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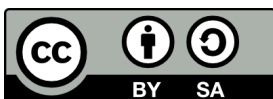
# MYCo - Meet Your Colleague.

## Overcoming generational stereotypes through knowledge.



### DESK RESEARCH ON GENERATIONAL DIFFERENCES IN POLAND AUTHOR: CWEP

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## 1. Generational Employment Trends in Poland

Poland's labor market has shown dynamic shifts in generational employment over recent years. Key data points include:

**Full-time employment** reached 15,819.40 thousand in September 2024, reflecting gradual recovery post-pandemic but still below the 2021 peak of 16,055.40 thousand<sup>1</sup>.

**Unemployment rates remain among the lowest in the EU**, projected at 5.3% by the end of 2024, driven by high labor demand in sectors like manufacturing and services<sup>2</sup>.

**Youth employment:** The 2022 ManpowerGroup report highlighted strong hiring prospects for younger workers in manufacturing (+30% Net Employment Outlook), contrasting with stagnation in sectors like construction<sup>3</sup>.

**Older workers:** Despite Poland's status as one of Europe's fastest-aging populations, employment rates for those aged 55–64 lag behind younger cohorts, partly due to technological skill gaps<sup>4 5</sup>.

**Key Insight:** While younger generations benefit from high demand in tech-driven sectors, older workers face systemic barriers, including digital exclusion and ageism in hiring practices.

## 2. Technological/Digital Diversity

Poland's digital divide is pronounced across generations:

**Intergenerational Solidarity:** Younger generations act as "digital natives," bridging gaps by teaching older adults digital literacy (e.g., online safety, social media). Conversely, older generations contribute life experience, creating mutual learning opportunities<sup>6</sup>.

**Access to Digital Culture:** A 2024 study found that access to digital platforms (e.g., e-books, audiovisual content) fosters cultural openness, but disparities persist. Older adults and low-income groups face limited access, exacerbating social stratification<sup>7</sup>.

**Workplace Implications:** A 2023 report noted that only 19% of Polish companies have formal DEI strategies, with minimal focus on digital inclusion for older employees<sup>8</sup>.

"Digitalization is not just a technological shift; it is a societal transformation requiring intergenerational solidarity"<sup>9</sup>.

## 3. Cultural Diversities

Cultural inclusivity in Poland remains a work in progress:

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<sup>1</sup> <https://tradingeconomics.com/poland/employment-full-time-eurostat-data.html>

<sup>2</sup> <https://pie.net.pl/en/forecasts/>

<sup>3</sup> <https://www.manpowergroup.pl/en/labor-market-reports/>

<sup>4</sup> <https://www.careersinpoland.com/article/people-and-relations/equality-diversity-and-inclusion-in-poland>

<sup>5</sup> <https://whatworks.pl/dei-in-poland/>

<sup>6</sup>

<https://epale.ec.europa.eu/en/blog/importance-intergenerational-solidarity-digitalization-exploring-technology-together>

<sup>7</sup> <https://www.nature.com/articles/s41599-024-04091-1>

<sup>8</sup> <https://whatworks.pl/dei-in-poland/>

<sup>9</sup>

<https://epale.ec.europa.eu/en/blog/importance-intergenerational-solidarity-digitalization-exploring-technology-together>

**Ethnic Minorities:** The 2011 Act on National and Ethnic Minorities recognizes 14 minority groups, but implementation gaps persist. For example, minority language schools are scarce, and political representation is minimal.

**LGBTQ+ Rights:** Poland's "LGBT-free zones" (declared by 100+ municipalities in 2020) drew international condemnation. Despite public support for LGBTQ+ rights, legal barriers remain, including no recognition of same-sex partnerships.

**Gender Equality:** The gender pay gap (15.5% in 2024) and underrepresentation of women in senior roles (75% held by men) highlight systemic inequities<sup>10 11</sup>.

**Key Insight:** Cultural diversity efforts are fragmented, with policy advancements often countered by political resistance.

#### 4. Communication Diversities

Generational communication preferences shape workplace dynamics:

**Digital Tools:** Younger workers favor instant messaging and social platforms, while older employees prefer face-to-face or email communication. This mismatch can hinder collaboration<sup>12</sup>.

**Cross-Cultural Dialogue:** Exposure to global digital content (e.g., films, blogs) enhances social openness, but language barriers and regional divides limit inclusivity<sup>13</sup>.

Only 20% of Polish workplaces are fully accessible to people with disabilities, limiting participation for marginalized groups<sup>14</sup>.

#### 5. Diversities in Approach to Work

**Work Flexibility:** Post-pandemic, younger workers prioritize hybrid models, whereas older generations value stability and traditional office settings<sup>15</sup>.

**Skill Mismatches:** Rapid digitalization creates demand for tech-savvy youth, but older workers struggle with upskilling. The 2024 PIE report notes wage growth (12.3% in 2024) driven by high-skilled roles, widening generational income gaps<sup>16</sup>.

**Leadership Styles:** Hierarchical structures dominate, clashing with younger workers' preference for collaborative decision-making.

#### 6. Transversal Diversities

Intersectional challenges include:

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<sup>10</sup> <https://www.careersinpoland.com/article/people-and-relations/equality-diversity-and-inclusion-in-poland>

<sup>11</sup> <https://whatworks.pl/dei-in-poland/>

<sup>12</sup>

<https://epale.ec.europa.eu/en/blog/importance-intergenerational-solidarity-digitalization-exploring-technology-together>

<sup>13</sup> <https://www.nature.com/articles/s41599-024-04091-1>

<sup>14</sup> <https://whatworks.pl/dei-in-poland/>

<sup>15</sup> <https://www.manpowergroup.pl/en/labor-market-reports/>

<sup>16</sup> <https://pie.net.pl/en/forecasts/>

Ageism and Gender: Older women face compounded discrimination, with limited access to managerial roles and training<sup>17</sup>.

Rural-Urban Divide\*: Rural areas lack digital infrastructure, disproportionately affecting older and low-income populations<sup>18</sup>.

### Key Observations

1. **Digital Divide:** Poland's aging population risks exclusion without targeted upskilling programs.
2. **Policy Gaps:** DEI strategies are underdeveloped, with only 3% of companies having formal plans.
3. **Cultural Resistance:** Political rhetoric often undermines inclusivity efforts, particularly for LGBTQ+ communities.

### Recommendations

Intergenerational Mentorship: Pair older workers with younger tech mentors to bridge digital gaps<sup>19</sup>.

Policy Advocacy: Encourage EU-aligned DEI frameworks to address gender pay gaps and LGBTQ+ rights<sup>20</sup>.

Inclusive Infrastructure: Invest in rural digital access and workplace accommodations for disabled employees<sup>21 22</sup>.

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<sup>17</sup> <https://whatworks.pl/dei-in-poland/>

<sup>18</sup> <https://www.nature.com/articles/s41599-024-04091-1>

<sup>19</sup>

<https://epale.ec.europa.eu/en/blog/importance-intergenerational-solidarity-digitalization-exploring-technology-together>

<sup>20</sup> <https://www.careersinpoland.com/article/people-and-relations/equality-diversity-and-inclusion-in-poland>

<sup>21</sup> <https://whatworks.pl/dei-in-poland/>

<sup>22</sup> <https://www.nature.com/articles/s41599-024-04091-1>

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