



# EUROPE OF EQUAL PAY. POLISH PROPOSAL FOR LEGAL SOLUTIONS.

A CONFERENCE BY THE WOMEN'S CONGRESS ASSOCIATION

4<sup>th</sup> March, 10.00 - 14.30, Villa Foksal

The main objective of the conference is to present **a proposal for legislation** limiting the gender wage gap in Poland, prepared by a panel of experts chaired by the Women Congress. Members of Parliament, academia, trade unions, business, NGOs and diplomatic missions from Norway, Iceland, Denmark, UK will participate in the discussion about the problem of the wage gap and its elimination.

## LEGISLATION PROPOSAL TO ELIMINATE THE GENDER WAGE GAP

The originator and initiator of the project is **the Women's Congress Association (SKK)**, and the co-authors are prof. Anna Rakowska-Trela, prof. Jacek Męcina, prof. Iga Magda, and dr Ewa Rumińska-Zimny.

- The legislation requires employers who employ on average no fewer than 20 people a year to prepare a report for the Minister of Labour, no later than the 31 of March each year. This report must include information about the difference (%) between the wages of men and women employed in the previous year.
- The wage differences must pertain to gross income which must include base salary, paid holidays and other elements of remuneration (such as discretionary bonuses). This reporting duty will include income for full-employment and part-time contracts, agency contracts, and contracts for the performance of services, or management contracts for every year which is covered by the report.
- If the employer shows in the annual comparative report of gross wages the preceding calendar year differences in the level of remuneration for any sex, the employer shall prepare and submit a corrective plan setting out the ways and timing for the elimination of the pay gap.
- The Minister of Labour will present by the end of the third quarter of each year a detailed range of information provided by employers, together with an analysis of information on the development of men and women's salaries for the analysis and opinion of the Social Dialog Council.
- The Act shall enter into force within 12 months following its adoption. It will be gradually implemented and shall be applicable to:
  - from 1 January 2023, employers with more than 500 employees;
  - from January 2024, employers with 250 to 500 employees;
  - from January 2025, employers with 20 to 249 employees.

The reports shall be published on a dedicated website of the Ministry of Family, Labour and Social Policy. Employers will also be required to publish the reports on their own website.

The role of **the Women's Congress (SKK)** is to support the legislative process through the work of a team of experts by creating a partner platform (trade unions, employers, women's organizations, media) as well as public discussion and promotion of the project.



## WHY DO WE NEED A BILL?

For over 20 years average the gender wage gap remains on a relatively high level, (**19%**, CSO). The gender pay gap is clearly visible especially in the private sector, and in variable components of remuneration, such as bonuses and prizes. If the latter is taken into account, the adjusted wage gap in companies with at least 9 employees is as high as **30%**. A comparison with other EU companies, based on the same methodology and data sources, indicates that the wage gap is relatively high in Poland, especially in the private sector, where it exceeded **28%** in 2014.

Such inequality is a striking example of injustice and discrimination against women on labor markets.

A significant reduction / elimination of the pay gap is one of the factors necessary for desired changes in the labor market: the greater inclusion of women in the market and reducing the risk of low future pensions.

## CONTACT REGARDING THE LEGISLATION:

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