

Social dialogue partners – employers’ organizations and trade unions in 2022

04.09.2023 r.

12 thous.

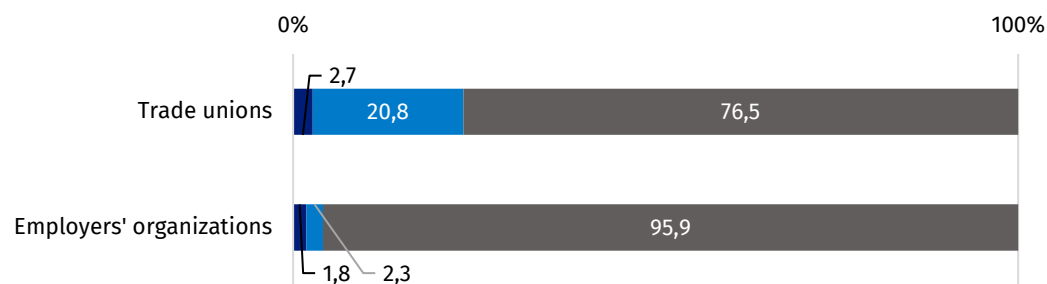
of social dialogue organizations were active in 2022

In 2022, 353 active employers’ organizations associated 21,6 thous. members. However, a total of 1.4 million people belonged to 11 656 trade unions. The most significant part of trade union members (19,3%) worked in education, while employers belonging to the employers’ organizations to a greatest extend dealt with human health and social work activities (16,6%).

Number of employers’ organizations and trade unions

In 2022, 353 employers’ organizations and 11 656 trade unions organizations were active at various levels. The most numerous group among trade unions were enterprise, under-enterprise and branch trade union organizations (76,4%), followed by inter-enterprise trade union organizations (20,8%). Moreover, federations, confederations and their field or industry structures, as well as so called uniform trade unions, operated on the territory of Poland – there were 310 of them in total (i.e. 2.7%). Trade unions of individual farmers constituted the smallest part (0,1%).

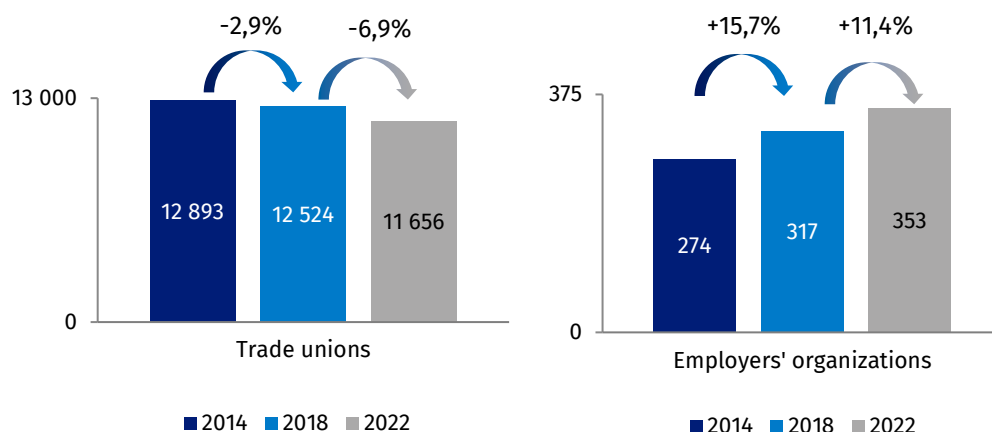
Figure 1. The structure of active employers’ organizations and trade unions by type of organization in 2022



- Confederations, federations and uniform trade unions; Confederations, representative employers' organizations
- Inter-enterprise trade union organizations; Branch and territorial federations of employers' organization
- Enterprise trade union organizations and trade unions of individual farmers; Unions of employers' organizations

In the years between 2014 and 2022, the number of employers’ organizations increased by 28,8% and active trade unions - edged down by 9,6%. In terms of employers' organizations a slightly higher increase was noted between 2014 nad 2018 (by 43 units), than over the next 4 years, when their number increased by 36 organizations. On the other hand, among trade unions a higher decline was observed between 2018 and 2022 (by 868 entities), than between 2014 and 2018 (369 trade union organizations).

Figure 2. The number of active employers' organizations and trade unions



The number of trade unions decreased by 9.6% of the population between 2014 and 2022. However, the number of employers' organizations increased by 28.8% during the above period

In 2022, 81.7% active trade unions belonged to trade union organizations affiliated with trade union confederations representing employees on the Social Dialogue Council (SDC), while structures representing employers in the SDC constituted 21.2% of operating employers' organizations.

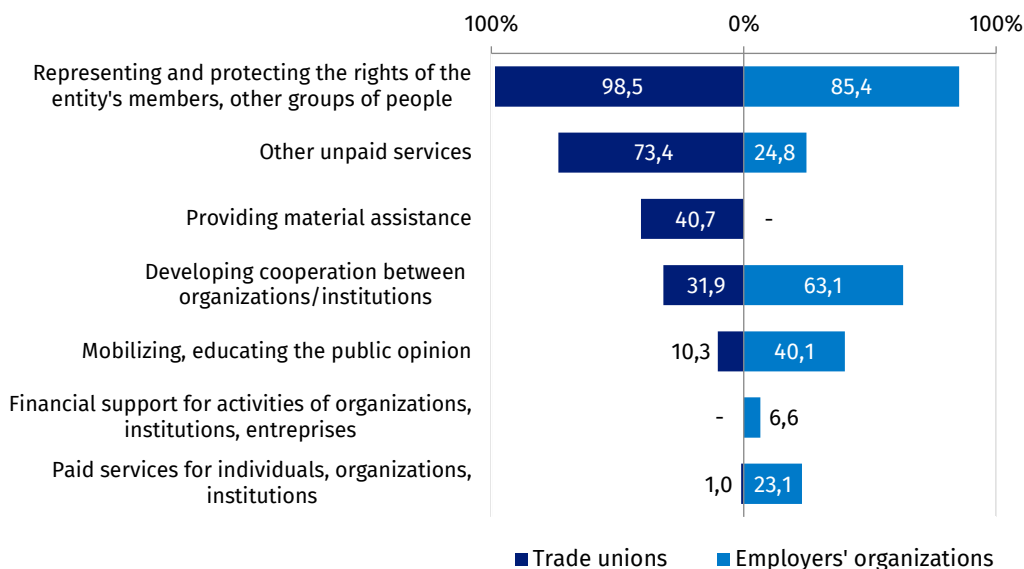
The headquarter of more than half of employers' organizations was in the Mazowieckie voivodship (53.2%), due to the fact that as much as 51.4% of units were located in the capital Warsaw region. On the other hand, the distribution of trade unions by voivodship was exceptional for non-profit organizations. The preponderance part of trade unions headquarter was in the Śląskie voivodship (14.9%). Less numerous trade unions voivodship was the Mazowieckie voivodship (12.4%), where the predominance part of the organizations were located in Warsaw (6.9%). A relatively considerable part of trade union organizations was established in the Dolnośląskie voivodship (8.6%), followed by the Wielkopolskie voivodship (7.6%).

Employers' organizations most frequently were located in the Mazowieckie voivodship (53.2%), whereas a slight majority of trade unions was established in the Śląskie voivodship 14.9%

Activity of organizations

In 2022, the essential part of trade unions and employers' organizations demonstrated conducting statutory activity in forms of representing and protecting the rights of the entity's members or other groups of people (98.5% and 85.4% respectively; 98.8% and 87.3 % in 2018).

Figure 3. The percentage of employers' organizations and trade unions by forms of activity in 2022

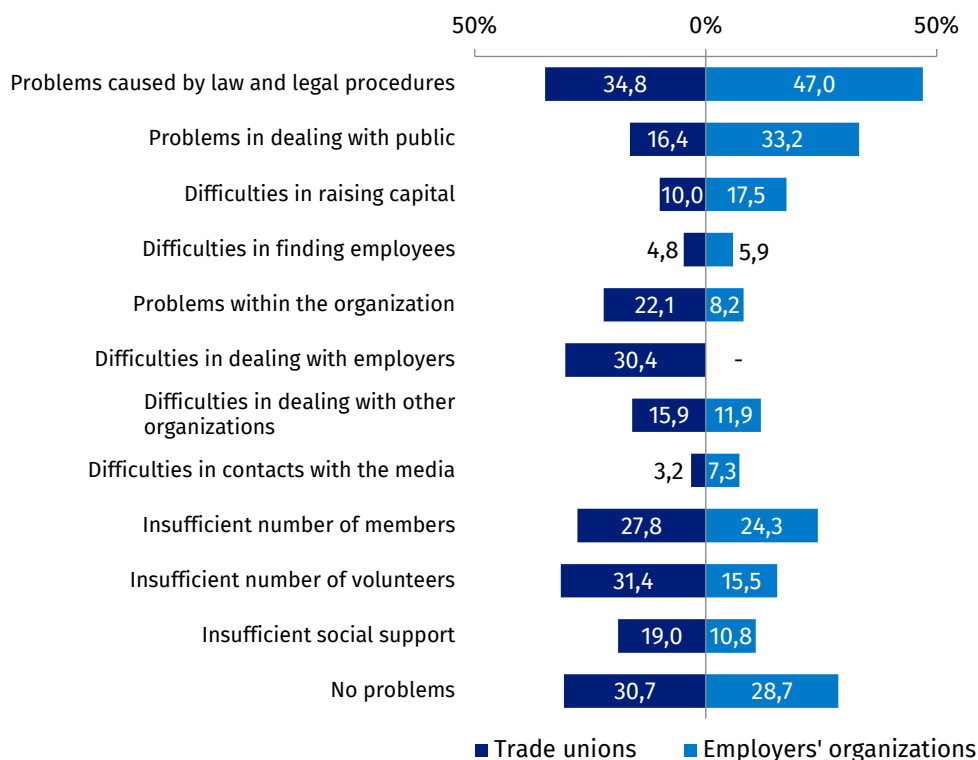


The occurrence of other forms of activity varied depending on the type of organization. For trade unions a significant form of statutory activity was other unpaid services (73.4%), whereas for employers' organizations developing cooperation between organizations and institutions was frequent form of activity (63.1%).

In 2022, the majority of employers' organizations and trade unions declared the existence of activity barriers (71,3% and 69,3%, relatively). The percentage of entities declaring barriers to activity increased by 1,9 percentage points among trade unions and by 4,1 percentage points among employers' organizations.

The most common issues raised by both type of organizations related to problems caused by law and legal procedures (47,0% - employers' organizations; 34,8% - trade unions). On numerous occasions, problems in dealing with public were identified by employers' organizations (33,2%). On the contrary, trade unions pointed out the difficulties connected with insufficient number of volunteers (31,4%), followed by difficulties in dealing with employers (30,4%). For both trade unions and employers' organizations a significant barrier to activity was the insufficient number of unit members (27,8% and 24,3%, respectively).

Figure 4. The percentage of employers' organizations and trade unions by barriers to activity in 2022



Membership base

In 2022, trade unions united over 1,4 million people, by 6.5% less than in 2018. People associated in trade unions accounted for 4.7% of the adult population of Poland¹ and 14.8% employed on the basis of an employment contract in workplaces employing more than 9 people.

The employers' organizations united 21,6 thous. employers in 2022, both legal and natural persons conducting mission-related activity. In the years between 2018 and 2022, total number of their membership increased by 25.1%. Among members of employers' organizations tended to prevail legal persons, who accounted for 79,3% of the membership base.

The average number of trade union members counted for 128 people and was 1 person higher compared to 2018, while the median remained at the same level - 38. Among

In 2022, 1,4 million people belonged to trade unions, while employers' organizations simultaneously united 21,6 thous. employers

¹ As of 30 June 2022.

the people on the membership lists of trade union organizations 8,7% were retired and 0.5% employed on the basis of civil law contracts.

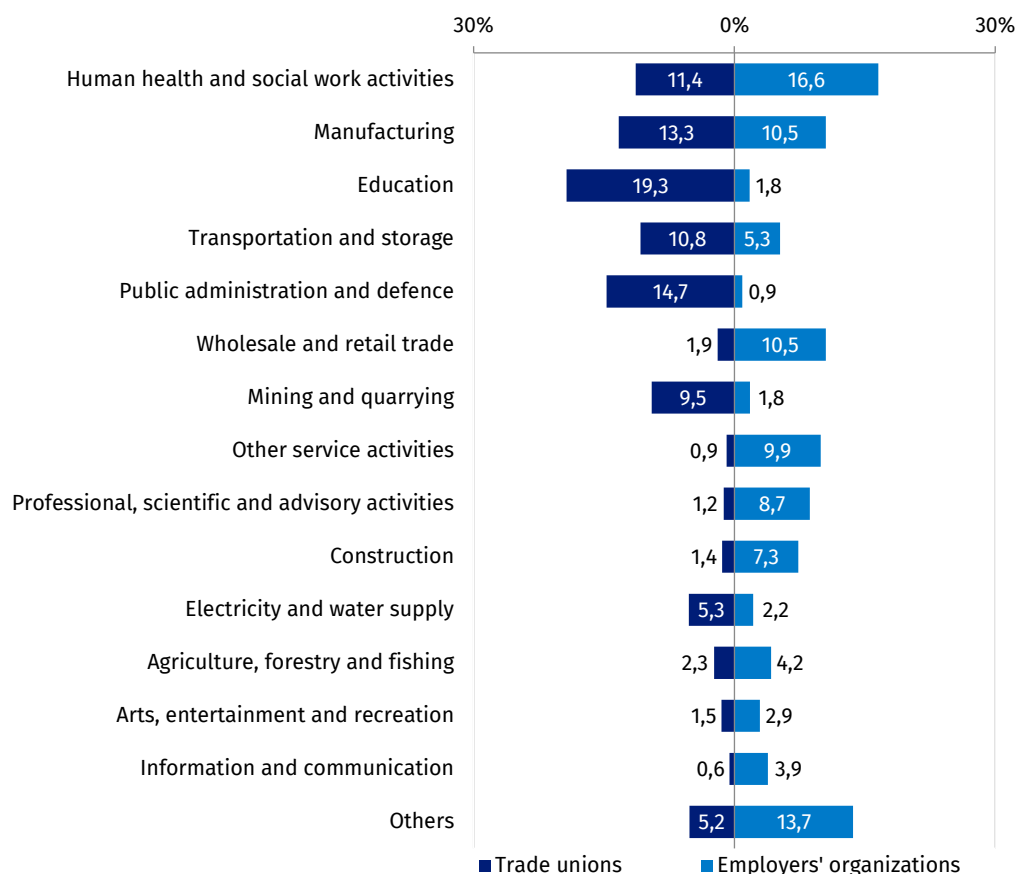
In 2022, to one employers' organization belonged approximately 61 workplaces, whilst there were only 55 of them in 2018. Half of organizations united no more than 25 employers in 2022, and the median increased by 2 compared to 2018.

Table 1. Membership in employers' organizations and trade unions

Specification	Trade unions			Employers' organizations		
	2018	2022	change	2018	2022	change
Sum of members (in thous.)	1542,9	1443,4	↓6,5%	17,2	21,6	↑25,1%
Average	127	128	↑1	55	61	↑6
Median	38	38	0	23	25	↑2

The membership dues was paid by 79,3% of employers' organization members and 94,4% of trade union members (78,6% and 93,8% in 2018, respectively). Among trade union members, as many as 85.3% of them belonged to organizations associated in three trade union cofederations belonging to the Social Dialogue Council (by 2.2 percentage points less than in 2018), whereas employers' organizations represented in the SDC gathered 27.6% of members of all employers' organizations (2.1 percentage points less than in 2018).

Figure 5. The structure of enterprise trade union organization members^a by workplaces PKD sections and employers' organizations by PKD sections, in which the major part of their members was active in 2022



^a Members of enterprise trade union organizations additionally included members of trade unions of individual farmers and the greatest uniform trade unions operating in specific industries.

Approximately half of trade unions members was affiliated with enterprise and under-enterprise units (49,8%), subsequently inter-enterprise trade union organizations (31,3%). The group distinguished in terms of membership constituted trade unions characterised by complex organizational structure, which subordinate units, however, were not registered in the REGON register (so-called uniform unions) - 18.3% of trade union members belonged to them. The smallest part included trade unions of individual farmers members (0,5%).

The significant part of trade union members continued to work in education (19,3%), followed by public administration and defence (14,7%). Considerable share in the membership structure had also people employed in manufacturing (13,3%) and human health and social work activities (11,4%).

Nearly one employers' organization out of every 6 declared in 2022, that the main industry of activity of its members was human health and social work activities (16.6%). Members of employers' organizations frequently operated also in industries as follows: manufacturing, wholesale and retail trade (10.3% each), services (9.9%) or professional, scientific and consulting activities (8.7 %).

Social work

In 2021, all trade unions of individual farmers and 95.8% of trade unions associated in enterprise and under-enterprise units benefited for social work. To a lesser extent, it was performed by inter-enterprise trade union organizations and federations, confederations and their field or industry structures, furthermore so-called uniform trade unions (95.1%). As many as 94.5% of employers' organization benefited for social work.

Members of trade union organizations (95,6%) and employers' organizations (94,2%) performed social work in the vast majority of cases. Occasionally, social work was also performed by volunteers not belonging directly to trade union organizations (5.6%) and among employers' organizations such entities were 6.7%.

Table 2. Social work in employers' organizations and trade unions

Specification	Trade unions			Employers' organizations		
	2017	2021	change	2018	2022	change
Percentage of organizations benefiting for work of volunteers	97,2	95,6	↓1,6 pp.	67,6	94,5	↑26,9 pp.
Sum of volunteers (in thous.)	144,4	119,2	↓17,4%	2,2	4,3	↑89,0%
Average	12	11	↓1	10	13	↑3
Median	5	5	0	7	8	↑1

In 2022, 4,3 thous. people work socially in employers' organizations (2,2 thous. in 2018), of whom 95.7% were members. Otherwise, 119,2 thous. people work socially in trade unions (144,4 thous. in 2017), of whom 98,0% were union members.

Paid work

A total of 0.5 thous. full-time employees were employed in employers' organisations (in 2022), in trade unions 2.0 thous. (in 2021). On the other hand, there were 0.8 thous. people working under civil law contracts in employers' organizations and 2.3 thous. people in trade unions.

The structure of trade unions is dominated by units without paid staff (92.7%). Among employers' organisations, the largest number were those that employed full-time employees (38.4%). Employers' organizations employing at least one full-time employee, but not more than five, accounted for 21.2% of such organizations. Trade union organizations with at least one full-time employee, but not more than five, accounted for 1.7% of all entities of this type.

The units benefited for full-time employment hired approximately 4 people within employers' organizations (in 2022), on the contrary 8 – in trade unions. The average number of persons performing paid work on the basis of civil law contracts in employers' organizations was 4 people, and in trade union organizations - 3 people. In half of the surveyed employers' organizations, 2 people were employed, regardless of the type of contract. The situation was different in the group of trade unions, where the median of working people was 2 in the case of full-time employment, and 1 in the case of civil law contracts.

The vast majority of trade unions (92,7%) didn't own paid employees, even though among employers' organizations such entities were 31,4%

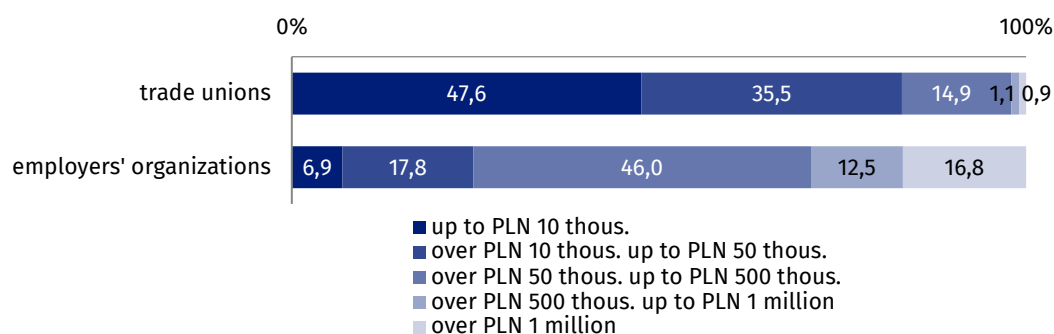
Table 3. Employment on the basis of employment contract in employers' organizations and trade unions

Specification	Trade unions			Employers' organizations		
	2017	2021	change	2018	2022	change
Percentage of employing organizations	1,9	2,1	↑0,2 pp.	40,4	38,4	↓2,0 pp.
Sum of employees (in thous.)	3,5	2,0	↓43,5%	0,5	0,5	↓2,0%
Average	15	8	↓7	4	4	0
Median	2	2	0	2	2	0

Economical aspects of activity

In 2021, the revenues of 47.6% of trade unions did not exceed PLN 10 thous. per year, 35.5% – between PLN 10 thous. and PLN 50 thous. and 1.1% of entities declared revenues exceeding PLN 0.5 million. In 2022, most employers' organizations had revenues above PLN 50 thous. (75.3%), including 29.3% over PLN 0.5 million.

Figure 6. The structure of revenues of trade unions in 2021 and employers' organizations in 2022



The mission-related activity of the non-profit organizations was auxiliary to its statutory activity. As of 30 September 2022, 0.5% of all trade unions and 15.4% of employers' organizations conducted mission-related activity (in 2022).

Methodological information

The news releases introduce the preliminary results of Statistics Poland *Social dialogue partners – employers' organizations and trade unions for 2022*, which involve all trade unions (including trade unions of individual farmers) and employers' organizations. The research included data obtained from the SOF-2 form *Report on the activities of trade unions* as of 30 September 2022 and SOF-4p form *Report on the activities of employers' organizations* for 2022. The SOF-2 and SOF-4p forms were used to collect data on: organizational structure, forms of activity and existing barriers, as well as membership and social work. The data from the SOF-4p form refers to 2022 or as of 31 December 2022, while from the SOF-2 form as of 30 September 2022, apart from questions regarding barriers and forms of activity (data for 2022), as well as employment and revenues (data for 2021). The research also based on data from administrative sources (e.g. Social Insurance Institution, National Court Register).

After updating the frame, 13.0 thous. entities were finally included in the data for the survey on the SOF-2 form and the data for the survey SOF-4p contained 0.4 thous. units. The survey was carried out in the autumn of 2022 (SOF-2) and in the spring of 2023 (SOF-4p).

Finally, data was obtained from 11.6 thous. trade unions (SOF-2) and 0.3 thous. employers' organizations (SOF-4p). During the implementation of the SOF-2 survey, it was established that 1.0 thous. organizations were inactive, while 0.4 thous. organizations were not contacted or they refused to report. Therefore, it was necessary to construct analytical weights, by means of which, the data were generalized to the entire population of active subjects. In the layers of the SOF-2 survey, were taken into account the voivodship of the organization's headquarter, place in the trade union organizational structure and the fact of belonging or not to one of the trade union confederations, while in SOF-4p - voivodships.

Table 4. The information about the implementation of surveys of employers' organizations and trade unions in the years 2022-2023

Specification	Number of units in file	Completed reports ^a	Other recognized condition activity ^b		No contact
			inactive	active, which refused to participate in the survey	
% in row					
Employers' organizations	407	80,3	13,5	3,7	2,5
Trade unions	13 002	89,3	8,0	1,5	1,2

^a Entities that completed the report, excluding those that marked only information about inactivity.

^b Entities that were contacted during the research, but which did not submit the report or marked on it information about inactivity. Entities that did not submit a report were also treated as refusals, and based on administrative sources it was established that they were operating.

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