

POLAND

10 country risk(s) have been identified

- **LABOUR RIGHTS (9)**

FREEDOM OF ASSOCIATION (2 RISKS)

Poland scores a 3 on the ITUC Global Rights Index (scale 1-5) for freedom of association and workers' rights, which stands for regular violations of rights. Governments and/or companies are regularly interfering in collective labour rights or are failing to fully guarantee important aspects of these rights. There are deficiencies in laws and/or certain practices which make frequent violations possible.

Sources: [ITUC-CSI, ITUC Global Rights Index, 2019](#)

Employers regularly discriminate against workers who attempt to organize or join unions, particularly in the private sector. Discrimination includes intimidation, termination of work contracts without notice, and closing of the workplace. Some employers sanction employees who try to organize unions.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

LABOUR CONDITIONS (CONTRACTS, WORKING HOURS) (2 RISKS)

The most frequent violations of labour rights in Poland are failure to pay wages or delayed payment, failure to pay for overtime work and failure to sign a labour contract. Most of these violations occur in the services, construction, and processing industries. Particularly seasonal workers are vulnerable to such violations. The inaccuracy of timekeeping records for hours worked, was the second most common problem regarding labour conditions.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

The five-yearly European Working Conditions Survey shows working conditions in the European Union focused on three factors: exposure to posture-related and biological, chemical and environmental risks, training offered by the employer and working hours per week. Poland scores on a scale of 100 on posture-related risks 24, on biological and chemical risks 12 and on

environmental risks 19. There is an average working week of 40 hours and 36% of the working population has access to training offered by the employer.

Sources: [ILO, Working conditions in a global perspective, 2019](#)

FORCED LABOUR & HUMAN TRAFFICKING (1 RISK)

There are reports that foreign and domestic men are subjected to forced labour in construction, agriculture and restaurants.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

CHILD LABOUR (1 RISK)

Some children under age 18 engage in hazardous work in agriculture, primarily on family farms. Migrant Romani children from Romania are subjected to forced begging. Commercial sexual exploitation of children also occurs.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

DISCRIMINATION & GENDER (1 RISK)

Discrimination in employment and occupation occur with respect to gender, age, minority status, disability, political opinion, sexual orientation and gender identity, and trade union membership.

Sexual harassment is an underreported problem. Many victims do not report abuse or withdraw their claims out of shame or because they feared to lose their job.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

WAGE & REMUNERATION (1 RISK)

Many construction workers and seasonal agricultural workers coming from Ukraine and Belarus are paid less than the minimum wage.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

HEALTH & SAFETY AT WORK (1 RISK)

The norms for employers for workers exposed to chemicals, dust, and noise are often violated. The inspectorate stated that the lack of professional

experience, necessary safety precautions, and organization are the main causes of workplace accidents. Most accidents occur in mining, transport, chemical, construction, and services industries.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)

- **FAIR BUSINESS PRACTICES (1)**
CORRUPTION (1 RISK)

The law provides criminal penalties for corruption by officials, but these laws are not always effectively implemented, and officials sometimes engage in corrupt practices.

Sources: [US Department of State, Country Reports on Human Rights Practices for 2018, 2019](#)
