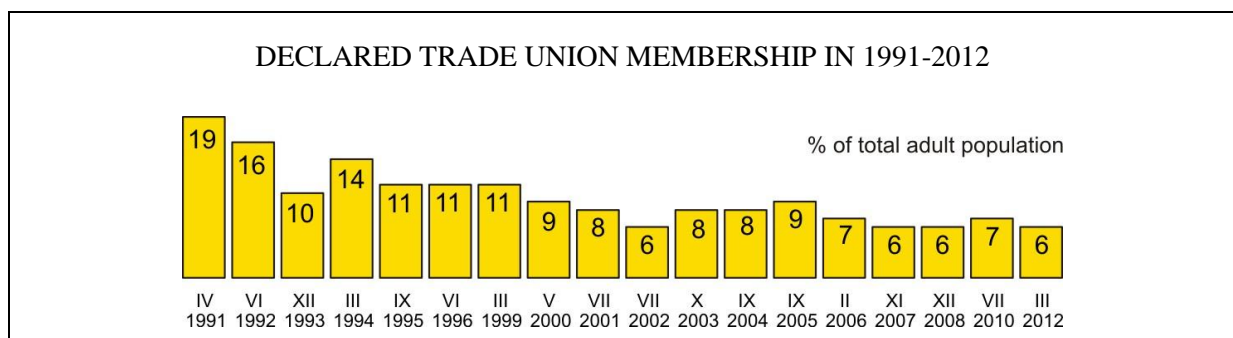


TRADE UNIONS AND EMPLOYEE RIGHTS

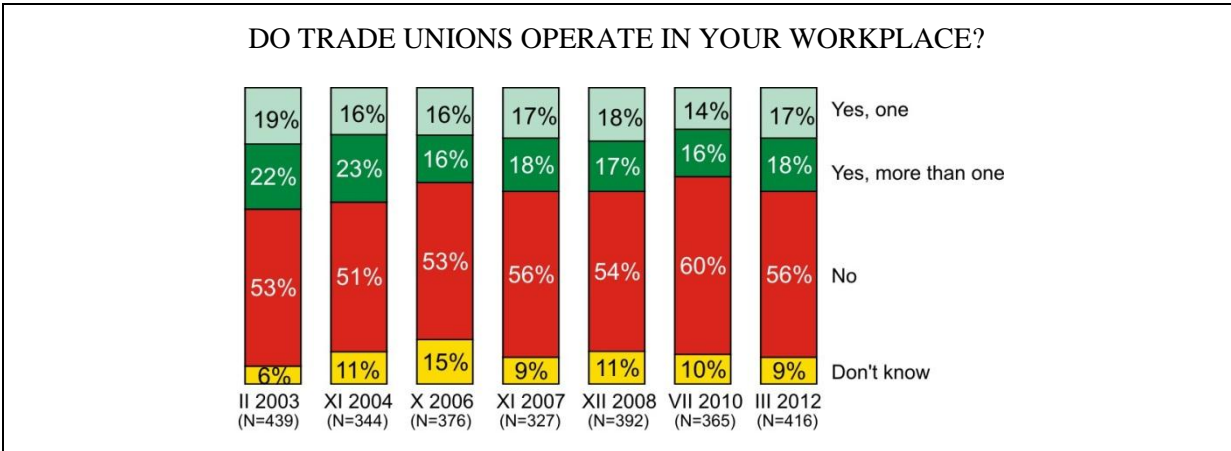
Unionisation in Poland is low. Only about 6% of adult Poles belong to unions, which makes for density rate of 12% of employees. “Solidarity” trade union (NSZZ Solidarność) is the biggest union, representing 5% of employees.

Unions are strongest in state-owned enterprises and public institutions (24%), and weaker in enterprises with mixed state-private ownership (10%), and private enterprises (7%). Unions are relatively strong in production industry (20%), healthcare, science and education (19%), and public administration (17%). They are very weak in retail sale and services (2%). Taking into account enterprise size, unions are strongest in large enterprises, with 250 employees or more (26%).

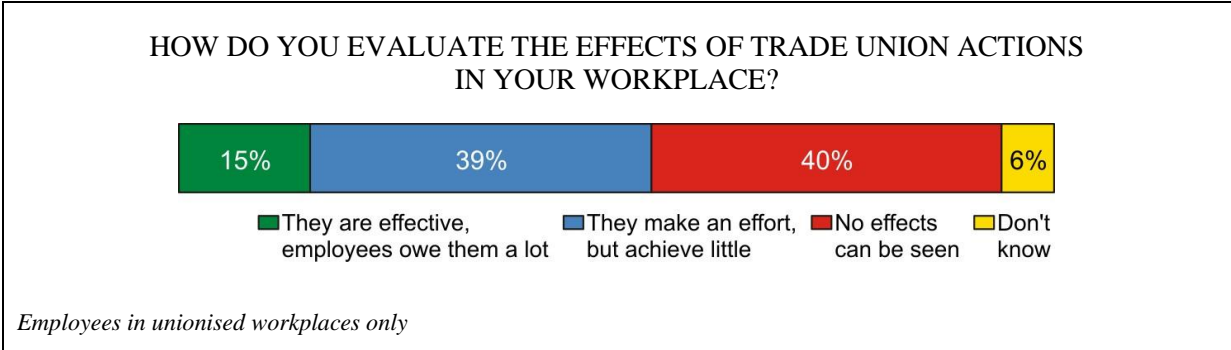


Around one-third of employees work in enterprises in which trade unions are active, and half of that group work in enterprises with more than one union. The majority of

employees work in non-unionised enterprises. About one-third of employees of unionised enterprises (34%) belong to trade unions themselves.



The perceived effectiveness of trade unions is not very high. Only a small proportion of employees of unionized workplaces (15%) consider them as effective, while two-fifths (39%) think that that trade unions do their best, but achieve little success. A similar group (40%) see no effects of their actions.



Most employees have not encountered violations of employee rights in their enterprises. The most common (35%) was the inability to form or join unions. One-fifth (19%) noted that working time is sometimes extended without proper compensation. Every seventh respondent (14%) found that employees are sometimes forced to work in improper conditions. Few employees (4%) noted irregularity in wage payment.

IN YOUR WORKPLACE, IS/ARE...



Employees only

More information about this topic can be found in CBOS report in Polish: *"Trade unions and employee rights"*, April 2012. Fieldwork for national sample: March 2012, N=1015. The random address sample is representative for adult population of Poland.