

WOMEN AND MEN on the labour market

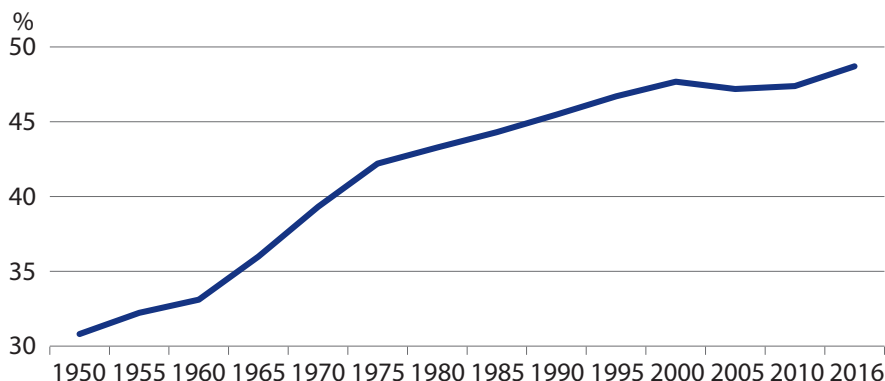


INTRODUCTION

The analysis of the labour market situation by sex is the most popular way to show its diversity. Men and women often work in different occupations and industries, they also have different remuneration and working time.

One of the key explanation for these differences are historic reasons. For several years only men were involved in paid work, while women has been gradually entering the labour market. It was only the development of economy after World War II that caused an increase in economic activity of women. The increase was gradual, as exemplified by the data on the number of women working in Poland – in 1950 it was approx. 31%, at the beginning of 1970's it exceeded 40%, and since 2014 - close to 49%.

Share of women in total number of employed persons in Poland



Data source: The Yearbook of Labour Statistics 2017, page 22.

Due to the importance of sex as a characteristic used in the labour market statistics, the Statistics Poland once again publishes a synthetic report that presents the situation of men and women on the labour market.

The data presented in this report were taken from the representative Labour Force Survey (LFS, the data from the fourth quarter of each year) covering persons aged 15 and more, as well as the registers of the unemployed carried out in the labour offices, from the survey on structure of wages and salaries by occupations, working conditions survey and other sources mentioned next to each figure and table.

The methodology description can be found in the thematic publications available on the Statistics Poland website at: www.stat.gov.pl/obszary-tematyczne/rynek-pracy.

ECONOMIC ACTIVITY

Economically active = employed + unemployed
Economic activity rate: the share of economically active persons (total or for a given group) in the population aged 15 years or more (total or for a given group).

Men – **more economically active** than women.
 The difference in economic activity between men and women **has not changed** in the last 7 years.

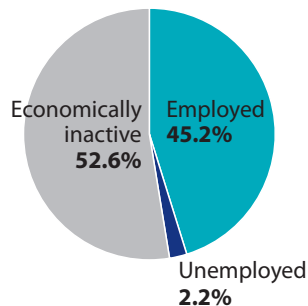
Economic activity rate by sex in years 2011–2017
 (based on LFS in 4th quarter)

Years	Total		Working age	
	women	men	women	men
	in %			
2011	48.0	64.2	68.2	77.0
2013	48.5	64.4	69.7	77.6
2015	48.6	65.0	70.3	78.8
2017	48.0	65.1	71.1	80.2

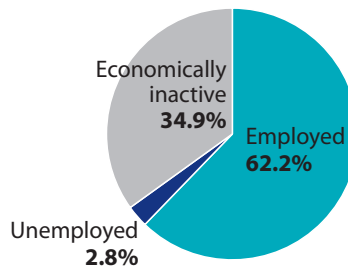
17 percentage points

by that, the share of employed women is lower than men's one.

Women aged 15 years and more by economic activity
 (based on LFS, 4th quarter of 2017)



Men aged 15 year and more by economic activity
 (based on LFS, 4th quarter of 2017)

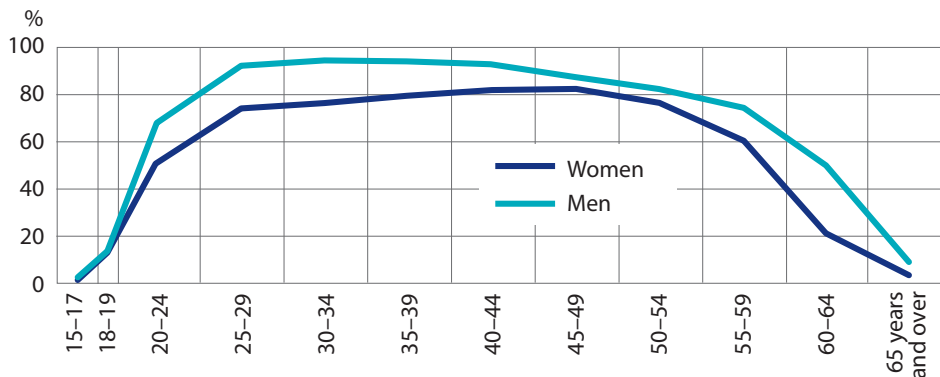


Below 20 years and between 45 and 54 years

in those age groups the difference in economic activity of women and men was the lowest.

Economic activity rate of population aged 15 years and over by sex and age

(based on LFS, 4th quarter of 2017)

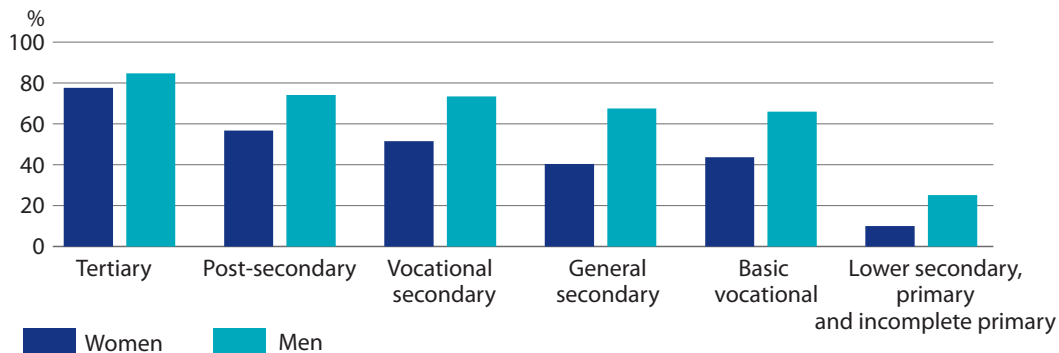


Persons with tertiary education

in this group, the difference in economic activity between men and women was the lowest.

Economic activity rate of population aged 15 years and over by sex and level of education

(based on LFS, 4th quarter of 2017)



EMPLOYED PERSONS

-79K the amount by which the number of employed women at working age decreased between 2011 and 2017.
The amount of employed men increased by 90K during that time.

Number of employed persons at the working age in years 2011–2017

Years	Employed persons (at working age)		As a share of total population at working age	
	women	men	women	men
2011	6968	8770	44.3	55.7
2013	6714	8520	44.1	55.9
2015	6922	8775	44.1	55.9
2017	6889	8860	43.7	56.3

Employment rate – the share of employed persons (total or for a given group) among population aged 15 years and more (total or for a given group).

8.9 percentage points

the difference between employment rate of women and men at working age in 2017.
This difference decreased as compared to 2011.

Employment rate of population aged 15 years and more by sex in years 2011–2017

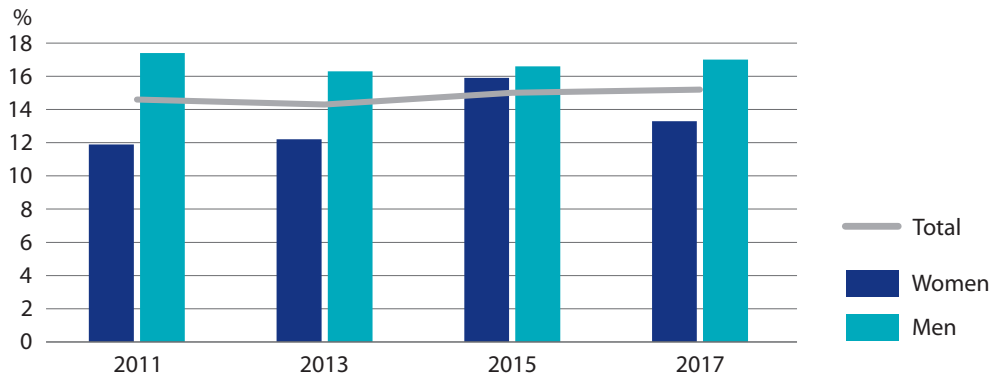
Years	Total		At the working age	
	women	men	women	men
	in %			
2011	43.4	58.9	60.6	70.1
2013	43.4	58.5	62.2	70.4
2015	45.2	60.6	65.1	73.4
2017	45.8	62.2	67.7	76.6

+1.4 percentage points

the increase in employment rate of disabled women between 2011 and 2017.

Employment rate of disabled persons aged 15 years and over

(based on LFS, 4th quarter of 2017)



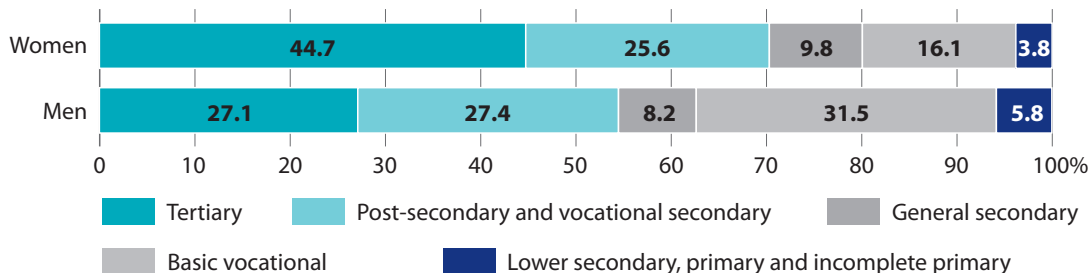
Tertiary

about 45% of employed women attained this education level.

The largest group of employed men has basic vocational education.

Employed persons aged 15 years and over by sex and level of education

(based on LFS, 4th quarter of 2017)

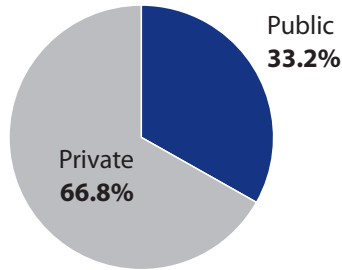


1/3

this is the share of employed women working in the public sector, the respective share among men is every 6th one.

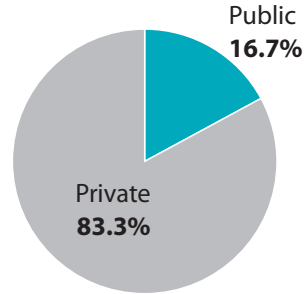
Employed women by ownership sector of their place of work

(based on LFS, 4th quarter of 2017)



Employed men by ownership sector of their place of work

(based on LFS, 4th quarter of 2017)

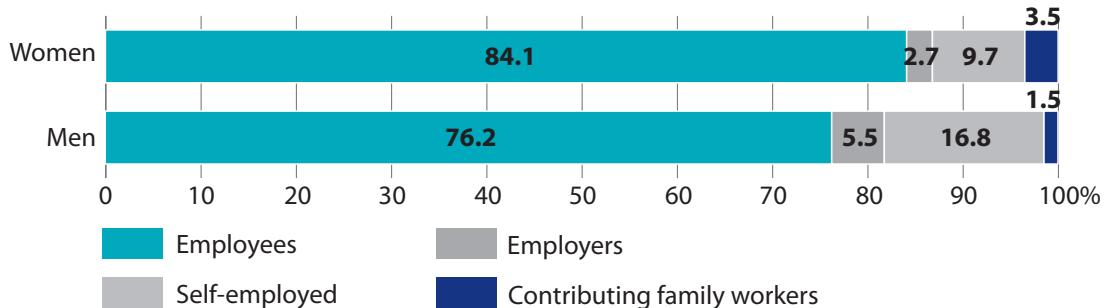


16.8%

this percentage of men are self-employed (without employees). Among women less than 10% is self-employed.

Employed persons aged 15 years and over by sex and status in employment

(based on LFS, 4th quarter of 2017)



16.5%

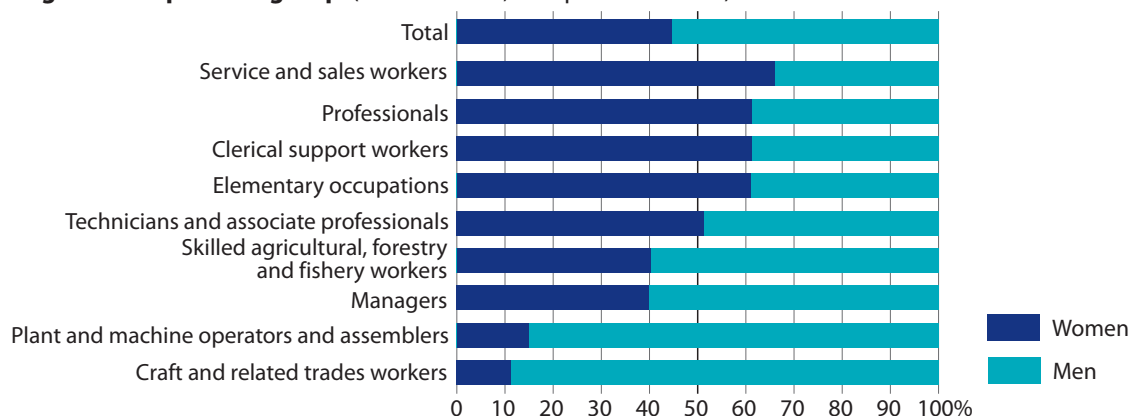
this percentage of women works part-time due to care for children or other persons.

Part-time employed persons aged 15 years and more by reasons for part-time employment (based on LFS in 4th quarter of 2017)

	Women	Men
Working part-time total (in % of all employed persons)	10.6	4.4
	Selected reasons for working part-time (in % of part-time employed persons)	
Persons preferring part-time job	51.0	50.0
Care for children or other persons or other personal reasons	16.5	4.5
No possibility to find a full time job	14.8	15.8
Education	7.6	12.6
Sickness, disability	4.5	10.4

In 5 occupational groups, the share of women is higher than the share of men.

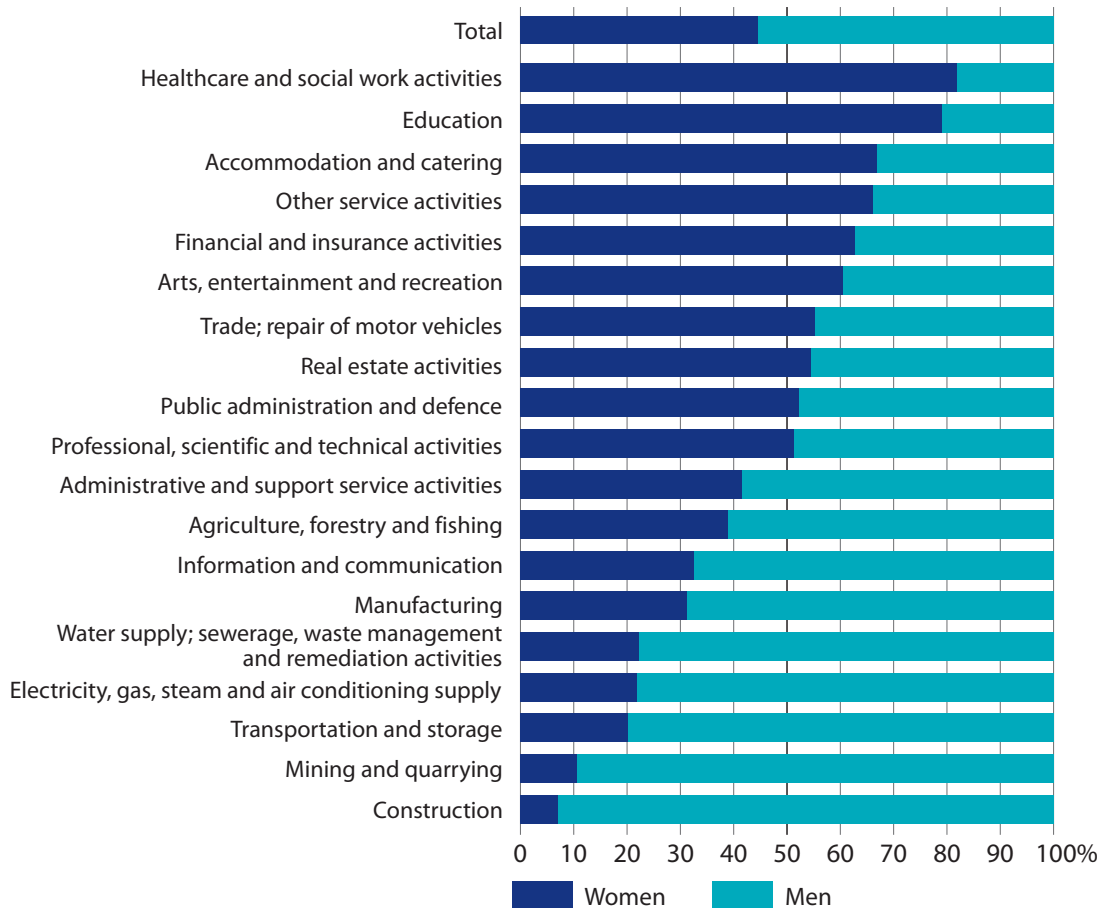
The share of women and men in the total number of the employed in a given occupational group (based on LFS, 4th quarter of 2017)



18.1%

the share of men among all employed persons in the group “Health care and social work”.
The lowest share of women is observed in “Construction”.

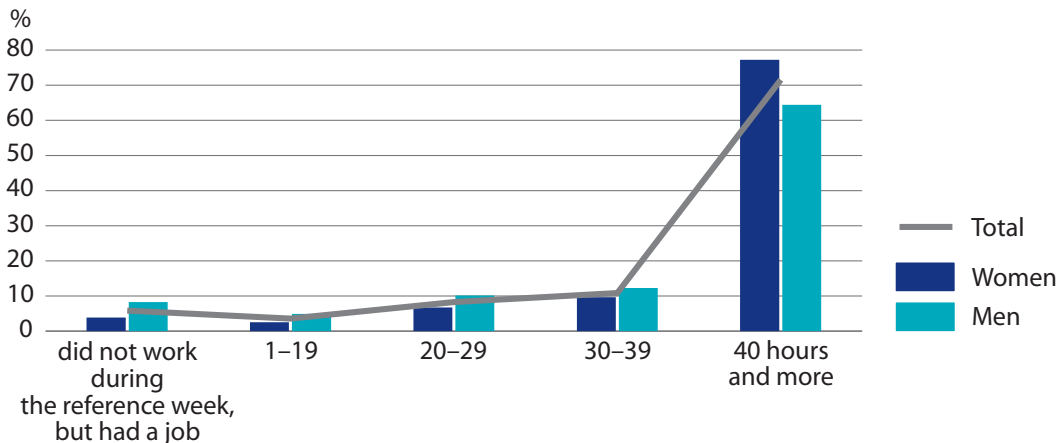
The share of women and men among employed persons by selected kinds of activity of their place of work (based on LFS, 4th quarter of 2017)



8.4 percentage points

by this percentage points the share of women working on average less than 40 hours a week is lower than the share of men.

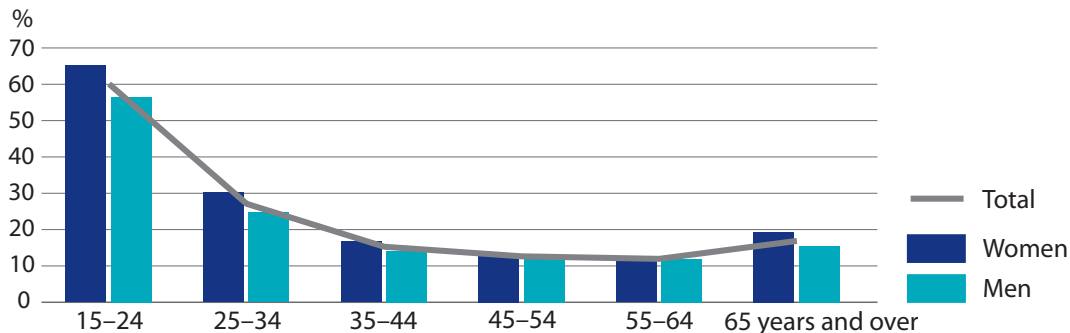
Working time of employed persons by number of hours worked per week in all places of work (based on LFS, 4th quarter of 2017)



45-64 years old

in these age groups no significant differences between men and women in the share of employed for limited duration were observed.

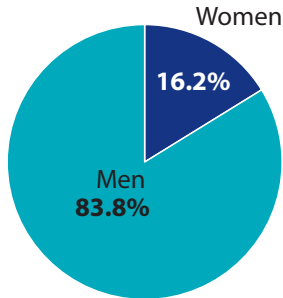
Share of employed persons with limited duration contract in total number of employees by sex and age (based on LFS, 4th quarter of 2017)



WORKING CONDITIONS

Employed in hazardous conditions by sex

(based on Working Conditions Survey, as of 31.12.2017)



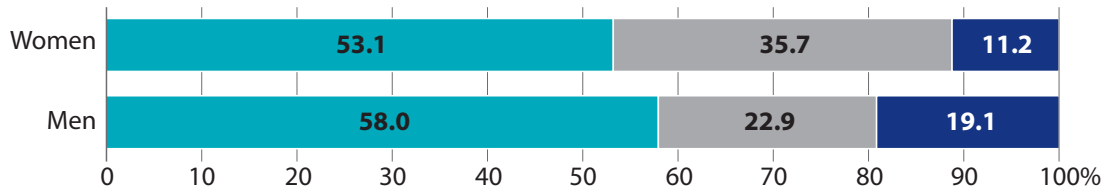
In 2017, **7.8%** of all employed persons worked in hazardous conditions. Men were the majority of all persons working in hazardous conditions, women constituted only slightly more than 16%.

Strenuousness of work

it is the only hazard that affects women more often than men.

Employed in hazardous conditions by type of hazard and sex

(based on Working Conditions Survey, as of 31.12.2017)



Hazards related to:

- working environment
- strenuousness of work
- mechanical factors

UNEMPLOYED PERSONS

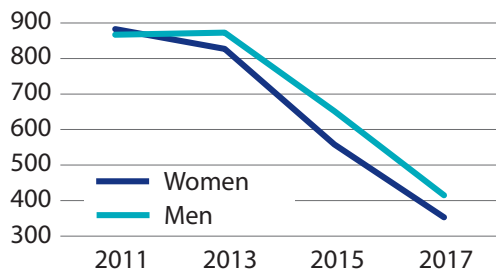
-60%

the decrease of number of unemployed women between 2011 and 2017.

At the same time, the number of unemployed men dropped by 52%.

The number of unemployed women and men
(based on LFS, 4th quarter of 2017)

in thous.

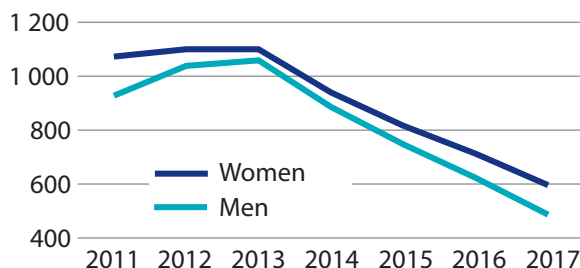


109K

by this amount the number of unemployed women exceeds the number of unemployed men.

Unemployed registered in labour offices by sex in years 2011–2017

thous.



Registered unemployment flow of women and men in the years 2011–2017
(during the period)

Specification	2012	2013	2014	2015	2016	2017
	in thousands					
	Women					
Inflow	1256	1286	1178	1149	1058	941
Outflow	1217	1286	1338	1272	1162	1058
Balance	39	0	-160	-123	-104	-117
Men						
Inflow	1399	1423	1275	1220	1112	974
Outflow	1284	1403	1448	1359	1236	1110
Balance	115	20	-173	-139	-124	-136

-6.2 percentage points

by that percentage points the unemployment rate of women decreased in the period 2011–2017.

The unemployment rate of men decreased by 4.4 percentage points during that time.

Unemployment rate by sex in years 2011–2017 (based on LFS, 4th quarter of 2017)

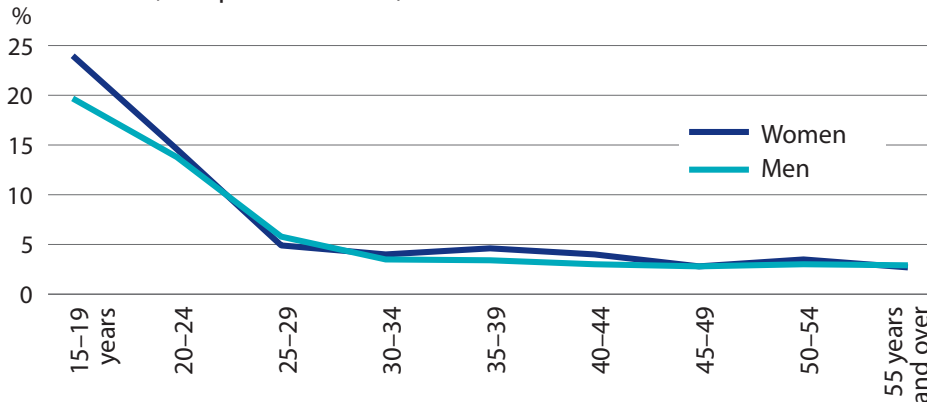
Years	Total		Working age population	
	women	men	women	men
	in %			
2011	10.8	8.8	11.1	9.0
2013	10.5	9.1	10.8	9.3
2015	7.1	6.8	7.3	6.9
2017	4.6	4.4	4.8	4.5

25–29 years and **55 years and more**

the only age groups with higher unemployment rate among women than men.

Unemployment rate by sex and age

(based on LFS, 4th quarter of 2017)

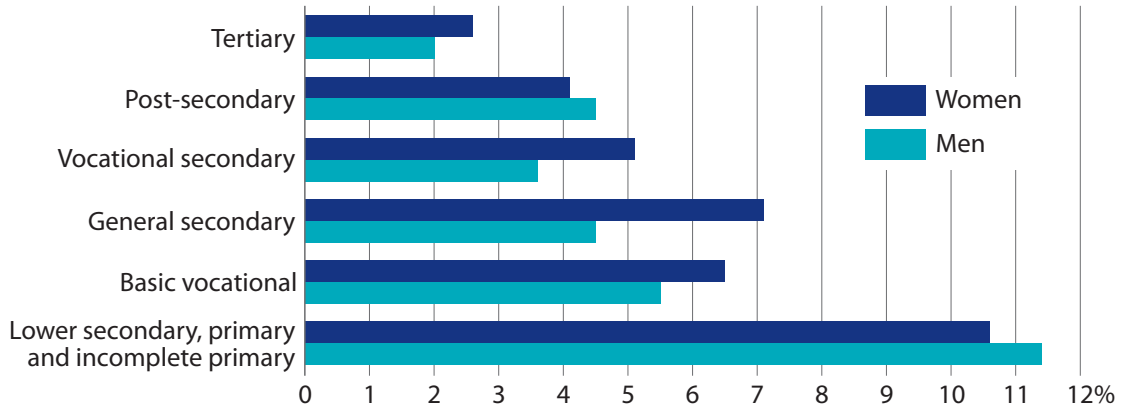


9.4 percentage points

the difference between unemployment rate of men with primary and tertiary education.

Unemployment rate by sex and level of education

(based on LFS, 4th quarter of 2017)

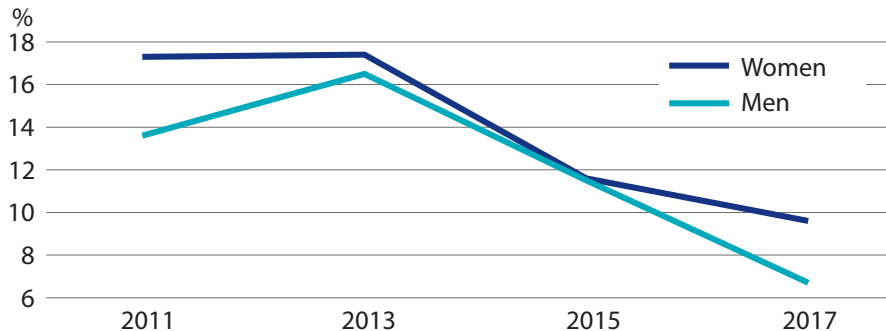


-7.7 percentage points

decrease in unemployment rate of disabled women between 2011 and 2017.

Unemployment rate of disabled persons by sex

(based on LFS, 4th quarter of 2017)

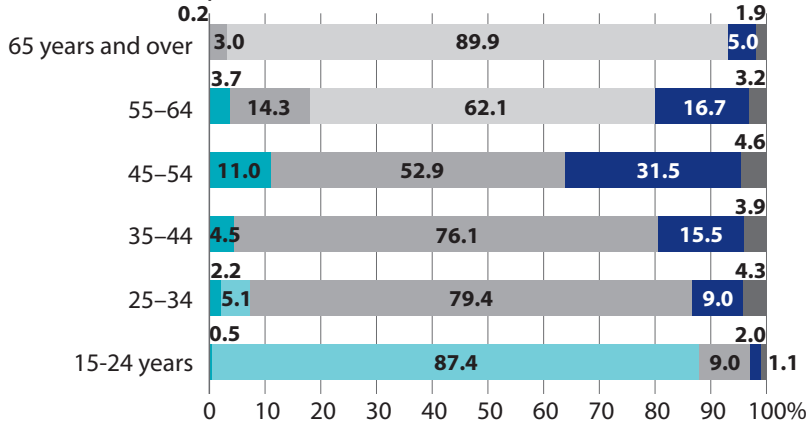


ECONOMICALLY INACTIVE PERSONS

Family reasons

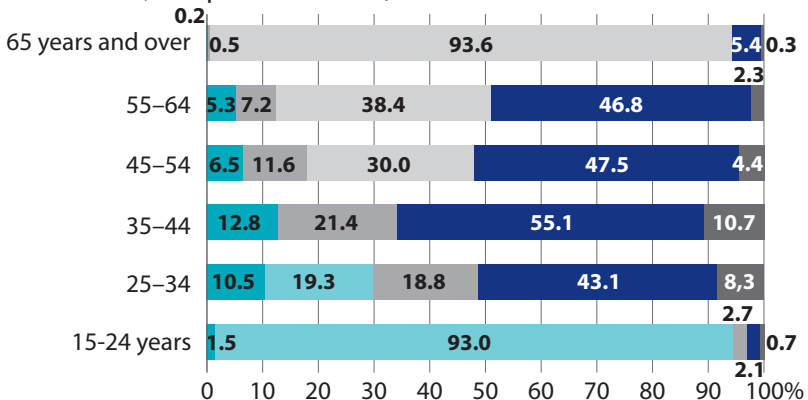
this is the second reason (after retirement) for inactivity among women.
The second reason among men is participating in education.

Economically inactive women by reasons of inactivity and age
(based on LFS, 4th quarter of 2017)



- Discouragement
- Education
- Family and household responsibilities
- Retirement
- Sickness, disability
- Other

Economically inactive men by reasons of inactivity and age
(based on LFS, 4th quarter of 2017)



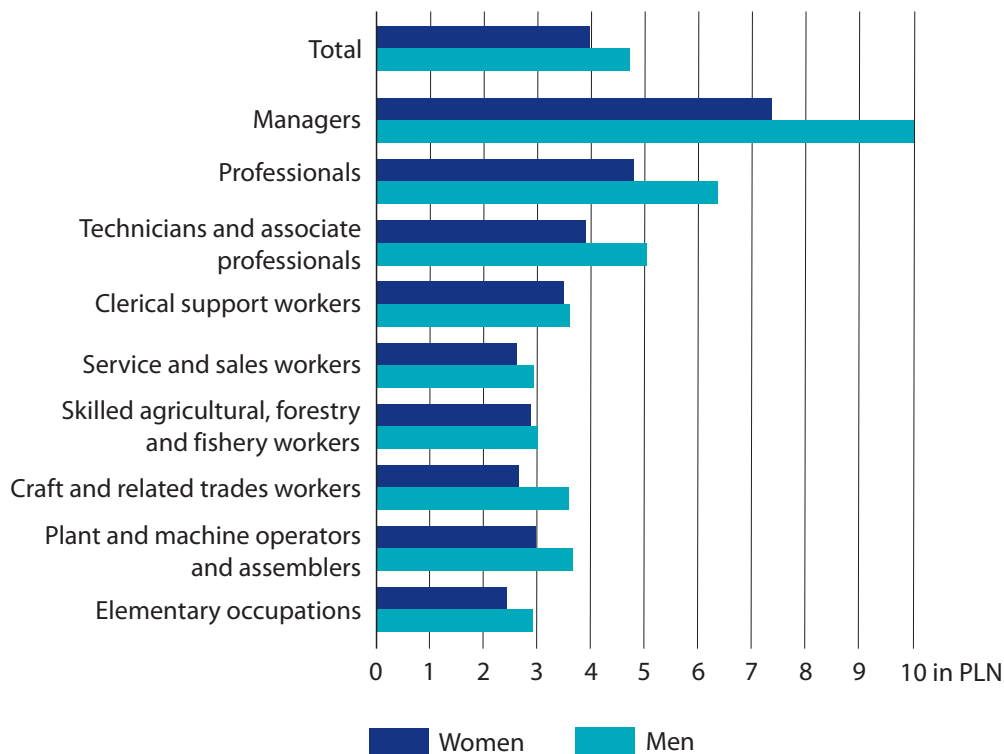
WAGES & SALARIES

(Based on the survey on structure of wages and salaries by occupations)

26%

by this amount the average earnings of women are lower than men's in the occupational group "Managers". This is the group with the highest difference.

Average gross monthly earnings by sex and occupational groups in October 2016

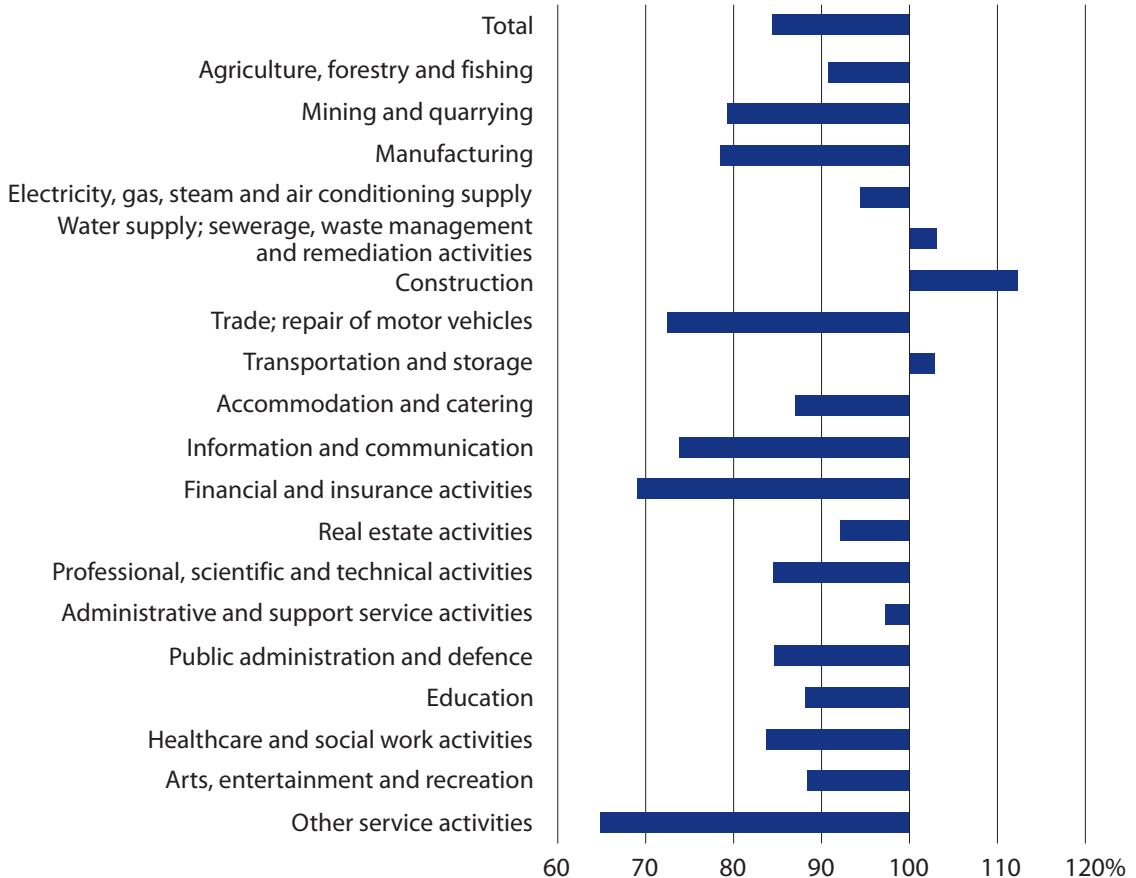


Construction

it is one of the three sectors where the average earnings of women are higher than men's.

At the same time, this is the sector with the lowest share of employed women.

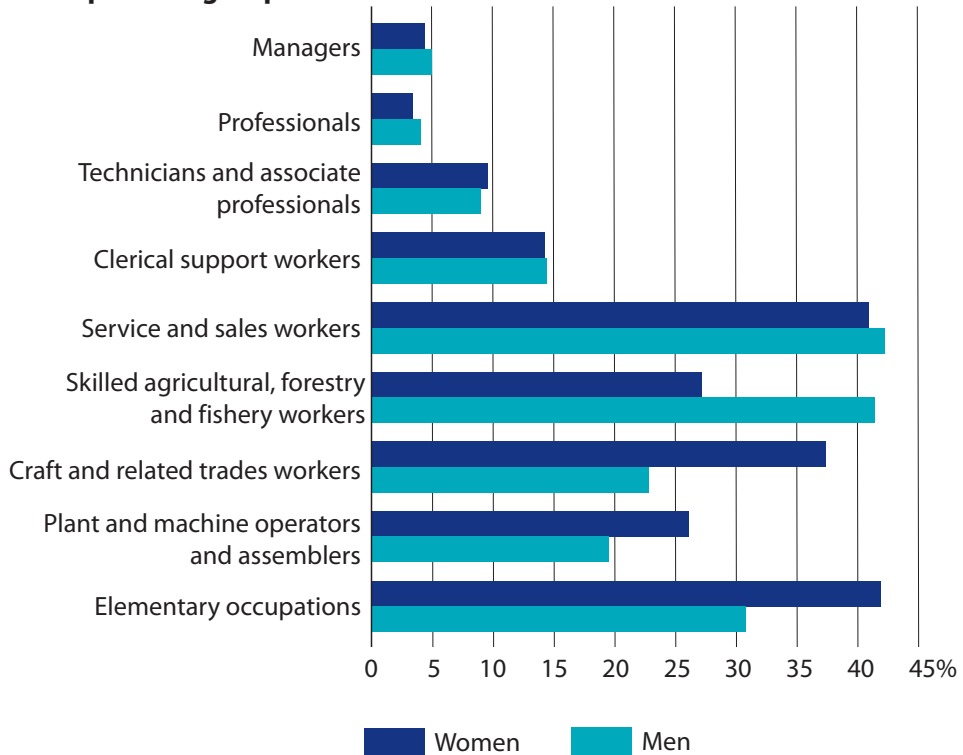
Ratio of average gross monthly earnings of women and men (Men's = 100%) by employer's type of activity in October 2016



14.6 percentage points

by this amount, the percentage of women is higher than men's in the occupational group "Craft and related trades workers" with low pay.

The share of employees with low earnings (not higher than 50% of average earnings) by sex and occupational groups in October 2016



10% with the lowest pay (1st decile)

only in this group, the average earnings of women are higher than earnings of men.

The earnings of women are less diversified

(lowest value of Gini coefficient).

Differentiation of earnings of men and women in October 2016

		Total	Women	Men
		In PLN		
5 th percentile	5% of lowest earners	1850	1850	1850
1 st decile	10% of lowest earners	1890	1910	1860
3 rd decile	30% of lowest earners	2673	2578	2788
median	exactly 50% of employees have lower and higher earnings	3511	3349	3697
7 th decile	30% of highest earners	4583	4317	4917
9 th decile	10% of highest earners	7200	6291	8065
95 th percentile	5% of highest earners	9549	8042	10843
		Coefficient value		
Gini coefficient		0.319	0.348	0.406
The ratio of average salary in 10th decile group to salary in 1st decile group		633.4%	523.0%	722.8%

Content-related works

Labour Market Department

Typesetting and graphics

Statistical Publishing Establishment