% less than men (although these differences are gradually decreasing). On the other hand, there are also industries where women earn more than men; for years, women's work has been better paid than men's in e.g. construction (by about 10% in 2021). Women also earn more in businesses related to water supply, waste management and reclamation activities, as well as in transportation and storage (by 1–5% in 2021).

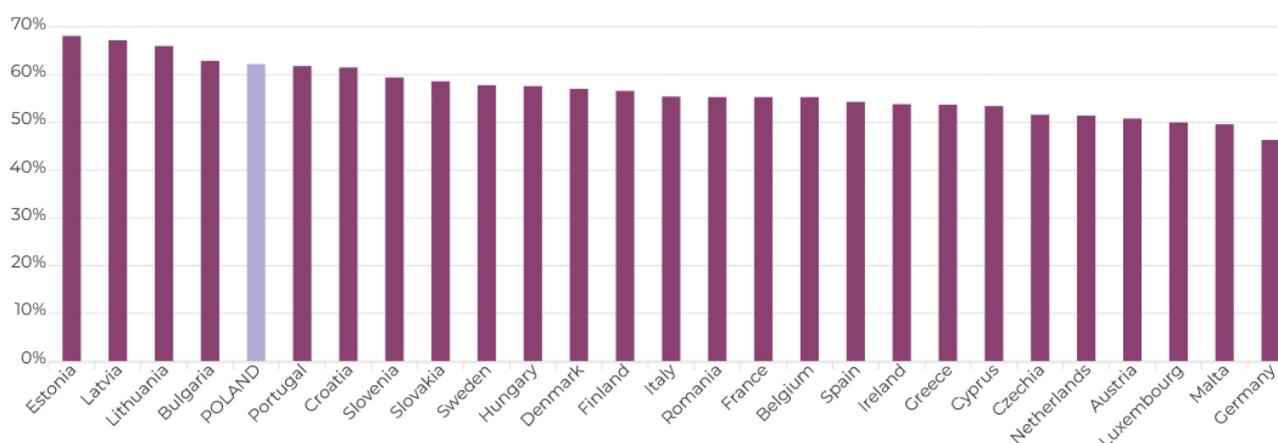
The gender pay gap in Poland varies by employer and working time. As in most EU countries, it occurs to a lesser degree in the public sector than in the private sector. Moreover, starting from 2020, the earnings of women employed in the public sector institutions have in some cases exceeded the pay received by men by 0.6% on average. In the private sector, however, women are still on average paid over a dozen percent or so less than men. When considering working time variations, a larger gender pay gap appears in the case of women working part-time than full-time. Over the past decade in Poland, the gender pay gap in terms of working time was generally twice as large in the case of women working part-time than it was for females working full-time (9.5% compared to 4.2% in 2021).

Women's activity in science and technology

Women in Poland play a significant role in the development of a knowledge-based economy, although, despite their high qualifications, their access to the most attractive high-tech jobs remains limited.

In 2022, among economically active Polish women (aged 25–64), one in three had both higher education and worked in the field of science and technology (in 2010, it was one in four). As regards men, on the other hand, this proportion was considerably lower: in 2022, one in five had higher education and worked in science and technology (in 2010, it was one in eight). Thanks to their high qualifications, women in Poland have for years constituted a larger part of the Core of Human Resources in Science and Technology (HRSTC). This category encompasses individuals with higher education, engaged in activities related to the creation, development, dissemination and application of scientific and technical knowledge. The predominance of women over men in this group increased over the last decade (in 2022, the proportion of women and men employed in HRSTC stood at 62% and 38%, respectively). At present, Polish women rank 5th among EU female residents in terms of the largest share in HRSTC, i.e. one position higher than in 2010.

Share of women (aged 25-64) in Human Resources in Science and Technology in EU countries in 2022



| Specification | 2022 |
|----------------------|-------------|
| Estonia | 68.1 |
| Latvia | 67.2 |
| Lithuania | 66.0 |
| Bulgaria | 62.9 |
| POLAND | 62.2 |
| Portugal | 61.8 |
| Croatia | 61.5 |
| Slovenia | 59.4 |
| Slovakia | 58.6 |
| Sweden | 57.8 |
| Hungary | 57.6 |
| Denmark | 57.0 |
| Finland | 56.6 |
| Italy | 55.4 |
| Romania | 55.3 |
| France | 55.3 |
| Belgium | 55.3 |
| Spain | 54.3 |
| Ireland | 53.8 |
| Greece | 53.7 |
| Cyprus | 53.4 |
| Czechia | 51.6 |
| Netherlands | 51.4 |
| Austria | 50.8 |
| Luxembourg | 50.0 |
| Malta | 49.6 |
| Germany | 46.3 |

Within HRSTC, Scientists and Engineers (SEs) are the key occupations guaranteeing the development of science and technology. The representation of both genders among SEs has for years been nearly equal in Poland; at the beginning of the last decade, women accounted for a slightly larger share, while men took lead in the recent years. At present, women in Poland hold the 6th position in terms of the largest share in SEs in the EU (in 2010, Polish women were at the top of the ranking). Among the factors determining the loss of the numerical advantage of female specialists and engineers after 2010 in Poland is the faster growth of male employment in this group of professions and the deterioration of the situation of female scientists and engineers in the labour market during the pandemic. In 2020, for the first time, the number of Polish women working as SEs fell year-on-year by over a dozen thousand or so, while the number of their male counterparts increased by a similar amount. Between 2021 and 2022, Polish women started to return to work as scientists and engineers, restoring the trend observed before the outbreak of the pandemic. Among Polish women working as SEs, female health professionals have for years accounted for the largest percentage (more than 80% of the total number of professionals in this field), while female ICT professionals constituted the smallest group (15% of all ICT professionals).

While the general situation in the economy indicates an almost equal number of men and women working as SEs, it varies according to the technological advancement of a given economic field. The largest gender disproportion (to the disadvantage of women) is observed in high-technology sectors (high-tech sectors), which focus mainly on developing innovations and where attractive employment conditions are offered. In Poland, like in the EU on average, the representation of women in the above-mentioned sectors is significantly lower than that of men. Only one in five scientists and engineers in Poland working in high-tech is a woman (the situation in 2022 did not change significantly compared to 2010).

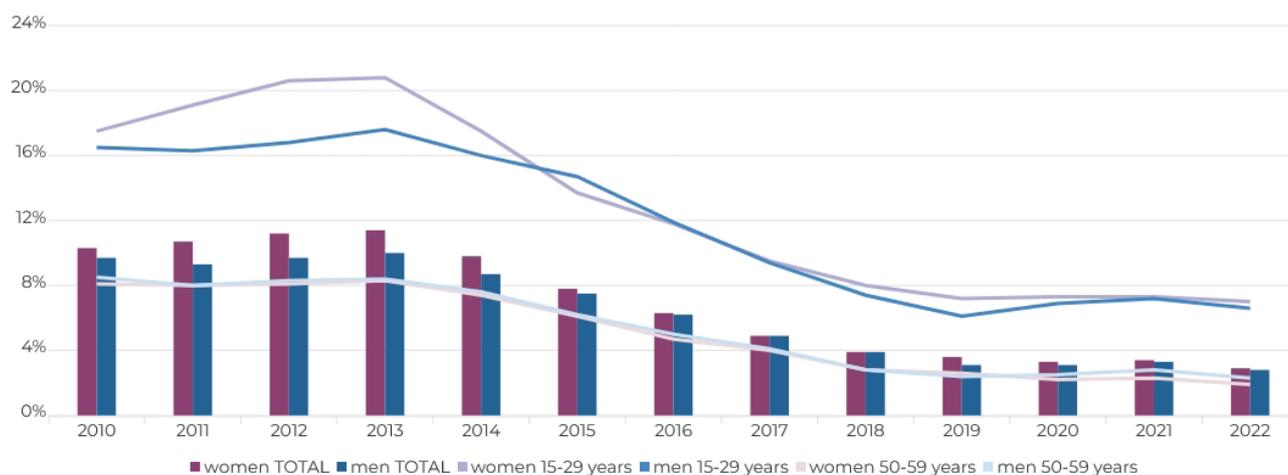
Women with a specific situation on the labour market

The overall decreasing unemployment and growing employment have for several years contributed to the improving situation of those who, due to certain circumstances, experienced difficulties in entering or remaining in the labour market. The situation of both young and pre-retirement age men and women has improved. On the other hand, disproportions in the employment of mothers and fathers of young children up to 6 years old have persisted.

The situation of Polish women on labour market was significantly better in 2022 than in 2010, although in some aspects it remained less favourable than that of men. Women are still slightly more likely than men to face unemployment, although unemployment decreased to a larger extent among women than men during the years 2010-2022. The unemployment rate (according to the Labour Force Survey) during this period dropped from 10.3% to 2.9% among women and from 9.7% to 2.8% among men. The highest unemployment rate by age was recorded among young persons (aged 15-29), who were either entering the labour market or were present in it for a short time. In general, unemployment tends to affect young women to a greater extent than young men: in 2022, the unemployment rate for women aged 15-29 was higher than among their male peers (7.0% and 6.6%, respectively). This disproportion was significantly smaller in 2022 than at the beginning of the previous decade; the largest gap in the unemployment rate between young women and young men was recorded in 2012 (20.6% and 16.8%, respectively). The employment rate among women aged 15-29 increased over the 2010-2022 period at a slower pace (from 39% to 43%) than among men of the same age (from 48% to 53%).

The unemployed who are over 50 years old are also with a specific situation on labour market. The risk of unemployment faced by this group gradually decreased in the years 2010-2022, and the unemployment rate was generally lower among women than men (unlike in other age groups). The total unemployment in the 50-59 age group decreased on average fourfold during this period: from 8.1% to 1.9% among women and from 8.5% to 2.3% among men. At the same time, the employment rate of 50-59-year-olds grew from 47% to 75% for women and from 63% to 81% for men.

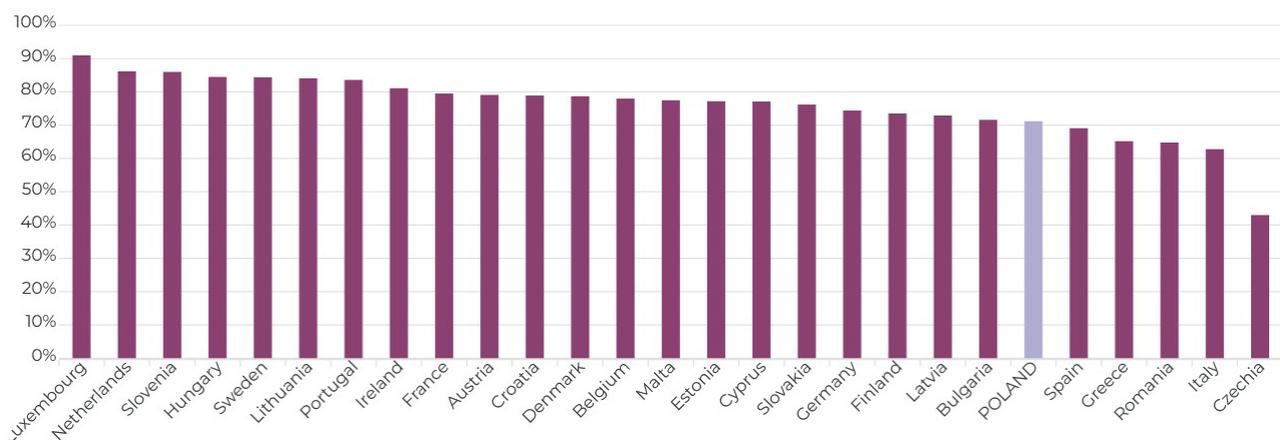
Unemployment rate (LFS) by age groups and sex



| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| women TOTAL | 10.3 | 10.7 | 11.2 | 11.4 | 9.8 | 7.8 | 6.3 | 4.9 | 3.9 | 3.6 | 3.3 | 3.4 | 2.9 |
| men TOTAL | 9.7 | 9.3 | 9.7 | 10.0 | 8.7 | 7.5 | 6.2 | 4.9 | 3.9 | 3.1 | 3.1 | 3.3 | 2.8 |
| women 15-29 years | 17.5 | 19.1 | 20.6 | 20.8 | 17.5 | 13.7 | 11.8 | 9.5 | 8.0 | 7.2 | 7.3 | 7.3 | 7.0 |
| men 15-29 years | 16.5 | 16.3 | 16.8 | 17.6 | 16.0 | 14.7 | 11.9 | 9.4 | 7.4 | 6.1 | 6.9 | 7.2 | 6.6 |
| women 50-59 years | 8.1 | 8.0 | 8.1 | 8.3 | 7.4 | 6.1 | 4.7 | 4.0 | 2.8 | 2.6 | 2.2 | 2.3 | 1.9 |
| men 50-59 years | 8.5 | 8.0 | 8.3 | 8.4 | 7.6 | 6.2 | 5.0 | 4.1 | 2.8 | 2.4 | 2.5 | 2.8 | 2.3 |

Unemployed parents of at least one child up to 6 years old are another group whose situation on labour market is specific. In Poland (as on average in the EU), the proportion of mothers of young children in employment is smaller than the average proportion of women in general in employment. The overall employment rate for Polish women aged 25-49 stood at 81% in 2022, while among mothers of young children (up to 6 years old), it was 71%. A difference of this kind occurred analogically among Polish men, but it was much less pronounced: the employment rate for men aged 25-49 in general was 91%, and 85% for fathers of young children from the same age group.

Employment rate of women (aged 25-49) with the youngest child up to 6 years old in EU countries in 2022

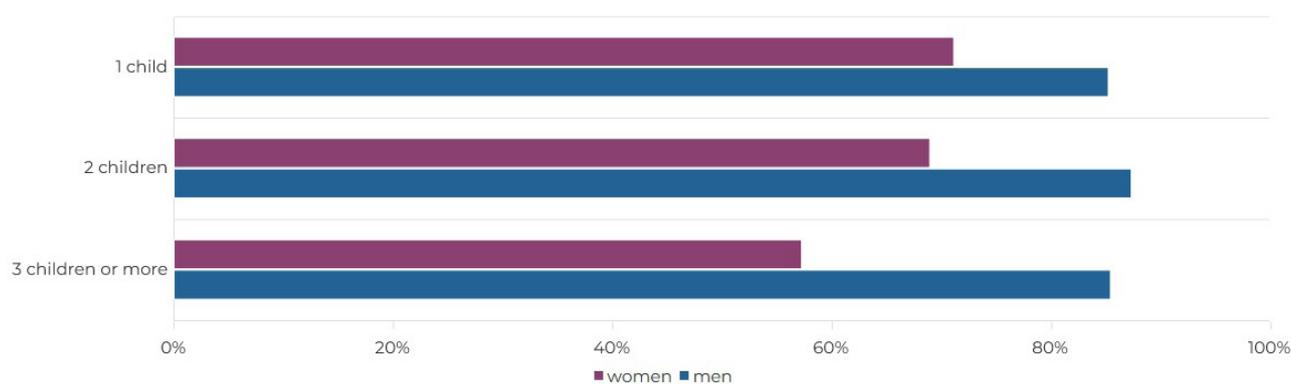


| Specification | 2022 |
|---------------|------|
| Luxembourg | 91.0 |
| Netherlands | 86.2 |
| Slovenia | 86.0 |
| Hungary | 84.5 |
| Sweden | 84.4 |
| Lithuania | 84.1 |
| Portugal | 83.6 |
| Ireland | 81.1 |
| France | 79.5 |
| Austria | 79.1 |
| Croatia | 78.9 |
| Denmark | 78.7 |
| Belgium | 78.0 |
| Malta | 77.5 |
| Estonia | 77.2 |
| Cyprus | 77.1 |
| Slovakia | 76.2 |
| Germany | 74.4 |
| Finland | 73.5 |
| Latvia | 72.9 |
| Bulgaria | 71.6 |

| Specification | 2022 |
|---------------|------|
| POLAND | 71.2 |
| Spain | 69.1 |
| Greece | 65.2 |
| Romania | 64.8 |
| Italy | 62.8 |
| Czechia | 43.0 |

In general, the more children a woman in Poland has, the smaller the chances she would be in employment (which is similar to the EU average), while the opposite holds true for men in Poland: as the number of the man's children grows, so do (slightly) the chances of him being in employment (unlike the EU average). This demonstrates that the larger the number of children in a family, the greater the disparity in employment between mothers and fathers of young children. The average employment rate for mothers of one or two young children in Poland is slightly lower than the EU average, but, on the other hand, the number of working mothers of three or more children is higher in Poland than in the EU on average (in 2022, it was 57% and 53%, respectively).

Employment rate of persons (aged 25-49) with the youngest child up to 6 years old (by number of children and sex) in 2022



| Specification | women | men |
|--------------------|-------|------|
| 1 child | 71.2 | 85.3 |
| 2 children | 69.0 | 87.4 |
| 3 children or more | 57.3 | 85.5 |

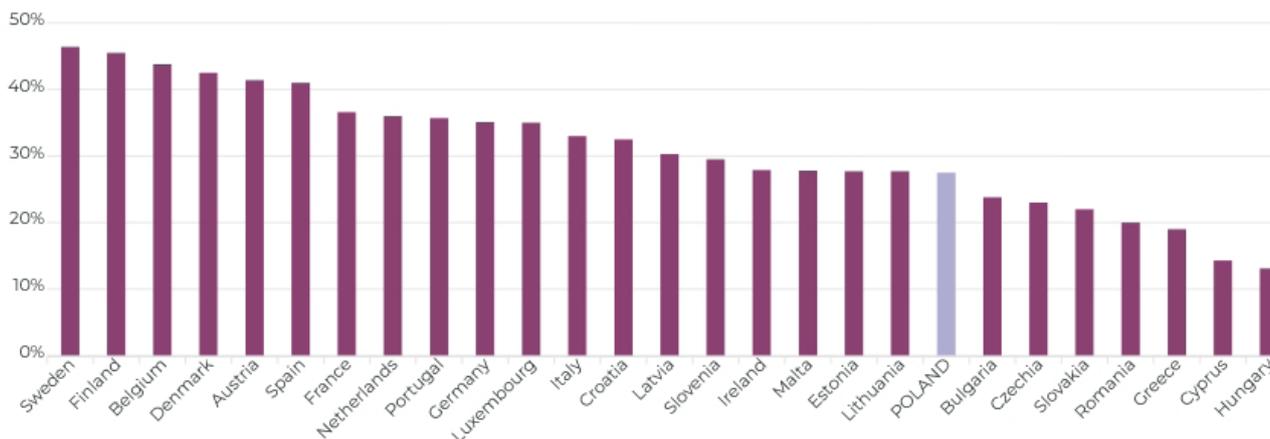
Decision-making and management

Women’s decision-making in public life

The share of Polish women in government and parliament (both national and European) is increasing, but remains lower than that of men. Women, however, form the majority among the judiciary.

Women currently account for 28% of all parliamentarians, compared to 18% in 2010. The change has been influenced i.a. by the introduction of legal regulations, which since 2011 have guaranteed women at least 35% of seats on electoral lists for the Sejm (Lower House of Parliament in Poland), Senate and the European Parliament. Despite the positive trends, Poland’s average in this respect is still lower than that of the EU (in 2022, women held on average 33% of the seats in national parliaments).

Percentage of women sitting in national parliaments in EU countries in 2022

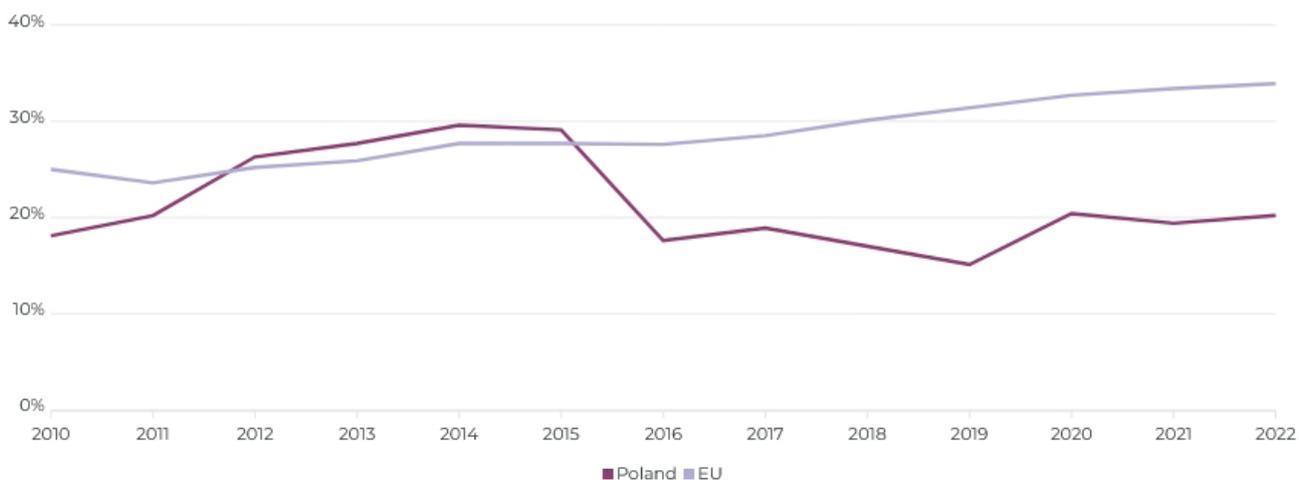


| Specification | 2022 |
|---------------|------|
| Sweden | 46.4 |
| Finland | 45.5 |
| Belgium | 43.8 |
| Denmark | 42.5 |

| Specification | 2022 |
|----------------------|-------------|
| Austria | 41.4 |
| Spain | 41.0 |
| France | 36.6 |
| Netherlands | 36.0 |
| Portugal | 35.7 |
| Germany | 35.1 |
| Luxembourg | 35.0 |
| Italy | 33.0 |
| Croatia | 32.5 |
| Latvia | 30.3 |
| Slovenia | 29.5 |
| Ireland | 27.9 |
| Malta | 27.8 |
| Estonia | 27.7 |
| Lithuania | 27.7 |
| POLAND | 27.5 |
| Bulgaria | 23.8 |
| Czechia | 23.0 |
| Slovakia | 22.0 |
| Romania | 20.0 |
| Greece | 19.0 |
| Cyprus | 14.3 |
| Hungary | 13.1 |

The proportion of women in the Polish government has varied to a much larger extent over the past several years. In the first half of the previous decade, the percentage of women in government gradually increased (from 18% in 2010 to 29% in 2015). In the subsequent years, the representation of Polish women in the government decreased. In 2022, their share dropped to 20% (compared to the 34% - average for EU countries).

Percentage of women sitting in national governments



| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Poland | 18.1 | 20.2 | 26.3 | 27.7 | 29.6 | 29.1 | 17.6 | 18.9 | 17.0 | 15.1 | 20.4 | 19.4 | 20.2 |
| EU | 25.0 | 23.6 | 25.2 | 25.9 | 27.7 | 27.7 | 27.6 | 28.5 | 30.1 | 31.4 | 32.7 | 33.4 | 33.9 |

Increasing numbers of women serve as Members of the European Parliament. The share of female MEPs representing Poland grew from 22% to 35% over the 2009–2019 decade, while for the European Parliament as a whole, this proportion increased from 31% to 41%.

There are more female than male judges in Poland, which results, among other factors, from the fact that women more often than men choose to study law (for years, they have accounted for about 60% of all law students). In 2021, among those appointed as judges, 60% were women (62% in 2010). Despite that in general women outnumber men in judicial positions, the higher the level of the judiciary, the lower the representation of women. In 2021, women accounted for 39% of judges of the Supreme Administrative Court (45% in 2010), and 23% of judges of the Supreme Court (25% in 2010).

Women's activity in Polish local government

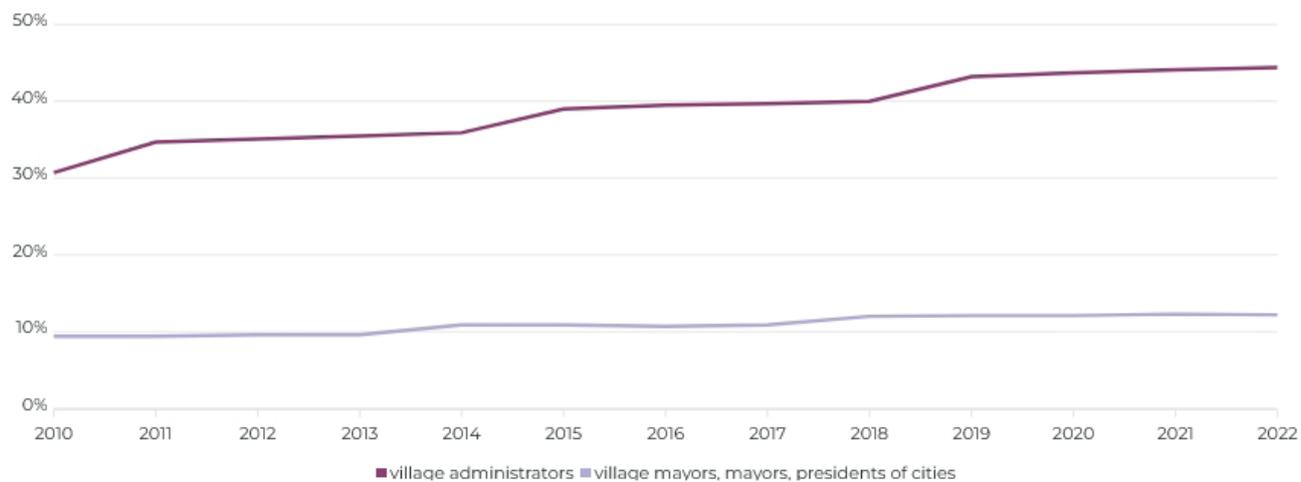
Women's involvement in local government activities in Poland is increasing. The share of women candidates in local elections and their presence among local government authorities in Poland is growing.

The fact that Polish women are increasingly willing to engage in activities supporting the development of local communities is evidenced by their growing presence on electoral lists for local government councils. Women on electoral lists accounted for 33% of all candidates in 2010, and 41% in 2018. By the same token, the proportion of female councillors at all levels of local government units (i.e. in the councils of gminas cities with powiat rights, powiats and voivodship regional council) was increasing. In 2022, a third of those serving on the councils of gminas, cities with powiat rights and voivodship regional council and a fourth of those serving on powiat councils, were women (while in 2010 it was a fourth and a fifth, respectively).

It is much less common for Polish women to hold the post of village mayor, mayor, or president of a city than the post of councillor. Despite the fact that each term increasingly more women run for power in these units (in 2010 they accounted for 14% of all candidates and in 2018 for 18%), they still hold only 10% of the positions. The situation varies greatly across regions: for example, in western voivodships (Zachodniopomorskie, Lubuskie and Opolskie) 20% of village mayors, mayors, or presidents of a city in 2022 were women, and in Kujawsko-pomorskie Voivodship only 5%. In terms of the level of education of local government managers, women were more likely to have higher education than men (on average, 96% and 90%, respectively) between 2010 and 2022.

Women's involvement in the affairs of Polish villages has clearly increased. At the beginning of the previous decade, every third village administrator's post was held by a woman, and in the recent years, nearly every other village administrator's office has had a female administrator. Zachodniopomorskie Voivodship has for years stood out among voivodships in this regard, boasting the highest percentage of women village administrators, which in 2022 amounted to 55%.

Percentage of women among village mayors, mayors, presidents of cities and village administrators



| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|------------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| village administrators | 30.7 | 34.7 | 35.1 | 35.5 | 35.9 | 39.0 | 39.5 | 39.7 | 40.0 | 43.2 | 43.7 | 44.1 | 44.4 |
| village mayors, mayors, presidents | 9.4 | 9.4 | 9.6 | 9.6 | 10.9 | 10.9 | 10.7 | 10.9 | 12.0 | 12.1 | 12.1 | 12.3 | 12.2 |

Polish women in managerial positions

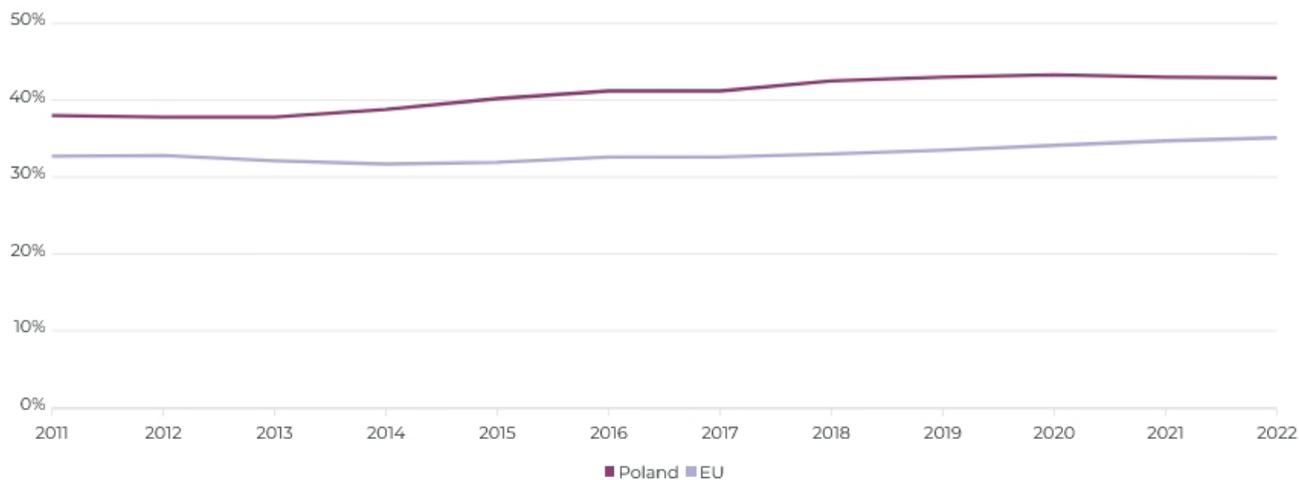
Polish women hold nearly half of all managerial positions in the country. However, the higher the management level, the lower the representation of women.

In 2010–2020, nearly 50% of managerial positions in Poland were held by women; among chief executives, senior officials and legislators, the percentage of women was 30%. The proportion of women in managerial positions depended on whether it was the public or private sector. Both at the beginning and the end of the past decade, women held over 60% of higher-level positions in the public sector, whereas in the private sector this percentage was less than 40%.

The proportion of women in managerial positions varied considerably depending on the sector of the economy. Both in 2010 and 2020, women constituted the majority (over 60%) of managers in, e.g., retail and wholesale trade, restaurants and hotels, or business services and administration. Visibly fewer women – only 20% or less – held managerial positions in the ICT sector, manufacturing, mining, construction, and distribution and also in agriculture in 2020. However, the number of female managers in these sectors increased compared to 10 years earlier (over two-fold in agriculture).

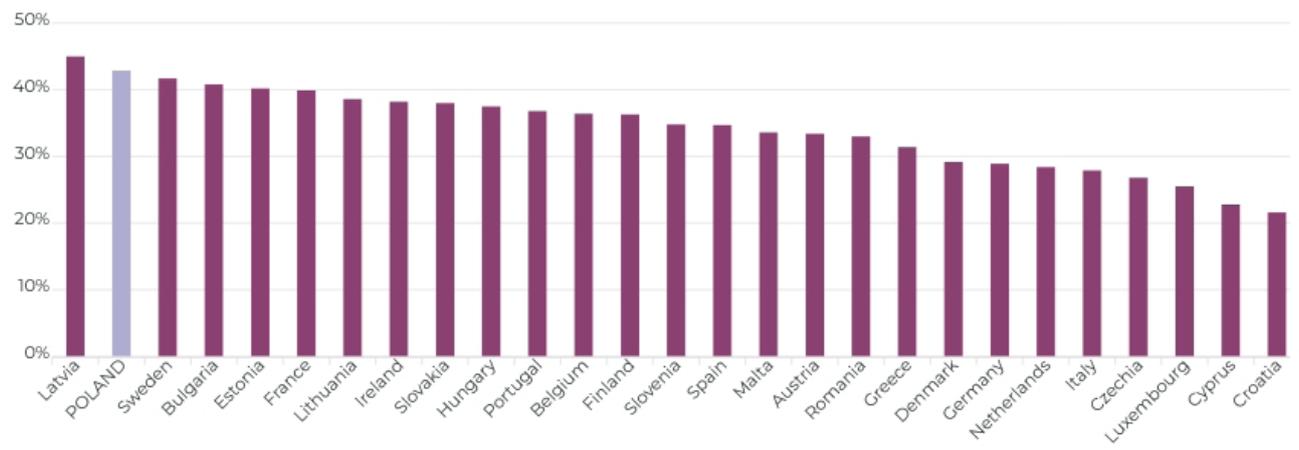
Poland is one of the leaders in the EU in terms of the highest percentage of female managers, with their proportion exceeding the EU average. In 2022, the country boasted the second largest proportion of women holding managerial positions in the EU, which was an increase compared to 2011, when it ranked sixth. Polish women have also been increasing their presence in the management boards of the largest publicly listed companies. A decade ago, only one in 10 members of management boards of the largest publicly listed companies was a woman, whereas in 2022, it was one in four. Still, Poland ranked outside the top 10 EU countries with the highest percentage of female board members.

Percentage of women in managerial positions



| Specification | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|
| Poland | 38.0 | 37.8 | 37.8 | 38.8 | 40.2 | 41.2 | 41.2 | 42.5 | 43.0 | 43.3 | 43.0 | 42.9 |
| EU | 32.7 | 32.8 | 32.1 | 31.7 | 31.9 | 32.6 | 32.6 | 33.0 | 33.5 | 34.1 | 34.7 | 35.1 |

Percentage of women in managerial positions in EU countries in 2022



| Specification | 2022 |
|---------------|------|
| Latvia | 45.0 |
| POLAND | 42.9 |
| Sweden | 41.7 |
| Bulgaria | 40.8 |

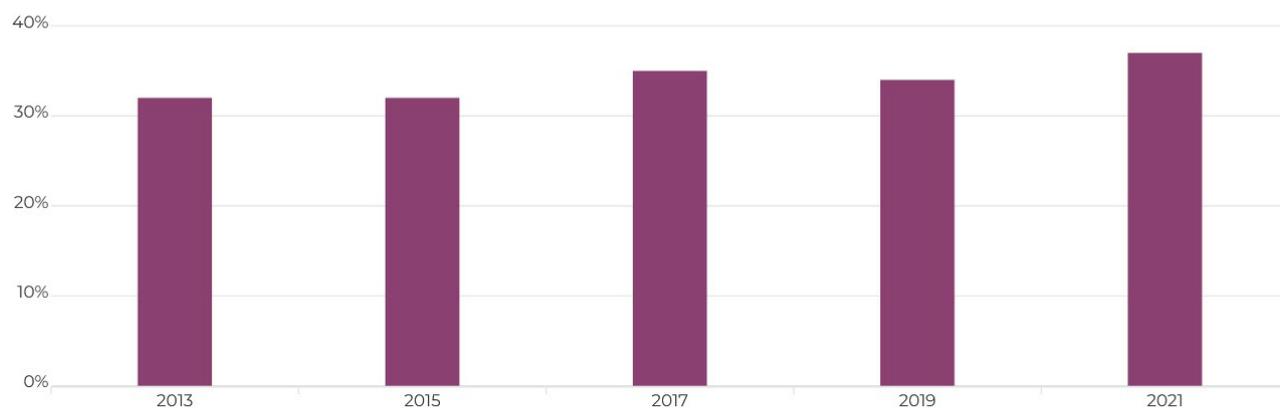
| Specification | 2022 |
|----------------------|-------------|
| Estonia | 40.2 |
| France | 39.9 |
| Lithuania | 38.6 |
| Ireland | 38.2 |
| Slovakia | 38.0 |
| Hungary | 37.5 |
| Portugal | 36.8 |
| Belgium | 36.4 |
| Finland | 36.3 |
| Slovenia | 34.8 |
| Spain | 34.7 |
| Malta | 33.6 |
| Austria | 33.4 |
| Romania | 33.0 |
| Greece | 31.4 |
| Denmark | 29.2 |
| Germany | 28.9 |
| Netherlands | 28.4 |
| Italy | 27.9 |
| Czechia | 26.8 |
| Luxembourg | 25.5 |
| Cyprus | 22.8 |
| Croatia | 21.6 |

Women on the boards of non-profit organisations

Women in decision-making roles in non-profit organisations on average account for slightly more than a third of all those sitting on the boards of these entities in Poland.

Although it is mainly women who are active in Polish NGOs (in 2021 they accounted for 76% of all the employees in the non-profit sector compared to 71% in 2010), the majority of their board members are men. In the recent years, the share of women holding board positions in non-profit organisations increased, reaching 37% in 2021 (compared to 32% in 2013). The lowest percentage of female board members has for years occurred in hunting clubs (2% of female board members on average) and volunteer fire brigades (8% on average). An equal proportion of men and women among board members of non-profit organisations is observed in the boards of foundations, public benefit organisations, and associations and social organisations. In turn, the highest percentage of women among management board members is found in faith-based charities (58% on average).

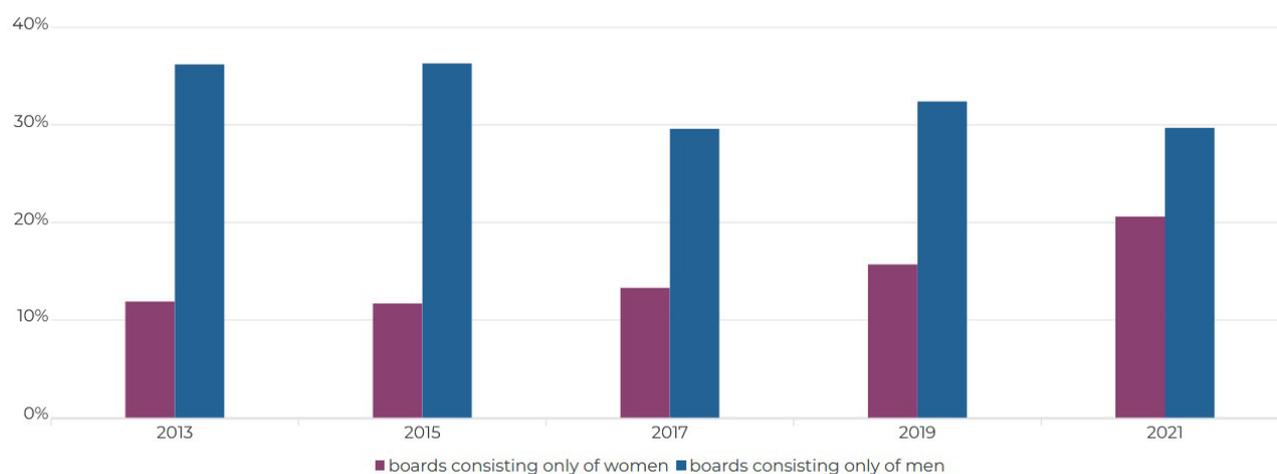
Percentage of women on boards of non-profit organisations



| Specification | 2013 | 2015 | 2017 | 2019 | 2021 |
|---------------|------|------|------|------|------|
| women | 32 | 32 | 35 | 34 | 37 |

In the period of 2013–2021, the percentage of boards of non-profit organisations composed exclusively of women almost doubled: from 12% to 21%. In the same period, the percentage of boards consisting of men only decreased from 36% to 30%. Prominent among the organisations managed exclusively by women in 2021 were rural housewives clubs (almost 90% had an all-female board) and faith-based charities (56%). On the other hand, no women were members of boards of most hunting clubs (87% in 2021) or volunteer fire brigades (57% in 2021).

Percentage of boards of non-profit organisations consisting only of women or only of men



| Specification | 2013 | 2015 | 2017 | 2019 | 2021 |
|---------------------------------|------|------|------|------|------|
| boards consisting only of women | 11.9 | 11.7 | 13.3 | 15.7 | 20.6 |
| boards consisting only of men | 36.2 | 36.3 | 29.6 | 32.4 | 29.7 |

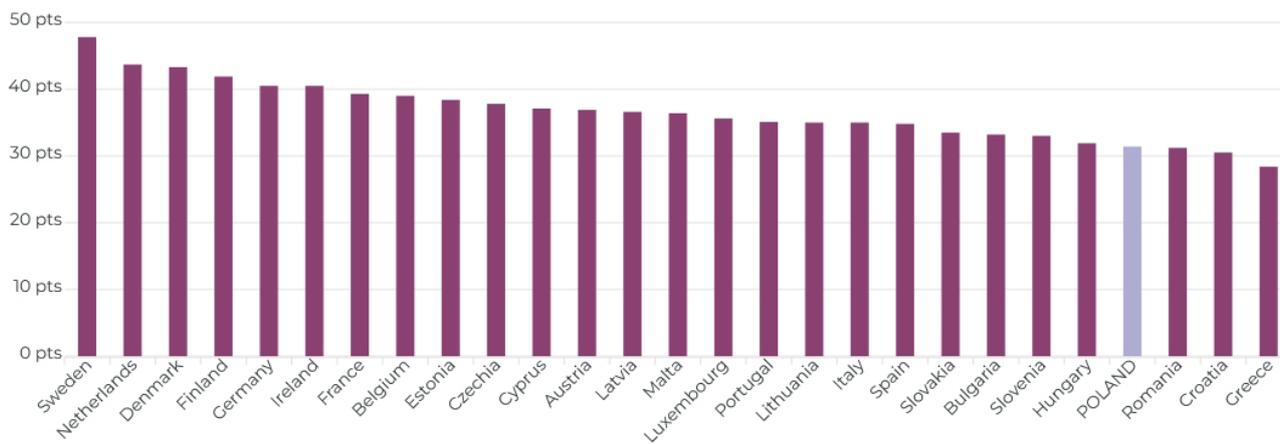
Autumn years

Active ageing of women in Poland

Residents of Poland age more and more actively, although compared to their EU counterparts, they rank among those ageing least actively. Polish women, as other European women, tend to age less actively than men.

According to the Active Ageing Index (AAI), which measures elderly people’s capacity and contribution to the society and economy, the Polish population aged 55-74 is one of the least active in the EU. In 2020, the countries which performed poorer than Poland in this regard were Romania, Croatia and Greece; a decade earlier it was Slovakia and Hungary.

Active Ageing Index of persons aged 55-74 in EU countries in 2020

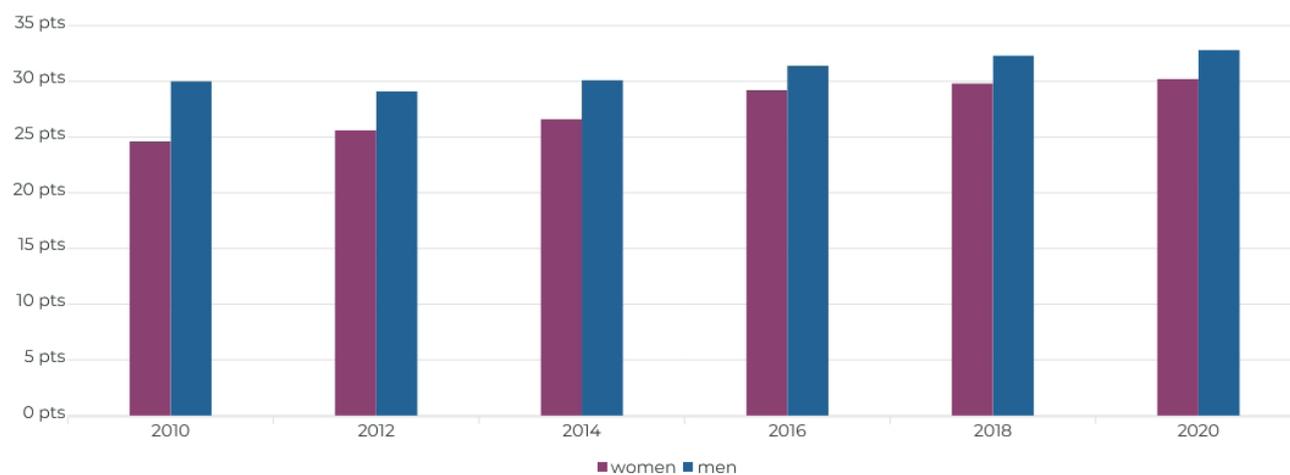


| Specification | 2020 |
|---------------|------|
| Sweden | 47.8 |
| Netherlands | 43.7 |
| Denmark | 43.3 |
| Finland | 41.9 |
| Germany | 40.5 |
| Ireland | 40.5 |

| Specification | 2020 |
|---------------|------|
| Germany | 40.5 |
| Ireland | 40.5 |
| France | 39.3 |
| Belgium | 39.0 |
| Estonia | 38.4 |
| Czechia | 37.8 |
| Cyprus | 37.1 |
| Austria | 36.9 |
| Latvia | 36.6 |
| Malta | 36.4 |
| Luxembourg | 35.6 |
| Portugal | 35.1 |
| Lithuania | 35.0 |
| Italy | 35.0 |
| Spain | 34.8 |
| Slovakia | 33.5 |
| Bulgaria | 33.2 |
| Slovenia | 33.0 |
| Hungary | 31.9 |
| POLAND | 31.4 |
| Romania | 31.2 |
| Croatia | 30.5 |
| Greece | 28.4 |

In Poland, in the years 2010-2020, the total AAI, which takes the values from 0 to 100 (the higher the value, the better the use of older people's potential), increased from 27 to 31 points (from 32 points to 37 points on average in the EU). In 2020, the gap between Polish men and women in terms of their capacity and contribution to the society was smaller than 10 years earlier (among women, the score increased from 25 to 30 and among men, from 30 to 33). In the case of the EU average, the capacity and contribution to the society increased to a similar degree among men and women over the same decade.

Active Ageing Index of persons aged 55-74 in Poland



| Specification | 2010 | 2012 | 2014 | 2016 | 2018 | 2020 |
|---------------|------|------|------|------|------|------|
| women | 24.6 | 25.6 | 26.6 | 29.2 | 29.8 | 30.2 |
| men | 30.0 | 29.1 | 30.1 | 31.4 | 32.3 | 32.8 |

Among the areas monitored by the AAI, women age less actively than men in terms of employment, health and sense of security (both physical and material), as well as independence (e.g. relating to independent living and managing a household). This means that among those aged 55-74, Polish women were less active on the labour market and more prone to poverty than Polish men; additionally, women's income was lower than that of men. More men than women in Poland felt secure and lived independently.

On the other hand, Polish women age more actively than men in the social sphere; women tend to engage more in activities like e.g. caregiving provided to younger or older family members, and volunteer work. Additionally, certain conditions facilitating active ageing tend to be in favour of women, e.g. their life expectancy is longer and their social ties are in better condition.

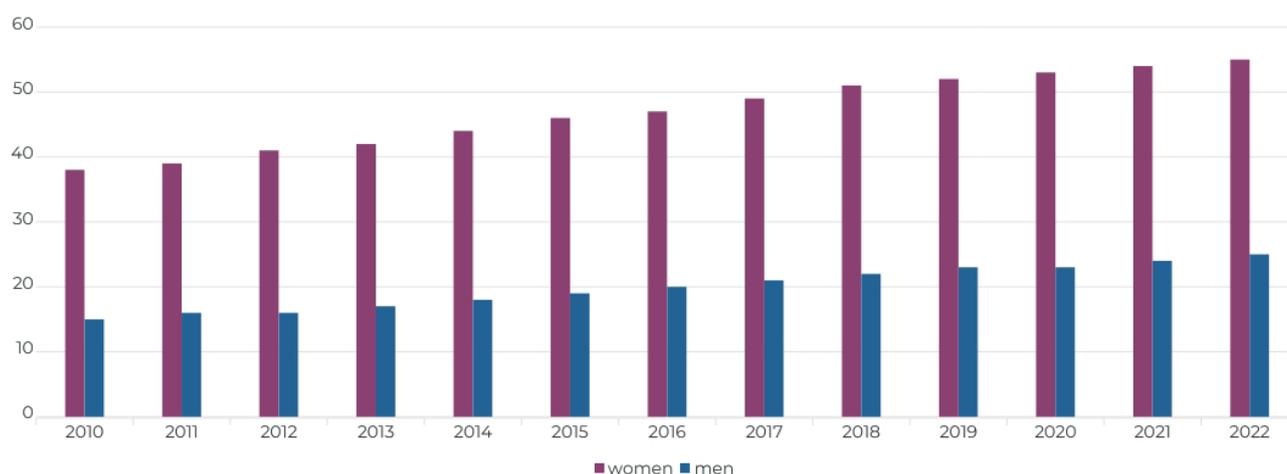
Life expectancy of women in Poland

The share of elderly people in the population of Poland is growing and women on average live several years longer than men. Polish women also tend to remain in good health longer than men.

Poland, like most countries in the region, is facing the problem of an aging population. In 2010, one in five people in Poland was 60 or older, while in 2022, it was one in four. Most of them are women (nearly 60% of all people in this age group). For comparison, women constitute more than half of the total population of Poland.

A growing population of elderly people and a simultaneous drop in the number of those of working (and pre-working) age pose several challenges, including difficulties for the pension system. In 2010, for every 100 working-age women (aged 18-59), there were 38 women of retirement age (60 and over). A decade later, the situation declined: in 2022, there were 55 female senior citizens for every 100 working-age women. A comparable situation is observed among men: the number of retirement-age (65 and over) for every 100 working-age men (18-64) increased from 15 to 25 over a decade. Similar trends are observed in all EU countries.

Number of persons of post-working age per 100 persons of working age

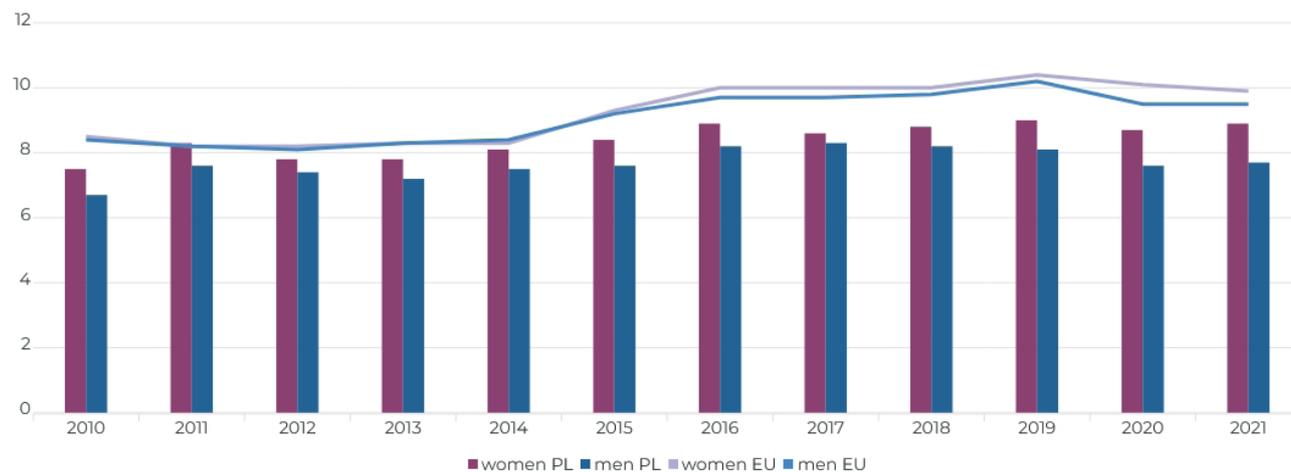


| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| women | 38 | 39 | 41 | 42 | 44 | 46 | 47 | 49 | 51 | 52 | 53 | 54 | 55 |
| men | 15 | 16 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 23 | 24 | 25 |

The advancement of medicine, the improvement in living conditions and the growing public awareness of a healthy lifestyle currently allow Polish residents to live on average longer than in previous decades. These positive trends were disrupted by the COVID-19 pandemic, which entailed an increase in the number of deaths: in the years 2020-2021, the average life expectancy at birth fell to the level recorded in 2010. In 2022, the average life expectancy began to increase again, reaching 81 years for women and 73 years for men. Also, a woman in her 60s has, on average, more years to live (about 24 years) than her male counterpart (less than 20 years). These results are still below the EU average: 60-year-old European women still have an average of 25 years to live, while 60-year-old European men more than 20.

Women in Poland not only live longer than men, but they also stay in good health for longer. A woman born in 2021 has an average of 65 years to live in good health, while for a man it is 61 years (in each case about two years longer than in 2010). A woman who exceeded the age of 65 in 2021 has an average of 9 more years to live in good health (her male counterpart nearly 8 years).

Healthy life years at age 65 (in years)



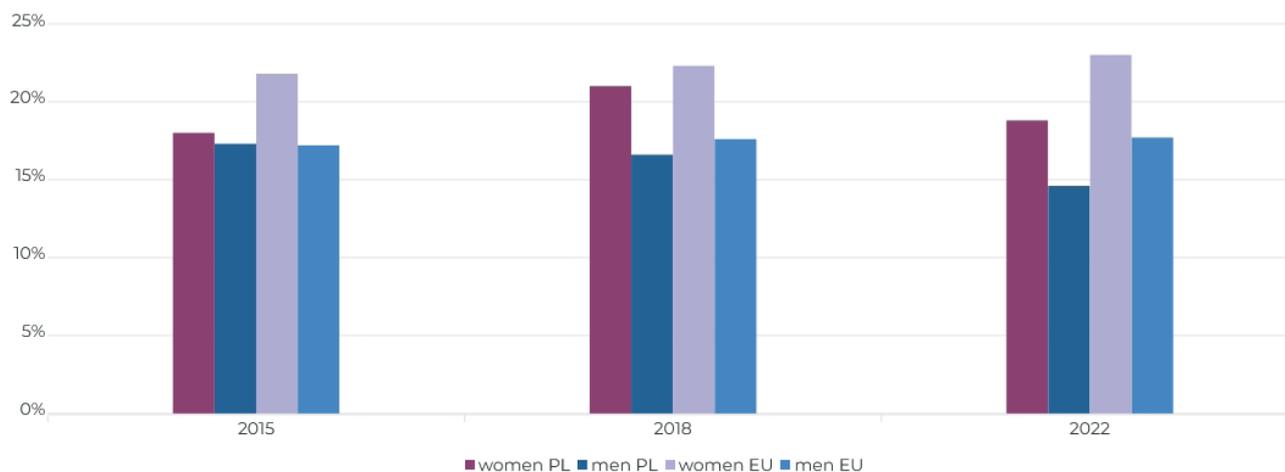
| Specification | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|------|
| women PL | 7.5 | 8.3 | 7.8 | 7.8 | 8.1 | 8.4 | 8.9 | 8.6 | 8.8 | 9.0 | 8.7 | 8.9 |
| men PL | 6.7 | 7.6 | 7.4 | 7.2 | 7.5 | 7.6 | 8.2 | 8.3 | 8.2 | 8.1 | 7.6 | 7.7 |
| women EU | 8.5 | 8.2 | 8.2 | 8.3 | 8.3 | 9.3 | 10.0 | 10.0 | 10.0 | 10.4 | 10.1 | 9.9 |
| men EU | 8.4 | 8.2 | 8.1 | 8.3 | 8.4 | 9.2 | 9.7 | 9.7 | 9.8 | 10.2 | 9.5 | 9.5 |

Scale of poverty among older women

The risk of facing poverty by senior women in Poland is lower than in the EU on average. Nevertheless, as in other EU countries, older women are more likely to experience poverty than men.

Senior residents of Poland (aged 60 and over) are generally slightly less at risk of poverty or social exclusion than their EU counterparts. Since 2015, the range of 17 to 20 out of 100 surveyed elderly people have been threatened with poverty in Poland (compared to 20–21 in the EU). As in the whole EU, it was female seniors who were more likely to face poverty than elderly men. Out of 100 Polish women aged 60 and over, 18 to 22 faced that risk, while in the case of men from that same age group, it was 15 to 17 out of 100. The increase in poverty risk faced by women during the COVID-19 pandemic, with a slight improvement in this regard among men, resulted in the poverty gap between senior men and women to widen.

Persons at risk of poverty or social exclusion aged 60 and over



| Specification | 2015 | 2018 | 2022 |
|---------------|------|------|------|
| women PL | 18.0 | 21.0 | 18.8 |
| men PL | 17.3 | 16.6 | 14.6 |
| women EU | 21.8 | 22.3 | 23.0 |
| men EU | 17.2 | 17.6 | 17.7 |

One of the factors causing women to face a greater risk of poverty than men is the significant disparity in average pension benefits between the sexes (slightly over 30%). This gap has been widening over time to the disadvantage of women; in the period of 2011-2022, the average pension benefit increased by 63% for women and 64% for men. As a result, since 2020, a woman's average pension has been over PLN 1,000 lower than that of a man. Women's longer life expectancy, lower retirement age and the wage gap are some of the reasons why female seniors receive lower retirement benefits than elderly men.

In 2018, senior women rated their financial situation as worse than did their male peers. According to the Social Cohesion Survey, 34 out of 100 women (aged 65 and older) were satisfied with their financial situation, while in the case of men from the same age group, it was 43 out of 100. Also, fewer female seniors (60 out of a 100) than male seniors (65 out of a 100) were content with their living conditions.

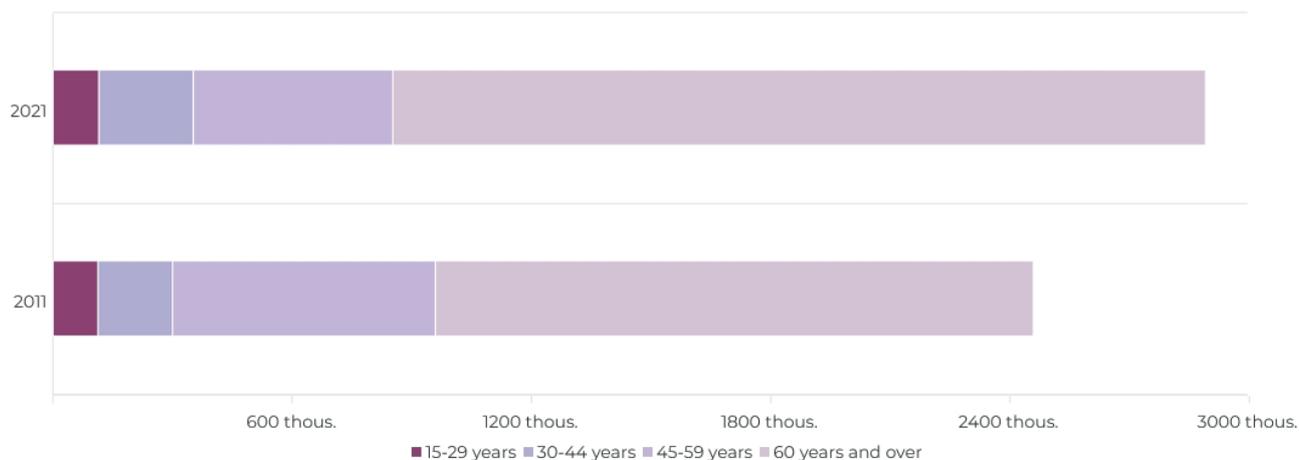
Women's life after 60 vs disability

Over a decade, the number of people with disabilities has increased in Poland by more than a dozen percent. Most of them are women, and the greatest disproportion between the genders in this respect is observed among older people. An increase in the number of people treated in long term care facilities is also observed, with older women being the majority among the patients of such institutions.

The results of the National Population and Housing Census conducted in 2021 in Poland show that over a decade, the number of people with disabilities (aged 15 and over) increased by 15% (reaching 5.2 million in 2021). This means that in 2021, one in six Polish residents aged 15 and over was affected by some kind of disability (10 years ago, it was one in seven). During this period, the number of biologically disabled people, i.e. those experiencing limitations in basic life activities relevant to their age, rose to a greater degree (by 28%) than the number of those holding a legal confirmation of their disability (an increase of 8%). Among elderly people (aged 60 and over), the number of biologically disabled people grew by 45% compared to 2011 (by 40% among women and by 55% among men), and the number of people with disability certificate increased by 32% (by 33% among women and by 31% among men).

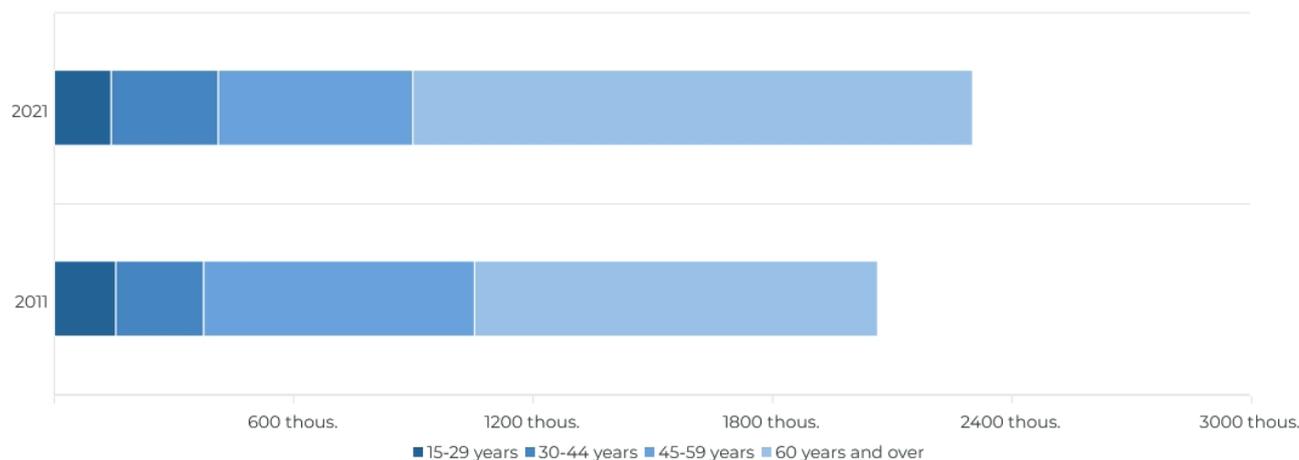
In 2021, seniors accounted for more than half of all people with disabilities aged 15 and over; within a decade, this percentage increased from 55% to 66%. The same as a decade ago, one in three seniors struggled with a disability (both men and women). In Poland, more than half of the people with disabilities (aged 15 and over) are women (56% in 2021 compared to 54% in 2011); they accounted for nearly 60% of all people with disabilities in the 60 years and over age group. Older women tended to hold a legal confirmation of disability more often than men (56% of women and 44% of men in 2021) and they were far more likely than men to declare a biological disability (64% compared to 36% of men). The 2011 census showed similar differences between men and women.

Number of women with disabilities by age groups



| Specification | 2011 | 2021 |
|-------------------|--------|--------|
| 15-29 years | 113.0 | 115.5 |
| 30-44 years | 187.2 | 236.9 |
| 45-59 years | 660.4 | 501.2 |
| 60 years and over | 1501.6 | 2040.9 |

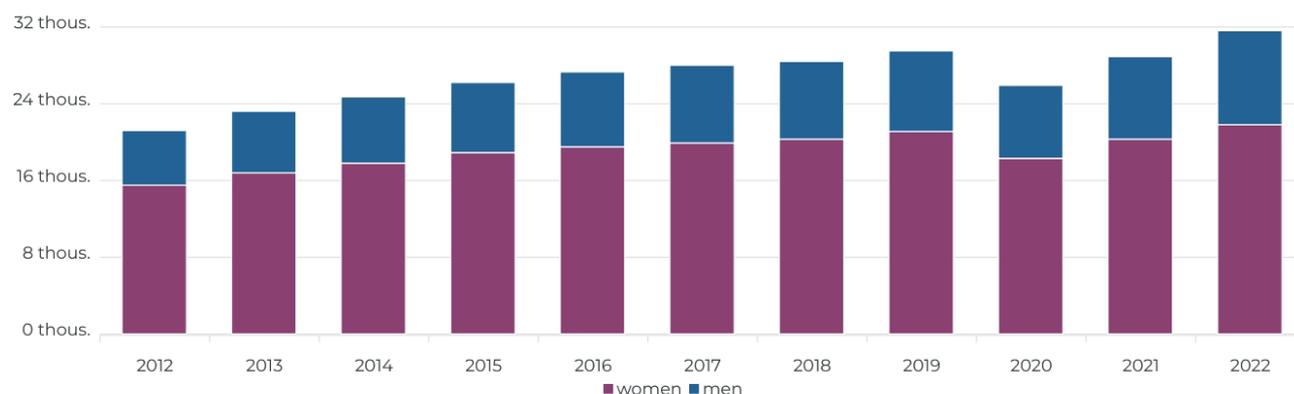
Number of men with disabilities by age groups



| Specification | 2011 | 2021 |
|-------------------|--------|--------|
| 15-29 years | 154.7 | 143.0 |
| 30-44 years | 220.3 | 268.7 |
| 45-59 years | 679.5 | 488.1 |
| 60 years and over | 1011.3 | 1404.5 |

As the population of elderly people, including those with disabilities, grows, so does the number of residents in long term care facilities (which provide a 24-hour access to nursing, rehabilitation and care services). In 2022, the number of residents of such facilities aged 61 and over increased by 49% compared to 2012 (from 21 thous. to 32 thous.). Seniors, who constituted the majority of patients in long term care facilities (87% in 2022 compared to 81% in 2012), were at the same time the only group whose number of members increased. Women account for approximately 65% of the total number of patients (aged 19 and over) of such facilities; additionally, the older the age group, the higher the share of females. Women accounted for 69% of senior-age patients in 2022 (compared to 73% in 2012). Although women treated in long term care facilities have for years outnumbered men, the number of older male patients in these institutions increased to a greater extent (by 73%) than that of older women (by 41%).

Patients of long term care facilities (aged 61 and over) by sex



| Specification | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------------|------|------|------|------|------|------|------|------|------|------|------|
| women | 15.5 | 16.8 | 17.8 | 18.9 | 19.5 | 19.9 | 20.3 | 21.1 | 18.3 | 20.3 | 21.8 |
| men | 5.7 | 6.4 | 6.9 | 7.3 | 7.8 | 8.1 | 8.1 | 8.4 | 7.6 | 8.6 | 9.8 |

Glossary

Health and lifestyle

BMI (Body Mass Index) – body weight monitoring index that represents the relationship between body mass and height, calculated using the formula:

BMI = body mass (kg) / height (cm)² / 10 000

For adults, there are four weight categories:

- normal weight (BMI: 18,50–24,99),
- underweight (BMI≤18,49) – a state of insufficient body mass,
- overweight (BMI: 25,00-29,99) – abnormal or excessive fat accumulation, posing a threat to human life and health,
- obesity (BMI≥30,00) – abnormal or excessive fat accumulation, posing a threat to human life and health; obesity is a chronic disease caused by an excessive supply of energy in food relative to the body's requirements; obesity is most commonly associated with numerous complications involving the cardiovascular system and other organs.

Juniors – all persons practicing sport who are not seniors, i.e. juniors, younger juniors, sub-juniors and children; there is no definitive age limit for this category of competitors because it might be different in particular kinds of sports and even in each sports event within one type of sport.

Member of sports club – a person who possess a valid membership card of a club or who complies with other definite requirements, if the club has accepted other rules of membership.

Modern-age diseases – also called 21st-century diseases; according to the WHO definition, these are global, commonly occurring chronic diseases whose development and spread is caused by the progress of modern civilization and a combination of genetic, physiological, environmental, and behavioral factors; they include diseases of the circulatory system, malignant tumors, respiratory diseases, and diabetes, among others

Recreational activity – the form of physical activity, connected with sport, undertaken for active leisure and regeneration of psychophysical strength.

Self-perceived health – general, not current health status. It covers the different dimensions of health, i.e. physical, social and emotional functioning and biomedical signs and symptoms. It omits any reference to age. Self-perceived of health status is researched by the Statistics Poland as a part of the European Union Statistics on Income and Living Conditions (EU-SILC).

Sports club – a basic organizational unit running sports activity which acts as a legal person.

Gaining knowledge

Broad field of education – fields of education classified according to the International Standard Classification of Education (ISCED-F 2013). According to ISCED-F 2013 there is 11 broad fields of education.

Doctoral programmes – functioning until 31 December 2023, programmes preparing for obtaining the degree of doctor (Ph.D.), conferred by an authorized academic unit of a higher education institution, scientific institute of the Polish Academy of Sciences (Polska Akademia Nauk), a research institute or an international scientific institute established under other legislation and active on the territory of the Republic of Poland, which are open to holders of second cycle qualification and leading upon a successful completion to the award of a third cycle qualification.

Doctoral school – organized form of doctoral education operating from the 2019/2020 academic year provided by authorized universities and institutes in at least two fields of arts or sciences; doctoral education prepares for obtaining a Ph.D. degree and ends with the submission of a doctoral thesis.

Early leavers from education and training (aged 18-24) – percentage of the population aged 18-24 who have completed at most lower secondary education and are not in any further education or training (in the total population of the same age group).

Graduate – person who has graduated from the highest grade of a given school programme and obtained a school certificate from that establishment (applies to graduates of schools covered by the educational system).

A graduate of a higher education institution obtains a tertiary education diploma in a given field and profile of study, confirming the award of:

- Bachelor's degree or equivalent certifying tertiary education on completion of the first-cycle programme;
- Master's degree or equivalent certifying tertiary education on completion of the second-cycle and long-cycle programmes.

Non-degree postgraduate programmes – a level of education open to holders of first-cycle qualifications and provided by a higher education institution, scientific institute of the Polish Academy of Sciences, research institute or the Centre for Postgraduate Medical Studies (Centrum Medyczne Kształcenia Podyplomowego), leading upon successful completion to the award of postgraduate qualifications.

PISA survey – Programme for International Student Assessment supervised by OECD; the purpose of PISA is to measure the ability to apply knowledge acquired at school and beyond school in three fields: reading literacy, mathematics and science knowledge; the survey covers randomly drawn students aged 15-16 years. The survey is conducted every three or four years since 2000.

Scientific degree – the degree of doctor (Ph.D.), the degree of habilitated doctor in a specified field of science or field of science within a specified scientific or artistic discipline. Scientific degrees are conferred in the organizational units which are authorized to confer them.

Scientific title – the title of professor in a specified field of science or a specified field of art conferred by the President of the Republic of Poland.

Economic activity

Economically active – persons who are considered as employed or unemployed (the labor force).

Economically inactive – persons who are not in the labor force and are not classified as either employed or unemployed.

Employment rate – share of the employed (either total or by a given category) in the total population (either total or by a given category).

Expected duration of working life – the estimated number of years that a person, at the current age of 15 years, is expected to be in the labour force throughout his or her life; the indicator is calculated based on the economic activity rate from the Labor Force Survey (LFS) and life tables.

Gender employment gap – the difference in the employment level between men and women within a specific age group, expressed as percentage points.

Gender pay gap – the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.

High-tech sectors – include manufacturing classified as high technology and high-tech services characterized by high R&D intensity, meaning high expenditures on research and development (above 7% in relation to value added and production value).

Human Resources for Science and Technology (HRST) – all persons engaged in or able to engage in work related to the creation, development, spreading and applying science and technology.

Human Resource for Science and Technology – Core (HRSTC) – persons who have successfully completed a tertiary level education (ISCED 2011 levels 5-8) and are employed in Science and Technology (ISCO 2 and 3 occupation groups, i.e. professionals and technicians).

Persons with a specific situation on the labour market – in line with the Act of 20 April 2004 on promotion of employment and labour market institutions, include the unemployed:

- up to the age of 30,
- long-term,
- over the age of 50,
- getting social assistance benefits,
- having at least one child up to the age of 6 or at least one child with a disability up to the age of 18,
- being guardians of persons with disabilities, seeking employment.

Scientists and Engineers (SE) – within HRSTC, include professionals in physical, mathematical and technical sciences as well as health and information and communication technology specialists working in the field of science and technology.

Unemployment rate (LFS) – share of the unemployed (either total or by a given category) in the economically active population (either total or by a given category).

Decision-making and management

ICT Sector (information and communication technologies) – branch of the economy including business, which main activity is production of goods and services to enable electronic recording, processing, transmission, reproduction or display of the information.

Local government – a local governed community (in Poland for gmina, powiat or voivodship) legally established by residents of a given region as well as the corresponding area; their tasks are fulfilled with the aid of local government organs or mediated through common voting by the residents of the community (through elections and referendums).

Within the structure of local government in Poland, we distinguish:

- gmina local government – performs tasks through: council of the gmina (decision-making and controlling body) and the village mayor, mayor or president of a city (an executive body).

Council of the gmina may create auxiliary units within the gmina, such as village administrator's offices; the legislative body of a village administrator's offices is village meeting, and the executive is the village administrator,

- powiat local government – performs tasks through: powiat council, which is the decision-making and controlling body and board of the powiat (with a starosta as a president) performing executive functions,
- voivodship local government – performs tasks through: voivodship regional council, which is the decision-making and controlling body composed of councillors and the board of the voivodship (with the marshal of the voivodship as a president) performing executive functions.

Non-profit sector – a group of all entities that are:

- organizations, that is, institutionalized to some extent;
- private, that is, institutionally separate from government;
- non-profit-distributing, that is, not returning profits generated to their owners or directors;
- self-governing, that is, able to control their own activities;
- voluntary, that is, non-compulsory and involving some meaningful degree of voluntary participation.

Autumn years

Active Ageing Index (AAI) is a synthetic measure of the untapped potential of older persons (aged 55-75) to participate in the economy, society and independent living. The AAI was obtained by aggregating scores from four domains i.e. employment; participation in society; independent, healthy and secure living; enabling environment for active aging. It has scores that range from 0 to 100; a higher figure pointing to a greater contribution to society by older people and better enabling conditions.

Biologically disabled person – a person, who does not have judgment, but feels constrained in the ability of performing basic activities for his/her age. A disabled person don't have to get legal confirmation (judgment) of his/her a biological disability.

Disabled person with legal confirmation – person, who has appropriate judgment: of the level of disability (considerable, moderate, slight) in the case of adults or of disability in the case of children under 16 years old, issued by a body, authorized to this.

Economic age groups of the population - population groups divided according to age of ability to work, among which are people of pre-working, working and post-working age:

- pre-working age - age at which people have not yet reached working ability, i.e. age group 0-17 years.

- working age - age of working ability, i.e. for men group of the age 18-64 years, for women - 18-59 years.

- post-working age - age at which people usually end their careers, i.e. for men - 65 years and more, for women - 60 years and more.

Geriatrics – medical specialty focused on the health issues of persons aged 60 and older. It is characterized by a comprehensive approach to treating diseases occurring in this age group.

Healthy life expectancy – predicted average number of years a person aged x will live without a disability, provided that the current conditions of mortality and loss of health of the population will remain at the current level.

Inpatient long-term health care is provided in general-profile chronic medical care homes and nursing homes as well as in psychiatric-profile chronic medical care homes and nursing homes. It is administered to patients with a diagnosed stable health condition and established treatment.

Life expectancy - the average number of years of life expected by a person at birth, assuming the mortality rate from the period for which the life expectancy table (describing theoretical process of population extinction as the population ages) was prepared.

Life expectancy at age - the average number of years of life expected by a person aged x , if subjected throughout the rest of his or her life to the current mortality conditions (age-specific probabilities of dying, i.e. the death rates observed for the current period).

Long-term care facilities - provide patients with round-the-clock nursing, caregiving, rehabilitation, as well as continued pharmacological and dietary treatment over an extended period.

People at risk of poverty or social exclusion - percent of persons who are at risk of poverty or severely materially deprived or living in households with very low work intensity.

Characteristics of selected surveys of Statistics Poland

European Health Interview Survey (EHIS) – the representative survey carried out every five years. In Poland that survey has conducted by Statistics Poland (GUS) since 2009. EHIS results provide data for comparisons between European Union countries. The objective of EHIS is to assess the health status of the Polish population, considering subjective assessments, both physical and mental. This survey covers topics such as the frequency of the most serious, long- term health problems (e.g. chronic diseases), the level of fitness and limitations in performing basic life activities, as well as emotional well-being and preventive care. The survey also allows monitoring selected aspects of both anti- and pro-health behaviors, including sports activities, fruit and vegetable consumption, tobacco smoking and alcohol consumption.

European Union Statistics on Income and Living Conditions (EU-SILC) – an annual, representative survey conducted by Statistics Poland (GUS) since 2005. The main objective of EU-SILC is to provide data comparable to the EU countries on living conditions of the population in the broad sense. EU-SILC results provide information on income, poverty, materially deprivation, self-assessment of health, and selected aspects of social exclusion. EU-SILC also assumes the conduct of modular surveys, answering the current needs of the European Union institutions.

Labour Force Surveys (LFS) – the survey has been carried out by Statistics Poland (GUS) since 1992 and has been improved in accordance with Eurostat's recommendations. The survey is conducted using a sample method, which allows generalization the results of the survey over the whole population. Since 2021, the survey has covered all persons aged 15-89 living in the sampled dwellings. The objective of this survey is to assess the situation in terms of economic activity of the population. The main criterion for dividing the population in terms of occupational activity, adopted in LFS, is work, i.e. the performing, holding or seeking of work. In accordance with the international standards, the total population can be divided into three basic categories: employed, unemployed, and economically inactive. The employed and unemployed constitute the population economically active.

National Census of Population and Housing – the main survey and source of data on population statistics, which aims to collect information on its state and structure according to established demographic and socio-occupational characteristics at a specific moment on a defined territory. Censuses cover the entire population and housing. This means that data obtained from a national census are derived from all citizens. Importantly, for many demographic and social characteristics, such as religion, nationality, or degree of disability, censuses are the only source of data for the state. Censuses are conducted approximately every 10 years, in accordance with recommendations and standards of international organizations such as the EU and the UN, enabling international comparisons.

Social Cohesion Survey – the representative questionnaire survey of individual households carried out by Statistics Poland (GUS) since 2011, every three to four years. The objective of the Social Cohesion Survey is to gather information that enables comprehensive assessments of the quality of life in the multidimensional context (considering economic and social aspects) through both objective and subjective indicators. The integration of individual data allows, among other things, the identification in which group of the population there is an accumulation of favorable or unfavorable aspects of quality of life, what factors determine these situations, and the relationships between different dimensions of quality of life. The wide range of collected information allows, among other things, a comprehensive assessment of the diversity of living standards and lifestyle, multidimensional analysis of poverty, social exclusion, social capital and subjective well-being.

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34. Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Persons with Disabilities
35. Act of 5 June 1998 on Powiat Local Government
36. Act of 5 June 1998 on Voivodship Local Government
37. Act of 20 April 2004 on Employment Promotion and Labour Market Institutions
38. Act of 5 January 2011 on Electoral Code
39. Act of 11 September 2015 on Elderly People
40. Act of 11 January 2018 on amending certain acts in order to increase the participation of citizens in the process of selecting, functioning and controlling some of the public bodies
41. Act of 20 July 2018 on Law on Higher Education and Science
42. Act of 29 September 2022 on the extension of the term of office of local government units
43. Regulation of the Minister of Science and Higher Education of the 8 September 2011 on areas of knowledge, fields of science and art, and scientific and artistic disciplines
44. Regulation of the Minister of Science and Higher Education of the 20 September 2018 on fields of science and scientific and artistic disciplines
45. Regulation of the Minister of Science and Higher Education of the 11 October 2022 on fields of science and scientific and artistic disciplines
46. Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures