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Functioning of minimum wage in the economy and TSL branch

Funkcjonowanie płacy minimalnej w gospodarce i branży TSL

Abstract

The article is an attempt to show the importance of the minimum wage in the economy and TSL branch. In this article authors made an effort to describe the trends in the minimum wage in the European Union and selected countries around the world. The article contains research results covering the development of the minimum wage in relation to the Gross Domestic Product of the Republic of Poland. The analyses carried out in the study indicate that although the minimum wage is much lower in Poland than in the countries of the so-called old Union, it is relatively high compared to the new EU member states. This situation is the result of a strong increase in the minimum wage in Poland in the recent period.

Keywords:

minimum wage, economy, employment, productivity

Streszczenie

Artykuł jest próbą ukazania znaczenia płacy minimalnej w gospodarce i branży TSL. W artykule autorzy podjęli próbę opisanie trendów w zakresie płacy minimalnej w Unii Europejskiej i wybranych krajach świata. Artykuł zawiera wyniki badań obejmujące kształtowanie się płacy minimalnej w relacji do produktu krajowego brutto Rzeczypospolitej Polskiej. Analizy przeprowadzone w badaniu wskazują, że chociaż płaca minimalna jest w Polsce znacznie niższa niż w krajach tzw. starej Unii, to jednak jest relatywnie wysoka w porównaniu z nowymi państwami członkowskimi UE. Sytuacja ta jest wynikiem silnego wzrostu płacy minimalnej w Polsce w ostatnim okresie.

Słowa kluczowe:

płaca minimalna, gospodarka, zatrudnienie, produktywność

JEL: F50

Introduction

The issue of minimum wage is a very important aspect of the modern labour market. This is the legally established lowest level of remuneration for paid work. Remuneration is a very broad term. It has many meanings and can mean, for example, pay in a narrow sense, and in a broad sense, both wage and non-wage benefits obtained from performing work. By definition, the minimum wage is the lowest remuneration that an employee employed

under an employment contract can receive after converting part-time workers into full-time positions (Główny Urząd Statystyczny, 2020, p. 20). Accordingly, an employer employing an employee under a contract cannot offer him a lower rate than that established by law. In Poland, the minimum wage is set by the government or the Council for Social Dialogue.

The aim of the article is to present the issue of the minimum wage and its importance in the economy and TSL branch, both in the country and in other economies around the world.

Historical view

The minimum wage has a long history. It was first introduced in New Zealand in 1894 as a result of violent workers' strikes, and two years later in Australia. This means that over 120 years ago it was decided that the lowest remuneration that should be received by a legally employed employee performing the simplest work should be defined by law. The next country where this solution was introduced in 1909 was Great Britain (Hay, 1977, pp. 435–455). Therefore, the point was for the state to define a certain minimum level of wages that employers should respect in order to limit competition between entrepreneurs in reducing costs through wage reductions, which is harmful to employees. For this purpose, wages offices were established in Great Britain, which were independent institutions that set the minimum fair wage for specific professions. However, in 1993, the government decided to liquidate payroll offices and abandoned the statutory determination of the minimum wage level. The arguments of Michael Howard, then Minister of Labour, were that "there was no compelling justification for a policy that would in itself destroy our economy and reduce job prospects" (Kenworthy, 2008, p. 279). A few years later, in 1999, the institution of the minimum wage was reactivated in Great Britain. Due to concerns about the negative effects of introducing and then increasing the minimum wage, the Low Pay Commission was appointed, which aims to monitor the impact of the minimum wage on the British economy (Finn, 2005, p. 15). The Commission did not confirm concerns about the introduction of the minimum wage and even recommended increasing it above the average wage growth rate. It turned out that the introduction of the minimum wage did not lead to a reduction in employment, but had a positive impact on reducing the Gini coefficient.¹

In Poland, the concept of minimum wage came into use in 1956, when the level of the lowest wage began to be established, which was intended to determine the minimum guaranteed level of all or part of the wage. Over the years, the role of the minimum wage in the wage system has changed. At the beginning, this remuneration was a guaranteed level of total full-time remuneration for all employees. In the years 1977–1981, the specified amount was used primarily to create pay rate tables, set as the minimum rate of basic pay in the lowest grade category. In the years 1982–1986, a step further was taken and both the level of the lowest salary and the amount of the lowest rate of basic salary in the lowest grade category were established. From 1986 to 1990, the amount of the minimum wage was also the lowest rate of basic remuneration

in the lowest grade category. In 1990, another rule was introduced to determine the lowest remuneration as the amount of full remuneration guaranteed to employees for full monthly working time, regardless of their qualifications and personal grades, as well as regardless of the number and type of remuneration components used in workplaces (Ministerstwo Pracy i Polityki Socjalnej, 1990).

Over these years, the Council of Ministers determined the amount of the lowest salary by way of a resolution. Since 1990, its amount has been determined by the ordinance of the Minister of Labour and Social Policy. In the years 1998–2002, the level of the lowest salary was determined in regulations of the Minister of Labour. In October 2002, the Act on Minimum Wages for Work was developed, which removed the obligation to determine the minimum wage from the Minister of Labour and is still in force today.

Minimum wage targets

The basic objectives to be met by the minimum wage include (Bomba, 2021, pp. 265–279):

- Reducing the number of people living in poverty – the introduction of a minimum wage means that an employer cannot legally employ an employee for a wage below a certain threshold amount, and thus minimizes the number of people living in poverty.
- Fight against the exploitation of low-level employees – according to the law, the minimum wage is converted into a full-time equivalent, so if an employee works more hours than specified in the signed contract, he or she should be paid additional funds – higher than the basic rate of a given employee. Thanks to this, employers are less likely to burden the employee with additional work due to the higher labour costs of the employee. This counteracts phenomenally monopsony.
- Striving to guarantee decent living conditions for all citizens – those in power are trying to ensure a higher standard of living for citizens by introducing and gradually increasing the minimum wage.
- Preventing the widening of earnings differences between social classes. This is intended to enable personal and professional development for people earning less. This is one of the ways to campaign for elections, because increases in the minimum wage have the greatest impact on the standard of living of the lowest paid workers (who constitute the largest number).
- Increasing employee efficiency – the purpose of introducing a minimum wage may also be to

encourage employees to work more effectively. Employers assume that a better-paid employee is more satisfied with his or her job, which increases his or her efficiency. This may result in more stable economic development and strengthening of the country's economic position.

- Boosting the economy – an important advantage of increasing the minimum wage is increased consumption by people earning the minimum wage and, consequently, economic growth.
- Increasing tax revenues.

Unfortunately, the above-described goals of introducing a minimum wage are not always achieved. This may happen due to dishonest employers who will look for ways to circumvent the regulations to take advantage of the employee, or due to legislative errors. In the case of an act that has been constructed incompetently, the following consequences may occur:

- Loss of value of money – if the minimum wage increases too much, lower-level employees are a greater expense for the company, so in order to minimize the effects of such actions, they increase the prices of the goods they produce and the prices of the services they provide. Consequently, even though the employee earns more, he is unable to buy anything with his salary than before it was increased.
- Layoffs of lower-level employees, increasing unemployment – another way to reduce costs related to lower-level employees is to reduce the full-time positions provided for these employees. However, this increases unemployment and, consequently, increases the number of people receiving unemployment benefits. This results in higher costs for the state budget, because the higher the minimum wage, the higher the unemployment benefit must be.
- Increasing the grey zone of employment – due to the fact that for some enterprises the costs of employing lower-level employees may turn out to be too high for the enterprise to survive, and without them they will not be able to continue operating, entrepreneurs may try to force employees to work below the rate at which they agreed by signing the contract, convincing the employees that they would not find a better-paid job or that they would not find another job.
- The deterioration of the situation of the middle class – raising the minimum wage also affects people who are called the "middle class". In their case, increasing the minimum wage usually does not have as significant an impact on their remuneration as in the case of people earning the minimum wage, and as a result, their social position decreases because their remuneration is worth less due to inflation (which may be caused

by an inappropriate amount of minimal remuneration).

- Decreased employee efficiency – if an employee is aware that the employer cannot reduce his salary because he earns the minimum wage guaranteed by the state, he may engage in work to a lesser extent, assuming that when changing jobs he can only receive a higher salary, not depending on the activities performed.

The above-described objectives of the minimum wage and the negative effects that this instrument may cause show how complex a problem is to establish the minimum wage at the appropriate level in such a way as to help people in a worse financial situation due to low earnings, while not sinking the economy or hindering its development.

The mechanism for determining the minimum wage in Poland

In order to establish the minimum wage at an appropriate level and to use this financial instrument as an economic stimulator, appropriate legal regulations apply. In Poland, the minimum wage is regulated by the Minimum Wage Act. According to this Act, the minimum wage depends on (Minimum Wage Act, 2002):

- Forecasted inflation for the next year.
- If the inflation forecast for the next year is higher than 105%, the minimum wage will be increased twice – for the period from January 1 to June 30 and from July 1 to December 31.
- If the expected price index for the next year is lower than 105%, the salary increase will be one-off and will apply from January 1 to December 31.
- Calculation basis – the amount established for the period from 1 January 2003 to 31 December 2003 is considered the basis for calculating the minimum wage for a given year.
- Increase by an amount not less than projected inflation – the increase in the minimum wage cannot be less than the projected increase in the price index.
- Dependence on the average wage – if the minimum wage is lower than half of the average wage, the price growth rate should be increased by an additional 2/3 of the forecast real GDP growth.

Advantages and disadvantages of the minimum wage

There is no consensus among researchers as to whether the introduction of a minimum wage has favourable or unfavourable consequences.

The group that benefits from the introduction of the minimum wage are the lowest-level employees. For such people, the rate guaranteed by law means that they receive decent remuneration for their work that allows them to meet the needs of the person and their family. This means that they do not have to work overtime to provide for their family, and thanks to this, they have the opportunity to improve their qualifications in their free time, and thus find a better-paid job.

The introduction of a minimum wage affects the middle class differently. Due to the fact that in most cases they cannot count on an increase in their salaries proportional to the increase in the minimum wage, their standard of living may decline. As the minimum wage increases, prices on shelves also increase, so the middle class will be able to buy fewer goods with their wages. This may result in lower job satisfaction, and thus reduce work efficiency and, in extreme cases, economic emigration of the middle class.

The introduction of a minimum wage has the least impact on senior employees. The remuneration for their work is usually high enough that they are not significantly affected by price changes in stores. In their case, the effects of introducing the minimum wage will be almost imperceptible.

Employers, however, are in the most difficult situation. For them, the introduction of a minimum wage means an increase in the costs they incur in respect of employee salaries. They face a dilemma: whether to lay off some employees and reduce production capacity, or to raise prices to cover additional costs; unfortunately, this solution may result in reduced sales.

Another group for which the introduction of a minimum wage may bring benefits are employees starting their professional careers. For these people, the introduction of a minimum wage means that working in the lowest position, despite the lack of experience, will be paid fairly and in a way that allows for a living. At the same time, due to the fact that each employee has a guaranteed salary, some companies may resign from part-time positions, which causes difficulties in finding the first job in the profession.

The introduction and systematic increase of the minimum wage also influences people considering migration to improve their financial situation. In some cases, these are people performing non-specialist work. For such people, the introduction of a minimum wage may result in a systematic improvement in their financial situation and, as a result, they may refrain from emigrating for work. Using the example of Poland, it can also be seen that the introduction and increase of the minimum wage results in an influx of economic immigrants. For immigrants, the guaranteed hourly rate is often much higher than the rate they could receive in their

homeland. Therefore, they are more willing to migrate with their entire family, which results in an increase in the number of national minorities and an increase in the number of employees.

The minimum wage may also be beneficial for people changing industries. For such people, changing jobs always involves a significant reduction in earnings. However, if the country where they work has a minimum wage, they do not have to worry that the first rate will not allow them to live with dignity during the initial stage of their career in a new field.

The perception of the minimum wage also depends on where you live. For people living far from large cities, the minimum wage will be sufficient to cover basic needs, and may also provide a financial cushion that will allow for a peaceful life even in times of crisis (caused, for example, by a person being dismissed from work). However, in large urban centres it may turn out that the minimum wage does not allow you to cover the costs of renting an apartment and food, not to mention other expenses.

Analysis of the impact of minimum wage on the TSL sector

Table 1 provides a detailed analysis of the impact of minimum wage on the TSL sector, which includes transportation, shipping, and logistics. The analysis focuses on five key aspects: the rise in labour costs, the impact on competitiveness, changes in employment structure, improvement of working conditions, and legal regulations. Each of these elements has significant implications for the operations of companies in the TSL industry, influencing their strategic and operational decisions.

An increase in the minimum wage within the TSL sector affects many aspects of operational and strategic management. Raising minimum wages increases labour costs, prompting companies to invest in automation and modern technologies to reduce reliance on human labour. However, higher wages can improve employees' living conditions, enhancing their satisfaction and loyalty, which potentially leads to increased productivity. Companies also face competitive challenges, especially in international markets where labour cost differences can influence business location decisions.

The economic importance of the minimum wage

In Poland, the minimum wage was first established in 2002 by the Act on Minimum Wages. Pursuant to this Act, by September 15 of each year,

■ Table 1
■ Impact of minimum wage adjustments on the TSL sector

Aspect	Analysis
Rise in labour costs	An increase in the minimum wage can significantly raise operational costs for TSL companies. In response, companies may invest in automation and advanced logistics technologies to reduce labour costs
Effects on competitiveness	Companies in countries with higher minimum wages may struggle to maintain competitive pricing in global markets. This can lead to changes in business locations or decisions to outsource to countries with lower labour costs
Changes in employment structure	Raising the minimum wage might prompt employers to reduce employment or replace workers with machines, especially in simple processes that can be easily automated
Improvement of working conditions	Higher wages can lead to better quality of life for employees, which in turn can increase their satisfaction, loyalty, and overall work performance
Legal regulations	Changes in the minimum wage are often linked with other employment regulations, which can affect human resource management in TSL companies

Source: own work.

the Prime Minister announces the amount of the minimum wage for the following year. In the years 2002–2016, only full-time remuneration was established. Since 2017, both the minimum wage for full-time employees and the minimum hourly rate for mandate contracts have been announced. Changes in the amount of remuneration and their value are presented in Table 2.

Based on the data from Table 2, the years 2002–2023 can be divided into three periods:

- years 2003–2007 – the initial period after joining the European Union and at the same time the period before the global economic crisis,
- years 2008–2019 – the period of the financial crisis, work on the preparation of the Euro 2012 tournament and the pre-pandemic period,
- years 2020–2023 – the period covered by the COVID-19 pandemic, the period of the (still ongoing) war in Ukraine and high/increased inflation.

The first of the periods mentioned is characterized by an almost uniform increase in the minimum wage, ranging from 3 to 6 percent. This was due to the improving economic situation, which was a consequence of joining the structures of the European Union.

As can be concluded on the basis of the data from Table 2, in 2008 and 2009 there were significant increases in the minimum wage. This was due, among other things, to the high level of inflation compared to previous years (since the introduction

of the Minimum Wage Act). Additionally, talks with trade unions had a significant impact on the increase in the minimum wage in 2008 and 2009. In 2008, trade unions demanded that the minimum wage should be 50% of the average wage. Ultimately, it was negotiated that it would be 38%. However, in 2009 the minimum wage was approximately 47.5% of the average wage. In the following years, the minimum wage increased harmoniously until 2020.

However, in the years 2020–2023, two key events took place in the Republic of Poland that influenced the increase in inflation and, therefore, also the increase in the minimum wage – the COVID-19 pandemic and the war in a country neighbouring Poland. In March 2020, after the nationwide lockdown was announced, most enterprises stopped production. This resulted in a significant halt in economic development. A similar situation continued in 2021. This period was marked by massive printing of the zloty and, as a consequence, an increase in inflation. Another factor deepening the inflation problem is the war in Ukraine. Due to the fact that Poland directly borders the attacked country, the exchange rate of the Polish zloty has dropped significantly. Additionally, as a result of economic sanctions imposed on the aggressor country, the Russian Federation, and the resulting increase in fuel prices, inflation in the Republic of Poland reached record levels. Due to the provisions of the Minimum Wage Act, this resulted in a two-

Table 2

Minimum wage in Poland in 2002–2023

Date of introduction	Value at current prices [PLN]	Percentage change from the previous period [%]
01/07/2023	3,600.00	19.60
01/01/2023	3,490.00	15.95
01/01/2022	3,010.00	7.50
01/01/2021	2,800.00	7.69
01/01/2020	2,600.00	15.56
01/01/2019	2,250.00	7.14
01/01/2018	2,100.00	5.00
01/01/2017	2,000.00	8.11
01/01/2016	1,850.00	5.71
01/01/2015	1,750.00	4.17
01/01/2014	1,680.00	5.00
01/01/2013	1,600.00	6.67
01/01/2012	1,500.00	8.23
01/01/2011	1,386.00	5.24
01/01/2010	1,317.00	3.21
01/01/2009	1,276.00	13.32
01/01/2008	1,126.00	20.30
01/01/2007	936.00	4.12
01/01/2006	899.00	5.89
01/01/2005	849.00	3.03
01/01/2004	824.00	3.00
01/01/2003	800.00	5.26

Source: own study based on <https://www.pit.pl/wynagrozenie-minimalne/archiwum-wynagrozenie-minimalne-923042> (accessed on 21.11.2023).

fold increase in wages in 2023. The impact of such actions on economic development is difficult to estimate. However, it can be noted that increases in the minimum wage contribute to a decrease in the unemployment rate. According to data from the Central Statistical Office, from August 2020 to August 2022, the unemployment rate decreased from 6.1% to 5.2% (Główny Urząd Statystyczny, 2023). Such a high level of unemployment in 2020 was related to job reductions during the COVID-19 pandemic.

It is also worth verifying the increase in the minimum wage against the background of Gross Domestic Product. The data needed for verification is presented in Figure 1.

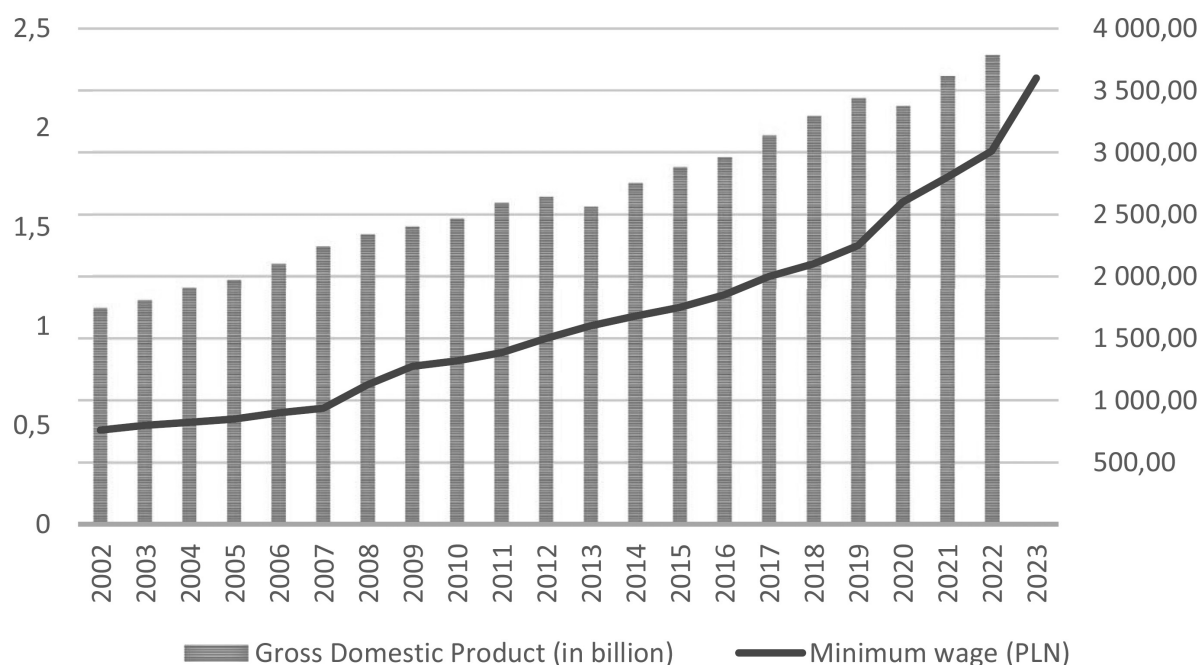
As showed in Figure 2, the growth dynamics of the Gross Domestic Product is weaker than the growth dynamics of the minimum wage in Poland. This is due to economic crises that halt the country's economic development. Figures 1 and 2 also show

that even in times of decline in the Gross Domestic Product (e.g. years 2013, 2020), the minimum wage was systematically increased (in 2013 it increased by 6.67% compared to the previous year, in 2020 it increased by over 15%, 5% compared to 2019). This suggests that in Poland, the minimum wage is not increased only in times of positive economic conditions, but also in times of crisis. This results from the provisions on the Minimum Wage Act, which provide for a situation in which inflation exceeds 5% – in such a situation, the government is forced to increase the minimum wage twice.

The minimum wage is also an instrument widely used in the European Union. On 1 July 2023, 22 out of the 27 EU Member States had a national minimum wage including Cyprus (as of 1 January 2023). EU countries without a national minimum wage were: Denmark, Italy, Austria, Finland and Sweden. Figure 3 presents minimum wages in EU countries and a few others.

Figure 1

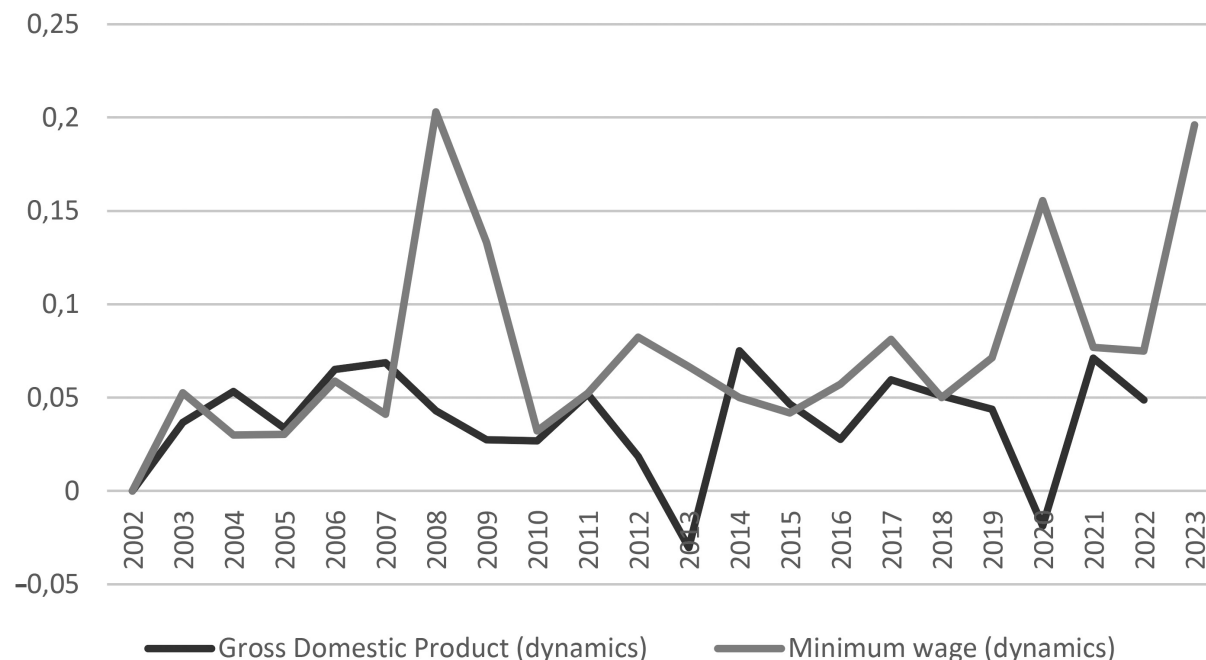
Comparison of the increase in the minimum wage and the Domestic Product in Poland in 2002–2023



Source: own study based on data from the website <https://www.pit.pl/wynagrozenie-minimalne/archiwum-wynagrozenie-minimalne-923042> (accessed on 21.11.2023); <https://data.worldbank.org/country/PL?locale=pl> (accessed on 20.11.23).

Figure 2

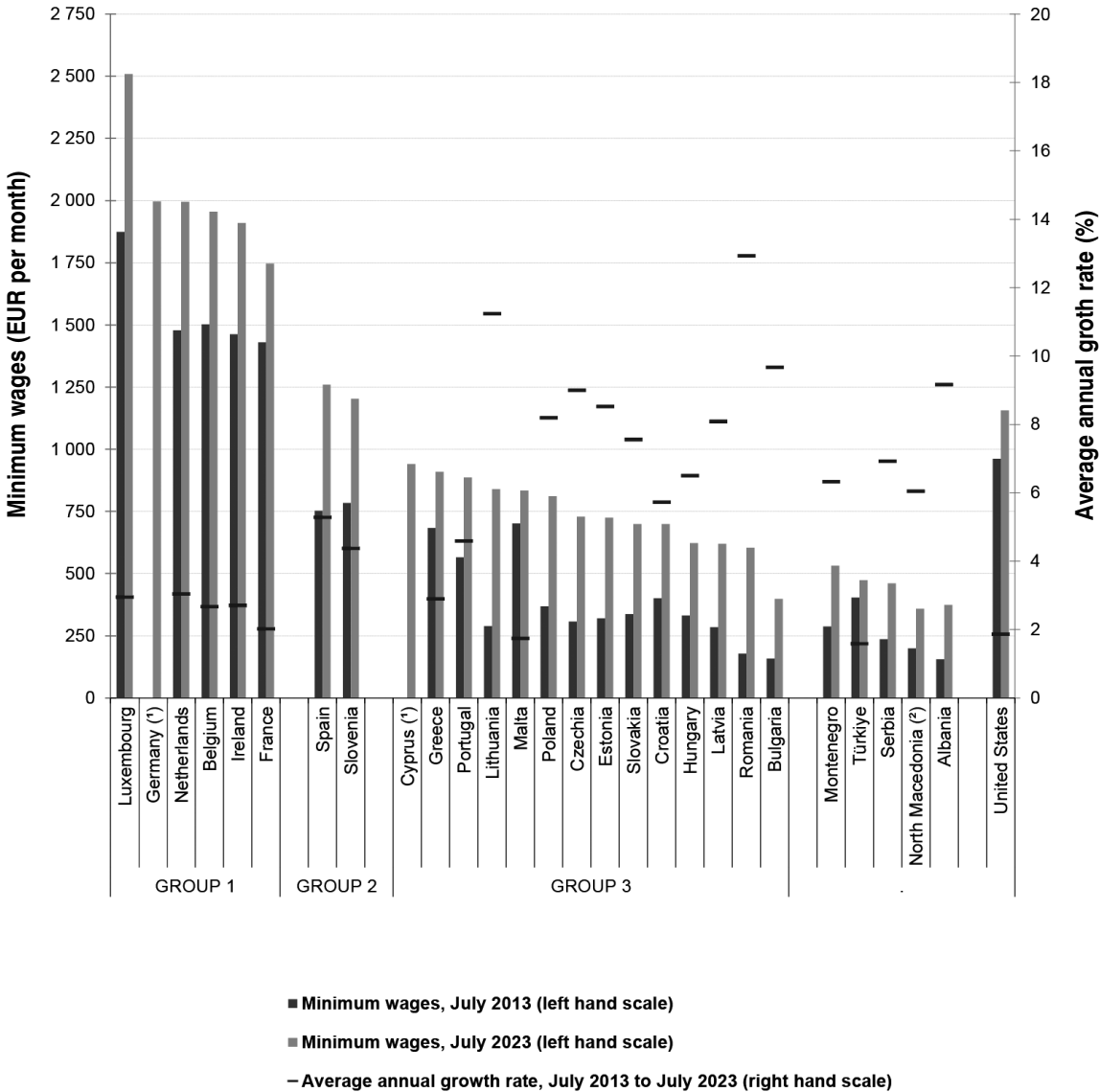
Dynamics of the minimum wage and nominal Gross Domestic Product in Poland in 2002–2023 [%]



Source: own work based on data from the websites: <https://www.pit.pl/wynagrozenie-minimalne/archiwum-wynagrozenie-minimalne-923042> (accessed on 21.11.2023); <https://data.worldbank.org/country/PL?locale=pl> (accessed on 23.11.2023).

Figure 3
Minimum wage statistics

Minimum wages, July 2023 and July 2013
(levels, in EUR per month and average annual growth, in %)



Note: Denmark, Italy, Austria, Finland and Sweden have no national minimum wage. ⁽¹⁾ July 2013 data and average annual rate of change not available.
⁽²⁾ Minimum wage in force on 1 July 2021.

Source : Eurostat, *Minimum wage statistics*, https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum_wage_statistics#General_overview (accessed on 22.11.2023).

Monthly minimum wages vary widely across the Member States, from EUR 399 in Bulgaria to EUR 2,508 in Luxembourg. Based on the level of their national gross monthly minimum wages applicable on 1 July 2023, expressed in EUR, the EU Member States concerned may be classified into three different group (Eurostat, 2023):

- Group 1, with a national minimum wage above EUR 1,500 per month. This group includes:

Luxembourg, Germany, the Netherlands, Belgium, Ireland and France. Their national minimum wages ranged from EUR 1,747 in France to EUR 2,508 in Luxembourg.

- Group 2, with a national minimum wage higher than EUR 1,000 but lower than EUR 1,500 per month. This group includes: Spain and Slovenia. Their national minimum wages were EUR 1,203 in Slovenia and EUR 1,260 in Spain.

- Group 3, with a national minimum wage below EUR 1,000 per month. This group includes: Cyprus, Greece, Portugal, Lithuania, Malta, Poland, Czechia, Estonia, Slovakia, Croatia, Hungary, Latvia, Romania and Bulgaria. Their national minimum wages ranged from EUR 399 in Bulgaria to EUR 940 in Cyprus.

Among the nine candidate and potential candidate countries, seven had a national minimum wage (Montenegro, North Macedonia, Albania, Serbia, Türkiye, Ukraine and Moldova) which was not the case of Bosnia and Herzegovina nor Kosovo (Eurostat, 2023). All candidate and potential candidate countries with a national minimum wage, for which data are available, would belong to group 3, with minimum wage levels ranging from EUR 375 in Albania to EUR 532 in Montenegro.

The United States would fall within group 2 (EUR 1,156 per month, at federal level).

The average annual growth rate between July 2013 and July 2023 was highest in Romania (+12.9%) followed by Lithuania (+11.2%), Bulgaria (+9.7%) and Czechia (+9.0%). The lowest average annual growth rates among EU Member States were recorded in Malta (+1.7%) and France (+2.0%).²

Trends in changes in the minimum wage mechanism

The analysis and observation of variable trends in the minimum wage over recent years allows us to predict the amount of future minimum wages. It should be emphasized here that the costs of survival and living have varied in recent years and now prices and other various expenses have increased significantly, which also affects the amount of the minimum wage, which must be adapted to the needs of citizens. The mechanisms determining future changes in minimum wages include the following aspects:

- Extensive technological and qualification development.
- The development of many economic sectors, including the increase in the importance of small and medium-sized enterprises.
- Changes on regional markets, demand for regional services and products.
- Interest in new products and ideas of entrepreneurs.

The cost of living increases every year, which involves necessary additional expenses. The minimum wage should cover the minimum subsistence level of citizens. As part of the development of new labour markets and innovative technological solutions, new jobs are created, which requires the

education of qualified staff and specialists who can expand their professional experience. Reducing the level of unemployment is undoubtedly also important for increasing the minimum wage; attractive rates and payments can be an incentive to take up employment, obtain education or retrain in order to obtain better wage prospects. Such a significant increase in the minimum wage is largely due to the so-called verification index mechanism, which compares the forecasted inflation in the past with its actually recorded values. The level of inflation forecast for next year therefore has a significant impact on wage growth, which results from the possibility of price increases, an increase in the cost of living, as well as many other economic factors.

Another aspect worth paying attention to is the fact that people entering the labour market, taking up their first job, without much experience, can earn money that will allow them to broaden their prospects. Very often, these people earn the same as qualified staff with many years of experience.

In the future, the labour market and wages will depend on quick and analytical thinking, interpersonal skills and skilful teamwork. Possessing such characteristics and skills will certainly reduce financial discrimination and allow entry-level employees to receive proper remuneration. The minimum wage is a kind of security and stability for people who are starting to gain experience and improve their professional qualifications. In 2023, it was increased twice, which portends an upward trend in the following years.³

Summary

The issue of minimum wage is undoubtedly a very important issue, especially for people who receive the lowest remuneration for their work. Over the years, the minimum wage has changed significantly and currently amounts to PLN 3,600 gross. The analyses carried out in the study indicate that although the minimum wage is much lower in Poland than in the so called countries of old Union, it is relatively high compared to the new EU member states. This situation is the result of a strong increase in the minimum wage in Poland in the recent period.

Let the words of Winston Churchill, then Minister of Trade, who contributed to the introduction of the minimum wage in Great Britain in 1909 (Frieske, 2005, pp. 46) serve as a summary of this article. "It is a regrettable and serious national problem that some of Her Majesty's subjects receive wages for their hard work that are insufficient to support their families. In

the past, it was assumed that the laws of supply and demand would naturally regulate or eliminate this problem, but in 'sweetened' wage negotiations between the employer and the employee, there is no equality of the parties. A good employer is constantly

undercut by the wage competition of a bad employer, and a bad employer is under pressure from an even worse one. This does not create conditions for development, but only leads to progressive degeneration."

Notes/Przypisy

¹ A measure of inequality in the distribution of income; takes a value between 0 and 1 (or if we multiply by 100, between 0 and 100). This indicator would reach the value of 0 (uniform distribution) if all people had the same income, and the value of 1 if all but one person had zero income. Therefore, the higher the value of the indicator, the greater the degree of income concentration and the greater its diversification.

² Note: for countries whose national currency is not the euro (EUR): Bulgaria, Czechia, Hungary, Poland and Romania, candidate and potential candidate countries except Montenegro as well as the United States, the minimum wage has been converted to euro using the exchange rate in force on 1 July 2023. Croatia adopted the euro as the national currency as of 1 January 2023.

³ The amount of the minimum wage will increase in 2024 in two stages, i.e. from January 1 it will amount to PLN 4,242 and from July 1 – PLN 4,300 gross.

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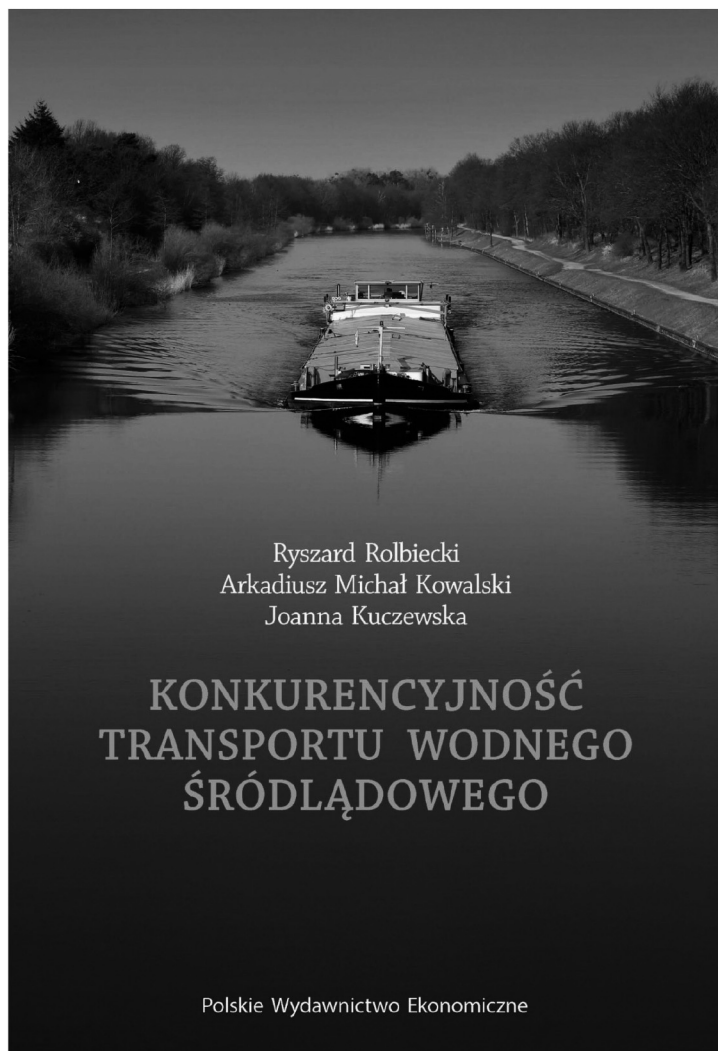
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**nowość**

Autorzy przedstawili w monografii w sposób uporządkowany i spójny tematycznie:

- zagadnienia konkurencyjności w aspekcie teoretycznym oraz konkurencyjność usług transportu wodnego śródlądowego z perspektywy współczesnych wyzwań;
- dotychczasowe doświadczenia wynikające z transportowego wykorzystania śródlądowych dróg wodnych w przewozach ładunków w Europie;
- miejsce transportu wodnego śródlądowego w polityce transportowej i znaczenie tej gałęzi w systemie transportowym w Polsce;
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