

BARBARA KOWAL

**New trends in remuneration schemes for underground workers in hard-coal mines**

## **Summary**

The restructuring and adaptive measures associated with the reforms in the hard-coal mining sector have led to extensive changes in how mines and mining companies operate. However, these measures have not been applied to remuneration schemes. It is important to bear in mind that social capital is the greatest asset in this highly specific industry. Mining companies should be able to create employee satisfaction and commitment if they want their strategies to succeed. However, in order to remain competitive as employers, they must revise their remuneration schemes.

There is a gap in literature on this highly relevant issue in hard-coal mining. A comprehensive discussion on how such schemes basically work and on the underlying legal documents is yet to be published. What also needs to change is the mining companies' unwillingness to make changes.

This monograph is intended not so much to provide a systematic review of the existing knowledge, but to offer a discussion of the framework in which current remuneration schemes function, as well as to bridge the gap in Polish literature on analyses of the mine workers' remuneration structure, and to propose a number of new approaches for the mining sector.

The first two chapters discuss a range of subjects related to remuneration schemes in the hard-coal mining sector. This analysis is based on Polish source documents, both historical and contemporary, and industry literature. Hence, the monograph aims to describe the subject as comprehensively as possible in strict relation to Polish reality, and to identify the issues that the mining industry is currently facing in this area. The need to address the above-mentioned issues has been confirmed by pilot studies, which allowed us to devise further, more in-depth investigations.

Subsequent chapters present the results of studies conducted in seven Polish hard-coal mines. They served as the basis for an analysis of three remuneration-level scenarios for underground miners, and for a proposal of new approaches that the mining-sector remuneration schemes could adopt.