

**21<sup>st</sup> National Congress of Delegates of NSZZ “Solidarnosc”  
Legnica, 29-30.08.2007**

Resolution nr 1  
Poland friendly to workers

The main goal of NSZZ "Solidarnosc" is the worker's dignity and guaranteed human and social rights. Such a state – friendly to the workers – was defined in our Program Declaration. Poland friendly to the workers is a state where economic growth is the source of improvement of living conditions of the workers and their families and systematic reduction of poverty and exclusion of the weakest groups. The social dialogue is the most proper way of resolving social problems.

Considering the above, in reference to the Program Declaration of NSZZ “Solidarnosc” we expect the state authorities to undertake effective actions leading to:

- ensuring stable employment through support for entrepreneurship of the unemployed, easy access to education and training, support for investments guaranteeing increase of employment, improvement of effectiveness of employment services;
- effective fight with dishonest competition and pathology of self-employment, and also with substituting labour contracts with business contracts;
- effective elimination of violation of workers' and trade union rights especially through legal solutions strengthening sanctions for such behaviour;
- development of family-friendly fiscal policy, with the emphasis put on the tax allowances based on the number of children;
- systematic increase of remuneration, especially for the lowest wage earners (ratification of the art. 4 act 1 of the European Social Charter, adoption of the Charter of Basic Rights), prevention of unjustified remuneration gaps, improvement of the relation of the average and minimum remuneration;
- ensuring proper functioning of the social insurance system, including annual valorisation of pensions based on increase of remuneration in the national economy and a pension system compliant with medical criteria for workers employed in specific conditions;
- counteracting social exclusion e.g. through ensuring equal opportunities for children from poorer families in access to medical care, education and culture (ratification of the art. 10 act 13 of the European Social Charter, adoption of the Charter of Basic Rights);
- ensuring accessible and effective medical care;
- greater access to housing through support for houses for rent for working people, expansion of municipal housing including social housing.

Poland will be a state friendly for the workers when the dignity and subjectivity of a worker will be the foundation of the activities of the state and local authorities at all levels, and the employers will be guided by ethics and social responsibility in their actions.

The National Congress of Delegates of NSZZ “Solidarnosc” obliges the National Commission to prepare activities, including legislative initiatives, implementing the above expectations of the Union.