

Rights for All Seasons Information Campaign: Week of action on seasonal work and work abroad

Poland

	<p>Summary</p> <p>The European Labour Authority (ELA) hosted the EU Week of Action for seasonal workers in September 2021 as part of its “Rights for All Seasons” information campaign from August to October 2021. During that week Poland’s District labour inspectorates implemented a range of activities and events throughout the country on seasonal work and work abroad to raise awareness of the social and labour rights of seasonal workers and reduce undeclared work.</p>
<p>Title of the practice in original language</p>	<p><i>Prawa przez cały rok</i></p>
<p>Name(s) of authorities/bodies/organisations involved</p>	<ul style="list-style-type: none"> ▶ European Labour Authority (ELA); ▶ Polish National Labour Inspectorate (<i>Państwowa Inspekcja Pracy, PIP</i>); ▶ Social Insurance Institution (<i>Zakład Ubezpieczeń Społecznych, ZUS</i>); ▶ Employers’ organisations; ▶ Honorary Consul of Ukraine; ▶ Association of Ukrainians in Poland; ▶ Regional Public Employment Services (<i>Wojewódzkie Urzędy Pracy, WUP</i>); ▶ Local Public Employment Services (<i>Powiatowe Urzędy Pracy, PUP</i>); ▶ Independent and Self-Governing Trade Union (<i>Solidarność</i>), head office representatives; ▶ Lewiatan Confederation;

	<ul style="list-style-type: none"> ▶ Polish Craft Association (<i>Związek Rzemiosła Polskiego, ZRP</i>); ▶ Construction Trade Union (<i>Budowlani</i>); ▶ Branches of the Agricultural Social Insurance Fund (<i>Kasa Rolniczego Ubezpieczenia Społecznego, KRUS</i>); ▶ Regional Tourism Organisations (<i>Regionalne Organizacje Turystyczne</i>).
Sectors	All
Target groups	<ul style="list-style-type: none"> ▶ Seasonal workers, including foreign workers (directly targeted); ▶ Employers, including employment agencies offering seasonal jobs (directly targeted).
Purpose of measure	Changing attitudes: awareness raising

	<p>Aims and objectives</p> <p>A range of activities and events took place across Poland on seasonal work and work abroad, raising awareness among mobile seasonal workers and their employers on rights and obligations. It included a press campaign, information meetings, training events and workshops, etc.</p>
Background context	<ul style="list-style-type: none"> ▶ Every year around 850 000 EU citizens engage in seasonal work outside their own country. While mobile seasonal workers have the same labour and social rights as local workers, the temporary nature of their work tends to make them more vulnerable to precarious working and living conditions, fraud, and abuse, a situation which worsened during the COVID-19 pandemic. ▶ To address these issues and ensure decent working conditions for seasonal workers, ELA ran an information campaign between June and October 2021 for seasonal workers. Its aim was to raise awareness among mobile seasonal workers (and their employers) employed in European countries of their rights and obligations and of counselling services available. ▶ As part of the campaign the EU also held a Week of Action for Seasonal Workers in September 2021. The Polish Labour Inspectorate implemented a range of activities and events throughout the country on seasonal work and work



	<p>abroad, aimed at jobseekers and employers. It included a press campaign, training presentations, counselling provided by labour inspectors, information meetings, training events, and workshops.</p>
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To promote declared seasonal work and to prevent undeclared seasonal work. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ To raise awareness among seasonal workers of their rights, the negative effects of undeclared work, and of the possibility to report undeclared work in order to gain protection, as well as to inform workers of how to pursue those rights and make the transition to declared work. ▶ To inform seasonal workers of their employers' obligations, e.g., to guarantee safe working conditions to seasonal workers, and to support employers in fulfilling these obligations. ▶ To inform employers of their obligations as regards offering employment and of the associated benefits, as well as informing them of the risks of undeclared work. ▶ To facilitate cooperation between national authorities and social partners, to provide seasonal workers with relevant information on laws and regulations concerning their work, and to organise a network of assistance, guidance, and counselling.
<p>Main activities</p>	<p>In September 2021, as part of the Week of Action on Seasonal Work, the 16 District labour inspectorates in Poland launched various activities independently as well as together with institutional and social partners, aimed at achieving the objectives of the "Rights for All Seasons" campaign. These activities included:</p> <ul style="list-style-type: none"> ▶ Training (foreign) workers and employers as part of preventive and promotional activities; ▶ Providing legal counselling and advice on seasonal work, e.g., the District Labour Inspectorate in Katowice organised an information stand in the main square of the town of Wisła; visitors received expert assistance and advice on seasonal work, the negative effects of undeclared work, and

	<p>the transition to declared work;</p> <ul style="list-style-type: none"> ▶ Promoting the objectives and the website of the campaign in local media, e.g., the District Labour Inspector in Katowice promoted the campaign during an interview on the local radio; ▶ Organising conferences, seminars, and information meetings on seasonal work.
Funding/organisational resources	<p>Labour Inspectorate resources available for preventive and promotional activities funded the awareness campaign activities. Specific activities conducted by the District labour inspectorates were financed independently by each unit.</p>



Outcomes

The “Rights for All Seasons” campaign contributed to improving knowledge on the rights of seasonal workers and encouraging the transition from undeclared to declared work.

Achievement of objectives

The “Rights for All Seasons” campaign has contributed to an increase in awareness and knowledge of seasonal workers’ rights, employers’ obligations, and support mechanisms in place in various countries in the fight for decent working conditions.

District labour inspectorates organised and engaged in wide ranging activities to ensure the success of the campaign. The following is a summary of selected activities carried out the inspectorates in the framework of the “Rights for All Seasons” campaign:

No.	Item	Number
1.	Training sessions providing information on seasonal work	138
2.	Employers trained	1 195
3.	Workers trained incl. foreigner workers	2 542
4.	Seasonal work information stands/points	150
5.	Visitors to labour inspectorate stands (estimate)	14 322
6.	Conferences, seminars, meetings, etc.	150
7.	Copies of labour inspectorate publications as part of campaign activities	372
8.	Local media communications concerning the campaign incl. internet, radio, TV, and press	372



Lessons learnt and success factors

- ▶ Key factors in the success of the campaign in achieving its objectives included the Labour Inspectorate’s surveillance and inspection activities, its prevention and promotion activities, knowledge, resources, and technical capacity.
- ▶ Every year the Labour Inspectorate provides training and information activities on, among other things, seasonal work. However, intensified and collaborative efforts of all involved in this campaign made it possible to reach a wider target audience, and additionally, engage numerous institutional and social partners.
- ▶ For more effective financial planning of national and local campaign efforts, it is crucial to provide enforcement authorities with advanced notice and guidelines for upcoming planned European campaigns. This would also reduce the risk of limiting the scope of campaign activities.
- ▶ Provision of campaign information materials should also be received in advance of the launch of the campaign to optimise their benefit.

Transferability

Good working relations between relevant public organisations and social partners is essential for the information exchange and cooperation needed to effectively execute a country-wide campaign of this kind. Sufficient funding and effective planning, coordination, and organisational efforts are also needed at EU and Member State level to implement this type of project.

Further information

Contact

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Useful sources and resources

The Labour Code

<https://www.gov.pl/web/family/basic-information-on-labour-law>

Seasonal Work for Foreigners on the Labour Inspectorate’s website

<https://www.pip.gov.pl/pl/informacje-dla-obcokrajowcow/129308,praca-sezonowa-cudzoziemcow.html>