



**Independent
Self-Governing Trade
Union
“Solidarność”**

www.solidarnosc.org.pl

A nationwide union rooted in workers' dignity

1

Poland's largest trade union

A single nationwide organization — independent and self-governing.

2

Established in Gdańsk

Created under the agreement of 31 August 1980 after workers' protests.

3

Protecting members

Defends dignity, employment rights and members' material, social and cultural interests.

The Union's activities are grounded in Christian ethics and Catholic social teaching. Its internationally recognized logo was created during the 1980 Gdańsk Shipyard protests.



Five priorities connect the Union's program

1

Better working conditions

Campaigns for higher wages and stronger labor standards in Poland and across Europe.

2

A modern labor agenda

Adapts Union priorities and methods to the realities of a changing labor market.

3

Fair pensions

Works for a pension system that provides workers with security and fair treatment.

4

Comprehensive health protection

Addresses both physical health and the growing importance of mental well-being.

5

A better start

Seeks better employment conditions for young people entering the labor market.

The program combines representation at the workplace with action at the national and European levels.

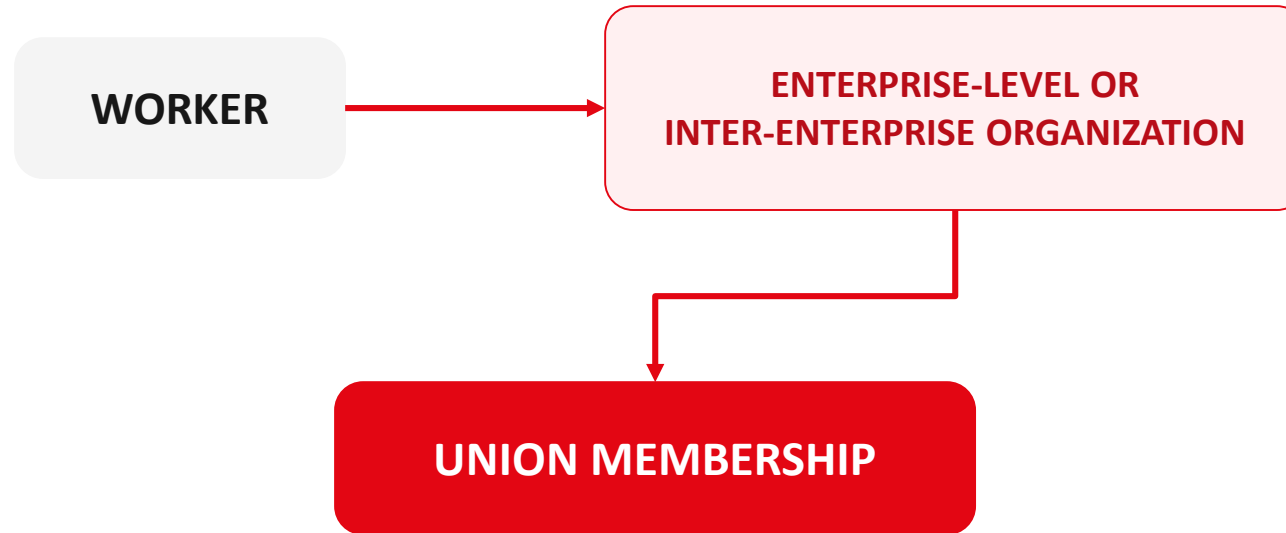
Problems are addressed at the right level

The Union combines workplace bargaining with legal, expert and institutional representation. Matters move to regional, sectoral or national structures when they cannot be resolved within one enterprise.



Negotiation and expert work are backed by union action — including demonstrations, pickets and strikes.

Membership begins at the workplace



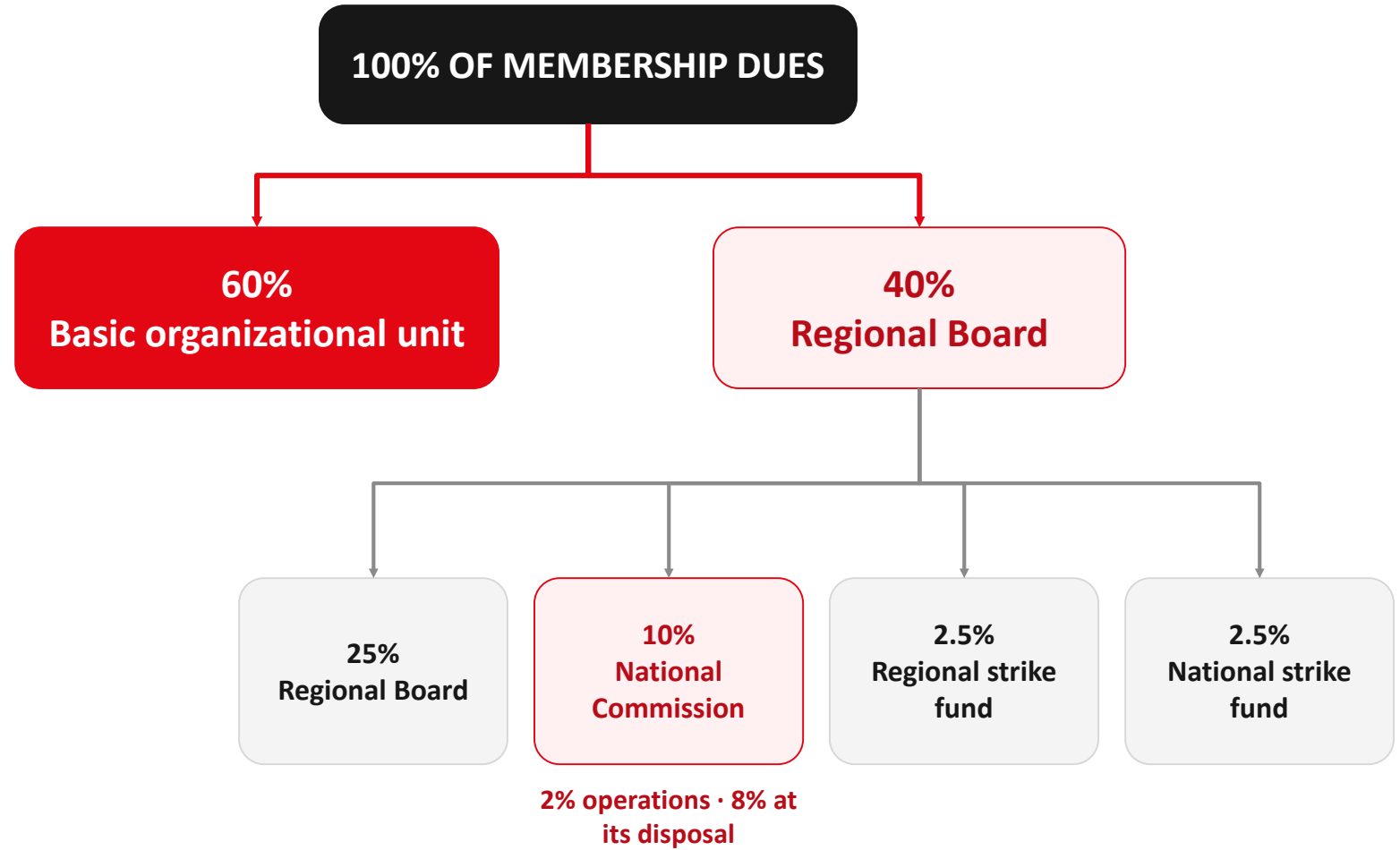
- Each member may belong to only one enterprise-level or inter-enterprise organization, regardless of the number of contracts that qualify them for membership.
- Members may not simultaneously belong to another trade union registered in Poland and must pay monthly membership dues.

MONTHLY DUES

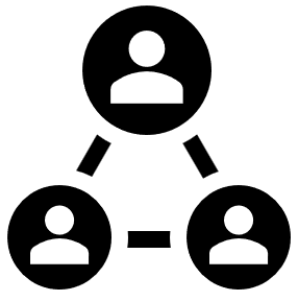
Membership dues support every level of the Union

0.82%

of monthly income for employees
and other earners



One union, two organizational dimensions



Sectoral affiliation is optional; workplace membership is the foundation.

33 regions form a nationwide network

No.	Region	Delegates
1	Gdański	18
2	Warmińsko-Mazurski	5
3	Elbląski	2
4	Dolny Śląsk	17
5	Pomorze Zachodnie	9
6	Ziemia Łódzka	11
7	Częstochowski	3
8	Ziemia Sandomierska	3
9	Płocki	2
10	Małopolska	25
11	Śląsk Opolski	5
12	Koszaliński Pobrzeże	2
13	Słupski	1
14	Zielonogórski	3
15	Podbeskidzie	7
16	Koniński	3
17	Wielkopolska Południowa	2

No.	Region	Delegates
18	Podlaski	5
19	Piotrkowski	1
20	Podkarpackie	3
21	Rzeszowski	6
22	Toruńsko-Włocławski	5
23	Śląsko-Dąbrowski	42
24	Ziemia Radomska	2
25	Wielkopolska	15
26	Gorzów Wielkopolski	2
27	Świętokrzyski	8
28	Środkowo-Wschodni	10
29	Bydgoski	6
30	Jeleniogórski	3
31	Ziemia Przemyska	2
32	Mazowsze	25
33	Zagłębie Miedziowe	7

260 elected regional delegates + 33 Regional Board presidents + 14 secretariat presidents = 307 delegates

Fourteen secretariats organize sectoral cooperation

Secretariats bring together sectoral structures, identify industry-specific problems, support social dialogue and coordinate expert and international cooperation.

- 1

Mining and Energy
- 2

Metalworkers
- 3

Food Industry and Agriculture
- 4

Science and Education
- 5

Construction and Wood Industry
- 6

Chemical Industry
- 7

Bank, Commerce and Insurance
- 8

Culture and Media
- 9

Communications
- 10

Healthcare
- 11

Public Services
- 12

Transport
- 13

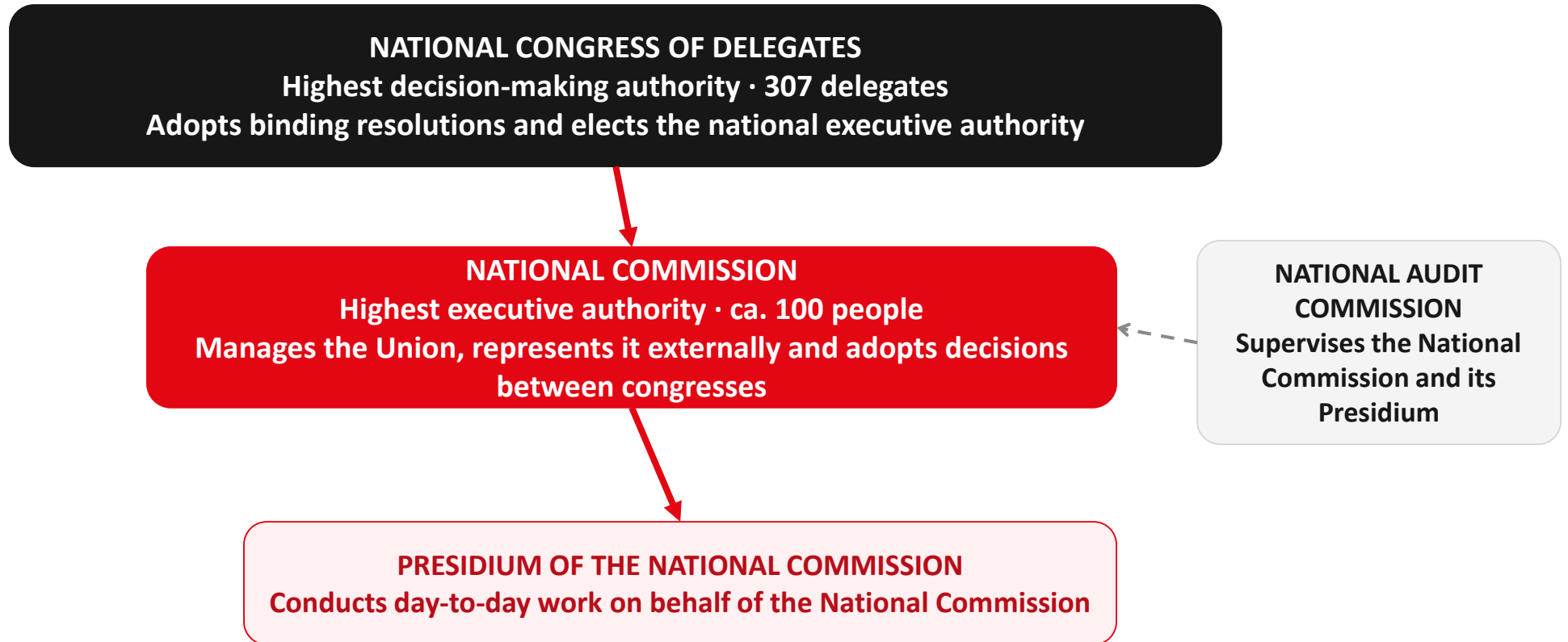
Natural Resources, Environmental Protection and Forestry
- 14

Retirees and Pensioners

SPECIALIZED NATIONAL-LEVEL SECTIONS

- National Youth Section
- National Women’s Section
- National Section of Blind Persons
- National Section of Persons with Disabilities

Authority flows from delegates to daily leadership



Current five-year term: 2023–2028

Five members lead the Union's daily work



Piotr Duda

President of the National
Commission
since 2010

JJ

Jerzy Jaworski

Vice-President and Treasurer

MK

Maciej Kłosiński

Vice-President · social dialogue, bargaining
and organizing

BM

Bartłomiej Mickiewicz

Vice-President · sectoral structures

GA

Grzegorz Adamowicz

Vice-President and Secretary

The Presidium is elected by the National Commission, upon the President's motion, and manages the Union's day-to-day activities. It includes the President, Vice-Presidents, Secretary and Treasurer.

National Commission of NSZZ “Solidarność” — Central Office

Located in Gdańsk and Warsaw, the Central Office provides organizational, expert and administrative support to the Union’s national leadership and structures.

SECTORAL AFFAIRS AND CONSULTATION DEPARTMENT

Supports sectoral structures, collective agreements, sectoral social dialogue and international contacts.

SECTORAL AFFAIRS — SPECIALIZED OFFICERS FOR

- Occupational Health and Safety
- Climate Policy

EUROPEAN PROGRAMS OFFICE

Secures EU and national funding, manages projects and builds project-management capacity.

TRAINING DEPARTMENT

Prepares national training programs and trains instructors working in the regions.

EXPERTS OFFICE

Legal, social-policy and economic analysis; legislation and social dialogue.

INTERNATIONAL DEPARTMENT

European and global cooperation; reports directly to the President.

The Experts Office brings specialist work together

EXPERTS OFFICE

TEAMS WITHIN THE EXPERTS OFFICE

Social Policy Team

Reviews legislation and develops proposals for new social-policy solutions.

Legal Team

Prepares legal analyses, draft amendments and positions for talks with the government; supports regional and sectoral structures.

Economic Team

Analyzes economic conditions in Poland and globally and develops solutions to problems affecting enterprises and workers.

Monitoring and Social Dialogue Team

Tracks legislative processes and coordinates Union participation in social-dialogue institutions and Partnership Agreement committees.

SPECIALIZED OFFICERS WITHIN THE EXPERTS OFFICE



Women’s Affairs



Persons with Disabilities



Combating Unemployment



Protection of Trade Union Rights

All teams and officers shown here operate within one Experts Office and support the Union’s national, regional and sectoral work.

International cooperation is organized centrally

INTERNATIONAL DEPARTMENT

The Department reports directly to the President of the National Commission. It develops policy, ensures representation and supports every part of the Union engaged internationally.

CORE TASKS

Policy direction

Prepares proposed directions for international policy for approval by the Union’s statutory authorities.

Representation

Ensures participation in European and international trade union organizations and institutions.

Coordination

Guides and provides technical support for international work across National Commission departments.

Support for structures

Provides information and expert assistance to regional and sectoral structures working internationally.

CRUCIAL EUROPEAN AND INTERNATIONAL AREAS

European social rights

Monitoring implementation of the European Pillar of Social Rights in Poland.

Revised European Social Charter

Working with the government on a strategy leading to Poland’s ratification.

ILO conventions

Preparing a ratification strategy and initiating action on International Labour Organization conventions.

Collective complaints

Strengthening access to international complaints mechanisms under European and UN instruments.

Affiliations connect "Solidarność" with global and European labor

International affiliation allows unions to coordinate positions, influence policy and provide practical solidarity while retaining their organizational independence.



ITUC — International Trade Union Confederation

Founding member since the 2006 merger of the ICFTU and WCL; affiliated with both predecessor confederations since 1986.



ETUC — European Trade Union Confederation

Member since 1995 and the Union's principal European-level trade union affiliation.



EZA European Centre for Workers' Questions

Member of a Christian-social network promoting social dialogue, education and capacity building.



TUAC Trade Union Advisory Committee to the OECD

Affiliated since Poland joined the OECD in 1996; conveys trade union views in OECD consultations.



BASTUN Baltic Sea Trade Union Network

Regional forum for information exchange, joint projects and common labor interests around the Baltic Sea.

Union representatives contribute to international and EU bodies

Solidarność representatives work in tripartite, advisory and specialized European institutions as well as in trade union confederations and networks.



ILO WORKERS' GROUP

**International Labour
Organization**

Participation in the workers' side of the ILO's tripartite system, where governments, employers and workers develop international labor standards.



EESC WORKERS' GROUP

**European Economic and
Social Committee**

Trade union experience informs EESC opinions addressed to the European Parliament, the Council and the European Commission.



EU ADVISORY COMMITTEES

**Thematic committees at
EU level**

Representative trade unions contribute to committees dealing with labor, social, health and other policy areas affecting workers.

REPRESENTATION ON THE MANAGEMENT BOARDS OF EU AGENCIES



EUROFOUND

**European Foundation for the Improvement
of Living and Working Conditions**

Dublin



EU-OSHA

**European Agency for Safety and Health at
Work**

Bilbao



CEDEFOP

**European Centre for the Development of
Vocational Training**

Thessaloniki

International solidarity turns policy into action



Joint demonstration by ETUC-affiliated trade unions · Ljubljana, May 2009

BELARUS

Campaigns, appeals, targeted solidarity actions as well as direct aid for independent trade unionists and imprisoned labor activists.

IKEA INDUSTRY LUBAWA

2023 international LabourStart action defended dismissed Solidarność activist Dariusz Kawka.

VISEGRAD COOPERATION

2025 project with Czech, Slovak and Hungarian partners coordinated positions on collective bargaining, competitiveness, reindustrialization and security.

International Department combines representation, policy work, cooperation projects and rapid solidarity campaigns.