

# National report from Poland

(Annex VII)

## CONTENTS

1. **Introduction/overview of the situation in the transport sector in the country**
2. **Data use**
3. **Recommendations for encouraging employee participation and consultation**
4. **Analysis of the Researcher's conclusions**
5. **Summary of the national report**



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**INTRODUCTION / OVERVIEW OF THE SITUATION IN THE TRANSPORT SECTOR IN THE  
COUNTRY**

The covid-19 pandemic changed the reality of everyone overnight, regardless of age, background or even occupation. Three years after the outbreak, we can observe increased caution in the actions taken to plan long-term goals - at every level: social, economic, and economic, among others.

Transport is one of the sectors most affected by the negative effects of the pandemic. The first restrictions concerned the mode of travel in urban and intercity transport. The introduction of governmental restrictions reduced the probability of infection to a minimum. Thus, there was a significant decrease in the frequency of freight distribution, land and air transport, among others. Central Statistical Office data shows that 354 million passengers were carried in 2020, with a figure of 620.2 million in 2019 - a drop in the use of public transport of as much as 42.9%. This is closely linked to the reduced number of passengers in transport vehicles. In rail transport, the difference between these years is 38%. The largest reduction recorded is in air transport, equal to 76% - this is linked to a reduction in international traffic<sup>1</sup>.

Companies and employers have begun implementing good practices to prevent the spread of covid-19. Recommendations issued by the General Sanitary Inspectorate focused on introducing additional precautions in the form of, among other things, compulsory mouth covering, regular disinfection of the vehicle space or maintaining an adequate distance between passengers. The directives introduced allowed the continuity of passenger and transport services to be maintained <sup>2</sup>.

The year 2021 indicated a significant increase in passenger and freight transport compared to the previous year. The phased lifting of the restrictions in force resulted in an increase in the frequency of services operated. Passenger transport of all modes increased by 12.9%<sup>3</sup>. Since then, a dynamic increase in transport services in Poland can be observed. Employees and employers are grappling with the aftermath of the consequences of the Covid-19 pandemic. Still, they are increasingly encouraged to implement new ways of dealing with them on several levels - from maintaining the continuity of running services to economic issues arising from labour market demand and supply. The Mobility Package (a series of regulations for

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<sup>1</sup> Based on: Z. Brynarska, A. Kuza, *Analiza wpływu COVID-19 na funkcjonowanie transportu pasażerskiego*, "Transport miejski i regionalny", 2021 nr. 10, p. 7-10

<sup>2</sup> Source: <https://m.ciop.pl/CIOPPortalWAR>

<sup>3</sup> Statistics Poland data, *Przewóz ładunków i pasażerów w 2021 r.* 2022, p. 1-2



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the transport market in the European Union), introduced in 2020, is intended to meet several objectives such as:

- *ensuring safety and better working conditions for drivers,*
- *bringing the realities of the transport market in line with the principles of social justice,*
- *acting for sustainable economic development,*
- *taking care of the needs of all EU Member States<sup>4</sup>.*

It is intended to contribute to improving the transport market in the country. The legislation will be finalised in 2026, and new changes and regulations will be introduced until then. In 2022, the growth of passenger and freight transport has been maintained (0.7% and 0.8% in the previous year)<sup>5</sup>. Despite the low results, this was an exceptional success as transport faced another crisis - Russian armed aggression against Ukraine.

#### DATA USE

*This section should include the data collected in the individual reports from the 3 resources used (Survey, Interview and Focus Group).*

**A. The report containing the conclusions of the SURVEY:** *(see Annex III)*

**B. The report containing the conclusions of the INTERVIEW:** *(see Annex V)*

**C. The report containing conclusions of the FOCUS GROUP:** *(see Annex VI)*

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<sup>4</sup> Source: <https://pragmago.pl/porada/pakiet-mobilnosci-w-transporte-zalozenia-przepisy-i-zmiany-w-2022/>

<sup>5</sup> Source: <https://ksiegowosc.infor.pl/wiadomosci/5696966,branza-transportowa-w-polsce-podsumowanie-2022-prognozy-2023.html>



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**RECOMMENDATIONS FOR ENCOURAGING EMPLOYEE PARTICIPATION AND  
CONSULTATION**

*Include the Researcher's recommendations depending on the information collected by the Researcher.*

**A. Recommendations for EMPLOYERS**

1. Create an open and friendly working environment where employees can express their opinions and suggestions.
2. Meet regularly with employees to discuss the organisation's current challenges, goals and objectives and discuss how employees can contribute to achieving them.
3. Use various forms of communication, such as surveys, online platforms, and individual and team meetings, to ensure diversity and facilitate employee participation in the decision-making process.
4. Design and implement a reward system for employee participation and engagement in decision-making process.
5. Ensure that sufficient time and resources are available for staff to prepare for meetings and consultations and that appropriate training and support are provided.
6. Support and encourage the formation of working groups that focus on specific projects or topics to enable staff to participate in decision-making actively.
7. Promote transparency in the decision-making process and ensure that employees receive adequate information on the results and actions taken due to consultation and participation.

These recommendations aim to increase employee involvement in decision-making processes and build an atmosphere of trust and open communication between employees and employers.

**B. Recommendations for EMPLOYEES**



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1. The organisation of working teams: propose that the employer set up working teams composed of representatives from different departments to deal with issues related to employee participation and consultation. This will help strengthen the employer's commitment and raise awareness of the importance of employee participation.
2. Cooperation with other employees: Encourage other employees to get involved in the participation and consultation process and to share ideas and opinions. This will help to amplify the impact and show the employer how many employees are interested in the issue.
3. Gathering information and data: Survey employees for their opinions and suggestions on participation and consultation. Employers will be more likely to engage in the process if they have substantial knowledge of employees' needs and expectations.
4. Taking the initiative: Coming up with ideas for participation and consultation activities and presenting them to the employer. In this way, employees can show their commitment to the topic and inspire other employees to take action.
5. Openness to dialogue: Being open to dialogue with the employer and constructively expressing their opinions and suggestions. In this way, employees can show the employer that they are interested in cooperating and achieving the goals of participation and consultation.

**C. Recommendations for the sector on employee participation in decision-making on SUSTAINABLE DEVELOPMENT and RESPONSIBLE ENERGY CONSUMPTION in line with the UN Agenda 2030**

The UN 2030 Agenda for Sustainable Development and Responsible Energy Consumption is an important tool for sustainable development for the world. It is divided into 5 areas (5xP): people, planet, prosperity, peace, and partnership. Each of the 17 goals has been assigned tasks to be achieved by 2030 (in total, 169). In the context of the transport sector, we can mainly consider the goals number:

7. Ensure access to affordable, reliable, sustainable and modern energy for all;
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;



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9. Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation;

13. Take urgent action to combat climate change and its impacts.

The transport company Scania shows a great example of taking action in line with the UN's Agenda 2030. Scania's areas of sustainability focus for the coming decade are defined by social and environmental impact. As part of its business strategy, Scania has identified three main areas necessary to operate sustainably in the future: decarbonisation, circular economy, and sustainability for people.

Based on the analysed foundational data as well as given the information collected during the research phase of the project, the following recommendations can be suggested:

1. Establish mechanisms for employee participation in decisions on sustainability and responsible energy use at the organisational level and within the transport sector.
2. Provide training and education for employees on sustainability and responsible energy consumption to increase their awareness and skills in this area.
3. Support research and technological innovation related to sustainability and responsible energy consumption in the transport sector and provide space for employees to implement innovative solutions.
4. Integrate sustainability and responsible energy use principles into all transport sector processes and decisions, including planning, design, manufacturing, and service delivery.
5. Encourage cross-sectoral partnerships and collaboration with community organisations to increase the transport sector's impact on sustainability and responsible energy consumption.
6. Regularly monitoring and reporting progress on sustainability and responsible energy consumption, involving employees and other stakeholders, will ensure continuous improvement in this area.

Implementing the above recommendations can increase employee participation in decision-making processes regarding sustainability and responsible energy consumption in the transport sector, accelerating the achievement of the UN Agenda 2030 goals.



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Undertakings (**NeNPIC**)

**ANALYSIS OF THE RESEARCHER'S CONCLUSIONS**

*The Researcher's conclusions should be included about:*

**A. Conclusions on the transfer of good practices on worker participation and consultation in the management of other types of crises from trade unions and employers' organisations**

Based on the analysis of good practices of worker participation and consultation in crisis management in the transport sector, the following conclusions can be drawn regarding the transfer of these practices to other sectors:

1. There are various models of worker participation and consultation in crisis management, including, among other things, direct consultation with workers, setting up crisis teams, organising training and workshops, or worker participation in the development of crisis management strategies.
2. Trade unions and employers' organisations can play a key role in promoting worker participation and consultation in crisis management by, for example, organising training, information campaigns, or negotiating with employers on worker participation.
3. 3) Implementing participatory and consultative practices requires, first and foremost, a strong political will on the part of managers and executives and an understanding of employees about the benefits of their participation in the crisis management process.
4. The transfer of good practices from the transport sector to other sectors will require adapting these practices to the specificities and needs of the sector concerned, considering, among other things, differences in technology, work organisation or organisational culture.

These findings suggest that worker participation and consultation can be important in managing crises in different sectors. However, this requires that practices are appropriately adapted to the specificities and needs of the sector and that both workers and managers are involved in the process.



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Undertakings (**NeNPIC**)

**B. Conclusions on the functioning of social dialogue in covid-19 crisis management in the transport sector**

Based on the answers to the questions, several conclusions can be drawn about the functioning of social dialogue in the transport sector during the covid-19 pandemic:

1. The important role of social dialogue: Responses indicate that social dialogue played an important role in managing the pandemic crisis in the transport sector. Employers consulted workers on the protective measures and the organisation of work, which made it possible to reduce the risk of infection and improve working conditions.
2. Impact of lockdown on social dialogue: responses suggest that the lockdown had a negative impact on social dialogue in the transport sector. Workers were less willing to participate in consultations with employers, and trade unions and employers' organisations found it difficult to organise meetings and negotiations.
3. The need for flexibility: During the pandemic, workers and employers needed to be more flexible in terms of the work organisation and the solutions put in place. Responses suggest that this flexibility should also apply to social dialogue, specifically the organisation of online meetings and including remote participation in consultations.
4. The need to strengthen social dialogue: Responses suggest that strengthening social dialogue in the transport sector is necessary to manage future crises better. Trade unions and employers' organisations should work to raise awareness among workers and employers of the importance of social dialogue in times of crisis and to improve the conditions under which it operates.

In general, during the covid-19 pandemic, social dialogue in the transport sector played an important role in crisis management. At the same time, the lockdown had a negative impact on social dialogue, and flexibility in its organisation and strengthening its role in crisis management are important future challenges for the transport sector.

**C. Conclusions on the relevance of specific central government support measures for the sector**

No clear conclusions can be drawn from the answers given on the importance of specific central government support measures for the transport sector in Poland.



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It was indicated that the transport sector was one of the sectors hardest hit by the covid-19 pandemic and that the central government took a number of measures to support the industry. Grants, loans, fee waivers and other financial support were mentioned. On the other hand, some respondents noted that this support was insufficient or improperly channelled, suggesting a lack of satisfaction with the government's actions.

Conclusions from the responses indicate that the effectiveness of individual support measures depends on their proper application and tailoring to the needs of the transport sector. It is, therefore, worth making efforts to ensure that decisions on support are based on sound analysis and consultation with industry representatives, which would allow the most effective forms of assistance to be selected.

**D. Conclusions on good practices put in place by employers and employees to effectively achieve employee participation and employee consultation in managing the crisis caused by covid-19 in the transport sector**

Based on the responses, several good worker participation and consultation practices were introduced in the transport sector during the Covid-19 pandemic. Here are some of the findings regarding these practices:

1. Many companies in the transport sector increased communication with employees through regular meetings, online training, webinars, etc. In this way, employers have been able to communicate the company's state, regulations, changes, and directions to help counter the crisis.
2. Many companies have implemented health and safety procedures to reduce the risk of covid-19 infection in the workplace. According to the responses, systems for employee health verification, disinfection procedures, personal protective equipment, etc., have been introduced.
3. In the transport sector, an increased role for trade unions in the consultation and participation process was noted. Trade unions have become an important partner for employers in negotiations on, for example, working conditions, safety rules, wages and other issues.



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4. Employees and employers in the transport sector have also introduced many solutions related to flexible working, such as remote working and changing work schedules. This has given employees more control over their working time, which has positively impacted their satisfaction and efficiency.

In conclusion, the transport sector has introduced many good practices regarding worker participation and consultation during the Covid-19 pandemic. Some of them are the introduction of health and safety procedures, flexible working arrangements, and increasing the role of trade unions in the consultation process.

## SUMMARY OF THE FINAL REPORT

The final report on worker participation and consultation in managing the crisis caused by the COVID-19 pandemic in the transport sector contains many valuable conclusions. The report discusses the various ways workers' right to be informed, consulted and participate in the decision-making process can be implemented, taking into account the various institutions and individuals with whom workers can engage in dialogue.

The report also presents recommendations for the transport sector on worker participation in decision-making on sustainable development and responsible energy use in line with the UN Agenda 2030. It points out the need to strengthen social dialogue in the transport sector, allowing better use of workers' potential in decision-making.

The report also discusses the relevance of specific central government support measures for the transport sector in Poland. Attention is drawn to the need to tailor these measures to the specific needs of the transport sector, taking into account the problems employers and employees face.



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The final report also presents good practices introduced by employers and employees to effectively achieve employee participation and consultation in managing the crisis caused by covid-19 in the transport sector. These examples can inspire other sectors and help to realise workers' right to information, consultation and participation in decision-making.

The report's conclusions focus on increasing worker participation and strengthening social dialogue in the transport sector. It was concluded that employee participation could contribute to building greater commitment within the company and a better understanding of employee needs. It is also important for public authorities to consider the specific needs of the transport sector and support it in adapting to the new challenges it faces in the face of the covid-19 pandemic and increasing globalisation.

*All issues raised in the national report will be summarised and included in the final comparative report produced within the project (maximum 1 page).*



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