



**The social agreement for just transition.  
Future after the elections in Poland, KADRA**

**industriAll Europe  
Eastern Region Meeting**

Prague, Czech Republic  
27-29.11.2023





# Political pressure during the election debates indicated an acceleration of the energy transition in 2023



Photo: The coal mine SATURN, Czeladź, Poland

Trade union bargaining between 2020 and 2022 focused on just transition for mine and energy workers in Poland.

Social Agreement for energy workers and lignite miners, December 22, 2022, Warsaw

28 May 2021

2020 and 2022

22 Dec. 2022

Social Agreement for hard coal miners, May 28, 2021, Katowice

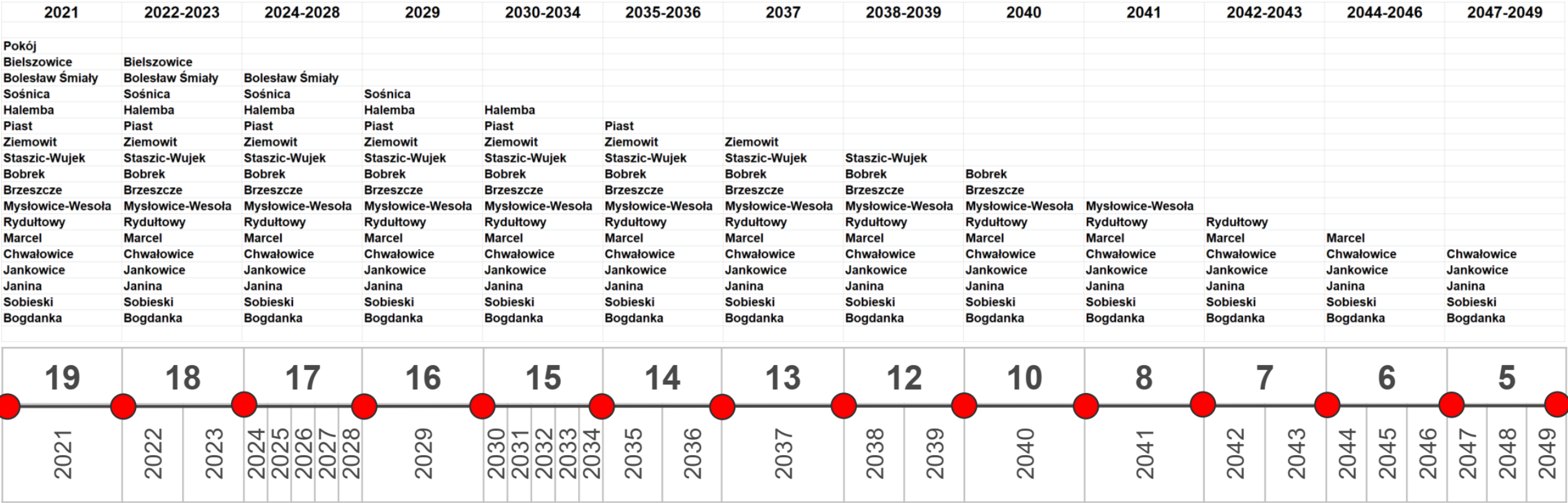
## Structure of power installed in the National Energy System [MW]

	31.12.2014	31.12.2022	The change
<b>Total</b>	<b>38 121</b>	<b>60 446</b>	<b>58,6%</b>
Power plants	35 508	38 867	9,5 %
Water power plants	2 369	2 421	2,2 %
Thermal power plants, including:	29 262	36 446	24 %
based on hard coal	18 995	24 897	31 %
based on lignite	9 268	8 262	-11 %
based on gas	999	3 288	329 %
Wind and other renewable power plants	3 877	21 578	556 %
Industrial power plants	2 613	-----	





Deadlines for the phasing out of coal – the year of hard coal mine closure in Poland



## Social shield:



**The guarantee of employment and a system of social protection.** If there is no possibility of retirement or replacement to another mining plant - the system of social protection plus no-fees training systems – retraining



**The social mining benefits package:**

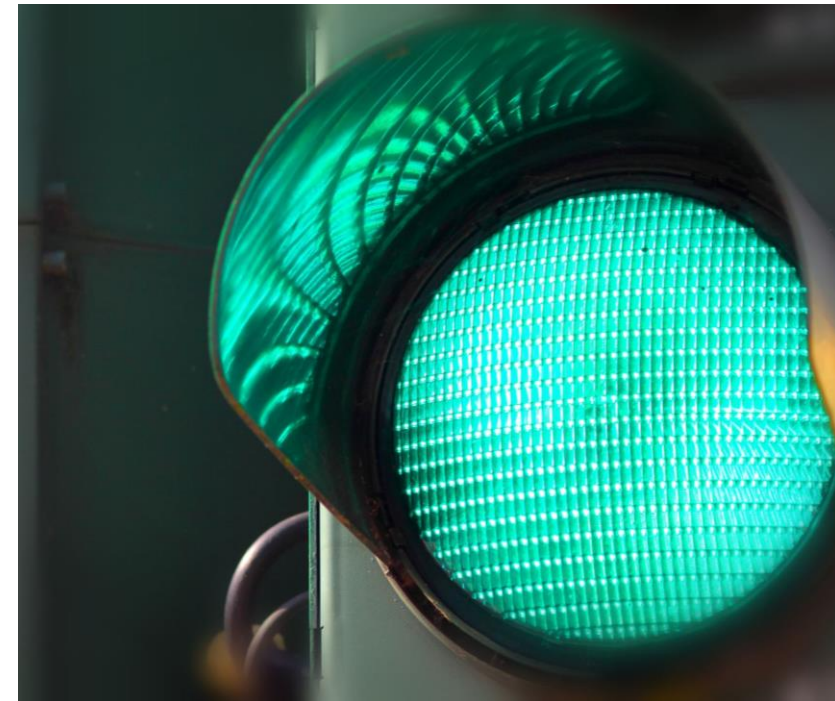
**mining leave** (80% of remuneration), or

**leave for employees** of the mechanical coal processing plant

**one-time severance pay** (PLN 120 thousand net)



Taking advantage of assistance = **ban on working in coal mining and mining-related companies**

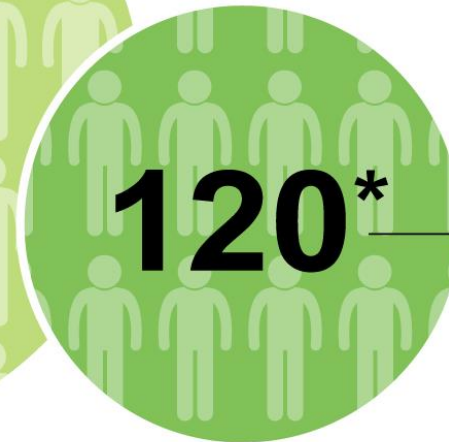
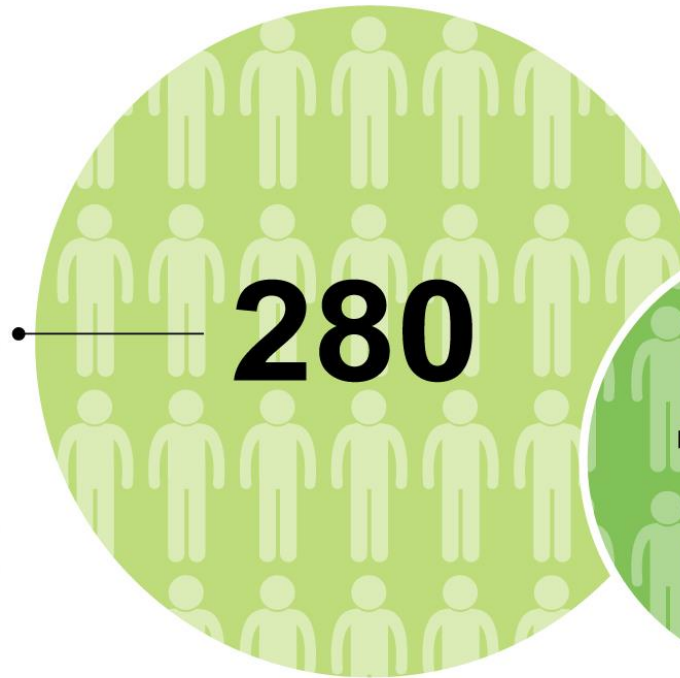


# Workers dependent on the mining sector

Employees in the mine  
(in thousands)



The number of employees indirectly depended on coal mining, according to local government estimates (in thousands)



The number of employees directly depended on coal mining (in thousands)

\* This number does not include employees from companies from the third group, not cooperating with the mines on a B2B

# Social Agreement in the electricity sector and lignite mining



**Social Agreement  
for energy workers  
and lignite miners  
and solutions in the form  
of social protections:**

**holidays for energy workers** -  
for up to 4 years = 80% of the  
employee's monthly  
remuneration calculated as  
remuneration for holiday  
leave

**holidays for miners** - for up  
to 4 years = 80% of the  
employee's monthly  
remuneration calculated as  
remuneration for holiday  
leave

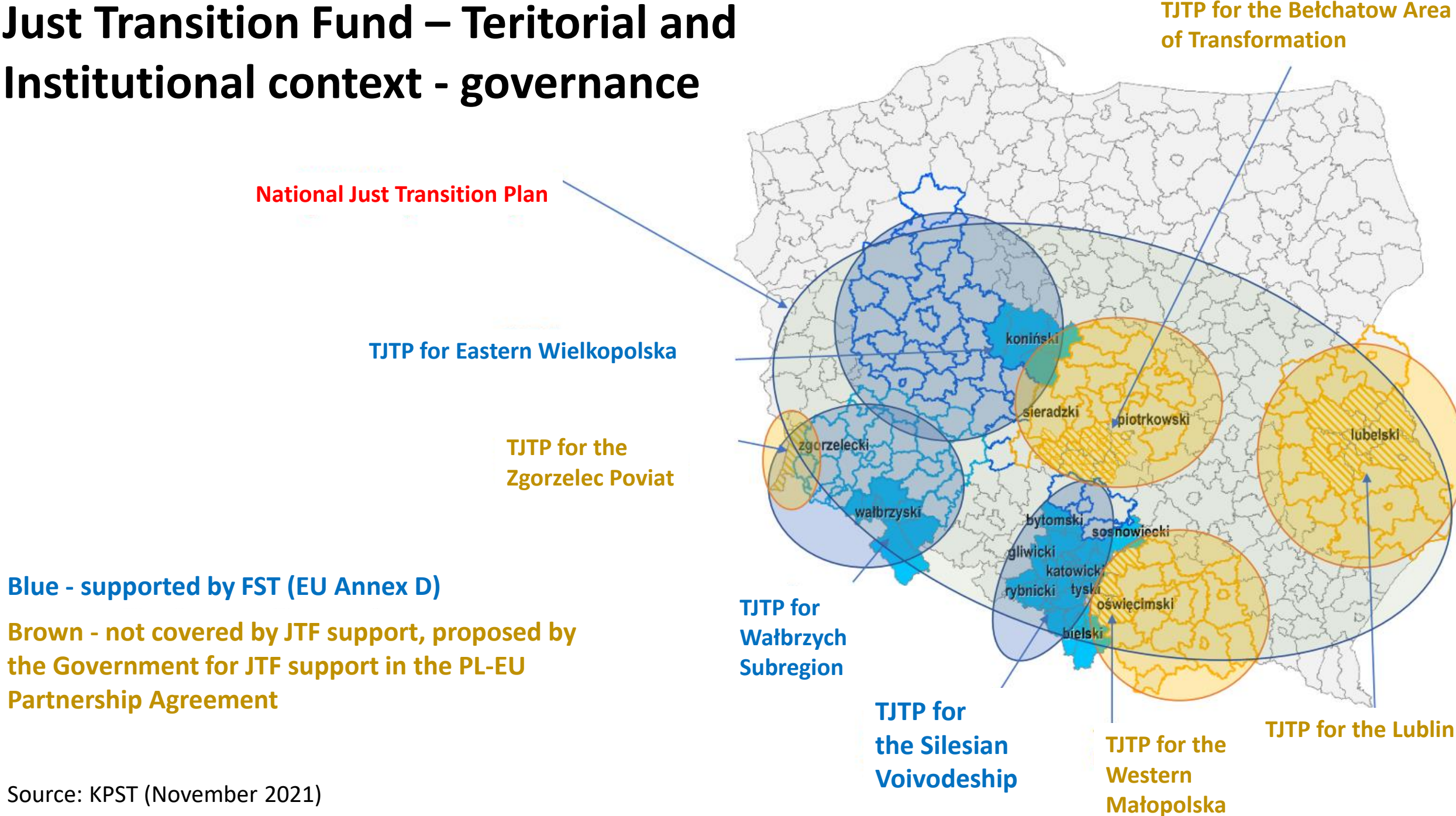
**one-off cash severance pay** =  
12 times the employee's  
monthly remuneration  
calculated as remuneration  
for holiday leave (min. 5  
years of work experience  
required)

The condition for receiving subsidies for holidays and one-off severance pay will be the shutdown of a conventional generating unit (power unit) or a systemic reduction in brown coal extraction.

The process depends on the development of new energy sources and extends until 2049.



# Just Transition Fund – Teritorial and Institutional context - governance



Source: KPST (November 2021)



# THANK YOU!

## Krzysztof Stanisławski

e-mail: [kstanislawski01@gmail.com](mailto:kstanislawski01@gmail.com)