Tripartite Commission
for
Social and Economic Affairs

Social Dialogue and Partnership Department
Ministry of Labour and Social Policy
Republic of Poland
Social dialogue

- describes relations: bilateral, between trade unions and employers’ organisations, and trilateral – with public administration and other entities (self-governmental administration and non-governmental organisations)

- dialogue lead in an institutionalised way takes place in frames of the Tripartite Commission for Social and Economic Affairs
• placement of social dialogue held within Tripartite Commission with respect to other levels => national dialogue level / central/
acting since 1994, the most important institution of national social dialogue, led in order to reconcile interests of workers, interests of employers and for public welfare

aim of Commission’s activities – striving towards achievement and support of social peace
Tripartite Commission for Social and Economic Affairs

BASIS OF ACTIVITIES:

• willingness to establish the Tripartite Commission - expressed in the “Pact of national entrepreneurship in the transformation process”, signed on 6 February 1993

Historical regulations:

• since 1994: resolution No. 7/94 of the Ministers’ Council of 15 February 1994 and subsequent resolutions, made on its basis
• 6 July 2001 - “Act on Tripartite Commission for Social and Economic Affairs and on voivodship social dialogue commissions”

Current regulations:
• regulations of Commission’s works, passed on 6 March 2002
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ACTIVITIES:

• holding social dialogue in the matters of salaries and social benefits as well as other social or economic matters;
• examination of cases of great social or economic importance inferred by one of parties if its solution is essential in order to maintain social peace;
• participation in works on the project of Budgetary Act as well as acts connected with it
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LEGAL REGULATIONS – BASIS FOR
PARTICULAR TASKS OF THE COMMISSION:

- act of 16 December 1994 on negotiating system of
creation of entrepreneurs’ average wage increase;
- act of 23 December 1994 on creation of wages in the
national budgetary sphere;
- act of 10 October 2002 on minimum wage for work;
- act of 28 November 2003 on family benefits;
- act of 12 March 2004 on social support;
- act of 28 July 2005 on change of act on pensions and
annuities from Social Insurance Fund
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REPRESENTATION:

• representatives of 3 parties:
  governmental party = representatives of Council of Ministers, appointed by the Prime Minister;
  employees’ party = representative trade unions organisations: Independent Self-Governed Trade Union “Solidarność” (NSZZ “Solidarność”), All-Polish Trade Union Alliance (OPZZ) and Trade Union Forum (FZZ)
  employers’ party = representative employers’ organisations: Polish Employers’ Confederation (KPP), Polish Confederation of Private Employers (PKPP), Polish Artisan Association (ZRP) and Business Centre Club – Employers’ Union (BCC – ZP)

– on the social side, each organisation is represented by 5 representatives
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REPRESENTATION:

• with advisory voice – representatives of:
  – territorial self-government;
  – National Bank of Poland; Central Statistical Office

• possibility for the parties to invite the representatives of:
  – governmental and self-governmental administration,
  – non-representative social partners organisations,
  – social and professional organisations
employers’ organisations:

- they affiliate employers employing more than 300,000 workers,
- they have a nation-wide range of activity,
- they are active in those fields of national economy the basic kind of activity of which is listed in more than one half of sections of the Polish Activity Classification (PKD), mentioned in dispositions relative to public statistics
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- representativeness criteria

employees’ organisations:

- national trade unions, trade unions’ alliances (federations) and inter-trade union national organisations (confederations) that meet the following criteria:

  - they affiliate more than 300,000 member employees
  - they are active in those fields of national economy the basic kind of activity of which is listed in more than one half of sections of the Polish Activity Classification (PKD), mentioned in dispositions relative to public statistics
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PRESIDIUM OF THE COMMISSION:

• Chairman and Vice-chairmen from each organisation
• Chairman is designated by the Prime Minister from representatives of Council of Ministers in the Commission
• Presidium determines the activity program and works schedule as well as the agenda of Commission’s plenary sessions
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STRUCTURE:

- Presidium is supported by its *secretaries* - every member of the Presidium designates one secretary from the organisation

- Secretariat of the Commission: Social Dialogue and Partnership Department of Ministry of Labour and Social Policy
Tripartite Commission
for Social and Economic Affairs

STRUCTURE:

• **Working groups:** permanent and ad hoc
  • 9 permanent working groups:
    working group for social insurance
    working group for labour law and collective agreements
    working group for budget, salaries and social benefits
    working group for economic policy and labour market
    working group for social dialogue development
    working group for public services
    working group for co-operation with ILO
    working group for structural funds of the EU
    working group for European Social Charter (Revised).
STRUCTURE:

- consultative group for issues connected with European Union - consultative group of the Commission’s Presidium deals with consultation of the European legal acts as well as formulating questions concerning the European issues to the government
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voivodship social dialogue commissions:

• forum of social dialogue held in order to conciliate the interests of employees and employers as well as to preserve the public welfare at the regional level
Thank you for your attention