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**Polish-English LSP Dictionaries in Translation Work:
Labour-Law Terminology from the Polish Labour Code
in Terminographic and Translation Practice**

**Polsko-angielskie słowniki specjalistyczne w pracy tłumacza:
terminologia prawa pracy na podstawie Kodeksu pracy
w praktyce terminograficznej i tłumaczeniowej**

Abstract

Abstract The purpose of the article is to show the applicability of selected Polish-English LSP dictionaries in legal translation work. The paper analyses how well labour-law terminology, found in the Polish Labour Code, is covered in Polish-English LSP dictionaries and compares them to equivalents selected by Agnieszka Jamroży, the author of an English translation of the Polish Labour Code. Based on a collation of the English equivalents present in the reviewed resources, the author presents some conclusions as to what the studied dictionaries lack and what terminographers should focus on when compiling a labour-law dictionary that would be more useful to translators and other users.

Essentially, the article presents the Polish labour-law language system and labour-law corpus, legal terms and labour law in the context of LSP dictionaries. The methodology is then outlined, followed by the findings from the review of the selected dictionaries and an example translation of the Polish Labour Code. Certain labour-law terms particularly stood out, and these have been reviewed in detail in the paper: they are *dokumentacja pracownicza, wymiar czasu pracy,*

norma czasu pracy and *dobowy wymiar czasu pracy*. The publication ends with conclusions and findings on the applicability of Polish-English LSP dictionaries in legal translation work and implications for creating a labour-law dictionary for translation purposes based on the research.

Key words: *labour-law terminology, term, LSP dictionary, translation, equivalent.*

Abstrakt

Celem niniejszego artykułu jest przedstawienie stopnia, w jakim wybrane polsko-angielskie słowniki specjalistyczne mogą mieć zastosowanie w pracy tłumaczeniowej nad tekstami prawnymi. W artykule przeprowadzono analizę terminologii z zakresu prawa pracy pozyskanej z Kodeksu pracy oraz sprawdzono, czy została ona ujęta w wybranych słownikach specjalistycznych. Porównano także ekwiwalenty wykorzystane w jednym z tłumaczeń Kodeksu pracy (Jamroży, 2019) z tymi znalezionymi w słownikach. W oparciu o zestawienie wyników badań nad słownikami i tłumaczeniem aktu prawnego, autorka wyciągnęła szereg wniosków dotyczących mankamentów wybranych słowników oraz kwestii, które warto wziąć pod uwagę tworząc słownik specjalistyczny z dziedziny prawa pracy, tak aby był on narzędziem bardziej przydatnym tłumaczom i innym użytkownikom.

W artykule przedstawiono pokrótce system języka specjalistycznego prawa pracy oraz charakteryzowano korpus tekstów z tego zakresu, jak również terminy prawne oraz prawo pracy w kontekście opracowywania słowników specjalistycznych. Następnie przedstawiono metodologię badań, po której zaprezentowano wyniki analizy wybranych słowników oraz przykładowego tłumaczenia Kodeksu pracy. Niektóre terminy prawa pracy zwróciły szczególną uwagę autorki i zostały dokładnie omówione w artykule. Są to *dokumentacja pracownicza*, *wymiar czasu pracy*, *norma czasu pracy* i *dobowy wymiar czasu pracy*. Artykuł kończą wnioski dotyczące zastosowania istniejących polsko-angielskich słowników specjalistycznych w tłumaczeniach prawnych oraz wynikające z tego wskazówki, które należy uwzględnić przy opracowywaniu tłumaczeniowego słownika prawa pracy.

Słowa kluczowe: *terminologia prawa pracy, termin, słownik specjalistyczny, tłumaczenie, ekwiwalent.*

Introduction

Polish labour law is not an area that an individual unfamiliar with it can easily understand and use to their advantage without advice from a lawyer specialising in the branch. What stands in the way is myriad obstacles

in the form of legal acts, inconsistencies in legislation (for instance, a lack of definitions of terms used or inconsistent use of terminology), terms specific to individual regulations, frequent amendments and many other legal documents governing the issue. Moreover, if a foreigner, or more specifically a foreign lawyer, wished to become familiar with the topic by referring to primary sources, they would soon encounter problems with terminology. Naturally, there are bulletins on law, and labour law as well, published for instance by government institutions, international organisations, and law firms¹, but they merely provide an overview of the legal environment in Poland. Details can be found in domestic legislation, yet rarely are translated labour-law acts freely available, while not all terms can be found in LSP dictionaries, and if they are there, there are usually long lists of equivalents, seldom supported by additional information about their use. In fact, although there are some publications that do discuss Polish labour law in foreign languages, it is as if the terminographers have forgotten about labour-law terminology, and there is not a single Polish-English labour-law dictionary available.

The paper addresses the issue of the applicability of Polish-English LSP dictionaries in legal translation. It reviews selected bilingual LSP dictionaries covering the field of labour law. Based on that and an analysis of equivalents found in an example translation of the Polish Labour Code (Jamrozny, 2019), the author demonstrates the poor coverage of the area of labour law in the selected dictionaries and their limited usefulness for the translator, and proposes a way of improving legal dictionaries and making dictionary equivalents serve translation purposes in legal contexts more effectively. This article is part of a research project on labour-law terminology, and terminography, being carried out by the author. It focuses on terminology present in the Polish Labour Code. (Act of 26 June 1974 Labour Code) The paper is structured in the following way. First, some background information about the Polish labour-law system and corpus, legal terms, and LSP dictionaries is given. Then the author presents the steps taken in the research process. There then follows a presentation of findings from the analysis of selected LSP dictionaries and the example translation of the Polish Labour Code, demonstrating terminographic practice in the field of labour-law terminology and its usefulness for translation purposes. Next, a close look at a few terms

¹For instance, the Polish Investment and Trade Agency (PAIH; https://www.paih.gov.pl/polish_law/labour_regulations), International Labour Organisation (https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=45181), and Dukowiak Kopeć Putyra Law Firm (<https://www.dukowiak.com/employment-law-in-poland/working-time-in-poland.html>)

chosen for detailed analysis illustrates certain features of this area of legal terminology. The paper ends with conclusions and findings on the applicability of Polish-English LSP dictionaries and implications regarding the creation of a labour-law dictionary for translation purposes based on the research.

Polish Labour-Law Language System and Labour Law Corpus

Polish labour law is a broad field of law regulated by a large number of legislative acts, ordinances, work regulations and directives and other documents at the European Union level. What comes to the fore in this maze of regulations is the Polish Labour Code, or Labour Code, which is deemed to be the main act governing labour law in Poland. Poland's accession to the European Union led to a number of changes in the Polish legal system, including the labour law system. EU law is introduced in a number of ways by member states, but in the case of labour law the main implementation route is through directives. (Sanetra, 2015, p. 82) This gives the Polish government a lot of freedom (despite being limited by the type of harmonisation required by a directive) as to how it implements this form of legislation since a

directive shall be binding, as to the result to be achieved, upon each Member State to which it is 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)

The main document that is subject to amendments triggered by EU labour law directives is the Polish Labour Code (Sanetra, 2015, pp. 82-83). As the result is what matters and there are numerous routes to that end; the whole implementation process does not always involve international harmonisation of certain terms and concepts, even between different EU member states, not to mention legal language systems of countries that are not bound in any direct way, e.g. Poland and the USA or now, after Brexit, Poland and the UK. The challenge of international harmonisation in the field of law is a problem for legal translators, lawyers dealing with international law, terminographers, and individuals coming to Poland for work or pleasure. (Zhao, Cao, 2013, p. 216; Alwazna, 2019, pp. 77-79) As Szemińska puts it, law "is not a single construct, but exists in as many variants as there are legal systems and ethnolects that express them". (Szemińska, 2017, p. 357) The content of legal terms varies across different legal systems. (Engberg, 2013, p. 12) The reason why is that it is rooted in a particular legal system and

incongruity between legal systems is an unavoidable fact. (de Groot G.-R., 1996; Šarčević, 1997; de Groot, van Laer, 2005)

Legislation is the primary legal genre (Bhatia, 2006) and

many of the formulas and terms that are used in lower-order genres are actually reproduced from legislation; in other words, there is a high degree of intertextuality between legislation and the genres derived from it.

(Klabal, 2019, p. 167)

Labour law terminology², part of labour-law special-purpose vocabulary, should be found in the primary sources, at least in theory. Therefore, including secondary genres (judgements, cases, courtroom genres), enabling genres (texts for academic and professional purposes) and target genres (i.a. agreements, client consultation documents) (Bhatia, 2006) in the corpus for analysis would be justified if labour-law vocabulary as a whole were to be analysed, including phraseology or professional jargon.

Legal language can be studied on the basis of relatively small corpora. Sometimes, the terminological system³ of a given branch of law is based on, or derives from, a single document, which largely lays the foundations for other domestic legislation, as is the case with the Polish Labour Code which forms the basis for labour law in Poland. The specific nature of Polish labour law makes it possible to limit the corpus to a single document, the Labour Code, as it should make for a representative sample for a review of the fundamental terminology of that area of law. As Klabal says:

if studying 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, p. 168)

Naturally, for a detailed analysis of any of the specific areas that labour law governs, such as labour law relating to individuals, collective labour agreements, health and safety at work, international labour law on posting

²Terminology is understood here as a collection of terms representing a system of concepts in a given subject field (Sager, 1990).

³A terminological system, or term system (Thomas, 1993), is understood here as a lexicon of terms organised based on formal, conceptual and semantic parameters. It is part of a special-purpose language system (based on (Lukszyn, 2005, p. 122)).

employees abroad, and so on, the corpus would have to be enlarged and comprise respective acts of law, ordinances, work regulations, directives, etc.

To conclude, the language system of Polish labour law relies on the whole corpus of texts, including all types of genres. An analysis of labour-law terminology can, however, be limited to legislation, as it is where legal terms originate from. The Polish Labour Code, the source containing the core labour-law terminology, has been selected for the purpose of the terminological review.

Legal Terms

Legislative changes often lead to terminological adaptations. Even more so if the changes derive from a different legal system, and not internal system needs. If that is the case, as a consequence there may be far-reaching terminological alterations at the conceptual level. That may include shifts in the concepts the terms represent and modifications to the linguistic form of terms, often causing confusion among jurists and others (see (Rycak, 2020); an example taken from the research material will be presented later in the paper).

De Groot distinguishes three types of legal vocabulary (de Groot G.-R., 1996, p. 378): (i) the vocabulary used by legislators in acts of law, (ii) the vocabulary used by lawyers of a legal system and in commentaries on that legal system, and (iii) words in general publications dealing with that legal system. A subset of the first group, which comprises words expressly defined by the legislator (de Groot G.-R., 1996, p. 378), is the main subject of this publication. Legal terms, just like terms, are units of knowledge, units of language, and units of communication, analysed from the cognitive, linguistic and communicative points of view, respectively (Cabr e, 2003, pp. 183-187; Lukszyn, Zmarzer, 2006, pp. 23-24). One should mention when defining a legal term that the distinction made in semantics is between a 'concept' standing for a mental description and a 'term' representing its spelling (or sound) form (L obner (2002) as cited in (Chroma, 2011, p. 36)). In this paper, whenever a 'term' is mentioned, it means the form and the notion it represents, or meaning, in a given domain; when only the form is meant, a 'word' or 'phrase' is used.

Legal terms represent very specific concepts in a given terminological system. For instance a word or phrase may be a different legal term, represent a different concept, depending on the field of law (e.g. *doba* in labour law, where it stands for 'a 24-hour period', and other fields of law where it stands for 'a calendar day', or the English term 'charge' as used in criminal law, contract law and administrative law, an example provided by Szemińska

(2017, p. 356))⁴. Additionally, due to a lack of definitions of a number of terms that legislators use in acts and various combinations of terms and other lexical units that result in the formation of more specific terminological units (multi-word terms), there arises a problem whereby the boundary between a term and a phraseme becomes obscure. (Biel, 2012, p. 227)⁵ In this paper, the phrase “legal term” means a one-word noun or multi-word noun phrase that denotes a specific legal concept which is either defined in the Code, the special legal meaning of which can be worked out based on the context of the act, or the context of the act (a co-text of specific legal provisions) shows that the phrase has a specific, system-based meaning⁶.

It is the relations between terms in a terminological system that determine what can be called a legal term and what cannot in that system. An analysis of the corpus in a search for legal terms should not be restricted solely to the frequency criterion but should mainly focus on an analysis of the context-based behaviour of terms, especially when it comes to multi-word terms. (Klabal, 2019, p. 168; Biel, 2014, pp. 33-34) Bearing the definition of a term in mind, it comes as a surprise to find that, for example, the Polish Labour Code, an act governing the majority of labour-related issues in Poland, sometimes lacks terminological consistency. An example here is an observation made by Rycak in reference to working time regulations:

starting with the Act on Working Time of 1919 and ending with the latest regulations set forth in chapter six of the Labour Code, there are no definitions of a number of terms that the legislator uses when regulating the maximum working time and that are often crucial for the correct application of provisions on working time, annual leave and employees’ remuneration.⁷

(Rycak, 2020)

Such a situation stands in opposition to certain usual properties of terms in general, and legal terms in particular, *inter alia* that they should be standardised and artificially fixed and share certain characteristics of terms, e.g.

⁴The issue of polysemy in legal language is discussed i.a. by (Mattila, 2006, pp. 109-112) and (Chroma, 2011)

⁵For more on phrasemes see (Ruusila, Lindroos, 2016)

⁶The meaning of terms in the last two cases is usually determined through legal practice by authorities and legal experts dealing with the interpretation of law.

⁷Translation into English by the Author. „poczynając od ustawy o czasie pracy z 1919 r., a kończąc na najnowszej regulacji zawartej w dziale szóstym Kodeksu pracy, brak jest definicji wielu pojęć – którymi posługuje się ustawodawca, regulując maksymalny czas trwania pracy – często kluczowych dla prawidłowego stosowania przepisów o czasie pracy, urlopach wypoczynkowych i wynagradzaniu pracowników.”

transparency and consistency. (Lukszyn, Zmarzer, 2006, pp. 90-92; Biel, 2014, pp. 39-42; Felber, 1984) Such defects in legal terms influence various areas of life, resulting in a situation where employees, employers, tax authorities and even lawyers, to name but a few, have real problems with interpreting the law, which may cause confusion and an unstable business environment⁸.

Labour Law and LSP Dictionaries

An LSP dictionary (a special purpose dictionary or terminological dictionary) is “a dictionary which contains semantic information about concepts of a subject field or domain”. (Bessé, 1997) *Słownik terminologii przedmiotowej* (a dictionary of terminology) by Jerzy Lukszyn defines an LSP dictionary as a dictionary containing the terminology of one or several fields of knowledge. (Lukszyn, 2005, p. 105) Sandro Nielsen refers to LSP dictionaries as “dictionaries [...] especially designed for the treatment of language(s) for special purposes (LSP)” (1994, p. 34).

Polish labour law terminology has not been collected in the form of an independent dictionary yet, as is the case with e.g. the area of taxes. So far it has been included in terminological dictionaries of law in general, business, or LSP dictionaries of related fields, such as finance, economics, accounting, banking and law. The coverage of terminology that comes strictly from labour law is far from complete there, as this short study shows.

A rough analysis of the publishing market was carried out for the purpose of finding equivalent labour-law terms extracted from the Polish version of the Polish Labour Code in Polish-English LSP dictionaries. Not having encountered any Polish-English dictionary dealing strictly with labour law, the author decided to look for equivalents in dictionaries of law in general and other terminological dictionaries that included law as one of the main disciplines. The dictionaries that were selected for the analysis were (listed according to their year of publication):

- Polish Academy of Sciences. (1986). *Polish-English Dictionary of Legal Terms*. Wrocław, Warsaw, Kraków, Gdańsk, Łódź: Ossolineum.
- Kienzler, I. (2004). *Słownik terminologii gospodarczej. Bankowość. Finanse. Prawo. Polsko-angielski* (Vol. II). Warsaw: Wydawnictwo C.H. Beck.

⁸If in doubt as to the way a given provision should be interpreted, lawyers turn to the National Labour Inspectorate for an interpretation. Such an interpretation is usually respected by labour inspectors auditing companies' operations (based on a consultation with a lawyer).

- Myrczek, E. (2005). *Dictionary of Law Terms. English-Polish. Polish English*. Warsaw: Wydawnictwo C.H. Beck.
- Kozierkiewicz, R. (2005). *Dictionary of Business Terms. Polish-English (Vol. II)*. Warsaw: Wydawnictwo C.H. Beck.
- Łozińska-Małkiewicz, E., Małkiewicz, J. (2005). *Polsko-angielski słownik terminologii prawniczej*. Toruń: EWA Jerzy Małkiewicz.
- Oźga, E. (2019). *The Great Dictionary of Law and Economics: Polish-English*. Warsaw: Wydawnictwo C.H. Beck.⁹
- Translegis. (n.d.). *Polsko-angielski słownik terminów prawnych “Pol-Term” z definicjami*. <http://www.polishlaw.com.pl/index.php/pl/oferta?id=23>, 1.12.2020.

The dictionaries can be categorised as medium-sized or large terminological dictionaries. Their thematic scopes are: law (Polish Academy of Sciences, 1986), (Myrczek, 2005), (Łozińska-Małkiewicz, Małkiewicz, 2005), (Translegis, n.d.); banking, finances and law (Kienzler, 2004); business (including a large number of legal terms) (Kozierkiewicz, 2005), and law and economics (Oźga, 2019). The dictionaries were published over a period of 34 years, with the oldest dated 1986 and the newest still being updated (Translegis, n.d.). Such a time span let the author observe changes in labour-law terminology, both Polish and equivalent English, over that period. A review of online Polish-English LSP dictionaries took place as well. One that has been used in this paper is available on the Translegis website. It is different from the paper dictionaries because it is a terminological database compiled as a spin-off produced while translating Polish legislation, including the Polish Labour Code. Therefore, it is based on the Polish-law corpus and is constantly updated. This and other features of it, such as sometimes including examples, definitions and information about the area of law, seem to make it a reliable terminographic source. On the other hand, the selection of terms available on other websites is far from complete (for instance, a 15-term Polish-English glossary of labour law terms provided as a teaching material by Anna Młodawska (Młodawska, 2020), and a Polish-English Dictionary of Law by Rafał Przybyszewski (Przybyszewski, n.d.), a dictionary

⁹This is the latest edition of Oźga’s dictionary. Initially, the first edition from 2008 (Oźga, 2008) was also included in the research, yet due to substantial similarities between the two volumes, the author decided to only use the latest in the paper. The first edition was, however, taken into account in the section discussing the term *dobowy wymiar czasu pracy* (working time in a 24-hour period) as the newest dictionary does not have an entry for *doba* (24-hour period), which is only found in the first edition. The changes to Oźga’s updated dictionary, relating to the selected labour-law terms, include: removing two Polish terms, adding four new Polish terms, and changing English equivalents of two Polish terms.

that is open to changes proposed by users), and thus they have not been taken into account in the empirical part of the paper.

The selected LSP paper dictionaries are not translation dictionaries, as they only provide lists of decontextualised equivalents, with no information about the area of law the term applies to, the legal system they are used in, examples of use, glosses or comments of a practical nature useful to a translator. As Szemińska says:

the presence of foreign-language equivalents is not sufficient for the dictionary to effectively facilitate professional translation. In order to serve that purpose, a dictionary needs to assist the translator throughout the whole process of translation [...] helping them understand the original text, find an appropriate equivalent and use it in a correct way. Therefore it should offer explanations (definitions) of the source terms, numerous equivalents accompanied by information which makes it possible to differentiate between them and choose the best one, and finally it should include grammatical, lexical, stylistic and pragmatic information, allowing the translator to use the chosen equivalent correctly.

(Szemińska, 2014, p. 118)

De Groot and van Laer present various issues with compiling bilingual legal dictionaries, referring to problems with translating legal terminology, which is very much system-bound as it relates to a specific legal language system. Their analysis of EU dictionaries divides the studied works into three categories: those presenting word lists (the majority; bilingual or multilingual lists of terms which do not offer substantiated equivalents), explanatory dictionaries (with sample sentences illustrating the relevant linguistic context), and comparative dictionaries (referring to legal systems, e.g. legislation or literature, and to the legal area of comparative law; distinguishing between legal systems that share the same language). (de Groot, van Laer, 2005, p. 2) In a different publication, they stress that such resources should offer suggestions for translations based on legal areas, show the relation of the equivalents to the respective legal systems, refrain from presenting proposed translations as standard equivalents, indicate the degree of equivalence, expressly state a lack of an equivalent term in the legal system(s) related to the target language if that is the case, identify neologisms, and be updated if any of the legal systems involved undergo change. (de Groot, van Laer, 2006, p. 73)

Methodology

The research is based on labour-law terminology found in the Polish Labour Code, which was the next point of reference for reviewing translation and terminographic practice based on the selected translation of the Labour Code and LSP dictionaries.

The term extraction process was multiphase (see Figure 1). First, the terms were selected from the corpus with the use of Sketch Engine¹⁰, a corpus manager and text analysis programme. The author uploaded the focus corpus, a single document – the Polish Labour Code (in Polish) – into the software. The reference corpus analysed automatically in Sketch Engine was Polish Web 2012 (plTenTen12, RFTagger)¹¹. Using tools available in Sketch Engine, the Wordlist tool and Keyword tool, a frequency list and terminology list were extracted from the focus corpus, each with a thousand items.

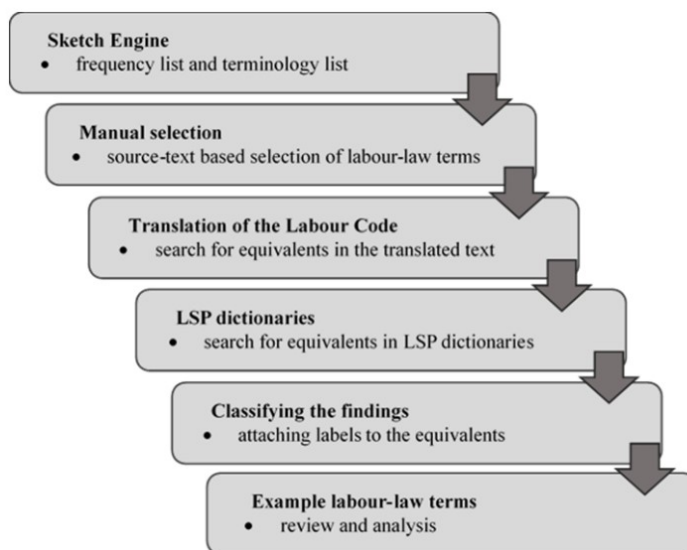


Figure 1: Steps taken in the research process. Source: the author

Both lists were then reviewed in relation to the source text in search of labour-law terms. This stage was to exclude non-nouns, common language words and phrases, general legal terminology and phraseology from all

¹⁰See <http://www.sketchengine.eu>

¹¹See <https://www.sketchengine.eu/pltenten-polish-corpus/>

lists. The context of use of all nouns and noun phrases was checked with the Concordance Search tool, which made it possible to retrieve the context of each word very quickly. The same was done with adjectives that appeared in the frequency list in order to verify whether they formed a labour-law term. This let the author find more labour-law terms in the studied corpus. Where the status of terms was not clear due to a lack of a definition or explanation provided by legislators, it was verified with secondary sources of labour law, including enabling genres. (Bhatia, 2006) In the end, 229 terms were selected for the equivalent search in the translation and terminographic review that followed.

The next step was to find the equivalents of the extracted terms in the translation of the Polish Labour Code into English. The translation selected for the translation analysis was that prepared by Agnieszka Jamróży¹² and published in the form of a bilingual volume titled *Kodeks pracy: The Labour Code*. (Jamróży, 2019) The text was chosen for two reasons. The first is because it is a translation of a relatively current version of the Labour Code (May 2019), and the second is the lack of access to other translations that would be at least equally valid and reliable at the time of writing this article¹³. Having found the equivalents of the labour-law terms used in Jamróży's translation, the author selected seven LSP dictionaries (including one online database), which were used to compare the equivalent terms found in the translation with equivalent terms from the terminographic references. What should be stressed here is that the equivalents found in the translation are translation-bound, which means that their selection was strongly influenced by the context of the text in which they are used. On the other hand, equivalents presented in LSP dictionaries are intrinsically decontextualised.

The search for equivalents in the selected dictionaries did not always bring satisfactory results. The source text selected for analysis is the latest version of the Polish Labour Code, which does not differ significantly from the version of the Labour Code translated by Agnieszka Jamróży (of May 2019). Yet, it should be remembered that the dictionaries used for the terminographic analysis cover a period of 34 years during which the Polish Labour Code was amended many times. Hence, some terms that are now found in the Act may not have existed at the time of compiling the dictio-

¹²Agnieszka Jamróży is a legal counsel, English linguist and translator.

¹³Other recent translations of the Labour Code are available through Lex Tłumaczenia software and the Translegis website. The selected translation of the Labour Code is not believed to be in any way superior to other translations of that act. It only serves as an example translation. Of course, including other translations would be beneficial to the study, but it was impossible at the time of writing this paper.

naries or, if the terms existed, their meaning might have changed over that period, influencing the equivalence selection. The impossibility of including some terms in those terminographic resources should be kept in mind but, for methodological reasons, it must be stressed that no diachronic analysis of when each term appeared in the Code has been made as part of this paper.

Due to the fact that dictionary equivalents, if found, were decontextualised and could not always be deemed to be a part of the labour-law terminological system, the author decided to introduce their classification, with four categories of findings and corresponding labelling¹⁴:

- There was no equivalent term (labelled “0”);
- There was an equivalent term, different to that in the translation, yet inappropriate in the context of the source text (labelled “1”)
- There was an equivalent term the same as that in the translation (labelled “2”)
- There was an equivalent term, different to that in the translation, but appropriate in the context of the source text¹⁵ (labelled “3”)

The analysis of equivalent terms in English from the different sources, namely the seven dictionaries and a translation of the Labour Code, has led to benchmarking Polish terms and their English equivalents in the scope of meaning represented by each of them and the correspondence thereof.¹⁶

Findings from Translation and Terminographic Review

As a result of the review of the Polish Labour Code, one of its translations and Polish-English LSP dictionaries, a Polish-English alphabetical glossary was produced with 229 entries. The glossary is laid out in a tabular form, with the microstructure of entries arranged according to the

¹⁴The labels applied were used at the statistical analysis stage and the numbers have not been assigned any additional meaning.

¹⁵The appropriateness was verified based on the legal definition of the term found in English dictionaries of law (Garner, Black, 2009; Martin, 2003) and various online primary and secondary sources.

¹⁶Jamróży does not state which English legal system she focuses on when selecting English equivalents in the translation of the Polish Labour Code. What she says is that the English translation of the act has been done “as a result of expertise in professional advising on labour law matters, considering the specific character of the Polish institutions of labour law” (Jamróży, 2019, p. VII). The meaning of English dictionary equivalents was determined based on two LSP dictionaries, “Black’s Law Dictionary” (Garner, Black, 2009) and “Dictionary of Law” (Martin, 2003), and no specific English legal system was defined for that purpose.

order presented below (Table 1)¹⁷. The order of equivalents is as follows: first the translation-bound equivalent(s), followed by dictionary equivalents arranged from the latest to the oldest resources. The online Translegis dictionary is treated as the latest source since it is regularly updated. Different colours are used to refer to different equivalent sources. The dictionary equivalents included in the glossary are only those that have been labelled “2” or “3”; however, the labelling is not presented in the glossary. In this respect, the English equivalents found in the translation of the Polish Labour Code can be seen as a benchmark for the analysis of dictionary equivalents of the Polish labour-law terms.

Table 1: The arrangement of equivalents in the Polish-English alphabetical labour-law glossary. Source: the author

Entry no	Entry-word	Frequency
	English translation-bound equivalent in translation (Jamróży, 2019)	
	English dictionary equivalent (Translegis, n.d.)	
	English dictionary equivalent (Ożga, 2019)	
	English dictionary equivalent (Ożga, 2008)	
	English dictionary equivalent (Myrzek, 2005)	
	English dictionary equivalent (Kozierkiewicz, 2005)	
	English dictionary equivalent (Lozińska-Malkiewicz, Malkiewicz, 2005)	
	English dictionary equivalent (Kienzler, 2004)	
	English dictionary equivalent (Polish Academy of Sciences, 1986)	

The findings have been grouped in terms of the availability of equivalent labour-law terms in the studied LSP dictionaries (Figure 2). Nearly half of the Polish terms (4%) were either not included in the LSP dictionaries selected for the analysis (44.5% of terms), or were included but the equivalents provided were assessed as incongruent with Polish labour law and

¹⁷The glossary will be made available online, with a reference to this paper.

the context of the source text due to their carrying a different meaning that excluded them from the terminological system of labour law (2.4% of terms). The remaining 53% were Polish terms for which English labour-law dictionary equivalents were found: the dictionary equivalents which were either the same as the English terms found in the translated Labour Code (Jamroży, 2019) (38.4% of terms) or different but deemed applicable in the context of the source text (14.8% of terms), based on their meaning defined through an analysis of English dictionaries of law, listed above in a footnote (see Figure 3).

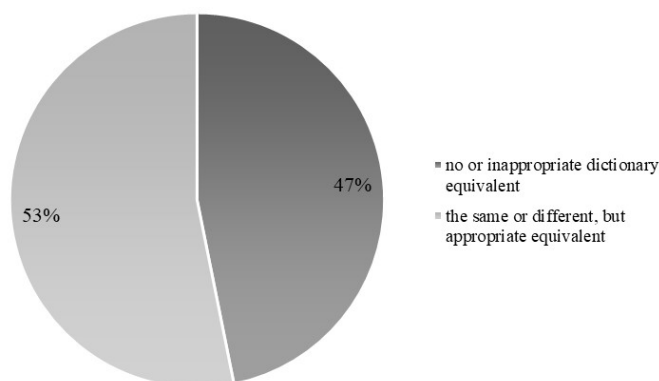


Figure 2: The availability of equivalent labour-law terms in the studied LSP dictionaries [%]. Source: the author

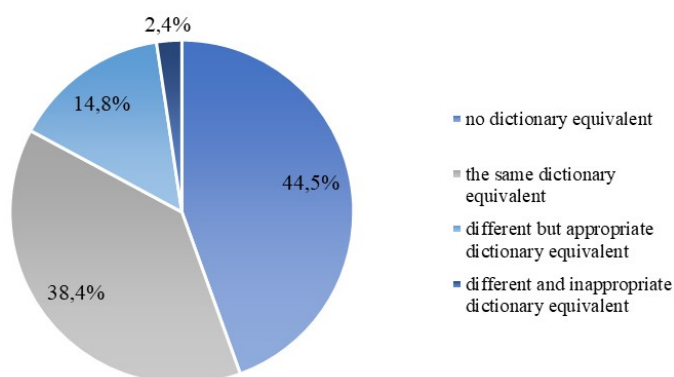


Figure 3: General terminographic findings by category [%]. Source: the author

The largest number of equivalents corresponding with the choices made by the translator (Jamroży, 2019) was found in the dictionary by Ożga, 118 terms (52% of the sample), followed by Łozińska-Małkiewicz & Małkiewicz's, 104 terms (45% of the sample), while the corresponding figures in the remaining dictionaries were lower and relatively similar to one another, ranging from 73 to 84 terms (32% to 37% of the sample) (Figure 4).

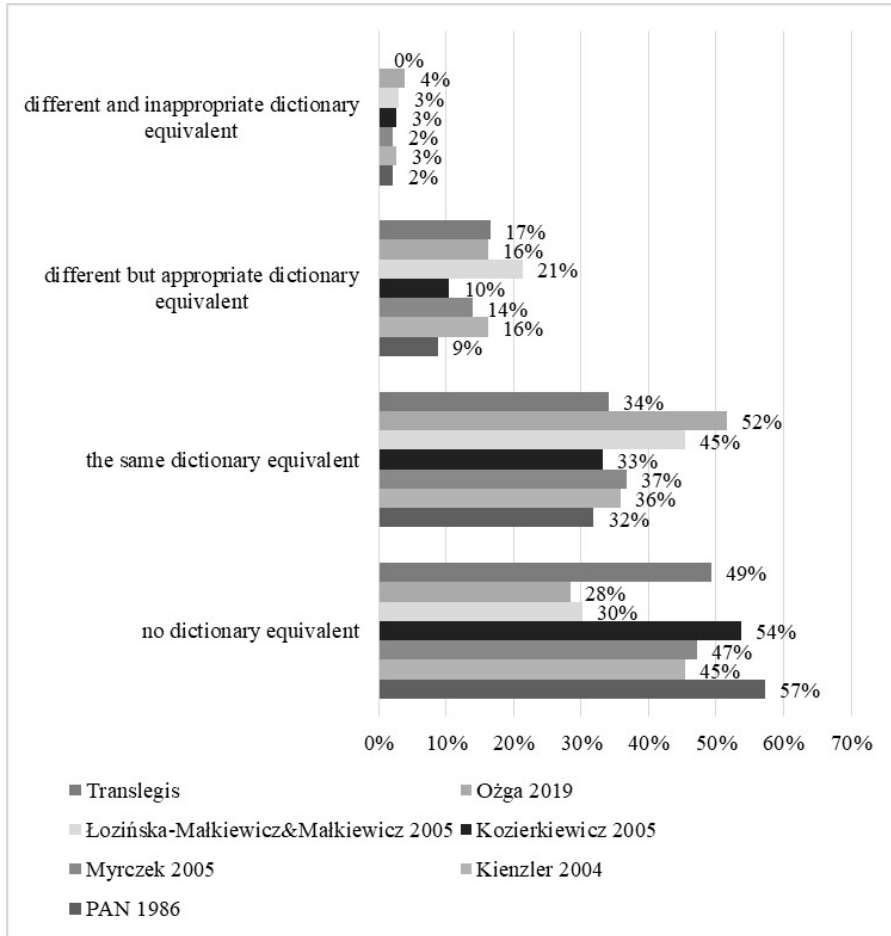


Figure 4: Dictionary equivalents by dictionary and term applicability (4 categories) [%]. Source: the author

On the other hand, unsurprisingly considering the publication date, the Polish Academy of Sciences dictionary had the fewest terms of those

that were looked up. No equivalent was found in the case of 131 terms (57% of the sample). A similar, yet smaller figure was seen in Koziarkiewicz's dictionary, a large dictionary (123 terms, 54% of the sample), which may be explained by the fact that, although the dictionary comprises legal terms, it is a business dictionary with a slightly different target group of users. The fewest terms without a dictionary equivalent were found in Łozińska-Małkiewicz & Małkiewicz's dictionary (69 terms, 30% of the sample) and E. Ożga's dictionary (65 terms, 28% of the sample). The number of terms lacking an equivalent in the dictionaries by Kienzler, Myrczek and Translegis ranged from 104 to 113 terms (45% to 49% of the sample) (Figure 4).

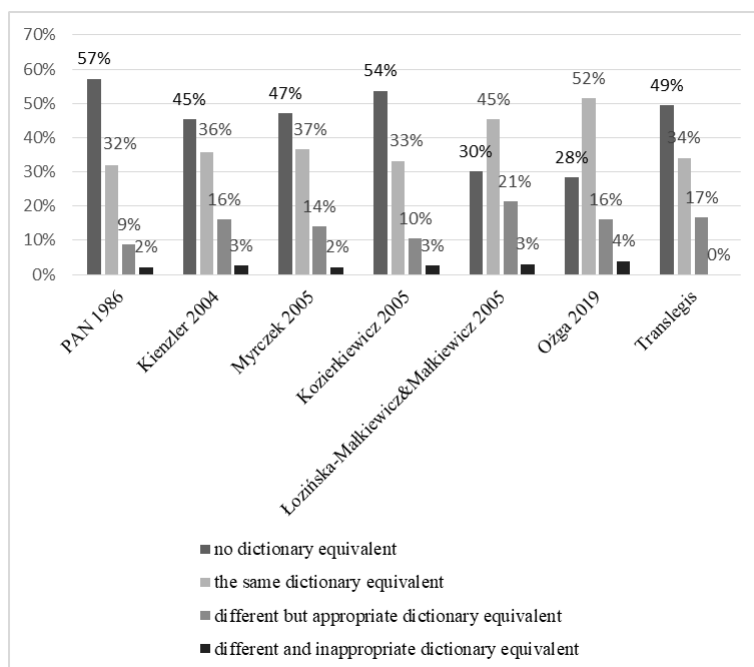


Figure 5: Dictionary equivalents by dictionary and term applicability (4 categories) [%]. Source: the author

There was quite a large group of terms with a dictionary equivalent different to that proposed by Jamróży in her translation of the Labour Code, but which could still be used in the context of the Act. The largest number of such terms was seen in Łozińska-Małkiewicz & Małkiewicz's work (21%), followed by the Translegis online LSP dictionary (17%), and Kienzler and

Ożga's dictionaries, with 16% each. The fewest terms of that type were to be seen in the remaining three dictionaries, with 9% in the publication by the Polish Academy of Sciences, 10% in Kozierekiewicz's work, and 14% in the LSP dictionary by Myrczek (Figure 4).

There were very few cases when the dictionaries provided a term that would be completely unsuitable for the context found in the Labour Code, ranging from 4% of the terms in Ożga's work, to none in the online dictionary by Translegis, a dictionary based on the translation database, where the Labour Code was one of the translated acts (Figure 4).

In the graphs displaying the data for each dictionary separately (Figures 5 and 6), one notices that, in the group of paper dictionaries, Ożga and Łozińska-Małkiewicz & Małkiewicz's dictionaries seem to be the most appropriate for use as a source of labour-law terms rooted in the Labour Code due to the fact that terms with appropriate equivalents prevail there (68% and 67% respectively), while the dictionaries by Kozierekiewicz and the Polish Association of Sciences are the least apt for the task (44% and 41% of terms with appropriate equivalents in the sample, respectively).

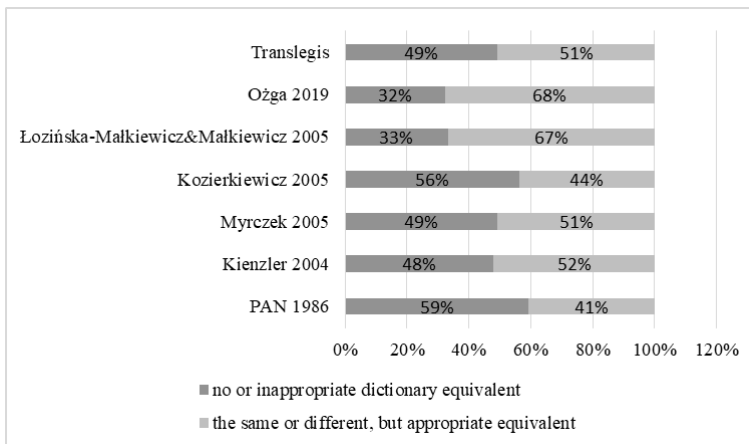


Figure 6: The availability of equivalent labour-law terms by dictionary [%].
Source: the author

The Translegis online dictionary should not be analysed together with the paper dictionaries here, as it is a dictionary presenting a terminological database created as a by-product of translating legislation. Being an LSP dictionary with translation-bound equivalents, it seems to be very reliable as a source of terms for labour-law translation purposes. It provides equivalents

to terms that were found in no other dictionary, long, multi-word terms very unique to labour law. There are no terms that would not fit in the context of the relevant act. On the other hand, it still lacks some terms that are part of labour-law terminology, such as *nieprzerwany odpoczynek* (uninterrupted rest), *pomieszczenia pracodawcy* (employer's premises), or *pracowniczy plan kapitałowy* (employee capital plan). This is why there is still a high share of terms not found.

The analysis, from the point of view of each dictionary subject to review, shows that there are some discrepancies between the terminographic works. It can be assumed that the differences stem from the publication year, the number of terms included in each of the dictionaries (Figure 7), and the range of fields covered by the dictionaries.

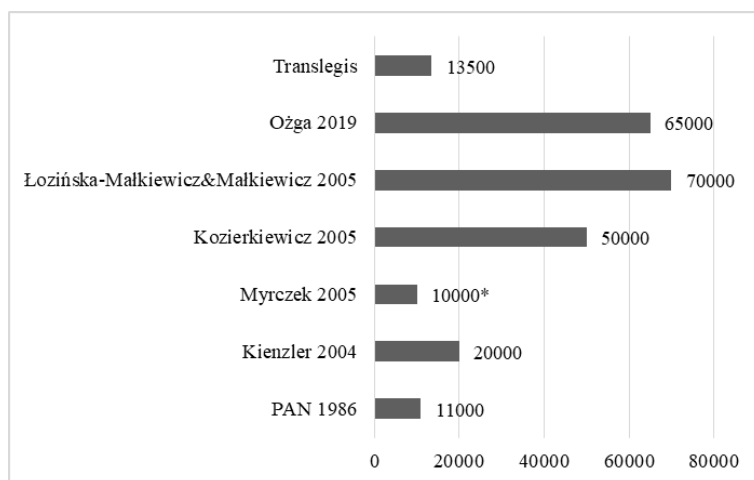


Figure 7: The average number of terms in LSP dictionaries. *Volume estimated by the author.¹⁸ Source: the author

The oldest of the seven LSP dictionaries is the dictionary published by the Polish Academy of Sciences (PAN) in 1986. It comprises 11,000 terms. Chronologically, the next dictionary is that by Kienzler published in 2004, which comprises 20,000 terms. The next LSP dictionary is that by Myrczek with about 10,000 terms (estimated number). The dictionaries by Kozierkiewicz, Łozińska-Małkiewicz & Małkiewicz, and Oźga can be deemed to

¹⁸Due to the lack of information as to the number of entries, the author counted the number of entries on 10 consecutive pages, divided it by 10, then multiplied by the number of pages in the dictionary and rounded to the nearest thousand.

be large terminographic works as they boast of having more than 50,000, 70,000, and 65,000 terms, respectively. With 13,500 terms in total, the online LSP dictionary compiled by Translegis is not large.

Summing up, it seems that the most recent and the biggest dictionaries by Ożga and Łozińska-Mańkiewicz & Mańkiewicz's feature the highest availability of equivalent labour-law terms that can be used for translation purposes in the context of the source text. The extensive coverage of labour-law-specific terms, not covered by any other dictionary, makes the online source by Translegis a valuable tool in dealing with the terminology in that field. The poorest results of all were observed in the case of the oldest and smallest dictionary (Polish Academy of Sciences, 1986): despite it being a dictionary dealing with no other field but law. The fact that it is outdated means it should be approached with caution as a source of English equivalents.

Additionally, the share of equivalents corresponding with the choices made by the translator (Jamroży, 2019), from 32% to 52%, may suggest the number of cases when the translator might have used the dictionaries. However, that seems a somewhat far-fetched conclusion considering the fact that the terms were usually contained in long lists of numerous equivalents provided in the entries of those dictionaries. The lack of context of use only makes these dictionary translations a source of inspiration for further benchmarking analysis of foreign legal systems that a legal translator needs to deal with, relying on his or her legal and translation experience.

Review of Selected Polish Labour-Law Terms

This part of the paper focuses on a few examples of Polish labour-law terms. They were selected for this analysis due to the fact that the author, who is also a practicing translator of legal texts, found them particularly interesting from the point of view of translation purposes. The short analysis presented in this section illustrates the specific nature of these labour-law terms. Naturally, each term is different and should be approached individually. Very often, there is a reference to other labour-law terms in the process of defining the meaning of a given term. This, however, shows that the terms selected for the analysis are truly a part of the terminological system, forming semantic relations of various natures with other terms in the system.

a) *Dokumentacja pracownicza* (employee documentation¹⁹)

¹⁹Unless stated otherwise, the English equivalents of Polish terms from the Polish Labour Code are taken from the translation of the Polish Labour Code by Agnieszka Jamroży. (Jamroży, 2019)

This is a term whose equivalent was not found in any of the LSP dictionaries under review. However, *dokumentacja pracownicza* (employee documentation) is defined by legislators in the Labour Code, in the part listing employer's responsibilities:

The employer is obliged in particular to: [...] keep and store documentation on matters related to the employment relationship, in paper and in electronic form, as well as personal files of employees (employee documentation)²⁰

(Article 94 (9a) of the Polish Labour Code)

An analogous definition of the term is provided in a type of guideline for employers published by the National Labour Inspectorate (PIP), where we find that employee documentation consists of personal files and documentation on matters related to the employment relationship (Mamot, 2019).

When we look at EU parallel texts, we find that the Polish term *dokumentacja pracownicza* does not appear anywhere in EurLex (a website providing access to EU legislation²¹). Therefore, a bilingual comparison using parallel texts rooted in a different legal system is not possible here.

Nonetheless, the equivalent selected in the translation of the Labour Code, “employee documentation”, is a literal translation of the Polish term. The phrase is used by solicitors and UK law firms on their websites, albeit in quite general contexts, mainly as a label given to posts and website content, in headings for specific information, but rarely in texts discussing employment law issues in detail. Yet, looking at the number of different records that *dokumentacja pracownicza* comprises²², the concept is very complex and a review of UK employment law performed as part of this paper did not bring any satisfactory results. It is possible that a more thorough look into HR practice might make it possible to reveal a functional equivalent (Šarčević, 1989, pp. 278-279) different to the one applied by Jamróży, a direct translation of the Polish term which is not misleading in the relevant context of the Act.

- b) *Wymiar czasu pracy* (length of working time²³) and *norma czasu pracy* (standard working time)

²⁰ „Pracodawca jest obowiązany w szczególności [...] prowadzić i przechowywać w postaci papierowej lub elektronicznej dokumentację w sprawach związanych ze stosunkiem pracy oraz akta osobowe pracowników (dokumentacja pracownicza)” (Jamróży, 2019, p. 107)

²¹ See <https://eur-lex.europa.eu/homepage.html>

²² See <https://www.pip.gov.pl/pl/f/v/139199/ul%20dokum%20pracown%20.pdf>

²³ Other English terms used by A. Jamróży as equivalents/contextual equivalents of *wymiar czasu pracy* are “working time”, “admissible number of working hours” (1), and

These two terms ought to be analysed together due to the fact that they are closely interlinked. Interestingly, the Labour Code fails to define them and uses them inconsistently.

A legal expert's viewpoint on the issue has been presented by M. Rycak, who discusses the difference between *wymiar czasu pracy* (length of working time) and *norma czasu pracy* (standard working time). (Rycak, 2020) As she stresses, the two terms are not defined in the Labour Code, although they appear there on numerous occasions. Additionally, they are not consistently used by the legislator in that Act. Having analysed the terms thoroughly, M. Rycak concludes that

[t]he length of working time should be understood as the working time that the employer is permitted to plan for a given employee to provide for standard and predictable company needs and the employee is obliged to work for. [...] It can be assumed that the standard working time is the limit, the maximum time an employee is at their employer's disposal during a working 24-hour period and working week.²⁴

(Rycak, 2020)

It can therefore be said that standard working time is the maximum number of working hours that an employee is to work for, subject to the law in force. In other words, the standard working time sets the limit. On the other hand, the length of working time is the number of working hours that an employee is obliged by their employer to work for in a 24-hour period and any other applicable calculation period. Hence, it is a certain period, not a limit. Doubtless these two terms are in practice almost inseparable as one depends on the other: standard working time restricts the length of working time and the length of working time can be determined only within the limits defined by standard working time. Despite being different in the majority of cases, they can be used interchangeably. (Rycak, 2020)

Based on M. Rycak's detailed diachronic and synchronic review of Polish legislation on the topic, we can conclude that the meaning of the two terms is subject to wide-ranging discussions among legal experts.

“scope of working time”, each of which carry a semantic component referring to “length” or “duration”.

²⁴ „Przez wymiar czasu pracy należałoby rozumieć obowiązujący pracownika czas pracy, który pracodawca może mu zaplanować w celu zapewnienia zwykłych, przewidywalnych potrzeb zakładu pracy. [...] Można przyjąć, że normą czasu pracy jest przyjęta granica, maksimum czasu pozostawiania pracownika do dyspozycji pracodawcy w obrębie doby pracowniczej i tygodnia pracy.” (Rycak, 2020) [Translation by the Author.]

The LSP dictionaries suggest the following equivalents for the terms:

Table 2: Equivalent terms of *wymiar czasu pracy* and *norma czasu pracy* in LSP dictionaries. Source: the author

LSP dictionary	<i>wymiar czasu pracy</i>	<i>norma czasu pracy</i>
PAN 1986		
Kienzler 2004		
Myrczek 2005		
Kozierkiewicz 2005		
Łozińska-Małkiewicz & Małkiewicz 2005	time input, standard working hours	work time standard, standard hours
Oźga 2019	working time	
Translegis		working time standard

The majority of the LSP dictionaries under analysis fail to provide an equivalent English term for *wymiar czasu pracy* and *norma czasu pracy*. In Łozińska-Małkiewicz & Małkiewicz (2005) we find both terms, however the equivalents for *wymiar czasu pracy* do not seem appropriate considering the meaning of the term. The first equivalent, “time input”, is hard to find in a legal context, as it seems to be an IT term used by HTML programmers. On the other hand, the second equivalent term listed in the entry, “standard working time”, shows that the term has been mistaken for *norma czasu pracy*, a suspicion which is confirmed after a comparison with the equivalents for *norma czasu pracy*: “work time standard” and “working time standard”. All three refer to a standard or limit, not a period for which an employee is in fact expected to work.

In Oźga (2008), we find an equivalent for *wymiar czasu pracy*, i.e. “working time”. The equivalent seems to be acceptable, considering the aforementioned definitions and the translation prepared by Jamroży (2019).

On the other hand, the dictionary by Translegis gives an equivalent for *norma czasu pracy*, “working time standard”, but fails to directly give an equivalent for *wymiar czasu pracy*, although there are entries for various hyponyms, such as *dobowy wymiar czasu pracy*, *tygodniowy wymiar czasu pracy* or *miesięczny wymiar czasu pracy*.

A look at EU and UK parallel texts produced the following findings:

- EU terminological system of law: for instance, in Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time, a directive also called the Working Time Directive, we find the Polish term *wymiar czasu pracy*, as an equivalent of “working time”. On the other hand, neither the Polish term *norma czasu pracy* nor the English “standard working time” are found in the directive. What is found there is “maximal weekly working time”, which is literally translated into Polish as *maksymalny tygodniowy wymiar czasu pracy* (Article 6 of the Directive). Those two terms, in Polish and English, seem to refer to a concept analogous to the term *norma czasu pracy*, taken from the Labour Code, as they set a limit to the working time that an employer is allowed to plan for an employee.
- UK terminological system of law: for instance, in Section 4(1)-(7) of the Working Time Regulations 1998 we find references to “working time”, “working time for each seven days” and “maximum weekly working time”. The relevant section defines the maximum weekly working time, so in other words it sets a certain standard for working time. In this sense it presents a concept analogous to the term *norma czasu pracy* (standard working time) seen in the Labour Code. In Section 4(6) there is, however, an instruction explaining how to calculate the average worker’s working time for each seven days. That in turn seems to be a reference to a concept similar to the one the Polish *wymiar czasu pracy* refers to, the real number of hours an employee is obliged to work by a given employer.

Taking into account the meaning of the term as determined by the context of the Labour Code and proposed by legal experts, the equivalents of the terms proposed in the translation of the Labour Code – “the length of working time” or “working time” for *wymiar czasu pracy* – seem to be appropriate and suitable in the context. The English equivalent for *norma czasu pracy*, “standard working time”, on the other hand, is worth reconsidering. An analogical concept in parallel texts from the UK legal system is referred to as “maximum [...] working time”, which I believe may better indicate the fact that the term denotes a certain working time limit.

c) *Dobowy wymiar czasu pracy* (working time in a 24-hour period)

The term *dobowy wymiar czasu pracy* (working time in a 24-hour period) is a hyponym of *wymiar czasu pracy* (length of working time). What distinguishes the two terms is the limitation of the period of applicability of

the former, namely to a *doła* (a 24-hour period; *dobowy* is an adjective from *doła* in Polish). *Doba* (a 24-hour period) is clearly defined in the Labour Code as:

[f]or the purposes of calculating an employee's working time:
1) a 24 hour period means – 24 successive hours, beginning when the employee starts work in accordance with the binding working time schedule.²⁵

(Article 128(§3)(1) of the Polish Labour Code)

That definition of *doła* (a 24-hour period) shows what the meaning of the term *dobowy wymiar czasu pracy* (working time in a 24-hour period) is (if *wymiar czasu pracy* (length of working time) is defined first), namely that it is the length of working time that an employee is obliged by the employer to work during a 24-hour period, commencing at the moment the employee starts work in accordance with the binding working time schedule. Although the definition is not directly set out in the Labour Code, it is implied by the context of that Act.

However, this definition does not make the translation task any easier. The most obvious equivalent of *dobowy*, namely “daily”, is not the most suitable one in this context because the *doła* (a 24-hour period) that the Polish *dobowy* refers to in general Polish, and in many special-purpose contexts, is understood as a calendar day. Merriam-Webster, an online general English dictionary, defines a calendar day as “a civil day: the time from midnight to midnight” (Merriam-Webster). What is found in a dictionary of law is a definition of a “day,” that it is “24 hours, from midnight to midnight” (Collins, 2006). Taking into account the definition of a calendar day, one should conclude that it differs from the meaning of an employee's 24-hour period. In fact, an employee's 24-hour period may partly coincide with two calendar days. Moreover, the 24-hour periods of different employees working under different working time schedules may start and end at different times (Czym, 2017). That is very close to saying the definition of a “day” given in Black's Law Dictionary, which explains what a “day” is in 5 different ways. The most applicable definition is as follows: “any 24-hour period; the time it takes the earth to revolve once on its axis” (Garner, Black, 2009, p. 453) and seems to partly coincide with the labour-law meaning of a day.

²⁵Translation by (Jamrozy, 2019, p. 137); the original Polish text is: „Do celów rozliczania czasu pracy pracownika: 1) przez dobę – należy rozumieć 24 kolejne godziny, poczynając od godziny, w której pracownik rozpoczyna pracę zgodnie z obowiązującym go rozkładem czasu pracy;”

The LSP dictionaries suggest the following equivalents for *dobowy wymiar czasu pracy* and *doba*:

Table 3: Equivalent terms for *dobowy wymiar czasu pracy* and *doba* in LSP dictionaries. Source: the author

LSP dictionary	dobowy wymiar czasu pracy	doba
PAN 1986		
Kienzler 2004		day
Myrczek 2005		
Koziarkiewicz 2005		
Lozińska-Malkiewicz & Malkiewicz 2005		day
Oźga 2008		day
Oźga 2019		
Translegis	daily amount of working time	

The table above shows that LSP dictionaries provide equivalents for *dobowy* and *doba*, equivalents that may correspond with the concept of a calendar day, but also with the legal meaning of a “day” found in Black’s Law Dictionary. It should be stressed here that

legislative Polish relies on the vocabulary of everyday language (Opalek, Wróblewski, 1969, p. 43) but contains lexis and expressions which are not commonly used or are used differently in everyday Polish.

(Biel, 2014, p. 29)

Therefore, such a selection should be of no surprise. If we consider the specific use of the term *doba* in the Labour Code, the use of “day” as its English equivalent may be misleading, but it does not have to be as the definition from Black’s Law Dictionary proves.

The equivalent *dobowy wymiar czasu pracy* proposed by A. Jamróży seems to take into account the non-standard meaning of *doba* as used in the Labour Code. However, it should be mentioned that the term *dobowy wymiar czasu pracy* is not consistently translated throughout the whole Act.

The most frequent equivalent is “working time in a 24-hour period” which directly refers to the Labour Code definition of *doba* (24-hour period). A different equivalent used in the translation is “daily working time” (used three times). It is difficult to say what the reasons are for the difference. It is, however, a fact that “daily” – as used in that expression – may be misleading for the English reader in the same way that the Polish term is for the Polish reader.

Conclusions and findings

To conclude, a Polish-English LSP dictionary of labour law, or more detailed coverage of that area of the Polish legal system in Polish-English dictionaries of law, is something the market lacks. If such a dictionary is to assist translators in their work, it should not follow the example of the paper LSP dictionaries presented here, which should be classified as word lists, but be based on comparative studies of English legal systems, and therefore rise two levels in the classification of legal dictionaries by de Groot and van Laer. (de Groot, van Laer, 2006) As the analysis of LSP dictionaries revealed, the coverage of terminology strictly from labour law is far from complete in them. There are a lot of labour-law terms that are not included in terminological dictionaries: in the case of paper dictionaries, there is a shortage of terms that are unique to labour law; in the case of the online source, the dictionary also fails to provide equivalents of certain terms that are used in labour law. Moreover, the English translations provided are without any additional information that would include definitions of equivalents, place them within a specific legal system and area of law, show their context of use and in this way provide the user with some insights into the linguistic features of foreign terms (grammar, style and other pragmatic information), or inform the user what type of equivalent it is (whether it is a functional equivalent or a neologism created to fill a terminological gap). But this is all needed to ensure the translator, and any other legal dictionary user, has enough data for them to select an appropriate equivalent.

The lists of decontextualised equivalent terms make it impossible to choose the best translation for a legal context, labour-law included. This is typical of the paper dictionaries studied, but is also true for some terms in the online source as well. However, in the latter case, some additional information about the use of terms and the area of law they are employed in can be found.

The short analysis of the terms *dokumentacja pracownicza*, *wymiar czasu pracy*, *norma czasu pracy* and *dobowy wymiar czasu pracy* shows the unique nature of labour-law terms and the entries in bilingual LSP dictionaries.

Labour-law terms should be analysed in the context of the Polish labour-law system, and analogous concepts are not always found in foreign language legal systems. The main reason for the lack of equivalents, or difficulties with finding an equivalent that would be suitable in labour-law contexts, seems to be the differences between legal systems which make it really hard to find even functional equivalents for Polish terms in some cases as there is hardly any one-to-one equivalence between legal terms in two legal systems at a word level (Alwazna, 2016, p. 213) since “law has no universal reference and does reside within a specific language”. (Alwazna, 2019, p. 81) The paltry coverage of labour-law terminology in the relevant LSP dictionaries, due to their size, the publications date and the little attention they pay to labour law, contributes to this sorry state of affairs.

Moreover, if an LSP dictionary is out of date, it does not serve its purpose either and should be used cautiously. Constantly updating terminographic resources is also important if one is to make them truly reliable tools. Compiled with all different translators’ needs in mind, a labour-law dictionary based on legislation and a benchmarking analysis of English legal systems could solve at least some terminological dilemmas in this area of Polish-English legal translation.

The example translation of the Polish Labour Code used in this paper shows that it might be a good idea to analyse current translations of valid legislation and look at the contextualised choices made by the translators of those texts when selecting equivalent terms and phrases for referring to concepts seen in the Polish legal system. Such a source should, however, be more of an inspiration to the terminologist benchmarking legal systems as the translation-bound equivalents require a broader analysis of English legal language systems and the area of law and the legal system the foreign term concerns to be specified.

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