

# **Introduction to Polish Labour Law with Cross-Border Aspects**

Przejdź do produktu na [www.ksiegarnia.beck.pl](http://www.ksiegarnia.beck.pl)

## Foreword

Labour law is one of those areas of law that are highly “internationalized” and thus integrated around certain universal standards developed by the international community. It is enough to recall the achievements of the International Labour Organization, which has been active for more than 100 years, and which through 190 conventions and more than 200 recommendations contributes to the formation of a new global social order in the field of labour. A significant role in the integration of labour law is also played by the European Union, which, by means of regulations and directives, creates standards for the protection of employees common to all Member States. This applies in particular to areas such as the free movement of workers, the posting of workers to other member states in the framework of the provision of services, equal treatment of employees, the protection of workers in connection with the insolvency of employers or in connection with economic processes (collective redundancies, company transfers), the safety and health of workers, working time and leave, fixed-term employment, the rights of workers to individual and collective information and to express their opinions on matters relating to employment.

However, despite the similarities to other legal systems, Polish labour law has not lost its originality. It still retains a high degree of independence and autonomy, resulting from local factors, including its own legal culture, original legal thought and historical experience. The aim of this book is precisely to show the most important solutions of the labour law in Poland.

In addition, the authors have decided to supplement the arguments with elements of a cross-border nature, i.e. taking into account the high mobility of employees. On the one hand, the accession of our country to the European Union in 2004 resulted in the fact that many Polish citizens nowadays take up work abroad, also as a result of their being delegated by employers conducting their activities in other countries. On the other hand, for many years we have been observing a systematic increase in the number of workers coming from abroad on the Polish labour market (it is estimated that before the coronavirus pandemic it exceeded two million, which is several percent of the total labour force). Meanwhile, legal awareness in the field of labour law still seems to be low. Therefore, we hope that this book will contribute to a better knowledge of legal regulations concerning employment and thus to increase the legal awareness of people coming from abroad to work in Poland.

Gdańsk, January 2021

*Jakub Stelina  
Monika Tomaszewska  
Marta Zbucka-Gargas*

[Przejdź do księgarni →](#)



[ksiegarnia.beck.pl](http://ksiegarnia.beck.pl)