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Action Plan to Support Collective Bargaining

(established pursuant to Article 36 of the Agreements Act of 5 November 2025 Collective Labour and Collective Agreements (Journal of Laws No. U. item 1661)

I.

Introduction - the situation of pact negotiations in Poland

Collective agreements have played an important role in the labour law system over many years. Initially, they were a source of labour law, which facilitated the adaptation of legal regulations to the working conditions of people employed in various industries. Thanks to collective agreements, it was possible to balance the needs of employees and the requirements of individual branches of the economy. New solutions created for employees made it possible to select the best and the most advantageous ones. Over time, the provisions developed in this way were subject to the process of consolidation and dissemination, ultimately leading to their inclusion in national regulations. The solutions established in practice concerning, for example, leave, protection of the durability of the employment relationship or social benefits have over time become a permanent element of the law of a statutory nature. As a result of the legal situation in Poland, collective agreements and collective labour agreements have become a kind of supplement to the regulations contained in the Labour Code Act of 26 May 1974 (Journal of Laws 1974, No. Journal of Laws of 2025, item 277 and 807), hereinafter referred to as 'the CCP'.

In accordance with Art. 2 of the Constitution of the Republic of Poland, trade unions and employers and their organisations have the right to negotiate, in particular with a view to resolving collective disputes, and to conclude collective agreements and agreements. The development of constitutional norms became Section XI of the Code of Labour and Social Policy together with the Regulation of the Minister of Labour and Social Policy of 4 April 2001 on the procedure for the registration of collective agreements, keeping a register of collective agreements and registration acts and models of registration clauses and registration cards (Journal of Laws No. Journal of Laws of 2001, item 408). The provisions contained therein regulated the issue of negotiating, concluding collective agreements and their application.

Collective agreements are a type of social agreements concluded through negotiations between the employer(s) and the workers, represented by trade unions. In collective agreements, workers represented by trade unions and the employer (or employers) may set, for example, working conditions differently than in the provisions of the Labour Code. Thanks to such an agreement, the way in which employees are remunerated and rewarded can be better adapted to the specificity of the activity of a given entrepreneur. However, the rules laid down in the agreement may not be less favourable for employees than the provisions of the Labour Code and other laws and regulations. Provisions of a collective agreement which infringe the principle of equal treatment in employment shall not be binding by operation of law.

Since 1995, there has been a division into company and supra-company collective labour agreements in Poland. The betting arrangement is concluded at the betting level. A cross-site arrangement may include any number of different workplaces, e.g. schools, mines, smelters or other companies. Uniform working rules are laid down in the post-establishment agreement, which apply to employees performing work in

all entities covered by a given post-establishment agreement.

In Poland, there are no legal regulations establishing a separate category of industry systems. A cross-plant system may apply to plants operating in the same area of the economy, e.g. power plants, but the law does not prohibit the conclusion of cross-plant systems for companies from different industries. Trans-company collective agreements apply only to those companies that have expressed their willingness to conclude an agreement. However, there is no obligation to conclude cross-establishment agreements for all companies operating in some area of the economy. No entrepreneur is required to accede to any supra-employee collective agreement, this applies to both existing and newly established enterprises or those entering the Polish market with their activities.

Before the new law on collective agreements and collective agreements, company agreements were concluded by the employer and the company trade union organization that represented the employees of the given workplace. Post-employer agreements included employers' organisations representing entrepreneurs who wanted to be covered by the agreement and post-employer trade union organisations acting on behalf of employees employed in establishments covered by a post-employer collective agreement. A cross-company collective labour agreement may also be concluded within the framework of the activities of the Social Dialogue Council, but this instrument has not yet been used.

The agreements shall be concluded in writing, for a definite or indefinite period. Before the end of the term of a fixed-term agreement, the parties may extend its validity for a limited period or consider the agreement to be concluded for an indefinite period.

In the previous legal system, the owners of the content of company and non-company collective agreements were the parties to these agreements, i.e. employers and trade unions. The parties to the Agreement could determine in the Agreement the manner of its publication and dissemination of content. The employer was obliged to inform the employees about the entry into force of the agreement, about changes to the agreement and about the termination and dissolution of the agreement, as well as to provide the company trade union with the necessary number of copies of the agreement, and, at the employee's request, to make the text of the agreement available for inspection and explain its content.

Changes to the content of the Agreement were introduced by additional protocols. They were concluded in the manner provided for in the collective agreement, i.e. they were subject to such rules of negotiation and registration as agreements. If there have been changes in the legal provisions that have outdated the provisions of the Agreement, the Additional Protocol should also take into account the amendments made to the national legal provisions.

Any number of additional protocols could be included in the collective agreement. In a situation where the basic content of the agreement has been amended several times by additional protocols, it may be necessary to organize and harmonise the content of the agreement.

The rules did not govern the drafting of a clear consolidated text of the Agreement. Its development depended solely on the will of the parties to the agreement, which also decided how it was to be made available.

If changes in the content of the agreement are more favorable for employees, they replace by law the terms of employment contracts resulting from the existing provisions of labour law. On the other hand, less favourable provisions of the agreement may be introduced only by terminating employees' existing terms of employment contracts (i.e. amending termination).

The Agreement shall be terminated by mutual agreement between the Parties either at the end of the period for which it was concluded or at the end of the period of notice given by one of the Parties. The minimum notice period is 3 months. After termination of the agreement, the resulting terms and conditions of employment contracts continue to bind the employer until the expiry of their notice period, in accordance with Article 42 of the Labour Code, i.e. by means of amending notices.

Company collective labour agreements have so far been registered by district labour inspectors, while supra-company collective labour agreements have been registered by the minister responsible for labour matters. The company collective agreement as well as the supra-company agreement were registered at the request of one of the parties to the agreement.

Post-establishment collective agreements can be consulted at the Ministry serving the minister responsible for labour, which is the registration body for post-establishment agreements - currently at the Ministry of Family, Labour and Social Policy, and company agreements - at district labour inspectorates. However, it should be borne in mind that these documents may not be copied, and the possibility of familiarizing yourself with them may be subject to temporary restrictions.

Collective agreements occupy the same place in the hierarchy of sources of labour law as collective agreements. They are considered sources of law if they are based on the law and regulate the rights and obligations of the parties to the employment relationship, i.e. the employee and the employer, but they were not subject to registration (in many cases they were only transferred to the district labour inspector). It is important that collective agreements cannot be less used than the provisions of the Code of Civil Procedure, other laws or regulations.

II.

Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union.

Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union entered into force on 14 November 2022.

The Directive establishes a framework for the adequacy of statutory minimum wages and for enhancing the effective access of workers to minimum wage protection in cases provided for by national law or collective agreements. The Directive also obliges Member States to promote collective bargaining on wage setting.

In accordance with Art. 4, in order to increase collective bargaining coverage and facilitate the exercise of the right to collective bargaining aimed at wage setting, Member States, with the involvement of social partners, should support the building and further strengthening of the capacity of social partners to engage in collective bargaining aimed at wage setting, in particular at sectoral or inter-branch level. States should also encourage social partners to engage in meaningful, meaningful and informed negotiations on wages on an equal footing, where both parties have access to adequate information to carry out their functions in relation to collective bargaining for wage setting. That article also states that Member States must take measures, as appropriate, to protect the exercise of the right to collective bargaining with a view to setting wages and to protect workers and trade union representatives from acts which discriminate against them as regards their employment on the ground that they participate or wish

to participate in collective bargaining on wage setting.

As part of their efforts to promote collective bargaining with a view to setting wages, Member States should also take measures, as appropriate, to protect trade unions and employers' organisations participating or wishing to participate in collective bargaining from any reciprocal interference or interference by their representatives or members in their establishment, operation or management.

In accordance with Art. 4(2) of the Directive, any country in which the collective bargaining coverage rate is below the 80% threshold is required to establish a framework of conditions conducive to collective bargaining, either by law after consulting the social partners or by agreement with them. Such a Member State is also required to establish an Action Plan to promote collective bargaining. The Member State shall establish such an action plan after consulting or by agreement with the social partners or, at the joint request of the social partners, in the form agreed by them.

The action plan should include a clear timeline and concrete measures to gradually increase the collective bargaining coverage rate, while fully respecting the autonomy of the social partners. The Member State is required to regularly review its action plan and, if necessary, update it. The update of the action plan by the Member State shall take place after consultation or agreement with the social partners or, at the joint request of the social partners, in the form agreed by them. In any event, such an action plan shall be reviewed at least every five years. The action plan and any updates thereof shall be made public and notified to the Commission.

In Poland, collective bargaining coverage fluctuates between 11.6-17% (depending on the data source) – well below the 80% threshold set out in the Directive. This means that Poland is obliged to create an action plan to support collective bargaining. The first action plan should be in place by the end of 2025.

III.

Expertise and changes in legal regulations as an element of supporting agreement negotiations

Notwithstanding the requirements of the Directive, Poland has intensified its work in recent years to promote collective bargaining and to support the building and strengthening of the capacity of social partners to engage in collective bargaining.

As part of the National Recovery Plan (NRP), the Ministry of Family and Social Policy carried out the task A53G – carrying out a consultation process with the social partners on the potential of collective agreements. It resulted in a report on the consultation of the social partners on the potential of collective agreements and an 'Expert opinion on the current situation and prospects for the development of collective agreements in Poland' published in August 2022 (for the Social Dialogue Council).

The subject of the study was the analysis of the scope, quality and potential of collective agreements in Poland and the possibility of strengthening their rank as an instrument regulating employment relations.

The study contains a number of proposals and postulates relating, among others, to legal changes, which were analyzed before proceeding to the definition of the legal framework for collective bargaining:

- 1) Consideration should be given to creating a uniform formula for a collective normative agreement – a collective labour agreement. One of the most important causes of the crisis in collective

agreements is the division of collective bargaining into many procedures and, as a result, the creation of specific competition for collective agreements in the strict sense. In addition, competitive mechanisms tend to be more attractive than a collective agreement. It is therefore desirable to create a one-size-fits-all instrument for collective bargaining.

- 2) An important feature of the new collective agreement should be its ease of conclusion and implementation. The collective agreement is intended to create and stabilise employment conditions, but also to be an effective management instrument. The procedure itself should be as informal as possible. Its shape should be decided by the parties themselves. Here, it is proposed, among other things, to abolish the requirement to register collective agreements, which does not prejudge the compatibility of collective agreements with higher-ranking acts, while at the same time seriously hindering the social partners and delaying the entry into force of the collective agreement. Registration could be replaced by notification to the relevant entities maintaining lists of collective agreements.
- 3) An important element of the proposal are changes in the composition of the parties to the agreement negotiations – both trade union structures and entities representing employees. Reference should also be made to the proposal to allow extra-union representations to enter into agreement negotiations.
- 4) In the context of the personal scope of the right to bargain, attention should also be paid to the situation of non-employees in gainful employment and the limitation of the right to collective bargaining in public administration.
- 5) One of the most important changes (quite a revolution in the system of collective bargaining) would be to make collective agreements universally binding, i.e. to cover all employers belonging to a certain category regardless of their membership of an employer organisation that is a party to the agreement.
- 6) The postulate put forward, in particular by trade union interlocutors, is the introduction of mandatory contractual negotiations – not only in certain situations, but also periodically – on issues related to the normal (current) functioning of the organisation.
- 7) One of the most difficult issues is the question of the possibility of departing from statutory standards to the detriment of employees in collective agreements. This departure covers two groups of cases: 1) deregulation *stricto sensu*; 2) flexibility in the organization of work. Deregulation in the strict sense means worsening the situation of employees by reducing their rights or increasing their responsibilities. Flexibility means changes in the organization of work that affect the situation of employees, causing greater intensity of work in certain periods, or hindering the organization of the private sphere, but do not directly affect the rights and obligations that make up the content of the relationship.
- 8) An important demand also concerns the promotion of collective bargaining. A body (institution) should be set up to provide real support to those involved in the negotiations. First of all, expert assistance is needed to comprehensively present the meaning and nature of collective agreements and the legal consequences of their conclusion, as well as to support the negotiation process itself. Adequate capacity and facilities should be provided for this institution to provide real support to participants (potential participants) in the arrangement negotiations.

The conclusions of the study were discussed at a joint meeting of the Problem Team of the Social Dialogue Council on Labour Law and the Social Dialogue Development Team (24 November 2022). At that meeting, it was agreed that the parties would put forward proposals for action to implement the conclusions of the study.

The next stage planned in 2023-2024 was the implementation of milestone A54G, i.e. the entry into force of the amendments to the provisions on the conclusion of collective agreements in Poland.

In Polish national law, the right to negotiate and to conclude collective agreements and other agreements is listed in Art. 2 of the Constitution of the Republic of Poland directly, constituting one of the elements of freedom of association in trade unions and employers' organisations. These agreements, together with collective agreements based on the law, statutes and regulations (in particular the rules of work and remuneration) constitute so-called specific (autonomous) sources of labour law.

Pursuing the dynamism of social dialogue and achieving the right level of collective bargaining, the expression/effect of which would be a greater number of concluded collective agreements, gave the basis/impulse to start work on systemic changes in the area of collective labour law.

Therefore, on the basis of the provisions of the previous Section XI of the Code of Civil Procedure, a draft law on collective agreements and collective agreements was prepared. The separation of a separate regulation concerning the conclusion and recording of collective agreements and collective agreements with the Labour Code entailed, *inter alia*, the adoption of a definition of 'employer' that differed from the Code. The Collective Labour Agreements and Collective Agreements Act, hereinafter referred to as the UZP, defines the term 'employer' in the same way as in Article 11(2) of the Trade Unions Act of 23 May 1991 (Journal of Laws of 2025, item 440). Thus, under the PPO Act, the employer is not only organisational units, even if they do not have legal personality, but also natural persons, if they employ employees, but also such organisational units and natural persons, who employ persons other than employees who perform paid work, regardless of the basis of that employment.

The PPO Act takes into account many of the demands made for many years by the social partners, in particular those concerning the simplification of the procedure for concluding and registering collective agreements. In addition, the new provisions took into account the conclusions of the expert opinion on the functioning of collective agreements in Poland carried out as part of the National Recovery Plan.

This change was dictated by the need to adapt the provisions governing the conclusion of collective agreements to recent changes in the circle of persons who can form and join trade unions and engage in collective bargaining – because, in accordance with the amendment to the Trade Unions Act of 23 May 1991 of 2018, not only employees within the meaning of the Labour Code, but also persons providing paid work on a basis other than an employment relationship, if they do not employ other persons for this type of work, regardless of the basis of employment, can create and join trade unions, and have such rights and interests related to the performance of work that can be represented and defended by a trade union. This form of regulation was also dictated by the need to organize the content of the entire section on collective agreements and to include in the Act on the PPO the issue of notification of concluded collective agreements. The new rules aim to balance the expectations of trade unions representing workers as well as employers and their organisations. The PPO Act, on the one hand, abandons the complicated registration procedure and, on the other hand, takes into account the issue of increasing the dynamics of negotiations.

The provisions of the UZP Act take into account the postulate of an open catalogue of matters regulated in a collective agreement. As part of the negotiations, the social partners will be able to jointly determine to what extent a collective agreement may regulate the working environment differently from statutory solutions than statutory solutions. At the same time, the need to apply the principle of advantage expressed in Article 9 of the Labour Code has been maintained. It will be for the parties to the collective agreement to agree whether this document is to contain comprehensive postulates or only to change certain aspects of the employment relationships functioning in the enterprise. The draft indicates examples of areas that may be regulated in a collective agreement. The open case catalogue also fulfils the requirement under Directive 2022/2041 to increase systemic dynamics in the Member States.

The PPO Act takes into account the demand to simplify the process of registering collective agreements. The change in the method of recording collective agreements, collective agreements and additional protocols is aimed at renouncing the complicated procedure to date, which requires sending documents in paper form or conducting correspondence only in writing. The proposed provisions provide for the creation of a National Register of Collective Labour Agreements, hereinafter referred to as 'KEUZP'. Notification to KEUZP will consist in entering simplified data into the ICT system on an electronic form made available on the website of the office serving the minister competent for labour. The transmission of data is necessary for the performance of the statistical tasks under Directive 2022/2041. It obliges Member States to systematically provide data on collective agreements, including collective agreements and collective agreements. This obligation necessitates more detailed and regular data collection for these agreements and arrangements. The new solutions provide for the form of electronic notification of data to KEUZP, which will significantly speed up and facilitate the entire record-keeping process. A notification to KEUZP will be deemed to have been correctly made when the reporting entity receives confirmation from the ICT system of the data entry, together with the automatic assignment of a number to a collective labour agreement or collective agreement in KEUZP.

The collection of data in KEUZP will require the creation of an electronic database, enabling rapid analysis of the content contained therein. The information contained in the KEUZP database will thus acquire the status of information of a public nature. The KEUZP will also record certain collective agreements concluded through negotiations between trade unions and employers, as well as additional protocols amending the provisions of the agreement or arrangement. This solution is necessary to meet the requirements of Directive 2022/2041 as regards the collection of statistical data and to demonstrate that social dialogue is conducted not only when concluding collective agreements, but also within the framework of negotiations concluded by the agreement, conducted by trade unions and employers.

The introduction of the possibility of using the support of a mediator is intended to facilitate the negotiation of a collective agreement between the parties. In the event that the trade union and labour parties could not agree on the provisions of the negotiated agreement, it would be possible to apply the provisions on the resolution of collective disputes, including the use of professional assistance of a mediator. This person would guarantee impartiality and help to achieve mutually beneficial solutions.

IV. Description of the consultation

Following the publication, in November 2022, of Directive 2022/2041, the then Ministry of Family and Social Policy asked the heads of representative social partner organisations to consider the possibility of

submitting their joint request to establish an autonomous action plan to promote collective bargaining or to submit suggestions/proposals for solutions that could be included in such a plan, which could help the government to duly fulfil its obligations under the Directive in this regard. The social partners did not express their willingness to jointly request the establishment of an autonomous action plan and the government therefore started work on the preparation of the action plan. However, the Ministry was open to all suggestions, opinions, proposals and requirements made by the social partners during the work on the project. Proposals for the plan were submitted by NSZZ 'Solidarność', the National Alliance of Trade Unions, the Association of Energy Unions and the Confederation of Lewiatan. They were included in the project prepared by the Ministry of Family, Labour and Social Policy. Other ministries have also submitted proposals for the project.

The public consultation took place within the framework of the Social Dialogue Council and its problem teams. On 12 November 2025, the draft plan was discussed at a meeting of the Problem Team on Climate Change. Law of Labor. On 9 December 2025, a joint meeting of the Labour Law Problem Team and the Social Dialogue Development Problem Team took place, at which the project was also discussed. The comments made during the consultation were taken into account, in particular as regards supplementing the plan with an annual assessment of the progress of its implementation and the issue of developing incentives for employers/social partners to conclude collective agreements. It was agreed that the plan is a framework and will be filled with content and concrete actions in cooperation with the social partners and the Social Dialogue Council.

V.

Description of proposed tasks/activities

1. Implementation of the Act of 5 November 2025 on collective agreements and collective agreements.

The implementation of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union as regards the promotion of collective bargaining will be achieved through the entry into force of the Law on Collective Agreements and Collective Agreements. The aim of the Act is to facilitate and remove existing barriers to the conduct of contractual negotiations and the conclusion of collective agreements and collective agreements, which will result in more frequent conclusion of such social agreements in Poland. Thus, many more employees will be covered by collective agreements.

The changes introduced by the new act include, among others, the extension of the list of entities that may include post-employer collective agreements, an open catalog of cases, electronic registration, easier extension of the collective agreement to another employer, the possibility of using the help of a mediator during contract negotiations.

The implementation of the amendments introduced by the Act will require, *inter alia*, the development of a model for handling notifications of concluded collective agreements and additional protocols to these agreements and collective agreements – until the National Register of Collective Labour Agreements (KEUZP) is established. In parallel, work will be carried out on the design and launch of the KEUZP database, to which company and trans-company collective agreements and additional protocols to these agreements, as well as collective agreements and additional protocols to these agreements, based on the law, will be notified in electronic form, as well as collective agreements not based on the law if they concern wage conditions and are concluded by trade unions and the employer or at least two employers' organisations or employers' organisations. The data collected in KEUZP will be used to prepare and

submit, by the minister responsible for labour, a report to the European Commission on the collective bargaining coverage rate in Poland.

Marketing authorisation holder: MRPiPS (DDP, DI) in cooperation with GIP/PIP/16 PIP

Deadline: 14 days after the entry into force of the Act – two years

Meter: implementation yes/no

2. Information and promotion meetings

Collective bargaining makes it possible to prevent serious social conflicts arising, on the one hand, from employees' specific expectations of increasing wages and systematically ensuring better working conditions, and from pressure from employers who, in difficult economic conditions, seek to reduce company expenditure, including employees' wages. Collective agreements guarantee social peace and are intended to adapt the statutory arrangements in force at national level to the specific characteristics of a given workplace. They can also introduce uniform and fair rules in more companies operating in the same sector of the economy.

Aiming to increase collective bargaining coverage and coverage of an increasing group of workers and paid workers requires wider access to information on collective bargaining in the social space.

Acknowledging this need, it is envisaged to organise information meetings with various actors in order to present and discuss the importance of collective agreements for entrepreneurs, the benefits of concluding collective agreements, new legal regulations on collective agreements, collective agreements.

The new regulation creates an open catalogue of matters that can be determined in collective agreements and expands the list of entities that can conclude transnational collective agreements, which should result in greater interest in initiating collective bargaining, will allow the conclusion of agreements for a much larger group of workers.

Marketing authorisation holder: MRPiPS/ RDS/ social partners

Deadline: by the end of 2026.

Meter: number of meetings/conferences/seminars organised, number of participants, number of entities

3. Incentives for employers/social partners

In order to increase the positive perception of collective agreements and collective agreements among employers, it is envisaged to introduce solutions that could incentivise the negotiation of agreements with trade unions.

In order to achieve greater involvement of entrepreneurs in collective bargaining, it is necessary to establish, in consultation with the social partners, a system of bonuses for collective agreements – agreements and arrangements. The elements of such a system include, for example: preferential access to public procurement by taking greater account of social and employment aspects. Special tax incentives could also be an incentive for entrepreneurs. Incentives for employers also include access to training funds that could be used by the employer for up-skilling and professional development training. Consideration could also be given to the introduction of labour law (e.g. new forms of work organisation and working time) and social security incentives jointly agreed by employers and employees.

Such incentives exist in other European countries. For example, in Sweden, where more than 80% of

collective employment relationships are governed by collective agreements, employers who are covered by collective agreements have the opportunity to take out favourable insurance for their employees.

Collective bargaining requires the preparation of both parties, which is why it is also important to pay attention to the needs of trade union organisations. The burden of collective bargaining lies with trade unions, which negotiate for the benefit of all workers, paid workers and even pensioners in the workplace community. In addition, there are still sectors/industries in Poland where unionisation is very low despite the large number of employees in them; an example is trade (2 million employees – 1.9% trade unionisation). Trade unions should also have access to a system of incentives in the form of reductions in contributions or access to training funds.

In this regard, it is necessary to analyse the provisions of public procurement law and the state's purchasing policy, in order to identify the possibilities of promoting collective bargaining using these tools.

Developing a system of incentives will require identifying employers' and trade unions' preferences for their needs and assessing the possibility of introducing them. The task requires cooperation with social partners and ministries. Suggestions for potential incentives:

- ^ Preferences in public procurement, including EU-funded procurement;
- ^ access to grants, e.g. for the development of negotiating competences or funds on preferential terms;
- ^ tax advantages;
- ^ accounting for costs arising from the Agreement so that they do not encumber the financial result;
- ^ subsidies from the state budget (similarly, as in the case of Employee Capital Plans) to benefits guaranteed for employees covered by the ZUZP;
- ^ expert support programmes for employers and trade unions, i.e. access to mediators, legal and economic advisers, especially for organisations that do not have such facilities.

Marketing authorisation holder: Ministries/Central Authorities/Social Partners

Deadline: by 2030

Meter of implementation: Number of Incentives

3. Training for social partners

In order to strengthen the expert and institutional capacity, training for the social partners is foreseen. Training projects addressed to trade unions and employers and their organisations will cover topics related to labour law and collective labour law, and after a diagnosis of training needs, the scope of issues will be broadened to include topics necessary to strengthen the capacity of social partners to conduct collective bargaining and conclude collective agreements and agreements. Identifying the training needs of the social partners will allow the training offer to be properly addressed in the areas of their choice.

The training should also include a special module for negotiators who will represent the negotiating parties and mediators.

The concept of the Institute of Public Affairs developed as part of Task 4 may be helpful in this respect: "Development of a model education system (including methodology) for social dialogue as part of a systemic project: "Improving the functioning of social dialogue systems and strengthening institutions and participants in social dialogue" - Priority V of the Human Capital Operational Programme - 5.5.1.

^ [S. Portrait, R. Towalski, Model system of education in the field of social dialogue, Warsaw 2009.](#)

The different stages of the action:

- ^ Step 1: Identification of training needs
- ^ Step 2: Selection of training groups
- ^ Step 3: development of a training programme
- ^ Step 4: Selection of training provider(s)
- ^ Step 5: conducting trainings

Marketing authorisation holder: MRPiPS/social partners/external actor

Deadline: by the end of 2027.

Meter: number of surveys in the diagnosis of training needs, number of trainings carried out

4. Legislative review

In order to identify areas of law where legislative changes would contribute to strengthening collective bargaining, including the identification of solutions to increase workers' unionisation and the development of the concept of representativeness of employers' organisations at national (industry) level, a review of selected existing legislation, in consultation with the social partners, should be carried out. The potential legal regulations analysed should include, among others: Labour Code (Regulations, Working Time Accounts, OSH Regulations) and Collective Labour Law Acts (Trade Unions Act, Employers' Organisations Act, Collective Dispute Resolution Act). Changes may also be required by other regulations outside the area of labour law, e.g. the Public Procurement Law Act (PZP).

Proposed legal acts for review:

- ^ Law z day 26 June 1974 – Labour Code
- ^ Law z day 23 May 1991 on Trade Unions
- ^ Law z day 23 May 1991 Employers' organisations
- ^ Law z day 23 May 1991 Resolution of Collective Disputes
- ^ Act of 7 April 2006 on informing and consulting employees
- ^ Act of 13 March 2003 on special rules for terminating employment relationships with employees for reasons not related to employees
- ^ Act of 24 July 2015 on the Social Dialogue Council and other social dialogue institutions

Marketing authorisation holder: MRPiPS/Council for Social Dialogue/Social Partners

Deadline: by 2027

Meter: number of legal acts reviewed, number of proposed amendments, number of legal acts submitted for amendment

5. Analysis of the possibility of introducing cyclical collective bargaining on the model of the mechanism that operated under the Act on the Negotiating System for Shaping the Increase in Average Wages in Entrepreneurs.

Repeal of the provisions of the Act of 16 December 1994 on the Negotiating System for the Formation of Average Wage Growth in Entrepreneurs and on the Amendment of Certain Acts (Journal of Laws No. Journal of Laws 1995, No 1, item 2, as amended) caused that in the Polish system of collective labour law there is no permanent mechanism for cyclical negotiation of wage increases.

This act authorises the Tripartite Commission for Socio-Economic Affairs to agree and establish incremental rates of wages included in the burden of costs for entrepreneurs employing more than 50 people. In addition, it not only provided for annual reconciliation of the average wage increase indicator by the Tripartite Commission, but also set out a timetable for conducting wage negotiations at company level. Article 4 stipulated that the increase in the average monthly wage in a given year is to be determined by agreement between the parties entitled to conclude a company collective agreement.

The abandonment of the negotiating model of wage formation among entrepreneurs, on the one hand, allowed employers full freedom to shape their wage policy, without setting deadlines for wage increases for crews and their amount – on the other hand, the possibility of amicably seeking to determine wage increases in the form of an agreement in favour of seeking to shape wage increases set out in the demands made by trade unions against the employer under the provisions of the Act on Collective Dispute Resolution was lost. The consequence of this state of affairs is that currently the background for employers to meet wage demands is a strike, which is one of the elements of resolving a collective dispute.

In view of the above, it seems necessary to carry out an analysis of the possibility of working out, in agreement with the social partners, a mechanism for cyclical collective bargaining, similar to the mechanism that operated under the Act on the Negotiating System for Shaping Average Wage Growth in Entrepreneurs, taking into account the new provisions on collective agreements – including not including the obligation to negotiate for employers covered by a collective agreement and the possibility of reporting the agreements reached to the National Register of Collective Agreements (KEUZP).

Marketing authorisation holder: MRPiPS/Council for Social Dialogue/Social Partners

Deadline: by the end of 2026.

Meter: yes/no

6. Institutional strengthening of the collective bargaining process

Between 1995 and 2008, the Commission for Collective Labour Agreements was attached to the minister responsible for labour matters. The Commission was responsible for:

- ^ providing assistance, in the form of advice and consultation, to parties intending to conclude a collective agreement, at their request, and in particular taking measures to facilitate the initiation of collective bargaining on the conclusion of a supra-company collective agreement, to support these negotiations and to clarify disputes arising during them,
- ^ popularising the experience of the work of the Commission,
- ^ expressing an opinion on the extension of a supra-employer collective agreement.

The Commission was composed of:

- 1) two representatives of the minister responsible for labour, including one acting as President of the Commission,
- 2) one representative of the minister responsible for public finances, the minister responsible for the economy, the minister responsible for the State Treasury and the Chief Labour Inspector,
- 3) two representatives from a supra-establishment trade union organisation recognised as representative pursuant to Article 241¹⁷⁽¹⁾⁽¹⁾ and (2) of the Labour Code,
- 4) one representative from a supra-establishment trade union organisation recognised as representative pursuant to Article 241¹⁷ § 1 point 2 and § 2 of the Labour Code,
- 5) two representatives from a confederation of employers, formed on the basis of separate provisions.

In view of the need to introduce permanent solutions to strengthen the negotiation of collective agreements and agreements, their institutional support is needed. It is important that the solution chosen in order to achieve the objective can become operational as quickly as possible, without delay linked to a lengthy legislative process. Priority should be given to solutions that have been proven in the past. To this end, the Commission on Collective Agreements, which operated from 1995 to 2008 (last meeting in 2002), should be relaunched or the possibility of setting up another body with similar tasks to those carried out by the Commission should be explored.

A possible option is also the establishment of such a body within the Social Dialogue Council (as a separate Problem Team or a sub-assembly of the Problem Team of the Social Dialogue Council for labour law).

6) 1. Establishment of local social dialogue centres as advisory points.

Conducting an analysis of existing legal acts, possibilities of financing and identifying regions where there is a background for conducting negotiations (representation of employers, trade unions and academic centers, which are expert support for promising parties).

A pilot setting up of a local support centre for collective bargaining at the WRDS in Katowice could be considered. The mining sector, in particular hard coal mining, is characterised by a high degree of development of the collective bargaining area. Estimates show that up to 80% of employees employed in coal companies may be covered by collective agreements. These agreements provide for more favourable (or at least equivalent) conditions than those indicated in the Labour Code, including, among others, allowances, bonuses and additional benefits. Data held by the Ministry of Energy indicate that average wages in the hard coal mining sector exceed the statutory minimum wage. Academic expert support could be provided by academic staff of the Institute of Legal Sciences of the University of Silesia in Katowice.

Marketing authorisation holders: MRPiPS/Council for Social Dialogue/social partners/ Conference of Rectors of Polish Academic Schools (KRASP)

Deadline: by the end of 2026.

Meter: yes/no

7. Activation of the Social Dialogue Council in the negotiations

Given the special role of the Social Dialogue Council (SDC) in the dialogue, it is expected to be activated with regard to the conclusion of collective agreements and agreements.

Therefore, it is envisaged to review the provisions on the CDR and to assess the possibility of concluding an agreement in the most representative area for employers and their organisations and the trade unions.

Under the current rules, the Workers' Throne and the Council's Employers' Party may conclude cross-employer collective agreements covering all or a group of employers affiliated to the organisations and the employees employed by those employers, as well as agreements setting out the mutual obligations of those parties. Functioning in the current regulations, without the need to carry out a long legislative process, the possibility of concluding collective agreements by parties gathered in the RDS gives an opportunity to quickly diagnose the readiness of social partners to start negotiations on a supra-employer collective agreement for a selected industry (most fully represented by trade unions and employers' organisations), e.g. energy, construction, hospitality or trade.

7.1. Industry collective agreement negotiated under the RDS

The diagnosis carried out as part of the task should result in the preparation of an industry collective agreement, on which the authentic social partners (parties to the agreement) should take part.

This system can be pilot tested in the selected company/company for a period of one year, during which the solutions and specific barriers, risks in the application of the system, efficiency/impact on the company and employees will be tested/observed. The pilot will end with the issuance of recommendations, including, for example, the decision to join the agreement by other employers in a given industry or the generalization of the agreement by the minister responsible for labour.

Marketing authorisation holder: Social partners/Social Dialogue Council

Deadline: by 2030

Meter of implementation: yes/no

8. Model collective agreement

Considering that one of the reasons for the limited scope of collective bargaining may be the limited availability of information on the formulation of contractual provisions and ready-made models of collective agreements or agreements, it is proposed to create an electronic set of model collective agreements.

The provision of basic templates taking into account the requirements for the creation of their content would facilitate, especially at company level, the decision to enter into discussions on the conclusion of an agreement. The possibility of reaching for ready-made solutions, which is understandable after adjusting some elements to the needs of a given workplace / enterprise, will significantly facilitate and shorten the stage of work on creating a record of the provisions of the agreement.

Such templates may specify what the provisions of the agreement (normative and bond) may be:

- ^ Indication of the normative provisions of the agreement (conditions shaping the content of the employment relationship); may also determine social benefits for employees, persons performing work on a different basis, as well as pensioners;
- ^ Indication of what the bond provisions of the agreement may be (mutual obligations of the parties, as well as the manner of publication and dissemination of the content of the agreement, the procedure for making periodic assessments of the functioning of the agreement, the procedure for clarifying the content of the provisions of the agreement, settling disputes in this respect, and mutual obligations regarding compliance with the agreement)

The layout design may give guidance on:

- ^ pages of the layout
- ^ the material scope of the Agreement
- ^ the subjective scope of the arrangement
- ^ Duration
- ^ notice period

Models of agreements (whether on-site or off-site) would be developed in cooperation with the social partners and publicly available in the National Register of Collective Labour Agreements.

In a second step, consideration could be given to preparing industry-specific collective bargaining templates (e.g. trade, construction, energy, mining) to promote collective bargaining at industry level.

Marketing authorisation holder: MRPiPS/Council for Social Dialogue/Social Partners

Deadline: by the end of 2027.

Meter: yes/no

9. Implementation of educational programmes

Due to the fact that knowledge about collective agreements and collective agreements is not common knowledge, it is proposed to implement educational programs in this area at different levels of education. It seems appropriate to carry out activities focusing on the dissemination of information about bargaining agreements, the role of trade unions and employers' organisations in public life, as well as the importance of collective agreements and collective agreements. The form of classes should be adapted to the level of perception of recipients and may consist in integrating these topics into already existing curricula in subjects of a social nature., or on the model of already undertaken programs - the Minister of Education,

as part of the National Health Programme for 2016-2020 and 2021-2025, commissioned tasks, as a result of which materials were created taking into account the specificity of school mediation. In primary and secondary schools, the above-mentioned information may be introduced to the subject of Knowledge about Society and Business and Management Considerations also requires an increase in the number of lecture/teaching hours in the field of collective labour law in the master's degree program and the provision of a wider offer of postgraduate studies. The inclusion in the core curriculum of issues related to the acquisition of knowledge about collective bargaining and conducting social dialogue and its participants requires cooperation with the Ministry of National Education. Whereas changes in the core curriculum of academic departments with the Ministry of Science and Higher Education, it is also necessary to ensure stable and adequate financing of the higher education and science sector,

As in the case of Action 3, the concept of the Institute of Public Affairs developed under Task 4 can help in this respect: "Development of a model education system (including methodology) for social dialogue as part of a systemic project: "Improving the functioning of the social dialogue system and strengthening institutions and participants in social dialogue" - Priority V of the Human Capital Operational Programme - 5.5.1.

[^ S. Portrait, R. Towalski, Model system of education in the field of social dialogue, Warsaw 2009.](#)

Marketing authorisation holder: MRPiPS/MEN/MNiSW

Deadline: by 2030

Meter: to be determined

10. Code of good practice - development and dissemination by the social partners of recommendations for use directly in enterprises / workplaces

It is advisable to develop and disseminate a Code of Good Practice, a set of guidelines used by the social partners conducting collective bargaining. Applying the Code is an excellent opportunity to raise the level of knowledge and learn through the experience of others. Compliance with the recommendations contained in the Code will primarily increase trust between partners, facilitate progress in negotiations, and may also allow for a significant reduction in their duration or avoid errors that may deter participants in negotiations from achieving the goal of concluding a collective agreement or agreement.

The Code of Good Practice is a set of recommendations, standards and best practices that can be applied in the daily activities of companies in order to improve the quality of collective bargaining, increase satisfaction with concluded collective agreements, increase their effectiveness, as well as ensure compliance with social values and labour law. The development of such a code by the social partners – i.e. representatives of employers and trade unions and workers' organisations – allows the interests of all parties to economic and social life to be taken into account. This guarantees that the recommendations will not only be practical, but also fair and realistic to implement. The process itself strengthens cooperation and mutual understanding, allows for the development of equal solutions, without imposing excessive burdens. It is also an opportunity for the social partners (employers and trade unions) to share their experiences, both positive and negative, from collective bargaining and collective agreements, to share their patterns and solutions, the so-called peer learning.

The creation of a code of good practice will have the advantage of facilitating the implementation of good standards. The Code can be widely promoted and distributed, e.g. in the form of brochures, online materials, workshops or information campaigns, in order to reach as many workplaces as possible. This

will also extend the application to small and medium-sized employers, who will be able to benefit from ready-made, best practices in the area of collective bargaining. This solution will allow for wider building of an organizational culture based on values. It will genuinely support the creation of a friendly, ethical and sustainable working environment in which collective bargaining will become a natural part of the joint creation of a working environment by the employer and employees.

Organisations applying good practices, including in the areas of labour law or collective bargaining, often gain an advantage on the market, including through better reputation, higher employee satisfaction, and thus higher engagement and lower staff turnover.

The creation of a code of good practice will be an opportunity to promote social dialogue, promote champions of collective bargaining and promote the pact method.

Marketing authorisation holder: MRPiPS/Council for Social Dialogue/Social Partners

Deadline for completion: until 2028

Meter: the number of entities (employers and their organisations and trade unions) to which the handbook has been transmitted.

11. Collective Bargaining Handbook

The aim of the Collective Bargaining Handbook is to create a set of legal provisions, principles, good practices and templates for the necessary documents – helping stakeholders to properly conduct collective bargaining and conclude collective agreements using the available tools.

Despite many actions and initiatives, there is still a lack of adequate promotion of collective agreements as well as substantive support for those interested in dialogue or at least considering entering into negotiations. There is sometimes a lack of information on the value of collective agreements as a source of labour law that extends workers' rights, increases their job security and stability, and allows working conditions to be better adapted to the specificities of the industry or company. They are a social agreement between workers and employers that can balance the needs of both parties and contribute to greater equality and social cohesion in the labour market.

The creation of the handbook is an important initiative in view of the implementation of the law on collective agreements and collective agreements. The aim of the regulation is to increase the scope of application of collective agreements and to stimulate the negotiations themselves. The law is also to reflect the expectations of the contracting parties, i.e. trade unions representing employees and employers and their organizations. As the law introduces new solutions, it is highly desirable to create a set of information as a compendium of knowledge for the parties to the social dialogue.

The manual in one place would present and explain the concepts of what a collective agreement is and for what purpose it is concluded, who can be a party to the agreement and a catalogue of matters that can be regulated in it. It would also contain information on the mutual obligations of the Parties to comply with the provisions of the Agreement, specify the procedures for negotiation, the composition of the representation of the Parties and the manner and conditions for concluding, amending, terminating or terminating the Agreement. In addition to legal solutions, the Handbook could also provide templates for documents and applications, as well as a template for collective agreements, which would make it easier for parties to conclude collective agreements.

Marketing authorisation holder: MRPiPS/Council for Social Dialogue/Social Partners

Deadline: before the Code of Good Practice (Action 11)

Meter: Number of entities (employers and their organisations and trade unions) to which the manual has been transmitted

12. Identify possible forms of funding for actions to promote collective bargaining

Increasing collective bargaining coverage will not only require more frequent attempts to conclude a collective agreement or agreement, but will also require their financial support. It is important that the social partners are aware of available programmes or funds that can be used to develop collective bargaining.

As part of this task, the MRPiPS, in cooperation with the MFIPR, will review and analyse existing national programmes and funds, as well as European funds, in order to identify opportunities for funding activities related to the promotion of collective bargaining. We are talking here, among others, about the National Training Fund, which is a separate part of the Labour Fund, intended to co-finance the lifelong learning of employees and employers, undertaken on the initiative or with the consent of the employer.

In order to ensure the effective involvement of the social partners also in order to promote the role of the social partners and to encourage the exercise of the right to collective bargaining, it is very important to build the capacity of the social partners to make better use of the social dialogue tools available.

In the case of Poland, the obligation to build the capacity of social partners referred to in Art. 2 of the ESF+ Regulation, stems from the recommendations of the Council of the European Union, which speak about the need to ensure effective public consultation and the involvement of the social partners in the policy-making process. Poland plans to allocate approx. EUR 70.9 million (0.57% of the ESF+ allocation), more than double the requirement of the ESF+ Regulation (approx. EUR 31 million). This support is implemented in the national programme European Funds for Social Development with an allocation of EUR 50.5 million (1.3% of the EDP allocation) as well as in regional programmes with an allocation of EUR 20.4 million (0.25% of the ESF+ FP allocation).

The support planned under the ERF programme, under Priority IV Social cohesion and health, concerns in particular the following activities:

- support for strengthening the expertise and institutional capacity of the social partners, in line with their identified needs;
- strengthening social dialogue in selected areas to effectively address contemporary challenges related to the energy transition, digitalisation of jobs, ensuring a healthy and well-adapted working environment for workers, as well as challenges related to ensuring equal opportunities in the workplace and facilitating the reconciliation of professional and private roles. Strengthening social dialogue in each of the above areas will allow the social partners to develop and disseminate recommendations (good practices) for use directly in enterprises or proposals for systemic (legislative) solutions that will be submitted to the government as the position of social partner organisations;
- implementation of strategies to encourage trade union and employer association in organisations, in particular for groups hitherto under-represented within the organisation;
- implementation of educational programmes promoting knowledge about social dialogue and information campaigns on the impact of social dialogue on shaping the conditions for socio-economic development.

As a general rule, actions to promote collective bargaining, as is the case for other actions implemented in this area, would be entrusted to representative social partner organisations or sectoral/territorial organisations affiliated to them. The scope of this support needs to be agreed with future beneficiaries.

Potentially, it can be very broad and include activities such as:

- ^ diagnosis of the reasons for low interest in the use of collective bargaining;
- ^ developing, testing and disseminating recommendations/good practices;
- ^ promotion and promotion of collective bargaining;
- ^ building the organisational and expert capacity of social partner organisations to work towards a wider use of collective bargaining;
- ^ trainings and workshops on this subject;
- ^ advice/expert support in the process of collective bargaining in workplaces;
- ^ collecting experiences from other countries and their adaptation to Polish conditions;
- ^ other proposals drawn up by representative organisations of the social partners.

However, it should be stressed that there is currently no planned support in the FERS programme aimed at making greater use of collective agreements, which means that supporting the implementation of such actions would require a change in the Programme. It would also be necessary for representative organisations of the social partners to confirm that they are interested in carrying out such activities and in working out the scope of intervention with them. Funds to strengthen collective bargaining could come from savings in competitions launched so far in support of social dialogue. (MFIPR proposal)

The regional programmes contain quite general provisions indicating the possibility of building the capacity of the social partners, as well as providing for the support of social dialogue. These include support for improving working conditions in terms of, for example: reconciliation of work and private life, needs of the elderly, non-discrimination in the labour market.

It is also worth considering obtaining funding from the Norwegian Funds, which are a form of non-repayable financial assistance granted by Iceland, Liechtenstein and Norway to the new Member States of the European Union, including Poland. The main objective of these funds is to reduce economic and social disparities in Europe and to strengthen bilateral relations between donor countries and beneficiaries. The money is spent on development in areas such as culture, research, the environment, entrepreneurship, education and justice.

Marketing authorisation holder: MRPiPS/MFIPR/social partners

Deadline: by the end of 2026.

Meter: Number of forms of funding for actions to promote collective bargaining

13. Assessment of the progress of the implementation and implementation of the Action Plan

As part of this task, the Ministry of Family, Labour and Social Policy, in cooperation with the social partners and the Social Dialogue Council, will carry out an annual assessment of how the various tasks listed in the Action Plan are implemented. Such an assessment will allow task holders to take into account changing circumstances – including the collective bargaining rate – and needs, which is expected to improve the effectiveness and relevance of actions.

Marketing authorisation holder: MRPiPS/social partners/RDS

Deadline: annually

Meter: yes/no

VI. List and schedule of adopted tasks, taking into account the value of expenditure and the division into subsequent years of implementation of the Action Plan

Lp.	Task/Subtasks	Duration	Expenditure earmarked for the implementation of the	Implementing entities	Meter
1.	Implement the law on collective agreements and collective agreements. ^ development of a model of operation during the transition period; ^ design and implementation of the National Register of Collective Labour Agreements (KEUZP)	2 years after the entry into force of the Act	Own funds and those raised by MRPiPS	MRPiPS in cooperation with GIP/PIP/OIP	Implementation: yes/no
2.	Information and promotion meetings	by the end of 2026.		MRPiPS, RDS, social partners	Number of meetings organised
3.	Incentives for employers/social partners	By 2030		Ministries/Central Authorities/Social Partners	Number of incentives
4.	Training for social partners Stages of action: ^ Stage 1: Identification of training needs ^ Stage 2: Selection of training groups ^ Stage 3: development of a training programme	By the end of 2027		MRPiPS/social partners/external actor	number of surveys in the diagnosis of training needs, number of trainings carried out

	<p>^ Stage 4: selection training provider(s)</p> <p>^ Stage 5: conducting trainings</p>				
5.	Legislative review	Until 2027		MRPiPS/Council for Social Dialogue/Social Partners	number of legal acts reviewed, number of proposed changes, number of legal acts submitted for amendment
6.	Analysis of the possibility of introducing cyclical collective bargaining on the model of the mechanism that operated under the Act on the Negotiating System for Shaping the Increase in Average Wages in Entrepreneurs.	By the end of 2026		MRPiPS/Council for Social Dialogue/Social Partners	Yes/No
7.	Institutional strengthening of the collective bargaining process 7.1. Establishment of local social dialogue centres as advisory points.	By the end of 2026		MRPiPS/Council for Social Dialogue/Social Partners/Conference the Academic Rectors ' Office Schools the Polish Republic (KRASP)/WRDS w Katowice	Yes/No

8.	Activation of the Social Dialogue Council in the negotiations 8.1. Industry collective agreement negotiated under the RDS	By 2030		social partners/Council Dialogue Social/MRPiPS/MAP	Yes/No
9.	Model collective agreement	By the end of 2027		MRPiPS/Council Dialogue Social/Social Partners	Yes/No
10.	Implementation of educational programmes	By 2030		MRPiPS/MEN/MNiSW	To be determined
11.	Code of good practice - development and dissemination by the social partners of recommendations for use directly in enterprises / workplaces	Until 2028		MRPiPS/Council Dialogue Social/Social Partners	Number of entities (employers and their organisations and trade unions) to which the Code of Good Practice has been transmitted
12.	Collective Bargaining Handbook	before the Code of Good Practice (Action 11)		MRPiPS/Council Dialogue Social/Social Partners	Number of entities (employers and their organisations and trade unions) to which the manual has been transmitted
13.	Identify possible forms of funding for actions to promote collective bargaining	By the end of 2026	ESF+ in conjunction with the EDP;	MRPiPS/MFiPR/social partners	number of forms the Funding of Actions for

			Funds Norwegian		to promote collective bargaining
14.	Assessment of the progress of the implementation and implementation of the Action Plan	Annually		MRPiPS/Council Social/Social Partners	Yes/No

VII.

Entities involved in the implementation of the Action Plan.

The entity responsible for the Action Plan and its evaluation is the Ministry of Family, Labour and Social Policy. On the part of the social partners, i.e. employers' organisations, trade unions and other institutions, the following are involved in the implementation of the specific tasks indicated in the Action Plan:

Social Dialogue Council;
NSZZ 'Solidarity';
National Alliance of Trade Unions;
Trade Union Forum;
Confederation of Leviathan;
Employers of the Republic of Poland;
Union of Entrepreneurs and Employers;
Federation of Polish Entrepreneurs;
ZP Business Centre Club;
Association of Polish Crafts;
Polish Economic Society;
Ministry of State Assets;
Ministry of National Education;
Ministry of Finance;
Ministry of Funds and Regional Policy;
Ministry of Science and Higher Education;
Conference of Rectors of Polish Academic Schools;
Chief Labour Inspector;
State Labour Inspectorate and District Labour Inspectorates;
Public Procurement Office;
Central Statistical Office.

VIII.

Sources of funding and expenditure foreseen for the implementation of the Action Plan.

State budget, part 31

European Social Fund +

IX.

Evaluation of the implementation of the tasks indicated in the Action Plan.

Evaluation of the implementation of the tasks indicated in the Action Plan								
Lp.	Task(s)	Minimum level of performance/measuring of performance	Duration				Expenses for the implementation of the task	Appraisal of the performance of tasks a
			2026	2027	2028	2029		
1.	Implement the law on collective agreements and collective agreements. ^ development of a model of operation during the transition period; design and implementation of the National Register of Collective Labour Agreements (KEUZP)	Implementation: yes/no						
2.	Informational and promotional meetings	Number of meetings organised						
3. .	Incentives for employers/partners in social	Number of incentives						
4.	Training for social partners Individual stages Actions: ^ Stage 1: Identification of training needs	number of surveys in the diagnosis of training needs, number of trainings carried out						

	<p>^ Stage 2: Selection of training groups</p> <p>^ Stage 3: development of a training programme</p> <p>^ Stage 4: Selection of training provider(s)</p> <p>^ Stage 5: Conducted e-training</p>						
5.	Legislative review	number of legal acts reviewed, number of proposed amendments, number of legal acts submitted for amendment					
6.	Analysis of the possibility of introducing cyclical collective bargaining on the model of the mechanism that operated under the Act on the Negotiating System for Shaping the Increase in Average Wages in Entrepreneurs.	Yes/No					
7.	Institutional strengthening of the collective bargaining process	Yes/No					

	7.1. Establishment of local social dialogue centres as advisory points.							
8	Activation of the Social Dialogue Council in the negotiations 8.1. Industry collective agreement job negotiated w the RDS	Yes/No						
9.	Model collective agreement	Yes/No						
10.	Implementation of educational programmes	To be determined						
11.	Code of good practice - development and dissemination by the social partners of recommendations for use directly in enterprises / work orders	Number of entities (employers and their organisations and trade unions) to which the Code of Good Practice has been transmitted						
12.	Collective Bargaining Handbook	Number of entities (employers and their organisations and trade unions) to which the handbook has been transmitted						
13.	Identifying possible forms of funding for actions in the	Number of forms of funding						

	to promote collective bargaining	Actions on to promote collective bargaining						
14.	Assessment of the progress of the implementation and implementation of the	Yes/No						