

Poland

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Warsaw). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Poland scores 93.8 out of 100**. The overall score for Poland is lower than the regional average observed across High income (OECD) countries (94.7).

Poland - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and gender differences in property and inheritance, Poland gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting the size of a women's pension, Poland could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Poland is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Poland may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and equalizing the mandatory retirement age for men and women.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Arts. 8 and 25
	Can a woman travel outside her home in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Passports, Arts. 3, 7 and 18; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Art. 8
Workplace	Can a woman get a job in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Art. 8
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 183a
	Is there legislation on sexual harassment in employment?	Yes	Labor Code, Art. 18(3a)(6) and (7); Act on Implementation of Some Provisions of the European Union on Equal Treatment, Arts. 3(4) and (5), 4(2),(3),(4)(a) and (8)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Labor Code, Art. 18(3a)(6) and (7); Act on Implementation of Some Provisions of the European Union on Equal Treatment, Art. 13
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 18.3c
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	The Family and Guardianship Code of 1964, Arts. 23 and 24
Marriage	Can a woman be head of household in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Arts. 23, 24, 87 and 93; Civil Code of 1964, Art. 8
	Is there legislation specifically addressing domestic violence?	Yes	Penal Code, Art 207; Act of 29 July 2005 on Counteraction of Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 56(1)
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 180 and 182.1
Parenthood	Does the government pay 100% of maternity leave benefits?	Yes	Act of 25 June 1999, Arts. 3 and 61
	Is there paid paternity leave?	Yes	Labor Code, Art. 182.3
	Is there paid parental leave?	Yes	Labor Code, Art. 182
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 177
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Act to Implement Certain Provisions of the European Union on Equal Treatment of 2010, Arts. 3(6) and 6
Entrepren.	Can a woman sign a contract in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Arts. 8 and 614-626
	Can a woman register a business in the same way as a man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Arts. 8 and 860-875
	Can a woman open a bank account in the same way as man?	Yes	The Family and Guardianship Code of 1964, Art. 23; Civil Code of 1964, Arts. 8 and 725-733
	Do men and women have equal ownership rights to immovable property?	Yes	The Family and Guardianship Code of 1964, Arts. 23 and 31
Assets	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of 1964, Art. 931
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of 1964, Art. 931
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	The Family and Guardianship Code of 1964, Arts. 36-37
	Does the law provide for the valuation of nonmonetary contributions?	Yes	The Family and Guardianship Code of 1964, Arts. 31, 33 and 43(3)
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Act on Old-Age and Disability Pensions from Social Insurance, Art. 24(1) Men: Act on Old-Age and Disability Pensions from Social Insurance, Art. 24(1)
Pension	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	No	Women: Labor Code, Arts. 39 and 40 Men: Labor Code, Arts. 39 and 40
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Act on Old-Age and Disability Pensions from Social Insurance, Art. 7(5)