



**GREEN.SMART.TRANSPORT.DEAL**

# NATIONAL REPORT

**POLAND**



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## **Poland** – Green.Transport.Deal (acronym GSTD) brief report

### **1. Industrial relations, social dialogue and the transport sector – general overview**

Industrial relations in Poland, as in other Central and Eastern European countries, are underdeveloped. This is due to the historical background, when, after years of authoritarian rule, the introduction of democracy in the 1990s was largely based on neoliberal solutions in economic life. This involved a drive to marginalise: trade unions, collective bargaining and the idea of industrial democracy. This trend has been halted but has resulted in the current IR landscape. It is characterised by decentralised collective bargaining with limited coverage (less than 20%), low unionisation (around 13%) and general fragmentation of the trade union movement, accompanied by a comparable degree of pluralism and fragmentation of employers' organisations.

Regarding the issue of employee participation, there is a legal basis for the establishment of information and consultation procedures resulting from the implementation of Directive 2002/14/EC. However, works councils are in place in a small number of larger enterprises (about 500), which means that the overall coverage of this form of employee participation does not exceed 10% of the total workforce in Poland.

As already written, collective bargaining is decentralised, which means that collective labour agreements are concluded almost exclusively at the company level. There is basically no sectoral level of bipartite dialogue and collective bargaining. Therefore, a strong role is played by tripartite dialogue conducted both at the central level and at the level of individual sectors. The latter kind of dialogue is conducted within so-called tripartite teams. These bodies are mainly used for ad hoc interventions and are primarily a kind of 'transmission belt' of demands made by unions and entrepreneurs of a given sector to the government, very often in response to external impulses, e.g. EU policies.

With regard to the quality of industrial relations in the broader transport sector, two different areas can be distinguished. The first one includes sub-sectors under state or local government control, such as railways, aviation, and urban transport. They are characterised by relatively high unionisation, the presence of works councils and company collective bargaining agreements, which in some cases (railway companies) cover several thousand employees. There is a lively dialogue with employers in this area, albeit sometimes conflictual (railways, civil aviation) however, attempts are made to resolve these conflicts through legal industrial dispute procedures.

This second area mainly covers road transport: passenger and freight, the vast majority of which is privately owned. There, both unionisation and the quality of dialogue are significantly lower. In some passenger transport companies (inter-urban) originating from the privatized or restructured parts former communist-era monopoly (PKS), works councils exist and trade union organisations are active, remnants of the former structure. As far as international freight road transport is concerned, the situation is the most difficult - the trade union presence is dispersed and sparse, and it is difficult to find examples of conducting a real dialogue with the employer.

Then there is also the shipping sub-sector. It has been treated separately, as it de facto belongs to a different world of industrial relations with very well organised trade unions and collective bargaining for multinational seafarers' crew widely conducted. The organisations on behalf of the International Transport Workers' Federation enforce quite effectively the ILO conventions and international collective agreements from shipowners. This sub-sector is not the subject of our deliberations.

There are no sectoral collective labour agreements in any of the sub-sectors. Nor has there been noted any attempt to create any permanent framework for bilateral sectoral dialogue on any topic. The only platforms for conducting dialogue within individual sub-sectors are tripartite teams.

The following are the tripartite social dialogue teams that can be attributed to the transport industry:

- Tripartite Team for Shipping and Sea Fisheries (at the Ministry of Infrastructure). The team has been in operation since November 2002. It was established at the request of the social partners by the Minister of Labour and Social Policy;
- Tripartite Team for Railways (at the Ministry of Infrastructure). The team has been in operation since 17 September 2003;
- Tripartite Team for Air Transport and Airport Services (at the Ministry of Infrastructure). The team has been active since 14 July 2016;

- Tripartite Team for Road Transport (at the Ministry of Infrastructure). The team was established on December 8, 2016, and ceased meetings in 2017;
- Tripartite Team for Conducting Social Dialogue in the Seaport Sector (at the Ministry of Infrastructure). The team was established on 25 April 2018.

The quality of these teams varies. The Railway Team or the Shipping Team are working moderately well, but the Road Transport Team, for example, did not meet even once while the EU was negotiating the Mobility Package extremely important for Polish haulers.

Generally speaking, from an analysis of the activity of these bodies, it does not appear that they act as platforms for dialogue on potential future challenges in relation to selected industries (such as greening, just transition, digitalization or demographic change), although initiatives of this nature do appear occasionally.

## **2. Low-emission vehicles and infrastructure – state of play**

The transport sector is responsible for as much as 24% of total greenhouse gas emissions in Poland. In the years 1990-2017, emissions from this sector in Poland increased by as much as 206%, with the average in the European Union amounting to 28%. In addition, car emissions contribute to an increase in the amount of smog in Polish cities. And this is a serious problem. As of 2019, as many as twenty-nine Polish cities are among the hundred European cities most polluted by PM 2.5 dust. In addition, Poland is the fourth country with the highest PM 2.5 pollution in the European Union.

Zero-emission transport in Poland is in the early stages of development. Conventional drive vehicles have dominated the domestic automotive market for many years. A large proportion of these vehicles have diesel engines (of old design). In the last three years, only slightly more than 1/3 of vehicles sold on the Polish market were new vehicles (36% in 2018 and 2020 and 37% in 2019). Polluting second-hand cars imported from other EU Member States remain a major challenge in the automotive sector. Poland is the largest importer of used vehicles in the European Union. Since 2000, about 16 million such vehicles have been imported to Poland from abroad. This can easily be combined with the fact that since joining the EU in 2004, the number of passenger cars on Polish roads has more than doubled from 12 million to 25 million<sup>1</sup>. Crucially, the average age of imported vehicles is gradually increasing. While in November 2001 it was 7.4 years, in November 2020 it was already

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<sup>1</sup> <https://www.transportenvironment.org/discover/poland-decarbonising-challenges-remain/>

11.89 years, which is a historical record. 48% of these vehicles were equipped with diesel engines. So far, Poland has not introduced effective measures against imports of used vehicles<sup>2</sup>.

Countries from the Central and Eastern European region lag behind the old EU countries, where solutions in the field of electromobility and decarbonisation are much more advanced. This difference poses a challenge to the two-speed development of zero-emission road transport in

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Europe. Poland, as the largest and most populated market in the region, is highly representative for the assessment of challenges and opportunities of other CEE countries<sup>3</sup>.

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The emerging stage of development in the field of zero-emission transport in Poland shows these challenges very vividly. There are currently slightly more than 20 million passenger cars registered in Poland. The truck fleet, which is the largest in the EU, amounts to 1.2 million vehicles (3.5 tonnes and more).

On the other hand, the Polish EV park currently has 50,679 passenger electric vehicles (including just over 25,000 BEVs) and only 1,800 electric trucks. In 2025, the number of passenger EVs is expected to increase to 300,000.

To achieve this, the government has implemented a special program called "Mój elektryk" encouraging people to buy an electric car. In the years 2021-26, you can get a subsidy for EVs, the price of which does not exceed PLN 225,000. PLN in the amount of PLN 18 000 PLN and 27 000 PLN for a family with at least 3 children. In addition, in accordance with the Electromobility Act in large cities, EV drivers have the right to free parking, move along bus lanes and enter low-emission zones.

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<sup>2</sup> <https://raport.togetair.eu/air/the-future-of-transport/polish-electromobility-needs-support>

<sup>3</sup> <https://www.mdpi.com/2071-1050/13/7/4009>

With regard to infrastructure, there are currently 4,431 public charging points (both AC and DC) in operation, and in 2025 it is expected to be 42,000. Private charging infrastructure should reach the level of approximately 90,000-115,000 charging points at the same time.

It is better in terms of production potential. Poland has become the European (and 5th in the world) leader in the production of lithium-ion batteries for cars. The largest location is the

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factory built by the LG Energy concern near Wrocław powered in 100% by energy from RES. It is currently the largest producer in the world with a capacity of 100 GWh, which translates into batteries for up to 700,000 cars per year.

Poland is also the European leader in the production of electric buses and their largest exporter to European countries (in 2017-21, it was 31% of all exports within the EU). They are produced by three entities: Solaris, Volvo and Man Truck&Bus.

In December 2022, the first serial production of passenger cars was launched. It is an off-road Jeep Avenger, produced only in the Stellantis plant in Tychy. The model will also be supplied to other European markets. For 2025, it was planned to launch the production of an all-Polish model - Izera, ultimately 150,000 per year. However, since the factory is being built from scratch and is already behind schedule, it is difficult to say when it will start production. In turn, Mercedes Benz plans to launch an electric vans factory near Wrocław.

These investments have already brought and will bring tens of thousands of new jobs. However, it should be remembered that changes in the labor market will be multi-axial. The transition to zero-emission transport will require the adaptation of nearly 280,000 people, employees of the automotive sector currently working in ICE technologies, and an additional 60 thousand, will have to retrain in the service and maintenance of EV models<sup>4</sup>.

### **3. Urban greening and transportation – cities bet on cycling**

Several examples of urban greening can be mentioned. In the competition for the title of the Green Capital of Europe 2023, Warsaw, Rzeszów, Gdańsk, and Kraków advanced to the final sixteen. Although the capital of Estonia ultimately won, the high scores of the largest Polish

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<sup>4</sup> <https://ceenergynews.com/voices/cees-building-momentum-shaping-a-zero-emissiontransport-sector-in-poland/>

cities in the competition for the implementation of pro-ecological solutions show how positively they have developed in the last decades.

Further comments will be made on the greening of cities in the transportation dimension - this is seen primarily as the development of infrastructure to facilitate bicycle transportation.

This should be seen in conjunction with the introduction of bans on entry into cities for cars that do not meet certain criteria in terms of exhaust emissions. This issue arises quite initially,

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and with some troubles, in cities that want to introduce such solutions, this decision is contested by the central authorities by appealing the decision to the administrative court.

The introduction of sustainable urban transport principles is one of the more important challenges facing cities today. The negative impact of motorised modes of transport on the urban environment is increasingly visible in urban areas and is gaining recognition from city authorities, which is reflected in transport policies. One of the possible solutions to the problem may be the development of cycling, which is an emission-free and environmentally friendly form of mobility. In order to systematise the issues of cycling measures in transport, local authorities decide on a kind of contract with the citizens and a commitment to implement measures expressed in the form of urban cycling policies. In the documents created within the framework of this policy, the authorities diagnose problems in the development of cycling from the point of view of:

- transport, communication and mobility;
- tourism, recreation and sports;
- health;
- safety;
  
- quality of life and spatial order<sup>4</sup>.

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<sup>4</sup> <https://link.springer.com/article/10.1007/s10668-020-01060-x>



Provisions related to cycling are also present in Polish strategic documents at the national level. The National Development Strategy 2020 draws attention to the need to promote cycling and walking as forms of environmental protection and prevention of congestion in cities. The National Spatial Planning Concept emphasises the need to provide safe and secure parking spaces for bicycles and recommends the introduction of public bike-sharing schemes in cities. The National Urban Policy 2023 indicates that the development of pedestrian and bicycle traffic implements the objective of preventing the effects of uncontrolled suburbanisation. The need

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to invest in the development of cycling infrastructure and promotion of cycling has also been articulated in the National Transport Policy 2006–2025. Cycling policy is becoming the subject of strategic documents also in individual regions. Due to the scope of activities of voivodeship (NUTS-2) local governments, the provisions of these policies most often concern ensuring cohesion in the development of infrastructure in the region, and integration of individual local governments in the implementation of measures for cycling and cycling tourism.

The data indicate that the vast majority of cities in the period of 2014–2017 recorded an increase in the value of the indicator concerning the length of bicycle paths per 10 km<sup>2</sup>. In 2014, the highest values of the ratio were recorded in Białystok (10.38) and Rzeszów (10.31), similarly in 2017—11.52 and 12.54, respectively, while the lowest values in 2014 in Dąbrowa Górnicza, Rybnik and Zielona Góra. In 2017, the lowest value of the indicator concerning the length of bicycle paths per 10 km<sup>2</sup> was recorded in Dąbrowa Górnicza and Rybnik

To sum up, the analysis of the cycling policy of Polish cities indicates that the vast majority of 39 cities in Poland have provisions related to cycling in the general development strategy. They

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are expressed to varying degrees in the form of postulates assigned to many areas of urban life, most often transport and recreation. Some cities have decided to broaden the scope of planned strategic actions by adopting thematic documents concerning transport policy or, more specifically, cycling policy. The analysed thematic documents emphasise the importance of cycling for the development of sustainable urban mobility (Cycling Policy of the City of Kielce). As the present study shows, the aim of cycling policies in Poland (at the national, regional and local level) is primarily to improve the quality of transport and make it less burdensome for the environment, the urban economy and society (Wrocław Cycling Policy). The authors of these documents also notice a growing trend in

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bicycle use and recommend carrying out activities aimed at its development (Cycling Programme of the City of Poznań 2017–2022 with a Perspective until 2025).

There are examples when employers enable or encourage employees to use bicycles through appropriate infrastructure (lockers, showers, bicycle parking). For example, at Hestia insurance company in Gdansk, Poland for every bicycle arrival, employees receive lunch at the company's bistro. In addition, cyclists can count on spaces in monitored and covered parking lots, as well as locker rooms and showers. Company has also provided repair stations with tools at office buildings, and it also organizes free bicycle inspections every spring<sup>5</sup>.

However, it would be difficult to stake a claim that this type of activity is widespread. In practice, it appears mainly in large cities.

#### 4. Transport digitalization

The comments in this section are based on the study- “Artificial intelligence in Polish Transport and Mobility in 2021” by Michał P. Dybowski (Report prepared by New Science Technology

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Agency in collaboration with experts from Artificial Intelligence Working Group Transport and Mobility Subgroup)

The assessment of the degree of progress of the vast majority of entities ends with a discussion of the direction these organisations would like to take in developing AI in their operations. Most often, these projects cover a single process or a given iteration of issues. Areas are identified where, for example, "a system that intelligently collects data would be a significant improvement to administrative and analytical work". The discussed solutions, with few exceptions, are merely concepts for future applications or adaptations. Organisations are yet to define a vision for AI. Instead, there are strong plans for single implementations, but often without a specifically defined vision/mission or AI strategy.

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<sup>5</sup> <https://praca.trojmiasto.pl/Darmowe-przeglady-a-nawet-obiady-Tak-pracodawcy-zachecaja-dojazdyrowerem-n160255.html>

As one can see, the degree of implementation of solutions using AI is severely limited.

The degree of advancement of the selected technological solutions was evaluated in the study according to the TRL scale. The Technology Readiness Levels (TRLs) are a type of measurement system for assessing the maturity level of a technology. Each technology project is assessed based on the parameters for each technology level and then assigned a TRL score based on its progress. There are nine Technology Readiness Levels. TRL 1 is the lowest and TRL 9 is the highest. When a technology is at TRL 1, research is commenced, with its results to be translated into future R&D. At TRL 2, the basic principles have already been explored and practical applications can be implemented based on these preliminary findings. TRL 2 technology is highly speculative as there is virtually no experimental proof of concept for it. Once active research and design have begun, the technology is deemed to have reached TRL 3. This level generally requires both analytical and laboratory tests to verify that the technology is feasible and ready for further development. TRL 3 often includes the preparation of a proof-of-concept model as well. Once the proof-of-concept technology is ready, the technology is at TRL 4. TRL 4 involves testing combinations of various components. TRL 5 is a continuation of TRL 4; however, level 5 technology is referred to as breadboard technology and must pass more rigorous testing than TRL 4 technology. Simulations should be conducted in environments as close to reality as possible. Upon completion of the TRL 5 testing, the technology may proceed to TRL 6. At TRL 6, a fully functional prototype or representative model has already been created using the given technology. TRL 7 requires that a working model or prototype be demonstrated in a real environment. TRL 8 technology has been tested

“on the fly” and is ready to be implemented in an already existing technology or technology system. Once the technology has been tested “on the fly” on a successful venture, it is deemed to be at TRL 9.

The breakdown is based on the main thematic “branches” within Transport and Mobility:

- a. Public road transport: The Technology Readiness Level for projects in this area ranged from TRL1 to TRL4. Systems are ready for implementation, but no testing in consumer environments is being performed;
- b. Railway transport: Unfortunately, there are few projects in this area that focus on implementing AI in either infrastructure or depot integration, let alone the correlation with other areas of

activity. For the purposes of the report, it should be assumed that no such projects are being implemented. Prediction systems for urban rail traffic are a notable exception here;

- c. Road freight transport: Unfortunately, there are few projects in this area that focus on implementing AI in either infrastructure or depot integration, let alone the correlation with other areas of activity. For the purposes of the report, it should be assumed that no such projects are being implemented;
- d. Air freight transport: Technology Readiness Level between TRL1 and TRL7. A very wide range of solutions with numerous integration techniques;
- e. Public air transport: Technology Readiness Level between TRL1 and TRL8. A very wide range of solutions with numerous integration levels.

Potential areas where AI can be used:

- a. Public road transport: Work safety, failure and downtime prediction, monitoring and management of service and maintenance processes, safety and compliance, workflow automation pathways, autonomous vehicle control or transfer to a remote control centre, integration with sensors, customer experience improvements, BPM (Business Process Management);
- b. Railway transport: Elimination of errors and exceptions, particularly delays; servicing and maintenance; infrastructure analysis; prompts for drivers and enabling the transfer of control to the operator via a remote system;
- c. Road freight transport: Route optimisation, traffic safety, automatic service and assistance call processes, systems for automatic exchange of load data with sensors, including sensors on the infrastructure, construction of road sensors, automatic weight measurements, compliance and approval, cost optimisation, driver prompting;
- d. Air freight transport: Compliance and safety; decision support for operators through comprehensive end-to-end analysis of documents, weather conditions and obstacles, as well as exception management; route optimisation to reduce emissions and risk management for the implementation of new green technologies; staff stress reduction, BPM;
- e. Public air transport: Compliance and safety; decision support for operators through comprehensive end-to-end analysis of documents, weather conditions and obstacles, as well as

exception management; improving customer experience; route optimisation to reduce emissions and risk management for the implementation of new green technologies; building a strong cybersecurity system; simplifying procedures and accelerating response times.

Reducing employee stress, BPM.

Despite the development of such a scientifically based matrix the author is not aware of any examples that the application of artificial intelligence in transportation and the consequences of this process has been the subject of social dialogue. More in-depth studies of the impact of this process on employees' working conditions are needed.

Example:

Inelo produces software and electronics designed to analyze and account for drivers' working time. In cooperation with the Technical University of Lodz, the company is implementing a research and development project on the use of artificial intelligence in improving trucking. The first stage of the initiative involves the creation of an algorithm that processes data from telematics systems (responsible for traffic and logistics management) and prepares guidelines for economical driving. As a result, transportation facilities are expected to reduce fuel consumption by about 5-10%<sup>6</sup>.

## 5. Labour shortages in transport sector

When analyzing the market situation and the number of job openings, one can see that virtually every sub-sector in transportation is facing a shortage of workers and recruitment programs, starting with road transport, rail transport, maritime transport and air transport. Each of these areas has slightly different problems and a different magnitude, but each faces deficits in specific competencies<sup>7</sup>.

The biggest labour shortages are in long-distance road transportation. It is estimated that there is a shortage of about 60,000 drivers in Poland. In road transport, it is forecast that 40 percent of drivers will leave the labor market by 2030 as they reach retirement age. The scale of the problem is evidenced by the fact that with the optimal employment ratio of 1.5 drivers per truck,

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<sup>6</sup> <https://przemyslprzyszlosci.gov.pl/polscy-specjalisci-pracuja-nad-ai-dla-branzy-transportowej/>

<sup>7</sup> <https://kadry.infor.pl/wiadomosci/5437484,W-branzy-transportowej-brakuje-pracownikow.html>

even in larger companies (and therefore offering better working conditions) this ratio is 1.1 and in smaller companies 0.9<sup>8</sup>. Drivers under the age of 35 accounts for only 17 percent of all those with professional drivers license<sup>9</sup>. The driving profession and road transportation itself does not have good PR in terms of attracting new employees, especially young people. This is due to the fact that the preferences of people entering today's labor market are somewhat different, and the profession of driver requires a high degree of availability, and accessibility, because it is a job on weekends, after hours and involving separation from the family. That's why young people often simply opt for another offer.

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Labour market shortages also exist in urban transportation. Job offers in this segment are not competitive enough - salaries rank below the national average, and in the era of COVID-19, public transport drivers are more vulnerable to infections and related troubles.

Also, rail transportation is struggling because there is a shortage of specialized workers to operate the new rolling stock and infrastructure.

All this is compounded by the projected increase in demand for transportation, which is due to, among other things, the recovery of the economy and the development of e-commerce. Staff shortages are also affecting other professions, including freight forwarders and dispatchers.

Transportation specialists or delivery coordinators are also in demand.

As it was pointed out in point 1, social dialogue de facto does not exist in the road transport sector in Poland (there is no functioning tripartite team, the last meeting took place in 2017). There are very high tensions consisting in the lack of consultation by the Ministry of

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Infrastructure of the introduced solutions (both with employers' organizations and trade unions). It should be stressed once again that the degree of organization of drivers in trade unions is negligible. In fact, there are no laws in progress in the spirit of social dialogue that would counteract the shortage

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<sup>8</sup> <https://www.pap.pl/mediaroom/1494846%2Cw-polsce-brakuje-kierowcow-ciezarowek-nadzieja-w-edukacjiipracownikach-z-azji>

<sup>9</sup> <https://serwisy.gazetaprawna.pl/transport/artykuly/8592791,brak-pracownikow-to-wciaz-realnyproblem.html>

of workers on the market. Employers' organizations constantly appeal to the government to open the Polish labor market more widely to third-country nationals, particularly from Asia.

## **6. Green Deal – lack of public debates but some initiatives in transport areas are undertaken**

The European Green Deal is a complex strategy, as well as a demanding one, which can raise public concerns and employees. This is the situation we face in Poland, which is starting from a different ceiling than other European countries, for example, on the issue of using coal-fired energy. The comprehensiveness of the Green Deal is its great advantage, but with the multiplicity of topics and complexity of the problem, it can cause misunderstanding and confusion. It results in changes on many levels: from production, energy and transportation to consumption. Moving away from coal means not only closing mines and re-branding proposals for miners, but also changes in every branch of the economy based on coal energy. Thus, many interpretations of the Green Deal's assumptions are emerging, coming from various social or professional groups that are trying to push for solutions that protect their interests above all else. A mechanism based on short-term thinking appears in the assessment of the Green Deal in Poland. There is missing a comprehensive debate on, for example, the long-term benefits of simultaneous greening and digitization of transportation. Fortunately, regardless of this shortcoming, specific initiatives are developing in this area.

So it would be going too far to say that there is no support for greening and digitizing transportation in Poland although this support is not sufficient. The main channel of support is the program Zielony Transport Publiczny (Green Public Transport)<sup>10</sup>. The goal of the project is to avoid emissions of air pollutants by subsidizing projects to reduce the use of emission fuels in transportation. The Program provides for the possibility of subsidizing projects aimed at reducing the use of emission fuels in public mass transport:

1) concerning vehicles consisting in:

- acquisition/leasing of new electric buses using only electric energy accumulated by connecting to an external power source for propulsion, together with training of drivers/mechanics in the operation of emission-free vehicles,
- Acquisition/leasing of new trolley buses, i.e. buses adapted to be powered by electric energy from the traction network equipped with an additional propulsion system, thanks to which they will be

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<sup>10</sup> <https://www.gov.pl/web/nfosisgw/zielony-transport-publiczny-faza-i-2021>

able to cover the route without electric traction (e.g. traction batteries or hydrogen fuel cell), together with training of drivers/mechanics in the operation of emission-free vehicles,

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- Acquisition/leasing of new electric buses using only electricity generated from hydrogen in the fuel cells installed in the bus for propulsion, together with training of drivers/mechanics in the operation of emission-free vehicles,

2) modernization and/or construction of infrastructure allowing for the operation and proper use of the acquired/leased vehicles, including in particular hydrogen charging or refueling points with the accompanying infrastructure necessary for their operation, or the catenary network.

The infrastructure will be used exclusively for the operation of public transportation.

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More than PLN 1.3 billion is the value of projects submitted for funding under the "Green Public Transport" program. Applicants, among which representatives of local governments of medium and small cities predominate<sup>11</sup>.

According to the "Energy Policy of Poland until 2040" adopted by the government, any bus tender in cities with more than 100,000 residents as early as 2025 should be exclusively for zero- and low-emission buses (electric and hydrogen). One medium-sized provincial city can serve as a good example. The development of electromobility is a multi-stage process that is carried out in Lublin's municipal communication on many levels. It includes not only the purchase of electric vehicles but also the purchase of chargers and the expansion of the traction network. All these elements are implemented under the following projects:

- "Low-emission public transport network for the northern part of the Lublin Functional Area with the construction of an electronic ticket system for agglomeration communication "- delivery of electric buses as well charging infrastructure is the part of this project.

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<sup>11</sup> <https://samorzad.pap.pl/kategoria/aktualnosci/miasta-przestawiaja-sie-na-zielony-transport-publiczny>

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- "Construction and modernisation of stops and interchange nodes which are integrated with other modes of transport for the needs of the Lublin Functional Area"- electric chargers will be provided at all interchange nodes.

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- "Expansion and clearing of the public transport network for the area of the special economic zone and the industrial zone in Lublin" - purchase of electric rolling stock, chargers and expansion of the traction network".
  - "Reconstruction of the strategic corridor of public transport along with the purchase of rolling stock in the central part of the LOF area concerning the purchase of electric buses".
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#### Example of good practice

IKEA Industry, Volvo Trucks, and Raben Group have signed a cooperation agreement in the field of zero-emission transport of goods in Poland. Under the agreement, IKEA will use Volvo's electric trucks for internal transport in two IKEA Industry factories in Poland. Raben Group will act as a transport operator. The factories are located in Zbąszynek and Babimost in western Poland. IKEA is a large recipient of transport services, sending over 2 million parcels annually around the world. The company is committed to becoming climate positive by 2030 by reducing more greenhouse gas emissions than the IKEA value chain emits. The first electric truck will start operating in the autumn 2022. The trucks will be charged at IKEA Industry's production facilities with electricity from a renewable external source.

And brief final remark, according to the author, discussions around the greening of transportation are not developing in Poland. The Green Deal is seen primarily as a matter of stopping the use and extraction of fossil fuels, and this is narrowly analyzed from the perspective of disappearing of mining jobs and the current energy mix (based mostly on coal).

A broader view is missing related to other aspects.

Social dialogue in the area of greening transportation is almost invisible. This is primarily due to 2 simultaneous reasons:

- the general lack of dialogue in road transport, which is due to the weakness of trade unions (low unionization, lack of collective bargaining), the reluctance of employers, and the instrumental approach of public authorities;
- too little interest in a comprehensive look at the concept of greening as a response to climate change. Worse, if there are already references to the Green Deal or the latest EU Fit for 55 project on the trade union side, they do not have a positive overtone, rather they are characterized by a hostile attitude accusing them of "ideologization" or even creating a "new religion".

## 7. Analysis of the questionnaires results

We received 27 responses from employees. Most of them worked in road transport, 3 in rail transport and 3 in sea transport. 13 respondents indicated that they were over 50 years old, 7 that they were 40-50 years old. In other words, no response from young workers. In the question are you interested in issues related to the Green Deal? The following responses were received: 6 - No, I am not interested in these issues and I am not looking for information about them

9 - Yes, I am interested in this topic, but I don't think there is enough information available in the public domain on this subject

9 - Yes, I am interested in this issue and I believe that the amount of information available in the public domain on this subject is sufficient

Moving on to the question, do you think the work program of the Strategy for Sustainable and Smart Mobility will have an impact on the work you currently do? Already making an impact- 8 replies Currently has no impact but will have impact over the next decade- 6 answers

I haven't thought about it, I can't judge it - 8 answers

Are environmental and sustainability issues covered by information and consultation in the workplace? Yes -14

No- 6

Do you think that thanks to the implementation of the Strategy for Sustainable and Smart Mobility - your working conditions?

They'll get better - 16

It will remain the same - 9

Do you think that your employer's current employee information and consultation system is sufficient in the face of the challenges arising from Just Transition?

Must be strengthened - 8

It is suitable - 14

Consultation and information is in most cases passive (e-mail, link to information). A small number of respondents indicate meetings. How can the system of information and consultation of employee representatives at the level of the employer be strengthened?

Employers must understand that conducting information and consultation activities has a positive impact on both employees and business - 13 answers.

The law must make it clear when there is a duty to consult - 5 answers

Trade unions must unite more workers - 7 answers

It seems that after analyzing the answers obtained, the following conclusions can be drawn:

Most employees are interested in the issues of the Green Deal and the Strategy for Sustainable and Smart Mobility. A significant part indicates the lack of sufficient information on the indicated activities in the public domain

Among the new and the respondents, they point to technologies that have been used for years (smartphone, e-mail, GPS). The study shows that the industry is not saturated with new technologies.

There is no significant concern about the possibility of job loss or deterioration of working conditions as a result of the implemented strategies. However, it should be emphasized that a relatively large

group of respondents indicated that they were unable to assess the impact on future employment conditions.

One can recommend:

- Increasing the amount of information available on the specific elements associated with strategies to implement sustainable development;
- Increasing the amount of information on the role of the information and consultation process (most respondents indicate an appropriate level of information and consultation), but at the same time the very description of this process indicates its low interactivity.