



Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women

List of issues and questions prior to the submission of the combined ninth and tenth periodic reports of Poland*

General

1. Please provide information and statistics, disaggregated by sex, age, nationality, disability, geographical location, minority status and socioeconomic background, on the current situation of women and girls in the State Party to enable monitoring of the implementation of the Convention. In accordance with the State Party's obligations under articles 1 and 2 of the Convention and in line with target 5.1 of the Sustainable Development Goals to end all forms of discrimination against all women and girls everywhere, please indicate how the State Party intends to improve the collection and analysis of data pertaining to the areas covered by the Convention, so as to support policymaking and programme development and to measure progress towards the implementation of the Convention and the promotion of substantive equality between women and men, including with regard to the specific areas covered in the present document.

Visibility of the Convention, the Optional Protocol thereto and the Committee's general recommendations

2. With reference to paragraphs 9 and 11 of the Committee's previous concluding observations ([CEDAW/C/POL/CO/7-8](#)), please provide information on measures taken to:

(a) Disseminate the Convention, the Optional Protocol thereto and the Committee's general recommendations among all segments of society and facilitate access to information on the views and recommendations of the Committee on individual communications and inquiries, including through capacity-building programmes for lawyers, judges, prosecutors, police officers and other law enforcement officials;

(b) Raise awareness among women and girls, in particular those belonging to the most disadvantaged groups, of their rights under the Convention and of available legal remedies at the national, regional and local levels, including through information campaigns and the media;

* Adopted by the Committee at its ninety-first session (16 June–4 July 2025).



(c) Collect and disseminate data about cases where the Convention, the Optional Protocol thereto and the Committee's general recommendations were invoked before or directly applied by the national courts.

Legislative and institutional framework

3. With reference to paragraph 11 of the Committee's previous concluding observations, please indicate the steps taken to review the Act on Equal Treatment in order to ensure that anti-discrimination legislation contains a definition of discrimination against women in accordance with article 1 of the Convention, covering all areas of the Convention, including in private and family life, and explicitly prohibiting sex- and gender-based discrimination, as well as multiple and intersecting forms of discrimination.

Access to justice

4. Please provide information on measures taken by the State Party to strengthen the independence of the judiciary and ensure the appointment of judges to different court systems in an independent and impartial manner. Furthermore, with reference to paragraph 13 of the Committee's previous concluding observations, please provide information on:

- (a) Measures taken to ensure access to effective legal remedies for women who have experienced sex- and gender-based discrimination and the redress provided;
- (b) The number and outcome of complaints of alleged discrimination on the grounds of sex and gender lodged by women, including the types of redress provided to victims.

Women human rights defenders

5. Please provide disaggregated statistical data on:

- (a) Legislative measures adopted specifically to protect women human rights defenders and ensure an enabling environment for their work;
- (b) Statistical data on women human rights defenders who have faced criminal charges, administrative penalties or civil lawsuits, specifying charges brought and outcomes;
- (c) Cases of surveillance, harassment or intimidation by State and non-State actors reported by women's rights organizations;
- (d) Women's rights organizations subjected to tax audits, funding investigations or registration challenges;
- (e) Steps taken to protect women human rights defenders working on sexual and reproductive health rights, particularly abortion access, from violence, harassment and intimidation by public and private actors.

Office of the Human Rights Defender

6. With reference to paragraph 15 of the Committee's previous concluding observations, please provide information on:

- (a) The measures implemented to overcome obstacles preventing the submission of complaints of sexual harassment in the workplace;
- (b) The steps taken to strengthen the mandate of the Office of the Human Rights Defender in full compliance with the principles relating to the status of national institutions for the promotion and protection of human rights (Paris Principles);

(c) The steps taken to provide legal and procedural safeguards against arbitrary detention and prosecution of human rights defenders, including measures to ensure fair trial guarantees;

(d) The current human, technical and financial resources specifically allocated to women's rights and gender equality in the Office of the Human Rights Defender.

National machinery for the advancement of women

7. With reference to paragraphs 17 and 19 of the Committee's previous concluding observations, please provide information on:

(a) The steps taken to strengthen the mandate and authority of the Government Plenipotentiary for Equal Treatment and increase its human, technical and financial resources with a separate budget;

(b) The evaluation of the gender neutrality of the National Action Plan for Equal Treatment and monitoring of its implementation with time-bound targets and indicators;

(c) The number of current government positions with specific gender equality mandates, their reporting lines and decision-making authority;

(d) The frequency and outcomes of gender impact assessments conducted on legislation and policies since the previous reporting cycle, including the number of laws or policies modified based on such assessments.

Temporary special measures

8. With reference to paragraph 21 of the Committee's previous concluding observations, please indicate what procedure has been put in place for the application of temporary special measures in accordance with article 4 (1) of the Convention. In particular, please provide information on:

(a) The temporary special measures implemented to increase women's employment, including disadvantaged groups of women, and their representation in decision-making positions and elected offices;

(b) The measures taken to enhance the equal representation of women in management and supervisory boards of public and private companies;

(c) The nature, purpose and use of the gender index in workplaces, in particular in public administration.

Gender stereotypes

9. With reference to paragraph 23 of the Committee's previous concluding observations, please provide information on measures taken to:

(a) Address persistent and deep-rooted gender stereotypes that perpetuate discrimination against women, including intersecting forms of discrimination based on age, disability, migrant status, race, minority status or other grounds;

(b) Include the elimination of gender stereotypes as a key priority in the National Action Plan for Equal Treatment;

(c) Review and revise textbooks and educational materials to eliminate gender stereotypes;

(d) Conduct media campaigns and other targeted awareness-raising and education initiatives promoting equal sharing of domestic and family responsibilities among all genders;

(e) Adopt comprehensive legislation against sexist or discriminatory advertisements and stereotypical portrayals of women in the media, including digital media.

Gender-based violence against women

10. With reference to paragraph 25 of the Committee's previous concluding observations, please provide information on:

(a) Adoption of a comprehensive strategy to prevent and eliminate all forms of violence against women, including economic violence and technology-facilitated gender-based violence, with coordination and monitoring mechanisms, and amendments to criminalize domestic violence and marital rape specifically;

(b) Measures taken to harmonize legislation with Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence, including specific provisions addressing technology-facilitated gender-based violence and online harassment;

(c) Crisis centres, shelters and legal aid services provided to survivors, with particular attention to women and girls with disabilities, rural and Roma women, lesbian, bisexual, transgender and intersex (LBTI) women, and migrant, displaced, asylum-seeking and refugee women, especially Ukrainian refugees without temporary protection;

(d) Capacity-building programs implemented for judiciary and law enforcement officers on gender-sensitive investigations, including numbers of officers trained by rank and affiliation;

(e) Research conducted into root causes of gender-based violence and specific prevention measures targeting marginalized groups of women and girls;

(f) Statistical data on complaints, investigations, prosecutions, convictions and sentences imposed, disaggregated by age of victim, disability (whether congenital or acquired as a result of gender-based violence), minority status, type of violence and relationship between victim and perpetrator, including data on protection orders issued;

(g) Measures taken to address violence against children as a form of violence against women ("vicarious violence" or "violence by proxy"), including the use of children to control, coerce or harm their mothers, and protection mechanisms for children who witness domestic violence.

Trafficking in persons and exploitation of prostitution

11. In the light of the Committee's general recommendation No. 38 (2020) on trafficking in women and girls in the context of global migration and paragraph 27 of its previous concluding observations, please provide information on:

(a) Measures in place to combat trafficking, including preventive measures specifically targeting Roma women and girls, refugees, asylum-seeking and migrant women, and early identification and referral to support services at borders;

(b) Specialized shelters and rehabilitation programmes available for trafficking victims, their geographical distribution and the human, technical and financial resources allocated to such services;

(c) Capacity-building provided to judiciary and law enforcement officers and social workers on identification, investigation and victim-centred approaches;

(d) Statistical data on reported cases, investigations, prosecutions, convictions and sentences imposed on perpetrators, disaggregated by gender, age, minority status and country of origin of victims.

12. Please provide information on:

(a) Policies developed in accordance with the European Parliament resolution of 14 September 2023 on the regulation of prostitution in the EU; its cross-border implications and impact on gender equality and women's rights;

(b) Measures taken to address the demand side of prostitution and compile information on the extent of prostitution;

(c) Alternative income-generating opportunities and exit programmes provided to women who wish to leave prostitution;

(d) Steps taken to address the root causes of exploitation in prostitution and minimize women's vulnerability to such exploitation.

Participation in political and public life

13. Please provide information on measures taken by the State Party to ensure women's meaningful participation in judicial reform and in initiatives to strengthen the rule of law, including their representation in judicial councils, court reform committees, and decision-making bodies responsible for judicial independence and electoral integrity. Furthermore, with reference to paragraphs 7 and 8 of the Committee's previous concluding observations and its general recommendation No. 40 (2024) on the equal and inclusive representation of women in decision-making systems, please provide information on:

(a) Current representation of women at decision-making levels in: (i) the European Parliament; (ii) the Sejm; (iii) the Senate; (iv) municipal public office, particularly in major cities; (v) public administration; (vi) the judiciary; (vii) management and supervisory boards of listed companies and State-owned enterprises; and (viii) representation of women from disadvantaged and marginalized groups, particularly rural and Roma women, in political and public life;

(b) Specific measures implemented to increase women's representation, including plans to amend electoral law with incentives and penalties for non-compliance;

(c) Temporary special measures adopted in accordance with articles 4 (1), 7 and 8 of the Convention to achieve equal participation of women with the aim of reaching parity in political and public life at all levels.

Education

14. With reference to paragraph 31 of the Committee's previous concluding observations, please provide information on:

(a) Strategies implemented to encourage women and girls to choose non-traditional fields including science, technology, engineering, mathematics and information and communications technology, and temporary special measures adopted to promote girls' participation in technical subjects;

(b) Steps taken to eliminate gender stereotypes, including intersectional stereotypes, in curriculum and textbooks and among educators;

(c) The integration of comprehensive, age-appropriate sexuality education into school curricula, addressing modern contraceptives and the prevention of

unplanned pregnancies, sexually transmitted diseases, and women's and girls' rights to consent and bodily autonomy;

(d) Disaggregated data on enrolment and dropout rates among rural, Roma, migrant, displaced, asylum-seeking and refugee girls at primary and secondary levels and on their enrolment in higher education;

(e) Measures to ensure access to inclusive education for girls with disabilities and other disadvantaged groups, including infrastructure accessibility, trained personnel and adapted learning materials;

(f) Efforts to increase women's representation in decision-making positions in the education system, including among professors and associate professors, and measures to address gender segregation across teaching disciplines.

Employment

15. Please provide information on measures taken by the State Party to enhance women's representation in science, technology, engineering and mathematics (STEM) fields, with particular attention to emerging areas of technology, including artificial intelligence. Furthermore, with reference to paragraphs 33 and 35 of the Committee's previous concluding observations, please provide information on:

(a) Measures taken to eliminate horizontal and vertical segregation in the labour market and to promote women's representation in managerial positions and in professional chambers and unions;

(b) Implementation of equal pay for work of equal value, the current gender pay gap and gender pension gap data, and measures taken to reduce and close these gaps;

(c) Progress made in strengthening the mandate of the labour inspectorate to investigate of gender discrimination and sexual harassment complaints, and sanctions imposed on non-compliant companies;

(d) Availability and expansion of affordable quality childcare facilities, especially for children under three years old, disaggregated by geographical distribution;

(e) Employment rates among women working part-time, including women with disabilities, rural and Roma women, and women migrant workers, and measures to support their transition to full-time employment where desired.

Health

16. With reference to paragraph 37 of the Committee's previous concluding observations and its inquiry report ([CEDAW/C/POL/IR/1](#)), in which it found grave and systematic violations under articles 2, 12, and 16 of the Convention, please provide information on the steps taken to:

(a) Repeal article 152 of the Criminal Code and adopt comprehensive legal reforms to decriminalize abortion and ensure access to safe and legal abortion on request;

(b) Implement an interim moratorium on the application of criminal laws concerning abortion and cease all related arrests, investigations and criminal prosecutions while legislative reform is pending;

(c) Recognize the right to abortion as a fundamental right and adopt evidence-based protocols for health-care professionals in line with World Health Organization guidelines on abortion care;

(d) Ensure that all women and girls, including those with disabilities and belonging to minorities, can make autonomous decisions about their sexual and reproductive health with access to evidence-based and unbiased information, and ensure protection from forced sterilization and access to free, prior and informed consent procedures for all medical interventions;

(e) Re-introduce the obligation for medical professionals who invoke conscientious objection to refer women to alternative healthcare providers and ensure effective enforcement mechanisms against misuse of conscientious objection;

(f) Ensure accessibility and affordability of modern contraceptive methods, including emergency contraception, through public health system reimbursement and guarantee unimpeded access to reproductive health services for adolescent girls;

(g) Implement specific measures to address abortion stigma arising from criminalization, including public awareness campaigns and training for healthcare providers.

17. Please provide statistical data, disaggregated by year, on:

(a) Legal abortions performed, disaggregated by legal ground and voivodeship;

(b) Healthcare facilities and medical professionals who have invoked conscientious objection clauses for abortion services, contraception, and emergency contraception, and the geographical distribution of such refusals;

(c) Maternal mortality rates, complications from illegal abortions, and cases where women were denied emergency medical care during pregnancy complications;

(d) Criminal proceedings initiated under article 152 and related provisions, including investigations, prosecutions, convictions, and penalties imposed;

(e) Comprehensive assessments conducted on the impact of current legal and practical restrictions on access to abortion on the rights of women and girls to life, physical and mental health, equality and non-discrimination, privacy, and freedom from torture or cruel, inhuman or degrading treatment, and how such findings have informed legal or policy reforms.

Economic empowerment

18. Please provide information on:

(a) Social benefits, allowances, pensions, social housing and other measures in place to reduce women's risk of poverty and the demonstrated impacts of those measures;

(b) Specific measures taken to address the economic needs of older women, rural women, Roma women, and women-headed households;

(c) Women's access to financial services, including microcredit, loans and other forms of financial credit;

(d) Measures to recognize and value unpaid care work performed by women, including its consideration in pension entitlements and social benefits;

(e) Statistical data on poverty rates among women, disaggregated by age, disability, geographical location, household composition, migration status, race and minority status.

Rural women

19. With reference to paragraphs 39 and 41 of the Committee's previous concluding observations, please provide information on:

(a) Comprehensive policies and programmes for the economic and political empowerment of rural women and their access to healthcare, education, employment and social services;

(b) The representation of rural women in decision-making processes, particularly in voivodeship agricultural chambers;

(c) Temporary special measures adopted to achieve equal participation of rural, Roma, LGBTI women, and women with disabilities in political and public life.

Disadvantaged groups of women

Refugee and asylum-seeking women and girls

20. Please provide statistical data, disaggregated by age, disability, minority status, nationality, and geographical location, on:

(a) Migrant, displaced, asylum-seeking and refugee women and girls who have reported experiencing sexual or gender-based violence while in Poland, and those who received specialized support services by type of service;

(b) Cases of trafficking involving asylum-seeking and refugee women and girls identified by authorities, including perpetrators prosecuted and convicted;

(c) Availability of women-only accommodation facilities, specialized healthcare services, accessible shelters, and legal aid specifically accessible to asylum-seeking and refugee women, including women with disabilities, across different regions;

(d) Human, technical and financial resources allocated for gender-sensitive protection services and trained personnel providing such services.

21. Considering that the State Party hosts one of the largest populations of Ukrainian refugees, please provide information on Ukrainian refugee women and girls who have obtained temporary protection and steps taken to ensure stable livelihood opportunities.

Lesbian, bisexual and trans women, and intersex persons

22. Please provide information on:

(a) Measures taken to protect lesbian, bisexual, transgender and intersex women from discrimination, violence and harassment;

(b) Access to healthcare, employment, education and public services for LGBTI women;

(c) Legal recognition and protection of LGBTI women's rights, including gender identity recognition procedures;

(d) Capacity-building programmes for law enforcement, healthcare providers and public officials on addressing discrimination against LGBTI women;

(e) Statistical data on hate crimes and discrimination cases involving LGBTI women and their outcomes.

Women and girls with disabilities

23. Please provide information on the measures taken to:

- (a) Ensure the full legal capacity of women with disabilities and provide appropriate support for decision-making in accordance with their will and preferences;
- (b) Support women with disabilities to exercise custody of their children and prevent the discriminatory removal of children based on disability;
- (c) Ensure effective access to justice for women with disabilities who are victims of gender-based violence, including accessibility measures in courts and reasonable and procedural accommodations in trials;
- (d) Eliminate barriers to accessing healthcare, education, employment and social services for women and girls with disabilities;
- (e) Collect disaggregated statistical data on violence, discrimination and other violations experienced by women and girls with disabilities.

Marriage and family relations

24. With reference to paragraph 43 of the Committee's previous concluding observations and its general recommendation No. 29 (2013) on the economic consequences of marriage, family relations and their dissolution, please provide information on:

- (a) Legislative amendments adopted to ensure women's equal economic rights during and following marriage dissolution;
- (b) Measures taken to ensure that domestic violence is taken into account in judicial proceedings relating to child custody, visitation rights, spousal support and other matters arising from separation or divorce;
- (c) Steps taken to establish a minimum age of marriage at 18 years for both girls and boys without exceptions, and measures to eliminate any court-authorized decisions that permit marriage below this age;
- (d) Measures taken to eliminate the consideration of perceived fault in determining financial consequences of divorce, including compensation or spousal support;
- (e) Statistical data on divorce proceedings since the last reporting period, disaggregated by outcomes regarding property division, spousal support awards and post-divorce economic status.

Additional information

25. Please provide any additional information deemed relevant with regard to legislative, policy, administrative and other measures taken to implement the provisions of the Convention and the Committee's concluding observations since the consideration of the previous periodic report in 2019. Such measures may include recent laws, developments, plans, programmes and ratifications of human rights instruments, as well as any other information that the State Party considers relevant. Please note that, further to the issues raised in the present document, the State Party will be expected, during the dialogue, to respond to additional questions relating to areas covered by the Convention.