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**SUPPORT
TEACHERS**

Social dialogue in Poland

Polish Teachers' Union Central Committee

Training course

"Professionally Supported Novice Teacher"

15-17 September 2023

«Development of Support System for Novice Teachers» (SupportTeachers)

project No.2021-1-LV01-KA220-SCH-000024284

What is social dialogue ?

- ▶ Social dialogue is a concept covering all mutual relations between trade unions and employers' organizations.
- ▶ It also covers their relations with state bodies such as the government, local government and other state institutions.
- ▶ It is a process of constant cooperation between dialogue participants in order to reach an agreement on matters of control over variable socio-economic factors on a macro and micro scale.

<https://www.gov.pl/web/dialog/czym-jest-dialog-spoleczny>

Social dialogue in Poland

- ▶ in Poland, social dialogue is only partially regulated by law. There are many laws regarding cooperation between trade unions and other employee representatives with employers
- ▶ Unfortunately, there is little regulation of NGOs' participation in decision-making and law-making
- ▶ social dialogue in Poland takes place at the:
 - ▶ national,
 - ▶ regional,
 - ▶ municipal and
 - ▶ employer levels

Social dialogue at national level

The role of trade unions at national level includes:

- ▶ participation in giving opinions on draft legal acts,
- ▶ participation in determining the minimum wage in the country,
- ▶ participation in the committee establishing the rules for the distribution of European Union funds,
- ▶ giving opinions on the Multiannual State Financial Plan,
- ▶ proposing, together with employers' organizations, changes in legal provisions

Social dialogue at national level

- actions to increase wages

	TEACHERS' BASIC SALARY (2023)			minimum wage in Poland (from 1.7.2023)
	BEGGINER	APPOINTED	CHARTERED	
with pedagogical preparation	797 €	840 €	983 €	929 €
without pedagogical preparation	778 €	799 €	855 €	
ZNP demands From 1.7.2023	956 €	1008 €	1180 €	
ZNP demands From 1.1.2024	1233 €	1713 €	2124 €	

Social dialogue at national level

- actions to maintain working time

Teachers' working time at their workplaces	TOTAL WORKING TIME - 40 HOURS A WEEK	
primary and secondary school teacher	18	22
Pre-primery teacher	25	15
Pre-primery teacher teaching 6-year-old children	22	18
school library librarians	30	10
Teachers of psychological and pedagogical counseling centers	20	20
	time working with students	time for organizational activities

Social dialogue at the regional level

Social dialogue at the regional level concerns

- ▶ the remuneration of employees of certain specialist schools and libraries,
- ▶ draft regional regulations

Social dialogue at the commune (city) level

Social dialogue at the commune (city) level concerns:

- remuneration of teachers
- remuneration of school employees who are not teachers,
- working conditions in schools,
- participation in the elections of school and kindergarten directors

Social dialogue at school level

Social dialogue at school level concerns:

- ▶ the number of overtime hours for teachers and the tasks performed by teachers,
- ▶ social fund for employees and retirees,
- ▶ individual matters of employees

The sovereign consults and builds good law (2018 - 2019) - project

- ▶ The project was educational in nature and was implemented in the form of a practical workshop.
- ▶ The aim of the classes was to provide participants with knowledge and methods of consulting national and local law.
- ▶ Thanks to the project, participants learned and developed their own competences and skills related to organizing trade union activists and local community residents in order to conduct consultations and transfer them in the legislative process.



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Benefits for novice teachers of belonging to a trade union (ZNP experience):

- ▶ A trade union representative participates in the assessment of a novice teacher
- ▶ if a novice teacher is negatively assessed, a trade union representative participates in the re-evaluation,
- ▶ a trade union representative can be a mentor for a beginning teacher,
- ▶ the trade union participates in determining the mentor's bonus,
- ▶ a trade union provides an opinion on the dismissal of any employee who is a member of a trade union,
- ▶ a trade union may represent an employee in court free of charge,
- ▶ the trade union participates in granting benefits to employees and their children and cheap loans for employees and retirees

Krzysztof Stradomski

Lawyer

Polish Teachers' Union Central Committee

kstradomski@znpedu.pl

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