



Industrial relations and social dialogue

**Poland: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

Authors: Agnieszka Górniak and Ewelina Wołosik (Ecorys Polska)

Research managers: Christine Aumayr-Pintar, Jakub Kostolný and Marco Seghesio

Eurofound reference number: WPEF24021

© European Foundation for the Improvement of Living and Working Conditions (Eurofound), 2024

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the Eurofound copyright, permission must be sought directly from the copyright holders.

Any queries on copyright must be addressed in writing to: copyright@eurofound.europa.eu

Research carried out prior to the UK's withdrawal from the European Union on 31 January 2020, and published subsequently, may include data relating to the 28 EU Member States. Following this date, research only takes into account the 27 EU Member States (EU28 minus the UK), unless specified otherwise.

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.

European Foundation for the Improvement of Living and Working Conditions

Telephone: (+353 1) 204 31 00

Email: information@eurofound.europa.eu

Web: www.eurofound.europa.eu

Contents

General information	1
1 - Agriculture	2
Background information.....	2
Sampling information	2
2 - Manufacture of food, leather, textiles, and clothes	3
Background information.....	3
Sampling information	3
Sector related agreements listed and coded in the database.....	4
Self-assessed proportion of included agreements	6
3 - Construction excl. civil engineering	7
Background information.....	7
Sampling information	7
Sector related agreements listed and coded in the database.....	8
Self-assessed proportion of included agreements	9
4 - Retail	10
Background information.....	10
Sampling information	10
Sector related agreements listed and coded in the database.....	11
Self-assessed proportion of included agreements	12
5 - Postal, courier, land transport and warehouses	13
Background information.....	13
Sampling information	13
Sector related agreements listed and coded in the database.....	14
Self-assessed proportion of included agreements	14
6 - Hospitality	16
Background information.....	16
Sampling information	16
7 - Business support services	18
Background information.....	18
Sampling information	18
Sector related agreements listed and coded in the database.....	19
Self-assessed proportion of included agreements	20
8 - Residential and social care	21
Background information.....	21
Sampling information	21
9 - Arts, gambling and sports	23
Background information.....	23
Sampling information	23
Sector related agreements listed and coded in the database.....	24
Self-assessed proportion of included agreements	24
10 - Personal services	26
Background information.....	26
Sampling information	26

11 - Domestic personnel	27
Background information.....	27
Sampling information	27

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

In Poland, multi-employers' collective agreements are registered and stored by the Ministry of Labour and Social Policy, and company-level collective agreements are registered and stored by the Regional Labour Inspectorates, located in 16 provincial cities across Poland. All agreements are stored in paper form. By law, they can be viewed on site, but cannot be digitalised or photographed. Some Inspectorates are also reluctant to allow notes to be taken. Therefore, we were only able to analyse agreements which were stored in Regional Labour Inspectorate in Warsaw, where the office of the Eurofound national correspondents is located.

For the purposes of this research project, those agreements were selected where the party is a company that operates in one of the indicated low-paid NACE 2-digit sectors. This assessment was made based on desk research of company's activities - the agreements themselves do not include NACE classification or its Polish equivalent (PKD).

1 - Agriculture

Background information

The overwhelming majority of agricultural workers in Poland run their own farms and do not have an employment relationship with any company. For this reason, the number of bargaining agreements in the sector is very limited.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

in the NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities) there is no reliable information on collective bargaining. However, some company-level agreements do exist, albeit not publicly available.

Sampling information

No available collective agreement was available for research purposes in NACE-2 sector of interest A-01 (crop and animal production, hunting and related activities).

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	10,677,882	10,677,882	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			information not available yet

2 - Manufacture of food, leather, textiles, and clothes

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- C-10 (manufacture of food products): 33,068 companies.
 - C-13 (manufacture of textiles): 10,691 companies.
 - C-14 (manufacture of wearing apparel): 25,649 companies.
 - C-15 (manufacture of leather and related products): 5,413 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees for each sector is rather limited.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Information on the existence of multi-company collective agreement in the NACE-2 sectors of interest is not available, while the number of company-level agreements is estimated to be around 20.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest is not available.

Sampling information

Four available collective agreements have been identified in NACE-2 sectors of interest C-10 (manufacture of food products), C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel), and C-15 (manufacture of leather and related products).

We did not have access to sector-related coverage figures, but we assume that these agreements cover only a small fraction of all workers in the sector covered by collective bargaining (< 20%).

As no figures were available to design the proper sampling, for the analysis, we selected agreements to which we had physical access to (i.e. those stored in the Regional Labour Inspectorate in Warsaw) as online access to collective agreements is not allowed by the law.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	76,586	76,586	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Herbapol Warsaw

Eurofound identifier	CA-PL-2464
Title (native language)	Herbapol Warszawa
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	70
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	70
Quality of the figure	Numbers are (relatively) precise and reliable

Hortex SPZOO ZPOW

Eurofound identifier	CA-PL-2465
Title (native language)	Hortex SPZOO ZPOW W Skrzyńsku
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	413
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	413
Quality of the figure	Numbers are (relatively) precise and reliable

Confidential agreement

Eurofound identifier	CA-PL-2466
Title (native language)	Confidential agreement
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Andropol S.A. U-CMVII

Eurofound identifier	CA-PL-2467
Title (native language)	Andropol S.A. U-CMVII
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- A small sample (less than 20%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

F-41 (construction of buildings): 186,630 companies.

F-43: (specialised construction activities): 179,340 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low: seven companies in F-41 and nine companies in F-43.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Information on the existence of multi-company collective agreement in the NACE-2 sectors of interest is not available, while the number of company-level agreements is estimated to be around seven.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest is not available.

Sampling information

Four available collective agreements have been identified in NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities).

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	308,800	308,800	Polish Central Statistical Office

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			
--	--	--	--

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

BUDIMEX SA

Eurofound identifier	CA-PL-2469
Title (native language)	BUDIMEX SA
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	4,548
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	4,548
Quality of the figure	Numbers are (relatively) precise and reliable

Confidential agreement

Eurofound identifier	CA-PL-2470
Title (native language)	Confidential agreement
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

NAFTOREMONT-NAFTOBUDOWA

Eurofound identifier	CA-PL-2471
Title (native language)	NAFTOREMONT-NAFTOBUDOWA SP. Z O.O
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

POLIMEX-MOSTOSTAL SA

Eurofound identifier	CA-PL-2472
Title (native language)	POLIMEX-MOSTOSTAL SA
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A small sample (less than 20%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

In NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles) there are 562,964 companies, the vast majority of which are sole traders or entities with fewer than nine employees. Out of them, only 38 count more than 1,000 employees.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Multi-company collective agreement in the NACE-2 sectors of interest do not exist, while the number of company-level agreements is estimated to be around 14.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest are not available; we estimate that the agreements included in this analysis cover only a small fraction of all workers in these NACE-2 sectors of interest.

Sampling information

Two available collective agreement have been identified in NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles).

We did not have access to sector-related coverage figures, but we assume that the agreements cover only a small fraction of all workers in the sector which are covered by collective bargaining (< 20%).

As no figures were available to design the proper sampling, for the analysis, we selected agreements to which we had physical access to (i.e. those stored in the Regional Labour Inspectorate in Warsaw) as online access to collective agreements is not allowed by the law.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of	2,299,600	2,299,600	Polish Central Statistical Office

interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

'SPOŁEM' in Nowa Huta

Eurofound identifier	CA-PL-2473
Title (native language)	SPOŁEM w Nowej Hucie
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

SPOŁEM Zakopane

Eurofound identifier	CA-PL-2474
Title (native language)	SPOŁEM Zakopane
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)

Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 4 - Retail (as defined in the project)
- A small sample (less than 20%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- H-49 (land transport and transport via pipelines): 247,143 companies.
- H-52 (warehousing and support activities for transportation): 28,430 companies.
- H-53 (postal and courier activities): 9,302 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Multi-company collective agreement in the NACE-2 sectors of interest do not exist, while the number of company-level agreements is estimated to be around 13.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest is not available, we estimate that the agreements included in this analysis cover only a small fraction of all workers in this section.

Sampling information

One available collective agreement has been identified in NACE-2 sector of interest H-53 (postal and courier activities).

We did not have access to sector-related coverage figures, but we assume that the agreements cover only a small fraction of all workers in the sector which are covered by collective bargaining (< 20%).

As no figures were available to design the proper sampling, for the analysis, we selected agreements to which we had physical access to (i.e. those stored in the Regional Labour Inspectorate in Warsaw) as online access to collective agreements is not allowed by the law.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	829,900	829,900	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Polish Post SA

Eurofound identifier	CA-PL-2475
Title (native language)	POCZTA POLSKA SA
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)

- A small sample (less than 20%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- I-55 (Accommodation): 48,603 companies.
- I-56 (Food and beverage service activities): 112,956 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low: two companies in I-55 and three companies in I-56.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

No agreement applicable to the NACE-2 sectors of interest I-55 and I-56 has been identified.

Sampling information

As already mentioned in the Background section, no agreement applicable to the NACE-2 sectors of interest I-55 (accommodation) and I-56 (Food and beverage service activities) has been identified.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	195,500	195,500	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to			

be covered by collective bargaining			
--	--	--	--

7 - Business support services

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- N-78 (employment activities): 15,443 companies.
 - N-80 (security and investigation activities): 8,089 companies.
 - N-81 (services to buildings and landscape activities): 57,363 companies.
 - N-82 (office administrative, office support and other business support activities): 52,537 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low: nine companies in N-78; 26 companies in N-80; 12 companies in N-81; five companies in N-82.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Multi-company collective agreement in the NACE-2 sectors of interest do not exist, while the number of company-level agreements is estimated to be around 28.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest is not available; we estimate that the agreements included in this analysis cover only a small fraction of all workers in this sector.

Sampling information

Three available collective agreements have been identified in NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (services to buildings and landscape activities) and N-82 (office administrative, office support and other business support activities).

We did not have access to sector-related coverage figures, but we assume that the agreements cover only a small fraction of all workers in the sector who are covered by collective bargaining (< 20%).

As no figures were available to design the proper sampling, for the analysis we have selected agreements to which we had physical access to (i.e. those stored in the Regional Labour Inspectorate in Warsaw) as online access to collective agreements is not allowed by the law.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	341,500	341,500	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 7 - Business support services 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Grodzisk Housing Cooperative

Eurofound identifier	CA-PL-2478
Title (native language)	Grodziska Spółdzielnia Mieszkaniowa
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Ostrołęka Housing Cooperative

Eurofound identifier	CA-PL-2479
-----------------------------	-------------------

Title (native language)	Ostrołęcka Spółdzielnia Mieszkaniowa
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential agreement

Eurofound identifier	CA-PL-2480
Title (native language)	Confidential agreement
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 7 - Business support services (as defined in the project)
- A small sample (less than 20%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- Q-87 (residential care activities): 3,789 companies.
- Q-88 (social work activities without accommodation): 14,299 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low: two companies in Q-87; one company in Q-88.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

No agreement applicable to the NACE-2 sectors of interest Q-87 and Q-88 has been identified.

Sampling information

As already mentioned in the Background section, no agreement applicable to the NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation) has been identified.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	185,300	185,300	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of			

interest, estimated to be covered by collective bargaining			
---	--	--	--

9 - Arts, gambling and sports

Background information

There are the following numbers of companies active in the following NACE-2 sectors of interest:

- R-90 (creative, arts and entertainment activities): 26,574 companies.
 - R-92 (gambling and betting activities): 1,012 companies.
 - R-93 (sports activities and amusement and recreation activities): 56,671 companies.

The vast majority of these companies are sole traders or entities with fewer than nine employees. The number of companies with more than 1,000 employees is relatively low: one company in R-90; three companies in R-92; one company in R-93.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

Information on the existence of multi-company collective agreement in the NACE-2 sectors of interest is not available, while the number of company-level agreements is estimated to be around two.

Reliable data regarding collective bargaining coverage in the NACE-2 sectors of interest is not available.

Sampling information

One available collective agreement has been identified in NACE-2 sector of interest R-93 (sports activities and amusement and recreation activities).

We did not have access to sector-related coverage figures, but we assume that the agreements cover only a small fraction of all workers in the sector who are covered by collective bargaining (< 20%).

As no figures were available to design the proper sampling, for the analysis, we selected agreements to which we had physical access to (i.e. those stored in the Regional Labour Inspectorate in Warsaw) as online access to collective agreements is not allowed by the law.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	84,600	84,600	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 9 - Arts, gambling and sports 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Municipal Sports and Recreation Centre Plock

Eurofound identifier	CA-PL-2477
Title (native language)	Miejski Ośrodek Sportu i Rekreacji Płock
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)

- A small sample (less than 20%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

In NACE-2 sector of interest S-96 (other personal service activities) there are 155,218 companies, the vast majority of which are sole traders or entities with fewer than nine employees. Out of them, only one counts more than 1,000 employees.

Since 1995, there has been a division in Poland between company-level and multi-company-level collective agreements. A company-level collective agreement is concluded at the level of a single company. A multi-company-level collective agreement may cover any number of different companies, establishing uniform working rules that apply to employees working in all the entities covered by it.

Between multi-company-level collective agreements and company-level collective agreements there is no relationship as that between an imperative act and an implementing act. Parties to the multi-company-level collective agreement do not have a superior position over the parties to the company-level collective agreement. It follows that the two types of agreement are mostly independent from each other.

The only limitation to the freedom of the parties to the company-level collective agreement arises from the principle of beneficence, according to which the provisions of the company-level collective agreement may not be less favourable to the employees than those of the multi-company-level collective agreement that covers them.

No agreement applicable to the NACE-2 sector S-96 has been identified.

Sampling information

As already mentioned in the Background section, no agreement applicable to the NACE-2 sector of interest S-96 (other personal service activities) has been identified.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	155,400	155,400	Polish Central Statistical Office
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

11 - Domestic personnel

Background information

No collective agreement has been identified in NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel).

Sampling information

As already mentioned in the Background section, no collective agreement has been identified in NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel).

WPEF24021

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.