

Labour-law Basic Terminology Based on the Polish Labour Code

Agnieszka Rzepkowska

Siedlce University of Natural Sciences and Humanities, Poland
agnieszka.rzepkowska@uph.edu.pl

Abstract

The paper discusses two approaches to compiling lists of labour-law basic terminology (BT): a frequency-based approach and a concept-based one. The purpose of the paper is to compare each of the methods based on two sets of basic terminology selected in accordance with them. Using the first method, terms are selected via an automatic search of keywords and terms and organised according to frequency with the use of Sketch Engine. The second means of term extraction is a concept-based approach in which terms are selected based on the table of contents of the Polish Labour Code, which, for the purposes of the study, is assumed to outline the terminological system of Polish labour law. The results of this research are reviewed from the viewpoint of terms' frequency, the number of words they consist of, systemic relations between terms in the labour-law terminological system, and potential users and their needs. This has allowed the author to draw a few conclusions as to the characteristics of the approaches taken, and the applicability and usefulness of lists of BT compiled on their bases.

Keywords: basic terminology, legal language, language for special purposes, terminological system of law, labour law terminology.

Streszczenie

Podstawowa terminologia prawa pracy na podstawie polskiego Kodeksu Pracy

W artykule omówiono dwie metodologie tworzenia minimum terminologicznego (zbioru podstawowej terminologii) z zakresu prawa pracy: jedna oparta została na częstotliwości występowania terminów a druga na konceptualnej wartości terminów. Celem artykułu jest porównanie każdej z tych metod na podstawie minimum terminologicznych stworzonych w oparciu o nie. W pierwszym przypadku terminy zostały wybrane przy użyciu narzędzi Wordlist oraz Keyword dostępnych w programie Sketch Engine, który służy do automatycznego przeszukiwania korpusów tekstu. W drugim przypadku terminy wyłoniono na podstawie spisu treści polskiego Kodeksu Pracy. Uznano na potrzeby niniejszego badania, że spis ten przedstawia przekrój polskiego systemu prawa pracy. Uzyskane w ten sposób listy terminów zostały przeanalizowane z punktu widzenia częstotliwości występowania terminów, liczby słów wchodzących w ich skład, systemowych relacji pomiędzy terminami w systemie terminologicznym prawa pracy oraz potencjalnych użytkowników i ich potrzeb. W wyniku

podjętych działań wyciągnięto wnioski dotyczące charakterystyki każdej z przyjętych metodologii oraz użyteczności i możliwości zastosowania w praktyce minimum terminologicznych opracowanych na ich podstawie.

1. Introduction

Labour-law terminology has not received much attention in recent terminography and lexicography. A review of labour-law terminology I have carried out over the last few years as part of a research project devoted to the topic has shown that this terminological system stands out in relation to other fields of law, making this area of law particularly difficult for individuals who are not overly familiar with the domain. That in turn birthed the idea of creating basic terminology (BT) that would present the most important terminology in the field and hopefully make it easier for laypeople to find their feet in this branch. Initial studies showed that there are various routes to that goal, and each would bring different results, which should not be evaluated as better or worse.

The purpose of the paper is to present two approaches to basic terminology compilation and the results each of them brings. In a few steps, this paper shows how two different approaches to BT compilation produce different outcomes, meeting different users' needs. First, there is a short discussion on what basic terminology is. Here an attempt is made to define basic terminology. What follows is a general presentation of labour law, its terminology and corpus. Next, the methodology employed in the research is laid out, with a description of each step taken. The frequency-based and concept-based approaches to BT compilation proposed in this paper are later presented in detail, with an analysis of respective lists of BT prepared on their basis. The two lists of BT are reviewed from the point of view of the frequency of terms' appearance and the length of terms (the number of words terms consist of). Additionally, elements of concept-based BT are illustrated in a graphical form, displaying the relations between terms in the labour-law terminological system. These are: the labour-law microsystem of primary terms, and an example microsystem of derivative terms revolving around 'stosunek pracy' (employment relation) and 'pracownik' (employee). To prove that such systemic relations are also found in frequency-based BT, a short description of those relations has been presented, too. Next, the outcomes of the two approaches are compared, mainly in terms of the frequency and length of terms in each case, and some conclusions are drawn based on that. Then the results are compared and reviewed from the perspective of users' needs. Here an attempt has been made to define prospective users of such basic terminology and their potential

requirements. The paper ends with conclusions that sum up the main findings of the research and propose avenues for further study.

2. Basic terminology

The concept of basic terminology (BT), or a terminological minimum (Łukasik 2018), just like basic vocabulary, or a lexical minimum (Łukasik 2017), refers to a “graded (i.e. level-based) vocabulary list selected on the basis of some criteria, usually quantitative ones” (Łukasik 2018: 135). Due to this, the two notions have a lot in common. Nonetheless, while basic vocabulary refers to general language, basic terminology deals with various languages for special purposes (LSPs).

The term basic vocabulary is found in the lexicographic dictionary published by Hartmann and James (2002), where it is defined as:

Those words selected by frequency counts and similar means, which are considered essential for communication in a language and thus also for purposes of learning that language. This selection [...] tends to focus on words which are statistically representative, stylistically neutral and semantically powerful while at the same time helping learners to cope in everyday communicative situations.

(Hartmann, James 2002: 13)

We find also other synonyms for the term in the entry: core, elementary, fundamental and minimum vocabulary.¹

Clearly, this definition refers to general language for everyday communication, but a few modifications should make it a relatively practical definition of basic terminology as it will be used in this paper.

The first thing that should be changed is the subject of selection. The main focus in the case of basic terminology is terms, not words in general. Terms, or terminological units, in lexicons are units of knowledge, units of language, and units of communication, analysed from the

¹ Terminological and terminographic papers tend to refer to the term “core terminology” or “basic terminology” (a review carried out with the use of the ResearchGate search engine (ResearchGate 2020)). A broad theoretical analysis of both concepts, a lexical minimum and terminological minimum, was carried out by Łukasik and described in (Łukasik 2018) and (Łukasik 2017). The subject of basic terminology was also discussed in a paper by Jendrych (Jendrych 2009), where she focuses on the concept of business English basic terminology for teaching purposes.

cognitive, linguistic and communicative points of view, respectively (Cabr  2003: 183–187; Lukszyn, Zmarzer 2006: 23–24). In other words, a term can be analysed as a concept, term and a component of a situation (the context of use).

Secondly, the means of selecting terms need to be extended as a simple frequency search is insufficient for special purpose texts. If term extraction starts with an automatic frequency search in the selected corpora, then the results need to be first contextually and then conceptually verified (Sager 1990). It is also possible to start the search with a concept-based method, in which relations between terms are looked for. Another option is to ask experts for help in selecting the most fundamental terms in a given domain.

Thirdly, the language that is to be analysed should serve special-purpose communication and thus it needs to be language for special purposes, or special language (LSP). Special language is understood in this paper as a “semi-autonomous linguistic system, which is based on the general language but which differs from it in the fact that it is used in the specialised discourse about a special subject” (Bess  1997: 149).

All in all, basic terminology is understood in this paper as those terms selected either by frequency counts supported with a deep analysis of a given conceptual system or by a concept-based study of relevant special-purpose language corpora, which are considered essential for communication in special-purpose language and thus also for the purposes of learning that language. BT tends to focus on terms which are statistically representative, stylistically (emotionally) neutral and semantically powerful while at the same time helping learners to cope in special-purpose communicative situations (based on (Hartmann, James 2002: 13)). What Łukasik adds to this is that a terminological minimum, a term he uses for basic terminology, is “a multilayered construct, representing a certain cognitive capacity, conceptual construct, a terminological resource and a (glotto)didactic means” (Łukasik 2018: 135).

Łukasik distinguishes two types of terminological minimums: prescriptive and descriptive. The former comprises standardised terms and from that perspective can be described as “a specific lexical competence, an evaluation measure, a terminological tool, a resource or a reference work covering base terms (...) of a domain/field” (Łukasik 2018: 142). The latter adopts the socio-cognitive approach to terminology in which the communicative and informative aspects of lexical units come to the fore. In this scope a terminological minimum “can (...) be defined as a lexical competence of an individual, a specific evaluation tool, a lexical resource and a reference work, representing a selection of specialised vocabulary of a domain/field” (Łukasik 2018: 143).

Seen as a reference tool and lexical resource, the design of basic terminology can be deemed to be analogous to terminographic work. Thus, the compilation process of basic terminology needs to take into account several principles. Three such rules have been proposed by Lukszyn and Zmarzer (2006: 134): an appropriate limitation of terms in the dictionary, systematisation of terminology in the dictionary, and interlinguistic harmonisation of terms in the dictionary (in particular in the case of bilingual and multilingual dictionaries). The first of these rules is especially worth paying attention to in the context of BT design, as it encompasses such aspects as: the domain, features of the specialised language, users and their needs, corpus selection, and lexis/term selection. The second principle is responsible for organising the lemmas of BT and their presentation in that reference work.

3. Labour-law terminology and labour-law corpus

Labour law is part of law regulating an array of issues connected with employment relations. In Poland it is a branch of law whose basic concepts are governed by one main legal act, the Polish Labour Code (Act of 26 June 1974 Labour Code), and a multitude of other acts, ordinances, and work regulations, and numerous documents at the European Union level regulate specific parts of Polish labour law in more detail. This network of various types of EU, domestic and company laws make Polish labour law a very peculiar and complex area of research in which the central element is undoubtedly the Labour Code. The Act is also the main document subject to amendments when implementing EU labour-law legislation, legislation typically passed in the form of directives (Sanetra 2015: 82–83), which are “binding, as to the result to be achieved, upon each Member State to which [they are] addressed, but shall leave to the national authorities the choice of form and methods” (Consolidated version of the Treaty on the Functioning of the European Union, Article 288).

This short description of labour law sets out the corpus of labour-law texts. The primary sources comprise all labour-law legislation (primary legal genre (Bharia 2006)), regardless of its origin. Secondary sources, “lower order genres” (Klabal 2019: 167), or as Bhatia relates to them secondary genre, enabling genre and target genre (Bharia 2006), are a reproduction of legislation, which leads to a high intertextuality level between the two sources. Therefore, including secondary sources, e.g. documents drafted on the basis of legislation, would be pointless from that point of view, for instance when compiling BT according to the prescriptive approach, but quite legitimate in the course of descriptive BT design. Providing a look into the practical out-of-legislation language use, such lower order genres may be taken into account as

a source of specialised vocabulary in general, which apart from standardised terms and nomenclature includes preterms (terms that have not yet been standardised), hypoterms (general language words used in specialised texts), professionalisms and slang (Lukszyn 2005; Łukasik 2018: 141; Lukszyn, Zmarzer 2006: 21–37).

The corpus for prescriptive labour-law BT should be limited to represent the most basic and relevant labour-law terms. Considering the specific nature of the labour-law system in Poland and the primary status of the Polish Labour Code, it would seem that this Act should be seen as the main source of standardised labour-law terms. Adding other acts, ordinances, or work regulations may distort the search results and bloat the list with terms very specific to individual areas that labour law governs in detail through other documents. However, for compiling BT of any of the specific areas of labour law (for instance labour law relating to individuals, collective labour agreements, health and safety at work, or international labour law on posting employees abroad), the corpus would have to be enlarged and include respective acts of law. As Michta notes when discussing the process of dictionary compilation, a great advantage of using corpora is that it “helps to objectify the process of dictionary compilation (...) and expedite it”; it also “provide(s) opportunities for quickly calculating the frequency of linguistic forms, thus helping judgements to be made as to which forms merit inclusion in the dictionary and which do not” (Michta 2018: 42). Yet, the objectivity of the results largely depends on the selection of the corpora. Appropriately adjusted source texts ensure that the findings are not skewed.

Standardised labour-law terminology changes together with the respective legislation. Nonetheless, no terminological system can be very volatile as this would lead to high instability in the legal milieu, but still some modifications are regularly made due to amendments to the law in force triggered by the legal, social and economic environments, both domestic and international (mainly comprising the EU). All of this needs to be taken into account when picking the corpus for a BT analysis. Another aspect to keep in mind is that it is the terminological system, a system reconstructed based on an analysis of the corpus, that determines what a term is and what it is not. Therefore, restricting a corpus analysis to the frequency criterion would be a mistake. The crucial thing in terminology extraction is the study of the context-based behaviour of terms, particularly in the case of multi-word terms (Klabal 2019: 168; Biel 2014: 33–34).

4. Methodology

Due to the complex structure of the planned analysis, the research into the labour-law basic terminology was multistage, consisting of five main steps that let me make some findings on the topic (Figure 1).

Firstly, the corpus for analysis was selected. Taking into account the specific features of labour-law legislation in Poland, I decided to select only one document as a representative corpus of the relevant aspects of labour law, namely the Polish Labour Code. “If studying the terminology and phraseology of a specific branch of law, a single act may be the only source of law applicable to the branch in the respective jurisdiction, and creating a larger corpus would compromise the homogeneity of the data” (Klabal 2019: 168). As discussed above, this is indeed the case with Polish labour law, where the Labour Code serves as the main act governing employment relations in Poland, and other acts and official documents exist merely to add details to, and extend the applicability of, the provisions thereof.

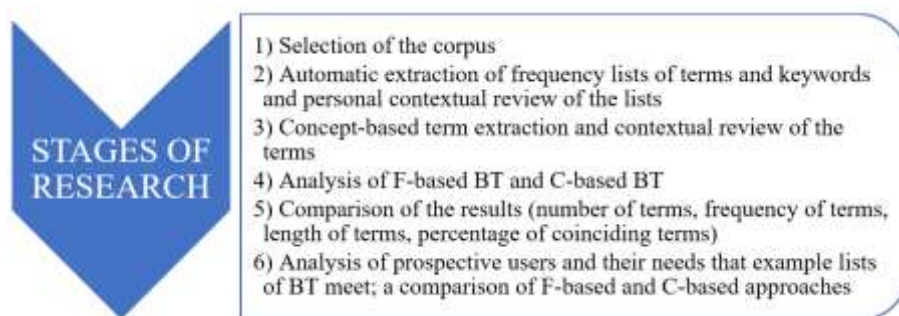


Figure 1. Stages of the research process. Source: author.

Secondly, the frequency-based (F-based) approach to selecting BT terminology started with the automatic extraction of frequency lists of terms and keywords, each with a thousand items. The tool used for this step was Sketch Engine², a corpus manager and text analysis programme, and its Wordlist and Keyword tools. Then, the results needed to be vetted personally via an analysis of the context in which the terms are used in the source text. The Concordance tool available in Sketch Engine was of great assistance here, allowing me to automatically display all contexts of use for each term.

Thirdly, the concept-based (C-based) approach to extracting BT terminology was adopted. Primary terms were selected based on the table of contents of the Labour Code, assuming that

² Source: <https://www.sketchengine.eu/> Date: 15-08-2021.

this reference list should reflect the terminological system of Polish labour law. Then the terms were contextually reviewed to check whether they were terms or just headings of Labour Code sections. Next, terms that appeared in relevant sections and directly referred to the primary ones were added.

Next, there followed a detailed analysis of each list of BT. The F-based BT was studied in terms of the frequency of terms and the number of words each term consisted of. There was also an attempt made to illustrate that the F-based BT comprises terms that form a terminological system of interrelated terms. On the other hand, the C-based BT was reviewed firstly in terms of systemic relations between terms. Initially, primary terms (Michta 2018: 53–54; Lukszyn 2005: 109) were selected. Primary terms are understood here as terms that represent one of the basic concepts in a given terminological system. Then derivative terms were extracted, i.e. terms relating to primary terms directly or indirectly (Michta 2018: 53–54; Lukszyn 2005: 109). The C-based BT was also reviewed in terms of the frequency of terms and the number of words in each term, for the sake of comparison with the F-based BT. Afterwards, the results of the two sets of BT were compared and related to prospective BT users' needs.

5. Labour-law basic terminology

Compiling lists of basic terminology is analogous to compiling a specialised dictionary of specific terms and, just like dictionaries, is “not static but dynamic work, which means that [it has] general characteristics usually derived from the core nature of lexicography, and specific characteristics related to a specific and particular project” (Fuentes-Olivera, Tarp 2014: 243). The publishing market already features a book that can be seen as labour-law basic terminology. There has been an attempt to compile labour-law basic terminology in a work edited by Stelina and drafted by labour-law experts from the Department of Labour Law, at the University of Gdańsk, entitled: “Leksykon prawa pracy: 100 podstawowych terminów”. The lexicon comprises 100 labour-law terms based on the subjective authors' opinions on what may be useful and particularly interesting to potential users: those interested in labour law and students of law (the authors are experts in labour law) (Stelina 2011: IX–X).

The research into the labour-law basic terminology presented in this paper takes into account the domain, features of the specialised language, corpus selection, lexis and/or term selection, and users (and their needs).

As described above, the domain of labour law and its specialised language are subject to constant change. Therefore, any terminological and terminographic review of the field requires

continuous updating for the outcome to serve as a reliable source of information. This relates to special purpose dictionaries and lists of basic terminology alike. The specialised language subject to analysis here includes proper terms, as defined above, which limits the search to nouns and noun phrases.

5.1. Frequency-based approach

The frequency-based (F-based) approach to extracting terminology relied on an automatic frequency search for nouns, terms (one-word terms) and keywords (multi-word phrases) with the use of Sketch Engine, an online programme for automatic text analysis. Three respective 1,000-item lists were received with the use of the Wordlist tool (a list of nouns) and the Keyword tool (lists of one-word and multi-word phrases), and these I then reviewed personally with the use of the Concordance tool available in Sketch Engine, which let me see the contexts for how individual lexical items are used, and judge, based on that, whether the word or phrase may be deemed to be a proper term or not. What was excluded at this stage was non-nouns, common language words and phrases, general legal terminology (terms that referred to general-law and not labour-law concepts) and phraseology. Additionally, some automatically extracted words and phrases were parts of nested terms (one- or two-word terms that are elements of other longer terms (Marciniak, Mykowiecka 2014a); Marciniak, Mykowiecka 2014b) and seeing them in context allowed me to find quite a large number of multi-word terms typical of Polish labour law that were not extracted with automatic tools. Since this part of the terminology selection process relied on a contextual analysis, the terms in the pre-BT F-based list differed a lot compared to the initial three lists generated by Sketch Engine (253 terms compared with 3,000 terms) and, as a result, a list of 253 terms (the pre-BT F-based list) was produced.

Generally speaking, it can be said that the less frequent the terms, the more of them there are. The majority of terms in the pre-BT F-based list appeared in the source text from 1 to 10 times (54%). The second largest range was from 11 to 20, making up 20% of the sample. These were followed by the next two ranges, from 21 to 30 and from 31 to 40 (9% and 6%, respectively). As for the most frequent terminological units, there were 12 terms that appeared in the source text more than 101 times, and 14 terms that were found from 41 to 100 times. What is worth noticing here is the fact that, being an inflected language, Polish is a relatively difficult language for automatic text processing. The changeable word order and inflection of multi-word terms both make it particularly problematic to extract terms automatically, a process much more successful in Germanic languages, such as English or German. Thus, the majority of the

multiword terms that were found were extracted during the manual search, based on the keywords and nouns frequently appearing in the source text.

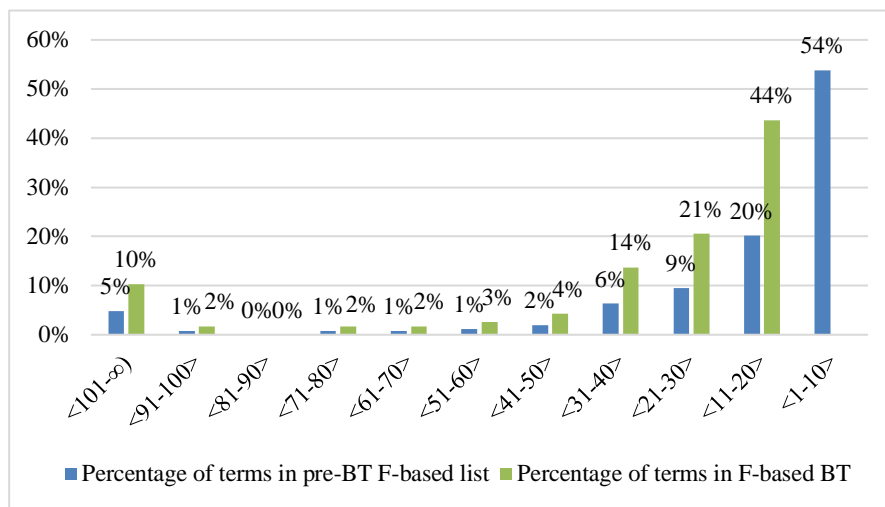


Figure 2. Frequency of terms in the source text in the pre-BT F-based list and F-based BT (%). Source: author.

In the frequency-based approach, it has been assumed that terms that appeared in the source text less frequently than 11 times (the last range in Figure 2, 54% of terms) should not be treated as being representative of basic labour-law terminology and these were excluded from the F-based BT. Hence, the F-based BT comprised 117 terms in the end (see Table 1).

Table 1. F-based basic terminology.³ Source: author.

No	Term (English equivalent)	Freq	No	Term (English equivalent)	Freq
1	praca (work, job)	1630	60	zawalenie (claim)	24
2	pracownik (employee)	955	61	wymiar urlopu (length of leave, amount of leave)	24
3	pracodawca (employer)	668	62	członek najbliższej rodziny (member of the family)	23
4	przepis (provision)	295	63	ubezpieczenie społeczne (social insurance)	22
5	umowa o pracę (employment contract)	229	64	oświadczenie (declaration, statement, notice)	21
6	prawo (right, law)	185	65	świadczenie (payment, benefit, service, allowance, amount)	21
7	urlop (leave)	149	66	zarząd sukcesyjny (succession management)	21
8	wyrocznienie (recognition)	145	67	przezwyciężenie (limitation, time limitation)	20
9	wniosek (request, application)	142	68	stanowisko pracy (job position, position, workstation)	20
10	stosunek pracy (employment relation)	121	69	święto (public holiday)	20
11	warunki (conditions)	115	70	telepraca (telework)	20
12	termin (time period, date, period, time limit)	110	71	umowa o pracę na czas określony (employment contract for a definite period of time)	20
13	zatrudnienie (employment)	94	72	zakładowa organizacja związkowa (enterprise trade union)	20
14	wypowiedzenie (notice, notice of termination)	93	73	zasiłek macierzyński (maternity allowance)	20
15	obowiązek (duty, obligation)	78	74	dane osobowe (personal data)	19
16	urlop macierzyński (maternity leave)	72	75	komisja pojednawcza (conciliation commission)	19
17	porozumienie (agreement)	68	76	zaliczenie (dues, amount due)	19
18	zasada (principle, rule)	62	77	niemienie (property)	18
19	zakład pracy (work establishment)	58	78	okoliczności (circumstances)	18
20	bezpieczeństwo i higiena pracy (health and safety at work)	57	79	ochrona zdrowia (health protection)	17
21	pracownica (female employee)	53	80	szkolenie bezpieczeństwa i higieny pracy (health and safety at work service)	17
22	urlop rodzicielski (parental leave)	47	81	zgoda (settlement)	17
23	układ zbiorowy pracy (collective labour agreement)	44	82	godzina pracy (working hour)	16
24	rozwiązanie (termination)	43	83	ówne traktowanie (equal treatment)	16
25	młodociany (young person)	42	84	miejsce pracy (workplace)	15
26	sąd pracy (labour court)	41	85	norma (standard)	15
27	odškodowanie (compensation)	39	86	porozumienie między przedsiębiorcami (multi-enterprise collective labour agreement)	15
28	okres rozliczeniowy (calculation period)	39	87	rodzaj pracy (type of work)	15
29	okres wypowiedzenia (notice period)	39	88	szkolenie (training, service)	15
30	choroba zawodowa (occupational disease)	38	89	substancja chemiczna (chemical substance)	15
31	czas pracy (working time)	38	90	środki ochrony indywidualnej (means of individual protection, means of individual protection)	15
32	postanowienie (decision, provisions of an agreement law)	37	91	zawiadomienie (notification)	15
33	prawo pracy (labour law)	37	92	niezdolność do pracy (incapacity to work)	14
34	dokumentacja pracownicza (employee documentation)	36	93	ponaście (deduction)	14
35	rozkład czasu pracy (schedule of working time)	36	94	praca w godzinach nadliczbowych (overtime work)	14
36	szkoda (damage)	36	95	system czasu pracy (system of working time, working time system)	14
37	wymiar czasu pracy (length of working time)	34	96	zasada bezpieczeństwa i higieny pracy (principles of health and safety at work)	14
38	wyrocznienie za pracę (remuneration for work)	33	97	zwolnienie (2. obowiązki) (release)	14
39	odrębny przepis (separate provision)	32	98	okres urlopu (period of leave, time of leave)	13
40	warunki pracy (working conditions, conditions of work)	32	99	przepis szczególny (special provision)	13
41	kwalfikacje zawodowe (professional qualifications)	31	100	regulamin wynagrodzenia (remuneration regulations)	13
42	zgoda (consent)	31	101	warunki pracy i płacy (work and remuneration conditions)	13
43	dokument (document)	30	102	doła (24-hour period)	12
44	rozwiązanie umowy o pracę (termination of an employment contract)	30	103	monitoring (CCTV)	12
45	świadectwo pracy (work certificate)	30	104	nieobecność uzasadniona (justified absence from work)	12
46	postępowanie (proceedings, action, procedure)	29	105	niepełny wymiar czasu pracy (part time)	12
47	poród (childbirth, labour)	27	106	składniki wynagrodzenia (components of remuneration, remuneration components)	12
48	przepis prawa pracy (provision of labour law, labour law provision)	27	107	spór (dispute)	12
49	uprawnienie (right, entitlement)	27	108	urlop bezpłatny (unpaid leave)	12
50	wypadek przy pracy (accident at work)	27	109	warunki urlopu (terms of leave)	12
51	okres zatrudnienia (employment period, duration of employment, period of employment, period of service)	26	110	zawołanie (permission, consent)	12
52	telepracownik (teleworker)	26	111	opieka nad dzieckiem (care of a child)	11
53	urlop wychowawczy (childcare leave)	26	112	osobista opieka nad dzieckiem (personal care of a child)	11
54	związek zawodowy (trade union)	26	113	przedstawiciel ustawowy (statutory representative)	11
55	nieobecność w pracy (absence from work)	25	114	środowisko pracy (work environment)	11
56	szkolenie (training)	25	115	zajęcie zawodowe (paid job)	11
57	wykar (fine)	25	116	zakaz (prohibition, ban)	11
58	przebieganie zawodowe (vocational training, worker training)	24	117	zasiłek (benefit, allowance)	11
59	regulamin pracy (work regulations)	24			

An analysis of the excluded range with a frequency from 1 to 10 shows that most of those terms appeared in the source text once or twice (41% of the <1-10> range; 22% of the total; Figure 2). Generally speaking, the tendency seen here is also observed in higher-frequency ranges: the less frequently terms appear in the source text, the more such terms are found in the source text.

³ The list has been arranged alphabetically. English equivalents provided next to the Polish terms were sourced from (Jamroz 2019), a translation of the Polish Labour Code; where the author found the translation-based equivalents inappropriate, she suggested her own equivalents.

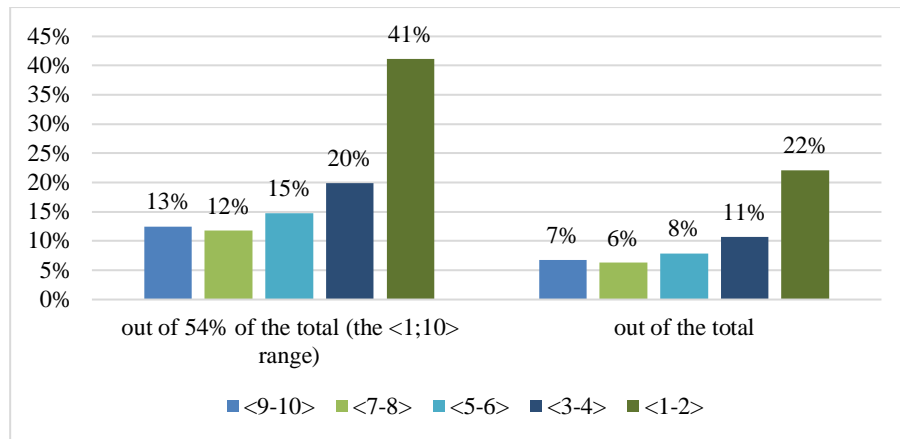


Figure 3. Detailed frequency of terms in the <1-10> range. F-based list (%). Source: author.

When we compare the number of words in the terms before and after being shortlisted, we find that the percentages differ a lot. The most common terms in the F-based BT generally tend to be short, with most being one-word lexical units (43% compared to 25% in the pre-BT F-based list; Figure 4). At the same time, the share of the longest terms falls from 5% of the pre-BT F-based terms to 3% in the F-based BT. This regularity partly derives from the fact that the search was initiated with an automatic text analysis in which shorter terms were easier to extract due to the nature of the Polish language where nouns are declined and the word order may change. Therefore, when the range representing the lowest frequency is removed (the range <1-10>), a large number of terms that consisted of more than one word apparently disappeared as well and as a result 1-word terms came to the fore.

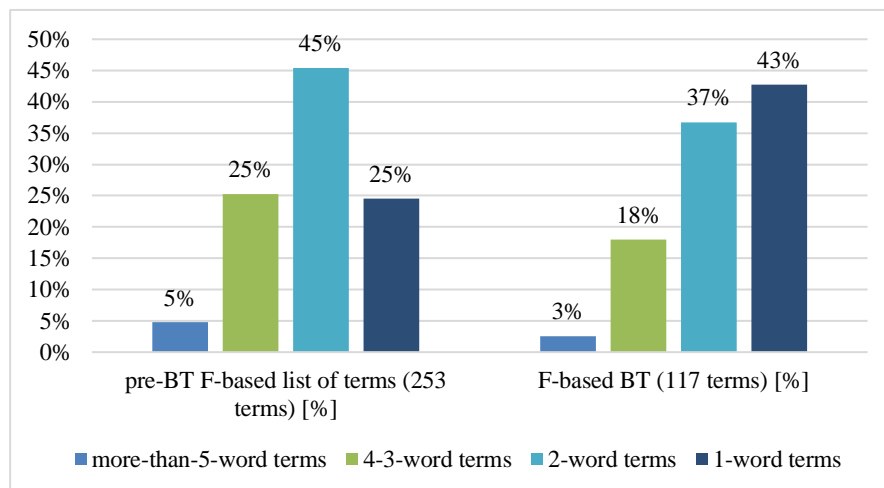


Figure 4. Comparison of the length of terms in the pre-BT F-based list of terms and F-based basic terminology (%). Source: author.

Despite not being extracted on the basis of systemic relations, the F-based BT is still part of the labour-law terminological system, and the terms included in it are directly or indirectly related to one another. Let us have a look at the most frequent terms to verify that. The top ten (Table 1) forms, for example, the following relations (English equivalents of Polish terms are used here for reasons of clarity): an employee and employer are parties to an employment contract; the employee performs work/has a job under the employment contract; the employment contract is governed by provisions of a relevant law; the employment contract determines the nature of the employment relation between the parties; the parties receive remuneration under the employment contract for work performed; employees are entitled to leave, in certain cases issued at their request.

5.2. Concept-based approach

The concept-based (C-based) approach to compiling basic terminology was based on an analysis of the table of contents of the Polish Labour Code. From the legislative viewpoint, the table of contents exists for text organisation purposes and is not part of the provisions of the Labour Code, as only the wording of individual articles should be subject to legal interpretation. Yet, being a reference tool, it shows the structure of the whole text and informs the reader about key issues elaborated on further in the Act. This is what has been deemed important from the viewpoint of compiling the BT, as it has been assumed that the system of relations between terms can be restored based on the table of contents of the Labour Code.

As the name of the approach suggests, attention is mainly paid here to reflecting the conceptual system of labour-law terms which are essential for understanding the basics of Polish labour law. The frequency of terms is not treated here as a criterion for selecting terms and is provided in Table 2 and analysed further for the purpose of comparing it with the F-based BT.

First, the process of retrieving C-based BT focused on finding the primary terms around which other terms are clustered in the labour-law terminological system. The primary terms comprise 14 terms that represent the 14 chapters of the Labour Code currently in force (Figure 5).

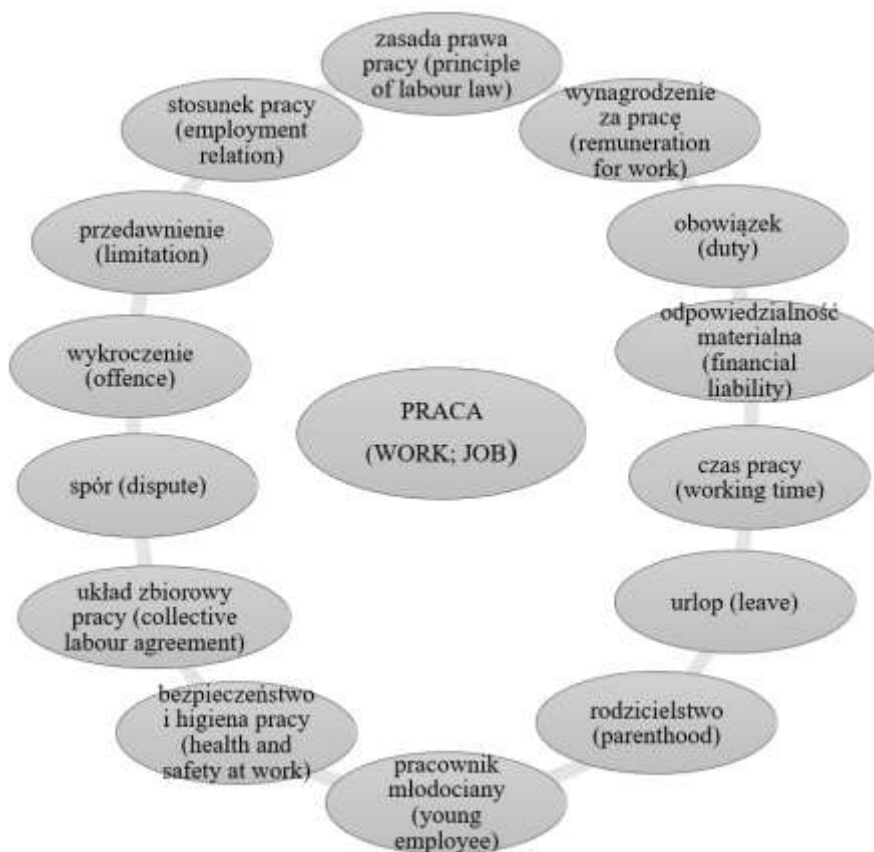


Figure 5. Labour-law microsystem of primary terms around the main term 'prawo pracy' (labour law).

Source: author.

These primary terms were next used as a point of reference for other terms (derivative terms), extracted on the basis of relevant subsections of the Labour Code. In turn, a list of 111 terms was compiled, a list which is believed to be an example of C-based BT. (The whole list of terms is presented in Table 2.).

Table 2. C-based basic terminology.⁴ Source: author.

No	term	Freq	No	term	Freq
1	bezpieczeństwo i higiena pracy (health and safety at work)	57	57	prawo pracy (labour law)	37
2	choroba zawodowa (occupational disease)	38	58	proces pracy (process of work)	3
3	czas pracy (working time)	38	59	profilaktyczna ochrona zdrowia (preventative health protection)	1
4	czasowa niezdolność do pracy (temporary incapacity to work)	3	60	przedawnienie (limitation, time limitation)	20
5	dane osobowe (personal data)	19	61	przedawnienie roszczenia (limitation of a claim)	4
6	dobro osobiste (personality rights)	3	62	przedsiębiorstwo (enterprise)	9
7	dokształcanie (supplementary education)	1	63	przygotowanie zawodowe (vocational training, worker training)	24
8	dyskryminacja w zatrudnieniu (discrimination in employment)	3	64	regulamin pracy (work regulations)	24
9	dyskryminacja/dyskryminowanie (discrimination)	5	65	restrykcje (pariahhood)	4
10	gałąź pracy (branch of work)	3	66	roszczenie ze stosunku pracy (claim arising from employment relations)	3
11	godziny nadliczbowe (overtime hours, overtime)	8	67	rozkład czasu pracy (schedule of working time, working time schedule)	36
12	jednostka organizacyjna (organisational unit)	10	68	rozwiązanie umowy o pracę (termination of an employment contract)	50
13	komisja bezpieczeństwa i higieny pracy (safety and health at work commission)	10	69	rozwiązanie umowy o pracę bez wypowiedzenia (termination of an employment contract without notice)	34
14	kontrola (control, inspection)	15	70	rozwiązanie umowy o pracę niezgodnie z prawem (unlawful termination of an employment contract)	1
15	kwalifikacje zawodowe (professional qualifications)	31	71	rozwiązanie umowy o pracę za wypowiedzeniem (termination of an employment contract with notice)	11
16	maszyna (machine)	4	72	rowne traktowanie (equal treatment)	16
17	mianowanie (appointment)	4	73	rowne traktowanie w zatrudnieniu (equal treatment in employment)	9
18	młodociany (young person)	42	74	rehabilitacja przygotowawcza (craft worker training)	1
19	młodociany pracownik (young employee)	5	75	samorządowa jednostka organizacyjna (local government organisational unit)	1
20	nadzór (supervision)	9	76	sąd pracy (labour court)	41
21	nagroda (award)	5	77	szkolenie bezpieczeństwa i higieny pracy (health and safety at work service)	17
22	niezasadne rozwiązanie umowy o pracę (unjustified termination of an employment contract)	5	78	spółdzielcza umowa o pracę (co-operative employment contract)	5
23	niezdolność do pracy (incapacity to work)	14	79	spór (dispute)	12
24	norma czasu pracy (standard working time)	5	80	stosunek pracy (employment relation)	121
25	obiekt budowlany (building)	7	81	system czasu pracy (system of working time, working time system)	14
26	obowiązek (duty, obligation)	75	82	szczepiona ochrona zdrowia (particular health protection)	1
27	obowiązek pracodawcy (duty of an employer)	7	83	szkolenie (training)	26
28	obowiązek pracownika (duty of an employee)	6	84	środki ochrony indywidualnej (measure of individual protection, means of individual protection)	15
29	obuwole robocze (work shoes)	15	85	świadczenie związane z pracą (work-related benefit)	2
30	ochrona zdrowia (health protection)	17	86	świątki (public holiday)	20
31	odpoczynek (rest)	5	87	telepraca (telework)	20
32	odpowiedzialność materialna (financial liability)	5	88	układ zbiorowy pracy (collective agreement, collective labour agreement)	45
33	odpowiedzialność porządkowa (responsibility for maintaining order)	1	89	umowa o pracę (employment contract)	229
34	odpowiedzialność pracownika za szkodę wyrządzoną pracodawcy (employee's liability for damage caused to an employer)	1	90	uprawnienie (right, entitlement)	27
35	odpowiedzialność za mienie powierzone pracownikowi (liability for property assigned to an employee)	1	91	urlop (leave)	140
36	odpłata (payment)	16	92	urlop bezpłatny (unpaid leave)	12
37	odpłata emerytalna (retirement payment)	1	93	urlop pracowniczy (employee leave)	1
38	odpłata podmiotowa (benefit payment)	9	94	urlop wypoczynkowy (annual leave)	9
39	odpłata rentowa (disability payment)	1	95	urządzenie techniczne (technical device)	5
40	odzież robocza (work clothing)	17	96	wybor (election)	11
41	ogólny wymiar czasu pracy (general length of working time)	1	97	wypadek śmierci z pracy (fatality of an employment contract)	1
42	okres odpoczynku (period of rest)	2	98	wykonanie pracy (performance of work)	13
43	organ (body)	35	99	wykroczenie (offence)	1
44	państwowa jednostka organizacyjna (state government organisational unit)	1	100	wykroczenie przeciwko prawom pracownika (offence against the rights of an employee)	1
45	połączone prace (work premises)	10	101	wymiar czasu pracy (working time, admissible number of working hours, scope of working time, length of working time)	34
46	podzakładowy układ zbiorowy pracy (multi-enterprise collective labour agreement)	15	102	wynagrodzenie za pracę (remuneration for work)	33
47	praca nocna (night time)	12	103	wypadek przy pracy (accident at work)	27
48	postępowanie pojednawcze (conciliation proceedings)	2	104	wypoczynek (rest)	3
49	powołanie (appointment)	11	105	wyniszczenie (abandonment)	3
50	praca w godzinach nadliczbowych (overtime work)	14	106	zagrożenie dla zdrowia i życia (threat to health and safety)	8
51	praca w niedziele i święta (work on Sundays and public holidays)	6	107	zakaz konkurencji (prohibition on competition)	8
52	praca w porze nocnej (night-time work)	5	108	zakładowy układ zbiorowy pracy (enterprise collective labour agreement)	6
53	pracodawca (employer)	608	109	zasada prawa pracy (principle of labour law)	2
54	pracownik (employee)	955	110	zatrudnienie młodocianych (employment of young people)	3
55	prawo (right, law)	195	111	zwinięcie umowy o pracę (conclusion of the employment contract)	27
56	prawo do pracy (right to work)	1			

Below there is a graphical presentation of an example extension of a microsystem around one of the primary terms. The primary term selected here is ‘stosunek pracy’ (employment relation), assumed to be an essential term in the labour-law terminological system.

⁴ The list has been arranged alphabetically. English equivalents provided next to the Polish terms were sourced from (Jamroz 2019), a translation of the Polish Labour Code; where the author found the translation-based equivalents inappropriate, she suggested her own equivalents.

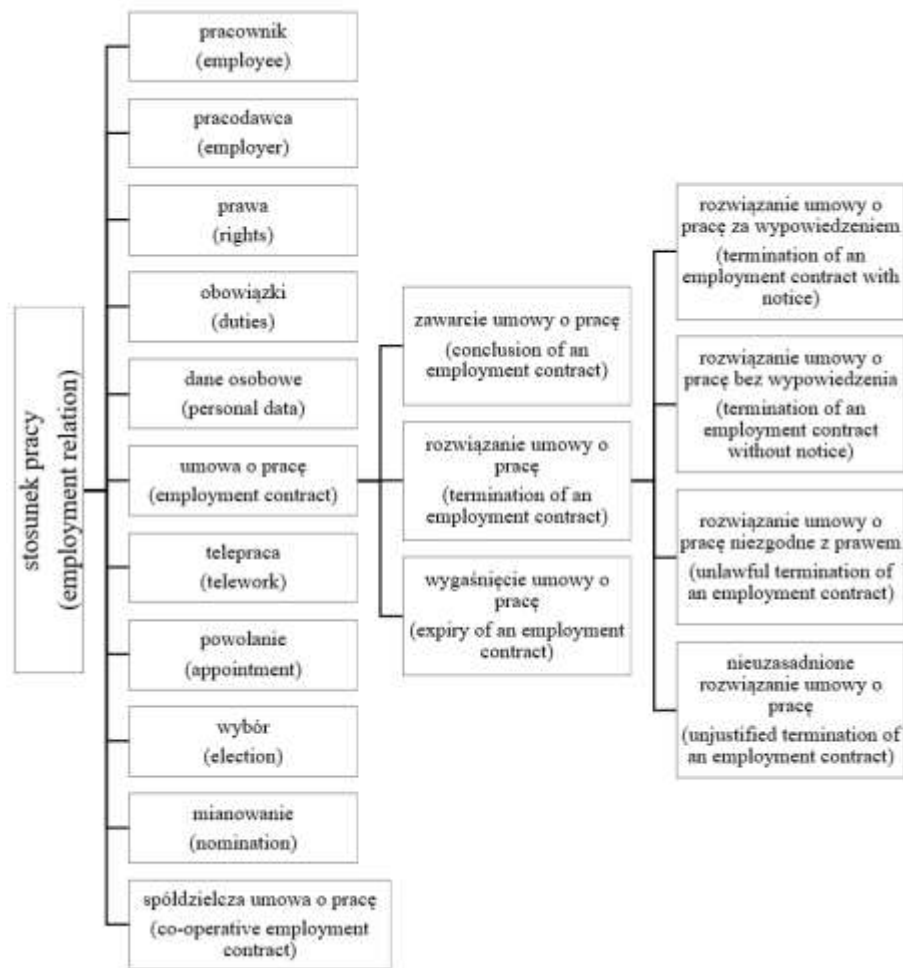


Figure 6. Labour-law microsystem of terms around the core term ‘stosunek pracy’ (employment relation). Source: the table of contents of the Labour-Code. Source: author.

Figure 6 illustrates a three-tier system of terms relating directly or indirectly to the term ‘stosunek pracy’ (employment relation). However, the terms seen in the figure also relate to other primary terms and lower-tier terms in this and other terminological microsystems in Polish labour law. For instance, the term ‘pracownik’ (employee) directly relates to all primary terms and directly or indirectly to all other terms presented in Table 2 (Figure 7). The number and nature of relations can be very complex, but in fact all terms in a terminological system in some way relate to one another or else they are not part of that system. The labour-law terminological system is no exception here. The three dots that pop up all over the network illustrate the openness of the system and the fact that other terms may be added.

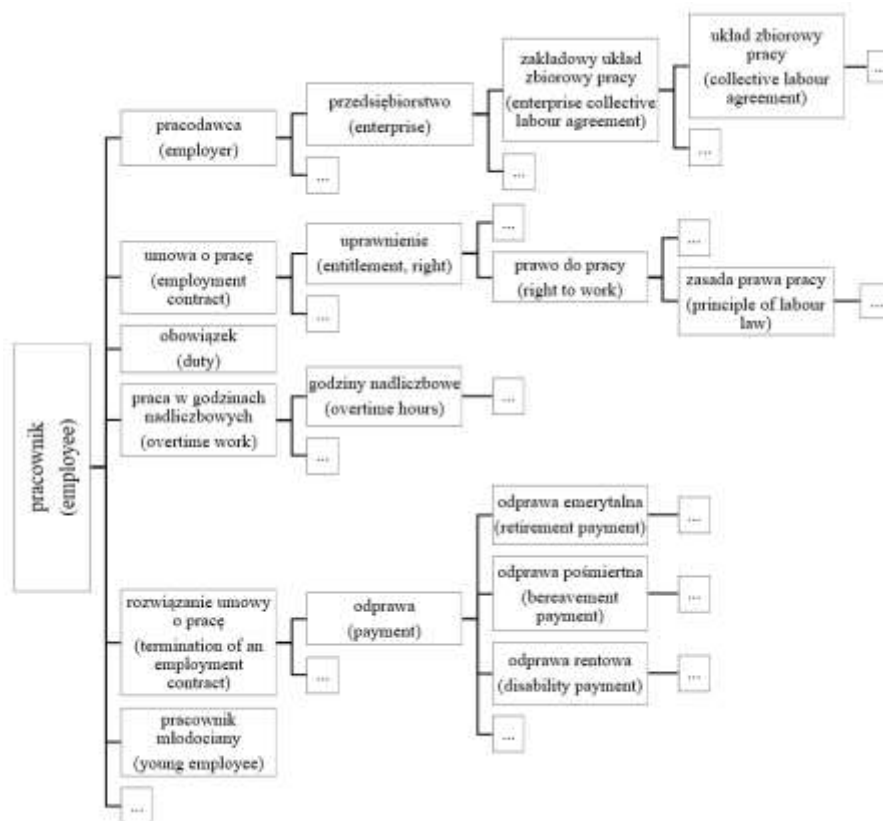


Figure 7. Labour-law microsystem of terms around the term 'pracownik' (employee). Source: author.

An analysis of C-based BT also pays attention to the two features taken into account in the F-based BT, namely the frequency and length of terms. The frequency and length of terms were not features taken into account when the terminology was selected, yet it is worth comparing the results in the C-based BT with the F-based BT for the purpose of checking whether there are any large discrepancies between the two resulting from the term extraction processes, which were much different in each case.

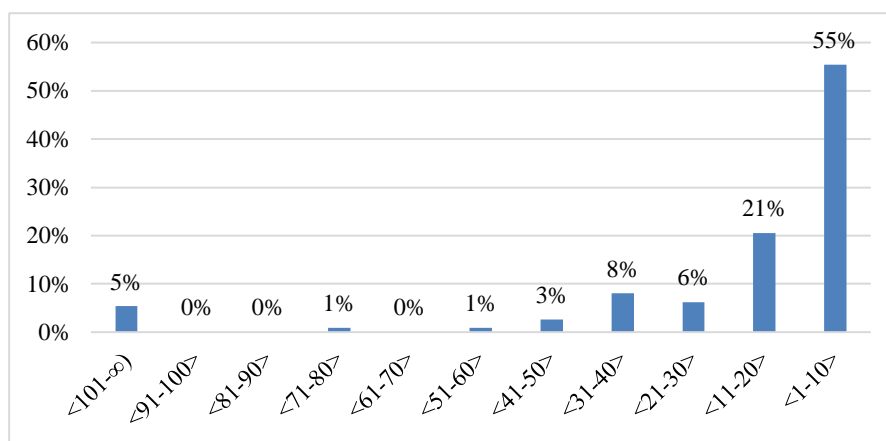


Figure 8. Frequency of terms in the source text. C-based list (%). Source: author.

The most common groups of terms in the BT were those that were the least frequent and appeared in the source text from 1 to 10 times (55% of the sample). An observation of the results illustrated in Figure 8 lets us generalise that the most numerous ranges of terms in the BT are those that are least frequent in the source text, and on the other hand, the less numerous the range of terms in BT, the higher frequency of the terms in the source text. The same can be observed in the smallest range if we look at it in detail (Figure 8). Yet the rise in the percentage of terms together with the fall in their frequency of occurrence in the source text is not as stable as it was in the case of the pre-BT F-based list and F-based BT (Figures 2 and 3).

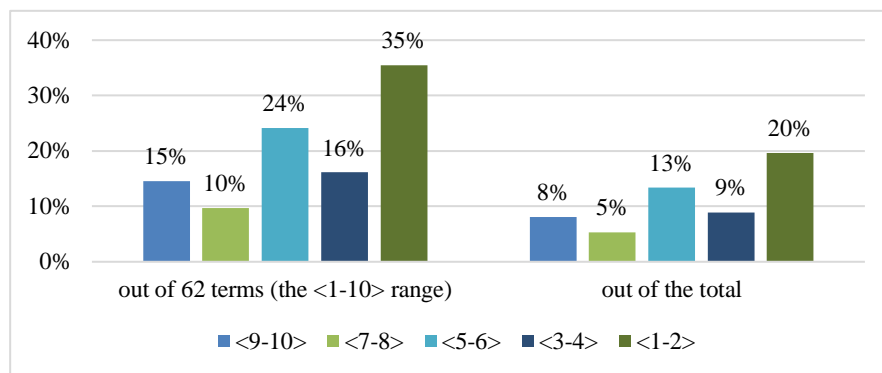


Figure 9. Detailed frequency of terms in the <1-10> range. C-based BT (%). Source: author.

The length of terms in the C-based BT is dominated by 2-word terms (35%), followed by one-word terms (26%), 3-word terms (16%) and 4-word terms (14%; Figure 10).

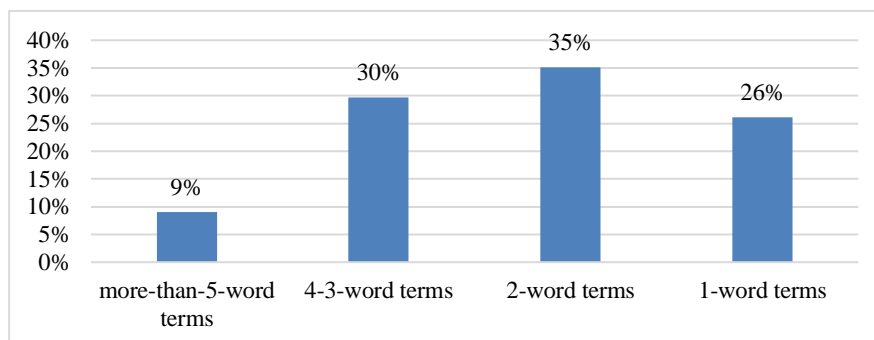


Figure 10. Length of terms in the C-based basic terminology (%). Source: author.

5.3. Comparing F-based BT and C-based BT

A comparison of the F-based BT and C-based BT shows that the number of terms in each set of basic terminology is very similar, 117 and 111 terms, respectively. Considering the small

discrepancy between the two lists (6 terms), the two sets of BT can be used in a benchmarking analysis.

It is also worth comparing the contents of the two lists of BT and how many terms in fact appear in both of them: about 43% of the terms in the C-based BT coincide with the terms in the F-based BT.

The trends in terms of the frequency of occurrence of terms in the source text are generally the same. Yet, the C-based BT comprises all frequency ranges, including the <1-10> one, which has been excluded from the F-based BT as being not representative enough considering the criteria taken into account (Figure 11). The figures illustrating the frequency of terms found using the two approaches adopted in the paper (Figures 2, 3, 9 and 11) show that the rise in the number of terms in subsequent frequency ranges (from the most frequent terms to the least frequent ones, appearing from 1 to 10 times in the source text) is much steadier in the F-based approach than in the C-based approach, which shows that the extraction criteria applied in the latter let us find terms that are not extracted in the former despite being relatively frequent in the corpus, appearing more than 10 times (e.g. ‘pora nocna’ (night time), ‘powołanie’ (appointment), ‘zawarcie umowy o pracę’ (conclusion of an employment contract)).

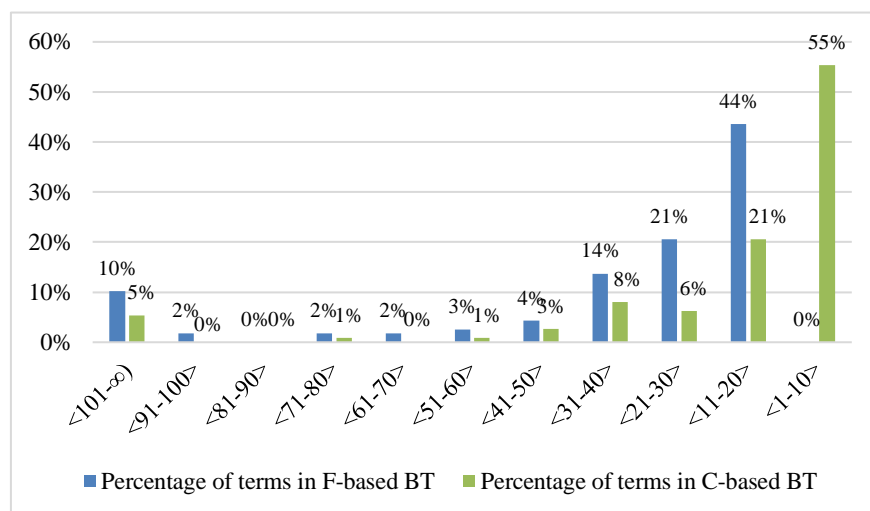


Figure 11. Comparison of the frequency of terms in the source text in the F-based BT and C-based BT (%). Source: author.

A comparison of the length of terms in each set of BT shows significant differences. There are many more 1-word terms in the F-based BT than in the C-based BT. The proportions of 2-word terms are relatively comparable. However, long terms, 3 words long and longer, are seen much more frequently in the C-based BT than in the F-based one (3-word terms make up 16% and

12%, 4-word terms 14% and 6%, respectively, while terms that consist of at least 5 words constitute 9% and 3% of the terms, respectively; Figure 12). This benchmarking analysis reveals a drawback of the F-based approach, a drawback whereby 1-word and 2-word terms tend to be found more often than multi-word terms (more than three-words long). If the automatic search for terms had not been backed up with an additional context-based review (which revealed a number of nested terms), there would be even fewer multi-word terms in the F-based BT.

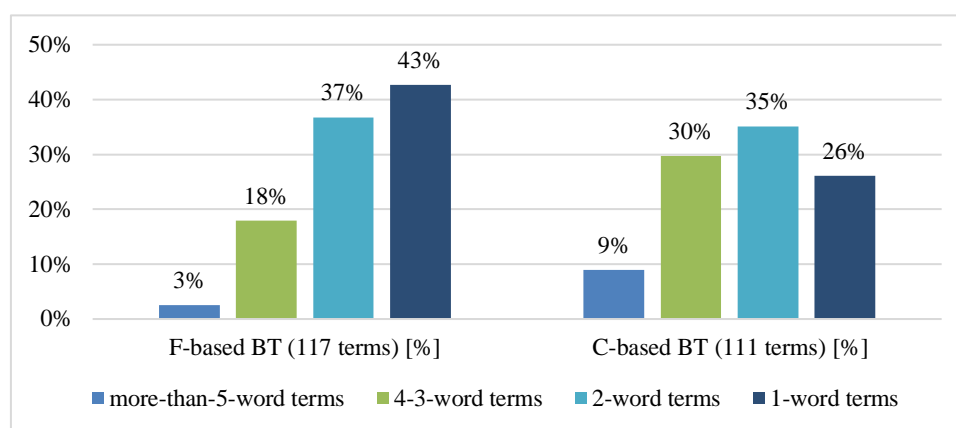


Figure 12. Comparison of the length of terms in the F-based BT and C-based BT (%). Source: author.

6. Labour-law basic terminology and users' needs

One of the main questions that needs to be answered in the context of basic terminology concerns the purpose of creating it and its users. The role of labour-law BT, probably just like with any other BT, is mainly educational. It can help familiarise learners with labour law in their mother tongue (for instance the terminological lexicon found in (Stelina 2011)) or aid them in learning a special-purpose foreign language if the BT comprises foreign language specialised vocabulary, not only terminology (for instance the BT methodology proposed in (Jendrych 2009)).

Legal terminology is deeply rooted in the legal system and culture of the country where a given legal system is in force. The same applies to labour law terminology, making it a relatively difficult area for terminologists. The lists of BT compiled as part of this paper have been prepared in Polish. The English equivalents given in brackets next to the Polish terms (e.g. in Tables 1 and 2) should be treated as suggestions, and are certainly not the only possible options, although I believe that they are appropriate in the context of labour law, having been taken in majority from one of the latest translations of the Polish Labour Code (Jamroży 2019).

Therefore, they may be used for the purpose of teaching labour-law English, yet further review and analysis of a real English labour law corpus, or employment law as it is more frequently called (for instance in the UK legal system), is recommended in such a context. This section of the paper will discuss potential users' needs from the viewpoint of studying labour-law in general and acquiring labour-law English.

An analysis of prospective BT users and their needs from the angle of special foreign language learning was carried out by Jendrych in a paper in which she discusses basic terminology of business English for glottodidactic purposes. What Jendrych pays special attention to is that users' professional knowledge and expertise in a given field are important factors in terms of professional vocabulary selection, and she divides users into several groups (Jendrych 2009: 122–123). Having reviewed and extended the categorisation of users of Business English BT proposed by Jendrych, I compiled the following list of users who would be interested in studying the Polish labour-law system:

- full-time students of law with no professional experience, with no (or barely any) knowledge of a given field (especially during their first years of university);
- part-time students of law with professional experience, at least partly in the field of law;
- working people without legal education but with professional experience, though not in the field of law;
- working people without legal education but with some professional experience in the field of law;
- lawyers who would like to refresh their knowledge of labour law;
- translators or trainee translators dealing with labour law.

Apart from an analysis of users, Jendrych recommends also analysing their needs and the purposes for which they may need BT (Jendrych 2009: 123). She focuses on business language and foreign language learning, but three of the points she makes are also applicable to other domains and studying a field in one's mother tongue:

- practical needs connected with professional activities (the communicative function of special-purpose language);
- educational professional needs: acquiring and broadening one's professional knowledge;
- employment needs: finding work in a different position, or in other EU member states and foreign companies operating in Poland, including working as translators, e.g. employed in EU translation services or being a freelance translator, either on the domestic or international market (the purpose of acquiring special-purpose foreign language skills);
- promotions and improving qualifications.

Jendrych also pays attention to language skills, and stresses that BT should be adjusted to users' abilities. This criterion is particularly important for glottodidactic purposes. The initial purpose of the lists of BT prepared as part of this paper is not for acquiring foreign language skills in the area of labour law, and it has been assumed that people studying labour law are native speakers of Polish. However, the high applicability of the two sets of BT in LSP education if they are appropriately adjusted to that purpose means this feature must be included in any analysis of BT's users' needs.

The specific nature of teaching legal language has been discussed by Husinec. Based on research into legal language learners and their needs and expectations, she concludes that "it is necessary to combine legal language teaching with teaching the features of the foreign legal system for the purpose of contextualized learning" (Husinec 2011: 132), adding that content knowledge helps the language acquisition process and teaching legal language in the middle of a law degree programme is more effective than at the beginning. Additionally, when already contextualised, studying the language of different branches of law can be done in more detail and overall more successfully.

Both of the lists of BT presented in this paper comprise nouns and noun phrases and are free from any preterms, hypotermes, professionalisms and slang. They differ in terms of the terminology included, though. A little more than 40% of the terms are in fact the same in each list of BT. The reason behind the differences lies in the term extraction process. The analysis below will show the way the term-extraction method influences the types of terms selected and the potential the two types of BT have in meeting specific users' needs.

The BT compiled based on the F-based approach comprises terms that are more frequent in the source text, which does not mean that they represent more basic concepts. Very often these are one- or two-word terms that are elements of other longer terms, so-called nested terms. This regularity makes the calculation of term frequency particularly difficult, but on the other hand increases the importance of knowing the shorter terms in order to be able to understand and better classify the respective longer nested terms. For that reason, the high frequency of the terms seen in this BT makes it more appropriate for users starting out on their adventure with a given domain as it provides them with a look into the most common terms in the field, terms that seem to be important for understanding other, more advanced concepts.

On the other hand, the C-based BT is made up of terms that reflect the structure of the conceptual system of labour law based on the construction of the Polish Labour Code. This approach, right from the beginning, sets the difficulty level of the terminology contained in it higher than that in the F-based BT. No frequency criterion is taken into account in this case and

the selection of terms relies only on their relation with primary terms, terms that come from or closely relate to the table of contents of the Labour Code.

In a network, any term can in fact be the starting point for the whole system's reconstruction but from the learner's angle it is crucial that this point represents a term that is simple enough for its meaning to be reconstructed on the basis of the context, general knowledge and familiarity of the law at a not-very-advanced level (F-based BT). Alternatively, it should correspond to what they already know, structuring the bases for further insight into the domain (C-based BT). To be useful for those studying Polish labour law, the two lists of BT should be supported with definitions of terms⁵ and any additional information that could be useful to users. Such information may include hyponymous, hyperonymous, synonymous, and antonymous relations, as well as the source of the term and examples of use to enhance content-based learning. If available, legal definitions of terms in BT would add value, too. The two lists of BT may be also rewritten as mind maps illustrating relations between terms. They may become a starting point for a deeper dive into the intricacies of labour law.

On the other hand, if supported with bilingual/multilingual research and an analysis of respective legal systems (two or more), the presented lists of BT may be useful for compiling material for foreign LSP acquisition. Yet here, what needs to be kept in mind is that the terminological sets compiled as part of this paper comprise terms of Polish labour law, and any use of foreign language equivalents should always be done in the context of the Polish legal system, and if referred to other legal systems, benchmarking the meaning of the terms would be required.

In order to understand exact meanings of legal terms the learners of legal languages need to know about the law. They need to understand legal concepts as they have developed and are used in a foreign legal system and need to be able to compare it with their national legal system.

(Husinec 2011: 126)

Often, terminological lexicons of different legal systems are much alike, yet what needs to be remembered is that the similarities “do not derive from their common origin or typological closeness, but from following a common pattern” (Bajcic 2011: 78).

⁵ Defining and conceptualising legal terms have been broadly discussed in (Jopek-Bosiacka 2011) and (Bajcic 2011).

7. Conclusion

The lists of basic terminology compiled as part of this paper are believed to include the most essential labour-law terms that appear in the Polish Labour Code. There are very few terminographic works on the market that are devoted solely to labour-law terminology and this study may be the first step in preparing a reliable reference work that would bridge the gap. Basic terminology, as defined in the paper, is an important tool in studying a given domain and respective LSP. Due to the special nature of Polish labour law, it is worth compiling labour-law BT to enhance this special language acquisition process. Regardless of the approach adopted at the compilation stage, each term in the BT should be a part of a given terminological system and may serve as a starting point for the reconstruction of that system; otherwise, it should not be perceived as part of that system and should be excluded from the BT. Here are the main conclusions drawn from the research:

- relying on different term selection criteria, the F-based and C-based approaches employed in this paper yield different results, i.e. only partially coinciding lists of basic terminology;

- the automatic extraction of terms from a Polish text is problematic due to the fact that Polish is an inflected language, which makes it difficult for an automated tool to find (for instance) multi-word terms, which may appear in the text in a different order and are subject to case inflection of nouns and adjectives alike;

- with the F-based approach the list of automatically excerpted words need to be subject to context-based review to become a reliable record of proper terms since only the context can show whether the word or phrase is a term, part of a nested term, part of a phraseological unit, or a common word used in a specialised text;

- when comparing the F-based BT and C-based BT, I found that the F-based BT: comprises terms that on average appear more frequently in the source text than those found in the C-based BT; is dominated by one-word terms; comprises conceptually and systematically less complex terms than the C-based BT; and forms a part of a labour-law terminological system, analogically to the C-based BT;

- the least frequent terms are in the majority in both lists of BT, but have a greater share in the C-based BT due to the fact that the frequency criterion was not taken into account when selecting that list of terms;

- the lists of BT proposed in this paper respond to different users' needs due to the approaches adopted when compiling them: the approach adopted in compiling the F-based BT makes it a better learning tool for those starting their adventure in a given domain and respective

LSP, while the C-based BT would seem to be better for those with some basic knowledge of Polish labour law;

-the two sets of BT can be used both for studying a given domain in one's mother tongue and for acquiring a foreign LSP in the field of labour-law; for each purpose different further analysis is required: a national labour law review for the purpose of definition-making in the first case, supported with a foreign labour-law system analysis in the second to meet foreign language learning needs and provide real foreign language equivalents.

This research is, on the one hand, another step in the labour-law terminological project, and on the other, a starting point for further LSP analyses. To be applied in studying labour law, the list should be reviewed by labour-law experts, and to be used in foreign language learning, it requires the addition of a comparative analysis of a respective labour law system (for instance that of an English-speaking country) and its terminology and phraseology to become a comprehensive educational tool.

References

Legal acts

Act of 26 June 1974 Labour Code. (1974). Journal of Laws of the Republic of Poland of 1974 No 24 Item 141.

Printed sources

Bajcic, Martina (2011) "Conceptualisation of Legal Terms in Different Fields of Law: The Need for a Transparent Terminological Approach." *Research in Language* 9 (1); 81–93.

Bessé, Bruno de, Blaise Nkwenti-Azeh, Juan C. Sager (1997) "Glossary of Terms Used in Terminology." *Terminology* 4 (1); 117–156.

Bhatia, Vijay K. (2006) "Legal Genres." [In:] Keith Brown (ed.) *Encyclopedia of Language and Linguistics*. Vol. 7. Oxford: Elsevier; 1–7.

Biel, Łucja (2014) *Lost in the Eurofog: The Textual Fit of Translated Law*. Frankfurt: Peter Lang.

Cabré, Maria Teresa (2003) "Theories of Terminology, Their Description, Prescription and Explanation." *Terminology* 9 (2); 163–199.

- Fuertes-Olivera, Pedro A., Sven Tarp (2014) *Theory and Practice of Specialised Online Dictionaries: Lexicography versus Terminography*. Berlin, Boston: de Gruyter.
- Hartmann, R.R.K, Gregory James (2002) *Dictionary of Lexicography*. London, New York: Routledge.
- Husinec, Snježana (2011) "The Importance of Content Knowledge for Successful Legal Language Acquisition." *Research in Language* 9 (1); 125–133.
- Jamroży, Agnieszka (2019) *Kodeks pracy: The Labour Code*. Warsaw: Wydawnictwo C.H.Beck.
- Jendrych, Elżbieta (2009) "Minimum terminologiczne angielskiego języka biznesu dla potrzeb glottodydaktyki." *Języki Specjalistyczne* 9; 119–136.
- Jopek-Bosiacka, Anna (2011) "Defining Law Terms: A Cross Cultural Perspective." *Research in Language* 9 (1); 9–29.
- Klbal, Ondřej (2019) "Corpora in Legal Translation: Overcoming Terminological and Phraseological Asymmetries between Czech and English." *CLINA* 5 (2); 165–186.
- Lukszyn, Jerzy (ed.) (2005) *Języki Specjalistyczne. Słownik terminologii przedmiotowej*. Warsaw: Zakład Graficzny UW.
- Lukszyn, Jerzy, Wanda Zmarzer (2006) *Teoretyczne podstawy terminologii*. Warsaw: Zakład Graficzny UW.
- Łukasik, Marek (2017) "Lexical Minimum (Re)Defined." *Lingwistyka Stosowana* 23 (3); 47–63.
- Łukasik, Marek (2018) "New Pathways to Terminological Minimum." *Applied Linguistics Papers* 25 (1); 133–168.
- Marciniak, Małgorzata, Agnieszka Mykowiecka (2014a) "NPMI Driven Recognition of Nested Terms." *Proceedings of the 4th International Workshop on Computational Terminology (Computerm)*. Dublin: Association for Computational Linguistics and Dublin City University; 33-41. DOI:[10.3115/v1/W14-4805](https://doi.org/10.3115/v1/W14-4805).
- Marciniak Małgorzata, Agnieszka Mykowiecka (2014b). "Terminology Extraction from Medical Texts in Polish." *Journal of Biomedical Semantics* 5 (24). DOI:[10.1186/2041-1480-5-24](https://doi.org/10.1186/2041-1480-5-24).
- Michta, Tomasz (2018) *A Model for an English-Polish Systematic Dictionary of Chemical Terminology*. Siedlce: Siedlce University of Natural Sciences and Humanities.
- Sager, Juan C. (1990) *A Practical Course in Terminology Processing*. Amsterdam, Philadelphia: John Benjamins Publishing Company.

- Sanetra, Walerian (2015) “Kodeks pracy a prawo Unii Europejskiej.” *Studia iuridica Lublinensia* XXIV (3); 81–96.
- Stelina, Jakub (ed.) (2011) *Leksykon Prawa Pracy: 100 podstawowych pojęć*. Warsaw: Wydawnictwo C.H.Beck.

Other references

- Research Gate: Retrieved from: <https://www.researchgate.net/>. Date: 15–08–2021.
- Sketch Engine: Retrieved from: <https://www.sketchengine.eu/>. Date: 15–08–2021.