

Grażyna Marciniak
Central Statistical Office
Poland

GENDER DIFFERENCES IN THE LABOUR MARKET IN POLAND IN THE LIGHT OF MACRO-ECONOMIC CHANGES

(Paper prepared on ECE Work Session on Gender Statistics,
Geneva, 23-25 September 2002)

1

1989 - turning point that divided Poland's
post-war history into two parts

- before that crucial moment centrally
planned economy dominated

- it was the point indicated as beginning
of Poland's political system change and
transition to the market economy

2

**Restructuring of economy followed by
reducing of enterprises staff released
new phenomenon – unemployment
(not observed in socialist state)**

3

Changes in economy and their
consequences for labour market were
reflected in social life including
gender relations

4

Impact of macro-economic changes on gender differences can be presented by comparison of the situation before 1989 and in the period of transition

There are two important difficulties for making such analysis

5

Firstly statistical data described realities in two mentioned periods are incomparable because of:

- new phenomena rising as results of economy structure transition

and

- changes in the statistical system being effects of adoption of new methodology and definitions adjusted to the international recommendations

6

Secondly - it is difficult to exclude “pure” impact of macro-economic transition on gender differences because law, policy and economy factors influence each other and change in gender status is an combined effect of all those elements

7

The following issue was adopted in paper

- Start with presenting developments in law and policy achieved in the field of equal gender status of women and men during the transition period
- Then presentation of changes in conditions in free labour market in relation to the period of centrally governed economy

8

Changes in Law

Before 1989

- Principle of equal treatment of all citizens was proclaimed by appropriate constitutional article
- Ratification of international conventions:
 - on Equal Pay for Equal Work for Women and Men
 - on Equality in Employment
 - on the Elimination of All Forms of Discrimination against Women
- But those commitments were not carried out in practice

9

Changes in Law

In the period of transformation - further progress in legislation:

- The Constitution passed and adopted in 1997 includes article that says about equal rights of women and men in family, political, social and economic life and particularly equal rights to education, employment and promotion, equal pay for equal work, social security, to taking positions, performing functions and obtaining public honours and distinctions
- Amendment of Labour Code to which a new chapter was added “Equal Treatment of Women and Men”

10

Political Actions

- Before 1989 and at the beginning of nineties - the policy concerning women's situation was joined with the family policy
- Establishment of Government Commissioner for Women and Family (1991) and next Commissioner for Family and Women (1995)
- Implementation of National Action Programme for Women (1997) on the basis of voluntary commitment of the Polish government to realise final resolutions of Beijing conference
- Appointment of Government Commissioner for Equal Status of Women and Men (2001)
- Activity of the Parliamentary Women's Group that elaborated project of the law on gender equality including postulates similar to legally acting in the modern, industrialised societies

11

Changes in the Labour Market Conditions

Before 1989

- Constitutions guaranteed the right to employment for the entire working-age population (there was no unemployment)
- Employed women usually worked full-time throughout their occupational life
- Women often undertook professional work supported by family benefits and unpaid services within the range of child care
- Majority of women occupied manual positions

12

Changes in the Labour Market Conditions

In the free labour market

- Women and men have to compete now for a job
- They have opportunities to engage in own-account work or self-employment
- Greater possibilities of using oneself efficiency, initiative and capability
- Difficulties with finding and keeping a job and unemployment affected women to a greater extent than men
- Increasing gap between women's needs and aspirations and their realisation in practice
- Change in the employment structure - majority of women work now on non-manual positions

13

Signs of Non-equal Gender Status in Poland's Labour Market

In economical activity and employment

- Discriminatory practices were observed in seeking and performing of work as well as in participation in training for improvement of professional qualifications
- Gender differences are reflected in activity and employment rates - in 2001 there was 65% of economically active men and 50 % of women
- Positive symptom - the decline of economic activity observed during the whole transition period was slower for women than in the case of men

14

Signs of Non-equal Gender Status in Poland's Labour Market

In employment

- Female employment rate is lower by almost 1/5 than male rate - 40 women per 100 at the age of 15 and over were employed (53% among men)
- Some occupational groups are feminised (clerks, employed in health-care and social work, in education and financial intermediation)
- Women are more often unemployed than men and they are often unemployed for long term (over 12 months) although they are on average better educated than men

15

Signs of Non-equal Gender Status in Poland's Labour Market

In earnings

- Gender is a factor affecting differences in earnings - female remuneration is on average lower by about 18% than wages and salaries of men
- In the nineties some decrease in gender gap was observed due to the structural changes in women's employment

16

**ACTIVITY RATE OF POPULATION
BY GENDER IN THE YEARS 1994-2001**

Years	Men in %	Women
1994	67.0	52.2
1995	66.5	51.1
1996	65.9	50.6
1997	65.5	50.0
1998	64.9	50.0
1999	64.3	49.7
2000	64.3	49.2
2001	63.8	50.2

17

**EMPLOYMENT RATE BY GENDER IN THE
YEARS 1994 - 2001**

Years	Men in %	Women
1994	58.8	44.0
1995	58.5	43.7
1996	59.4	43.8
1997	59.8	44.0
1998	58.9	43.9
1999	55.9	40.7
2000	55.2	40.3
2001	53.0	40.1

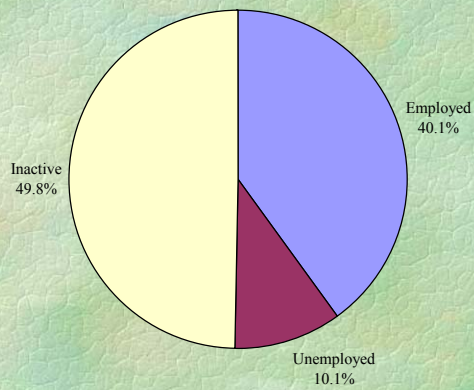
18

UNEMPLOYMENT RATE BY GENDER IN THE YEARS 1994 – 2001

Years	Men in %	Women
1994	12.3	15.7
1995	12.1	14.4
1996	9.9	13.4
1997	8.7	12.0
1998	9.3	12.2
1999	13.0	18.1
2000	14.2	18.1
2001	17.0	20.0

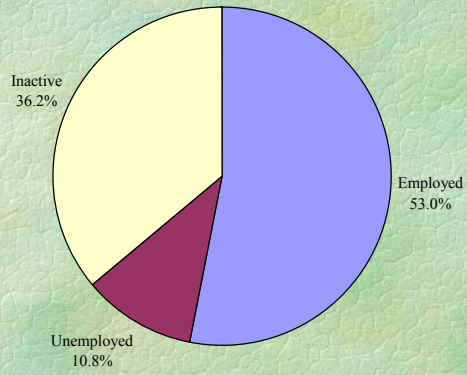
19

WOMEN AGED 15 YEARS AND MORE BY ECONOMIC ACTIVITY IN 2001



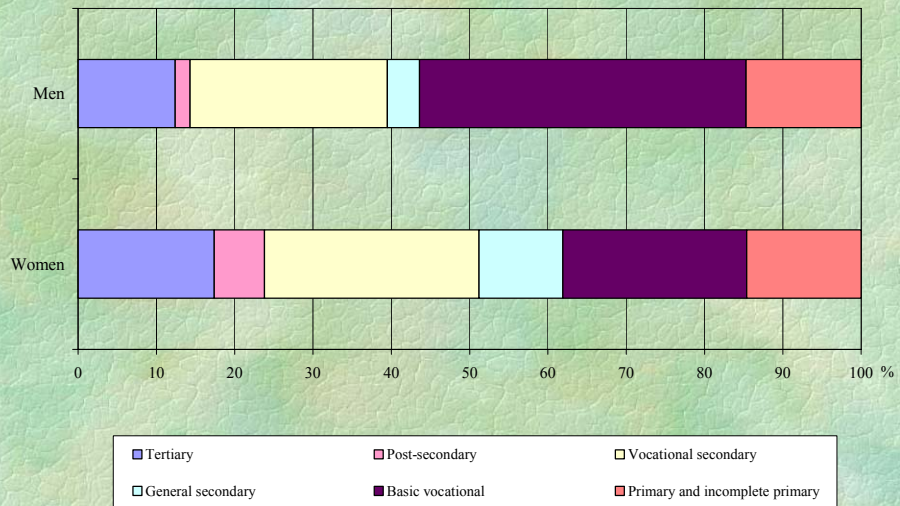
20

MEN AGED 15 YEARS AND MORE BY ECONOMIC ACTIVITY IN 2001



21

THE EMPLOYED BY GENDER AND EDUCATIONAL LEVEL IN 2001



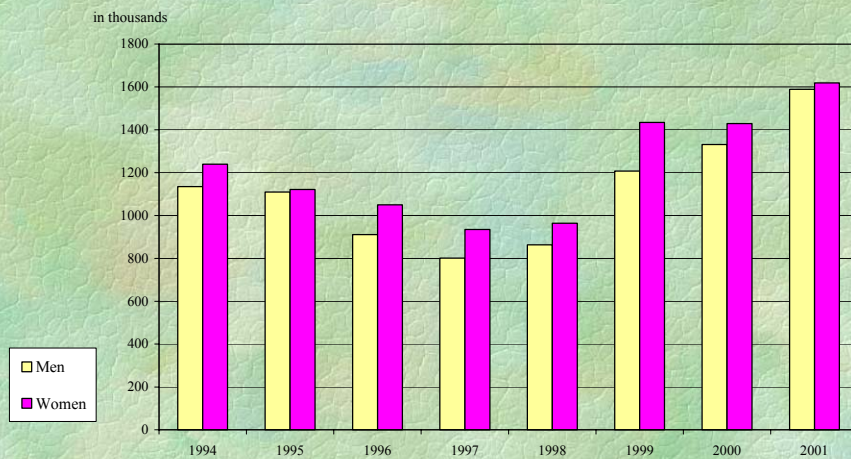
22

THE EMPLOYED BY GENDER AND STATUS IN EMPLOYMENT IN 2001



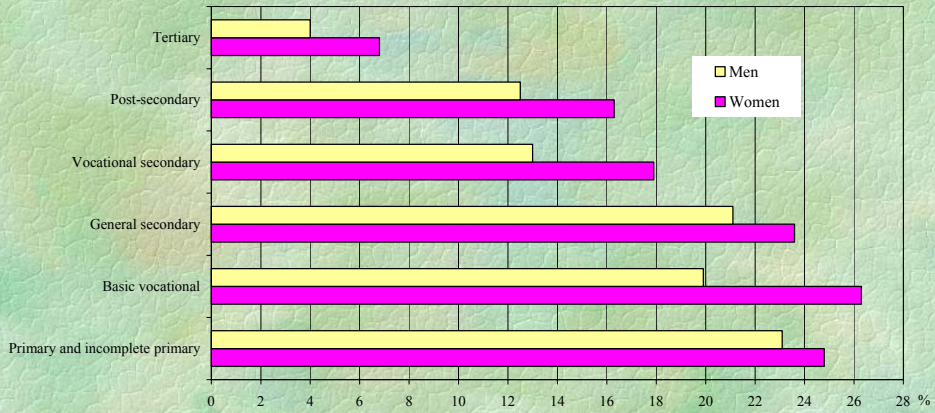
23

NUMBER OF UNEMPLOYED WOMEN AND MEN ACCORDING TO THE LFS IN THE YEARS 1994-2001



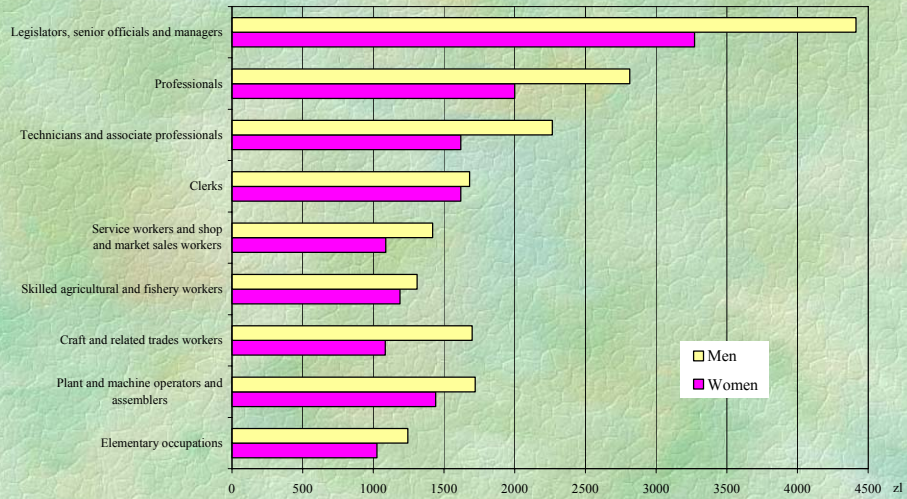
24

UNEMPLOYMENT RATE BY GENDER AND EDUCATIONAL LEVEL IN 2001



25

GROSS MONTHLY WAGES AND SALARIES BY GENDER AND OCCUPATIONAL GROUPS IN OCTOBER 1999



26