



# Fundacja Europejska na rzecz poprawy warunków życia i pracy

*Konferencja nt. „Flexicurity” w Warszawie*

*28.09.2007*

*Kasia Jurczak, Research Officer*



## Europejska Fundacja na rzecz Poprawy Warunków Życia i Pracy

- Założona w 1975
- Trójstronna struktura
- Roczny budżet: ca 20 mln EUR
- Ok. 100 pracowników w Dublinie i Brukseli
- Jorma Karppinen, Dyrektor
- Willy Buschak, Zastępca Dyrektora





## Nasza misja i wizja

Fundacja została powołana w celu zapewnienia głównym podmiotom z zakresu polityki społecznej informacji, poradnictwa i fachowej oceny warunków życia oraz pracy.

Ocena ta budowana jest w duchu trójstronnym, na podstawie niezależnie zebranych danych porównawczych, badań i analiz.

Celem Fundacji jest wywieranie wpływu na najwyższych decydentów i udział w debacie publicznej w Europie.



**Program Pracy 2005 – 2008**

***Changing Europe:  
better work, better life***

- **Zatrudnienie**
- **Równowaga między życiem prywatnym a pracą**
- **Stosunki przemysłowe i partnerstwo**
- **Spójność społeczna**



## **W skali roku:**

- Ok. 150 raportów,
- 4,5 miliona wizyt na naszych stronach,
- 250 grup odwiedzających
- uczestnictwo w 250 wydarzeniach publicznych
- zasięg medialny: 30 milionów odbiorców



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17 September 2007 **News**

### [Foundation visit to Slovenia](#)

The visit is part of Eurofound's series of national roadshows, aimed at facilitating closer collaboration with its stakeholders and showcasing Eurofound's recent research, data and recommendations. A seminar with special focus on the 4th European Working Conditions Survey will take place on 18 September.

17 September 2007 **User survey**

### [Calling all web users - make your views known!](#)

The Foundation is running a user survey to find out more about the information needs of our web users and to help us improve the Eurofound website.

6 September 2007 **Just published**

### [Working conditions surveys - A comparative analysis](#)

This inventory of data collection systems on working conditions at national and international level aims to establish a repository of working conditions survey-related information as a basis for comparative analysis of survey methodologies, questionnaire design and findings.

## Company cases

- [Ageing workforce initiatives](#)
- [European Works Councils](#)

## Key products

- [EurLife: database of quality of life indicators](#)
- [European industrial relations dictionary](#)
- [European industrial relations observatory](#)
- [European monitoring centre on change](#)
- [European restructuring monitor](#)
- [European working conditions observatory](#)
- [Work programme 2007](#)



## Kluczowe Projekty

- Ankiety porównawcze:
  - ▶ European Working Conditions Survey
  - ▶ Establishment Survey on Working Time
  - ▶ European Quality of Life Survey
- Sieć obserwatoriów europejskich (NEO)
  - ▶ EIRO – stosunki przemysłowe
  - ▶ EWCO – warunki pracy
  - ▶ EMCC - centrum monitorowania zmian (ERM)



**10 lat** monitorowania  
stosunków przemysłowych

[www.eurofound.europa.eu/eiro](http://www.eurofound.europa.eu/eiro)





# Europejskie Obserwatorium Stosunków Przemysłowych

zbieranie, analiza i rozpowszechnianie  
informacji dotyczących najnowszych zmian w  
stosunkach przemysłowych w Europie.





## Co robi EIRO?

- Inicjuje zbiór danych
- Przeprowadza analizy
- Przechowuje raporty
- Rozpowszechnia wyniki badań i analiz

**Centra Narodowe w całej Europie**

**PL – Instytut Spraw Publicznych**



## **Baza EIRO zawiera:**

- Regularnie aktualizowane artykuły
- Badania porównawcze: tematyczne i sektorowe
- Roczny przegląd Stosunków Przemysłowych w Europie
- Badania nad reprezentatywnością partnerów społecznych na poziomie branżowym
- Porównanie stosunków przemysłowych w UE, Japonii, USA i innych gospodarkach światowych



## Stosunki przemysłowe w UE, USA i Japonii...oraz innych wiodących gospodarkach światowych

- Od 2000r. (EU, Japan, USA)
- Teraz z dodatkiem: Brazil, China, India
- Coroczne warsztaty + raporty
  - ▶ 2005: ***Płaca minimalna*** and ***Relokacja produkcji***
  - ▶ 2006: ***Agencja pracy tymczasowej*** i ***Stosunki przemysłowe w małych i średnich przedsiębiorstwach (SMEs)***
  - ▶ 2007: ***Czas Pracy*** (we współpracy z ILO)



## Fakty

Ok. **9000 dokumentów** na stronie *EIRO*



**3,609,099** sesji użytkowników w 2006



**340,259** sesji użytkowników (lipiec 07)



**10,976** wizyt dziennie (średnia lipiec 07)



# Most active European countries

1. United Kingdom
2. Netherlands
3. EU institutions and agencies
4. Germany
5. France
6. Italy
7. Spain
8. Belgium
9. Ireland
13. Poland



## Most active countries outside Europe

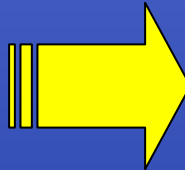
1. U.S.A.
2. Australia
3. Uruguay
4. Canada
5. Singapore
6. India
7. China
8. Brazil
9. South Africa
10. Japan



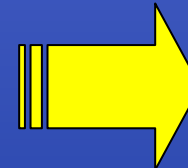
# Struktura



EU, Norwegia,  
poziom UE



Koordinacja,  
edycja, zaplecze  
techniczne



Komitet Doradczy ds.

Stosunków Przemysłowych





## Przepis na sukces



- 1. Obecność partnerów społecznych w komitecie doradczym*
- 2. Główne źródło informacji nt. Stosunków przemysłowych dostępne bezpłatnie w formie elektronicznej*
- 3. Informacje Porównawcze*
- 4. Aktualne informacje*
- 5. Autorytatywna analiza*
- 6. Odpowiedzi na pytania*



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relations dictionary

## → Highlights, 10 September 2007

- **10 Sep 2007**  
[France: Unions fear self-checkouts pose threat to jobs in retail sector](#)

The increasing use of self-service checkouts in French supermarkets is a source of concern among workers in the retail sector. Trade union mobilisation against the various forms of 'self-checkouts' in supermarkets began in the spring of 2007 and will most likely continue, as it is estimated that half of all checkout jobs could disappear by 2012. Many of the larger retail stores already have self-service tills installed and plan to expand such options in other stores due to customer demand.

- **10 Sep 2007**  
[Sweden: Unemployment rate set to increase following new statistical definition](#)

In October 2007, Statistics Sweden will amend its official statistics on unemployment according to international standards. As a result, people aged 15-74 years and full-time students will be included in the unemployment figures. Previous statistics only included those aged 16-64 years. Hence, the unemployment rate in Sweden will increase by about 2.1%; at the same time, employment will decrease by about 8.7%.

## → Latest studies

- **New** [Industrial relations in the postal sector](#)
- [Employee financial participation in the New Member States](#)
- [Working time developments - 2006](#)
- [Industrial relations in the public sector](#)
- [Pay developments - 2006](#)
- [Industrial relations in Europe 2006](#)

## → News

- **New** [Foundation seminars and reception at the IIRA European Congress](#)
- [Press release](#) [EIRO publishes annual review for 2006](#)



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### **Industrial relations country profiles**

Background information on industrial relations in 25 European countries: facts and figures, links to sources, an overview of the main industrial relations features, actors, processes and outcomes. The national profiles can be accessed by selecting a country from the list below, and will be updated every two years.

### **Just published: Industrial relations in EU member states, 2000-2004**

This report presents a comparison of national industrial relations systems in the EU25, exploring the differences between individual systems and their effects on the economy.

- [Austria](#)
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## Poland

[Background information on industrial relations in Poland](#)Year: [2007](#) [2006](#) [2005](#) [2004](#) [2003](#) [2002](#)

- **20 Aug 2007**  
[Poland: Pay disputes in public health sector escalate](#)

In the summer of 2007, Poland has witnessed one of the biggest waves of social protests in healthcare in many years. Both doctors and nurses employed in public healthcare have clashed with the government over pay rises. The trade unions representing doctors are demanding a sectoral collective agreement providing for pay increases over the coming years. Nurses are also pushing for a substantial pay rise, with their protest action culminating in a demonstration lasting almost four weeks.

- **20 Aug 2007**  
[Poland: Security workers demand better wages and working conditions](#)

Workers employed by security companies are one of the worst paid occupational groups in Poland and also have some of the worst working conditions, particularly in terms of working time. In recent times, these workers have begun demanding higher pay. If their demands are not met, the representative trade unions intend to organise protest action.

**Available languages:**(en) English



## → Pay disputes in public health sector escalate

*In the summer of 2007, Poland has witnessed one of the biggest waves of social protests in healthcare in many years. Both doctors and nurses employed in public healthcare have clashed with the government over pay rises. The trade unions representing doctors are demanding a sectoral collective agreement providing for pay increases over the coming years. Nurses are also pushing for a substantial pay rise, with their protest action culminating in a demonstration lasting almost four weeks.*

### Economic context

Following Poland's accession to the EU in 2004, the country has experienced a long period of economic prosperity. For example, Poland's annual gross domestic product (GDP) growth rate reached almost 6% in 2006, while unemployment dropped from almost 20% in April 2004 to 13% in May 2007. Not surprisingly, the steady improvement in the country's economic situation has prompted a new wave of pay demands. Economic experts describe the employees' pay demands as legitimate, pointing to the fact that in the years prior to the current phase of economic growth, labour productivity grew at a much faster pace than pay. This is reflected by a study by the Institute of Labour and Social Issues (Instytut Pracy i Spraw Socjalnych, [IPiSS](#)), which finds that labour productivity increased by 28.5%, while average pay levels rose by only 7.3% over the period 2001 to 2005. However, as long as unemployment levels remained high, employers were able to largely disregard workers' pay demands. Conversely, once the labour market situation began to improve, the capacity of the 'unemployment factor' to limit pay demands gradually diminished.

Meanwhile, the wave of migration from Poland to the 'older' EU countries has widened the gap in the country's domestic labour supply. With the growing shortages of skilled labour, employers have been forced to improve pay levels: as a result, pay levels in the private sector have been continuously rising. However, the situation differs significantly in the public sector. Given the poor shape of public finances – notably, the high levels of both the national budget deficit and public debt – public employers, particularly those involved in services of general interest, have a limited scope for addressing the pay demands of their employees. It was inevitable, therefore, that protests over inadequate pay levels among

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#### About this document

**ID:** PL0707019I**Author:** Jan Czarzasty**Institution:** Institute of Public Affairs**Country:** Poland**Language:** EN**Publication date:** 2007-08-20**Sector:** Health and Social Work

#### Related Links

- [Doctors clash with the National Health Fund over healthcare agreement](#)
- [Nationwide protest action in public healthcare sector](#)
- [Polish hospital dispute drags on](#)



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## Poland Industrial relations profile

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## Facts and figures

Area: 312,218 sq km

Population: 38.2 million

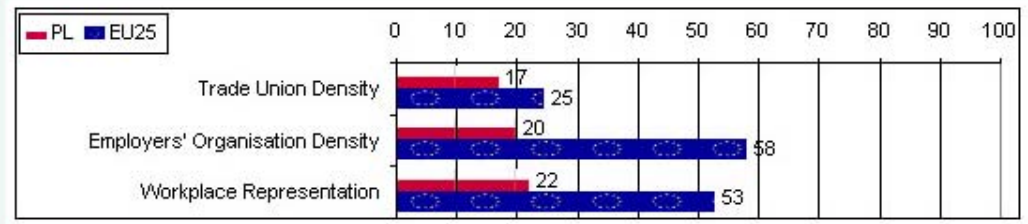
Language: Polish

Capital: Warszawa

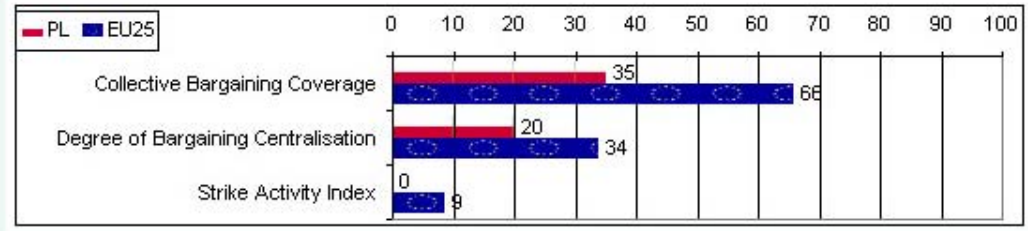
Currency: zloty (1 euro = 4.64 PLN)

Overview	Poland	EU25
<a href="#">GDP per capita in PPS (EU25=100 / 2004)</a>	48.8%	100.0
<a href="#">Real GDP growth (Average 2000-04)</a>	3.2%	2.1%
<a href="#">Productivity growth (Average 2000-04)</a>	4.9%	2.0%
<a href="#">Inflation (Average 2000-04)</a>	4.3%	2.2%
<a href="#">Employment rate (Average 2000-04)</a>	52.6%	62.8%
<a href="#">Unemployment rate (Average 2000-04)</a>	18.5%	8.7%

### Main actors



### Industrial relations processes







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## ➔ Comparative Studies and Annual Updates

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- July: [Employee financial participation in the New Member States](#)
- July: [Working time developments - 2006](#)
- July: [Industrial relations in the public sector](#)
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- June: [Industrial relations developments in Europe 2006](#)
- March: [Gender and career development](#)
- February: [Social partners and social security systems](#)
- February: [Representativeness of the social partners: Telecommunications sector](#)

### 2006

- August: [Industrial relations in the print media sector](#) **FR**
- August: [Working time developments - 2005](#)
- July: [Pay developments - 2005](#) **FR**
- February: [Employment relations in SMEs](#) **FR**
- February: [Relocation of production and industrial relations](#) **FR**

### 2005

- November: [Industrial relations in agriculture](#) **FR**
- September: [Industrial relations in the airline sector](#) **FR**
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### National Reports 2006

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|--|--|--|



2005

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**Available languages:**(en) English **National Centres**

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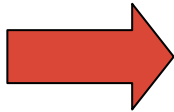
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## → **European industrial relations dictionary**

Designed as an easy-to-use online reference tool, the **European industrial relations dictionary** is a comprehensive collection of the most commonly used terms in employment and industrial relations at EU level today. It contains almost 300 [alphabetically listed entries](#), featuring concise definitions and relevant contextual information, with hyperlinks to EU legislation and case law.

Background information is provided on the [industrial relations context](#), [institutional framework](#), [legal framework](#), [collective industrial relations](#), [individual employment](#), the [enterprise](#), [free movement of workers](#), [discrimination and equality](#) in employment, [health and safety](#) and movement towards an [EU system](#) of industrial relations.

The product of a collaborative effort between acknowledged [experts](#) in the field, the dictionary is aimed at policymakers, practitioners and all those interested in the history and evolving structure of the European Union. It follows in the wake of the series of national industrial relations glossaries published in the 1990s. The online version of the national glossaries, [EMIRE](#), is still available but is not updated.

[Feedback](#) and comments are welcome.

# Alphabetical index

Select a letter from the list below to list terms beginning with that letter.

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| N | O | P | Q | R | S | T | U | V | W

## Search Dictionary

**Search text:**

social dialogue

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## → Social dialogue

Social dialogue is the dominant feature of collective industrial relations in Europe, as the Communication, '[The European social dialogue, a force for innovation and change](#)' (COM(2002)341) of 26 June 2002, acknowledges:

The social dialogue is rooted in the history of the European continent, and this distinguishes the Union from most other regions of the world. Accordingly, in its various forms in the different Member States, the social dialogue is a component of democratic government and also of economic and social modernisation....

The term 'social dialogue' is used in different ways. First of all, it is used in the term [European social dialogue](#) to describe the institutionalised consultation procedure involving the [European social partners](#). The term is also used to describe the processes between social partners at various levels of industrial relations.

Numerous provisions in the EC Treaty and European labour law aim to strengthen social dialogue and the role of the social partners at European, national, sectoral, local and company level. Whereas the EC Treaty establishes and institutionalises social dialogue at EU level (European social dialogue), several European directives, policy guidelines and recommendations also aim to enhance social dialogue between the social partners at national, local and company level.



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## → Industrial relations

Industrial relations deals with the collective, rather than individual, aspects of the employment relationship.

More specifically, the Foundation focuses on:

- the interconnections between different structures and levels of industrial relations and [social dialogue](#), particularly in the new Member States;
- comparisons of the industrial relations situation in Europe, the USA and Japan;
- reporting on trends and developments in industrial relations through the European Industrial Relations Observatory;
- development of [indicators](#) with the aim of contributing to the EU debate on quality in industrial relations
- mechanisms for [dispute resolution](#)
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## ➔ Poland

The Foundation has a wide range, variety and depth of information available in all areas of its work, related to the 25 Member States, Bulgaria, Romania and Norway. This information can be best accessed through the following sources:

### Quality of life

- [EurLIFE](#): European quality of life database - data is offered by subject, but you can change the selection of data in each table to look at Poland alone or in comparison with other countries

### Industrial change

- [EMCC – European Monitoring Centre on Change](#): Access all relevant information on **restructuring and managing industrial change** for Poland

### Industrial relations

- [EIRO – European Industrial Relations Observatory](#): news and analysis on **industrial relations** in Poland
- [EIRO – Annual Reviews for Poland](#)

### Quality of work

- [EWCO – European Working Conditions Observatory](#)  
[News updates from Poland](#)  
[European survey on working conditions](#): The surveys provide an overview on the state of working conditions throughout Europe, including Poland  
[Survey reports](#): **National survey data** reports from the network of correspondents in the European Working Conditions Observatory, including Poland

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