

# PAY GAP BETWEEN WOMEN AND MEN WITH BASIC VOCATIONAL EDUCATION

AN ANALYSIS OF STATISTICAL DATA  
CONCERNING THE LABOUR MARKET,  
PAY DISPARITIES  
AND THE OPINIONS OF THE FEMALE  
RESPONDENTS IN 2015.





# PAY GAP BETWEEN WOMEN AND MEN WITH BASIC VOCATIONAL EDUCATION

**An Analysis of Statistical Data  
Concerning the Labour Market,  
Pay Disparities and the Opinions of  
the Female Respondents in 2015.**

**Karat Coalition**

---



The views and opinions presented in this publication are the views of the Author and the Karat Coalition Association and do not need to be shared by the EEA Grants or Batory Foundation.



Preparation of the report:  
Karat Coalition Association  
Warsaw 2015

Author: **Ewa Lisowska** Ph.D, Warsaw School of Economics  
Consultation: **Kinga Lohmann**

Cover design, graphic design and typesetting and text makeup by Teresa Oleszczuk

This publication is publicly available free of charge. Not for resale.

This publication is published under Creative Commons License:

Attribution-Non Commercial-Share Alike 4.0. International (CC BY 4.0)

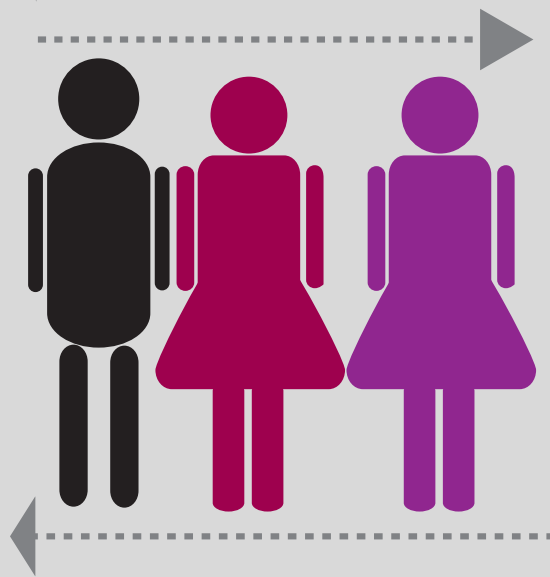
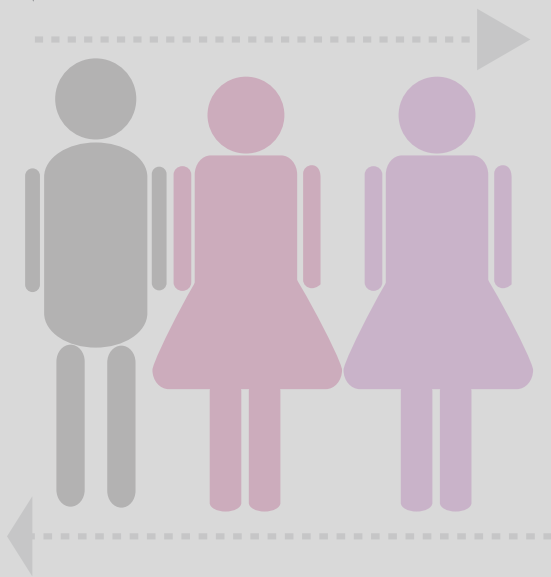
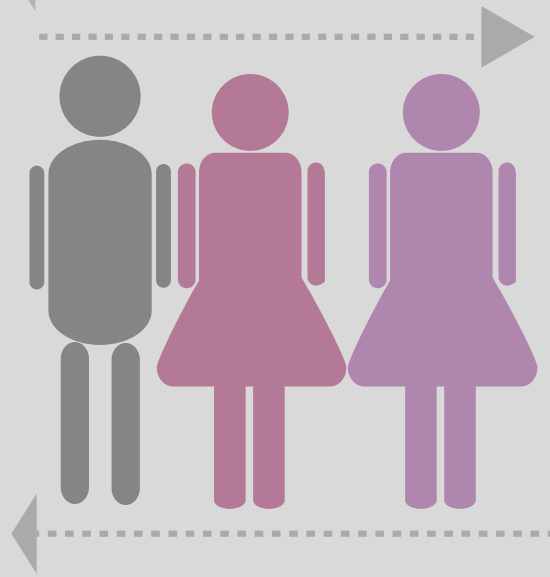
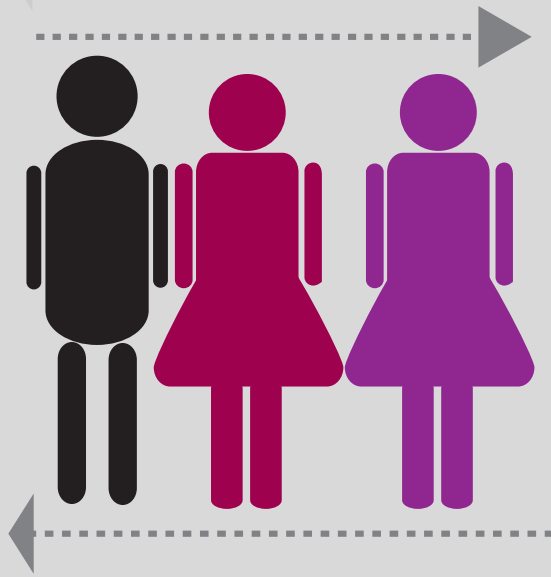
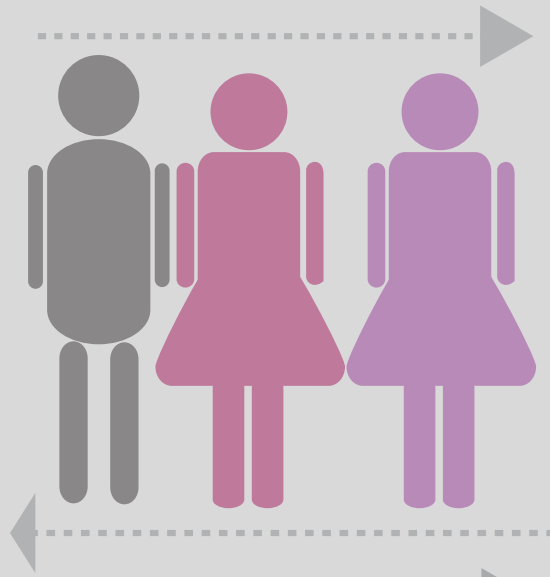
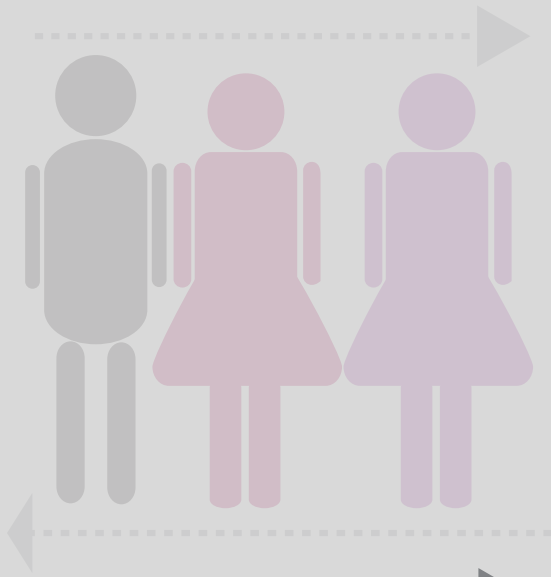
Publisher: Karat Coalition  
ul. Walecznych 26 m. 5  
03-916 Warsaw  
Tel.: 22 628 2003  
e-mail: [secretariat@karat.org.pl](mailto:secretariat@karat.org.pl)  
[www.karat.org](http://www.karat.org)

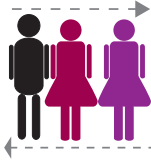


This report is a part of a project  
“Intersectional discrimination.  
Gender and vocational training”  
conducted as part of  
Citizens for Democracy programme  
financed by EEA Grants

# Table of Contents

Introduction.....	5
Part I. Economic activity of women and men with basic vocational education .....	7
1.1. Economic activity, employment and unemployment rates in 2010–2015.....	7
1.2. Persons in employment by level of education, age, sector of ownership and status in employment .....	10
1.3. Self-employed .....	14
1.4. Economic inactivity of women and men .....	16
1.5. The reasons for high level of economic inactivity of women .....	17
Part II. Wages of women and men with basic vocational education .....	19
2.1. Average monthly gross wage (based on CSO data from the years 2006, 2008, 2010 and 2012) .....	19
2.2. Hourly rates (based on CSO data from the years 2006, 2008, 2010 and 2012) .....	21
2.3. Pay disparity between women and men in selected occupations (based on CSO data 2012) .....	23
2.4. Median wage of women and men (based on Sedlak & Sedlak data 2014) .....	24
Summary and conclusions.....	27
Recommendations .....	30
Bibliography .....	31
Table index.....	32
Chart index.....	32





## Introduction

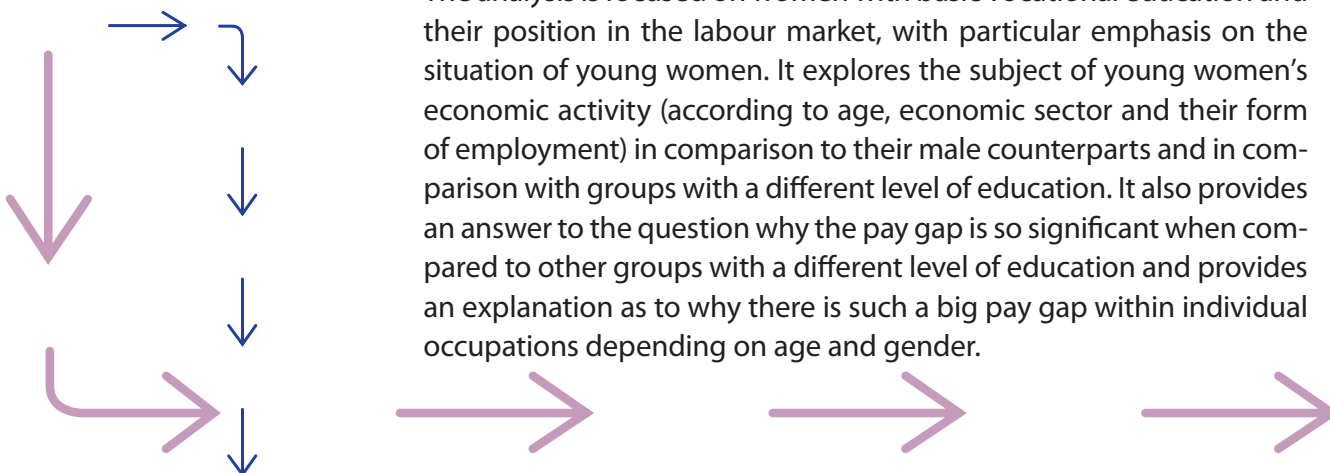
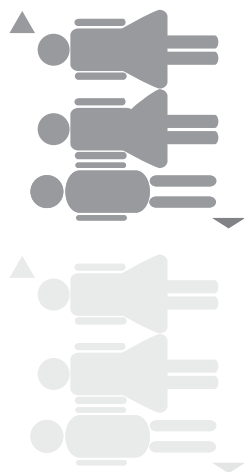
There are many works which analyze the gender pay gap in Poland and its causes [Cichomski 2006; Goraus, Tyrowicz 2014; Grajek 2003; Lisowska 2012; Matuszewska-Janica, Witkowska 2010; Magda, Potoczna 2014; Słoczyński 2012; Zajkowska 2013]. They indicate that women earn less than men irrespective of the level of education, economic sector, professional field and the size of an enterprise. There are very few occupations where the average pay of women is equal or higher than the men's pay. The pay gap can only in part be explained by factors such as level of education, job seniority, experience and breaks in employment relating to child care. The theory of human capital fails to fully explain gender pay gap as it does not account for the cultural factors. Stereotypical perception of male and female roles in the workplace impacts both the occupational choices of men and women as well as the way they are perceived by the employers as the job candidates [Mandal 2014; Lisowska 2013]. Cultural factors influence the level of pay so that the occupations seen as 'masculine' are better paid than the occupations considered as 'feminine'. Even when women enter the so-called 'masculine' job market, they still earn less than their male counterparts. **Relatively the highest pay gap is observed between men and women with basic vocational education.**

In Poland we have recently seen the emergence of a debate concerning the development of basic vocational education and the need to reinforce its role in the national education policy in a way that could respond to the growing needs of the labour market. There is currently a growing demand both for qualified workers in the traditional professions as well as modern ones, related to new computer technologies and changing lifestyles. Basic vocational schools (BVS) are dominated by men. In the school year 2013/2014 they constituted 71% of the total

number of students while girls only constituted 29% [Oświata i wycho-  
wanie..., 2014, p. 72]. Men choose mostly engineering-technical cour-  
ses and those related to architecture and construction. Women on the  
other hand tend to choose business and administration profiles as well  
as services (traditional services for citizens). There is less market de-  
mand for these 'feminine' professions as the saturation of the market  
with this type of workers is already high. In the case of female students  
of vocational schools we witness a certain lack of synchronisation of  
the educational offer with the needs of the labour market. In their cur-  
rent form, basic vocational schools no longer seem to be an attractive  
option for women [Rekomendacje..., 2010, p. 9]. Their educational offer  
is limited and they do not encourage girls to choose non-traditional  
for them vocational training programmes.

**THE PURPOSE OF THE DATA ANALYSIS.** The purpose of this report is to pro-  
vide an analysis of the pay gap between men and women with basic  
vocational education in the context of their economic activity and edu-  
cational options. The analysis is based on the quarterly Labour Force  
Survey in Poland (over the years 2010–2015) and the study on the pay  
levels conducted biennially by the Central Statistical Office (CSO) of Po-  
land on a representative sample of enterprises of 10 and more employ-  
ees (for years 2006, 2008, 2010 and 2012). The analysis of the pay gap  
will be augmented by the findings of a study by Sedlak & Sedlak 2014,  
conducted by means of an internet survey with a large, although not  
representative sample of the Polish society, in which the respondents  
provide information on their income. The results of the quantitative  
studies will be supplemented and illustrated by first-hand testimonies  
of both employed and unemployed women with basic vocational edu-  
cation which were registered during a series of interviews (both indi-  
vidual interviews and focus groups) in a few Polish cities in May 2015.

The analysis is focused on women with basic vocational education and  
their position in the labour market, with particular emphasis on the  
situation of young women. It explores the subject of young women's  
economic activity (according to age, economic sector and their form  
of employment) in comparison to their male counterparts and in com-  
parison with groups with a different level of education. It also provides  
an answer to the question why the pay gap is so significant when com-  
pared to other groups with a different level of education and provides  
an explanation as to why there is such a big pay gap within individual  
occupations depending on age and gender.





## PART I. ECONOMIC ACTIVITY OF WOMEN AND MEN WITH BASIC VOCATIONAL EDUCATION

### 1.1. ECONOMIC ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES IN 2010–2015

Over the years 2010–2015 the economic activity rate<sup>1</sup> for men and women with basic vocational education dropped by several percentage points (SEE TABLE 1). The employment rate has also dropped, i.e. the share of the employed persons aged 15 and more: in the case of men it has been more severe than in the case of women (1.8 versus 1.2 percentage points). The unemployment rate has reduced – more significantly in the female group (by 3pp) than men (by 1 pp) but in each year included in the study the female unemployment rate was higher than that of male unemployment. In 2013, it stood at 16% for women and 13% for men and in 2015 these figures reduced to 11.1% for the former and 10.7% for the latter group.

Economic activity rate of people with basic vocational education is higher than average for the age-group of 15 and above. It is particularly noticeable among the male population (economic activity rate is higher by 4–8 pp depending on a year) than in the female population (higher by 1–5 pp). A similar pattern can be seen in employment rate – it is higher than average for the male population above the age of 15 whereas subtly lower for women. For every 100 women with basic vocational education there are 43 employed women (compared with 44 in the entire population) and for every 100 men with basic vocational education there are nearly 61 employed men (compared with 59 in the entire population).

<sup>1</sup> According to the Central Statistical Office of Poland classification, the economic activity rate is the percentage of employed population and those seeking employment aged 15 and above among total population; employment rate is the percentage of employed population aged 15 and above among total population; unemployment rate is the percentage of the unemployed in the number of the economically active.

**TABLE 1. Economic Activity Rate, Employment Rate and Unemployment Rate for Men and Women with Basic Vocational Education in the Years 2010–2015 (first quarter, in %)**

Year	Economic Activity Rate		Employment Rate		Unemployment Rate	
	Men	Women	Men	Women	Men	Women
2010	71.0 (63.2)*	52.0 (47.2)	62.5 (56.6)	44.6 (42.2)	11.9 (10.5)	14.2 (10.7)
2011	70.0 (63.5)	50.8 (47.4)	62.3 (57.2)	44.0 (42.6)	11.1 (10.0)	13.4 (10.1)
2012	69.3 (63.7)	51.0 (47.8)	60.9 (57.3)	43.9 (42.6)	12.1 (10.1)	13.9 (11.0)
2013	68.8 (64.0)	49.4 (47.7)	59.8 (57.1)	41.6 (42.0)	13.2 (10.8)	15.7 (11.9)
2014	68.4 (64.2)	49.9 (48.7)	59.7 (57.6)	42.7 (43.3)	12.7 (10.3)	14.3 (11.0)
2015	68.0 (64.3)	48.9 (48.3)	60.7 (58.8)	43.4 (44.1)	10.7 (8.5)	11.1 (8.8)

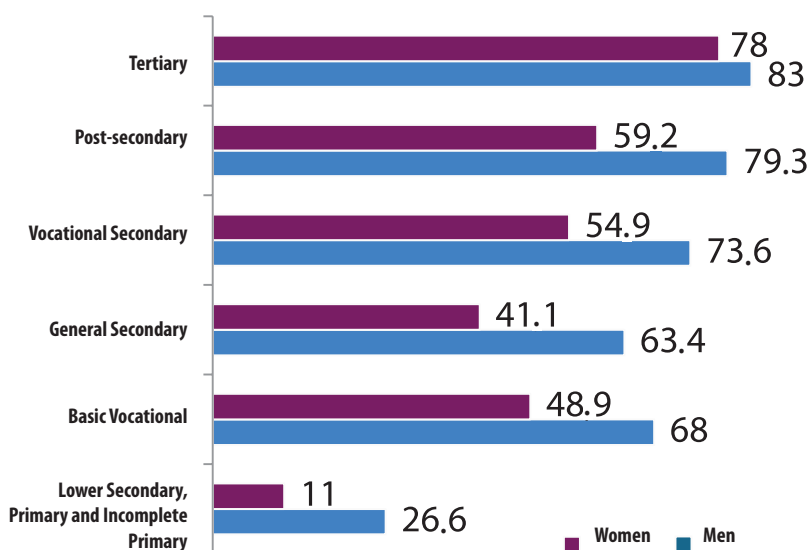
Source: Labour Force Survey in Poland, I quarter 2010–2012, 2013, 2014 i 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2010–2012, 2013, 2014 i 2015, „Informacje i Opracowania Statystyczne”, CSO).

\* The figure in the brackets stands for the entire population of the age group of 15 and above.

**ECONOMIC ACTIVITY BY LEVEL OF EDUCATION.** The group with the highest economic activity rate is people with tertiary education (both men and women) and men with post-secondary and secondary vocational education (SEE CHART 1). The least economically active group is people without a profession, i.e. graduates of at most gymnasium or general secondary school.

**Chart 1. Economic Activity Rate for Women and Men by Level of Education (first quarter of 2015, in %)**

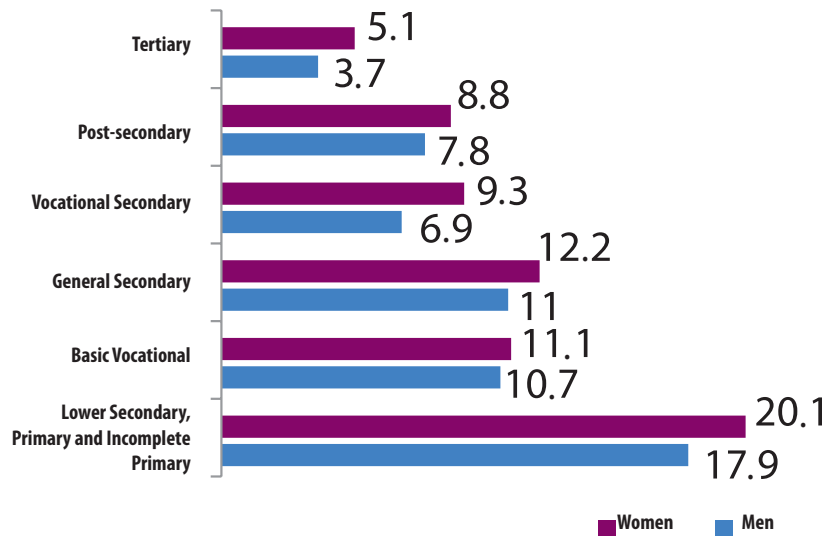
Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 71).



**UNEMPLOYMENT RATE BY LEVEL OF EDUCATION.** The unemployment rate among men and women with basic vocational education is higher than in the total of the population (SEE CHART 2). This indicates that people with basic vocational education experience more difficulties finding a job. The interviews conducted in 2015<sup>2</sup> with women with basic vocational education show that it is not difficult to find just any type of work, but it is really difficult to find one offering a living wage. Women with basic vocational education are offered very low-paid positions (one of the respondents from Kielce said *she worked in a hair salon 6 days a week, 8 hours per day and she received 600 PLN per month, so that her daily rate was 20 PLN. After two months she decided to quit.*) Interviews conducted in Warmian-Masurian Voivodeship demonstrate that having the experience of economic migration, women find it particularly hard to accept very low rates offered by the Polish employers, especially considering the fact that they do not only have professional experience but they are also professionally trained. The women also find it very difficult to secure a job in their profession immediately after completing their training.

Chart 2. Unemployment Rate of Women and Men by Level of Education (first quarter of 2015, in %)

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne, GUS, Warsaw, 2015, p. 71).



The lowest unemployment figures are those for men and women with tertiary education. Another group with a relatively low unemployment rate is people with secondary vocational and post-secondary education. The highest unemployment rate is recorded in the primary and lower-secondary education group. In each group, unemployment rates are higher for women than for men.

<sup>2</sup> Those were interviews conducted with both employed and unemployed women with basic vocational education aged 20–34 within 6 focus groups and 6 in-depth individual interviews with women employed in the traditionally ‘male’ professions. The study was conducted in Kielce, Olsztyn, Siedlce and Warsaw in May 2015 and was carried out by Millward Brown for Karat Coalition.

**ECONOMIC ACTIVITY OF GRADUATES.** The group which is currently in the most difficult position in the labour market is school graduates between 15 and 30 years of age. The data provided by the Central Statistical Office of Poland for the first quarter of 2015 demonstrates that only a half of the BVS graduates aged 15–30 is employed (compared with 61.8% of the total of graduates) and the unemployment levels are at 41.9% (compared to 30.7% of the total of graduates)<sup>3</sup>.

The studies conducted by the Polish Agency for Enterprise Development as a part of the 5<sup>th</sup> edition of the Study of Human Capital in Poland project show that the unemployment rate among basic vocational school female graduates amounts to 44% while for male graduates it stands at 30%. The total unemployment figure among graduates is 26% for men and 28% for women. [Czarnik, Turek 2015, p. 70].



## 1.2. PERSONS IN EMPLOYMENT BY LEVEL OF EDUCATION, SECTOR OF OWNERSHIP AND STATUS IN EMPLOYMENT

**PERSONS IN EMPLOYMENT BY LEVEL OF EDUCATION.** According to the data provided by the Central Statistics Office of Poland (CSO), in the first quarter of 2015 the number of people with basic vocational education was 7.583.000 (2.958.000 women and 4.624.000 men). Women constituted 39% of all the basic vocational school graduates (and in comparison: 58% of people with university education). Of the total number of employed women (7.122.000) basic vocational school graduates represent 18% while of the total number of employed men (8.715.000) basic vocational school graduates make up 32.2%. The biggest group of employed women has university-level education – 41.5% (SEE TABLE 2 and CHART 3). On the other hand, among the male employees the most numerous group has basic vocational education. While women constitute 45% and men 55% of the total working population, in the group with basic vocational education these figures change to 31.4% of women and 68.6% of men (SEE TABLE 3). Women dominate in the group of employed university graduates (56.6% against 43.4% men) as well as secondary education graduates (52.9% and 47.1%). Men dominate in all the remaining groups. In the group of employed people with basic vocational education the share of men is relatively the highest (68.6% against 55% in the total number of men).

<sup>3</sup> The documents published by CSO contain only the data concerning the unemployment level for the total number of female graduates (27,9%) and male (32,7%) but there is no data concerning the gender division within groups with a particular level of education (see: Labour Force Survey in Poland I quarter 2015, Aktywność ekonomiczna ludności Polski, I kwartał 2015, p. 81).

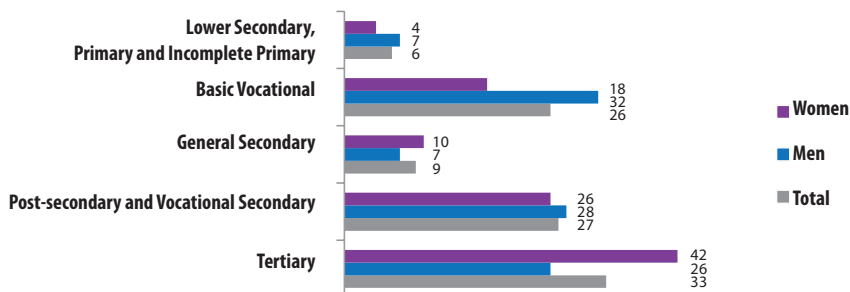
**TABLE 2. Persons in Employment by Gender and Level of Education (first quarter of 2015, in %)**

	Total	Tertiary	Post-secondary and vocational secondary	General Secondary	Basic Vocational	Lower secondary, primary and incomplete primary
<b>TOTAL</b>	100.0	32.9	27.0	8.5	<b>25.8</b>	5.8
<b>MEN</b>	100.0	26.0	27.7	7.2	<b>32.2</b>	6.9
<b>WOMEN</b>	100.0	41.5	26.2	10.0	<b>18.0</b>	4.3

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 87).

Chart 3. Persons in Employment by Gender and Level of Education (first quarter of 2015, in %)

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 87).



**TABLE 3. Men in Employment and Women in Employment by Level of Education (the first quarter of 2015)**

	Total	Tertiary	Post-secondary and Vocational	Secondary General Secondary	Basic Vocational	Lower Secondary, Primary and Incomplete Primary
<b>TOTAL</b> in thousands in %	15837 100.0	5217 100.0	4275 100.0	1344 100.0	<b>4091</b> <b>100.0</b>	910 100.0
<b>MEN</b> in thousands in %	8715 55.0	2265 43.4	2410 56.4	633 47.1	<b>2807</b> <b>68.6</b>	600 65.9
<b>WOMEN</b> in thousands in %	7122 45.0	2952 56.6	1865 43.6	711 52.9	<b>1284</b> <b>31.4</b>	310 34.1

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 87).

**THE PERSONS IN EMPLOYMENT BY AGE.** Women below the age of 35 are the least numerous group (15.3%) among the employed women with basic vocational education. By comparison, for the group with tertiary education the share of this age group is 43.4%. Among employed men with basic vocational education this age group accounts for 22% of the total; that is, just a little more than in the female group. The figures are significantly different in terms of the university-educated group – the share of young men is 40.8%, less than women with this type of education – 43.4%. Relevant data has been included in [TABLE 4](#) for comparison. Among employed women with tertiary education 71% are between 25–44 years of age while in the group with basic vocational education the share of this age group is barely 47%. The largest group of employed women is aged 45–54 (which amounts to 37% while the share of this age group in case of economically active women with tertiary education is only 16.5%).

Demographic data shows clearly that women with basic vocational education have their first child earlier than women with higher education: the median age of first-time mothers is 23 and 29 years respectively. [Rocznik Demograficzny 2014, p. 328]. This fact explains the existing differences in the structure of female working population with basic vocational and tertiary education presented in [TABLE 4](#).

**TABLE 4. Persons in Employment with Basic Vocational and Tertiary Education by Gender and Age (first quarter of 2015, in %)**

Age in Years	Total	With Basic Vocational Education	With Tertiary Education
<b>WOMEN</b>			
15–24	5.9	3.8	3.9
25–34	26.9	11.5	39.5
35–44	28.1	29.8	30.5
45–54	23.8	37.1	16.5
55–64	13.8	16.5	8.4
65 and more	1.4	1.1	1.2
Working age (18–59)	95.2	95.6	96.3
<b>MEN</b>			
15–24	7.2	5.7	2.4
25–34	27.4	16.3	38.4
35–44	27.2	28.4	31.4
45–54	20.5	27.8	14.5
55–64	15.6	20.5	10.5
65 and more	2.0	1.2	2.8
Working age (18–64)	97.9	98.8	97.3

Source: own elaboration based on Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 104).

Nearly all interviewed women agreed that employers are not keen to hire young women irrespectively if they have small children or just as potential mothers (one of the respondents from Siedlce remembered *that when she got her first job, her employer asked her if she had a boyfriend, because that would entail the possibility of her getting pregnant; other respondent from Kielce followed her friend's advice and did not mention she had a child during her job interview*).

**PERSONS IN EMPLOYMENT BY SECTOR OF OWNERSHIP.** The percentage of people with basic vocational education working in the public sector is significantly lower than in the private sector: 11.5% and 88.5%, respectively. This applies to both genders (women: 14.6% and 85.4%; and men, respectively: 10.0% and 90.0%) – **SEE TABLE 5**. Men and women with basic vocational education work mostly for the private sector. Women employed in the public sector make up around one third of the total number of female employed population.

**TABLE 5. Employed Men and Women with Basic Vocational Education by Sector of Ownership (first quarter of 2015)**

	Total	Public sector	Private sector
<b>TOTAL</b> in thousands in %	4091 100.0	469 11.5	3622 88.5
<b>MEN</b> in thousands in %	2807 100.0	282 10.0	2525 90.0
<b>WOMEN</b> in thousands in %	1284 100.0	187 14.6	1097 85.4

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 87).

**PERSONS IN EMPLOYMENT BY STATUS IN EMPLOYMENT.** The majority of men and women with basic vocational education work as employees. Women are more often employed on temporary contracts (35% versus 30.3% men) and less often on a permanent contract (women 64,5%; men 69,7% ) [Aktywność ekonomiczna... 2015, p. 92]. At the same time, the percentage of workers employed on temporary contracts is generally higher in the group of men and women with basic vocational education than for the rest of the working population. It is a rule that young people (18–24) are offered temporary contracts or civil law contracts more often than other age groups. The research of Polish Agency of Entrepreneurship Development conducted in 2014 shows that among men these percentage values amount to: 36% is employed on a temporary contract, 19% on a civil law contract. For women these values are 30% and 31%, respectively. [Czarnik, Turek 2015, p. 35]. In the age group of 25–34 these status of employment are less frequent: temporary contracts are offered to 24% of employed men and 23% of women; civil law contract to 8% of men and 9% of women [Ibid.].



### 1.3. SELF-EMPLOYED

Being self-employed can be a good choice for people with basic vocational education, provided their occupation is service-related (a salesperson, a hairdresser, a beautician, an assembler, a vehicle mechanic, etcetera). It is more profitable to work for oneself rather than an employee and there is a chance for higher earnings than what wage-earners can hope for. On the other hand, being self-employed involves more risk and offers far less generous social benefits than being employed on a regular employment contract, which is particularly important for women. The data provided by CSO shows that people with basic vocational education (both men and women) choose to be self-employed (i.e. have their own business) more often than the rest of the working population (SEE TABLE 6).

**TABLE 6. People With Basic Vocational Education by their Employment Status and Gender (first quarter of 2015)**

	Employees	Self-employed	Total Number of Employed Persons		Contributing Family Workers
			Total	of which Employers	
<b>PERSONS WITH BASIC VOCATIONAL EDUCATION</b>					
<b>TOTAL</b> in thousands in %	4091 100.0	3002 73.3	902 22.1	109 12.1	187 4.6
<b>MEN</b> in thousands in %	2807 100.0	2072 73.8	668 23.8	87 13.0	67 2.4
<b>WOMAN</b> in thousands in %	1284 100.0	930 72.4	234 18.2	22 9.4	120 9.3
Percentage of women among self-employed population – 25,9%; percentage of women among the employers – 20,2%					
<b>TOTAL NUMBER OF EMPLOYED PERSONS</b>					
<b>TOTAL</b> in thousands in %	15837 100.0	12490 78.9	2870 18.1	616 21.5	477 3.0
<b>MEN</b> in thousands in %	8715 100.0	6624 76.0	1920 22.0	429 22.3	171 2.0
<b>WOMAN</b> in thousands in %	7122 100.0	5866 82.4	950 13.3	186 19.6	306 4.3
Percentage of women among self-employed population – 33,1%; percentage of women among the employers – 30,2%					

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 87).

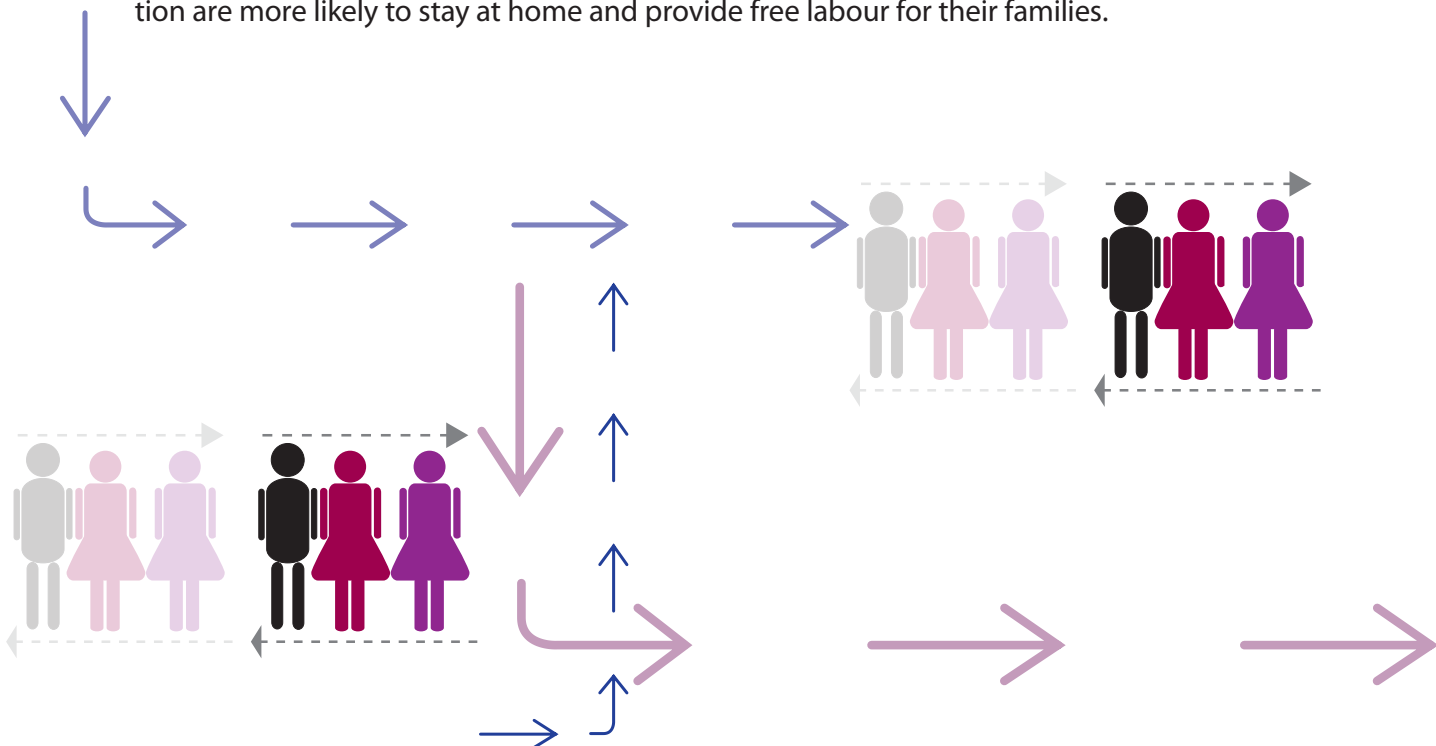


TABLE 6 presents figures and percentage values concerning persons in employment with basic vocational education according to their status in the labour market (employees, self-employed and contributing family workers, i.e. people who work without pay) and later, for comparison, figures and percentage values for the total of the working population. Self-employed workers constitute 18.1% of the total employed population in the first quarter of 2015 and 22.1% of the basic vocational school graduates. Among employed women with basic vocational education 18.2% were self-employed compared to 13.3% in the total female employed population. In case of men these values were: 23.8% and 22.0% (hence the difference was less pronounced than in the case of women).

The 'self-employed' category includes both people registered as sole trader running his/her own business as an individual, as well as people who are employers, i.e. hire workers. Individuals who are self-employed and are not employers are in the vast majority (87% men and 90,6% women) while employers are in the minority (accordingly 13% and 9.4%). Women represent 33.1% and men 66.9% of the total number of self-employed workers.

Among the population of self-employed BVS graduates women constitute only 25.2% whereas men 74.1%. Among the employers the women constitute 30.2% of the total number of self-employed and 20.2% of the total number of basic vocational school graduates. It means that women with basic vocational education opt for self-employment less often than men with the same level of qualification or the total female working population. Fewer women become employers, too. Both men and women with basic vocational education rarely become employers (less frequently than the average in the entire employed population).

Contributing family workers are normally women. Women with basic vocational education are more likely to stay at home and provide free labour for their families.



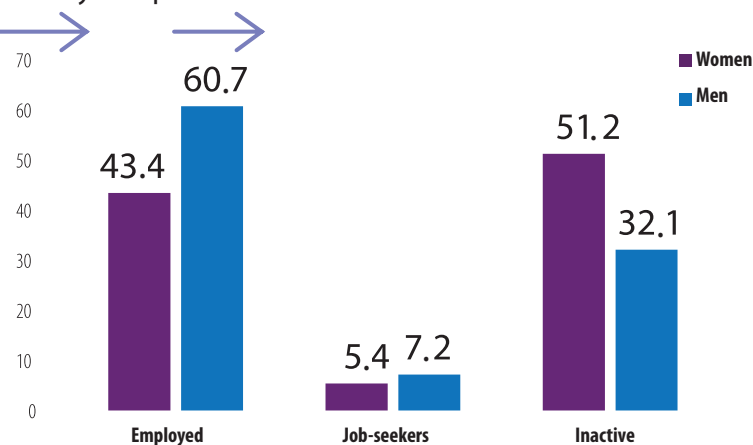
## 1.4. ECONOMIC INACTIVITY OF WOMEN AND MEN

The share of economically active population in the group of female BVS graduates is 43.4%, economically inactive – 51.2% and the unemployed – 5.4%. (SEE CHART 4). The proportions are very similar in the total of the female population: 44.1%, 51.7% and 4.2%, respectively. Men work more often than women and they are less likely to be economically inactive.

The most frequent causes of economic inactivity of people aged 15 and above are, according to the data provided by CSO for the first quarter of 2015, a pension and family duties in case of women and pension, illness and/or disability in case of men. Nearly a half of women with basic vocational education (47%) name being a pensioner as the main reason for not seeking employment and 28% name family duties. The majority of women with basic vocational education who are economically inactive are pensioners. However, there is a significant percentage of those who do not seek employment due to the family obligations – the share of this group is much higher than in the total of economically inactive female population (17%) and in case of women with tertiary education (23%). Another important reason for economic inactivity of women is further education, but it does not apply to women with basic vocational education (barely 1% compared with 17% of the total number of economically inactive women and 12% of women with tertiary education). Feeling discouraged by the lack of success in seeking employment is more common for both men and women with basic vocational education than for other job-seekers. The causes of economic inactivity are presented in TABLE 7.

Chart 4. Women and Men with Basic Vocational Education: Employed and the Economically Inactive (first quarter of 2015, in%)

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, CSO, Warsaw, 2015, p. 71).



**TABLE 7. Economically Inactive Persons by Reason of Inactivity and Gender  
(first quarter of 2015, in %)**

The reasons for not seeking a job	Total	Persons with Basic Vocational Education	Persons with Tertiary Education
<b>WOMEN</b>			
<b>Retirement</b>	51.2	<b>47.1</b>	57.8
<b>Family obligations</b>	17.3	<b>27.6</b>	23.3
<b>Education training</b>	16.9	<b>0.8</b>	12.2
<b>Illness/disability</b>	11.0	<b>17.3</b>	4.0
<b>Discouragement caused by inefficiency of job seeking</b>	3.6	<b>7.2</b>	2.7
<b>MEN</b>			
<b>Retirement</b>	48.4	<b>56.3</b>	74.0
<b>Family obligations</b>	3.9	<b>5.7</b>	3.2
<b>Education training</b>	24.5	<b>1.0</b>	12.1
<b>Illness/disability</b>	18.9	<b>30.2</b>	8.1
<b>Discouragement caused by inefficiency of job seeking</b>	4.3	<b>6.8</b>	2.6

Source: own elaboration based on: Labour Force Survey in Poland I quarter 2015, CSO (Aktywność ekonomiczna ludności Polski, I kwartał 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw, 2015, p. 129).

## 1.5. THE REASONS FOR HIGH LEVEL OF ECONOMIC INACTIVITY OF WOMEN

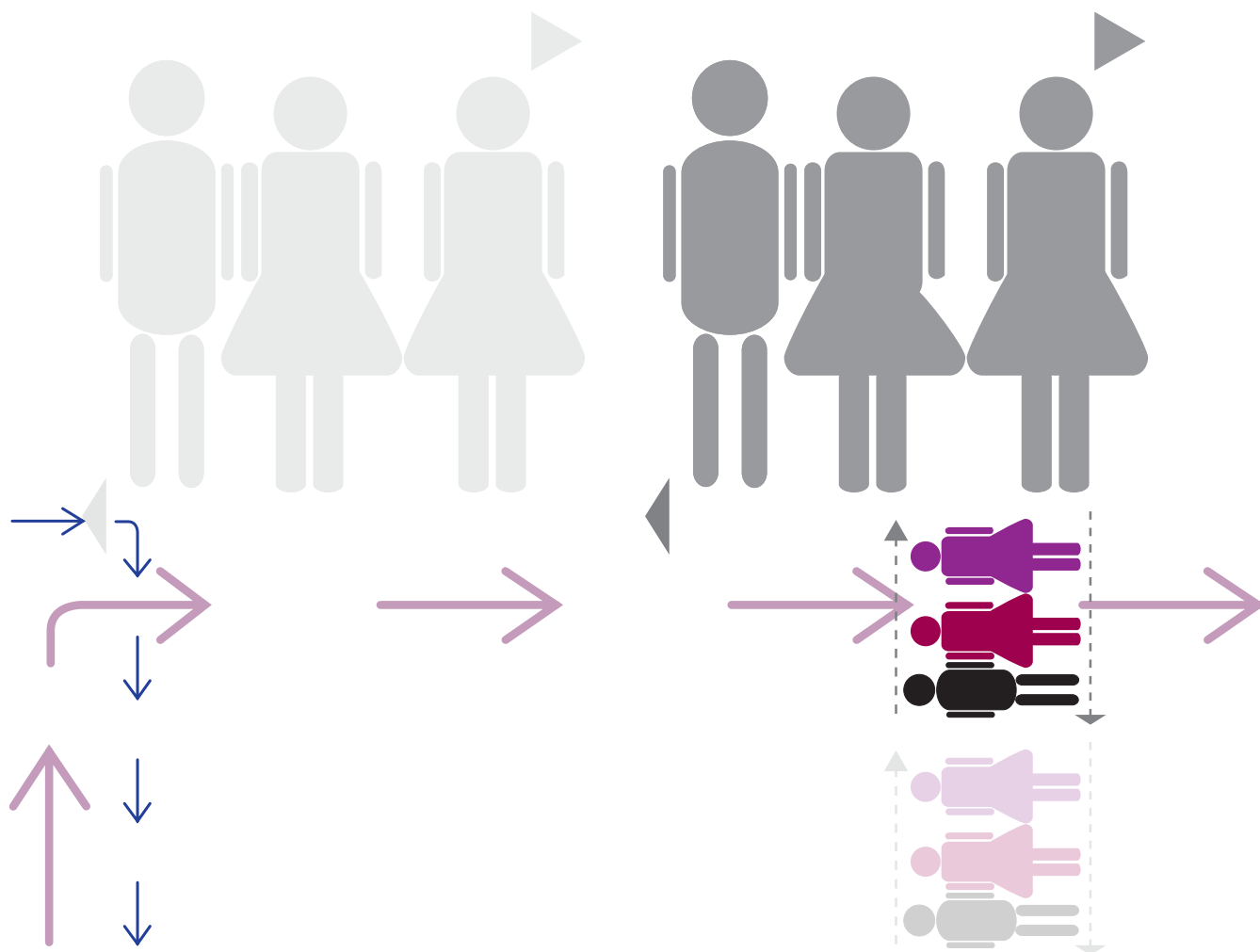
Statistical data presented here shows clearly that women with basic vocational education are economically active less often than men with the same level of education. However, the employment rate for this group is only somewhat lower than the average employment figure for the entire female population.

Interviews conducted as a part of qualitative study on the subject suggest that there are a lot of manual labour jobs in the market, but the conditions offered to women with basic vocational education are worse than what men are offered (lower hourly rates, less frequent permanent contract). The rates offered to women do not allow them to provide for themselves and therefore women either choose not to seek employment or have to search for it for much longer. One of the interviewees from Kielce said *the work is available but the pay is so low that it wouldn't be enough to pay the rent, to support the child and buy food*).

Qualitative research shows clearly that men with basic vocational education find it easier to get a job than women, who experience gender discrimination in the job market (one

of the respondents from Kielce noticed *a bloke with a vocational or vocational secondary schooling will find it easier than a woman. Men earn more and it is discrimination*). Employers have concerns about hiring women, mostly relating to maternity leave or time off due to child care. Women are paid less even when they have the same occupation as men and the work is equally hard (the same respondent from Kielce points to the fact that *women often have the same occupation, work harder and earn less*). All the above-mentioned factors increase women's economic inactivity.

Working without a contract or with a temporary or civil law contract has more negative consequences for women than it has for men as this form of employment does not entitle them to take a paid maternity leave. However, many women are forced to accept this type of work as without professional experience they cannot hope to find a better job (one of the respondents from Siedlce confirmed that by saying that *despite having a cook profession she had never worked in her occupation and had no experience so she accepted a position in a cloth sorting department and received no maternity benefits at all*).



## PART II. WAGES OF WOMEN AND MEN WITH BASIC VOCATIONAL EDUCATION

### 2.1. AVERAGE MONTHLY GROSS WAGE (BASED ON CSO DATA FOR THE YEARS 2006, 2008, 2010 AND 2012)

According to the data provided by CSO<sup>4</sup> for the years 2006, 2008, 2010 and 2012 (SEE CHART 5), the average gross monthly pay of women amounted to, respectively: 82%, 81%, 85% and 83% of the average gross monthly pay of men. This data concerns businesses with 10 and more employees. If we see women's pay as the standard, men earned on average 22% more per month than women in 2006, 23% more in 2008, 18% more in 2010 and 20% more in 2012. The data indicates that over the years 2006–2012 the pay gap reduced only a little bit. It was relatively the lowest in 2010 and relatively the highest in 2008.



Chart 5. The Ratio of the Average Monthly Pay of Women to the Average Monthly Pay of Men in 2006, 2008, 2010 and 2012 (%)

Source: own elaboration based on CSO data for the years 2006, 2008 and 2010 [Struktura..., 2007, 2009, 2012, 2014].

<sup>4</sup> In its representative income study published every two years, CSO includes business with 10 and more employees. The data concerns both full-time and part-time workers who worked the entire month in October. Information about the earnings are presented as average amount of gross individual monthly salary and the average hourly rates. To learn more about the methodology see [Struktura... 2014: 10–13].

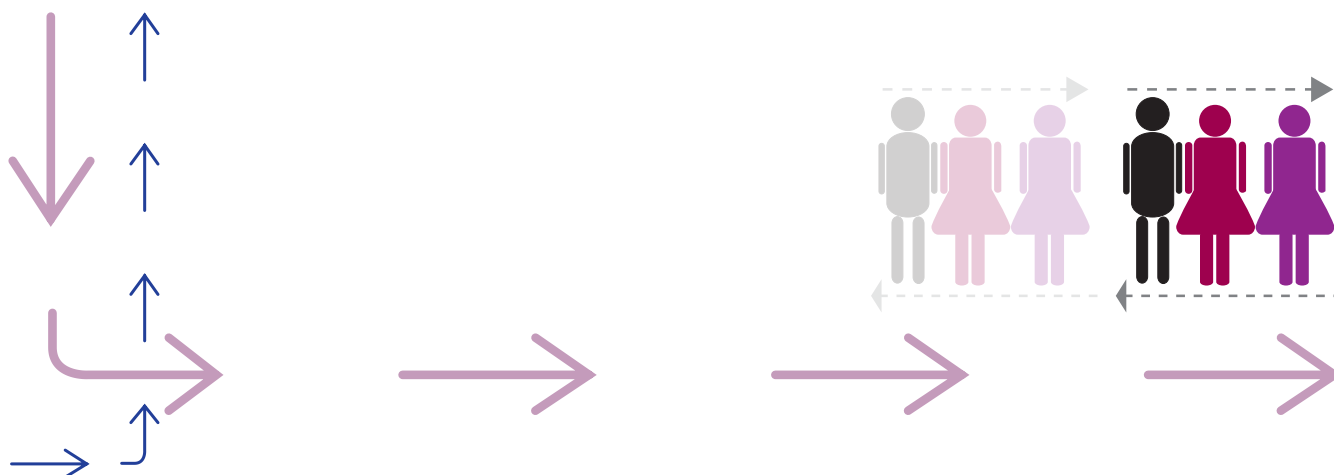
If we consider the size of the pay gap in the total of the employed population, the pay disparity in the group of basic vocational school graduates is particularly difficult for women (SEE CHART 6). According to studies analysing monthly salaries in business of 10 and more employees, women with basic vocational education earned 69% of men's salary (despite having exactly the same level of education). One exception was the year 2008, when women earned only 67% of men's monthly salary. Men with basic vocational education earned 45% more than women in 2006 and the same situation repeated in 2012.



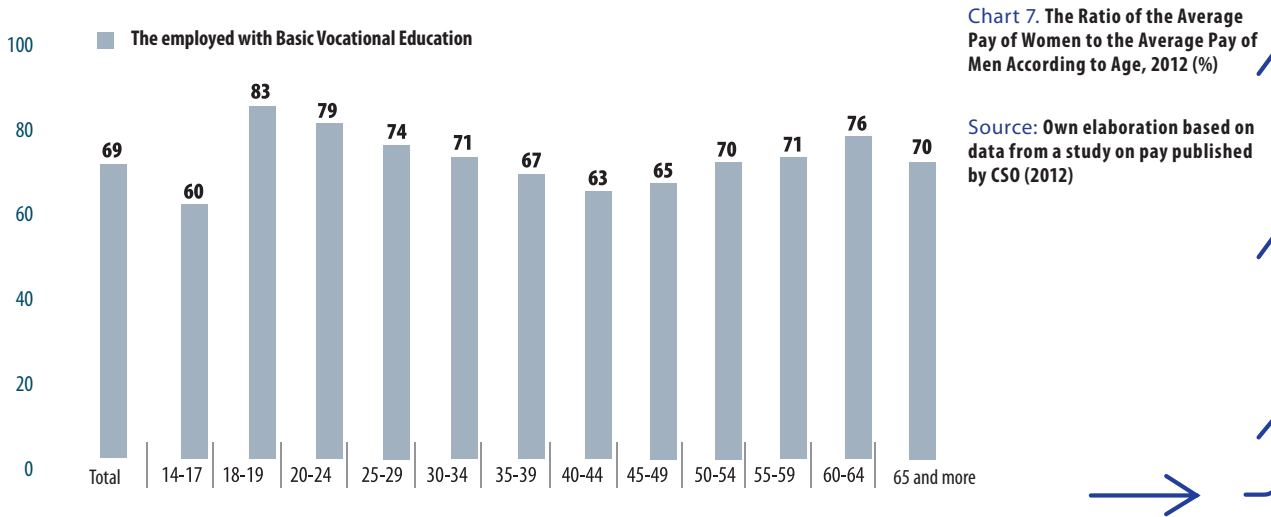
Chart 6. The Ratio of the Average Monthly Pay of Women to the Average Monthly Pay of Men with Basic Vocational Education in 2006, 2008, 2010 and 2012 (%)

Source: own elaboration based on CSO data for the years 2006, 2008 and 2010 [Struktura..., 2007, 2009, 2012, 2014].

In 2012 the average gross monthly pay of men with basic vocational education amounted to 3103 PLN and the average pay of women was 2145 PLN. Men earned nearly a thousand Polish Zloty more than women on the same education level. In the public sector the pay gap was even more significant than in the private sector. Women earned 57% of men's salary in the public sector (2221 PLN and 3870 PLN, respectively) and 72% in the private sector (2120 PLN and 2930 PLN, respectively).



**WAGES BY AGE.** When it comes to pay disparities relating to age, relatively the biggest gender pay gap exists in the youngest group of workers with basic vocational education (age 14–17) in which women earn only 60% of what men do. Second biggest gap was registered in the 40–44 age group where women earn 63% of men’s salary and the 35–39 age group with 67%. The pay gap was relatively the lowest in the 18–19 age group (83%) and 20–24 years (79%) – [SEE CHART 7](#). At the beginning of economic activity the pay gap is lower than at a later stage (with the exception of the underage group whose work is normally limited to paid apprenticeships) which might be related to, among others, breaks in their career caused by child care. According to [CHART 7](#), the women with basic vocational education earn less than men with basic vocational education regardless of age.



## 2.2. HOURLY RATES (BASED ON CSO DATA FOR THE YEARS 2006, 2008, 2010 and 2012)

The pay gap is noticeable also while analysing the average hourly rates of people with basic vocational education. Women are paid lower hourly rates and it is more apparent in the public sector than in the private sector ([SEE CHART 8](#)). In other words, hourly rates offered to men and women with basic vocational education differed more than those offered in the private sector (it was true in every year included in the study). In 2012, the hourly rate offered to men by the public sector was 70% higher than women’s hourly rate; in the private sector it was 37% higher. The hourly rate offered to workers with basic vocational education increased over the years 2006–2012. The lowest rise was recorded between the years 2010 and 2012. In 2012, the respective rates amounted to 15.61 PLN for men and 11.42 PLN for women in the private sector and respectively: 20.58 PLN and 12.11 PLN in the public sector.

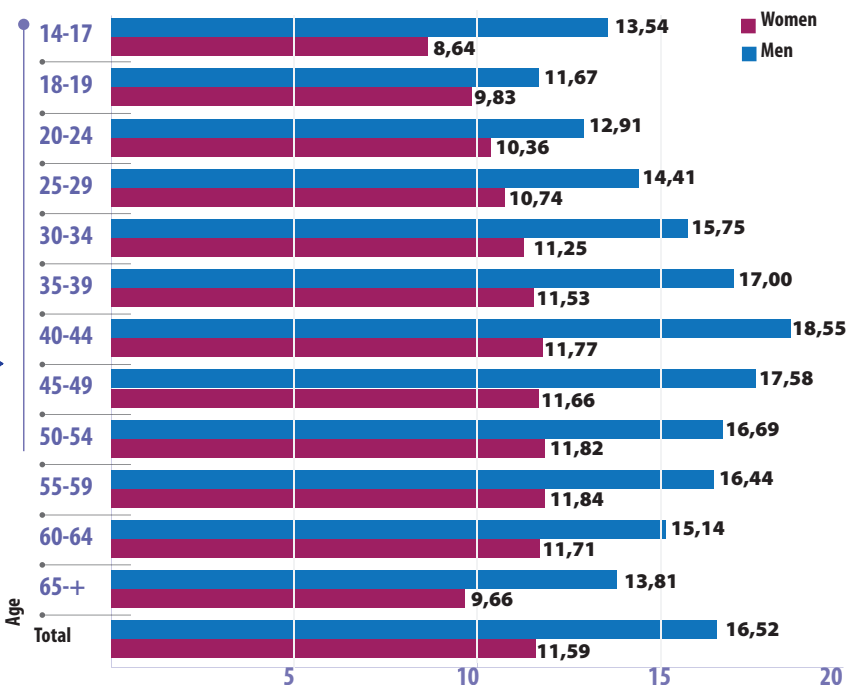
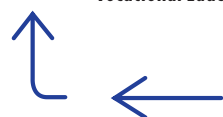
## PAY GAP BETWEEN WOMEN AND MEN WITH BASIC VOCATIONAL EDUCATION

The data presented in **CHART 9** shows that, as is the case with average monthly pay, a pay gap exists in every age group of people with basic vocational education and men's pay is higher in each of them. The biggest pay gap exists in the lowest age group (14–17 years) followed closely by the 40–44 years group, while the lowest pay gap is observed in 18–19 and 20–24 age groups.

22

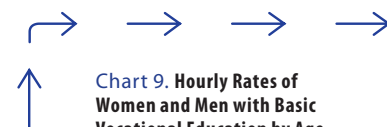


**Chart 8.** Gross Hourly Rates of Women and Men with Basic Vocational Education in 2006, 2008, 2010 and 2012 (in PLN) **Source:** Structure of wages by occupations 2006, 2008, 2010 and 2012



**Chart 9.** Hourly Rates of Women and Men with Basic Vocational Education by Age (in PLN, 2012).

**Source:** Own elaboration based on unpublished research findings from a pay study conducted by CSO in 2012.





## 2.3. PAY DISPARITY BETWEEN WOMEN AND MEN IN SELECTED OCCUPATIONS

(BASED ON CSO DATA 2012)

TABLE 8 shows average monthly pay of men and women with basic vocational education in selected occupations and the number of employees in each of them. The occupations included in this analysis were chosen so that the number of both male and female employees is quite high, but also those in which women earn more than men. In the profession of cook women dominate and earn more – their average monthly pay amounts to 105% of male cook salaries. In the driver and vehicle operator professional group, despite heavy masculinisation of the profession, women earn better.

**TABLE 8. Number of Persons in Employment and Wages of Women and Men with Basic Vocational Education in Selected Occupations in 2012**

SELECTED JOBS AND PROFESSIONS	Number of Persons in Employment		Average Gross Monthly Wage in PLN		Ratio of Women's Wage to Men's Wage in %
	Men	Women	Men	Women	
Building and housekeeping supervisors	18776	12181	2228	1983	89
Waiters and bartenders	1139	4929	1958	1857	95
Drivers and vehicle operators	208631	4148	<b>2918</b>	<b>3056</b>	<b>105</b>
Truck and bus drivers	110731	489	<b>2769</b>	<b>3439</b>	<b>124</b>
Blacksmiths, locksmiths	104062	4130	3296	2577	78
Cooks	4720	20478	<b>2000</b>	<b>2099</b>	<b>105</b>
Refuse workers	39880	22805	2616	2131	81
Assemblers	27086	20686	3422	2407	70
Machine operators	372062	56667	3329	2551	77
Unqualified workers	135437	183152	2517	2032	81
Construction workers	138108	1806	2819	2530	90
Printing trade workers	6357	3559	3090	2095	68
Auxiliary workers in mining, construction and transport	83118	34333	2680	2325	87
Garment trade workers	9921	52975	2773	2002	72
Nutritional production workers	40846	25491	2381	2214	93
Shop assistants	12560	100057	2359	1980	84

Source: Own elaboration based on unpublished data from CSO study on compensation levels (2012).

One particularly noticeable gender pay gap can be seen in the group of truck and bus drivers, where women's average monthly pay amounts to 124% of men's pay. There are very few women in this profession but they can count on a high salary. In masculinised professions monthly pay offered to women is normally lower than men's pay, but the pay gap is not as high as the average for basic vocational education workers group. Women construction workers earn 90% of men's pay, female blacksmiths and locksmiths – 78%, refuse workers – 81%. Female nutritional production workers earn 93% of what their male counterparts do. But among the shop assistants (a highly feminised profession) women earn 84% of men's pay.

## **2.4. MEDIAN WAGE OF WOMEN AND MEN (BASED ON SEDLAK & SEDLAK STUDY 2014)**

Another important source of information about pay levels in Poland are studies conducted by Sedlak & Sedlak company. The company has researched the subject for many years using an internet survey. In this case, income information comes directly from the earners who fill out the survey. The only participation requirement is internet access and a certain level of internet knowledge and hence the results are not representative for the entire working population. The data presented below comes from the 12<sup>th</sup> National Compensation Report conducted in 2014. A total number of 125 624 people participated in the study, out of which 2501 men and 628 women had basic vocational education. This group constituted barely 2.5% of the sample (against 25.8% of the total working population). This shows clearly that workers with basic vocational education are significantly underrepresented in the National Compensation Report by Sedlak & Sedlak. The data has to be seen as a narrow range of reality and it cannot be used to make generalisations about the entire working population with basic vocational education.

In the Sedlak & Sedlak report, the size of monthly gross income is expressed as a median, i.e. a value which divides all the data in half and which better expresses the size of earnings as the average can be altered by extreme values (very high earnings received by a small number of workers can disproportionately affect the average). Both above and below the median there is exactly 50% of the collected values. According to the National Compensation Report by Sedlak & Sedlak, the median of pay earned by men with basic vocational education amounted to 2775 PLN and 2188 PLN in case of women. Half of the men earned less than 2775 PLN and a half had higher earnings. 50% of women earned less than 2188 PLN and half of them earned more than that. The ratio of the women's median earnings to men's median earnings was 79% ([COMPARE TABLE 9](#)). The average pay of women was lower by 587 PLN (by 21%) than the average man's pay.

The data presented in TABLES 9 AND 10 suggests that the pay gap is lower than data provided by CSO would indicate. One particularly stark example is the construction sector in which the women’s median earnings are higher than men’s and women earn 15% more. Heavy engineering, transport and logistics offer women just a slightly lower pay than what the men are offered. In trade women still earn significantly less. The data provided by Sedlak & Sedlak National Compensation Report confirm the conclusion which can be formulated based on data provided by CSO i.e. that **in masculinised professions the pay gap is smaller. In those professions women have both a better chance for higher earnings than in feminised professions, and their pay will be closer to the men’s pay.** This results from the fact that male professions are paid better than female ones and a low number of female employees does not cause a decrease in pay levels.

**TABLE 9. Gross Wages of Men and Women with Basic Vocational Education by Age (2014)**

Age	Gender	Numbers of Respondents	Median Wage in PLN	Ratio of Women’s Wage to Men’s Wage (%)
<b>TOTAL</b>	<b>MEN</b>	<b>2501</b>	<b>2775</b>	<b>79</b>
	<b>WOMEN</b>	<b>628</b>	<b>2188</b>	
18–25	Men	191	2330	97
	Women	42	2250	
26–30	Men	207	2500	94
	Women	46	2350	
31–35	Men	361	2775	74
	Women	72	2061	
36–40	Men	526	2900	76
	Women	113	2200	
41–50	Men	738	2900	72
	Women	228	2100	
51–64	Men	463	2800	75
	Women	126	2100	

Source: Sedlak & Sedlak National Compensation Report 2014.

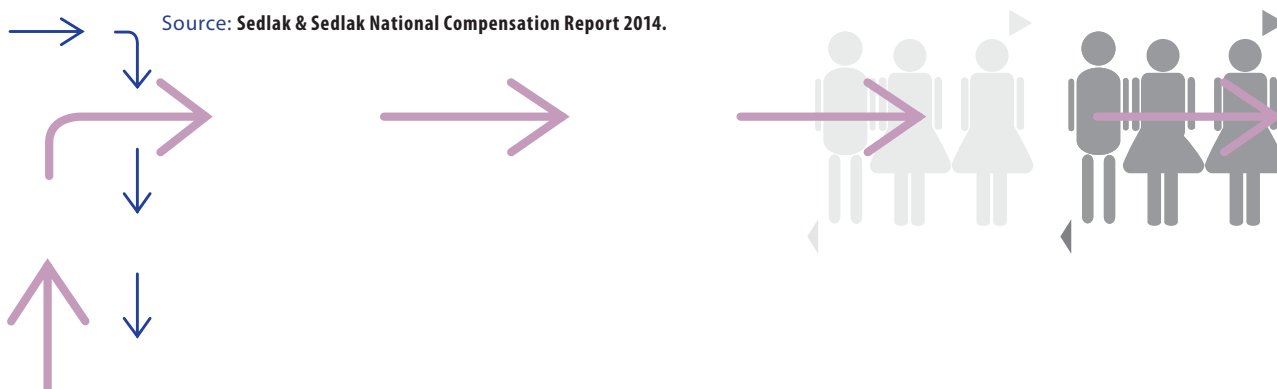
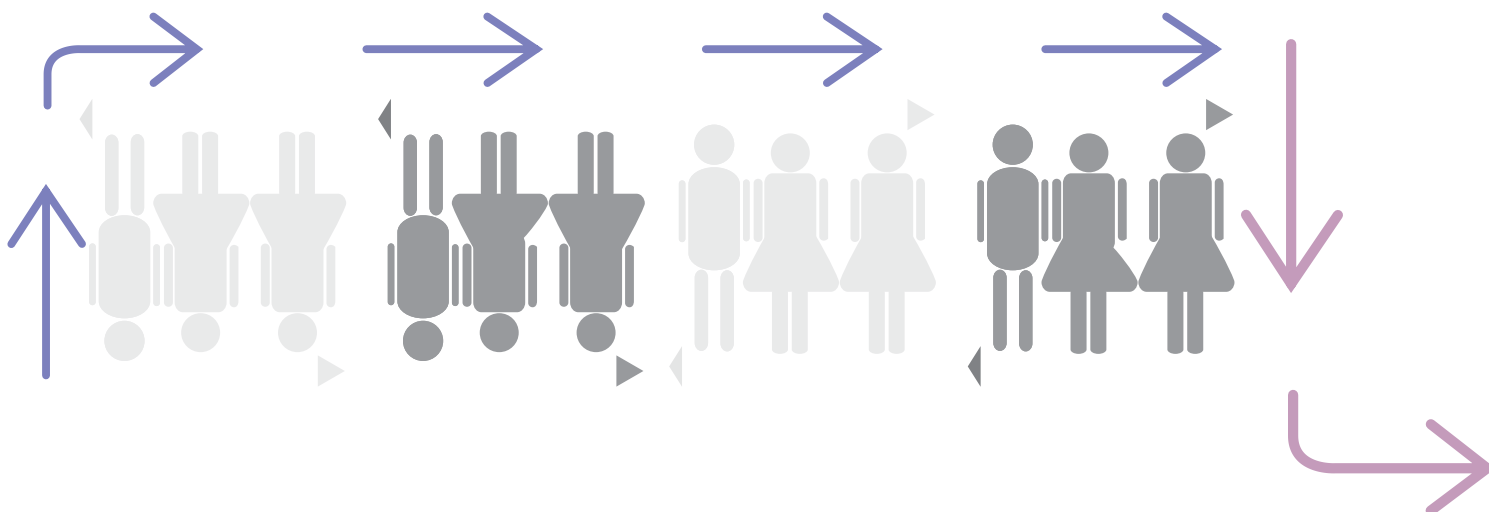


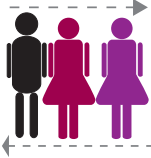
Tabela 10. **Gross Wages of Men and Women with Basic Vocational Education by Industry (2014)**

26

Industry	Gender	Number of Respondents	Median Wage in PLN	Ratio of Women's Wage to Men's Wage (%)
CONSTRUCTION	Men	415	2600	
	Women	26	3000	115
TRADE	Men	279	2620	
	Women	182	2000	76
HEAVY INDUSTRY	Men	413	3150	
	Women	46	3000	95
LIGHT INDUSTRY	Men	412	2900	
	Women	131	2210	76
TRANSPORT AND LOGISTIC	Men	327	2700	
	Women	27	2500	93
SERVICES	Men	256	2341	
	Women	103	1950	83

Source: Sedlak & Sedlak National Compensation Report 2014.





## Summary and conclusions

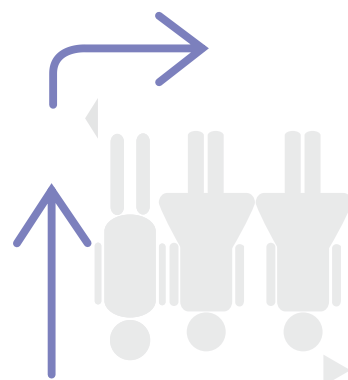
**IMPROVEMENT OF THE SITUATION IN THE LABOUR MARKET DOES NOT CONCERN WOMEN WITH BASIC VOCATIONAL EDUCATION.** Over the years 2010–2015 the employment rate for women with basic vocational education reduced from 44.6% to 43.4%, while the same rate for the total female population increased from 42.2% to 44.1%. Men with basic vocational education find it easier than women to find employment. The percentage of employed women with basic vocational education is lower than in the total female population (aged 15 and above) and lower than the percentage of employed men with basic vocational education. This situation is caused mostly by low demand for occupations traditionally chosen by girls (a hairdresser, a cook, a shop assistant) because the market is already saturated (one of the respondents from the qualitative study said: *‘in a single street in a small town you’ll find several hair salons’*). Another reason is a more limited and less diverse educational offer at the basic vocational level for girls. The current improvement of the situation in the labour market does not apply to women with basic vocational education. Women with basic vocational education name family obligations as one of the main reasons for their economic inactivity. It can be assumed that some of them could resume their economic activity if they had an opportunity to work (with fixed hours, without shifts, without obligatory overtime and in a nearby area) allowing to organise child care. In order to make it possible, day care and nursery availability would have to be improved and their cost reduced as pay offered to women with basic vocational education is very low.



**PAY DISPARITIES.** Women are aware of the pay discrimination and they think that employers offer them rates twice lower than what men are offered (one of the respondents from Siedlce provided the example of her *'boyfriend, an electrician, who earns around 13–14 PLN per hour'* but she had personally *'never heard of any woman earning that kind of rate'*). Some of them justify men's higher pay by saying that men work harder but other women disagree and think their work is equally hard and deserving of equal pay. The data provided by CSO indicates that an hourly rate offered to women is normally at a level of about 70% of men's rate. The pay gap is relatively highest in this group of education. Hourly rates offered to women with basic vocational education, both in the public and in the private sectors are much lower than those offered to men. Therefore a large number of women do not accept such low wages and refuse to take the existing job offers or seek employment over a long period of time.

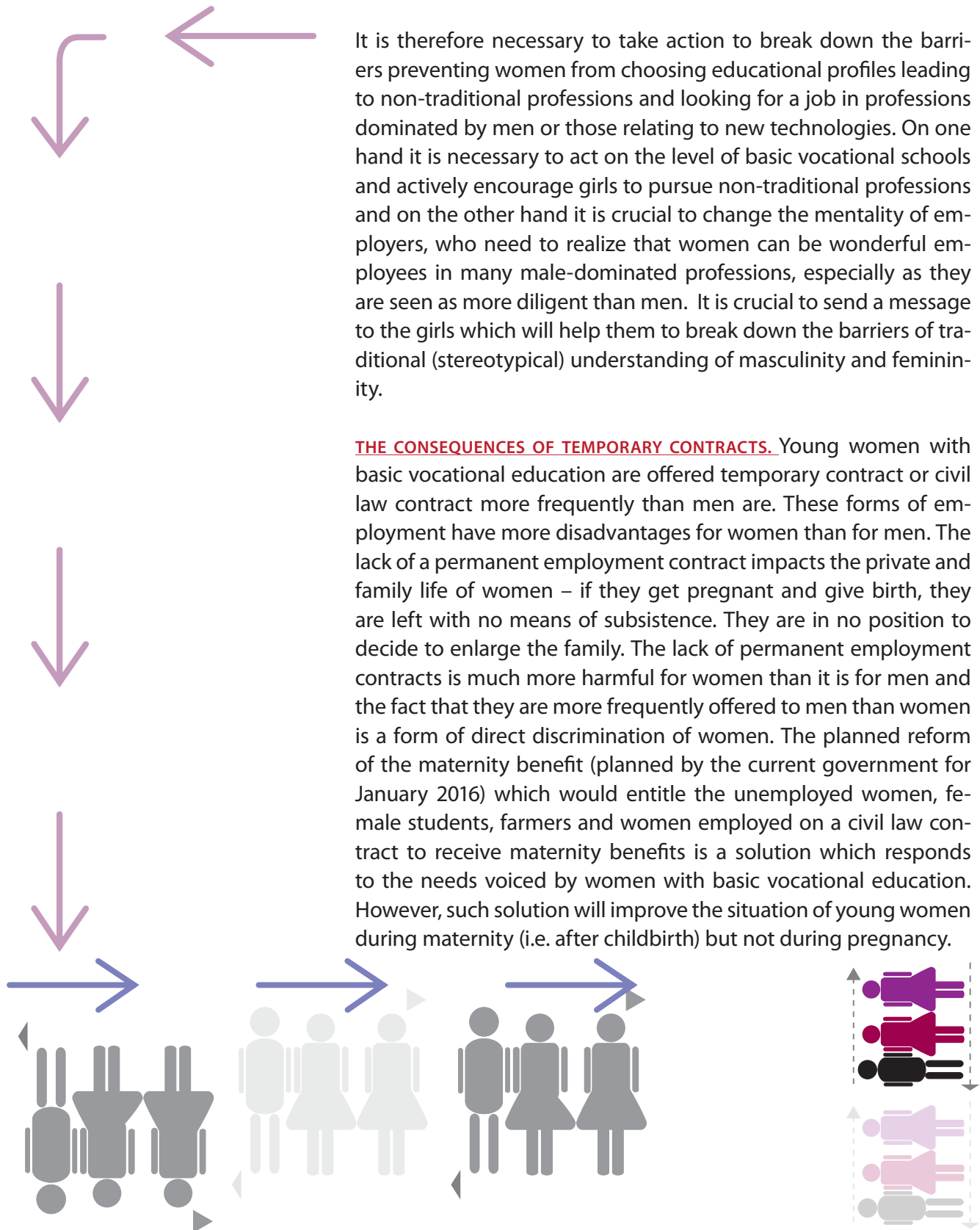
It is important to stress that the pay gap based on gender is much higher in the public sector than in the private sector. The rate offered to women constitutes 59% and 73% respectively of that offered to men.

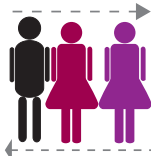
**WOMEN IN THE SO-CALLED MASCULINE OCCUPATIONS** sometimes earn more than women employed in feminised occupations. It is a common occurrence that employers, led by gender stereotypes do not want to employ women in certain occupations. Gender stereotypes are very powerful not only in the case of employers, but also teachers, career advisers, family members etc. What is more important, gender stereotypes affect the girls themselves in a way that they do not choose 'masculine programmes' because they are worried about losing their femininity or "what people will say" or because they are convinced they do not have the technical skills boys do (one respondent from Olsztyn says she *'would not have the courage to choose a masculine profile at school'* and *'it's caused by a widely held belief that women are simply not cut for certain occupations.'* She would not have *'the courage to employ a female mason.'* Another interviewee from Siedlce thinks that *'women should pick typically masculine professions but they are scared of what the others will say: 'people will talk'*).



It is therefore necessary to take action to break down the barriers preventing women from choosing educational profiles leading to non-traditional professions and looking for a job in professions dominated by men or those relating to new technologies. On one hand it is necessary to act on the level of basic vocational schools and actively encourage girls to pursue non-traditional professions and on the other hand it is crucial to change the mentality of employers, who need to realize that women can be wonderful employees in many male-dominated professions, especially as they are seen as more diligent than men. It is crucial to send a message to the girls which will help them to break down the barriers of traditional (stereotypical) understanding of masculinity and femininity.

**THE CONSEQUENCES OF TEMPORARY CONTRACTS.** Young women with basic vocational education are offered temporary contract or civil law contract more frequently than men are. These forms of employment have more disadvantages for women than for men. The lack of a permanent employment contract impacts the private and family life of women – if they get pregnant and give birth, they are left with no means of subsistence. They are in no position to decide to enlarge the family. The lack of permanent employment contracts is much more harmful for women than it is for men and the fact that they are more frequently offered to men than women is a form of direct discrimination of women. The planned reform of the maternity benefit (planned by the current government for January 2016) which would entitle the unemployed women, female students, farmers and women employed on a civil law contract to receive maternity benefits is a solution which responds to the needs voiced by women with basic vocational education. However, such solution will improve the situation of young women during maternity (i.e. after childbirth) but not during pregnancy.





## Recommendations

- 1.** As we face a visible pay gap between men and women with basic vocational education it is crucial to create several social campaigns aimed at breaking the stereotypes concerning 'masculine' and 'feminine' occupations and actively encourage girls to pursue professions currently dominated by men.
- 2.** Adapting basic vocational schooling to the demands of the modern labour market by introducing study profiles relating to new professions which are in demand in the market and encouraging girls to choose new and 'untraditional' professions (including those related to new technologies).
- 3.** As the pay gap between the hourly rate offered to men and women with basic vocational education in the public sector is significant (and bigger than in the private sector) it is necessary to conduct a detailed analysis to establish what are the reasons for such a dramatic disparity and to introduce mechanisms to equalise the hourly rates offered to both genders and close the gender pay gap.
- 4.** As the consequences of not having a permanent job contract are far more disadvantageous for women than for men (e.g. during pregnancy and after childbirth the women are left with no means of subsistence) it is necessary to offer maternity benefits to all pregnant women as well as all mothers irrespectively of whether they are employed or not or the type of their employment contract.
- 5.** All the studies conducted by CSO and research findings of Labour Force Survey and pay studies should be available online with a clear gender division so that one can access those sources individually (eg. they should include data such as the percentage of women with basic vocational education who are employed on temporary contracts; employment and unemployment rate for women with basic vocational education in each voivodeship).



## Bibliography

Aktywność ekonomiczna ludności Polski, I kwartał 2010–2012, 2013, 2014 i 2015, „Informacje i Opracowania Statystyczne”, GUS, Warsaw

Cichomski B., *Wynagrodzenia kobiet i mężczyzn w latach 1996–2002*, in: *Krajowy system monitorowania równego traktowania kobiet i mężczyzn*, vol. 1, Wydawnictwo Naukowe SCHOLAR, Warsaw, 2006

Czarnik Sz., K. Turek, *Polski rynek pracy – aktywność zawodowa i struktura wykształcenia. Na podstawie badań ludności zrealizowanych w 2014 roku w ramach V edycji projektu Bilans Kapitału Ludzkiego. Edukacja a rynek pracy – tom III*, Polska Agencja Rozwoju Przedsiębiorczości, Warsaw, 2015

Goraus K., J. Tyrowicz, *Gender Wage Gap in Poland – Can It Be Explained by Differences in Observable Characteristics?* University of Warsaw, Faculty of Economic Science, “Working Paper” No. 11, 2014

Grajek M., *Gender Pay Gap in Poland*, “Economic Change and Restructuring”, vol. 36(1), 2003

Lisowska E., *Zasada parytetu płci na stanowiskach kierowniczych*, „Ruch Prawniczy, Ekonomiczny i Socjologiczny”, z. 4, 2013

Magda I., Potoczna M., *Does flexible employment pay? European evidence on the wage perspectives of female workers*, “NEU-JOBS Working Paper” No. 16.3, 2014

Mandal E., *Stereotypowe postrzeganie ról kobiet i mężczyzn jako wyznacznik karier zawodowych i funkcjonowania na rynku pracy*, in: *Płeć a możliwości ekonomiczne w Polsce: czy kobiety straciły na transformacji?* Bank Światowy, Warsaw, 2004

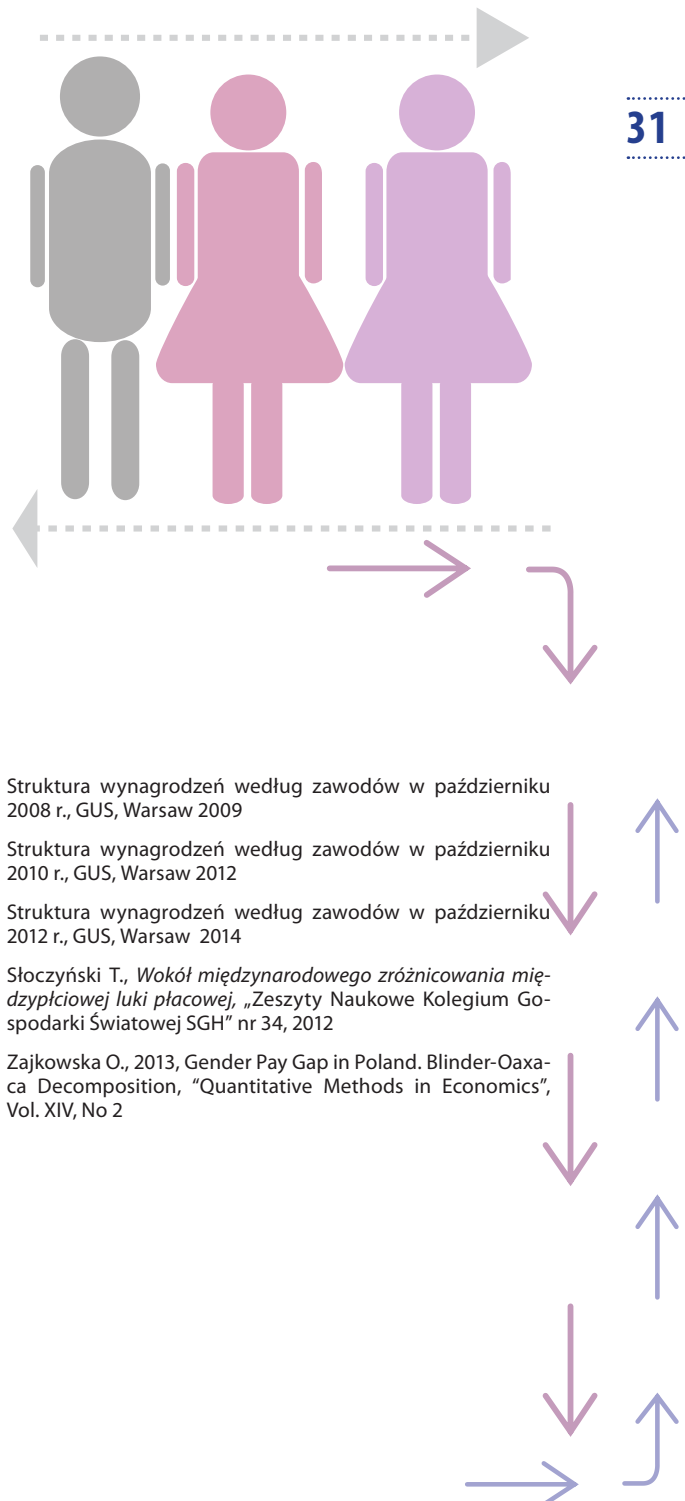
Matuszewska-Janica A., Witkowska D., *Nierówności płacowe kobiet i mężczyzn a struktura zatrudnienia w Unii Europejskiej*, „Metody ilościowe w Badaniach Ekonomicznych” 11(2), 2010

Oświata i wychowanie w roku szkolnym 2013/2014, „Informacje i Opracowania Statystyczne”, GUS, Warsaw 2014

*Rekomendacje dotyczące działań w zakresie szkolnictwa zawodowego prowadzących do poprawy sytuacji kobiet na rynku pracy*, Instytut Nauk Społeczno-Ekonomicznych, Warsaw 2010

Rocznik Demograficzny 2014, GUS, Warsaw 2015

Struktura wynagrodzeń według zawodów w październiku 2006 r., GUS, Warsaw 2007



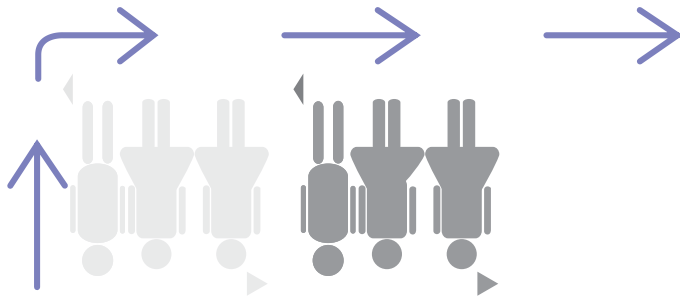
Struktura wynagrodzeń według zawodów w październiku 2008 r., GUS, Warsaw 2009

Struktura wynagrodzeń według zawodów w październiku 2010 r., GUS, Warsaw 2012

Struktura wynagrodzeń według zawodów w październiku 2012 r., GUS, Warsaw 2014

Słoczyński T., *Wokół międzynarodowego zróżnicowania międzypłciowej luki płacowej*, „Zeszyty Naukowe Kolegium Gospodarki Światowej SGH” nr 34, 2012

Zajkowska O., 2013, *Gender Pay Gap in Poland. Blinder-Oaxaca Decomposition*, “Quantitative Methods in Economics”, Vol. XIV, No 2



## Table index

**Table 1.** Economic Activity Rate, Employment Rate and Unemployment Rate for Men and Women with Basic Vocational Education in the Years 2010–2015

**Table 2.** Persons in Employment by Gender and Level of Education (first quarter of 2015, in %)

**Table 3.** Men in Employment and Women in Employment by Level of Education (the first quarter of 2015)

**Table 4.** Persons in Employment with Basic Vocational and Tertiary Education by Gender and Age (first quarter of 2015, in %)

**Table 5.** Employed Men and Women with Basic Vocational Education by Sector of Ownership (first quarter of 2015)

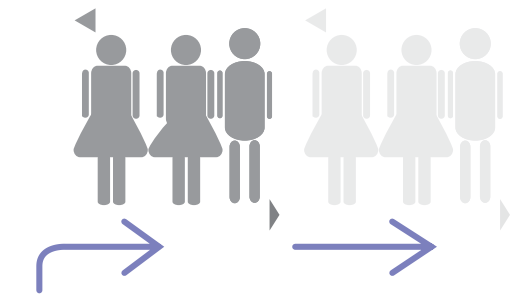
**Table 6.** People With Basic Vocational Education by Their Employment Status and Gender (first quarter of 2015)

**Table 7.** Economically Inactive Persons by Reason of Inactivity and Gender (first quarter of 2015, in %)

**Table 8.** Number of Persons in Employment and Wages of Women and Men with Basic Vocational Education in Selected Occupations in 2012

**Table 9.** Gross Wages of Men and Women with Basic Vocational Education by Age (2014)

**Table 10.** Gross Wages of Men and Women with Basic Vocational Education by Industry (2014)



## Chart index

**Chart 1.** Economic Activity Rate for Women and Men by Level of Education (first quarter of 2015, in %)

**Chart 2.** Unemployment Rate for Women and Men by Level of Education (first quarter of 2015, in %)

**Chart 3.** Persons in Employment by Gender and Level of Education (first quarter of 2015, in %)

**Chart 4.** Women and Men with Basic Vocational Education: Employed and the Economically Inactive (first quarter of 2015, in %)

**Chart 5.** The Ratio of the Average Monthly Pay of Women to the Average Monthly Pay of Men in 2006, 2008, 2010 and 2012 (%)

**Chart 6.** The Ratio of the Average Monthly Pay of Women to the Average Monthly Pay of Men with Basic Vocational Education in 2006, 2008, 2010 and 2012 (%)

**Chart 7.** The Ratio of the Average Pay of Women to the Average Pay of Men by Age 2012 (%)

**Chart 8.** Gross Hourly Rates of Women and Men with Basic Vocational Education in 2006, 2008, 2010 and 2012 (in PLN)

**Chart 9.** Hourly Rates of Women and Men with Basic Vocational Education by Age (in PLN, 2012).



