

HIGH CULTURE, LOW WAGES

REPORT



Workers' Initiative Trade Union
Warsaw 2019

Employees of the Polish public cultural institutions are among the most underpaid professional groups in the country. Politicians of all parties are to blame, as for years they have allowed for exploitation of the employees of the public sector.

As members of Inicjatywa Pracownicza (Workers' Initiative Trade Union) we have conducted an independent study concerning wages and conditions of employment in cultural institutions based in Warsaw. The report covers 113 institutions and provides data on: the average gross monthly salary in 2018 (including gender statistics); the median gross monthly salary in 2018; the number of employees on labor-law employment contracts (as per December 31, 2018); and the number of employees on civil-law contracts for at least six months in 2018. We requested access to public information from 119 employers, however six of them didn't respond or provided incomplete data. The statistics are included in the annex attached below.

Even though we live and work in Warsaw, our objective is to draw attention to the tough situation of the cultural-service employees across Poland. We all face the same problems, including junk contracts, overtime, low wages and real impoverishment. Therefore, we demand the realization of the following postulates:

- 1. UNABLE TO MAKE A LIVING, WE DEMAND THE INCREASE OF GROSS BASE SALARY BY 1,564 POLISH ZŁOTYS!**
- 2. WITH REAL WAGES DROPPING EACH YEAR, WE REQUIRE THE ANNUAL WAGE VALORIZATION ADJUSTED TO THE INFLATION RATE!**
- 3. EARNING LESS DOING EXACT SAME JOBS, WE CLAIM THE RIGHT TO EQUAL PAY!**
- 4. SUFFERING FROM JOB INSECURITY, WE DEMAND THAT DECISION-MAKERS PUT AN END TO OUTSOURCING AND JUNK CONTRACTS!**
- 5. KEPT IN THE DARK ABOUT UNEQUAL PAY RATES, WE DEMAND FULL TRANSPARENCY REGARDING RULES OF REMUNERATION!**

ONLY BY JOINING TOGETHER CAN WE FIGHT FOR THE NECESSARY CHANGES IN THE SECTOR!

1. UNABLE TO MAKE A LIVING, WE DEMAND THE INCREASE OF GROSS BASE SALARY BY 1,564 POLISH ZŁOTYS!

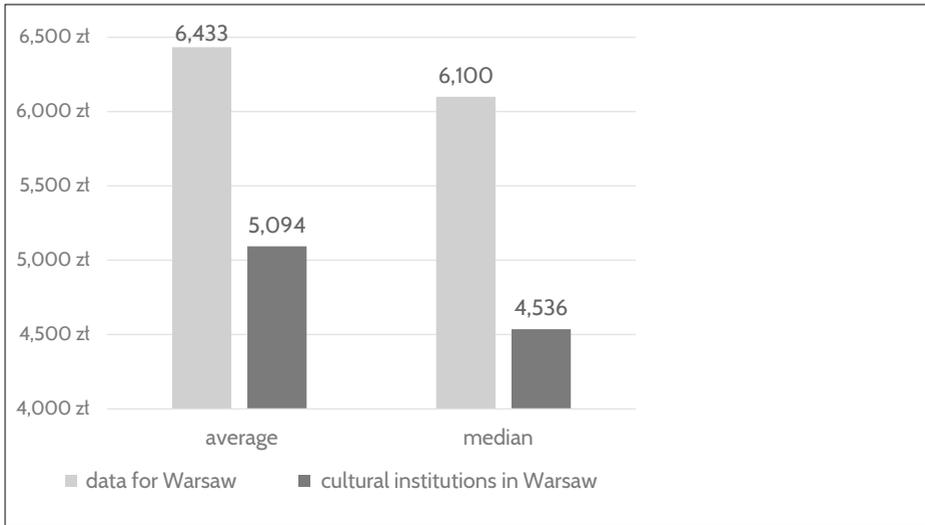
Tough economic situation is something that the employees of public cultural institutions share with the employees in the entire public sector. We have all become working poor and can barely afford to meet our basic needs. Anything beyond mere survival, like a new pair of shoes or a ticket to the theater, is either bought at the expense of food or requires incurring debt.

At first sight, the situation doesn't seem to be this bad. Data for 2018 show that the average gross salary in public cultural institutions in Warsaw was 5,094 zł (that is net 3,616 zł in case of employees on labor-law contracts). This is a higher figure than the average gross salary in national economy the same year: 4,585.03.¹ However, in order to get an adequate picture of the situation, we need to include additional data. These are: 1) pay gaps between institutions financed by different entities, that is the Ministry of Culture and National Heritage, the Masovian Voivodeship, or the City of Warsaw; 2) difference between the national average salary and the average salary in Warsaw; 3) difference between the average gross salary and the median gross salary, where the latter gives a much more realistic picture of remuneration in Warsaw-based cultural institutions.

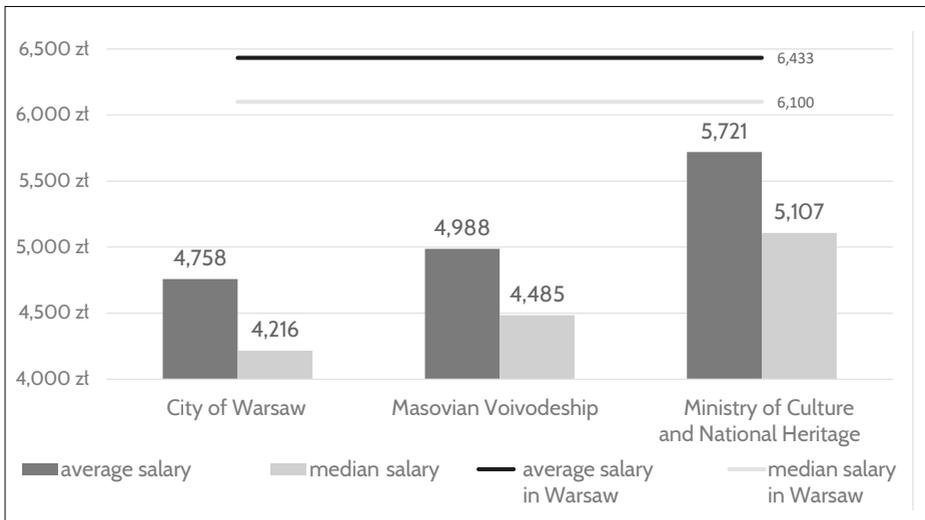
Calculations of the average wage provide figures distorted by employees with the highest income (usually management, who earn multiple times the salary of a regular employee). This is why median salary is a much more adequate index: according to the data gathered in the report, the average median gross salary for all the Warsaw-based public cultural institutions in 2018 was 4,356 zł. This gives us an unimpressive net median of 3,227 zł, a figure which pertains only to employees on labor-law contracts. Meanwhile, the median gross salary in Warsaw is 6,100 zł.²

¹ According to Statistics Poland, "Average monthly gross wage and salary in national economy in 2018," <https://stat.gov.pl/en/latest-statistical-news/communications-and-announcements/list-of-communicues-and-announcements/average-monthly-gross-wage-and-salary-in-national-economy-in-2018,283,6.html>.

² Karolina Jurczak, "Podsumowanie ogólnopolskiego badania wynagrodzeń w 2018 roku," <https://wynagrodzenia.pl/artykul/podsumowanie-ogolnopolskiego-badania-wynagrodzen-w-2018-roku>.



The average gross salary and the median gross salary in Warsaw-based cultural institutions: the average salary is over 1,300 zł lower, while the average median gross salary for all the Warsaw-based cultural institutions is only 76% of the median salary in Warsaw



The average gross salary and the median gross salary in Warsaw-based cultural institutions financed by different entities: on average, employees of cultural institutions earn 20–25% less than the average person working in Warsaw

Statistics become even more alarming when we consider the income discrepancies internal to the public cultural sector. Difference between the median gross wage in the ministerial and municipal institutions amounts to nearly 1,000 zł (5,107 zł in the institutions financed by the Ministry of Culture and National Heritage; 4,485 zł in the institutions financed by the Masovian Voivodeship; and 4,216 zł in the institutions financed by the City of Warsaw)! The most underpaid group are the employees of libraries and cultural centers (the average median gross salary being 3,971 and 4,020 zł respectively). Our research indicates that these are more than 2,900 employees in total, 72.4% of whom are women. In addition, we need to note that both median and average salary decrease depending on the profession being feminized. This disturbing correlation, which we identify as one of the likely causes of low salaries in the public sector in general, is proof of overt gender discrimination.

We find it absolutely unacceptable that neoliberal policies introduced to the public cultural institutions force us to adjust to increasing workload and flexible working-hours, while causing gradual pauperization of ourselves and our families. Therefore, we demand an increase of gross base salary by 1,564 zł for all the employees who earn less than the median salary in Warsaw. We also require the annual valorization of salaries adjusted to the inflation rate!

2. WITH REAL WAGES DROPPING EACH YEAR, WE REQUIRE THE ANNUAL WAGE VALORIZATION ADJUSTED TO THE INFLATION RATE!

The average monthly gross salary in Warsaw in 2017 was 6,059.04 zł. However, in arts, entertainment and recreation services it was mere 5,169.45 zł which further deepened the existing gap (814.81 zł in 2016 and 889.59 zł in 2017 respectively).³ Data for 2018 show the average gross salary in the private sector to be 6,433 zł and media frequently talked of the salaries in Warsaw being higher than ever.

³ According to Statistical Office in Warsaw, "Wages and Salaries." <https://warszawa.stat.gov.pl/en/information-about-voivodship/capital-of-voivodship/wages-and-salaries/>.

However, salaries in cultural institutions have stagnated. All the while, the employees of the sector are confronted with increasing costs of living in Warsaw. To demonstrate the gravity of this problem, we compiled a table of basic living expenses per one person:

TYPE OF EXPENSE	COST	COMMENTARY
Rent	2,156	Average rent for an apartment up to 38 m ² (see: www.bankier.pl/wiadomosc/Ceny-ofertowe-wynajmu-mieszkan-styczen-2019-Raport-Bankier-pl-7637378.html)
Utility bill	120	Water, light and gas for one month per person
Food	900	30 zł a day
Cleaning products	100	Detergents, cleaners, etc.
Personal hygiene	70	Shampoo, toothpaste, hairdresser, etc.
Monthly bus pass	110	First zone, normal
Internet	50	Monthly fee
Phone	40	Monthly fee
Clothing	83	1,000 zł a year (see: https://financer.com/pl/polak-wydaje-na-mode-cztery-razy-mniej-niz-brytyjczyk/)
Two-week vacation in Poland	175	2,100 zł a year
Entertainment and recreation	145	Sport passes, movie tickets, etc.
IN TOTAL:	3,949	Net 3,949 zł (gross 5,572 zł in case of employees on labor-law contracts)

In order to meet the basic living expenses in Warsaw, it is necessary to receive a net salary of 3,949 zł (gross salary of 5,572 zł in case of employees on labor-law contracts). It is worth stressing that this estimate does not take into account any health expenses or unexpected expenses and does not allow for any savings. Nevertheless, this sum is more than 1,000 zł higher than the average median salary in the public cultural institutions in Warsaw.

In the absence of annual valorization of salaries, we all find ourselves in the situation of gradual impoverishment. In case of an emergency we either seek financial help from family and friends or incur debts. We will no longer tolerate these circumstances!

3. EARNING LESS DOING EXACT SAME JOBS, WE CLAIM THE RIGHT TO EQUAL PAY!

A key condition facilitating underpayment and pay inequalities is the lack of transparency concerning pay levels. This is a crucial element of the “divide and rule” tactic, which is unfortunately very popular among Polish employers, including the public sector.

Our study shows how complete disregard for regulations regarding salary system affects remuneration. There are some occupational groups in the public sector who have their salaries clearly defined by the responsible ministry, using the criteria of qualifications, length of service and responsibilities. This is sadly not the case of public cultural institutions where all decisions are made arbitrarily, which allows for salaries to remain disproportionately low in comparison with the national average and in relation to the costs of living. It also creates unjustifiable pay inequalities both within a single institution and between separate entities and huge imbalances between the salaries of management and regular employees.

Data gathered in our study clearly demonstrate said inequalities. In the institutions financed directly by the Ministry of Culture and National Heritage the lowest average gross monthly salary is 3,888.04 zł in the National Theater and the highest – 11,572 zł in Film Studio “Zebra”. As for the institutions financed from the municipal budget the lowest average gross monthly salary is 3,324 zł in the Cultural Center PROM Kultury Saska Kępa and the highest – 8,393.41 zł in Stoleczna Estrada.

Arguments which justify these disproportions in relation to different profiles of institutions, their employment structures and areas of activity do not seem particularly convincing. Especially since pay inequalities often occur between institutions having similar profiles and financed from the same source. Take the

example of art galleries: the average gross monthly salary is 7,091.01 zł in the Museum of Modern Art, 5,399.33 zł in Zachęta – National Gallery of Art, 4,497 zł in Ujazdowski Castle Center for Contemporary Art and only 4,362.09 zł in the National Museum in Warsaw.

As for theaters, the average gross monthly salary is 7,381.68 zł in Komedia Theater, 4,196.20 zł in Ochota Theater and 3,480.23 zł in Syrena Theater. As for public community centers, the highest average gross monthly salary is 5,508 zł in Bielany Cultural Center and the lowest are 3,324 zł in the Cultural Center PROM Kultury Saska Kępa and 3,367 zł in the Cultural Center of Wesota District.

Pay inequalities in Polish public cultural institutions are not an isolated case. The scale of the problem was clearly demonstrated thanks to an American initiative Arts + All Museums Salary Transparency 2019. Beginning from June 2019, several thousand employees have published information concerning their salaries in a publicly available Google file. Data showed both stark pay discrimination and considerable underpayment in the sector, including prestigious institutions. The initiative was undertaken in the belief that introducing transparency is a key step towards improvement of the financial situation of the employees and more equitable remuneration regulations.

There is absolutely no justification for the drastic pay inequalities in the sector. Therefore, both the ministry and local governments are obliged to introduce full transparency with regards to remuneration, by means of access to public information.

4. SUFFERING FROM JOB INSECURITY, WE DEMAND THAT DECISION-MAKERS PUT AN END TO OUTSOURCING AND JUNK CONTRACTS!

It is a common practice in the public sector in general to outsource employees or employ them on the basis of temporary contracts. This denies them both dignified conditions of work and adequate remuneration. Employers misuse existing regulations and avoid signing permanent contracts with their de facto

permanent employees, whose work is indispensable for the functioning of the institution. The most commonly outsourced services are cleaning and security, though they also include IT, accountancy, human resources and customer service. These practices result in a large group of permanently insecure employees with no chances of ever earning more than the minimum wage.

This precarious situation involves outsourced and self-employed personnel, as well as direct employees of an institution working under civil-law agreements. They all work from project to project, sometimes for years on end, left at the mercy of their employer who can fire them any day. So long as the legal documentation is correct, it is impossible to check if the form of contract corresponds with responsibilities and workload of an employee. Unfortunately, the Chief Labor Inspectorate does not properly address the existing situation. Since the introduction of the minimum hourly wage bill, their controls have begun to include employees on civil-law contracts. Nevertheless, this supervision is selective, pertaining only to the hourly wage rates. There are also no regulations obliging employers to recognize the existence of employment relation once the Chief Labor Inspectorate ascertains that this relation indeed takes place.

Out of 113 institutions included in the study only 16 declared that in 2018 they had no employees working under a different form of contract than the labor-law agreement for more than 6 months. However, among them there are POLIN Museum of the History of Polish Jews and Adam Mickiewicz Institute; according to data gathered by Workers' Initiative, the first employs over a hundred museum guides and educators based on yearly contracts of mandate and the second regularly forces its employees into self-employment. These data show both the scale of the problem and the attitude of institutions towards their precarious employees.

Employees on civil-law contracts are often necessary for the functioning of the institution but nevertheless they are treated as external to the team. They are denied their basic rights as employees, such as daily and weekly rest, paid leave, access to social security and proportional social insurance benefits in cases of prolonged illness or maternal leave. Periods of work under civil-law agreements are not counted into the length of service. This form of employment also limits possibilities of career advancement, access to professional training and receipt of additional benefits offered to permanent employees.

Many employers refuse to take responsibility for the economic and living situation of their employees, often justifying their decisions with low budget and obstacles against increasing the number of permanent employees. These limitations arise from budget and organizational plans imposed by the ministry, municipality and voivodeship marshal office. These institutions ignore the necessity to increase employment budget, though they expect high attendance rates and high income from ticket sales. Achieving these results requires additional work which is outsourced because of budget limitations and so the cycle goes on. Recent changes in labor law – introduction of mandatory social security contributions from contracts of mandate and obligation to outsource employees through temporary employment agencies – increased the cost of employees working on such basis. It is now similar to the cost of their permanent counterparts. Therefore, there is no real financial gain in using them. However, it is often the case that an institution outsources its regular personnel. This shows outsourcing to be a sham practice whose sole reason is a misplaced sense of employer's convenience. Nevertheless, many public cultural institutions keep hiring personnel on such ineffective and harmful basis. The system is thus pathological, refusing to change not because of real gains but because of inertia.

Institutions financed from the public budget should set an example of good employment practices. Cultural institutions, whose statutes often invoke such elevated values as the development of Polish society, its prosperity and the preservation of its cultural heritage, are obliged to maintain high standards regarding their own functioning, especially when it comes to employment. Labor is not a commodity! Therefore, we demand the cessation of outsourcing practices and granting permanent employment to the employees of the public cultural services.

5. KEPT IN THE DARK ABOUT UNEQUAL PAY RATES, WE DEMAND FULL TRANSPARENCY REGARDING RULES OF REMUNERATION!

It is regrettable that many cultural institutions do not include proposed salaries in their job offers, hide pay ranges from their employees and pressure

them not to disclose information concerning their salaries. Manipulation and discrimination are direct results of these shameful practices.

We, the employees of public cultural institutions, demand that both municipal and national authorities introduce and enforce transparency with regards to salaries. We propose the following regulations which we consider indispensable for the change of employment culture when it comes to remuneration:

- clear rules of remuneration which take into account qualifications, length of service and responsibilities,
- obligation to include proposed salary or precise pay range in all the job offers,
- public access to information concerning job grade levels which should also be published in open access sources, like Public Information Bulletin,
- regular reports (by means of public information) concerning average and median salaries, as well as management salaries, including directors,
- elimination of confidentiality clauses regarding salaries from employment contracts and work and remuneration regulations, as well as all other internal documents.

Several Western-European countries adopted regulations concerning payment transparency. Proposed salary is standard information in job offers in the United Kingdom. German law obliges to publicly inform about median salaries for specific positions in case of entities hiring over 200 employees and about pay spines in relation to gender in case of entities hiring over 500 employees. Norway, Sweden and Finland grant public access to information concerning salaries down to specific employees. All these solutions testify to the awareness of pay transparency being a socially beneficial standard requiring practical and effective rules of implementation.

Since salaries in public cultural services are being paid from tax-money, it is the duty of authorities on all levels to guarantee public information concerning remunerations and thus setting appropriate standards for the private sector.

ANNEX

The annex includes answers to questions posed in request for public information.

1. What was the average gross monthly salary in 2018, not counting rewards and severance pay?
2. What was the median gross monthly salary in 2018, not counting rewards and severance pay?
3. What was the average gross monthly salary for women in 2018, not counting rewards and severance pay?
4. What was the average gross monthly salary for men in 2018, not counting rewards and severance pay?
5. How many women were employed on the basis of labor-law contracts as per December 31, 2018?
6. How many men were employed on the basis of labor-law contracts as per December 31, 2018?
7. How many employees were working under different form of contract than the labor-law agreement for more than 6 months in 2018?

No.	Institution	Financing	Type	1. Average salary (zł)	2. Median salary (zł)	3. Average salary (women/zł)	4. Average salary (men/zł)	5. Labor-law employ- ment (women)	6. Labor-law employ- ment (men)	7. Other employ- ment
1	Biblioteka Narodowa	ministerial	library	4,158.17	3,708.95	4,228.36	4,111.94	524	329	4
2	Biuro Programu „NIEPODLEGŁA”	ministerial	other	5,896.00	5,538.50	4,653.00	7,733.00	17	7	3
3	Centrum Sztuki Współczesnej – Zamek Ujazdowski	ministerial	museum, gallery	4,497.00	4,284.00	4,653.00	4,243.00	53	29	14
4	Filharmonia Narodowa w Warszawie	ministerial	philharmonic, orchestra	5,588.83	5,247.26	5,053.71	6,051.44	137	152	60
5	Filmoteka Narodowa – Instytut Audiowizualny	ministerial	other	5,402.00	4,800.00	5,480.00	5,264.00	137	78	30
6	Instytut Adama Mickiewicza	ministerial	other	5,976.00	5,949.62	5,583.09	7,106.49	66	21	0
7	Instytut Europejskiej Sieci Pamięć i Solidarność	ministerial	other	5,474.10	5,214.97	6,121.24	5,244.43	16	6	11
8	Instytut Muzyki i Tańca w Warszawie	ministerial	other	6,609.00	6,491.00	6,046.00	8,611.00	10	3	24
9	Instytut Teatralny im. Zbigniewa Raszewskiego w Warszawie	ministerial	other	4,958.95	4,640.83	4,933.41	5,137.70	33	5	55
10	Muzeum Getta Warszawskiego	ministerial	museum, gallery	7,791.59	6,383.50	7,649.10	6,995.76	8	6	1
11	Muzeum Historii Polski w Warszawie	ministerial	museum, gallery	5,870.97	4,702.56	5,070.04	6,972.24	49	39	25
12	Muzeum Historii Żydów Polskich Polin	ministerial	museum, gallery	5,243.87	4,935.00	5,019.79	5,780.32	118	50	0
13	Muzeum Jana Pawła II i Prymasa Wyszyńskiego	ministerial	museum, gallery	6,188.64	6,236.55	5,691.38	6,891.58	15	10	6
14	Muzeum Łazienki Królewskie w Warszawie	ministerial	museum, gallery	5,513.91	4,952.51	5,839.52	5,168.27	130	121	42
15	Muzeum Narodowe w Warszawie	ministerial	museum, gallery	4,362.09	3,989.65	4,219.71	4,572.47	223	157	65
16	Muzeum Pałacu Króla Jana III w Wilanowie	ministerial	museum, gallery	4,472.63	4,080.00	4,483.44	4,253.51	82	75	110

No.	Institution	Financing	Type	1. Average salary (zł)	2. Median salary (zł)	3. Average salary (women/zł)	4. Average salary (men/zł)	5. Labor-law employ- ment (women)	6. Labor-law employ- ment (men)	7. Other employ- ment
17	Muzeum Sztuki Nowoczesnej w Warszawie	ministerial	museum, gallery	7,091.01	6,131.25	6,747.82	7,680.21	29	17	17
18	Narodowe Centrum Kultury	ministerial	other	6,225.61	5,207.19	6,006.24	6,878.07	84	28	88
19	Narodowe Muzeum Techniki w Warszawie	ministerial	museum, gallery	4,672.04	4,681.83	4,782.73	5,084.25	10	12	0
20	Narodowy Instytut Architektury i Urbanistyki	ministerial	other	6,936.20	5,630.00	6,461.00	7,819.00	12	5	1
21	Narodowy Instytut Dziedzictwa	ministerial	other	4,399.53	4,403.55	4,304.03	4,547.22	138	86	13
22	Narodowy Instytut Fryderyka Chopina	ministerial	other	5,567.00	5,116.00	5,633.00	5,514.00	62	42	0
23	Narodowy Instytut Muzealnictwa i Ochrony Zbiorów	ministerial	other	6,164.14	5,541.00	6,011.00	6,340.95	23	18	6
24	Narodowy Instytut Polskiego Dziedzictwa Kulturowego za Granicą „Polonika”	ministerial	other	7,558.00	5,650.00	7,796.00	7,934.00	15	7	4
25	Państwowy Instytut Wydawniczy	ministerial	other	7,350.00	7,080.00	7,120.00	7,580.00	9	9	4
26	Polska Opera Królewska	ministerial	theater, opera	5,434.94	2,717.47	6,201.27	6,435.37	78	64	32
27	Polska Orkiestra Sinfonia Iuventus im. Jerzego Semkowa	ministerial	philharmonic, orchestra	3,911.92	3,600.00	4,003.56	3,776.31	49	32	2
28	Studio Filmowe „Kadr”	ministerial	film institute	8,544.00	8,298.00	8,501.00	8,574.00	5	7	4
29	Studio Filmowe „Tor”	ministerial	film institute	6,240.00	4,414.00	5,164.00	9,466.00	6	2	1
30	Studio Filmowe „Zebra”	ministerial	film institute	11,572.00	10,433.00	10,756.00	14,684.00	6	5	0
31	Studio Miniatur Filmowych	ministerial	film institute	3,956.00	3,500.00	3,180.00	5,250.00	5	3	2
32	Teatr Narodowy	ministerial	theater, opera	3,888.04	3,888.79	3,821.50	3,939.41	112	143	13
33	Teatr Wielki – Opera Narodowa	ministerial	theater, opera	4,541.77	4,003.18	4,337.18	4,736.95	522	541	39
34	Wytwórnia Filmów Dokumentalnych i Fabularnych	ministerial	film institute	5,332.74	4,700.00	5,496.43	5,195.93	56	67	15
35	Zachęta – Narodowa Galeria Sztuki	ministerial	museum, gallery	5,399.33	4,687.00	5,687.00	4,720.62	46	18	38

No.	Institution	Financing	Type	1. Average salary (zł)	2. Median salary (zł)	3. Average salary (women/zł)	4. Average salary (men/zł)	5. Labor-law employ- ment (women)	6. Labor-law employ- ment (men)	7. Other employ- ment
36	Zamek Królewski w Warszawie – Muzeum. Rezydencja Królów i Rzeczypospolitej	ministerial	museum, gallery	4,390.60	4,166.82	4,269.03	4,520.87	160	138	39
37	Żydowski Instytut Historyczny im. Emanuela Ringelbluma	ministerial	museum, gallery	4,485.94	3,955.00	4,398.89	4,680.82	52	24	6
38	Bemowskie Centrum Kultury w Dzielnicy Bemowo m.st. Warszawy	municipal	cultural center	4,970.30	4,560.53	4,967.99	4,972.61	22	13	55
39	Białołęcki Ośrodek Kultury	municipal	cultural center	4,725.49	4,314.08	4,723.71	4,728.04	26	14	30
40	Biblioteka Publiczna im. W. J. Grabskiego w Dzielnicy Ursus m.st. Warszawy	municipal	library	4,554.24	4,388.49	4,703.74	3,171.30	37	4	1
41	Biblioteka Publiczna im. Jana Pawła II w Dzielnicy Rembertów m.st. Warszawy	municipal	library	4,387.17	4,437.16	4,376.43	4,387.71	16	2	0
42	Biblioteka Publiczna im. Juliana Ursyna Niemcewicza w Dzielnicy Ursynów m.st. Warszawy	municipal	library	4,245.00	data not provided			75	4	0
43	Biblioteka Publiczna im. Księdza Jana Twardowskiego w Dzielnicy Praga-Północ m.st. Warszawy	municipal	library	3,828.95	3,783.60	3,895.14	3,529.97	46	11	1
44	Biblioteka Publiczna im. Zygmunta Łazarskiego w Dzielnicy Mokotów m.st. Warszawy	municipal	library	4,610.00	2,305.00	4,944.00	4,276.00	101	28	14
45	Biblioteka Publiczna w Dzielnicy Bemowo m.st. Warszawy	municipal	library	4,826.40	4,196.00	4,702.86	5,140.89	38	9	0
46	Biblioteka Publiczna w Dzielnicy Białołęka m.st. Warszawy	municipal	library	4,331.20	3,200.00	4,128.60	4,991.20	45	9	0
47	Biblioteka Publiczna w Dzielnicy Ochota m.st. Warszawy	municipal	library	3,971.67	4,089.00	3,906.97	4,149.00	70	8	0
48	Biblioteka Publiczna w Dzielnicy Praga-Południe m.st. Warszawy	municipal	library	4,224.66	4,303.05	4,189.84	4,323.15	96	15	0
49	Biblioteka Publiczna w Dzielnicy Śródmieście m.st. Warszawy	municipal	library	4,318.14	4,536.83	4,303.89	4,530.55	130	16	0

No.	Institution	Financing	Type	1. Average salary (zł)	2. Median salary (zł)	3. Average salary (women/zł)	4. Average salary (men/zł)	5. Labor-law employ- ment (women)	6. Labor-law employ- ment (men)	7. Other employ- ment
50	Biblioteka Publiczna w Dzielnicy Targówek m.st. Warszawy	municipal	library	4,567.59	3,633.16	4,555.74	4,678.71	77	9	0
51	Biblioteka Publiczna w Dzielnicy Wawer m.st. Warszawy	municipal	library	4,397.58	3,801.34	4,119.69	5,338.62	25	9	2
52	Biblioteka Publiczna w Dzielnicy Wesoła m.st. Warszawy	municipal	library	5,010.89	4,343.78	4,912.82	5,697.33	16	2	0
53	Biblioteka Publiczna w Dzielnicy Wilanów m.st. Warszawy	municipal	library	4,294.00	4,140.00	4,294.00	-	22	0	1
54	Biblioteka Publiczna w Dzielnicy Włochy m.st. Warszawy	municipal	library	4,860.58	3,807.67	5,079.43	3,960.89	35	8	3
55	Biblioteka Publiczna w Dzielnicy Wola m.st. Warszawy	municipal	library	4,534.63	4,554.83	4,589.43	4,553.82	89	10	0
56	Biblioteka Publiczna w Dzielnicy Żoliborz m.st. Warszawy	municipal	library	5,006.85	4,272.42	5,010.57	4,996.77	22	7	2
57	Biełański Ośrodek Kultury	municipal	cultural center	5,508.00	5,318.00	4,977.00	6,160.00	21	6	6
58	Biennale Warszawa	municipal	theater, opera	5,538.72	5,156.24	5,254.20	5,846.94	7	8	2
59	Centrum „Łowicka” – Dom Kultury w Dzielnicy Mokotów m.st. Warszawy	municipal	cultural center	4,569.04	3,680.80	5,264.16	3,473.08	12	11	10
60	Centrum Kultury i Aktywności w Dzielnicy Targówek m.st. Warszawy	municipal	cultural center	4,812.53	5,761.50	6,230.35	1,038.79	7	3	0
61	Centrum Myśli Jana Pawła II	municipal	other	4,874.75	2,437.39	4,692.70	5,275.26	27	14	3
62	Centrum Nauki Kopernik	municipal	other	5,087.40	4,609.00	5,069.55	5,113.45	181	124	150
63	Centrum Promocji Kultury w Dzielnicy Praga-Południe m.st. Warszawy	municipal	cultural center	5,162.20	4,574.00	4,829.98	5,494.86	20	23	59
64	Dom Kultury „Praga” w Dzielnicy Praga-Północ	municipal	cultural center	5,681.75	4,856.06	6,023.00	3,986.50	12	3	61
65	Dom Kultury „Rembertów”	municipal	cultural center	3,938.63	2,530.40	3,928.71	3,952.88	6	5	12
66	Dom Kultury „Śródmieście”	municipal	cultural center	5,088.34	4,314.86	5,081.84	5,104.25	26	10	2
67	Dom Kultury „Świt”	municipal	cultural center	5,168.12	4,325.17	5,234.39	5,067.06	17	12	66

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68	Dom Kultury „Włochy”	municipal	cultural center	4,385.89	4,036.43	4,947.37	3,620.22	31	21	55
69	Dom Kultury „Wygoda” w Dzielnicy Rembertów m.st. Warszawy	municipal	cultural center	4,498.55	2,351.51	5,087.82	3,151.63	6	3	7
70	Dom Kultury „Zacisze”	municipal	cultural center	5,422.33	4,080.00	4,952.56	3,738.73	19	3	38
71	Dom Kultury „Dorożkarnia” w Dzielnicy Mokotów m.st. Warszawy	municipal	cultural center	3,693.46	2,780.00	4,216.03	2,990.01	17	11	5
72	Dom Kultury „KADR” w Dzielnicy Mokotów m.st. Warszawy	municipal	cultural center	4,162.66	4,048.31	4,007.68	4,390.57	17	16	30
73	Dom Spotkań z Historią	municipal	other	4,153.72	4,100.00	4,189.58	4,055.92	30	11	32
74	Dzielnicowy Ośrodek Kultury Ursynów	municipal	cultural center	4,892.85	4,800.00	5,353.63	4,126.30	11	8	4
75	Muzeum Karykatury im. Eryka Lipińskiego w Warszawie	municipal	museum, gallery	5,378.94	4,730.00	5,472.87	4,909.28	11	2	1
76	Muzeum Marii Skłodowskiej-Curie w Warszawie	municipal	museum, gallery	data not provided						
77	Muzeum Powstania Warszawskiego	municipal	museum, gallery	4,455.00	4,234.00	4,306.00	4,712.00	96	57	26
78	Muzeum Warszawy ¹	municipal	museum, gallery	4,841.00	-	4,740.00	5,070.00	190	78	178
79	Nowy Teatr	municipal	theater, opera	5,643.96	6,282.07	5,702.37	5,588.25	33	35	28
80	Orkiestra Sinfonia Varsovia	municipal	philharmonic, orchestra	5,149.58	5,139.08	5,141.15	5,155.33	46	63	2
81	Ośrodek Kultury Arsus	municipal	cultural center	4,900.37	4,092.70	3,671.24	4,247.95	21	21	26
82	Ośrodek Kultury Ochoty	municipal	cultural center	4,925.24	3,950.00	5,650.74	4,206.16	21	15	1
83	Ośrodek Kultury w Dzielnicy Wesoła m.st. Warszawy	municipal	cultural center	3,367.00	2,863.64	3,018.00	3,966.00	12	5	0
84	Północne Centrum Sztuki – Teatr Komedia	municipal	theater, opera	7,381.68	6,579.00	6,934.00	8,073.00	17	11	data not provid- ed

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85	Prom Kultury Saska Kępa	municipal	cultural center	3,324.00	3,500.00	3,307.00	3,352.00	7	4	1
86	Stużewski Dom Kultury w Dzielnicy Mokotów m.st. Warszawy	municipal	cultural center	5,006.01	4,666.82	5,468.21	4,345.74	10	7	26
87	Staromiejski Dom Kultury	municipal	cultural center	4,617.35	4,563.83	4,244.29	4,990.40	23	12	25
88	Stożeczna Estrada	municipal	other	8,393.41	6,072.74	8,039.06	8,830.74	13	10	1
89	Teatr Ateneum im. Stefana Jaracza	municipal	theater, opera	4,490.32	4,098.15	4,100.77	4,777.67	46	60	17
90	Teatr Baj	municipal	theater, opera	4,943.81	4,646.57	5,202.92	4,587.54	20	15	5
91	Teatr Dramatyczny m.st. Warszawy	municipal	theater, opera	4,634.03	4,452.80	4,387.32	4,905.10	79	77	26
92	Teatr Kwadrat im. Edwarda Dziewońskiego	municipal	theater, opera	4,945.03	4,647.00	5,029.00	4,882.10	31	39	18
93	Teatr Lalek Guliwer	municipal	theater, opera	4,091.86	3,562.00	4,029.26	4,172.67	21	17	2
94	Teatr Lalka	municipal	theater, opera	4,788.98	4,597.41	4,733.29	4,836.24	18	22	1
95	Teatr Muzyczny Roma	municipal	theater, opera	5,129.86	4,335.29	5,847.08	5,038.57	31	20	198
96	Teatr Ochoty – Ośrodek Kultury Teatralnej	municipal	theater, opera	4,196.20	4,250.00	4,714.00	3,615.39	15	8	1
97	Teatr Powszechny im. Zygmunta Hübnera ²	municipal	theater, opera	5,205.43	5,102.17	4,787.14	5,587.35	45	50	28
98	Teatr Rampa – na Targówku	municipal	theater, opera	5,086.77	4,000.00	4,757.98	5,481.28	36	30	210
99	Teatr Rozmaitości	municipal	theater, opera	5,271.72	4,843.00	5,373.43	5,170.01	44	46	9
100	Teatr Studio im. Stanisława Ignacego Witkiewicza	municipal	theater, opera	5,141.42	4,585.21	4,377.66	5,611.39	56	36	9
101	Teatr Syrena ³	municipal	theater, opera	3,480.23	3,310.44	3,095.66	3,804.21	29	34	106
102	Teatr Współczesny	municipal	theater, opera	4,916.00	4,680.00	4,932.00	4,900.00	49	54	20
103	Teatr Żydowski im. Estery Rachel i Idy Kamińskich – Centrum Kultury Jidysz	municipal	theater, opera	5,203.65	4,880.68	5,012.01	5,291.40	46	32	33
104	Wawerskie Centrum Kultury	municipal	cultural center	4,307.78	3,138.80	4,301.31	4,316.99	43	14	34

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105	Wolskie Centrum Kultury	municipal	cultural center	3,794.30	2,710.44	3,626.74	4,048.76	33	23	36
106	Biblioteka Publiczna m.st Warszawy – Biblioteka Główna Województwa Mazowieckiego	voivodeship	library	4,910.02	data not provided			164	58	0
107	Instytut Papieża Jana Pawła II	voivodeship	other	4,917.28	4,754.40	4,095.76	6,325.60	12	7	2
108	Mazowiecki Instytut Kultury	voivodeship	cultural center	5,239.89	4,674.50	5,496.92	4,825.85	46	28	20
109	Mazowiecki Teatr Muzyczny im. Jana Kiepury w Warszawie	voivodeship	theater, opera	6,063.77	6,545.00	6,065.91	6,059.60	11	7	2
110	Muzeum Azji i Pacyfiku im. Andrzeja Wawrzyniaka w Warszawie	voivodeship	museum, gallery	4,819.17	4,308.00	4,881.08	4,694.00	24	11	5
111	Muzeum Historii Polskiego Ruchu Ludowego w Warszawie	voivodeship	museum, gallery	3,966.87	3,974.87	3,731.24	4,121.98	11	17	3
112	Muzeum Literatury im. Adama Mickiewicza w Warszawie	voivodeship	museum, gallery	5,140.74	4,246.61	4,421.60	5,929.20	52	30	2
113	Muzeum Niepodległości w Warszawie	voivodeship	museum, gallery	5,487.64	4,884.51	4,804.53	5,234.41	33	32	1
114	Muzeum Sportu i Turystyki w Warszawie	voivodeship	museum, gallery	4,502.95	4,066.86	4,723.42	4,452.48	22	17	2
115	Państwowe Muzeum Archeologiczne w Warszawie	voivodeship	museum, gallery	data not provided						
116	Państwowe Muzeum Etnograficzne w Warszawie	voivodeship	museum, gallery	4,825.27	4,469.09	4,863.53	4,712.64	53	18	18
117	Stacja Muzeum	voivodeship	museum, gallery	4,894.23	2,447.12	4,917.20	4,577.20	31	32	10
118	Teatr Polski im. Arnolda Szyfmana w Warszawie	voivodeship	theater, opera	5,521.67	4,879.01	4,724.56	5,083.47	96	94	43
119	Warszawska Opera Kameralna	voivodeship	theater, opera	4,554.47	4,565.64	4,423.38	4,719.22	79	63	5

1 Information regarding salaries (1–4) added after preparing the report. Answer granted after the ruling of Voivodeship Administrative Court in Warsaw from October 11, 2019.

2 Information added after preparing the report (by mistake not included in the first version of this publication).

3 Basic salary. After including remuneration for shows (270 per year) the average gross income in 2018 was 5,058.21 zł (information provided by the director of Syrena Theater on November 12, 2019).

HIGH CULTURE, LOW WAGES REPORT

Workers' Initiative Trade Union

Report prepared by members of Workers' Initiative Trade Union from Ujazdowski Castle Center for Contemporary Art, POLIN Museum of the History of Polish Jews, Museum of Modern Art in Warsaw, Powszechny Theater, Zachęta – National Gallery of Art

Warsaw, October 2019

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