CENTRAL STATISTICAL OFFICE

WOMEN AND MEN on the Labour market

WARSAW
2012

In Poland, similarly to other European countries, the situation of women in the labour market is different than the situation of men. Therefore, sex is one of the most important characteristics considered in the labour market statistics.

The data presented in this study were taken from the Labour Force Survey (LFS), the registers of the unemployed carried out in the labour offices and from the survey on structure of wages and salaries by occupations.

The Labour Force Survey covers persons aged 15 years and more. Its results and methodology are presented quarterly in the publication "Labour Force Survey in Poland". The data on registered unemployment are published monthly on the CSO website, and they are published quarterly in the publication "Registered Unemployment". The survey on the structure of wages and salaries by occupations is carried out in Poland every 2 years with the use of the Z-12 questionnaire in the entities of the national economy with the number of the employed exceeding 9 persons. The results of this survey are presented in the periodical publication "Structure of Wages and Salaries by Occupations". The above publications and other information within the scope of the labour market statistics may be found online on the CSO website: www.stat.gov.pl; topic Labour, Salaries.

The presented study made use of the Polish LFS data from the surveys carried out in the fourth quarters in the years 2003–2011 and the data from the unemployment registers as of the state at the end of December in the years 2003–2011. The data concerning the European Union countries are presented as annual averages of the Labour Force Survey (in Poland BAEL) and come from the Eurostat database, available online: http://epp.eurostat.ec.europa.eu (downloaded on June 11th 2012).

The information on average earnings of women and men is provided by the sample survey on the structure of wages and salaries by occupations for October 2010.

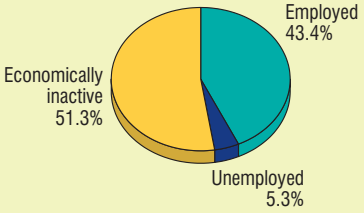
ECONOMIC ACTIVITY RATE BY SEX IN THE YEARS 2003–2011

Years	Total		At the working age	
	females	males	females	males
	in %			
2003	47.9	62.4	64.9	74.9
2004	47.9	62.7	65.0	74.9
2005	48.1	62.9	65.4	75.3
2006	46.7	62.3	63.8	74.9
2007	46.7	62.2	64.1	74.8
2008	47.1	63.1	65.2	75.7
2009	47.5	63.5	66.2	76.0
2010	48.2	64.3	67.2	76.6
2011	48.7	64.7	68.2	77.0

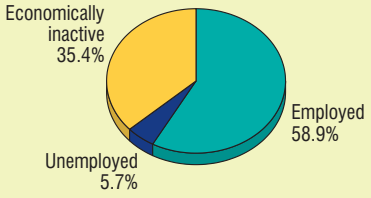
From the point of view of the labour market status, the population is divided into the economically active and the economically inactive.

The population of the economically active comprise the employed and the unemployed. The level of economic activity is measured with activity rate expressing the share of economically active persons (total or for a given group) in the population (total or for a given group).

WOMEN AGED 15 YEARS AND MORE BY ECONOMIC ACTIVITY IN 2011

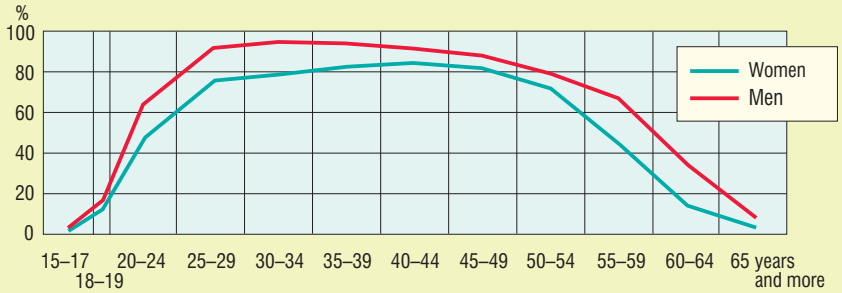


MEN AGED 15 YEARS AND MORE BY ECONOMIC ACTIVITY IN 2011



The level of female economic activity is lower than in case of men. In 2011, there were 547 economically inactive men per 1000 economically active ones, while there were 1053 economically inactive women per 1000 economically active ones. The economically inactive population is significantly feminised – women constitute over 60% of this population.

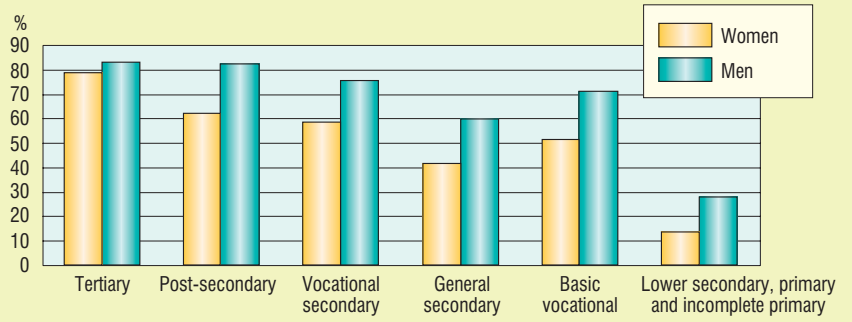
ECONOMIC ACTIVITY RATE BY SEX AND AGE IN 2011



Female economic activity rate increased by 0.8 percentage point from 47.9% in 2003 to 48.7% in 2011, while in the same period, the male economic rate increased from 62.4% to 64.7%, i.e. by 2.3 percentage points.

The highest share of the economically active is observed among men aged 30–39 years (in 2011, there were 943 men who were either employed or looking for a job per 1000 men) and among women aged 35–44 years (833 per 1000 women were either employed or seeking work).

ECONOMIC ACTIVITY RATE BY SEX AND LEVEL OF EDUCATION IN 2011



The highest level of economic activity characterizes women with tertiary education. The economic activity rate for this population of women is the closest to the respective value of the rate for men (the difference comprises about 4 percentage points).

THE NUMBER OF EMPLOYED WOMEN AT THE WORKING AGE IN THE YEARS 2003–2011

Specification	2003	2004	2005	2006	2007	2008	2009	2010	2011
	at the working age								
Number of the employed in thous.	5907	6029	6201	6401	6745	6962	6962	6964	6968
In % of the total number of the employed	44.7	44.4	44.4	44.1	44.6	44.6	44.9	44.5	44.3

In the years 2003–2011, a gradual increase in the number of employed women at the working age was observed. The changes in the share of women in the total number of the employed were very small in this period. The lowest value – 44.1% was observed in 2006, the highest – 44.9% in 2009.

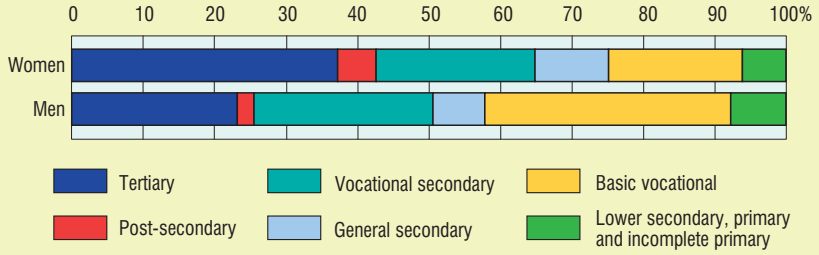
EMPLOYMENT RATE BY SEX IN THE YEARS 2003–2011

Years	Total		At the working age	
	females	males	females	males
	in %			
2003	38.2	50.9	51.3	60.8
2004	38.5	52.2	51.9	62.1
2005	39.2	53.2	53.1	63.5
2006	40.3	55.5	54.8	66.5
2007	42.3	57.4	57.9	68.9
2008	43.5	59.3	60.1	71.1
2009	43.3	58.3	60.2	69.6
2010	43.4	58.6	60.4	69.7
2011	43.4	58.9	60.6	70.1

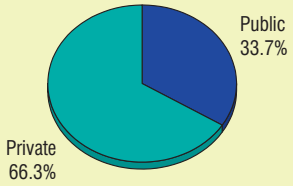
The degree of the labour resources utilization is measured with employment rate, which shows the share of the employed (total or for a given group) in the population (total or for a given group).

Employment rate of women aged 15 years and more is by about 1/4 lower than male employment rate. Employed women have mainly secondary education (37.9% of the total number of the employed). However, women less often hold managerial positions particularly the top executive ones. In 2011, women constituted 40.0% of the employed on managerial positions. The share of women employers was even lower (31.7%).

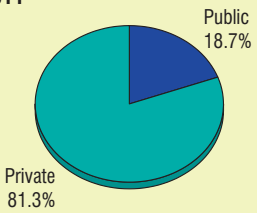
THE EMPLOYED BY SEX AND LEVEL OF EDUCATION IN 2011



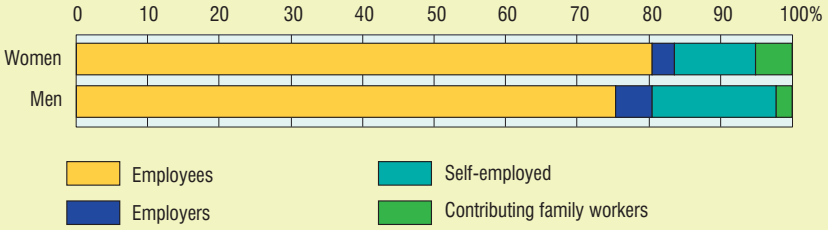
EMPLOYED WOMEN BY OWNERSHIP SECTOR OF THEIR PLACE OF WORK IN 2011



EMPLOYED MEN BY OWNERSHIP SECTOR OF THEIR PLACE OF WORK IN 2011

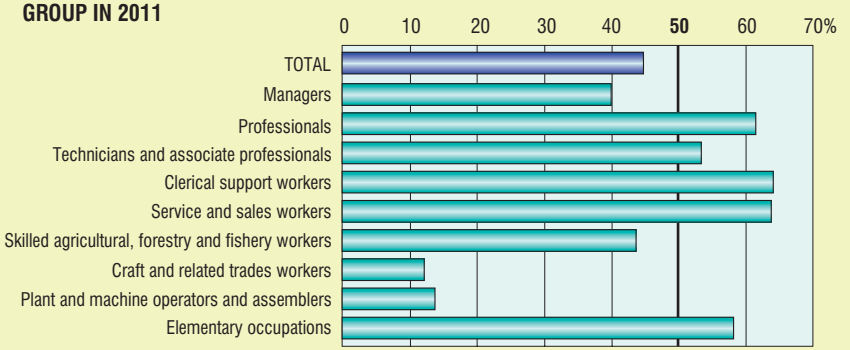


THE EMPLOYED BY SEX AND STATUS IN EMPLOYMENT IN 2011

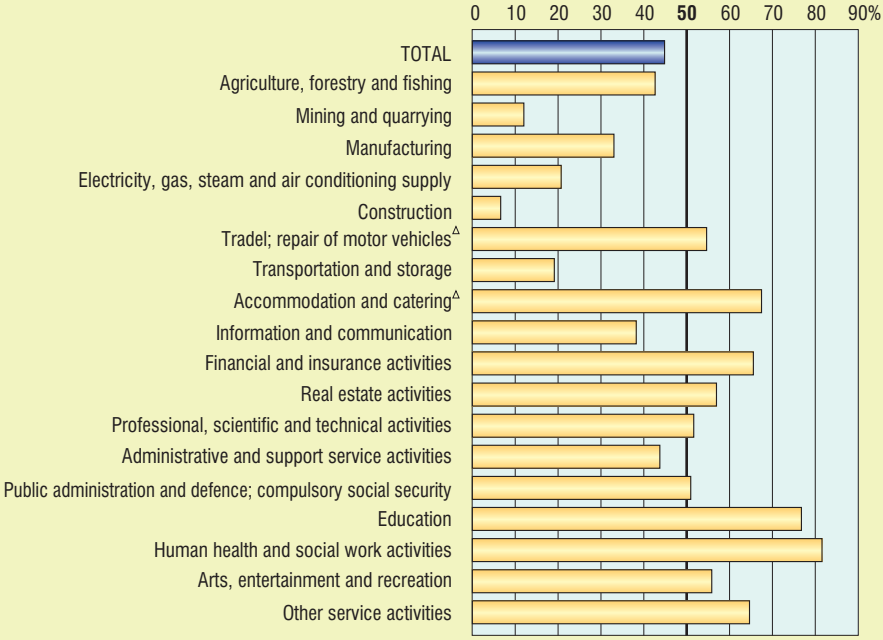


The occupational groups with the highest shares of females are: “Clerical support workers”, “Service and sales workers” and “Professionals”. They comprised respectively 179, 176 and 160 women per 100 men in 2011; whereas, the lowest number of women were employed in the group of occupations: “Craft and related trades workers” and “Plant and machine

THE SHARE OF WOMEN IN THE TOTAL NUMBER OF THE EMPLOYED IN A GIVEN OCCUPATIONAL GROUP IN 2011



THE SHARE OF WOMEN IN THE EMPLOYED BY SELECTED KINDS OF ACTIVITY OF THEIR PLACE OF WORK IN 2011

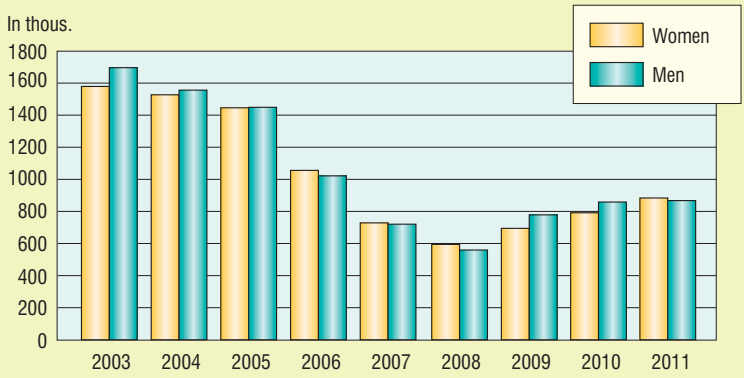


[Δ] Abbreviation.

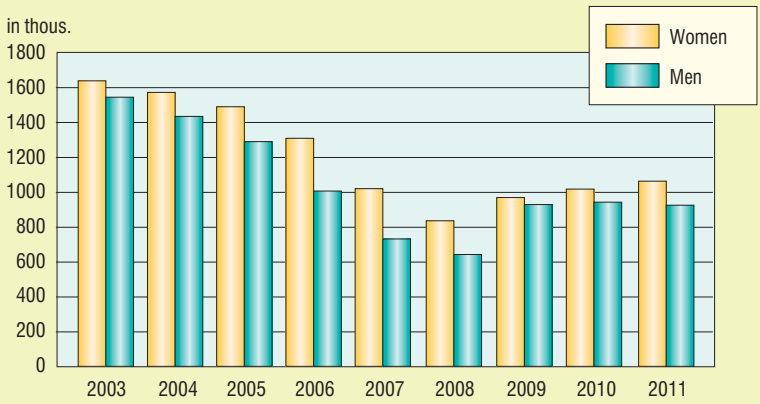
operators and assemblers", with respectively 14 and 16 women per 100 men. Among the most feminised sections of the national economy were: "Human health and social work activities" (445 women per 100 men), "Education" (330 women per 100 men), "Accommodation and catering" (207 women per 100 men) and "Financial and insurance activities" (190 women per 100 men).

During the last few years, women have been prevailing among the unemployed registered in the labour offices. According to the Labour Force Survey, the differences between the numbers of unemployed women and men are lower, while the predominance of one or the other sex in this population changes in particular years.

THE NUMBER OF UNEMPLOYED WOMEN AND MEN ACCORDING TO THE LFS IN THE YEARS 2003–2011



UNEMPLOYED REGISTERED IN LABOUR OFFICES BY SEX IN THE YEARS 2003–2011



In 2011, the share of women in the total number of registered unemployed persons comprised 53.5% and was by 1.6 percentage point higher compared to 2010.

Both inflow into and outflow from registered unemployment in case of women are lower than in case of men with the exception of the years 2007 and 2008, when higher inflow and outflow of women were observed.

REGISTERED UNEMPLOYMENT FLOWS BY SEX IN THE YEARS 2003–2011
During a period

Specification	2003	2004	2005	2006	2007	2008	2009	2010	2011
	in thousands								
	Females								
Inflow	1172	1229	1314	1307	1254	1273	1464	1468	1270
Outflow	1183	1295	1396	1488	1542	1457	1331	1419	1225
Balance	-11	-66	-82	-181	-288	-184	+133	+49	+45
	Males								
Inflow	1471	1455	1479	1385	1238	1204	1620	1574	1321
Outflow	1501	1565	1624	1668	1512	1293	1334	1560	1339
Balance	-30	- 110	-145	-283	-274	-89	+286	+14	-18

Women were more often than men threatened with long-term unemployment. According to the data of the labour offices, in 2011, 37.6% of registered unemployed women and 31.0% of registered unemployed men had been jobless for more than a year.

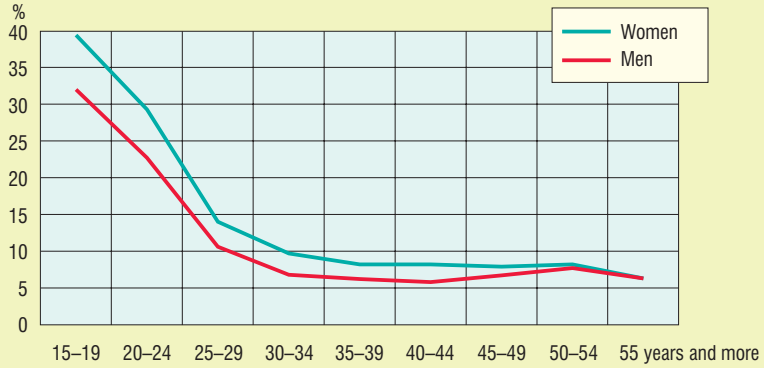
UNEMPLOYMENT RATE BY SEX IN THE YEARS 2003–2011
According to the LFS

Years	Total		At the working age	
	females	males	females	males
	in %			
2003	20.3	18.4	20.9	18.8
2004	19.5	16.7	20.1	17.0
2005	18.3	15.4	18.8	15.7
2006	13.7	11.0	14.0	11.1
2007	9.4	7.8	9.6	7.9
2008	7.6	6.0	7.8	6.0
2009	8.8	8.2	9.0	8.3
2010	9.9	8.8	10.1	9.0
2011	10.9	8.8	11.1	9.0

The incidence of unemployment is measured with the unemployment rate comprising the share of the unemployed (total or for a given group) in the economically active population.

The female unemployment rate is higher than male unemployment rate. Finding a job is more difficult particularly for women re-entering the labour market after a long break or seeking their first job.

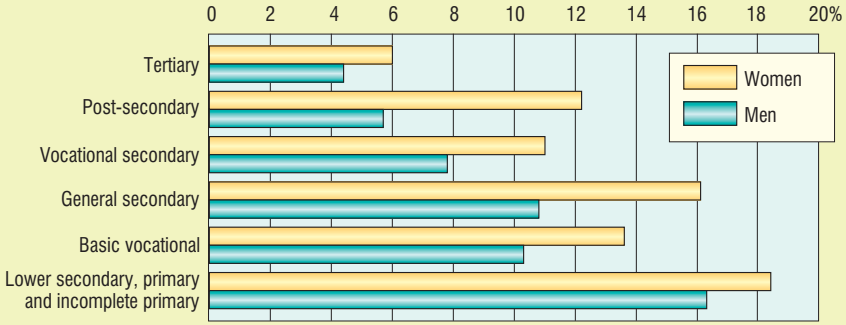
UNEMPLOYMENT RATE BY SEX AND AGE IN 2011



In 2011, the highest unemployment rate characterized women aged 18–19 years (42.4%). The most feminised was group compriesed the unemployed aged 40–44 years, with 131 unemployed women per 100 unemployed men. In this group, female unemployment rate amounted to 8.2% as compared to 5.8% for men.

Education did not protect women from unemployment. Unemployed women were better educated than unemployed men. Over 64% of

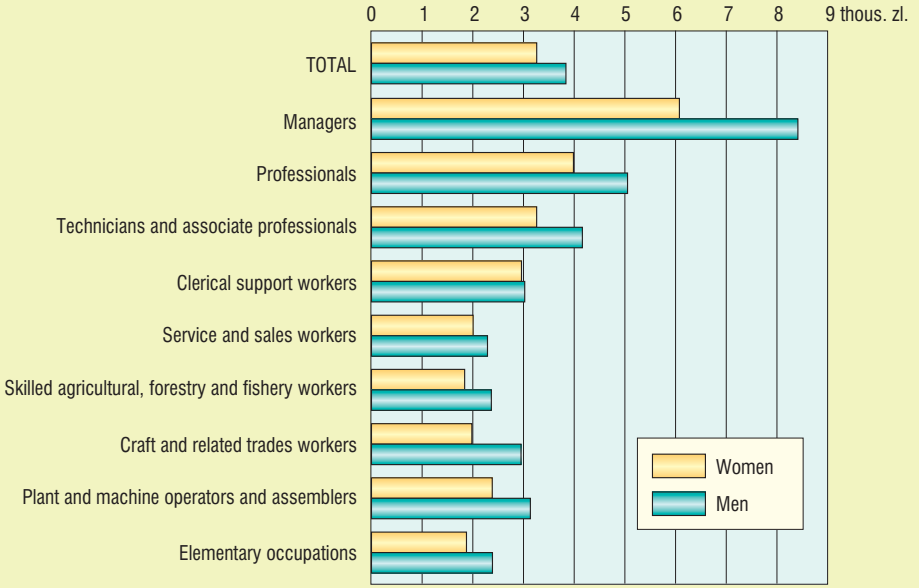
UNEMPLOYMENT RATE BY SEX AND LEVEL OF EDUCATION IN 2011



unemployed women had secondary, post-secondary or tertiary education, whereas the respective share among men amounted to about 43%.

The unemployment rate varies depending on the place of residence. The connection with the agricultural farm holding is the deciding factor in rural areas. Unemployment rate of women in the households with an agricultural farm holder is almost 3 times lower than unemployment rate of women in the households not connected with agriculture.

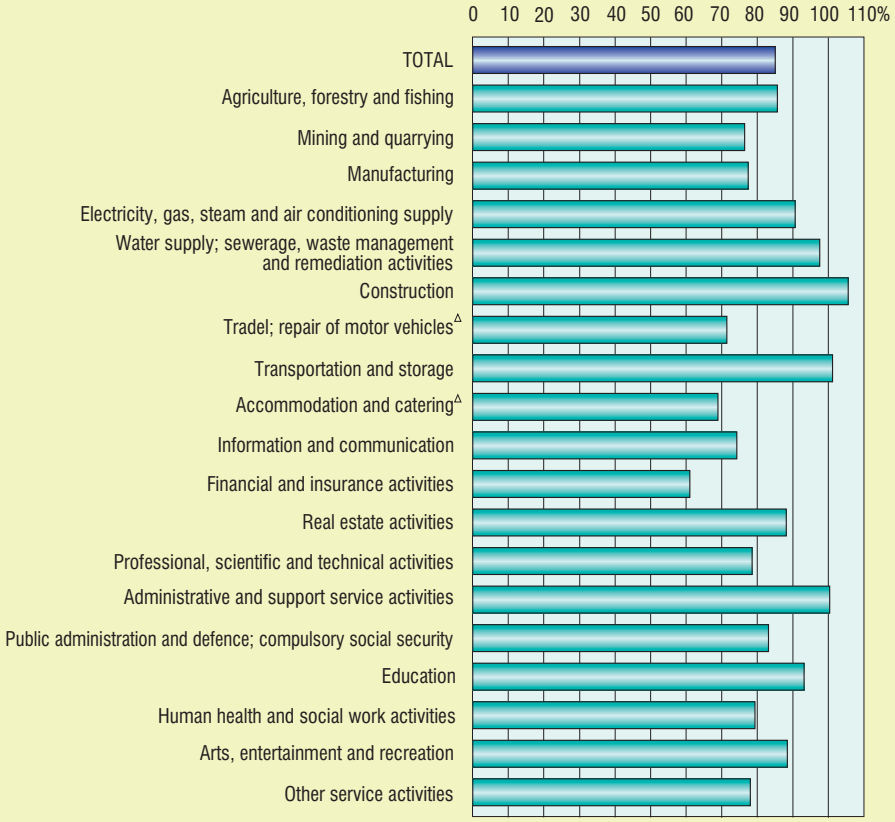
GROS MONTHLY EARNINGS BY SEX AND OCCUPATIONAL GROUPS IN OCTOBER 2010



As regard occupational groups, the highest difference in the level of average total gross wages and salaries of women and men in October 2010 was observed in the group “Craft and related trades workers”. The relation of the average women’s earnings to the men’s earnings in this group amounted to 67.1%. The lowest differentiation of earnings was observed in the occupational group “Clerical support workers”, where the average earnings of women comprised 97.9% of the average earnings of men.

Wages and salaries of women are usually lower than men’s earnings. The survey on the structure of wages and salaries by occupations in October 2010, indicates that men received wages and salaries higher than the country’s average by 8.1%, i.e. by 288.23 PLN, while women – lower

RELATION OF GROSS MONTHLY EARNINGS OF WOMEN AND MEN (Men = 100.0%) BY NACE SECTIONS IN OCTOBER 2010



[Δ] Abbreviation.

by over 8.8%, i.e. by 287.44 PLN. Consequently, it means that average earnings of women were by 15.0% lower than average earnings of men, i.e. by 575.67 PLN (in 2008 respectively by 23% and 664.36 PLN).

BASIC INDICATORS[ab] OF ECONOMIC ACTIVITY IN THE EUROPEAN UNION COUNTRIES AND IN POLAND BY SEX IN 2011

SPECIFICATION	Women				Men			
	EU(27)	EU(25)	EU(15)	**Poland**	EU(27)	EU(25)	EU(15)	**Poland**
Population (in thous.) aged:								
15 years and more	215674	202894	170158	**16685**	202129	190279	160618	**15153**
15 – 64 years	166066	156071	130091	**13444**	165350	155408	129829	**13174**
The employed (in thous.) aged:								
15 years and more	98719	93195	78888	**7239**	118450	111887	94565	**8892**
15 – 64 years	97126	91825	77721	**7141**	115901	109544	92497	**8739**
Employment rate of population (in %) aged:								
15 years and more	45.8	45.9	46.4	**43.4**	58.6	58.8	58.9	**58.7**
15 – 64 years	58.5	58.8	59.7	**53.1**	70.1	70.5	71.2	**66.3**
The self-employed in % of the total of the employed aged:								
15 years and more	10.2	10.1	9.8	**14.4**	19.2	18.9	18.7	**22.6**
15 – 64 years	9.7	9.7	9.4	**14.0**	18.3	18.2	17.9	**22.1**
Persons employed part-time (in % of the total of the employed) aged:								
15 years and more	32.1	33.5	37.6	**11.1**	9.0	9.1	9.8	**5.5**
15 – 64 years	31.6	32.9	37.1	**10.4**	8.1	8.1	8.8	**4.7**
Economic activity rate (in %) of persons aged:								
15 years and more	50.7	50.9	51.3	**48.4**	64.8	65.0	65.1	**64.5**
15 – 64 years	64.9	65.3	66.2	**59.4**	77.6	78.1	78.9	**73.0**
Unemployed (in thous.) aged:								
15 years and more	10605	10149	8470	**843**	12440	11793	9922	**879**
15 – 64 years	10576	10122	8446	**842**	12404	11757	9889	**877**
Unemployment rate (in %) aged:								
15 – 74 years	9.7	9.8	9.7	**10.5**	9.5	9.6	9.5	**9.0**
15 – 64 years	9.8	9.9	9.8	**10.5**	9.7	9.7	9.7	**9.1**
The share of long-term unemployed persons in the total number of the unemployed (in %) aged:								
15 years and more	42.2	42.0	41.6	**38.2**	43.5	43.3	42.9	**36.2**
15 – 64 years	42.2	42.0	41.6	**38.2**	43.5	43.3	42.9	**36.3**
Life-long learning (adult education) aged 25 – 64 years	9.6	10.1	10.8	**5.0**	8.2	8.6	9.3	**4.0**
Youth education attainment aged 20 – 24 years[c]	82.4	82.4	80.5	**92.8**	76.7	76.5	74.3	**87.4**

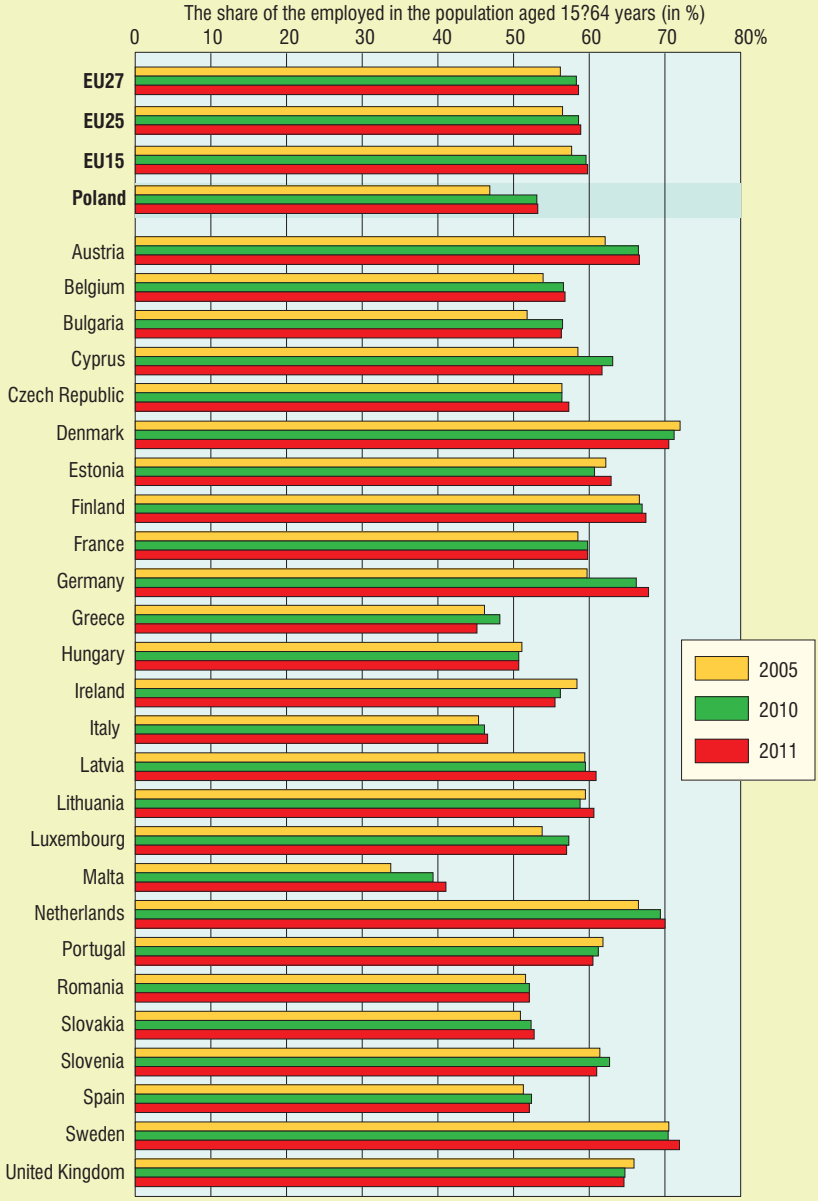
Source: Labour Force Survey carried out in particular EU countries, in Poland – as *Badanie Aktywności Ekonomicznej Ludności* (*the Survey on Economic Activity of Population*)

a Data downloaded from the Eurostat website on June 11th 2012 http://epp.eurostat.ec.europa.eu

b Annual average data.

c Indicator Youth education attainment level is calculated as the percentage share of the population aged 20 to 24 who have completed at least basic vocational education in the total number of persons at this age.

EMPLOYMEN RATE[ab] OF WOMEN IN THE EUROPEAN UNION COUNTRIES AND IN POLAND



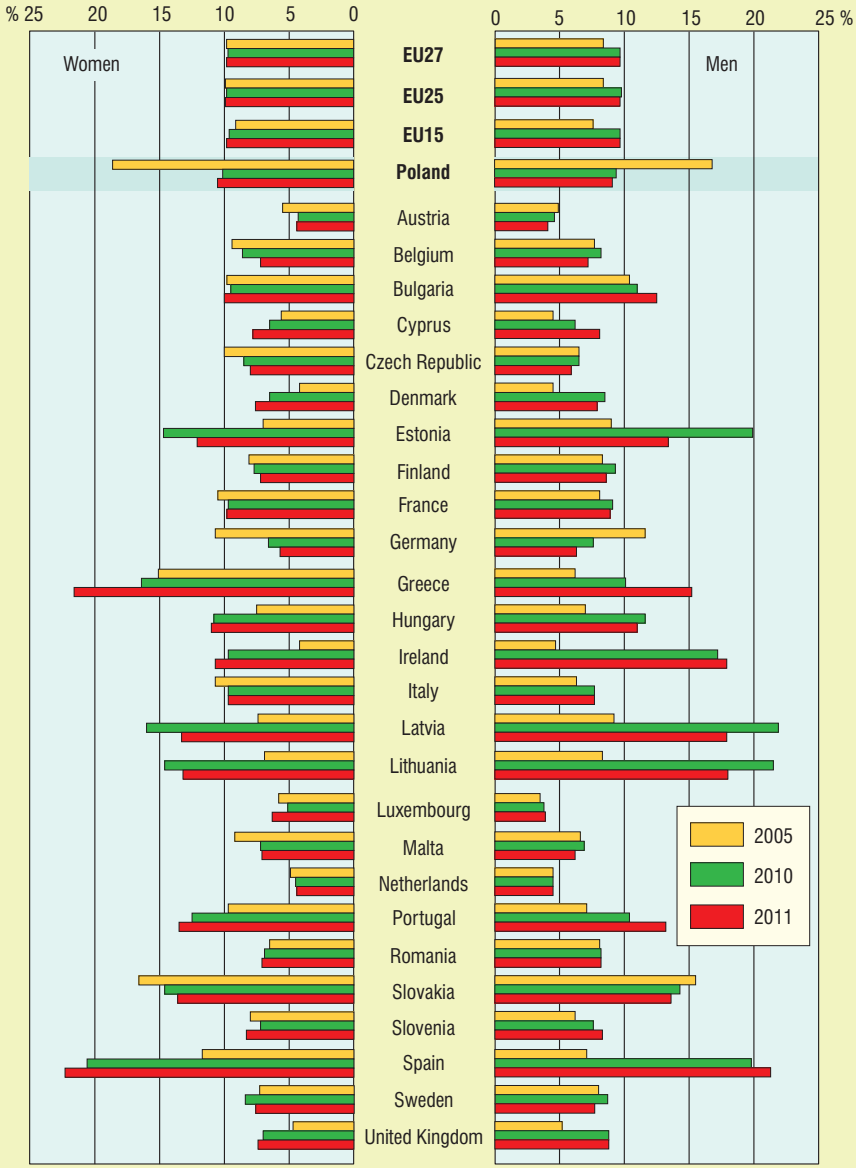
a Data downloaded from the Eurostat website: http://epp.eurostat.ec.europa.eu on June 11th 2012
b Annual averages.

When comparing the basic indicators of economic activity in the European Union countries (EU-27) and in Poland by sex it may be observed that:

- most of the basic indicators of female economic activity in Poland are lower as compared to the EU averages;
- despite the growth in female employment rate by 6.3 percentage points during the last 6 years (2005–2011), Poland ranks only 20th among the European Union countries as regard this indicator. Sweden, Denmark, the Netherlands, Germany, Finland and Austria are among countries with the highest female employment rates, while the lowest values are observed in Malta, Greece and Italy;
- during the years 2005–2011, unemployment rate among women in Poland decreased by 8.1 percentage points, while the average value of female unemployment rate for the EU countries in this period stayed at the same level; therefore, in 2011 the female unemployment rate in Poland was only by 0.7 percentage point higher than the average for the EU countries;
- in 2011, both in the European Union countries and in Poland, the problem of long-term unemployment concerned to a greater degree women than men, but the share of long-term unemployed women in the population of unemployed women in Poland is slightly lower than the average for the European Union countries.

UNEMPLOYMENT RATE[ab] OF WOMEN AND MEN IN THE EUROPEAN UNION COUNTRIES AND IN POLAND

The share of the employed in the population aged 15?64 years (in %)



a Data downloaded from the Eurostat website: http://epp.eurostat.ec.europa.eu on June 11th, 2012
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