

# Poland

*Women, Business and the Law 2021* 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 (95.1). Within the High income: OECD region, there are 10 economies that score 100 out of 100.

## Poland - Scores for Women, Business and the Law 2021



## 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 woman'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 woman's pension (the WBL2021 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

No reforms were observed during the past year.



Further data details for Poland are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/poland/2021>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family and Guardianship Code, Art. 23; Civil Code, Arts. 8 and 25
	Can a woman travel outside her home in the same way as a man?	Yes	Family and Guardianship Code, 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
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Family and Guardianship Code, Art. 23; Civil Code, Art. 8
	Can a woman get a job in the same way as a man?	Yes	Family and Guardianship Code, Art. 23; Civil Code of 1964, Art. 8
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 18.3a
	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)
Pay	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
	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 18.3c
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family and Guardianship Code, Arts. 23 and 24
	Can a woman be head of household in the same way as a man?	Yes	Family and Guardianship Code, 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	No restrictions could be located
Parenthood	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
	Does the government pay 100% of maternity leave benefits?	Yes	Act on Social Insurance Benefits in Illness and Maternity, Arts. 3 and 61
	Is paid leave available to fathers?	Yes	Labor Code, Art. 182.3
	Is there paid parental leave?	Yes	Labor Code, Art. 182
Entrepreneur.	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, Arts. 3(6) and 6
	Can a woman sign a contract in the same way as a man?	Yes	Family and Guardianship Code, 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	Family and Guardianship Code, Art. 23; Civil Code of 1964, Arts. 8 and 860-875
Assets	Can a woman open a bank account in the same way as man?	Yes	Family and Guardianship Code, Art. 23; Civil Code of 1964, Arts. 8 and 725-733
	Do men and women have equal ownership rights to immovable property?	Yes	Family and Guardianship Code, Arts. 23 and 31
	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	Family and Guardianship Code, Arts. 36-37
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family and Guardianship Code, Arts. 31, 33 and 43(3)
	Is the age at which men and women can retire with full pension benefits the same?	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)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	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)