



Warsaw, 14.04.2025

Dear Dr. Agnieszka Dziemianowicz-Bąk
Minister of Family, Labour and Social Policy

Dear Minister,

We hope you will read this letter – and that it will also reach the officials and employees of the Ministry. We hope it will mark the beginning of efforts toward better solutions in the care sector.

We are addressing you as the Commission of Domestic Workers, operating within the National Trade Union Workers' Initiative (Ogólnopolski Związek Zawodowy Inicjatywa Pracownicza).

For several years, we have been organizing people working in the domestic care sector – primarily caregivers of the elderly, sick, and dependent individuals. Many of us are migrants from Ukraine, but Polish citizens are also active in our union.

Our work is essential, yet often invisible, extremely demanding, and lacking regulation. That is why we formed a union, and that is why we are calling for government action to improve our situation.

Our demands concern thousands of people providing in-home care.

We call for the initiation of systemic changes in the employment conditions of caregivers. Currently, most of us work without contracts, outside the legal system and without social protection. There is a lack of adequate regulations that would allow for the conclusion and enforcement of legal contracts, and there is no system of incentives for employers, such as state support in covering part of the costs of care (e.g. social insurance contributions).

In the field of childcare, the state has already implemented solutions that support formal employment – including subsidies for contributions and simplified procedures for legal contracts. Children are seen as the hope and future of society – and the state seeks to provide them with the best care.

But old age is also the future.
Our shared future.

We need similar systemic solutions that will make elder care a dignified and safe profession – for caregivers as well.

Without these changes, there is no chance for basic entitlements such as: health and pension insurance, the right to rest, and a decent wage. The current situation also results in a lack of clearly defined responsibilities and leaves us vulnerable to abuse by employers.

We call for:

- the creation of clear legal frameworks for employing caregivers in private households,
- the introduction of incentives and facilitations for employers who conclude legal contracts,
- access for care workers to insurance systems, social benefits, and legal protection,
- institutional support in monitoring working conditions and in preventing violence and exploitation.

We no longer want to live in the grey zone – invisible, unprotected, forced to work under conditions of uncertainty and abuse, exhaustion and fear. Without the ability to secure our most basic needs.

We need access to legal employment, insurance, and pension prospects.

We need sleep, rest, and clear rules for our work.

We need stability, protection, and recognition – like any other professional group.

We call for concrete actions, including the establishment of a parliamentary commission to work on amending labor law in the field of domestic care work and to develop solutions supporting legal employment in the sector.

Sincerely,

Commission of Domestic Workers

National Trade Union Workers' Initiative

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