



CENTRAL STATISTICAL OFFICE

WOMEN AND MEN

on the



market

WARSAW
2010

In Poland, similarly to other European countries, the situation of women on the labour market is different from the situation of men. Therefore, gender is one of the most important factors taken into account in the labour market statistics.

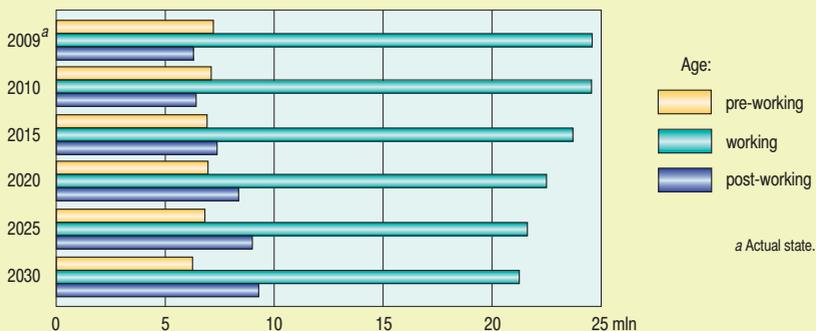
The data presented in this study were taken from the quarterly Labour Force Survey (LFS), registers of the unemployed carried out in Labour Offices, and from the survey on employment and wages and salaries by occupations.

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”. Data on registered unemployment are published monthly on the CSO website: www.stat.gov.pl - Labour, Incomes of Population, and on a quarterly basis in the publication “Registered Unemployment in Poland”. This study made use of the data from the LFS conducted in the fourth quarters of the years 2003–2009 and the data from registers of the unemployed as of the state at the end of December in the years 2003–2009. The data concerning Community Member States were taken from the Eurostat website: <http://epp.eurostat.ec.europa.eu> (the state on July 15, 2010).

Information on average wages and salaries of women and men is provided by the sample survey on earnings by occupations for 2008. The survey is carried out in the entities of national economy with the number of the employed exceeding nine persons.

POPULATION BY ECONOMIC AGE GROUPS IN THE YEARS 2009–2030

Population projection – as of 31 XII



Population at the working age comprise women aged 18–59 years and men aged 18–64 years. People aged 0–17 years constitute a group of persons at the pre-working age, while women aged 60 years and more and men aged 65 years and more belong to a post-working age group. In 2009, (the state on 31 December) there were 666 women at the non-working age (pre-working and post-working) per 1000 women at the working age. The respective indicator for men was 442. Demographic fore-

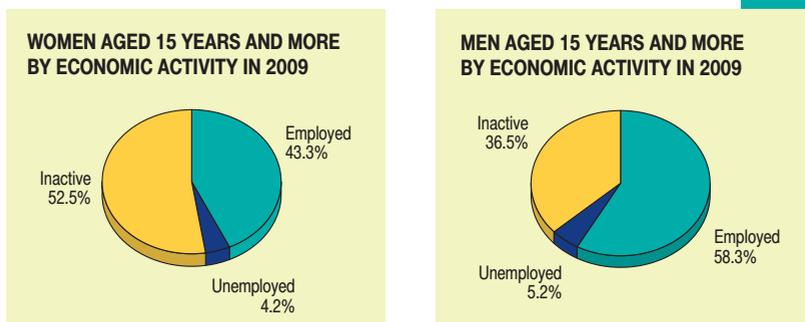
casts indicate that the number of people at the working age will be slightly decreasing until 2010, and then it will be decreasing significantly until 2030. At the same time, it is anticipated that the number of people (both women and men) at the post-working age will be growing systematically.

ACTIVITY RATES BY GENDER IN THE YEARS 2003–2009

Years	aged 15 years and more		at the working age	
	Women	Men	Women	Men
	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

From the point of view of the labour market status (economic activity), population is divided into the employed, the unemployed, and the economically inactive.

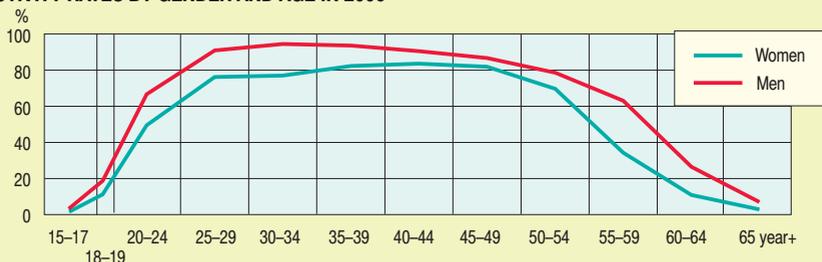
The population of the economically active comprise employed and unemployed persons. A level of economic activity is measured by activity rate, i.e. the share of the economically active population (total or for a given group) in the number of people aged 15 years and more (total or for a given group).



The level of female economic activity is lower than male economic activity. In 2009, there were 575 economically inactive men per 1000 economically active ones, while the respective rate for women comprised 1104 economically inactive women per 1000 economically active women. The economically inactive population is highly feminised – almost two thirds of this population constitute women.

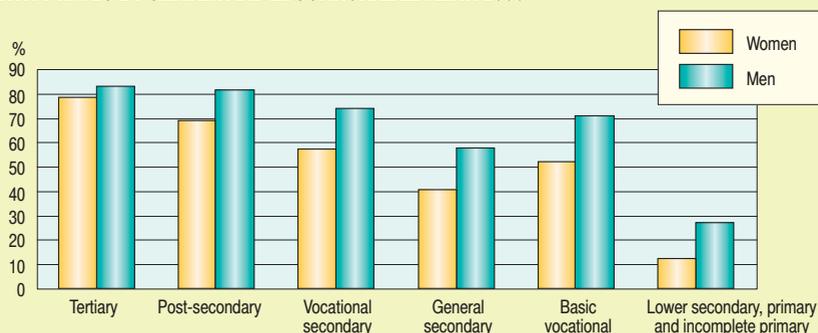
Female activity rate decreased slightly from 47.9% in 2003 to 47.5% in 2009, in the same period activity rate for men increased from 62.4% to 63.5%.

ACTIVITY RATES BY GENDER AND AGE IN 2009



The highest percentage share of the economically active is observed among men aged 30–39 years (in 2009, there were 941 men either working or looking for a job per 1000 men), and among women aged 35–44 years (there were 829 women employed or looking for a job per 1000 women).

ACTIVITY RATES BY GENDER AND EDUCATIONAL LEVEL IN 2009



The highest level of economic activity characterises women with tertiary education. Activity rates for this population of women equal male activity rates.

THE NUMBER OF EMPLOYED WOMEN IN THE YEARS 2003–2009

Specification	2003	2004	2005	2006	2007	2008	2009
	total						
Number of the employed in thous.	6198	6290	6434	6624	6985	7193	7184
in % of the total number of the employed	45.2	44.7	44.7	44.4	45.0	44.9	45.2
of which at the working age							
Number of the employed in thous.	5907	6029	6201	6401	6745	6962	6962
in % of the total number of the employed	44.7	44.4	44.4	44.1	44.6	44.6	44.9

In the years 2003–2008, a systematic growth in the number of the employed women was observed. Nevertheless, their share in the total number of the employed was not changing significantly. A slight decrease in the number of women was observed in 2009.

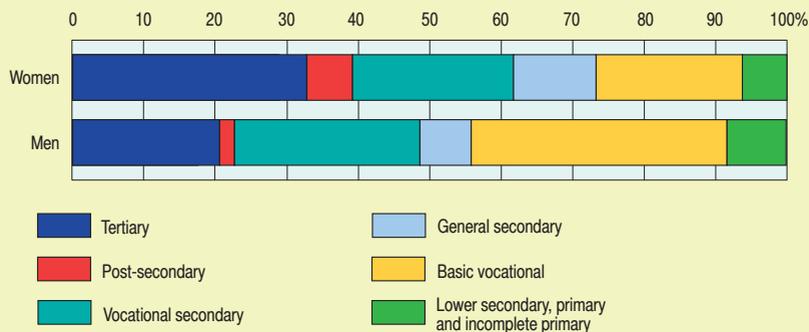
The level of the labour resources utilisation is measured with employment rate that shows the share of the employed (total or for a given group) in the total number of population at the age 15 years and more (total or for a given group).

EMPLOYMENT RATE BY GENDER IN THE YEARS 2003–2009

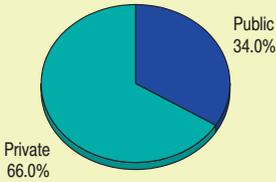
Years	aged 15 years and more		at the working age	
	Women	Men	Men	Women
	in %			
2003	38.2	50.9	51.3	60.8
2004	38.5	52.2	51.9	62.1
2005	39.2	53.2	53.1	63.5
2006	40.3	55.5	54.8	66.5
2007	42.3	57.4	57.9	68.9
2008	43.5	59.3	60.1	71.1
2009	43.3	58.3	60.2	69.6

Female employment rate for women aged 15 years and more is by almost 1/4 lower than male employment rate. The majority of employed women have at least secondary education (40.5% of the total number of the employed). Nevertheless, they occupy managerial positions less often, particularly the top executive ones. In 2009, women constituted only 35.9% of managers. The percentage of women employers was even lower (30.1%).

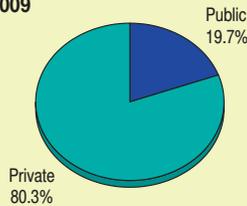
THE EMPLOYED BY GENDER AND EDUCATIONAL LEVEL IN 2009



EMPLOYED WOMEN BY OWNERSHIP SECTOR OF THEIR PLACE OF WORK IN 2009



EMPLOYED MEN BY OWNERSHIP SECTOR OF THEIR PLACE OF WORK IN 2009



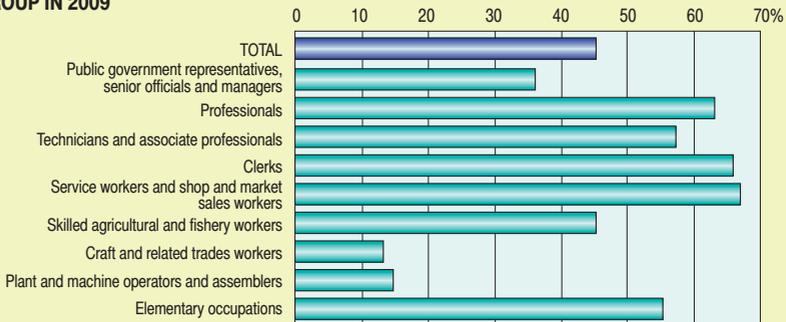
The most feminised occupational group comprised the employees in sections: *service workers and shop and market sales workers*, and *clerks* where in 2009, the respective indicators amounted to 201 and 192 women per 100 men. The least feminised groups were *craft and related trades workers* and *plant and machine operators and assemblers*. There were respectively 15 and 17 women per 100 men in these groups.

THE EMPLOYED BY GENDER AND STATUS IN EMPLOYMENT IN 2009

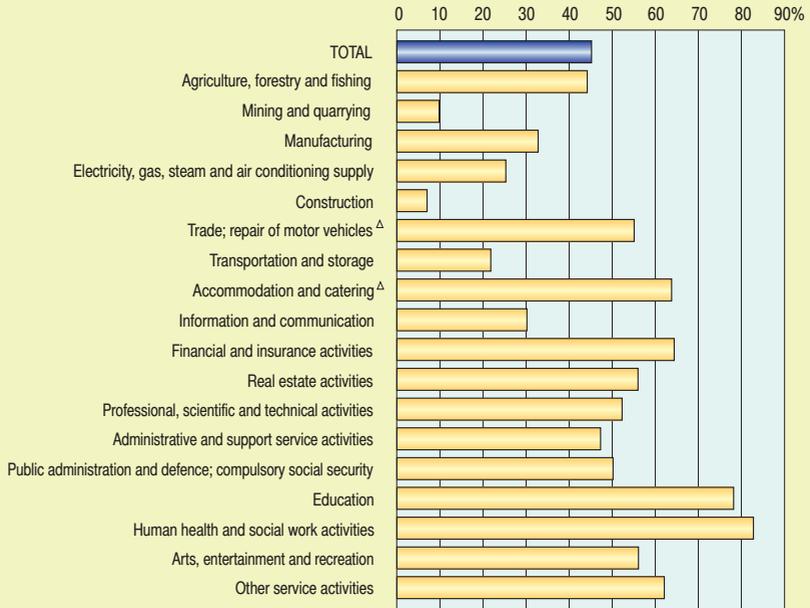


Among the most feminised sections of the national economy were *human health care and social work activities* (477 females per 100 males), education (358 females per 100 males), *financial and insurance activities* (181 females per 100 males), and *accommodation and catering* (178 females per 100 males).

THE SHARE OF WOMEN IN THE TOTAL NUMBER OF THE EMPLOYED IN A GIVEN OCCUPATIONAL GROUP IN 2009

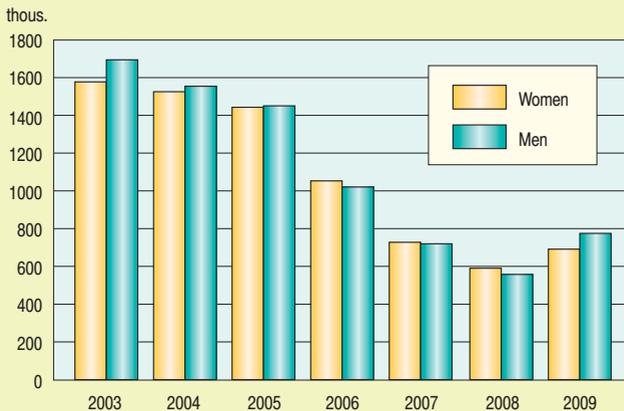


THE SHARE OF WOMEN IN THE POPULATION OF THE EMPLOYED BY SELECTED KINDS OF ACTIVITY OF THEIR PLACE OF WORK IN 2009



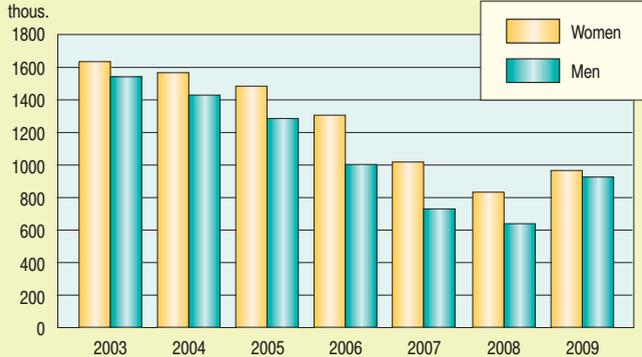
In the last few years, women have dominated among the unemployed registered in Labour Offices, as well as among the unemployed obtained through the Labour Force Survey.

THE NUMBER OF UNEMPLOYED WOMEN AND MEN ACCORDING TO THE LFS IN THE YEARS 2003–2009



In the fourth quarter of 2009, the share of unemployed women in the total number of registered unemployed persons comprised 51.1%; it was by 5.5 percentage points lower as compared to 2008.

UNEMPLOYED PERSONS REGISTERED IN LABOUR OFFICES BY GENDER IN THE YEARS 2003–2009



The inflow of women into registered unemployment is lower than the inflow of men, whereas their outflow from unemployment is higher (with the exception of the years 2007 and 2008).

FEMALE AND MALE FLUCTUATION OF REGISTERED UNEMPLOYMENT IN THE YEARS 2003–2009

Specification	2003	2004	2005	2006	2007	2008	2009
	in thousands						
	Women						
Inflow to unemployment	1172	1229	1314	1307	1254	1273	1464
Outflow from unemployment	1183	1295	1396	1488	1542	1457	1331
Balance	-11	-66	-82	-181	-288	-184	-133
	Men						
Inflow to unemployment	1471	1455	1479	1385	1238	1204	1620
Outflow from unemployment	1501	1565	1624	1668	1512	1293	1334
Balance	-30	-110	-145	-283	-274	-89	-286

Women are more often than men threatened with long-term unemployment, which is caused by relatively lower fluctuation of female unemployment. According to the data from the Labour Offices, in 2009, 30.3% of the registered unemployed women and 21.1% of the registered unemployed men were seeking a job for more than one year.

The intensity of unemployment is measured by unemployment rate, i.e. the share of the unemployed (total or for a given group) among the economically active population (total or for a given group) at the age 15 years and more.

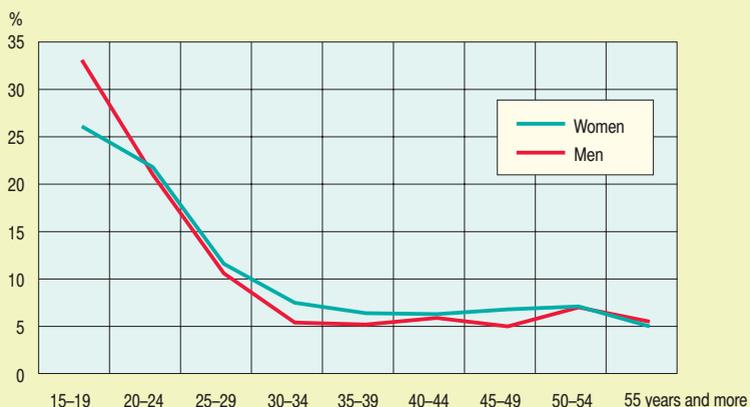
UNEMPLOYMENT RATE BY GENDER IN THE YEARS 2003–2009

According to the LFS

Years	aged 15 years and more		at the working age	
	Women	Men	Women	Men
	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

Female unemployment rate is higher than the male one. Finding a job is more difficult particularly for women re-entering the labour market after a longer break or those who are seeking their first job.

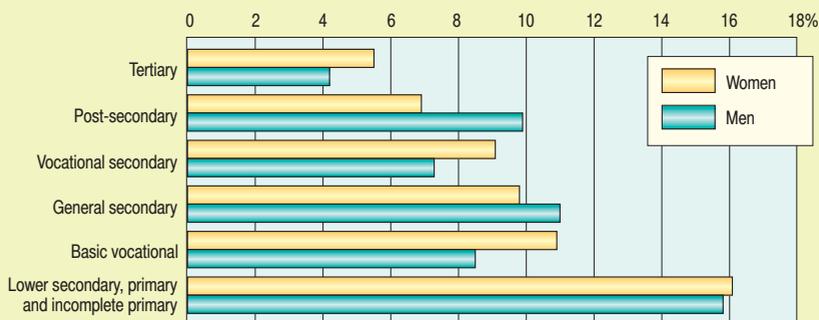
UNEMPLOYMENT RATE BY GENDER AND AGE IN 2009



In the fourth quarter of 2009, the highest unemployment rate characterised women aged 18–19 years (28.8%). The most feminised was the group of the unemployed aged 45–49 years, with 134 unemployed women per 100 unemployed men. Female unemployment rate in this group was higher than the male unemployment rate.

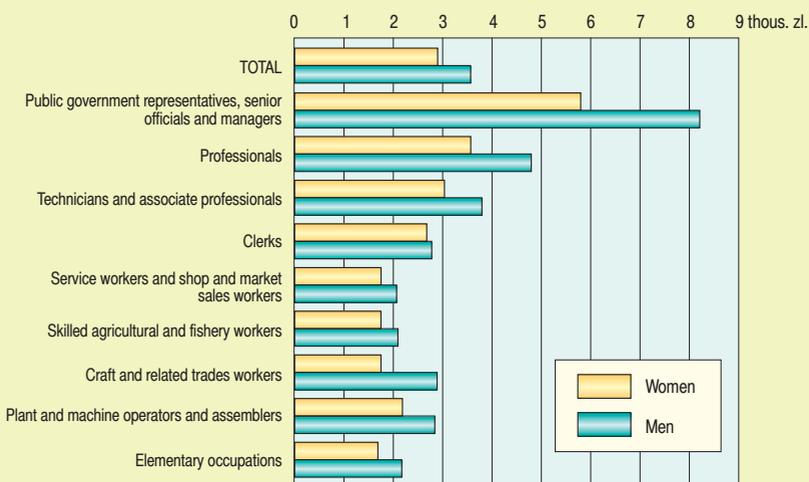
Education did not seem to protect women against unemployment. Unemployed women were better educated than unemployed men. Almost 61% of unemployed women had secondary, post-secondary or tertiary education, while the respective percentage among men amounted to about 45%.

UNEMPLOYMENT RATE BY GENDER AND EDUCATIONAL LEVEL IN 2009



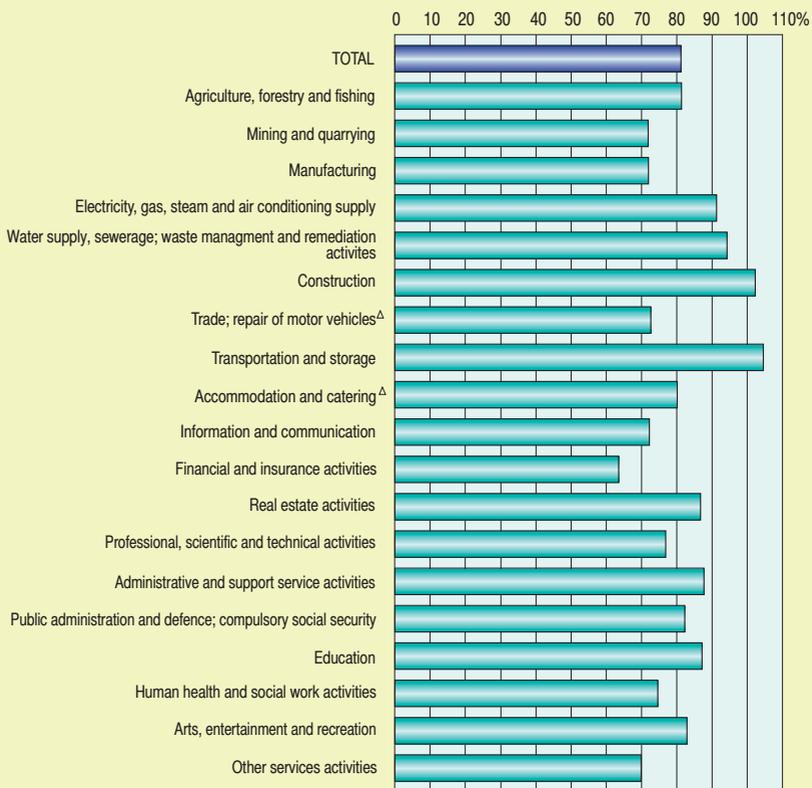
The intensity of unemployment depends on the population density of the place of residence. The smaller the number of residents living in a particular area is the higher unemployment rate. In rural areas the deciding factor is holding or not of an agricultural farm. Female unemployment rate in the households with an agricultural farm holder is almost 3 times lower than unemployment rate for women from the households not connected to private agriculture.

GROSS MONTHLY EARNINGS BY SEX AND OCCUPATIONAL GROUPS IN OCTOBER 2008



Women's wages and salaries are usually lower than men's wages and salaries. According to the survey on wages and salaries by occupations, in October 2008, male wages and salaries were higher by 10.1%, i.e. by 325.17 zł than average country's wages and salaries, while female wages and salaries were lower by over 10.5%, i.e. by 339.19 zł., which means that average wages and salaries of women were lower by 23.0% than average wages and salaries of men, i.e. by 664.36 zł.

RATIO OF GROSS AVERAGE MONTHLY EARNINGS OF WOMEN AND MEN BY TYPES OF ACTIVITY IN OCTOBER 2008 (men =100 percent).



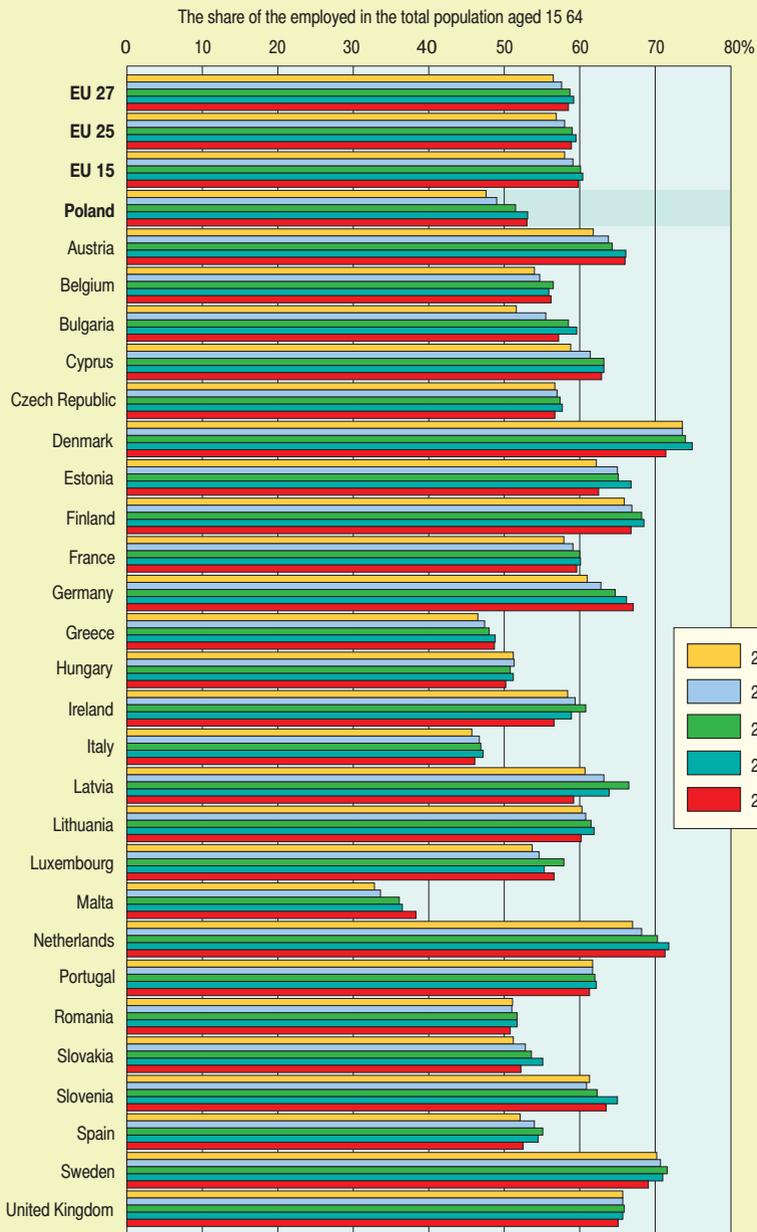
PRINCIPAL INDICATORS^a OF ECONOMIC ACTIVITY OF POPULATION IN THE COMMUNITY MEMBER STATES AND IN POLAND BY GENDER IN 2009

SPECIFICATION	Women				Men			
	UE(27)	UE(25)	UE(15)	Poland	UE(27)	UE(25)	UE(15)	Poland
Population (in thous.) aged:								
15 years and more	214641	201779	169107	16573	200976	189028	159537	14933
15–64 years	166087	155992	129961	13381	165218	155188	129715	12992
The employed (in thous.) aged:								
15 years and more	98668	93152	78887	7184	118538	111854	94769	8701
15–64 years	97143	91852	77776	7092	116068	109616	92800	8566
Employment rate of population (in %) aged:								
15 years and more	46.0	46.2	46.6	43.4	59.0	59.2	59.4	58.3
15–64 years	58.5	58.9	59.8	53.0	70.3	70.6	71.5	65.9
The self-employed ^b (in % of the total of the employed) aged:								
15 years and more	10.0	9.9	9.6	13.8	19.0	18.8	18.6	22.0
15–64 years	9.6	9.5	9.2	13.4	18.2	18.0	17.8	21.6
The part-time employed (in % of the total of the employed) aged:								
15 years and more	31.8	33.2	37.3	11.2	8.4	8.5	9.1	5.6
15–64 years	31.3	32.7	36.9	10.5	7.5	7.6	8.2	4.8
Activity rate of population (in %) aged:								
15 years and more	50.6	50.9	51.4	47.5	65.0	65.3	65.5	63.5
15–64 years	64.4	65.0	66.0	58.2	77.6	78.1	79.0	71.9
The unemployed (in thous.) aged:								
15 years and more	9925	9515	7987	694	12196	11602	9761	778
15–64 years	9897	9488	7963	692	12155	11560	9721	777
Unemployment rate of population (in %) aged:								
15 years and more	9.1	9.3	9.2	8.8	9.3	9.4	9.3	8.2
15 – 64 years	9.2	9.4	9.3	8.9	9.5	9.5	9.5	8.3
The share of the long-term unemployed in the total number of the unemployed (in %) aged:								
15 years and more	36.1	36.5	36.3	35.2	34.4	34.7	35.2	26.3
15–64 years	36.1	36.5	36.3	35.3	34.4	34.6	35.2	26.3
Life-long learning – adult education ^c aged 25–64 years	10.4	10.9	11.9	5.2	8.7	9.1	9.9	4.2
Youth education attainment level ^c aged 20–24 years	81.3	81.5	79.1	93.3	75.6	75.4	72.6	89.3
Average age of economic deactivation (exit age from the labour force) ^d	60.8	60.8	61.1	.	62.0	61.9	61.9	.

Source: Labour Force Survey carried out in particular Community Member States, in Poland known as Badanie Aktywności Ekonomicznej Ludności

^a The data were downloaded from the Eurostat website: <http://epp.eurostat.ec.europa.eu> on July 15, 2010
Working age according to the definition used in the Polish statistics (men aged 18–64 years, women aged 18–59 years) and according to the Eurostat definition (persons aged 15–64 years). ^b Including contributing family workers. ^c Annual averages. ^d Annual averages for 2008.

WOMEN EMPLOYMENT RATE IN THE COMMUNITY MEMBER STATES AND IN POLAND IN THE YEARS 2005–2009

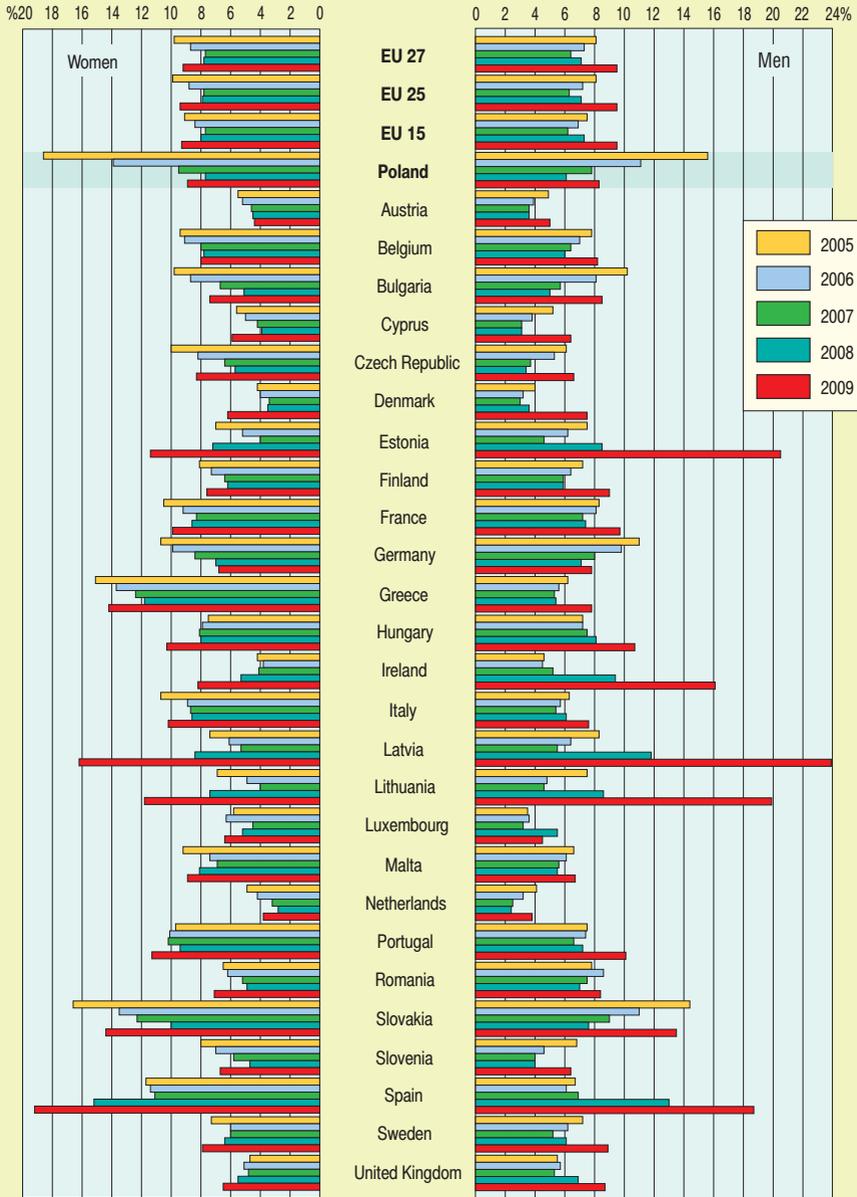


Comparison of the principal indicators of economic activity in the Community Member States and in Poland leads to the following conclusions:

- principal indicators of female economic activity in Poland are less favourable as compared to the Community averages;
- women in Poland characterise lower employment rate than women in the Community Member States; among the countries with decidedly higher female employment rate than Poland are: Denmark, the Netherlands, Sweden, Germany, Finland, Austria, the United Kingdom; whereas Malta, Italy, and Greece have significantly lower female employment rates;
- in the years 2005–2006, female unemployment rate in the Community Member States was much lower than in Poland. In the years 2007–2009 in Poland, a significant drop in the discussed indicator was observed as compared to Community Member States. In 2009, in Spain, Latvia, Slovakia, and Greece, a higher level of unemployment rate was observed as compared to other Community member States. The lowest level of this indicator was observed in the Netherlands, Austria, and Cyprus;
- in 2009 in Poland, female unemployment rate was slightly higher than the male one, whereas in the Community Member States female unemployment rate was slightly lower than the male one;
- in Poland, similarly to the Community Member States, long-term unemployment concerned women to a higher extent than men.

UNEMPLOYMENT RATE OF WOMEN AND MEN IN THE COMMUNITY MEMBER STATES AND IN POLAND IN THE YEARS 2005–2009

The share of the unemployed in the economically active population aged 15–64



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