

Violation of employee rights

Nine out of ten employees (90%) state that their employer pays the social security (ZUS) contribution from their entire remuneration. Respondents' declarations show that at present avoiding contributions has a smaller range than in 2004-2014. The worst in this respect was 2008, when only 79% of employees claimed that ZUS contributions were paid from all their remuneration.

Does your employer deduct social security (ZUS) dues from your pay?

Answers of employees.



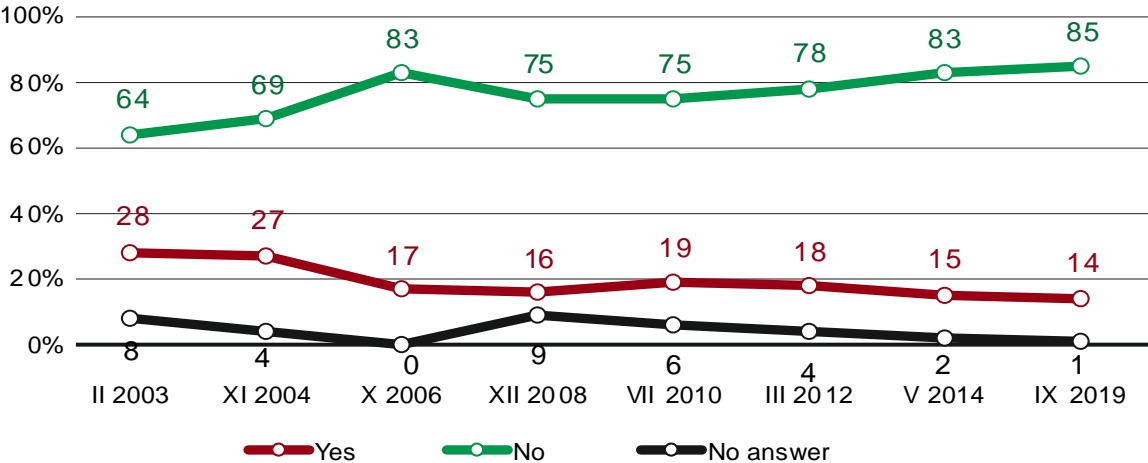
- ZUS contribution is deducted from my entire remuneration
- ZUS contribution is deducted from the greater part of my salary, and I get the smaller part "under the table"
- ZUS contribution is deducted from the smaller part of my salary, and I get most money "under the table"
- ZUS contribution is not deducted from my pay at all
- I do not know if ZUS contribution is deducted from my pay or not
- Refusal to answer

The situation of employees is differentiated by the type of the work they perform, the sector in which they are employed, and the size of the company measured by the number of employees. Trade and service employees receive much more often than others remuneration without dues properly deducted: 78% of them declare that ZUS contribution is paid for their entire remuneration. Such irregularities are more common in the private sector (85% are fully insured) and, above all, in small companies employing less than 10 employees (74%).

Every seventh (14%) employed person claims that in his/her workplace the working time is extended without proper remuneration. Extending working time without adequate pay was twice as frequent in 2003-2004.

Is your working time extended in your company / workplace without proper remuneration?

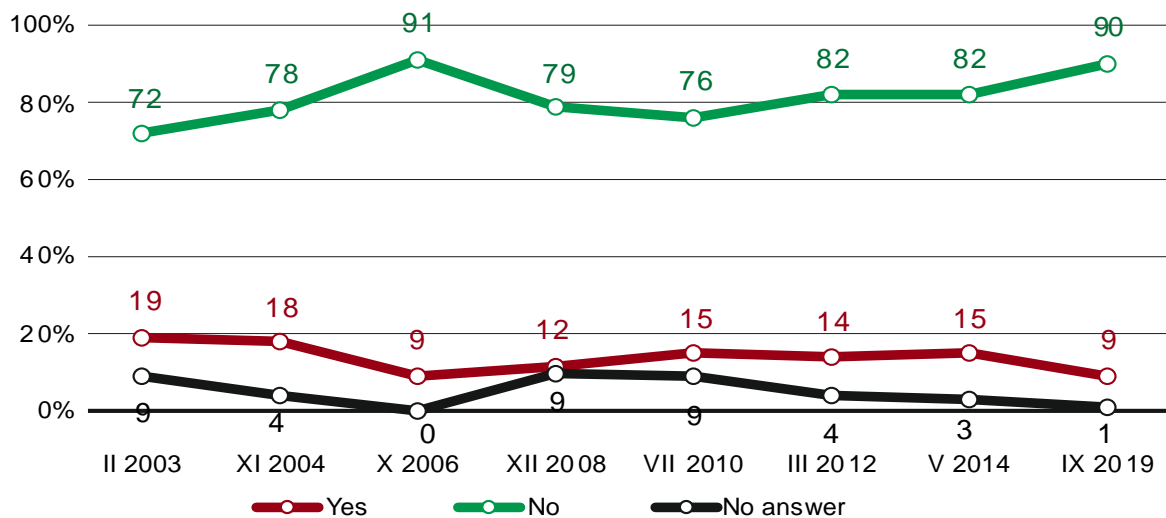
Answers of employees.



Every eleventh (9%) employee claims that in his/her enterprise employees are forced to work in illegal conditions. In previous studies, the situation of employees was less favourable in this respect (except for 2006).

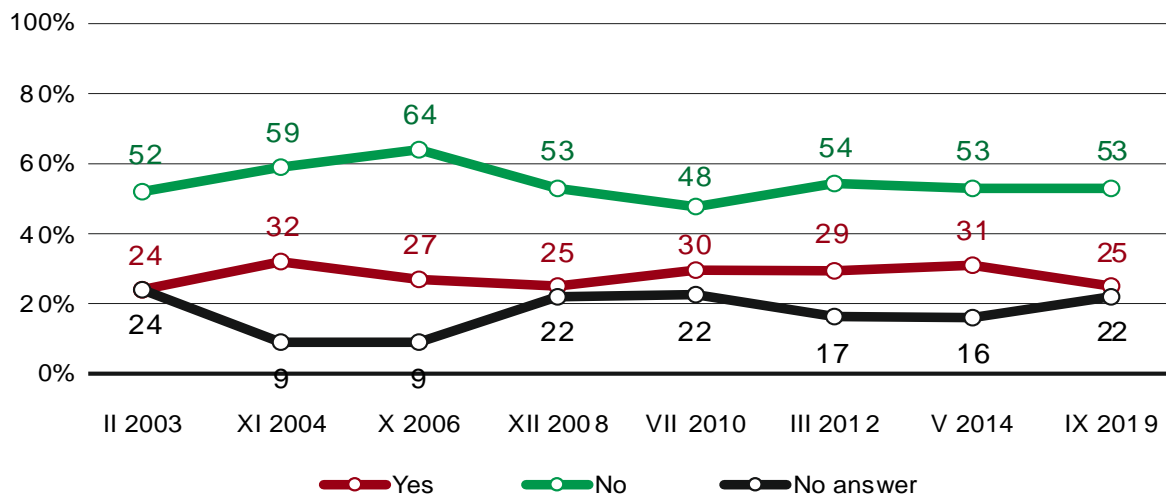
Are employees in your company / workplace forced to work in illegal conditions?

Answers of employees.



Every fourth employee declares that in his/her company employees do not have the freedom to establish trade unions or to associate in existing unions. A lot of people cannot tell if their workplace gives the opportunity to associate in trade unions. In previous years, lack of freedom of association in trade unions was mentioned more often.

Are employees in your enterprise / workplace free to form trade unions or to associate in existing unions?



More information about this topic can be found in CBOS report in Polish: "Violations of Worker's Rights", 2019. Fieldwork for national sample: September 2019, N=936. The random address sample is representative for adult population of Poland.