

## Organisation:

**Arrival:** Tuesday evening, 1 April 2025  
**Departure:** Friday evening, 4 April 2025

**Price: € 1,745.-** plus VAT and accommodation

The price includes conference participation, interpretation (English - Polish), all meals and the social event. Accommodation costs must be paid separately directly to the hotel on departure.

**Seminar venue:** Hanza Hotel

**590 zł (approx. € 140.-)** per night incl. breakfast and VAT

ul. Tokarska 6

80-888 Gdańsk

[www.hotelhanza.pl/en](http://www.hotelhanza.pl/en)



The seminar hotel is located in the heart of the historic old town on the Motława river promenade, right next to the medieval Crane, Gdańsk's landmark. Most of the rooms offer a magnificent view of the marina and the passing ships.

### Getting there:

Gdańsk has the third largest airport in Poland with many direct connections abroad.

## Further seminar dates:

### Hamburg conference for European and SE works councils

**Hamburg, 27 + 28 January 2025**

As every year since 2009, our two-day conference will once again take place at the Harbour Hotel Hamburg. The agenda includes current trends with practical examples and the further development of the revision of the EWC Directive.



### EWC and SE Introductory Seminar

**Montabaur, 22 - 25 April 2025**

At our annual introductory seminar for members (including future members) of European Works Councils, SE Works Councils and Special Negotiating Bodies, several seminar modules are covered in parallel at two levels.



- EWC and SE initiation seminar (for beginners)
- From a "song and dance act" to a fully-fledged consultation body (for advanced participants)

Montabaur Castle is located at the high-speed railway station halfway between Frankfurt am Main and Cologne. This seminar will be held in English without interpretation.

#### Legal basis for attending the conference:

Members of European works councils from EU countries as well as Norway, Iceland and Liechtenstein can request central management for time-off work and to cover seminar expenses under Article 10(4) of EU Directive 2009/38/EC. In most cases the EWC agreement or the SE Participation Agreement explicitly provides for an entitlement to training. This usually also applies to delegates from the United Kingdom and Switzerland and other non-EU countries. Members of European works councils governed by German law may attend in accordance with Article 38 (1) of the German EWC Act. Members of SE works councils governed by German law may participate in accordance with Article 31 of the German SE Act. German works council members may attend in accordance with Article 37 (6) of the Works Constitution Act.



With  
simultaneous  
interpretation

# Labour relations in Poland

**2 to 4 April 2025 in Gdańsk**

Legal basis for participation in the seminar:  
Article 10 (4) of the EU Directive 2009/38/EC

Poland is the most important EU country in Eastern Europe and its economy is closely interconnected with Western Europe. For this reason, Polish delegates can be found in more than half of all European works councils. This seminar is aimed at works council members who are, or will be involved with Polish subsidiaries or Polish delegates. In addition to an introduction to the Polish system of employee representation, there will be an opportunity to find out about current developments following the change of government.

Since 13 December 2023, Poland has had a pro-European centre-left government under Prime Minister Donald Tusk, who previously held this office from 2007 to 2014. His liberal-conservative policies at the time sparked protests over social cuts, which was one of the reasons for the electoral success of the national-conservative PiS party, which came to power in November 2015. It expanded the welfare state and dismantled democracy.

In October 2021, the Constitutional Court, from which all members who were not close to the government had previously been removed, declared the primacy of Polish law over European law. This de facto withdrawal of Poland from the EU legal community is now to be reversed. It is one of the key points of the coalition agreement, which consists of just 13 pages. Courts, public prosecutors, the media and universities are to be independent and free from political pressure.

The new government is committed to social dialogue between trade unions and employers and wants to extend social benefits for families, the disabled, relatives of people in need of care and pensioners. The minister of labour and social affairs is Agnieszka Ewa Dziemianowicz-Bąk from Wrocław, from the left-wing Razem party (similar to Podemos in Spain), who became known throughout Poland for women's demonstrations against the toughening of abortion laws.

## Seminar programme

Wednesday, 2 April 2025, 9 am - 5 pm

- Round of introductions
- Working groups: what experiences have seminar participants had with Polish delegates? What are the questions to be asked for an understanding of the Polish system?



**Romuald Jagodziński**, Gdańsk

Long-time research associate at the European Trade Union Institute (ETUI) in Brussels and consultant and trainer for European works councils and trade unions in Poland since 2022

- Fundamentals of the Polish system of industrial relations



**Dr Max Brändle**, Warsaw

Head of the Friedrich-Ebert-Stiftung office in Poland

- The current situation after the change of government and planned changes in labour and social law

Thursday, 3 April 2025, 9 am - 5 pm

- Case studies: Presentation by two EWC members from Poland



**Rafał Chojecki**, Warsaw

Chairman of the Polish Works Council and member of the SE Works Council of Airbus



**Piotr Olbryś**, Poznań

Chairman of the NSZZ trade union "Solidarność" at the Volkswagen plant

Friday, 4 April 2025, 9 am - 5 pm

- Visit to the head office of the Solidarność trade union confederation



**Mateusz Szymański**

Head of Department for International Affairs and European Works Councils

- Followed by a visit to the neighbouring museum, the European Solidarity Centre, which is located on the site of the Gdańsk shipyard. The Gdańsk shipyard's occupational health and safety hall was the founding and meeting place of the inter-enterprise strike committee in 1980.

