

Poland

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 100.0**. The overall score for Poland is lower than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Poland - Scores for *Women, Business and the Law 2024*



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 starting and running a business, and gender differences in property and inheritance, Poland gets a perfect score.

Areas for Improvement

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, the lowest score for Poland is on the indicator measuring laws affecting the size of a woman's pension (the WBL2024 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 (October 2nd, 2022 – October 1st, 2023).



Further data details for Poland are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/poland/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	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
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Passports, Arts. 3, 7, 13a and 18; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24
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
	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)(5), 4(2), 4(3), 4(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 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
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	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 be head of household in the same way as a man?	Yes	Family and Guardianship Code, Art. 23; Civil Code, Art. 8
	Is there legislation specifically addressing domestic violence?	Yes	Penal Code, Art. 207; Act on Counteraction of Domestic Violence, as amended by Act of 9 March 2023, Art. 2
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family and Guardianship Code, Art. 56
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family and Guardianship Code, Arts. 57-58
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 180(1)
	Does the government pay 100% of maternity leave benefits?	Yes	Act of 25 June 1999 on Social Insurance Benefits in Illness and Maternity, Arts. 3 and 61
	Is paid leave available to fathers?	Yes	Labor Code, Art. 182-3
Entrepreneurship	Is there paid parental leave?	Yes	Labor Code, Art. 182-1a
	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, Arts. 23 and 24
Assets	Can a woman register a business in the same way as a man?	Yes	Law of Entrepreneurs, Arts. 2 and 4
	Can a woman open a bank account in the same way as a man?	Yes	Family and Guardianship Code, Arts. 23 and 24
	Do men and women have equal ownership rights to immovable property?	Yes	Family and Guardianship Code, Arts. 23, 36 and 37
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 931
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 931
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family and Guardianship Code, Arts. 34-1 and 36-37
	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	Act of 17 December 1998 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	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	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)

