



IMD World Competitiveness Yearbook 2022

COUNTRY  
PROFILE

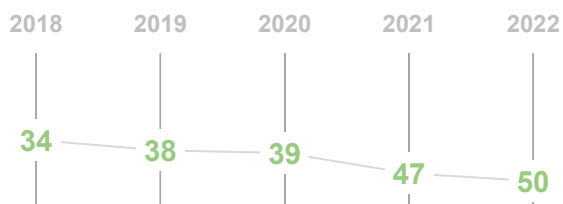
POLAND



# Poland

## Competitiveness Trends – Overall

### OVERALL PERFORMANCE (63 countries)



### CHALLENGES IN 2022

- Work out a comprehensive immigration policy that takes into account the domestic need for workers.
- Secure better access to skills through upskilling and reskilling programs, facilitate public-private cooperation to address skills shortages.
- Promote innovation and productivity growth through digital technologies, prioritize investment in green and digital solutions in R&D, industry and infrastructure.
- Ensure stable, predictable, and user-friendly legislation.
- Reform healthcare system.

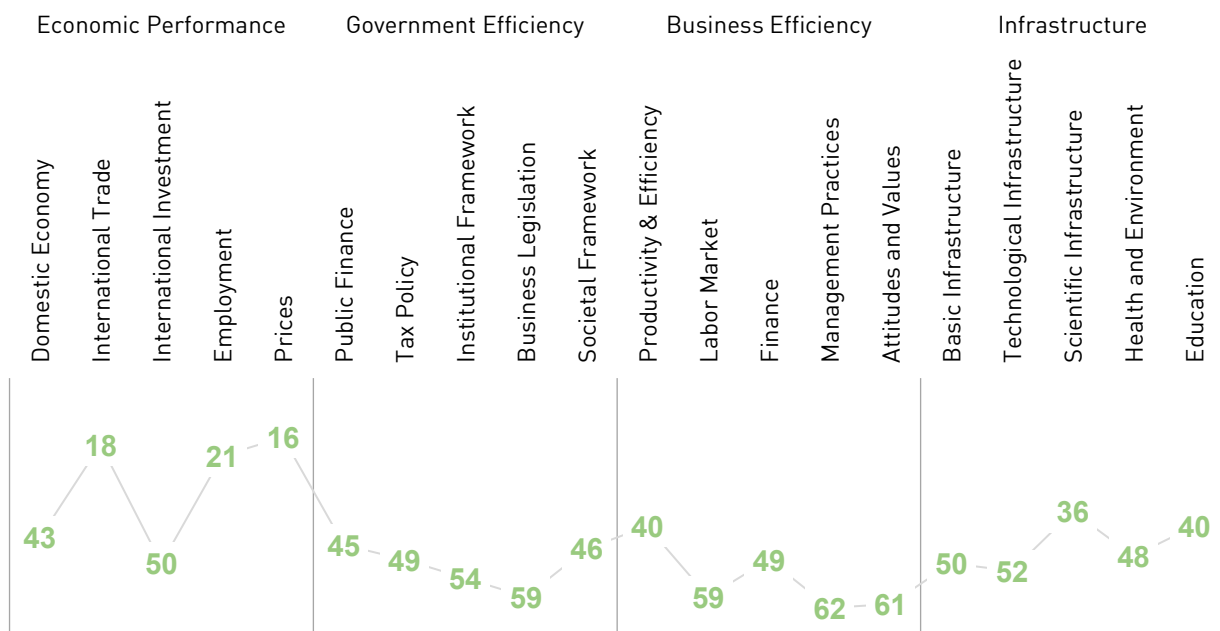
### BASIC FACTS

Rank

Indicator	Value	Year	Rank
Capital	Warsaw		
Land area (square km '000)	313	2021	
Exchange Rate (per \$)	3.862	2021	
Population - market size (millions)	38.08	2021	21
Gross Domestic Product (GDP) (US\$ billions)	674.0	2021	21
GDP (PPP) per capita (US\$)	37,548	2021	36
Real GDP growth (%)	5.7	2021	25
Consumer price inflation (%)	5.10	2021	53
Unemployment rate (%)	3.35	2021	07
Labor force (millions)	17.26	2021	22
Current account balance (% of GDP)	-0.63	2021	37
Direct investment stocks inward (\$bn)	248.7	2020	25
Direct investment flows inward (% of GDP)	2.91	2020	17

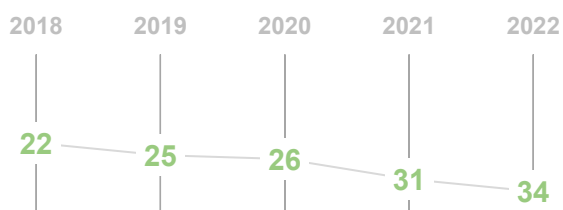
PROVIDED BY: SGH Warsaw School of Economics, World Economy Research Institute, Collegium of World Economy

### COMPETITIVENESS LANDSCAPE

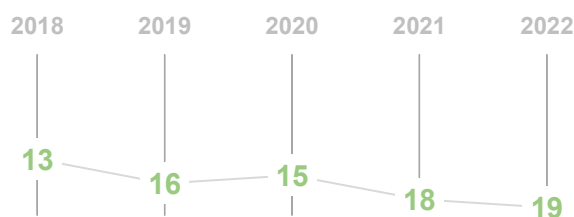


### PEER GROUPS RANKINGS

#### EUROPE - MIDDLE EAST - AFRICA (40 countries)



#### POPULATIONS > 20 MILLION (27 countries)



# Poland

## Competitiveness Evolution & Attractiveness Indicators

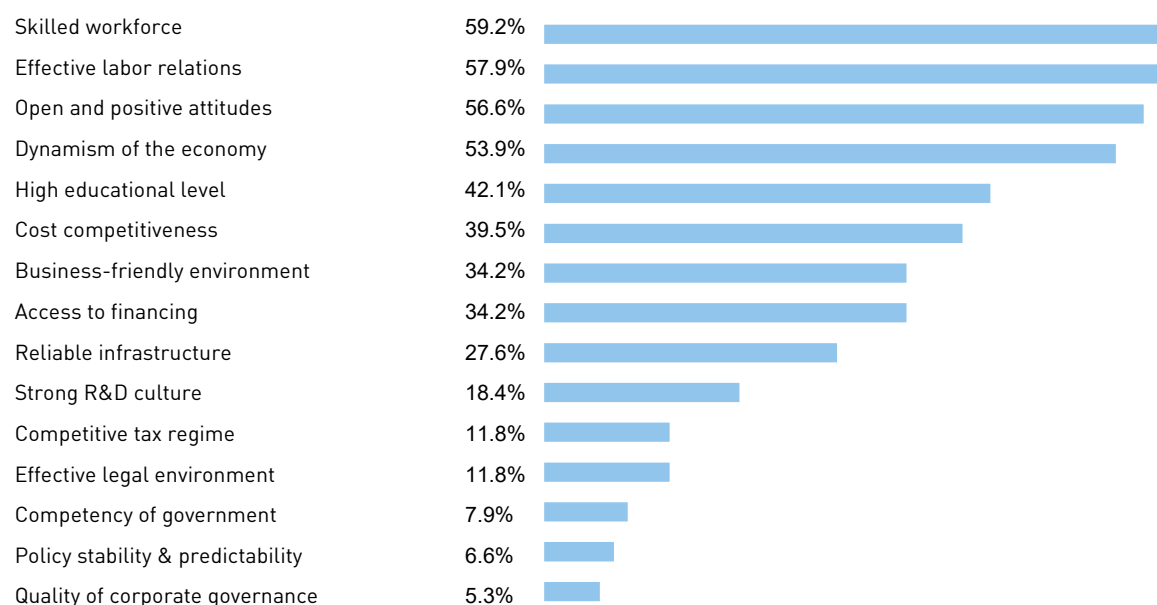
### COMPETITIVENESS EVOLUTION

The criteria below highlight the 15 biggest Improvements and the 15 biggest Declines in the overall performance of the economy. They are determined by the largest percentage changes in the value of each criterion from one yearbook to the next.

	WCY 2021	WCY 2022		WCY 2021	WCY 2022
<b>IMPROVEMENTS</b>			<b>DECLINES</b>		
1.1.15 Real GDP growth per capita	-2.41	6.25	1.2.02 Current account balance	3.56	-0.63
1.1.14 Real GDP growth	-2.7	5.7	4.1.07 Population - growth	-0.30	-0.49
1.1.18 Gross fixed capital formation - real growth	-8.43	7.93	3.4.14 Total early-stage Entrepreneurial Activity	5.39	2.00
3.2.14 Labor force - long-term growth	-1.21	-0.17	1.2.25 Tourism receipts	2.32	1.02
2.1.02 Government budget surplus/deficit (%)	-6.97	-1.88	1.4.08 Long-term unemployment	0.60	0.90
2.4.07 Government subsidies	3.84	1.20	1.5.01 Consumer price inflation	3.40	5.10
2.5.05 Social cohesion	2.67	4.00	1.2.18 Export concentration by product	35.6	48.8
2.3.08 Exchange rate stability	0.062	0.037	1.4.09 Youth unemployment	9.87	13.42
3.5.02 Image abroad or branding	3.49	4.79	2.3.05 Central bank policy	3.59	2.41
2.3.12 Bureaucracy	1.72	2.23	4.5.17 University education index	2.14	1.52
3.5.03 National culture	4.26	5.47	2.4.11 Parallel economy	4.07	2.94
2.4.09 State ownership of enterprises	3.04	3.87	4.1.15 Energy infrastructure	5.60	4.34
4.4.26 Pollution problems	2.78	3.49	3.3.19 Corporate debt	4.72	3.80
1.2.08 Exports of goods (\$bn)	271.07	337.91	2.4.18 Immigration laws	5.46	4.43
1.2.12 Exports of commercial services (\$bn)	66.16	80.46	1.5.06 Gasoline prices	1.11	1.29

### KEY ATTRACTIVENESS INDICATORS

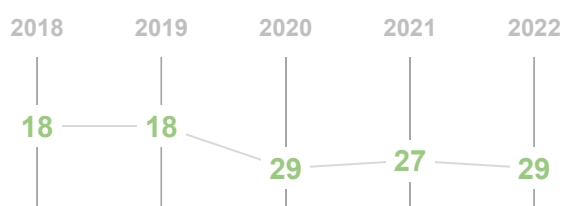
From a list of 15 indicators, respondents of the Executive Opinion Survey were asked to select 5 that they perceived as the key attractiveness factors of their economy. The chart shows the percentage of responses per indicator from the highest number of responses to the lowest.



# Poland

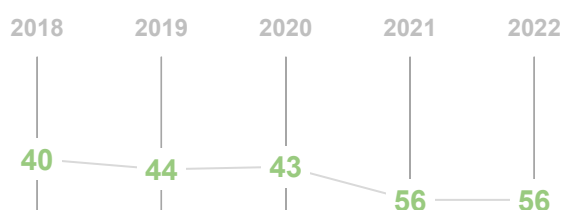
## Competitiveness Trends – Factor Breakdown

### ECONOMIC PERFORMANCE



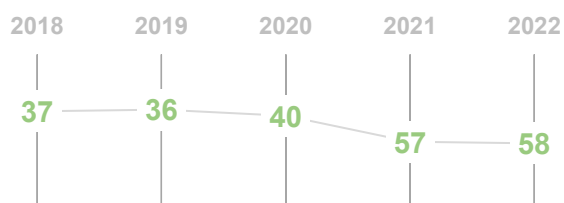
SUB-FACTOR RANKINGS :	2021	2022
Domestic Economy	34	43
International Trade	14	18
International Investment	61	50
Employment	07	21
Prices	15	16

### GOVERNMENT EFFICIENCY



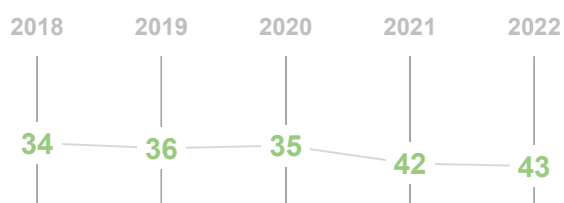
SUB-FACTOR RANKINGS :	2021	2022
Public Finance	50	45
Tax Policy	48	49
Institutional Framework	49	54
Business Legislation	58	59
Societal Framework	46	46

### BUSINESS EFFICIENCY



SUB-FACTOR RANKINGS :	2021	2022
Productivity & Efficiency	35	40
Labor Market	60	59
Finance	48	49
Management Practices	55	62
Attitudes and Values	62	61

### INFRASTRUCTURE



SUB-FACTOR RANKINGS :	2021	2022
Basic Infrastructure	48	50
Technological Infrastructure	46	52
Scientific Infrastructure	36	36
Health and Environment	50	48
Education	35	40

# Poland

## Balance Sheet – Factor Breakdown

### ECONOMIC PERFORMANCE

STRENGTHS		Rank	WEAKNESSES		Rank
1.4.07	Unemployment rate	07	1.3.04	Direct investment stocks abroad (% of GDP)	60
1.5.02	Cost-of-living index	09	1.1.09	Gross fixed capital formation (%)	60
1.4.08	Long-term unemployment	15	1.1.19	Resilience of the economy	58
1.4.10	Youth exclusion	16	1.5.01	Consumer price inflation	53
1.2.09	Exports of goods (%)	19	1.3.13	Relocation threats of business	51
1.2.12	Exports of commercial services (\$bn)	19	1.3.03	Direct investment stocks abroad (\$bn)	46
1.4.04	Employment - long-term growth	19	1.4.02	Employment (%)	44
1.2.08	Exports of goods (\$bn)	21	1.1.20	GDP per capita	41
1.2.23	Trade to GDP ratio	21	1.3.08	Direct investment stocks inward (% of GDP)	41
1.3.05	Direct investment flows inward (\$bn)	21	1.2.02	Current account balance	37

### GOVERNMENT EFFICIENCY

STRENGTHS		Rank	WEAKNESSES		Rank
2.4.01	Tariff barriers	11	2.5.11	Equal opportunity	63
2.2.07	Corporate tax rate on profit	12	2.3.05	Central bank policy	61
2.5.09	Income distribution - lowest 40%	14	2.3.11	Transparency	61
2.1.02	Government budget surplus/deficit (%)	14	2.1.07	Public finances	61
2.3.15	Sustainable Development Goals	15	2.3.09	Legal and regulatory framework	61
2.5.06	Gini coefficient	17	2.2.11	Real personal taxes	61
2.5.02	Homicide	17	2.3.10	Adaptability of government policy	60
2.3.07	Foreign currency reserves per capita	20	2.4.14	Start-up days	60
2.4.07	Government subsidies	23	2.5.01	Justice	60
2.4.15	Start-up procedures	24	2.1.09	Pension funding	60

### BUSINESS EFFICIENCY

STRENGTHS		Rank	WEAKNESSES		Rank
3.4.11	Women in management	08	3.4.06	Auditing and accounting practices	63
3.3.05	Access to financial services - gender ratio	08	3.4.05	Corporate boards	63
3.2.06	Working hours	17	3.4.04	Credibility of managers	62
3.2.03	Remuneration in services professions	25	3.4.10	Social responsibility	62
3.2.04	Remuneration of management	26	3.3.07	Regulatory compliance (banking laws)	61
3.2.01	Compensation levels	27	3.3.19	Corporate debt	61
3.2.14	Labor force - long-term growth	30	3.2.19	Finance skills	61
3.2.16	Female labor force	33	3.4.08	Customer satisfaction	60
3.3.04	Access to financial services	33	3.2.20	Attracting and retaining talents	60
		-	3.2.09	Apprenticeships	60

### INFRASTRUCTURE

STRENGTHS		Rank	WEAKNESSES		Rank
4.4.24	Environmental agreements	01	4.4.25	Sustainable development	62
4.5.04	Pupil-teacher ratio (primary education)	03	4.2.11	Public-private partnerships	61
4.5.12	Students who are not low achievers - PISA	10	4.4.04	Health infrastructure	61
4.5.05	Pupil-teacher ratio (secondary education)	15	4.2.09	Digital/Technological skills	61
4.2.16	ICT service exports	15	4.4.26	Pollution problems	61
4.2.03	Mobile Telephone costs	16	4.4.27	Environmental laws	61
4.4.19	Forest area growth	19	4.2.12	Development & application of tech.	60
4.2.08	Internet bandwidth speed	23	4.2.10	Qualified engineers	60
4.5.06	Secondary school enrollment	24	4.5.15	University education	60
4.2.05	Secure internet servers	26	4.1.15	Energy infrastructure	58

# POLAND

## Extended Country Profile

### 1 - Economic Performance

#### 1.1 - Domestic Economy

	Value	Average	Rank	Year
1.1.00 - Exchange Rate National currency per US\$ (average)	3.862	21,532.090		2021
1.1.01 - Gross Domestic Product (GDP) US\$ billions	674.0	1,394.4	21	2021
1.1.02 - GDP (PPP) Estimates ; US\$ billions at purchasing power parity	1,429.8	1,981.9	19	2021
1.1.03 - World GDP contribution Percentage share of world GDP in market prices	0.70	1.44	21	2021
1.1.04 - Household consumption expenditure (\$bn) US\$ billions	376.5	735.2	19	2021
1.1.05 - Household consumption expenditure (%) Percentage of GDP	55.9	53.4	26	2021
1.1.06 - Government consumption expenditure (\$bn) US\$ billions	123.9	232.9	19	2021
1.1.07 - Government consumption expenditure (%) Percentage of GDP	18.4	18.3	32	2021
1.1.08 - Gross fixed capital formation (\$bn) US\$ billions	112.1	351.9	27	2021
1.1.09 - Gross fixed capital formation (%) Percentage of GDP	16.6	22.7	60	2021
1.1.10 - Gross domestic savings (\$bn) US\$ billions	173.7	379.1	26	2021
1.1.11 - Gross domestic savings (%) Percentage of GDP	25.8	28.3	35	2021
1.1.12 - Economic sectors Breakdown of the economic sectors, percentage of GDP				2021
Economic sectors / Agriculture	2.7	3.7		2021
Economic sectors / Industry	33.6	29.1		2021
Economic sectors / Services	63.7	67.0		2021
1.1.13 - Economic complexity index Measures knowledge intensity, by considering exports	1.14	0.86	23	2019
1.1.14 - Real GDP growth Percentage change, based on national currency in constant prices	5.7	5.6	25	2021
1.1.15 - Real GDP growth per capita Percentage change, based on national currency in constant prices	6.25	5.35	22	2021
1.1.16 - Household consumption expenditure - real growth Percentage change, based on constant prices	6.15	4.78	24	2021
1.1.17 - Government consumption expenditure - real growth Percentage change, based on constant prices	1.10	4.01	54	2021
1.1.18 - Gross fixed capital formation - real growth Percentage change, based on constant prices	7.93	6.32	25	2021
1.1.19 - Resilience of the economy Resilience of the economy to economic cycles is strong	3.90	5.88	58	2022
1.1.20 - GDP per capita US\$ per capita	17,701	34,279	41	2021
1.1.21 - GDP (PPP) per capita Estimates; US\$ per capita at purchasing power parity	37,548	44,580	36	2021
1.1.22 - Forecast: Real GDP growth Percentage change, based on national currency in constant prices	4.4	3.7	18	2022
1.1.23 - Forecast: Inflation Percentage change	10.8	38.4	59	2022
1.1.24 - Forecast: Unemployment Percentage of total labor force	3.4	6.3	10	2022
1.1.25 - Forecast: Current account balance Percentage of GDP	-1.1	1.7	45	2022

## 1.2 · International Trade

Value Average Rank Year

1.2.01 · Current account balance (\$bn) US\$ billions (minus sign = deficit)	-4.3	10.4	46	2021
1.2.02 · Current account balance Percentage of GDP	-0.63	1.64	37	2021
1.2.03 · Balance of trade (\$bn) US\$ billions (minus sign = deficit)	-0.4	-2.5	33	2021
1.2.04 · Balance of trade (%) Percentage of GDP	-0.06	0.27	32	2021
1.2.05 · Balance of commercial services (\$bn) US\$ billions (minus sign = deficit)	31.36	8.39	7	2021
1.2.06 · Balance of commercial services (%) Percentage of GDP	4.65	1.84	12	2021
1.2.07 · World exports contribution Percentage share of world exports (goods and commercial services)	1.48	1.45	21	2021
1.2.08 · Exports of goods (\$bn) US\$ billions	337.91	321.20	21	2021
1.2.09 · Exports of goods (%) Percentage of GDP	50.13	41.98	19	2021
1.2.10 · Exports of goods per capita US\$ per capita	8,874	15,049	31	2021
1.2.11 · Exports of goods - growth Percentage change, based on US\$ values	23.40	27.30	36	2021
1.2.12 · Exports of commercial services (\$bn) US\$ billions	80.46	88.34	19	2021
1.2.13 · Exports of commercial services (%) Percentage of GDP	11.94	15.10	26	2021
1.2.14 · Exports of commercial services - growth Percentage change, based on US\$ values	21.31	17.14	21	2021
1.2.15 · Exports of goods & commercial services US\$ billions	418.37	408.43	20	2021
1.2.16 · Exports breakdown by economic sector Percentage of total exports				2020
Exports breakdown by economic sector / Agriculture	12.0	11.3		2020
Exports breakdown by economic sector / Industry	68.5	64.4		2020
Exports breakdown by economic sector / Services	19.5	24.3		2020
1.2.17 · Export concentration by partner Exports to top 5 countries, percentage of total exports	50.6	55.0	24	2020
1.2.18 · Export concentration by product Top 5 products, percentage of total exports	48.8	57.6	24	2020
1.2.19 · Imports of goods & commercial services (\$bn) US\$ billions	387.4	402.5	44	2021
1.2.20 · Imports of goods & commercial services (%) Percentage of GDP	57.5	54.7	41	2021
1.2.21 · Imports of goods & commerc. services growth Percentage change, based on US\$ values	28.38	24.33	41	2021
1.2.22 · Imports breakdown by economic sector Percentage of total imports				2020
Imports breakdown by economic sector / Agriculture	9.2	9.0		2020
Imports breakdown by economic sector / Industry	77.5	67.7		2020
Imports breakdown by economic sector / Services	13.3	23.3		2020
1.2.23 · Trade to GDP ratio (Exports + Imports) / GDP	107.60	102.61	21	2020
1.2.24 · Terms of trade index Unit value of exports over unit value of imports	100.6	99.4	29	2020
1.2.25 · Tourism receipts International tourism receipts as a percentage of GDP	1.02	1.54	30	2020

### 1.3 · International Investment

Value Average Rank Year

1.3.01 · Direct investment flows abroad (\$bn) US\$ billions	4.88	14.96	26	2020
1.3.02 · Direct investment flows abroad (% of GDP) Percentage of GDP	0.82	4.62	30	2020
1.3.03 · Direct investment stocks abroad (\$bn) US\$ billions	26.6	612.1	46	2020
1.3.04 · Direct investment stocks abroad (% of GDP) Percentage of GDP	4.46	109.57	60	2020
1.3.05 · Direct investment flows inward (\$bn) US\$ billions	17.39	16.61	21	2020
1.3.06 · Direct investment flows inward (% of GDP) Percentage of GDP	2.91	4.86	17	2020
1.3.07 · Direct investment stocks inward (\$bn) US\$ billions	248.7	613.9	25	2020
1.3.08 · Direct investment stocks inward (% of GDP) Percentage of GDP	41.69	122.21	41	2020
1.3.09 · Balance of direct investment flows (\$bn) US\$ billions (flows abroad minus flows inward)	-12.51	-1.64	52	2020
1.3.10 · Balance of direct investment flows (%) Percentage of GDP (flows abroad minus flows inward)	-2.10	-0.24	46	2020
1.3.11 · Net position in direct investment stocks (\$bn) US\$ billions (stocks abroad minus stocks inward)	-222.1	-1.8	57	2020
1.3.12 · Net position in direct investment stocks (%) Percentage of GDP (stocks abroad minus stocks inward)	-37.23	-12.64	45	2020
1.3.13 · Relocation threats of business Relocation of business is not a threat to the future of your economy	4.81	5.36	51	2022
1.3.14 · Portfolio investment assets US\$ billions	-4.28	38.51	61	2020
1.3.15 · Portfolio investment liabilities US\$ billions	-11.08	34.92	58	2020

### 1.4 · Employment

Value Average Rank Year

1.4.01 · Employment Total employment in millions	16.64	38.16	21	2021
1.4.02 · Employment (%) Percentage of population	43.69	47.14	44	2021
1.4.03 · Employment - growth Estimates: percentage change	1.60	1.54	25	2021
1.4.04 · Employment - long-term growth Estimates: five year percentage change	2.55	-0.41	19	2021
1.4.05 · Employment by sector Percentage of total employment				2021
Employment by sector / Agriculture	8.3	7.7		2021
Employment by sector / Industry	30.4	23.5		2021
Employment by sector / Services	61.3	68.8		2021
1.4.06 · Employment in the public sector Percentage of total employment	20.00	17.83	37	2020
1.4.07 · Unemployment rate Percentage of labor force	3.35	8.00	7	2021
1.4.08 · Long-term unemployment Percentage of labor force	0.90	2.81	15	2021
1.4.09 · Youth unemployment Percentage of youth labor force (under the age of 25)	13.42	17.13	30	2021
1.4.10 · Youth exclusion Share of youth population (15-24) not in education, employment or training	8.6	14.6	16	2020



## 1.5 · Prices

Value Average Rank Year

<b>1.5.01 · Consumer price inflation</b>	5.10	29.25	53	2021
Average annual rate				
<b>1.5.02 · Cost-of-living index</b>	61.70	78.37	9	2021
Index of a basket of goods & services in the main city, including housing (New York City = 100)				
<b>1.5.03 · Apartment rent</b>	974	1,530	21	2018
3-room apartment monthly rent in major cities, US\$				
<b>1.5.04 · Office rent</b>	410	656	26	2021
Total occupation cost in the main city (US\$/Sq.M. per year)				
<b>1.5.05 · Food costs</b>	16.92	17.58	31	2021
Percentage of household final consumption expenditures				
<b>1.5.06 · Gasoline prices</b>	1.29	1.26	28	2021
Premium unleaded gasoline (95 Ron) US\$ per litre				

# POLAND

## Extended Country Profile

### 2 · Government Efficiency

#### 2.1 · Public Finance

	Value	Average	Rank	Year
2.1.01 · Government budget surplus/deficit (\$bn) US\$ billions	-12.69	-91.93	31	2021
2.1.02 · Government budget surplus/deficit (%) Percentage of GDP	-1.88	-4.00	14	2021
2.1.03 · Total general government debt (\$bn) US\$ billions	374.40	1,436.31	41	2021
2.1.04 · Total general government debt (%) Percentage of GDP	55.55	71.59	25	2021
2.1.05 · Total general government debt-real growth Percentage change, based on national currency in constant prices	2.93	8.58	18	2021
2.1.06 · Interest payment (%) Percentage of current revenue	2.62	5.98	20	2021
2.1.07 · Public finances Public finances are being efficiently managed	1.87	4.92	61	2022
2.1.08 · Tax evasion Tax evasion is not a threat to your economy	4.20	5.05	44	2022
2.1.09 · Pension funding Pension funding is adequately addressed for the future	2.18	4.77	60	2022
2.1.10 · General government expenditure Percentage of GDP	44.5	38.2	41	2021

#### 2.2 · Tax Policy

	Value	Average	Rank	Year
2.2.01 · Collected total tax revenues Percentage of GDP	35.94	27.09	46	2020
2.2.02 · Collected personal income tax On profits, income and capital gains, as a percentage of GDP	5.18	6.00	30	2020
2.2.03 · Collected corporate taxes On profits, income and capital gains, as a percentage of GDP	2.26	2.70	22	2020
2.2.04 · Collected indirect tax revenues Taxes on goods and services as a percentage of GDP	12.14	9.41	45	2020
2.2.05 · Collected capital and property taxes Percentage of GDP	1.29	1.47	34	2020
2.2.06 · Collected social security contribution Compulsory contribution of employees and employers as a percentage of GDP	13.80	7.28	53	2020
2.2.07 · Corporate tax rate on profit Maximum tax rate, calculated on profit before tax	19.00	22.34	12	2021
2.2.08 · Consumption tax rate Standard rate of VAT/GST	23.00	16.37	53	2021
2.2.09 · Employer social security tax rate %	22.1	16.0	47	2021
2.2.10 · Employee social security tax rate %	13.7	10.4	45	2021
2.2.11 · Real personal taxes Real personal taxes do not discourage people from working or seeking advancement	3.06	5.12	61	2022

## 2.3 · Institutional Framework

Value Average Rank Year

2.3.01 · Real short-term interest rate Real discount / bank rate	-4.58	-3.07	5	2021
2.3.02 · Cost of capital Cost of capital encourages business development	3.87	5.63	57	2022
2.3.03 · Interest rate spread Lending rate minus deposit rate	-	3.49		
2.3.04 · Country credit rating Index (0-60) of three country credit ratings: Fitch, Moody's and S&P	43.0	43.0	36	2021
2.3.05 · Central bank policy Central bank policy has a positive impact on the economy	2.41	6.31	61	2022
2.3.06 · Foreign currency reserves US\$ billions	166.03	216.77	20	2021
2.3.07 · Foreign currency reserves per capita US\$ per capita	4,360	9,199	20	2021
2.3.08 · Exchange rate stability Parity change from national currency to SDR, 2021 / 2019	0.037	0.072	37	2021
2.3.09 · Legal and regulatory framework The legal and regulatory framework encourages the competitiveness of enterprises	2.69	5.37	61	2022
2.3.10 · Adaptability of government policy Adaptability of government policy to changes in the economy is high	2.10	4.83	60	2022
2.3.11 · Transparency Transparency of government policy is satisfactory	1.54	4.87	61	2022
2.3.12 · Bureaucracy Bureaucracy does not hinder business activity	2.23	3.72	52	2022
2.3.13 · Bribery and corruption Bribery and corruption do not exist	3.90	4.77	40	2022
2.3.14 · Rule of law Rule of Law Index	69.23	72.47	38	2020
2.3.15 · Sustainable Development Goals Country performance on the 17 SDGs	80.2	75.1	15	2021
2.3.16 · Democracy Index EIU Overall Democracy Index, © The Economist Intelligence Unit Limited 2021	6.80	6.97	41	2021

## 2.4 · Business Legislation

Value Average Rank Year

<b>2.4.01 · Tariff barriers</b>	1.48	2.32	11	2020
Tariffs on imports: Applied weighted mean tariff rate for all products				
<b>2.4.02 · Protectionism</b>	3.37	5.74	59	2022
Protectionism of your government does not impair the conduct of your business				
<b>2.4.03 · Public sector contracts</b>	4.86	5.96	49	2022
Public sector contracts are sufficiently open to foreign bidders				
<b>2.4.04 · Foreign investors</b>	5.15	6.82	56	2022
Foreign investors are free to acquire control in domestic companies				
<b>2.4.05 · Capital markets</b>	5.27	6.57	51	2022
Capital markets (foreign and domestic) are easily accessible				
<b>2.4.06 · Investment incentives</b>	5.11	5.93	51	2022
Investment incentives are attractive to foreign investors				
<b>2.4.07 · Government subsidies</b>	1.20	2.02	23	2021
To private and public companies as a percentage of GDP				
<b>2.4.08 · Subsidies</b>	3.37	5.52	59	2022
Subsidies do not distort fair competition and economic development				
<b>2.4.09 · State ownership of enterprises</b>	3.87	6.04	57	2022
State ownership of enterprises is not a threat to business activities				
<b>2.4.10 · Competition legislation</b>	4.08	5.84	59	2022
Competition legislation is efficient in preventing unfair competition				
<b>2.4.11 · Parallel economy</b>	2.94	5.14	57	2022
Parallel (black-market, unrecorded) economy does not impair economic development				
<b>2.4.12 · New business density</b>	1.6	5.8	48	2019
Registered new businesses per 1'000 people aged 15-64				
<b>2.4.13 · Creation of firms</b>	4.44	6.63	59	2022
Creation of firms is supported by legislation				
<b>2.4.14 · Start-up days</b>	37.0	15.1	60	2019
Number of days to start a business				
<b>2.4.15 · Start-up procedures</b>	5.0	6.0	24	2019
Number of procedures to start a business				
<b>2.4.16 · Labor regulations</b>	4.30	5.50	51	2022
Labor regulations (hiring/firing practices, minimum wages, etc.) do not hinder business activities				
<b>2.4.17 · Unemployment legislation</b>	3.28	4.99	57	2022
Unemployment legislation provides an incentive to look for work				
<b>2.4.18 · Immigration laws</b>	4.43	5.83	59	2022
Immigration laws do not prevent your company from employing foreign labor				
<b>2.4.19 · Redundancy costs</b>	8.7	9.4	34	2019
Number of weeks of salary				

## 2.5 · Societal Framework

Value Average Rank Year

<b>2.5.01 · Justice</b> Justice is fairly administered	2.41	5.72	60	2022
<b>2.5.02 · Homicide</b> Intentional homicide, rate per 100'000 population	0.71	4.28	17	2020
<b>2.5.03 · Ageing of population</b> Population over 65, percentage of total population	18.6	14.8	38	2021
<b>2.5.04 · Risk of political instability</b> The risk of political instability is very low	2.82	5.80	56	2022
<b>2.5.05 · Social cohesion</b> Social cohesion is high	4.00	5.68	51	2022
<b>2.5.06 · Gini coefficient</b> Equal distribution of income scale: 0 (absolute equality) to 100 (absolute inequality)	30.20	35.03	17	2018
<b>2.5.07 · Income distribution - lowest 10%</b> Percentage of household incomes going to lowest 10% of households	3.20	2.75		2018
<b>2.5.08 · Income distribution - highest 10%</b> Percentage of household incomes going to highest 10% of households	24.00	26.98		2018
<b>2.5.09 · Income distribution - lowest 40%</b> Percentile going to the lowest 40% of households	21.50	18.99	14	2018
<b>2.5.10 · Income distribution - lowest 40% growth</b> Percentile going to the lowest 40% of households - growth	-0.92	0.34	29	2018
<b>2.5.11 · Equal opportunity</b> Equal opportunity legislation in your economy encourages economic development	2.78	6.17	63	2022
<b>2.5.12 · Females in parliament</b> Percentage of total seats in Parliament	28.32	29.11	31	2021
<b>2.5.13 · Unemployment rate - gender ratio</b> Ratio of the female and male unemployment rates	1.01	1.25	26	2021
<b>2.5.14 · Gender inequality</b> Gender Inequality Index (UNDP)	0.115	0.183	29	2019
<b>2.5.15 · Disposable Income</b> Female / male ratio	64.4	72.2	51	2021
<b>2.5.16 · Freedom of the Press</b> Reporters Without Borders: World Press Freedom Score	28.02	27.85	37	2021

# POLAND

## Extended Country Profile

### 3 · Business Efficiency

#### 3.1 · Productivity & Efficiency

	Value	Average	Rank	Year
<b>3.1.01 · Overall productivity (PPP)</b> Estimates: GDP (PPP) per person employed, US\$	82,947	84,576	33	2021
<b>3.1.02 · Overall productivity (PPP) - real growth</b> Estimates: Percentage change of GDP (PPP) per person employed	4.72	2.84	19	2021
<b>3.1.03 · Labor productivity (PPP)</b> Estimates: GDP (PPP) per person employed per hour, US\$	41.87	48.28	38	2021
<b>3.1.04 · Agricultural productivity (PPP)</b> Estimates: Related GDP (PPP) per person employed in agriculture, US\$	28,182	55,834	47	2021
<b>3.1.05 · Productivity in industry (PPP)</b> Estimates: Related GDP (PPP) per person employed in industry, US\$	94,786	107,180	37	2021
<b>3.1.06 · Productivity in services (PPP)</b> Estimates: Related GDP (PPP) per person employed in services, US\$	89,352	86,235	33	2021
<b>3.1.07 · Workforce productivity</b> Workforce productivity is competitive by international standards	5.54	6.15	44	2022
<b>3.1.08 · Large corporations</b> Large corporations are efficient by international standards	5.37	6.67	59	2022
<b>3.1.09 · Small and medium-size enterprises</b> Small and medium-size enterprises are efficient by international standards	5.57	6.12	44	2022
<b>3.1.10 · Use of digital tools and technologies</b> Companies are very good at using digital tools and technologies to improve performance	6.03	6.29	35	2022

## 3.2 · Labor Market

Value Average Rank Year

3.2.01 · Compensation levels	8.31	15.09	27	2021
Total hourly compensation in manufacturing (wages + supplementary benefits), US\$				
3.2.02 · Unit labor costs for total economy	3.26	1.59	39	2021
Percentage change				
3.2.03 · Remuneration in services professions	18,898	28,619	25	2018
Gross annual income including supplements such as bonuses, US\$				
Remuneration in services professions / Call center agent	9,698	19,099		2018
Remuneration in services professions / Nurse	11,839	30,277		2018
Remuneration in services professions / Primary school	13,212	30,970		2018
Remuneration in services professions / Product Manager	60,160	49,302		2018
Remuneration in services professions / Sales Assistant	8,394	19,165		2018
Remuneration in services professions / Secretary / Personal	10,085	22,903		2018
3.2.04 · Remuneration of management	145,948	169,169	26	2019
Total base salary plus bonuses and long-term incentives, US\$				
Remuneration of management / CEO	266,548	306,535		2019
Remuneration of management / Director manufacturing	121,713	149,356		2019
Remuneration of management / Engineer	60,980	80,327		2019
Remuneration of management / Human resources director	134,551	140,455		2019
3.2.05 · Remuneration spread	27.62	17.99	48	2018
Ratio of CEO to personal assistant remuneration				
3.2.06 · Working hours	1,981	1,843	17	2021
Average number of working hours per year				
3.2.07 · Worker motivation	5.19	5.87	45	2022
Worker motivation in companies is high				
3.2.08 · Industrial disputes	16.32	12.21	38	2019
Working days lost per 1,000 inhabitants per year (average 2018-2020)				
3.2.09 · Apprenticeships	3.23	5.20	60	2022
Apprenticeships are sufficiently implemented				
3.2.10 · Employee training	4.51	6.03	60	2022
Employee training is a high priority in companies				
3.2.11 · Labor force	17.26	40.47	22	2021
Employed and registered unemployed (millions)				
3.2.12 · Labor force (%)	45.32	50.09	50	2021
Percentage of population				
3.2.13 · Labor force growth	1.63	1.18	22	2021
Percentage change				
3.2.14 · Labor force - long-term growth	-0.17	-0.67	30	2021
Estimates: five year percentage change				
3.2.15 · Part-time employment	5.77	15.19	46	2020
Percentage of total employment				
3.2.16 · Female labor force	45.22	42.68	33	2021
Percentage of total labor force				
3.2.17 · Foreign labor force - migrant stock	1.30	17.76	55	2020
Migrant stock, age 20-64, % of population				
3.2.18 · Skilled labor	3.75	5.21	56	2022
Skilled labor is readily available				
3.2.19 · Finance skills	4.46	6.07	61	2022
Finance skills are readily available				
3.2.20 · Attracting and retaining talents	5.14	6.82	60	2022
Attracting and retaining talents is a priority in companies				
3.2.21 · Brain drain	3.51	4.93	50	2022
Brain drain (well-educated and skilled people) does not hinder competitiveness in your economy				
3.2.22 · Foreign highly-skilled personnel	3.77	5.39	53	2022
Foreign highly-skilled personnel are attracted to your country's business environment				
3.2.23 · International experience	4.53	5.62	54	2022
International experience of senior managers is generally significant				
3.2.24 · Competent senior managers	4.31	5.45	50	2022
Competent senior managers are readily available				

### 3.3 · Finance

Value Average Rank Year

3.3.01 · Banking sector assets Percentage of GDP	91.91	157.54	46	2021
3.3.02 · Financial cards in circulation Number of cards per capita	1.37	3.45	51	2021
3.3.03 · Financial card transactions US\$ per capita	5,276	11,334	44	2021
3.3.04 · Access to financial services Proportion of adults with a bank account or mobile-money-service provider	86.73	82.66	33	2017
3.3.05 · Access to financial services - gender ratio Ratio of the female and male access to a bank account or mobile-money-service provider	1.03	0.96	8	2017
3.3.06 · Banking and financial services Banking and financial services do support business activities efficiently	5.10	6.24	55	2022
3.3.07 · Regulatory compliance (banking laws) Regulatory compliance is sufficiently developed	4.78	6.92	61	2022
3.3.08 · Stock markets Stock markets provide adequate financing to companies	4.66	5.83	49	2022
3.3.09 · Stock market capitalization (\$bn) US\$ billions	207.2	1,470.4	34	2021
3.3.10 · Stock market capitalization (%) Percentage of GDP	30.74	105.47	47	2021
3.3.11 · Value traded on stock markets US\$ per capita	2,180	23,478	34	2020
3.3.12 · Listed domestic companies Number of listed domestic companies	782	718	14	2020
3.3.13 · Stock market index Percentage change on index in national currency	21.30	26.39	36	2021
3.3.14 · Shareholders' rights Shareholders' rights are sufficiently implemented	5.46	6.91	60	2022
3.3.15 · Initial Public Offerings By acquiror nation (average 2019-2021) US\$ millions	1,621.0	4,258.5	22	2021
3.3.16 · Credit Credit is easily available for business	4.62	6.05	55	2022
3.3.17 · Venture capital Venture capital is easily available for business	4.51	5.34	48	2022
3.3.18 · M&A Activity Deals per listed company (average 2018-2020)	0.395	1.193	36	2020
3.3.19 · Corporate debt Corporate debt does not restrain the ability of enterprises to compete	3.80	5.83	61	2022



### 3.4 · Management Practices

Value Average Rank Year

3.4.01 · Agility of companies Companies are agile	5.82	6.08	36	2022
3.4.02 · Changing market conditions Companies are generally extremely aware of changing market conditions	5.87	6.69	53	2022
3.4.03 · Opportunities and threats Companies are very good at responding quickly to opportunities and threats	6.03	6.29	43	2022
3.4.04 · Credibility of managers Credibility of managers in society is strong	4.56	6.15	62	2022
3.4.05 · Corporate boards Corporate boards do supervise the management of companies effectively	3.92	6.17	63	2022
3.4.06 · Auditing and accounting practices Auditing and accounting practices are adequately implemented in business	4.86	7.25	63	2022
3.4.07 · Use of big data and analytics Companies are very good at using big data and analytics to support decision-making	4.56	5.33	50	2022
3.4.08 · Customer satisfaction Customer satisfaction is emphasized in companies	5.72	6.95	60	2022
3.4.09 · Entrepreneurship Entrepreneurship of managers is widespread in business	5.16	6.07	57	2022
3.4.10 · Social responsibility Social responsibility of business leaders is high	4.48	6.16	62	2022
3.4.11 · Women in management Female share of senior and middle management (% of management)	41.15	31.46	8	2019
3.4.12 · Women on boards Boardmembers of all companies analyzed by MSCI	22.40	24.22	31	2021
3.4.13 · Entrepreneurial fear of failure % indicating that fear of failure would prevent them from setting up a business	43.48	42.81	21	2021
3.4.14 · Total early-stage Entrepreneurial Activity % who are either a nascent entrepreneur or owner-manager of a new business	2.00	12.11	50	2021

### 3.5 · Attitudes and Values

Value Average Rank Year

3.5.01 · Attitudes toward globalization Attitudes toward globalization are generally positive in your society	5.16	6.47	58	2022
3.5.02 · Image abroad or branding The image abroad of your country encourages business development	4.79	6.44	55	2022
3.5.03 · National culture The national culture is open to foreign ideas	5.47	6.82	58	2022
3.5.04 · Flexibility and adaptability Flexibility and adaptability of people are high when faced with new challenges	5.54	6.63	55	2022
3.5.05 · Need for economic and social reforms The need for economic and social reforms is generally well understood	4.38	5.88	56	2022
3.5.06 · Digital transformation in companies Digital transformation in companies is generally well implemented	5.19	5.95	47	2022
3.5.07 · Value system The value system in your society supports competitiveness	4.53	6.23	60	2022

# POLAND

## Extended Country Profile

### 4 · Infrastructure

#### 4.1 · Basic Infrastructure

	Value	Average	Rank	Year
4.1.01 · Land area Square kilometers ('000)	313	1,207	29	2021
4.1.02 · Arable area Square meters per capita	2,969	2,704	20	2019
4.1.03 · Water resources Total internal renewable per capita in cubic meters	1,413	18,375	44	2018
4.1.04 · Access to water Access to water is adequately ensured and managed	5.65	7.90	57	2022
4.1.05 · Management of cities Management of cities supports business development	5.75	6.61	47	2022
4.1.06 · Population - market size Estimates in millions	38.08	81.51	21	2021
4.1.07 · Population - growth Percentage change	-0.49	0.30	54	2021
4.1.08 · Dependent Population Percentage of total population	34.0	33.6		2021
Population over 65 years	18.6	14.8		2021
Population under 15 years	15.4	18.7		2021
4.1.09 · Dependency ratio Population under 15 and over 64 years old, divided by active population (15 to 64 years)	51.4	51.2	25	2021
4.1.10 · Roads Density of the network, km roads/square km land area	1.36	1.39	18	2019
4.1.11 · Railroads Density of the network, km per square km	0.060	0.049	13	2020
4.1.12 · Air transportation Number of passengers carried by main companies, thousands	2,686	27,297	45	2020
4.1.13 · Quality of air transportation Quality of air transportation encourages business development	6.64	7.07	44	2022
4.1.14 · Distribution infrastructure The distribution infrastructure of goods and services is generally efficient	6.10	7.12	49	2022
4.1.15 · Energy infrastructure Energy infrastructure is adequate and efficient	4.34	6.81	58	2022
4.1.16 · Total indigenous energy production Millions MTOE	59.32	169.14	23	2019
4.1.17 · Total indigenous energy production (%) Percentage of total requirements in tons of oil equivalent	57.7	106.4	33	2019
4.1.18 · Total final energy consumption Millions MTOE	74.49	122.04	45	2019
4.1.19 · Total final energy consumption per capita MTOE per capita	1.94	2.46	28	2019
4.1.20 · Electricity costs for industrial clients US\$ per kwh	0.107	0.107	31	2020

## 4.2 · Technological Infrastructure

Value Average Rank Year

	Value	Average	Rank	Year
<b>4.2.01 · Investment in Telecommunications</b> Percentage of GDP	0.34	0.42	39	2021
<b>4.2.02 · Mobile Broadband subscribers</b> 4G & 5G market, % of mobile market	70.1	71.5	36	2020
<b>4.2.03 · Mobile Telephone costs</b> Monthly Blended Average Revenue per User	6.8	15.7	16	2020
<b>4.2.04 · Communications technology</b> Communications technology (voice and data) meets business requirements	6.18	7.67	54	2022
<b>4.2.05 · Secure internet servers</b> publicly-trusted TLS/SSL certificates, Netcraft Secure Server Survey.	25,147	36,109	26	2020
<b>4.2.06 · Internet users</b> Number of internet users per 1000 people	825	839	40	2021
<b>4.2.07 · Broadband subscribers</b> Number of subscriptions per 1000 inhabitants	427	381	27	2020
<b>4.2.08 · Internet bandwidth speed</b> Average speed	108.5	93.5	23	2021
<b>4.2.09 · Digital/Technological skills</b> Digital/Technological skills are readily available	4.84	6.79	61	2022
<b>4.2.10 · Qualified engineers</b> Qualified engineers are available in your labor market	4.77	6.35	60	2022
<b>4.2.11 · Public-private partnerships</b> Public and private sector ventures are supporting technological development	4.10	6.08	61	2022
<b>4.2.12 · Development &amp; application of tech.</b> Development and application of technology are supported by the legal environment	4.36	6.46	60	2022
<b>4.2.13 · Funding for technological development</b> Funding for technological development is readily available	4.64	5.98	54	2022
<b>4.2.14 · High-tech exports (\$)</b> US\$ millions	19,967	47,160	23	2020
<b>4.2.15 · High-tech exports (%)</b> Percentage of manufactured exports	9.86	18.12	45	2020
<b>4.2.16 · ICT service exports</b> Percentage of service exports	11.7	9.7	15	2018
<b>4.2.17 · Cyber security</b> Cyber security is being adequately addressed by corporations	4.49	5.89	55	2022

### 4.3 · Scientific Infrastructure

Value Average Rank Year

4.3.01 · Total expenditure on R&D (\$) US\$ millions	8,305	31,953	22	2020
4.3.02 · Total expenditure on R&D (%) Percentage of GDP	1.39	1.63	32	2020
4.3.03 · Total expenditure on R&D per capita (\$) US\$ per capita	217.0	647.1	38	2020
4.3.04 · Business expenditure on R&D (\$) US\$ millions	5,217	24,238	23	2020
4.3.05 · Business expenditure on R&D (%) Percentage of GDP	0.87	1.11	29	2020
4.3.06 · Total R&D personnel Full-time work equivalent (FTE thousands)	173.2	233.3	13	2020
4.3.07 · Total R&D personnel per capita Full-time work equivalent (FTE) per 1000 people	4.53	5.37	31	2020
4.3.08 · Total R&D personnel in business enterprise Full-time work equivalent (FTE thousands)	95.9	183.3	17	2020
4.3.09 · Total R&D personnel in business per capita Full-time work equivalent (FTE) per 1000 people	2.51	3.31	31	2020
4.3.10 · Researchers in R&D per capita Full-time work equivalent (FTE) per 1000 people	3.3	3.6	30	2020
4.3.11 · Graduates in Sciences % of graduates in ICT, Engineering, Math & Natural Sciences	20.81	24.75	44	2019
4.3.12 · Scientific articles Scientific articles published by origin of author	34,816	39,473	15	2019
4.3.13 · Nobel prizes Awarded in physics, chemistry, physiology or medicine and economics since 1950	0	9	28	2021
4.3.14 · Nobel prizes per capita Awarded in physics, chemistry, physiology or medicine and economics since 1950 per million people	0.00	0.19	28	2021
4.3.15 · Patent applications Number of applications filed by applicant's origin	6,334	52,962	27	2020
4.3.16 · Patent applications per capita Number of applications filed by applicant's origin, per 100,000 inhabitants	16.55	80.01	34	2020
4.3.17 · Patent grants Number of patents granted by applicant's origin (average 2018-2020)	3,891	25,007	22	2020
4.3.18 · Number of patents in force by applicant's origin, per 100,000 inhabitants	66.8	491.7	33	2020
4.3.19 · Medium- and high-tech value added Proportion of total manufacturing value added, expressed as a percentage	33.06	38.63	41	2019
4.3.20 · Scientific research legislation Laws relating to scientific research do encourage innovation	4.42	5.97	55	2022
4.3.21 · Intellectual property rights Intellectual property rights are adequately enforced	5.34	6.59	52	2022
4.3.22 · Knowledge transfer Knowledge transfer is highly developed between companies and universities	3.97	5.52	55	2022

## 4.4 · Health and Environment

Value Average Rank Year

4.4.01 · Total health expenditure Percentage of GDP	6.5	7.5	42	2019
4.4.02 · Total health expenditure per capita US\$ per capita	1,004	2,614	43	2019
4.4.03 · Public expenditure on health (%) Percentage of total health expenditure	71.38	65.44	28	2019
4.4.04 · Health infrastructure Health infrastructure meets the needs of society	2.53	5.97	61	2022
4.4.05 · Universal health coverage index Coverage index for essential health services (0-100)	74	78	42	2019
4.4.06 · Life expectancy at birth Average estimate	76.6	78.4	45	2020
4.4.07 · Healthy life expectancy Average estimate	67.0	68.3	42	2021
4.4.08 · Infant mortality Under five mortality rate per 1000 live births	4.4	7.9	32	2020
4.4.09 · Medical assistance Number of inhabitants per physician and per nurse			47	2021
Medical assistance / Per nurse	200.94	302.83		2021
Medical assistance / Per physician	413.63	533.91		2021
4.4.10 · Urban population Percentage of total population	60	77		2021
4.4.11 · Human development index Combines economic - social - educational indicators/ Source: Human Development Report	0.880	0.862	34	2019
4.4.12 · Energy intensity Total energy consumed for each 1000 US\$ of GDP in MTOE	128	102	50	2018
4.4.13 · Safely treated waste water Percentage of waste water	81.9	76.7	34	2020
4.4.14 · Water use efficiency US\$ per cubic meter	49.40	97.67	32	2019
4.4.15 · CO2 emissions Metric tons of carbon dioxide from fuel combustion	267.6	420.2	47	2020
4.4.16 · CO2 emissions intensity CO2 emissions from fuel combustion in metric tons per one million US\$ of GDP	448.6	354.2	48	2020
4.4.17 · Exposure to particle pollution Mean population exposure to PM2.5, Micrograms per cubic metre	22.77	20.45	48	2019
4.4.18 · Renewable energies (%) Share of renewables in total energy requirements, %	9.4	16.8	40	2019
4.4.19 · Forest area growth Five year percentage change of hectares	0.7	0.4	19	2020
4.4.20 · Total biocapacity Global hectares per capita of biologically productive space	1.88	3.26	32	2018
4.4.21 · Ecological footprint Global hectares per person	4.8	5.0	34	2018
4.4.22 · Ecological balance (reserve/deficit) Total biocapacity minus total footprint in global hectares per capita	-2.87	-1.73	36	2018
4.4.23 · Environment-related technologies Development of environment-related technologies, % inventions worldwide	0.16	1.60	27	2019
4.4.24 · Environmental agreements Multilateral agreements on hazardous waste, proportion fulfilled	100.00	83.34	1	2015
4.4.25 · Sustainable development Sustainable development is a priority in companies	4.08	6.21	62	2022
4.4.26 · Pollution problems Pollution problems do not seriously affect your economy	3.49	5.71	61	2022
4.4.27 · Environmental laws Environmental laws and compliance do not hinder the competitiveness of businesses	4.71	6.17	61	2022
4.4.28 · Quality of life Quality of life is high	4.48	6.76	54	2022

## 4.5 · Education

Value Average Rank Year

4.5.01 · Total public expenditure on education Percentage of GDP	5.2	5.0	26	2020
4.5.02 · Total public expenditure on education per capita US\$ per capita	809	1,562	38	2020
4.5.03 · Total public exp. on education per student Spending per enrolled pupil/student, all levels	3,878	6,944	39	2019
4.5.04 · Pupil-teacher ratio (primary education) Ratio of students to teaching staff	9.64	15.95	3	2019
4.5.05 · Pupil-teacher ratio (secondary education) Ratio of students to teaching staff	10.02	13.74	15	2019
4.5.06 · Secondary school enrollment Percentage of relevant age group receiving full-time education	97.2	92.7	24	2019
4.5.07 · Higher education achievement Percentage of population that has attained at least tertiary education for persons 25-34	42.4	44.2	35	2020
4.5.08 · Women with degrees Share of women who have a degree in the population 25-65	38.8	39.7	33	2020
4.5.09 · Student mobility inbound Foreign tertiary-level students per 1000 inhabitants	1.44	4.01	46	2019
4.5.10 · Student mobility outbound National tertiary-level students studying abroad per 1000 inhabitants	0.65	2.62	50	2019
4.5.11 · Educational assessment - PISA PISA survey of 15-year olds	513	471	10	2018
Educational assessment - PISA / Mathematics	516	472		2018
Educational assessment - PISA / Reading	512	468		2018
Educational assessment - PISA / Sciences	511	472		2018
4.5.12 · Students who are not low achievers - PISA % of students who are not low achievers in maths, sciences and reading	76.7	58.5	10	2018
4.5.13 · English proficiency - TOEFL TOEFL scores	93	92	27	2020
4.5.14 · Primary and secondary education Primary and secondary education meets the needs of a competitive economy	3.82	6.10	55	2022
4.5.15 · University education University education meets the needs of a competitive economy	4.33	6.40	60	2022
4.5.16 · Management education Management education meets the needs of the business community	4.87	6.34	54	2022
4.5.17 · University education index Country score calculated from Times Higher Education university ranking	1.52	14.07	50	2021
4.5.18 · Illiteracy Adult (over 15 years) illiteracy rate as a percentage of population	1.0	2.4	1	2020
4.5.19 · Language skills Language skills are meeting the needs of enterprises	5.16	6.41	48	2022

## About the International Institute for Management Development (IMD)

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