











Poland

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	67.5	61.9

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Poland, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Warsaw). The scores for Poland are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	75.0	100.0	100.0	100.0	100.0	50.0	100.0	50.0
Supportive frameworks score	50.0	66.7	66.7	50.0	100.0	66.7	75.0	33.3	66.7	100.0
Expert opinions score	50.0	100.0	43.8	25.0	75.0	87.5	37.5	87.5	87.5	25.0

In summary, the **WBL 2.0 legal frameworks score** for Poland (82.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare and laws affecting women's property and inheritance, Poland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Poland is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Poland may wish to consider introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Poland (67.5 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks related to marriage and supportive frameworks affecting the size of a woman's pension, Poland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Poland is on the indicator measuring supportive frameworks related to women

starting and running a business. To improve on the Entrepreneurship indicator, Poland may wish to consider establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Poland (61.9 out of 100.0) is lower than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, Poland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Poland is on the indicator measuring expert opinions on women's pay.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Act on Counteraction of Domestic Violence, as amended by Act of 9 March 2023, Arts. 2.1(1) and 3(1)(3); Penal Code, Arts. 115(11), 197, and 207
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	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)(5), 4(2), 4(3), 4(4)(a)(d), 8, and 13
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Law on Passports, Arts. 3, 7, 13a and 18; Family and Guardianship Code, Arts. 23 and 24
Can a woman choose where to live in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24
Can a woman travel outside her home in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Act on Polish Citizenship, Arts. 5, 14 and 30
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Arts. 11-2, 11-3 and 18-3a
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Labor Code, Arts. 67-18 and 142-143
Pay		
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 an industrial job 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 be "head of household" or "head of family" in the same way as a man?	Yes	Family and Guardianship Code, Art. 23; Civil Code, Art. 8
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family and Guardianship Code, Arts. 23 and 24
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family and Guardianship Code, Art. 56
Does a woman have the same rights to remarry as a man?	Yes	Family and Guardianship Code, Arts. 57-58

Parenthood

Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 180(1) and 182-1a;
Are leave benefits for mothers paid solely by the government?	Yes	Act of 25 June 1999 on Social Insurance Benefits in Illness and Maternity, Arts. 3 and 61
Is there paid leave available to fathers?	Yes	Labor Code, Arts. 182-1a and 182-3
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 177

Childcare

Does the law establish provision of childcare services in center-based settings?	Yes	Act of 4 February 2011 on Care for Children up to the Age of 3, Arts. 2 and 8
Does the law establish any form of support to families for childcare services?	Yes	Act of 4 February 2011 on Care for Children up to the Age of 3, Art. 64c; Official Website of Warsaw
Does the law establish any form of support to non-state childcare providers?	Yes	Act of 4 February 2011 on Care for Children up to the Age of 3, Arts. 60, 62 and 64b; Corporate Income Tax Act, Art. 15(1za)(1zb)(1zc)
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Act of 4 February 2011 on Care for Children up to the age of 3, Arts. 15, 16, 28 and 64; Regulations of 25 March 2011 on the Scope of Training Programs for Caregivers in Creches and Kids Clubs, Volunteers and Day-care Providers

Entrepreneurship

Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24, Law of Entrepreneurs, Arts. 2 and 4
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located

Assets

Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family and Guardianship Code, Arts. 23, 34-1, 36 and 37
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 931
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 931
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family and Guardianship Code, Arts. 31, 33 and 43(3)

Pension

Are the ages at which men and women can retire with full pension benefits equal?	No	Act of 17 December 1998 on Old-Age and Disability Pensions from Social Insurance, Art. 24(1)
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	No	Labor Code, Arts. 39 and 40
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Act of 17 December 1998 on Old-Age and Disability Pensions from Social Insurance, Art. 7(5)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	Yes	Act on the Commissioner for Human Rights, Arts. 8, 9 and 11; Act on the Implementation of Certain Provisions of the European Union, Arts. 3, 4, and 19

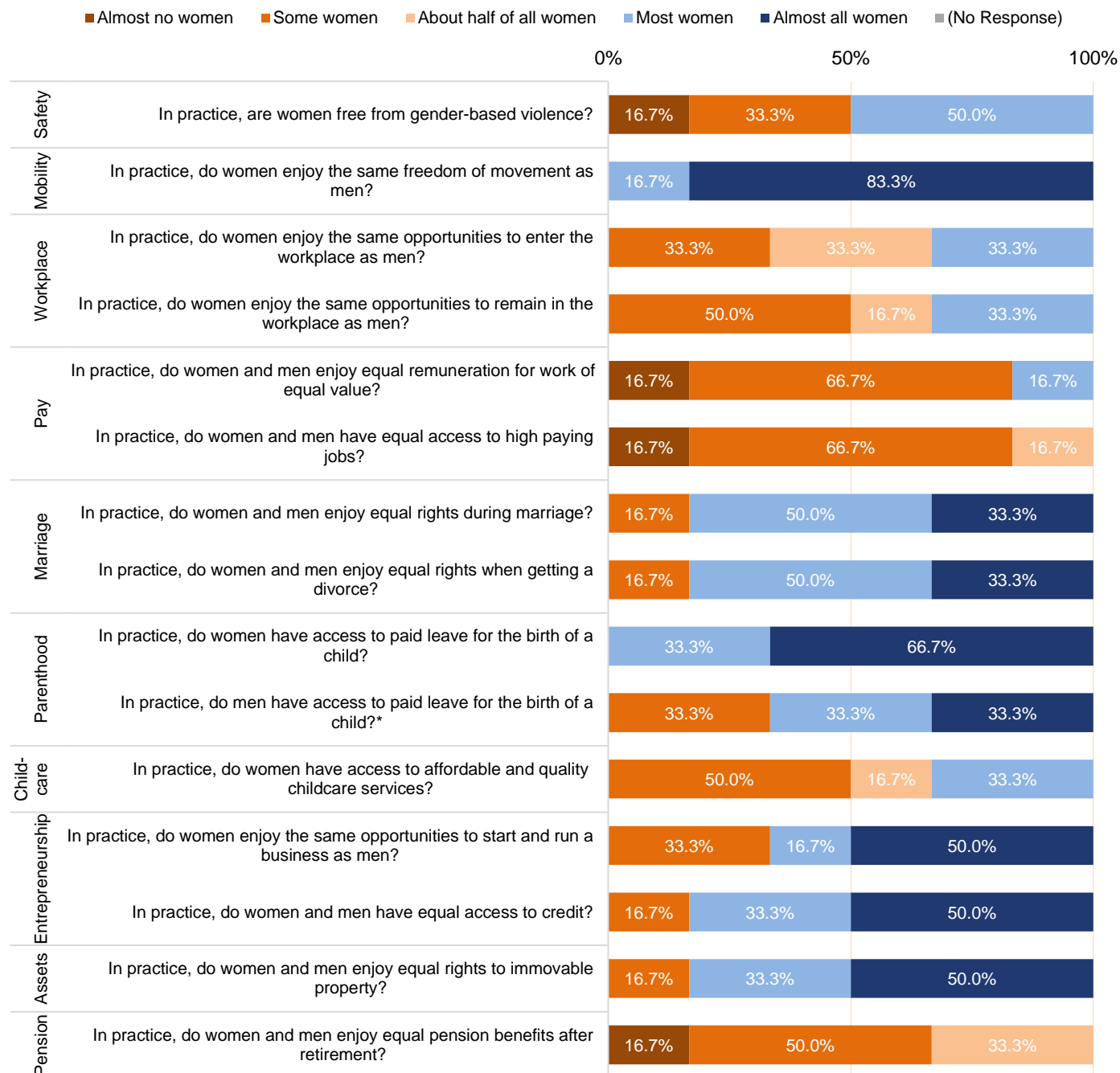
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Monitoring Team for Counteracting Domestic Violence
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Government Portal for Businesses: Discrimination and equal rights of employees
Has the government published guidelines on flexible work arrangements?	Yes	Ministry of Family and Social Policy: Flexible work organization
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Central Statistical Office: Working in the national economy in Poland in February 2023
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Code of Civil Procedure, Arts. 425-452 and 561-605
Are there specialized family courts?	Yes	Family and Juvenile Department of the District Court of Warsaw
Is legal aid available for family law disputes?	Yes	District Court of Warsaw Legal Aid Office
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Insurance Institution: Application for maternity allowance
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code, Art. 177
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Register of Crèches and Children's Clubs
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Act of 4 February 2011 on Care for Children up to the Age of 3, Arts. 64e-64g; Official Website of the Republic of Poland; Official Website of the Social Security
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of the Republic of Poland; Act of 4 February 2011 on Care for Children up to the Age of 3, Art. 60(2)
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Statistics Poland
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		



Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Geodetic and Cartographic Law, Arts. 20 and 23
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Statistics Poland
Pension		
Are there incentives in place to increase women's retirement benefits?	Yes	Act of 17 December 1998 on Old-Age and Disability Pensions from Social Insurance, Art. 7(9)
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Act on Old-Age and Disability Pensions from Social Insurance, Arts. 109 and 118



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.