

A FRIENDLY, MULTICULTURAL WORKPLACE

Module III

DECENT WORK IN POLAND: Basic workers' rights

OBJECTIVES

The material in this module will enable to:

- increase knowledge of **basic employee rights**;
- increase knowledge of the **employer duties**;
- increase knowledge on the **employee duties**;
- increase motivation to **actively learn** about employee rights.

SUGGESTIONS FOR TRAINING EXERCISES

1. **What is decent work for us?** After dividing participants into smaller groups, ask each group to write down the basic criteria for a decent work, i.e. a work which we would not want to leave and which we would recommend to someone close to us. When the groups have finished, ask them to read out the results. Discuss what is most important to us in a job and what elements appeared most frequently on the lists created.
2. **Idea vs reality.** Return to the lists you created earlier and discuss which of the listed conditions are most rarely fulfilled by employers and which are the standard for the quality of work in Poland. The discussion can be supplemented by referring to current data on the labour market situation.
3. **Basic rights of an employee.** Ask the participants to create a list of basic rights and obligations of an employee. Contrast the list thus created with the list described in the training presentation.

SUGGESTIONS FOR FOLLOW-UP QUESTIONS FOR THE DISCUSSION

- *Do you happen to review the Labour Code?*
- *Do you regularly review press reports reporting on changes to the Labour Code and other employment legislation?*
- *Do you remember the provisions of the contract governing the terms and conditions of your employment (employment contract or civil law contract)?*