

# Gender Equality in Poland

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## Law Support

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Polish women are supported by the law; the Constitution of Poland guarantees equal rights in professional and educational matters.



The National Program for Equal Treatment for 2022-2030 has been introduced. The program aims to raise awareness about gender inequality, implement anti-discrimination measures, and strengthen cooperation with social partners.

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## Position of women in the labor market

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**Labor Force Participation:** In 2024, 63% of women in Poland were active in the labor market, compared to 80% of men. The most active age group for women is 25-54 years.

**Gender Pay Gap:** Women in Poland earn on average 12% less than men in the same positions. Although the gender pay gap is smaller than in most EU countries, challenges related to equal pay still exist.

**Stereotypes and Work Sectors:** Women are more likely to work in professions considered "female," such as education and healthcare. Stereotypes about the role of women in society still affect their position in the labor market.

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