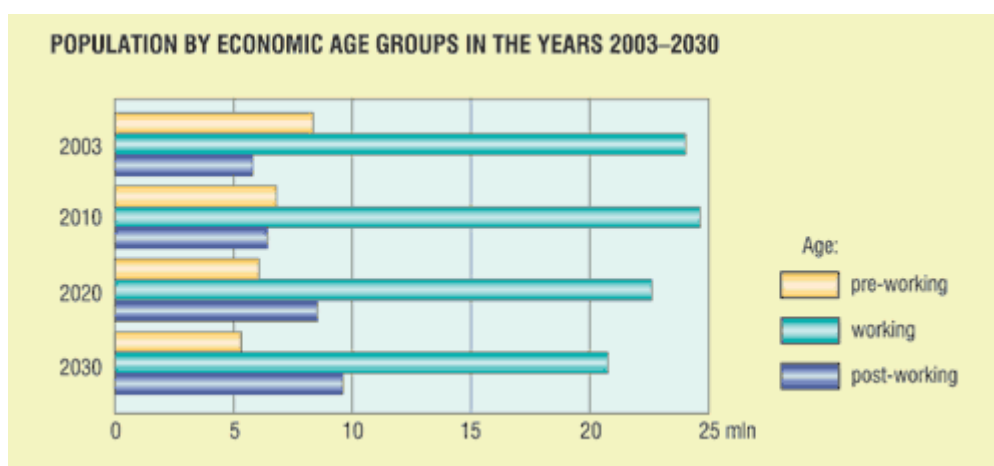


## WOMEN AND MEN ON THE LABOUR MARKET

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 structure of wages and salaries by occupations.

The labour force survey covers persons aged 15 years or more. Its results are published quarterly in the publication "Labour Force Survey in Poland". Data on registered unemployment are also published quarterly in the publication "Registered Unemployment in Poland". Data from the LFS conducted in the fourth quarters of the years 1994-2003 and in the fourth quarter of 2003 and data from registers of the unemployed as of the state at the end of the year in the years 1994-2003, were applied in this study. In case of the LFS data for the fourth quarter of 2003, there should be mentioned that their comparability with the results of the previous surveys is not fully possible. It is caused by the appliance for the base of generalization of the sample results the data coming from the population balance verified on the basis of the results of the National Census 2002. The data concerning Community Member States were taken from the publication "Labour Force Survey. Results 2003", Eurostat.

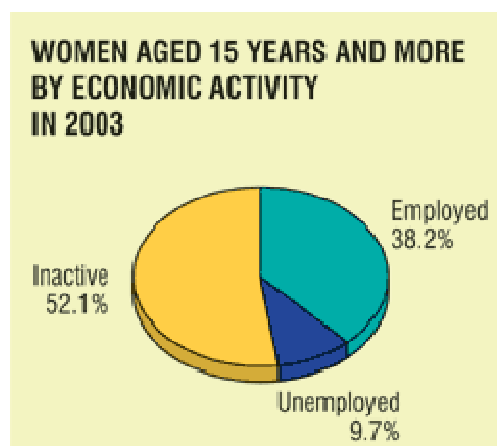
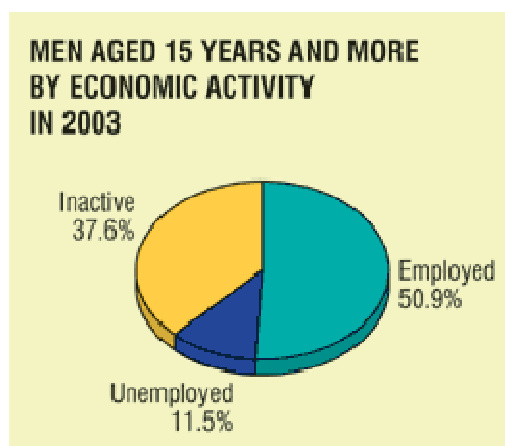


Population at the working age comprise women aged 18-59 years and men aged 18-64 years. People aged 0-17 years constitute a group of persons at the pre-working age, while women aged 60 years or more and men aged 65 years or more belong to a post-working age group. In 2003 (on 30th VI) there were 684 women at the non-working (i.e. pre-working and post-working) age per 1000 women at the working age. The respective indicator for men was 498. Demographic forecasts indicate that the number of people at the working age will be increasing until 2010, then it will be decreasing. At the same time it is anticipated that the number of people at the post-working age will be growing systematically.

## ACTIVITY RATE OF POPULATION BY GENDER IN THE YEARS 1994-2003

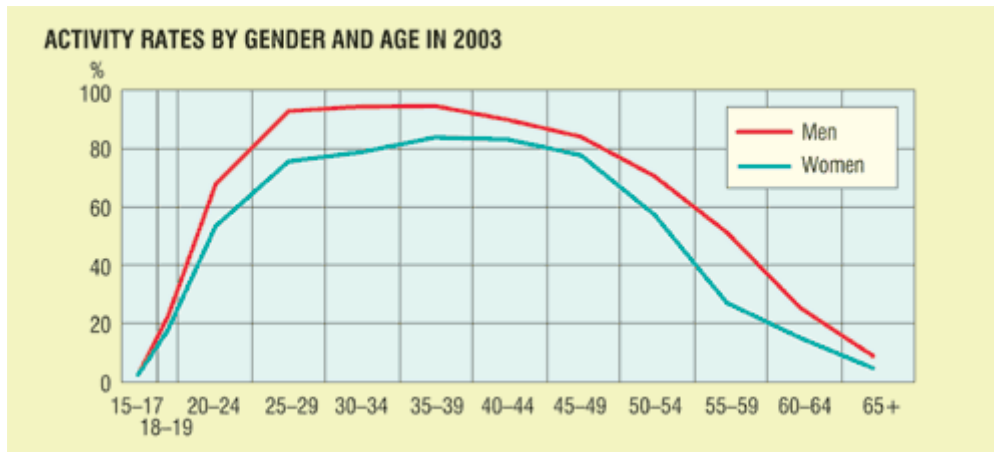
Years	Men	Women
	in %	
1994	67.0	52.2
1995	66.5	51.1
1996	65.9	50.6
1997	65.5	50.0
1998	64.9	50.0
1999	64.3	49.7
2000	64.3	49.2
2001	63.4	48.8
2002	62.6	48.0
2003	62,4	47,9

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 in the total number of people aged 15 years and more.

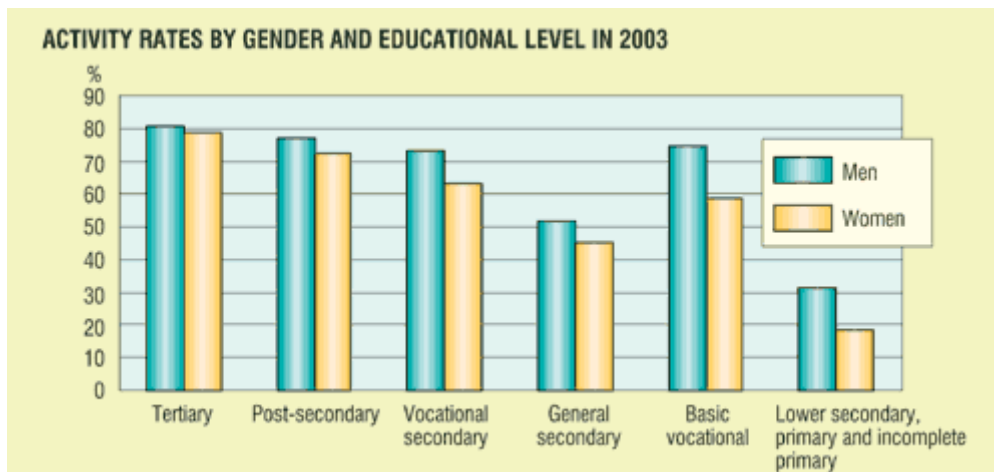


The level of female economic activity is lower than male economic activity. There are 603 economically inactive men per 1000 economically active, while the respective rate for women is 1088. The economically inactive population is highly feminised as over two thirds of it constitute women.

In the period of socio-economic transformation a decline in economic activity of both: men and women was observed. Female activity rate decreased from 53.7% in 1992 to 47.9% in 2003, while male activity rate dropped from 69.9% to 62.4% in the same period.



The highest rate of the economically active characterises men aged 25-39 years (in 2003 there were 937 men who were either working or seeking employment per 1000 men) and women aged 35-44 years (there were 833 women employed or looking for a job per 1000 women).



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

### THE NUMBER OF EMPLOYED WOMEN IN THE YEARS 1994 - 2003

Specification	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Number of the employed in thousands	6677	6682	6775	6853	6914	6473	6474	6315	6205	6198
in % of the total number of the employed	45.3	45.2	44.9	44.7	45.1	44.4	44.5	45.0	45.2	45.2

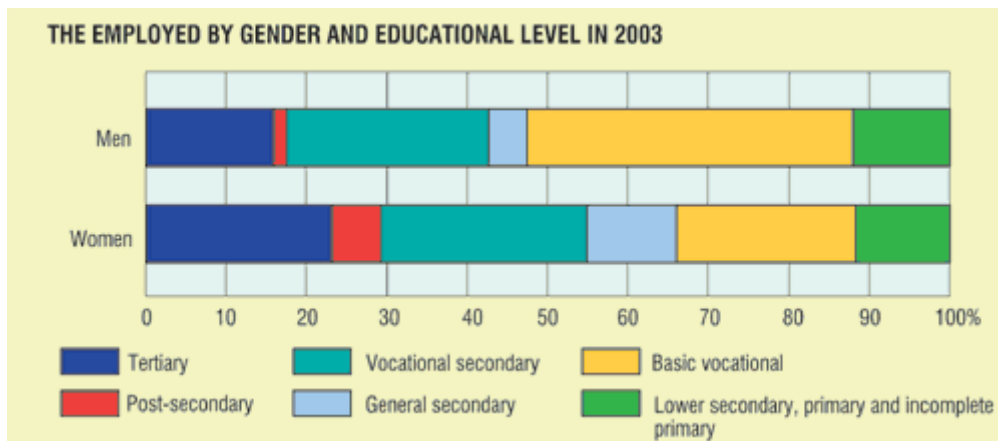
In the years 1995-1998, a stable growth in the number of the employed women was observed and then in 1999 it decreased significantly and stayed on the similar level in the subsequent year but since 2001 it decreased gradually.

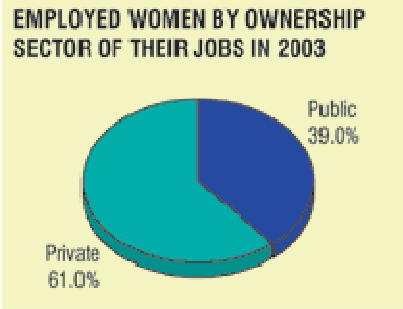
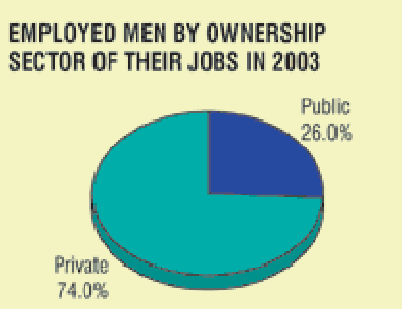
## EMPLOYMENT RATE BY GENDER IN THE YEARS 1994 – 2003

Years	Men	Women
	in %	
1994	58.8	44.0
1995	58.5	43.7
1996	59.4	43.8
1997	59.8	44.0
1998	58.9	43.9
1999	55.9	40.7
2000	55.2	40.3
2001	52.5	39.0
2002	50.7	38.1
2003	50.9	38.2

The level of the labour resources utilisation is measured with employment rate that shows the share of the employed in the total number of population at the age 15 years and more.

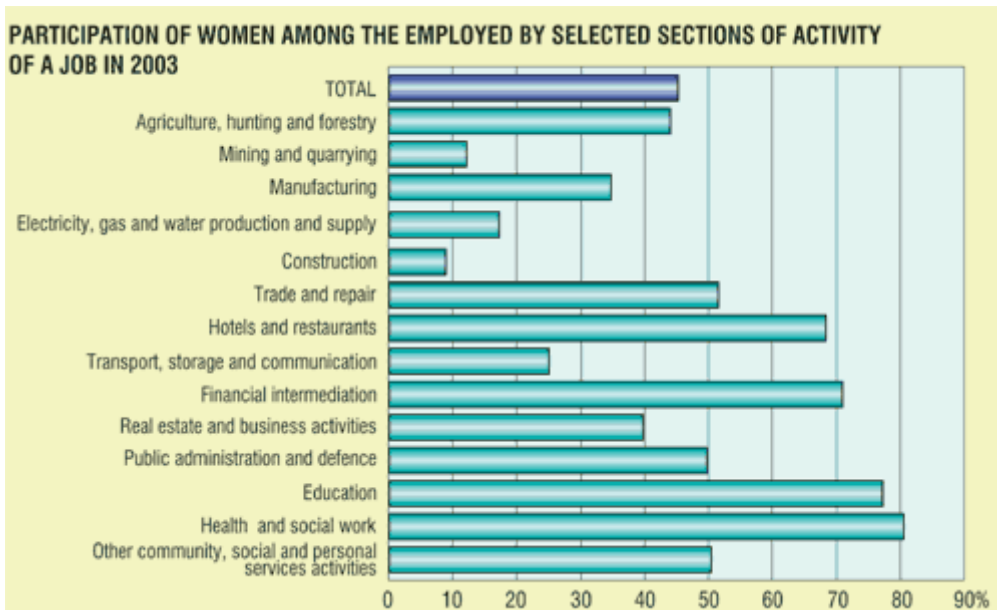
Female employment rate is lower by almost 1/4 than male employment rate. The majority of the employed women have at least secondary education. Nevertheless, they rather rarely occupy managerial positions, particularly the top executive ones. In the group of managerial occupations women constitute 35%. Only 29% of the employers are women.



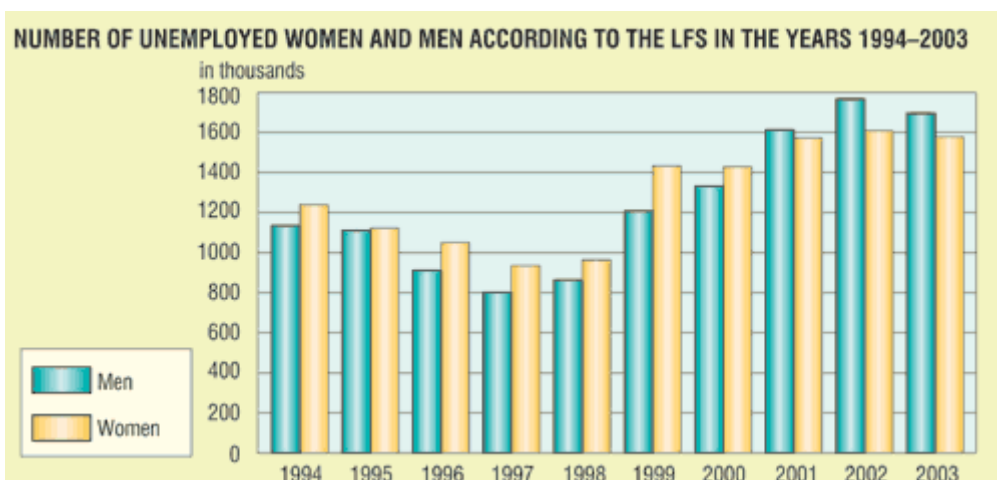


The most feminised occupational group are office clerks. There are 235 females per 100 males in this group. The least feminised group are plant and machine operators and assemblers. There are only 15 women per 100 men in this group. Among the most feminised sections of the national economy are health care and social work (412 females per 100 males), education (337 females per 100 males) and financial intermediation (243 females per 100 males).





Women dominate among the unemployed: registered in labour offices, while men dominated among the unemployed obtained through the Labour Force Survey. In the fourth quarter of 2003 the number of unemployed women according to the LFS was by 117 thousand higher than the number of unemployed men and amounted to 1578 thousand. Thus, women constituted 48.2% of the total number of the unemployed.



Female unemployment characterise lower fluctuation than male unemployment, Inflow of women into unemployment is lower than inflow of men and also their outflow from grup of unemployment is lower.

## FEMALE AND MALE FLUCTUATION OF REGISTERED UNEMPLOYMENT IN THE YEARS 1994 -2003

Specification	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
	in thousands									
	Men									
Inflow to unemployment	1145	1270	1186	1093	1140	1396	1340	1406	1424	1471
Outflow from unemployment	1184	1433	1381	1353	1103	1113	1172	1144	1326	1501
Balance	-39	-163	-195	-260	+37	+283	+168	+262	+98	-30
	Women									
Inflow to unemployment	949	1101	1039	959	988	1167	1136	1070	1126	1172
Outflow from unemployment	962	1147	1113	1231	1020	932	952	919	1122	1183
Balance	-13	-46	-74	-272	-32	+235	+184	+151	+4	-11

Women are more often than men threatened with long-term unemployment which is caused by relatively lower fluctuation of female unemployment. According to the labour offices data, at the end of 2003, there were registered 58.6% of unemployed women and 46.0% of unemployed men that had been remaining unemployed for more than one year.

Intensity of unemployment is measured by unemployment rate, i.e. the share of the unemployed among the economically active population at the age 15 years and more.

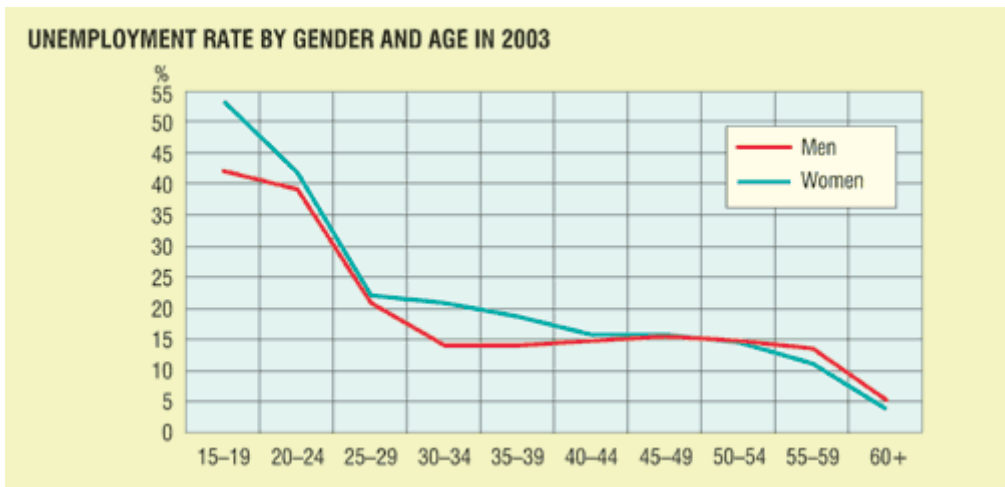
## UNEMPLOYMENT RATE BY GENDER IN THE YEARS 1994 - 2003

Years	Men	Women
	in %	
1994	12.3	15.7
1995	12.1	14.4
1996	9.9	13.4
1997	8.7	12.0
1998	9.3	12.2
1999	13.0	18.1
2000	14.2	18.1
2001	17.3	20.0
2002	19.0	20.6
2003	18.4	20.3

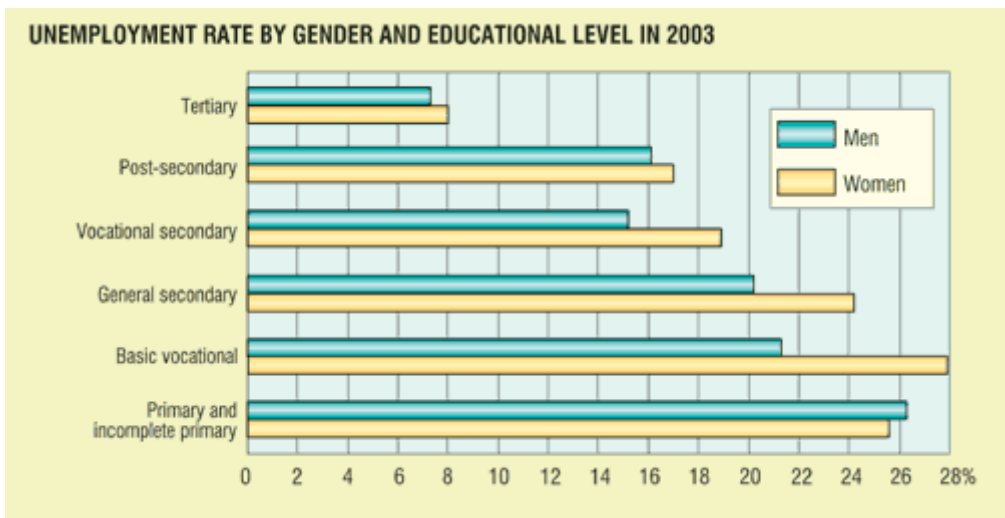
Female unemployment rate is higher than male unemployment rate. Particularly women seeking their first job or returning to the labour market after a break face more difficulties with finding a job.

The highest activity rate is observed among women aged 18-19 years and amounts to 60.5%. The most feminised is the group of unemployed persons aged 30-44 years in which there are 112 unemployed women per 100 unemployed men. In this group female unemployment rate is almost by a half higher than male unemployment rate.

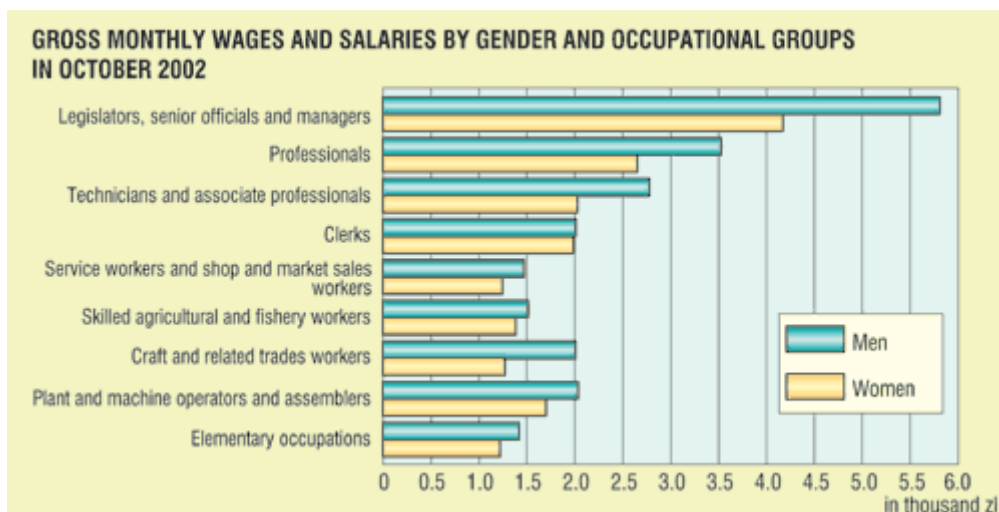
Education does not seem to protect women against unemployment. Unemployed women are better educated than unemployed men. Over 50% of unemployed women have secondary, post-secondary or tertiary education, while respective percentage among man amounts to about 32%.



Intensity of female unemployment depends on a place of residence. The smaller is the place of residence the higher is unemployment rate. In the 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 over three times lower than unemployment rate for women from the households not connected to private agriculture.







Women`s wages and salaries are usually lower than men`s wages and salaries. According to the survey on structure of wages and salaries by occupations, in October 2002 male wages and salaries were higher by 8.8% than average country`s wages and salaries, while female wages and salaries were lower by 9,6%. Average wages and salaries of women were lower by 16.9% than average wages and salaries of men.

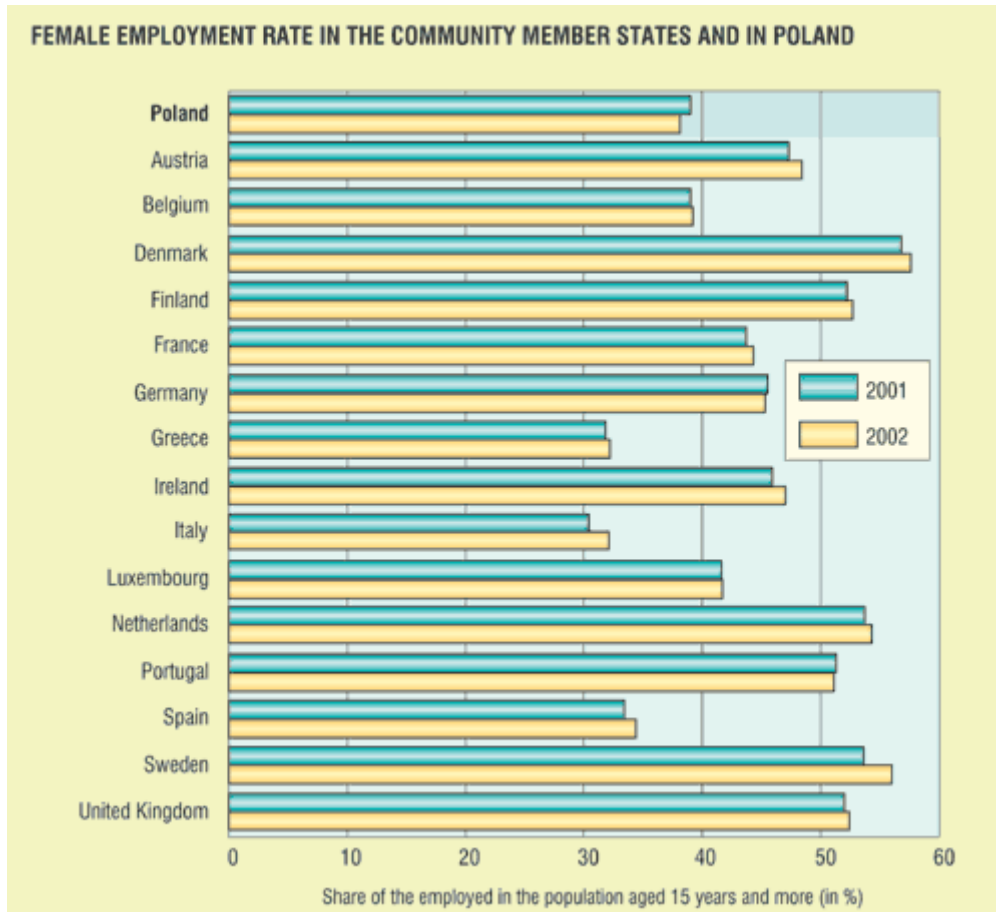
#### **BASIC INDICATORS OF ECONOMIC ACTIVITY OF POPULATION IN 2002 IN THE COMMUNITY MEMBER STATES AND IN POLAND BY GENDER**

Specification	Men		Women	
	UE	Poland	UE	Poland
Population aged 15 years and more (in thousands)	151437	14827	161211	16282
The employed (in thousands)	92809	7517	70165	6205
Employment rate (in %)	61.3	50.7	43.5	38.1
Self-employment (in %)	18.8	29.7	11.4	24.9
The part-time employed (as in % of the total number of the employed)	6.6	8.6	33.4	13.3
Activity rate (in %)	65.8	62.6	47.6	48.0
The unemployed (in thousands)	6843	1766	6610	1608
Unemployment rate (in %)	6.9	19.0	8.6	20.6
Share of the long-term unemployed in the total number of unemployed in a given group (in %)	61.5	52.2	41.8	58.5

a Including contributing family workers

Comparison of basic activity rates for the Community Member States and Poland indicate that:

- female activity rate in Poland is slightly higher than activity rate calculated for the total of women in the Community Member States;

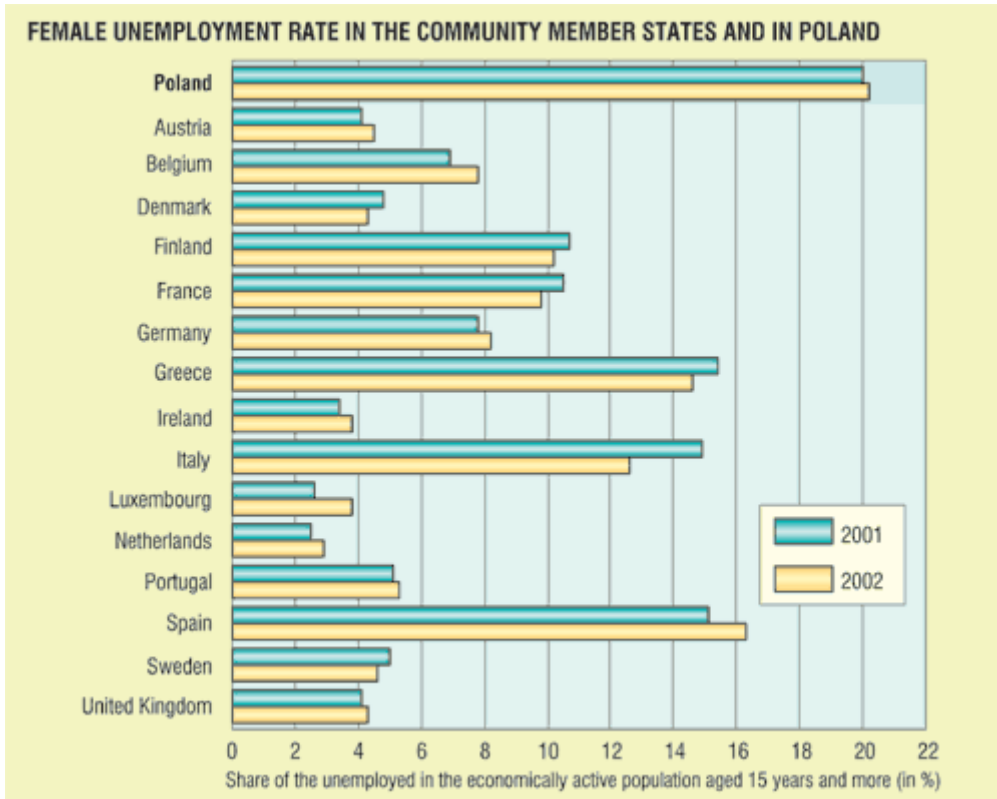


Share of the employed in the population aged 15 years or more (in %)

- women in Poland characterise lower employment rate than women in the Community Member States; among countries with significantly higher female employment rates than observed in Poland are: Denmark, Sweden, Netherlands, UK, Finland and Portugal, while in Italy, Spain and Greece female employment rates are much lower;

- in the Community Member States female unemployment rate is lower than in Poland. In 2002 in Spain, Greece, Italy and Finland female unemployment rate was higher than in the other Community Member States;

- in Poland, similarly to the Community Member States, female unemployment rate is higher than male unemployment rate. However, Polish women were more often than men threatened with long-term unemployment, while in the Community Member States long-term unemployment concerned men to a greater extent than women.



Share of the unemployed in the economically active population aged 15 years or more (in %)