



European network of legal experts in gender equality and non-discrimination

NEWS REPORT

Country:	Poland
Title:	The Ministry of Family, Work and Social Policy (MRPiPS) published a free app to measure the gender pay gap on its website
Date:	22 February 2018
Expert:	Eleonora Zielińska
<u>Context</u>	
Issue at stake:	Since 2013 the Government has promised to take radical steps in order to eliminate the gender pay gap. This has resulted in a tool to measure the gap which has been made publicly accessible to all employers.
Ground of discrimination:	Sex
Source:	Policy development
Field:	Equal pay
Applicable law:	The Polish Constitution, Labour Code and Antidiscrimination Law

Context

Women in Poland earn approximately 7 - 17 % less than men, depending on the methodology used for collecting and processing data. This translates approximately to 700,- PLZ (EUR 175) less wage. The higher the post, the larger becomes the pay gap, reaching up to thousands of PLZ. A report prepared by the Institute for Structural Research¹ indicates that the average hourly rate in Poland is approximately 10 % lower for women than for men. The pay gap increases even further, when considering that woman in Poland more often are better educated and work in branches with relatively higher salaries. After considering those and other factors, the average (adjusted) pay gap between men and women amounts to approximately 20 %. This difference in pay between women and men, which isn't justified by the characteristics of the workers, is relatively high in Poland, when compared to other European Countries. With respect to public companies the gender pay gap is relatively low. However, the pay gap in private companies who employ the largest group, is relatively high, also in comparison with other countries in our region. It is also significantly above the EU average pay-gap. The pay gap is also visible in flexible wage components. Woman tend to receive premiums and bonuses more frequently than men, yet the amounts are significantly lower. The adjusted pay gap amongst persons employed in companies employing 9 or more workers

¹ The report was prepared by: I. Magda, J. Tyrowicz, L. van der Velde), Warsaw 2015. A link to this report is available on the same web page of the Ministry, as the link to the gender-pay-gap tool, https://www.mpips.gov.pl/gfx/mpips/userfiles/public/1_NOWA%20STRONA/Aktualnosci/2017/Nierownosc_PlacowaRaport.pdf (accessed 20 January 2018).

is even higher, amounting to as much as 30 %. Research has shown, that in Poland the phenomenon of so called glass ceiling, or sticky floor is quite present. In the conclusion of this report the authors say, that: "a relatively high and stable scale of (adjusted) pay inequalities, especially in the private sector, seems to indicate, that actions from the state policy are required".

Key points of analysis: The introduction of the pay-gap comparison tool by the MRPiPS is an attempt to address this problem. The Ministry emphasizes that the gender pay-gap is a complex phenomenon, because it is the result of many factors combined, influencing the situation of woman and men on the labour market. There are objective differences, such as different levels of education, professional experience or exercised profession. There are also factors on which workers have less influence, such as segregation of the labour market, or length of service resulting from different social roles of men and women. Therefore, on the Ministry's web page, where the link to the tool has been made available, employers are encouraged to use it, in order to provide equal pay for equal jobs or jobs of equal value, not only because it is an obligation of the employers, but also because it brings many advantages. It is promoted as: *„a way of creating more attractive work places, which will appeal to the most talented persons and motivate current employees. This on the other hand translates into higher competitiveness of a particular employer, which is very important, given the current situation on the 'employee market'".* The MRIPS also emphasizes that many companies monitor the average pay with respect to different groups of employees. Point of reference is usually the average for the whole entity or a particular section. Without negating such approach the MRPiPS proposes to attempt to estimate the so called „corrected pay gap”, where employee's wages are compared, under consideration of such features as: sex, age, education, occupied position, work time or length of service. Employees are also encouraged to *„use the option of sending to the MRPiPS the corrected gender pay gap, together with information indicated by the user of the application, which will be used only for statistical purposes".* The Ministry guarantees full anonymity of the users.

Sources:

<https://www.mpips.gov.pl/narzedzie-do-mierzenia-luki-placowej>,
https://www.mpips.gov.pl/gfx/mpips/userfiles/_public/1_NOWA%20STRONA/Aktualnosci/2017/NierownoscPlacowa_raport.pdf,
<https://www.mpips.gov.pl/aktualnosci-wszystkie/art,5543,9609,luka-placowa-w-polsce.html>. <http://infostrow.pl/biznes/kobiety-w-polsce-zarabiaja-sporo-mniej-niz-mezczyzni/cid,80064,a> (accessed 20 January 2018).