



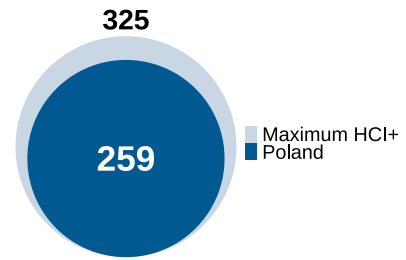
# POLAND

Region: Europe & Central Asia  
Income Category: High Income

**Human capital - people’s knowledge, skills, and health - drives productivity and growth.** The Human Capital Index Plus (HCI+) measures the human capital a child born today can expect to accumulate over their working life, extending the original HCI by incorporating tertiary education and work experience. This brief summarizes **Poland’s** HCI+ score and its performance in building human capital.

## What is Poland’s HCI+ and what does it mean?

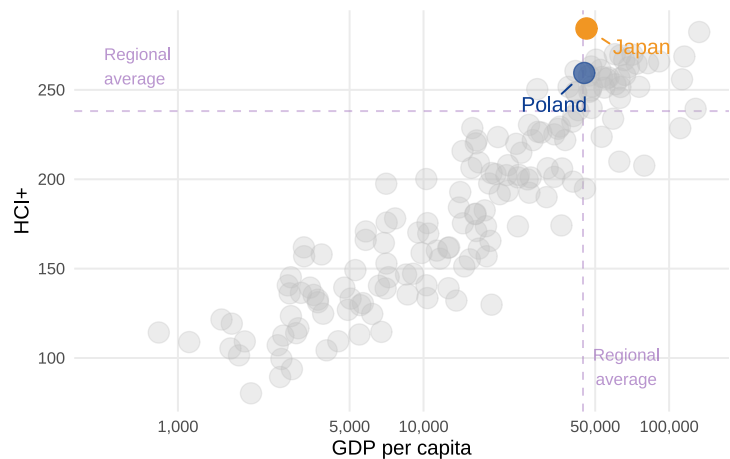
Poland’s HCI+ score is **259** (out of a maximum of **325**), reflecting its investments in **health, education, and employment**. A 10-point increase in the index would translate into approximately 10 percent higher future income. Closing the current gaps in these areas relative to high-performing countries with similar GDP per capita would boost future income by 14%.



## How does Poland’s HCI+ compare to other countries?

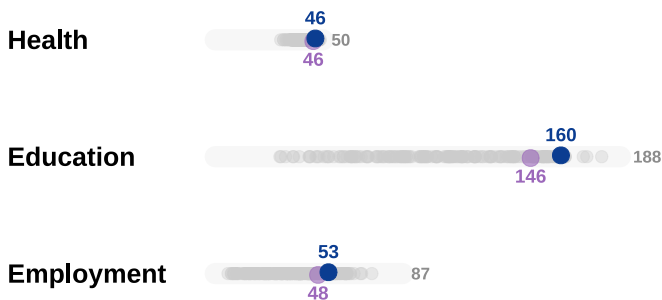
Poland’s HCI+ is higher than the average for the **Europe & Central Asia region (240)** and higher than the average for **high-income countries (254)**.

Among Poland’s income level peers, **Japan is the top performer in HCI+**.



## What explains Poland’s HCI+?

The HCI+ has three components corresponding to health, education, and employment.



The HCI+ score for the **Health pillar is 46**, about the same as the **regional average of 46**.

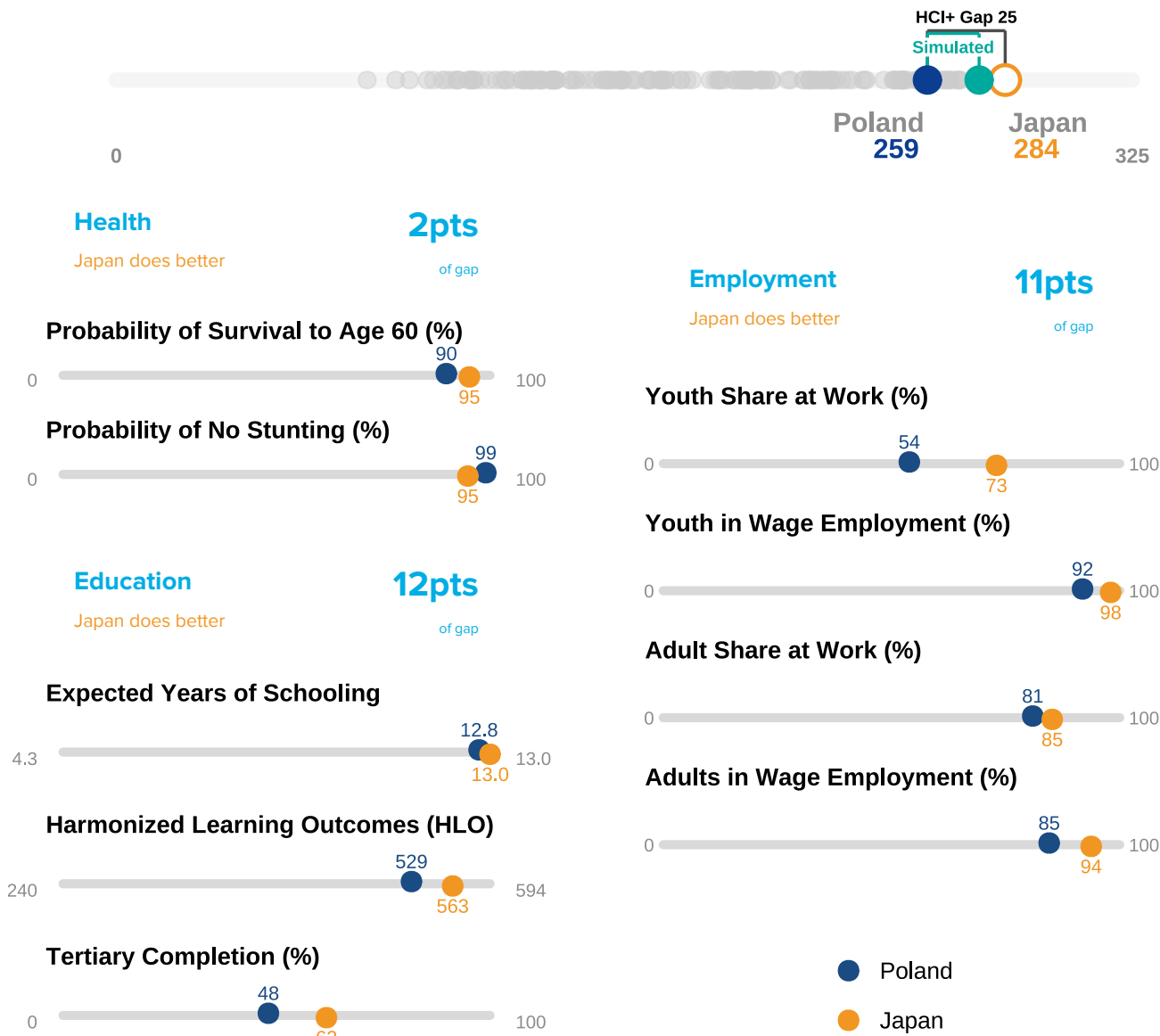
The HCI+ score for the **Education pillar is 160**, higher than the **regional average of 146**.

The HCI+ score for the **Employment pillar is 53**, slightly higher than the **regional average of 48**.



### What indicators are responsible for Poland’s HCI+ gap with Japan?

Poland’s HCI+ score (259) is lower than Japan’s (284). The indicators that account for the largest share of the HCI+ gap between Poland and Japan are **Harmonized Learning Outcomes (HLO), youth share at work, and adult share at work**. Raising these indicators to Japan’s levels would increase Poland’s score to **276**, boosting future income by approximately 16.6%.



### What is Poland’s HCI+ gender gap?

The HCI+ score for **women in Poland is 258** compared to **255 for men**. The 3-point gap indicates that women’s earning potential will be 3% higher than men’s due to differences in the human capital acquired by men and women in Poland.



Note: All values are derived from internationally comparable public datasets.

