

SHORTENED VERSION OF OPZZ PROGRAMME FOR 2018-2022

Adopted on the 25th of May 2018

The All-Poland Alliance of Trade Unions (OPZZ) is a trade union organisation which strives to implement the following fundamental principles in Poland: freedom, equality, social solidarity, democracy, tolerance, social justice as well as the right to decent life, decent work and pay as well as decent pension, with no exceptions or exclusions.

Trade unions are the most important subjects of modern democracies. Lack of trade unions or their weaknesses will have an impact on the quality of democracy and civil society. Numerous examples clearly demonstrate that where the trade unions are stronger, quality of life is simply better. We are therefore aware that by strengthening the All-Poland Alliance of Trade Unions we are co-creating a more egalitarian and tolerant Poland in democratic Europe.

Since 1989, the political transformation has resulted in profound changes in economic, political, social and cultural areas. We do not dispute that a number of these changes have been positive. However, there have been too many negative consequences, for employees and trade unions alike. In addition, these changes have been strongly backed by the ideology of neoliberalism which was adopted in a rather unthinking way by new political elites. Trade unionism was viewed as a redundant burden reminiscent of previous era, with widespread individualism, unrestricted flexibility and entrepreneurship hailed as exemplary. The interests of employers, entrepreneurs and business people have become the key point of reference. Accordingly, there was a strongly held perception that what was good for entrepreneurs should also be good for the entire society. The point of view of employees became increasingly less significant as the list of privileges grew. At the same time, there was an ongoing marginalisation of anything that may have been common, public, solidary, caring and social. Unfortunately, even though neoliberalism has been disgraced in the 2008 crisis, this particular value system continues to be attractive for many politicians and entrepreneurs. The All-Poland Alliance of Trade Unions has always critiqued the above tendencies and has opposed any practical solutions that may have been adopted as a result.

OPZZ and its member organisations, during the 2014-2018 term of office, have been able to bring about a number of solutions that will highly benefit employees. This has been achieved through implementing relevant

demands through activities of all trade union structures as well as those that form part of the Council for Social Dialogue. The most important solutions include:

- *Gaining the right to create and join trade unions for hundreds of thousands of workers who are self-employed or employed on the basis of so called civil-legal contracts*
- *Faster increase of minimum wage where the bonus for work during the night is excluded from the calculation; introduction of minimum hourly wage*
- *Increased uptake of social clauses in public procurement*
- *Considerable reduction of any irregularities related to employment of temporary workers*
- *Return to previous state pension age*
- *Introducing social insurance fees for civil contract type of employment*
- *Creating the National Training Fund*
- *Adopting the European Pillar of Social Rights*
- *Creating the first trade union in Central Eastern Europe which targets migrating employees*

Every statement, opinion, resolution or appeal by the OPZZ aims to implement the fundamental principle of decent work and decent life for everyone. We do not agree that authorities and public institutions should leave citizens to deal with their needs and problems on their own. We object to the deepening divide and unequal relationship between the employer and the employee. Trade unions are key to establishing labour relations based on the principle of partnership, in particular at the level of the organisation. In order to improve our effectiveness, it is key to increase our membership base and ensure that the voice of trade unions and employees is heard loud and clear in the public debate.

The changes on the labour market caused by rapid technological progress constitute a particular challenge for the trade union. Mass digitalisation and robotisation, increasing importance of web platforms and mobile apps as well as the gig economy already have an impact on labour relations. It is up to the trade unions whether these changes will impact employees and the labour market positively or negatively. These threats are often difficult to recognise and defy established patterns. As such, it is necessary to introduce legal solutions which on the one hand would protect employees against negative outcomes of digitalisation and on the other hand would control this process so that digitalisation can actually benefit employees. This means that OPZZ will need to be actively involved in debates focusing on so called fair digitalisation and Industry 4.0; OPZZ will also need to be flexible when it comes to strategy-building and decision-making in this area.

The idea of Social Europe and the legacy of International Labour Organisation are a key reference point for OPZZ. The international activity of OPZZ, undertaken in the spirit of supra-national labour solidarity, as well as our activity within the institutional structures of social dialogue at all levels, are a key mechanism for supporting the rights of working people and addressing any issues they may have.

We believe that the following issues are key for OPZZ in its new term of office:

1. *Faster pay growth*
2. *Increased transparency of minimum pay by ensuring that the amount excludes any pay-related bonuses*
3. *Reduce income stratification by increasing tax progression and introducing additional PIT (personal income tax) rates.*
4. *Activities aiming to support job stability, with trade unions and public organisations having stronger oversight of work conditions.*
5. *Introduce into the Polish employment law solutions that would support employment of older persons whose experience and skills should be fully utilised by the labour market.*
6. *Realise a programme of yearly increase of financial investment for health and education from public resources.*
7. *Improve institutional support for families bringing up the children, this includes better access to various forms of support and implementing further solutions that allow for a better balance between professional and family life.*
8. *Undertake activities to support significant raise of income brackets that would entitle someone to receive social and family benefits, including a mechanism for yearly valorisation.*
9. *Extend holiday leave to 32 days, given the situation where Poles are generally overworked this will help employees to fully regenerate from their work, reduce accident risk, increase job satisfaction and as a result, increase productivity.*
10. *Undertake activities aimed at systematic reduction of weekly working time whilst maintaining the same pay, initially to 38 and then 35 hours.*
11. *Strive to ensure that all workers in the European Union are treated equally through addressing social and pay dumping in the EU. This would be accomplished by introducing into the Polish and European law the principle of equal pay for the same work.*
12. *Promote organising methods among members of OPZZ partner organisations as part of a broad programme of trade union revitalisation. Provide support for initiatives that focus on organising trade union members and enhancing their potential.*

Nevertheless, the key demand of OPZZ for the 2018-2022 term of office is to increase employee pay in Poland. Once this demand is met, it will have the following multi-faceted benefits, both short- and long-term:

- *Improved quality of life for employees and their families*
- *Increased internal demand and as a result, increased number of new workplaces*
- *Increased tax income for the state budget, leading to improved financing of public services such as healthcare and education*
- *Higher pensions*

The implementation of the above tasks requires that all members of OPZZ member organisations are actively engaged. The „All-Poland Alliance of Trade Unions Programme for 2018-2022” is binding for all OPZZ member organisations as well as its local structures and regional branches.

Social dialogue at all levels is an important implementation tool for the programme. This tool will only be successful if all the stakeholders show goodwill and readiness to reach agreement.

In order to implement the above values and key tasks we recognise the following issues as key:

ECONOMIC POLICY ISSUES

Together for higher pay!

Good economic conditions and improved state finances are the best moment to undertake a complex reform of the tax law and change the state policy with regard to employment so that in the future everyone can benefit from the positive effects of economic growth. The issue of pay is intrinsically connected to the implementation of the National Strategy for Sustainable Growth which defines the negative outcomes of linking the competitiveness of national economy with low labour costs and low pay. Undoubtedly, the state can implement instruments that will influence the pay growth within the national economy as well as the decisions of businesses in that regard. At the same time, the state certainly underutilises these tools. This is in contrast to the fundamental assumption of the Strategy for Sustainable Growth which focuses on enabling Poland to leave the trap of median pay and supporting the growth of citizen wealth. Therefore, it should be the key aim of state policy in the nearest future to create conditions for pay growth, alongside reducing the overall spread of earnings and the pay gap.

The higher dynamic of pay growth should be fully justified given that Poland is at the forefront of countries with lowest pay despite the fact that most businesses are profitable. The profit therefore should be more equally

distributed. Statistical data show that the pay costs constitute only a small fraction of Gross Domestic Product, especially when compared with Western European countries. Pay across a number of sectors fails to reflect the increase in overall productivity. In addition, Poland has one of the lowest labour costs in Europe (in euro). As many as 66% of people in work earn below the level of median pay. To increase their take-home pay, Poles have to undertake additional employment and as a result we are at the forefront of countries with the longest working week.

The policy of stiling pay growth leads not only to lack of highly qualified human capital but also to a low level of investment and innovation. The rules for calculating minimum pay still lack transparency. Service premium and other bonuses should be excluded from minimum pay as this should be a one-component category and constitute basic pay.

OPZZ believes that it is necessary to engage in the following activities to promote employee pay growth:

- *Establish a negotiation mechanism for pay growth within the business sector*
- *"Defreeze" pay within the public sector and establish a mechanism for pay growth that would be correlated to median pay*
- *Implement the actions inscribed in the Anti-Crisis Package from 13 May 2009 where the government made the commitment to gradually increase minimum pay to 50% of median pay*
- *Ratify the International Labour Organisation convention no. 131 related to minimum pay*
- *Ratify and appropriately implement article 4 no. 1 from the European Social Charter where there is a commitment to guarantee that employees should receive pay allowing them a decent standard of life*
- *Revisit and readjust the level of lowest minimum pay which has remained unchanged since 2003 (760 PLN)*
- *Ensure that the pay gap between men and women is closed*

Fair tax burden

[...]

Employee participation as a key element of social market economy

[...]

Public procurement which takes into account social issues

[...]

Tax deductible trade union fees

[...]

Climate issues are employee and trade union issues

There is an ongoing, lively debate in Europe and across the world on the issues of climate change and the related shift towards so called green economy. This is a difficult issue for Poland, Polish trade unions and in particular trade unions which focus on the mining and energy sectors. OPZZ is aware of the challenges as a result of climate change. We do agree that if the planet is dead, the discussion about decent work and international labour standards will be pointless. At the same time, given that the Polish economy is largely dependent on coal, the shift towards the „green economy” will have monumental consequences for the citizens, employees and their families, including at existential level. Polish employees need to receive firm assurances that any changes in that area will not impact negatively on their employment and overall standard of life.

We need to be aware that Europe is not uniform when it comes to the issue of energy. For instance, there are marked differences between France where the atom energy dominates, Scandinavia whose economy is almost entirely based on renewable energy sources and finally Poland, where there is a predominance of coal power plants. This means that the „green economy” project may in practice mean something completely different for different countries and regions even though the core idea may be identical for all of them. We need to be aware that the costs, including social ones, will be primarily borne by countries such as Poland.

Europe should not be naive. The European Union needs to insist on the policy of climate protection at the global forum but it should not agree to overly ambitious restrictions under any circumstances. Without a binding commitment from countries such as China, India or the USA, responsible for significant majority of CO2 emissions, European Union shouldn't „jump the gun”. If we strive to reduce emissions within the European Union but fail to secure the involvement of other countries, we will not achieve meaningful changes to address global warming. At the same time, this process would disrupt very strongly the manufacturing industry of countries such as Poland, leading to significant increase of energy cost for companies as well as the workers and their families.

We do not accept that countries should be left to deal alone with financial and social problems that may result from the difficult and costly process of change. Workers will never accept that. Support and solidarity must mean that there is an acknowledgement of co-responsibility for all European countries and all European workers, no matter whether they are employed within the „black” or „green” sector. As such, it is key to embrace the

principle of fair transformation and significant financial support for regions and sectors which are dependent on coal.

SOCIAL POLICY AND SOCIAL SECURITY

Social security

[...]

Healthy and safe work environment

The ability to work in safe and hygienic conditions is one of key worker's rights. Despite legal protection for health and safety, work conditions in Poland are still unsatisfactory and deviate from European standards. This is reflected in the accident rates. In addition, occupational medicine in the area of preventive actions still fails to appropriately protect employees from workplace risks. Implementing any preventive activities that target specific employee groups does remain a challenge. There is a need for systemic and interdisciplinary activities that would strengthen the system of work protection in Poland.

Therefore OPZZ will undertake the following activities with the aim of protecting the safety of employees in their workplace:

- *Strengthen the partnership with State Labour Inspection and other monitoring and controlling bodies that work together towards control, prevention and training to improve working conditions*
- *Strive towards enhancing the efficiency and effectiveness of the State Labour Inspection by securing an annual increase of financial resources for its activities*
- *Enhance the status of State Labour Inspection and the trade union oversight of work conditions in branches and regions*
- *Reduce the rate of accidents by raising employee awareness about workplace threats and increasing the activity of post-accident committees which investigate the circumstances and causes of work-related accidents*
- *Support changes to broaden the remit of occupational medicine with regard to preventive care, in particular when it comes to employees who are above the age of 55*
- *Strive to ensure that Poland ratifies and appropriately implements the International Labour Organisation Convention no. 139 and Recommendation no. 147 related to prevention and control of employment risks caused by carcinogenic substances and factors, ILO Convention no. 155 (together with the 2002 Protocol) and*

Recommendation no. 164 related to health and safety of employees and the work environment as well as ILO Convention no. 187 and Recommendation no. 197 related to structures promoting workplace health and safety

- *Address psycho-social threats in workplaces through promoting best practice and activities focused on training and prevention*
- *Oppose all forms of discrimination, in particular in the workplace, that may be due to age, gender, nationality, ethnicity, race, trade union membership, political beliefs, religion or atheism, sexual orientation, class background or any other characteristics or categories protected by national or European law*
- *Strive to ensure effective protection against discrimination, harassment and mobbing and their impact, through including anti-discrimination and anti-mobbing clauses into the inter-organisational legal contracts*

First the patient then the profit!

[...]

Persons with a disability– fully abled citizens

[...]

Ambitious housing policy

[...]

LABOUR MARKET POLICY, EMPLOYMENT LAW AND TRADE UNION LAW

A serious problem of the labour market is its segmentation which means that there exist groups of employees with high level of employment stability alongside groups that live and work in highly unstable conditions (so called precariat). Maintaining this division violates the principles of social justice and is a threat to social order. Workplaces can often witness scandalous cases of employee exploitation. Employers, whose aim is to maximise profit, may have ceased to provide basic rights for their employee. Insecure, atypical and unprotected forms of employment mean that millions of employees have been excluded from the protection offered by employment law and social insurance. Lack of employment security, alongside low pay, is the key reason why Poles decide to immigrate.

The number of people performing work on the basis of a non-employment contract (atypical work) in Poland is excessive and the level of protection is

highly unsatisfactory. It is therefore necessary to intensify activities aimed at producing as soon as possible a system of protection for those types of contracts, ensuring that there is adequate control over working conditions and that health and safety requirements are met. In June 2015 OPZZ won a court case at the Constitutional Tribunal where self-employed persons and persons employed on so called civil-legal contracts have gained the right to create and join trade unions. Hundreds of thousands of people in Poland performing paid work have benefited from the improved ability to efficiently protect their rights. Nevertheless, there is a need to undertake further work to ensure that the judgement of the Constitution Tribunal is appropriately implemented.

Therefore, OPZZ will strive towards:

- *Limiting pathologies related to flexible labour market and encouraging the practice of employment under an employment contract through introduction of the principle „presumption of existing employment contract“. This will include awarding the employment law inspectors the right to issue administrative decisions that will allow for so called „civil-legal contracts“ to be converted into employment contracts in situations where the work is performed in conditions typical for employment*
- *Strengthen legal protection for employment*
- *Eliminate barriers related to employment of young persons*
- *Implement a comprehensive programme that will cover issues related to obtaining qualifications, recognition of formal and informal learning and comparability of qualifications*
- *Eliminating unpaid internships and apprenticeships via adopting the principle of obligatory pay for any kind of work*
- *As such, it will be key for OPZZ to undertake activities that aim to ensure that relevant labour market legislation is followed. The State Labour Inspection is an important instrument to support this work. The scale of the task and related challenges do mean that it is necessary to enhance the efficiency and effectiveness of this body. We believe the following issues are particularly relevant:*
- *Eliminate barriers to undertaking any control procedures. Change the regulations that currently require that the employer should be informed in advance about a forthcoming inspection*
- *Increase sanctions that may be applied by labour inspectors to employers should they violate employment law or health and safety*

Extending holiday time

[...]

Reducing working time, with a target of 35 hours per week

In the context of conditions of overwork of Polish people and taking into account social progress, increase in productivity, ongoing digitalisation and robotisation, it does not seem necessary that employees should have to work 40 hours per week. OPZZ proposes to systematically reduce the weekly working time, initially to 38 and then 35 hours, whilst keeping the pay at the same level. Thanks to this solution, employees will have more time for matters outside of work, family matters and will be able to participate in social and civic life. This will be beneficial for families and the civic society. In addition, the change will help create new workplaces.

At least two work-free Sundays per month

[...]

Efficient judicial system

Any employee who wishes to fight for their rights has to deal with delays within the legal system. There are a number of issues which significantly reduce the ability of employees to successfully exercise their legal rights such as bad organisation of employment tribunals, common practice of employers to prolong the case proceedings as well as having to incur high costs and court fees, in particular the so called relative fee. Therefore, it is necessary to remove barriers in this area and introduce changes which will allow the employees to access a faster, more affordable and friendly route for legal proceedings. OPZZ also finds it unacceptable that there is such a low rate of success for prosecuting offences against persons who are performing paid work in line with article 218 of the Penal Code (malicious or persistent violation of employee rights). We expect that the judicial system will efficiently perform its duties with regard to trade union and labour law and that there will be an enhanced collaboration between the National Labour Inspectorate and the Attorney General in that area.

Enhancing collaborative bargaining in workplaces

It is necessary to promote social dialogue at all levels which supports the development of labour law and maintaining social peace. OPZZ will aim to strengthen the function and meaning of intra-organisational sources of labour law. Key collective bargaining agreements are particularly significant here, that is, multi-organisation and organisational agreements which form the basis of labour relations in all highly developed European Union countries.

OPZZ therefore will engage in activities aimed at introducing relevant mechanisms within the labour law which will allow to increase the uptake

of collective bargaining agreements. We will also aim to ensure that Poland ratifies the International Labour Organisation Convention no. 154 and Recommendation no. 163 related to support for collective bargaining.

Resolving labour disputes requires changes

[...]

Guaranteed minimum income alongside effective policy of full employment

Guaranteed minimum income, treated as an inherent social right of every individual, constitutes one of the ways of fighting poverty. It is also a factor which protects against other risks related to current labour market tendencies which lead to precarious labour and life conditions. In the future, in cases of extreme labour market uncertainty, guaranteed minimum income may become the key form of employee protection. OPZZ will participate in all kinds of discussions related to that matter. We believe, however, that the concept of guaranteed minimum income should be supplemented by an effective policy of full and productive employment and that according to Polish Constitution, public authorities should be influencing entrepreneurs and employers, either directly or indirectly.

Balanced migration policy and integration of migrants and mobile workers in trade unions

For a number of years now we have noticed a substantial increase of foreigners working in Poland. According to existing data, there were about one and a half million of such workers in 2017. As such, Poland's migration pattern has shifted from being mostly a sending country to a receiving one as well. According to OPZZ, Poland needs a balanced migration policy which will benefit its citizens, the Polish labour market as well as the migrants themselves. This policy cannot in any instance lead to social dumping and replacement of local workers by foreigners. Quite the opposite, this policy should influence the creation of new workplaces, economic growth and stimulate public investment.

The principle of „equal pay for equal work in the same place” should be fully applied to migrating workers. Regardless of their legal status, migrating workers should receive remuneration which is commensurate with their qualifications, skills and education, and identical with pay received by Polish workers employed in the same posts.

OPZZ recognises that:

- *Migration policy should be fair and as such benefit inhabitants of both origin and target countries*
- *Fair migration policy carries as well the duty to provide help for refugees, that is, citizens of countries affected by war conflicts, economic crises, natural disasters and environmental catastrophes at their country of origin and if this is not possible, to provide them with the opportunity of safe, temporary stay in Poland*
- *Migration policy should be tied with broadly understood integration policy*
- *Forced labour, such as slavery and human trafficking should be treated as crime against humanity, with no statute of limitations*

In terms of future policy focused on mobile and migrating workers, OPZZ will:

- *Encourage migrants to join trade unions and become involved in trade union activism*
- *Strengthen national legislation in terms of international labour standards and strive to ensure that Poland ratifies the International Labour Convention no 97 and its attachments, Convention no 143 and no. 189 together with relevant recommendations and that these are appropriately implemented*
- *Strive to ensure bi- or multi-lateral collaboration with national confederations of trade unions in other countries as well as European and international trade union structures. OPZZ will also work towards signing agreements that support mutual recognition of trade union membership, following the example of agreement with the Belgian headquarters of FGTB-ABVV adopted in November 2017*
- *Demand public funding for trade union activities which target migrating workers, following from the German project „Fair mobility“*

The future of work

OPZZ recognises changes related to digitalisation, automatisisation and robotisation. On the one hand, the barriers between what constitutes work and what does not are becoming blurred. Work is not restricted to the time spent at the organisation, in the office or at business meetings but starts encroaching into the area of private life. On the other hand, thanks to digitalisation, some harmful work conditions could improve. Automatisisation will help employees perform their jobs, releasing them from the most routine and tedious tasks. It has to be noted that as a result of digitalisation,

some workplaces will cease to exist, others will change, however digitalisation will also help create new workplaces. If it is appropriately controlled, digitalisation could help improve overall work and life conditions. However, these changes should benefit not just the capital but primarily the employees. Thus, the topic of fair digitalisation is now coming up in the international trade union debate. OPZZ also believes that it is necessary to introduce legal solutions which on the one hand would protect employees against the negative aspects of digitalisation and on the other hand, would control these processes so that there is an overall benefit to the employee. These activities could include the following:

- *recognise various platforms such as Uber or Airbnb as employers and persons providing services for them as employees*
- *the right to switch off email, work phone or any other means of work-related communication outside of formal hours of work*
- *limit the use of cameras and other equipment to track the activities of employees at their workplace*

One of the challenges for Poland is going to be the so called competency gap, that is, the imbalance between the skills of employees and the needs and requirements of employers. This gap is increasing in importance given the context of fast-changing expectations as a result of technical progress. Poland is therefore up against a long-term challenge, which will involve creating an appropriate system for lifelong learning. Whilst it is employees' duty to enhance their qualifications, however, the state and its agenda play a significant role when it comes to systemic solutions in addition to active involvement of employers and their organisations.

Human rights and harmonised development

[...]

THE AREA OF EDUCATION AND SCIENCE

Good quality public education in a democratic society

[...]

Investment in science as condition of development

[...]

OPZZ actively engaged in European policy-making

The European Pillar of Social Rights, proclaimed by European institutions in November 2017 proves that the European Union is changing its direction and is no longer solely focused on market effectiveness. This change of direction means that there is space for long-held trade union postulates which point to the need to strengthen the social aspects of Europe. The proclamation of the Pillar, therefore, allows us to start thinking seriously about raising the level of the discussion about social and employment laws in Europe. As such, the act should be treated as the beginning of the process of social convergence of the European Union. Poland should not be absent from this process. In that respect, OPZZ will exert pressure on the Polish government to ensure that its policy is targeted to the largest extent possible to implement all of the Pillar principles in Poland.

In terms of the broader context, we notice that since 2008 the European Union has mostly focused on crisis management. This has resulted in increased role of member countries whilst simultaneously setting aside the achievements and legacy of the European Commission. On the other hand, the ongoing focus on resolving immediate problems meant that European Union started distancing itself from its citizens. It seems that the European Union has left this phase behind. Europe is also benefitting from improved economic situation. Once again, the European Union begins to perceive itself as a key global actor, who is best positioned to cope with negative outcomes of globalisation and bring back the feeling of stability to its citizens. Even though the official direction coming „from the top“ does not assume that there should be „many speeds“ within the European Union, nevertheless, existing debates do allow for uneven development of individual member countries. This is not beneficial for Polish workers given the current situation where the activities of the Polish government are weakening the position of Poland in Europe. This implies that from the point of view of protecting the interests of Poland, we need to start serious discussions about the presence of Poland in the Economic and Monetary Union (The Euro Zone). OPZZ will be actively participating in these debates.

The conditions for fair competition in the area of economic activity as well as fair employment, good places of work and equal rights for employees are essential not only to guarantee social justice and social market economics, these are also a key requirement for efficient social and economic integration and joining up of different regions and countries in the European Union. OPZZ rejects the argument that Polish employees and Polish companies can be competitive only as a result of low labour cost, including low pay. Therefore, OPZZ supports the principle of equal pay for the same work in the same place which should also extend to employees of the same international corporation.

OPZZ finds it is extremely important to engage in „bottom-up“ harmonisation of pay and employment conditions and social standards.

OPZZ will be active on the European arena to ensure that life and labour conditions of Polish and West European employees are made equal. In all European countries, including Poland, minimum wage should not be lower than 50% of median salary. In addition, we believe that if we are keen to effectively fight against social dumping, we need to start a serious discussion in Europe on the subject of European minimum pay and European minimum social standards.

INTERNAL POLICY (ORGANISATIONAL ISSUES)

Enhancing the density of trade union membership and supporting the mobilisation of employees

For many years now we have observed in our country that the number of trade union members is decreasing. The diminished trade union membership has a number adverse outcomes, these include not only the reduced numbers of (fee)-paying members but above all there is a negative influence on the overall trade union representation and as such, this will also have an impact on the position of trade unions in the social and economic realm. The decline of membership numbers, as is the case in other countries, is caused by a number of factors, independent of the trade unions, such as increasing number of atypical forms of employment. In recent years, a high number of new workplaces has been created in Poland, however this has not translated into increased levels of trade union membership. If this negative trend is not halted, there may not be any more trade unions in the future in Poland.

One of efficient ways to reverse the trend of decreasing levels of trade union membership is to introduce a joined up methodology for organising employees, connected with a system of training for trade union members as part of a broader programme of trade union revitalisation. Here organising is understood as not solely recruitment of new members but also as enhancing their activist potential through leading campaigns and supporting trade union activists.

Taking into account the experience of trade union confederations from other European countries and conscious that organising should primarily be taking place at the place of work, OPZZ will:

- *Promote methods of employee organising amongst its member organisations*
- *Provide substantial support for member organisations with regard to initiatives for organising employees*

- *Will provide educational and information materials to support member organisations when they start introducing organising methods in their activities*
- *On the basis of solutions developed in other countries, depending on financial resources and in collaboration with other entities, OPZZ will create The Organising Academy (Akademia Organizowania – AO) whose role will be to train future union organisers*
- *Create an organising fund which will cover the activities of the Organising Academy as well as other activities aimed at organising workers. The fund resources will come from voluntary contributions from OPZZ member organisations and other entities*
- *In collaboration with interested entities, participate in initiatives led by world and European trade unions whose aim is to organise employees*

Increase the visibility of OPZZ and its ability to undertake collaborative activities

The effectiveness of trade unions is down to their prestige as well as the overall awareness about their activities among employees and the society at large. Therefore, it is key to improve the information flow about the activities of OPZZ, its initiatives and its achievements. This can be accomplished by increasing the presence of OPZZ in the media, including social media as well as via identifying particular member organisations as jointly constituting OPZZ.

The ability to undertake joint actions within the remit of OPZZ is one of the key success criteria to make sure that our postulates are realised, including the Programme adopted by the IX Congress. Therefore, it is crucial that we continually improve our forms of collaboration and leading of large, joined up actions.

IX All-Poland Trade Unions (OPZZ) Congress

