



Employers of Poland

Founded 1989

ANNUAL REPORT 2017





We gained the trust of

19 000

companies



Over

800

opinions and analyses

**economy, strength,
vision**



Over

6 000 000

publications and citations



Advertising potential

204 927 755

(in PLN)

In the report

06



Our successes

08



Most important
legislative positions

16



Reports and
analyses

20



Social Dialogue
Council

24



International activity

30



Domestic and
international events

38



Awards and
distinctions

40



Media presence

42



Organization

2017 was not an easy year. Polish entrepreneurs expected the government to keep the promises they had made. However, most of the much awaited changes did not take place. To add insult to injury there were some changes that made the situation of businesses worse - as evidenced by the legislative reports prepared by our experts.

How could Employers of Poland behave in this situation? As always, that is, use existing opportunities in the most effective way. **Do what our responsibility is.** This approach paid off. Despite the daunting adversities, we achieved some obvious successes. It is dialogue that bore fruit. Where decision makers started to listen to their social partners, the result was better regulations and changes that were more favourable for the Polish economy.

Thanks to our constant pressure, the **Business Constitution** was finally passed. Following up this advantage, we started a **dialogue with the National Tax Administration on the ways of changing the attitude of its officials to the taxpayer: from fiscal-oppressive to one of equal partners and pro-economy.**

On the other hand, **we managed to prevent the draft of the new Labour Code prepared by the Codification Commission for Labour Law from being processed further.** Moreover, our appeals regarding the act abolishing the Social Insurance Institution (ZUS) contribution limit influenced the decision of

the President of the Republic of Poland to refer it to the Constitutional Tribunal for judicial review.

Unfortunately, we have also witnessed a distortion of social dialogue with all its negative effects. Our experts assessed drafts of every legal act regarding economic matters that was to enter into force.

We have noticed a **further increase in deviations from the principles of good legislation. We prepared the Legislation Monitoring Report**, showing the impact of the proposed legal changes on conducting business and the labour market in Poland. We will draw up such reports in the future to show how the newly-created law affects business and employers.

Bad legislation created in a hurry and without consultation only deepens the feeling of uncertainty among entrepreneurs. Their trust was not built up by the general **suspension of VAT refunds**, deleting companies from the VAT registry and disregarding protection resulting from tax interpretations obtained by a taxpayer.

We - Employers of Poland, however, can say with a clear conscience that **we did everything that was possible to improve the situation of Polish entrepreneurs.** And we will do the same in the years to come.

Andrzej Duda

President of the Employers of Poland



- 01 suspension** (thanks to active involvement of Employers of Poland) of further comprehensive **proceedings of the draft Labour Code** prepared by the Labour Law Codification Committee
- 02 extending vacatio legis** and convincing decision-makers to refer the act abolishing the 30-fold limit **to the Constitutional Tribunal**
- 03 making the law-makers adopt the “100 changes for companies” package** abolishing certain obstacles and lowering the costs of running a business
- 04 bringing about the adoption of the Business Constitution**, which aims to renew the relations of business with the administration, contains a catalogue of rules applicable to officials, and regulates the process of creating commercial law
- 05 the government implementing our postulate** regarding the **digitization of employee files and abolishing the obligation of keeping them archived for a 50-year long period of time.**



Our successes



- 06 blocking the draft of the Water Law** that was not favourable for entrepreneurs

- 07 working out a provision on holiday pay for temporary workers**

- 08 inclusion of several changes in the draft amendment to the Trade Unions Act** that are beneficial to employers (increased trade union representativeness thresholds, implementing a procedure of trade union headcount verification by Social Dialogue Council, Voivodship Social Dialogue Council, and court, persons who belong to several trade unions will be counted only for one of them)

- 09 easing the most restrictive solutions in the new Act on statutory auditors** that prohibit the auditors from providing their clients with services beyond the financial review and moving away from the idea of introducing an obligatory joint examination of financial statements

- 10 introducing the obligation of monitoring transport of rapeseed oil** in order to reduce the number of VAT frauds

- 11 having websites of illegal bookmakers blocked** after numerous appeals of Employers of Poland

- 12 exposing the issue of sea coasts protection being taxed**, which led to the release of a Supreme Administrative Court judgement that was a breakthrough for the entire industry

- 13 starting a dialogue with the National Tax Administration** at the ministerial level on **changing the mentality of officials**, which is currently one of the most important objectives of the Ministry of Finance

- 14 introduction of a creditor package**, taking into account numerous recommendations of Employers of Poland, which facilitated the recovery of claims

- 15 participating in work on solutions that are beneficial for entrepreneurs**, which will expand the support from Special Economic Zones to the entire country





Key legislative positions

Public finance

Position on the budget act for 2018

We considered the macroeconomic assumptions contained in the draft budget and the receipts and expenses forecast as realistic and achievable. On the other hand, we criticized the **inadequate measures for 2018 in terms of consolidating public finances in the times of favourable economic conditions** and we pointed out to the **excessive restrictions** resulting from the so-called **fixed expenses in the state budget**.

Position on the financial plan of the Labour Fund for 2018

Together with other social partners, we **critically assessed the use of Labour Fund resources** in a manner that is inconsistent with the objectives for which it was set up. We negatively assessed the **transfer of expenses for benefits and pre-retirement allowances to the Guaranteed Employee Benefits Fund**, which is an accounting procedure aimed at circumventing the limitations resulting from the application of the expenditure rule.

Business activity

Position on the draft amendment to the Act on public-private partnership

In the position pointed out to **the need for changes, among others in the tax area**, which would make public-private partnership a significantly more attractive institution.



Position on bills from the “Business Constitution” package

We responded positively to the “**Business Constitution**”, which implements numerous solutions that we have been calling for years, **including presumption of integrity of the entrepreneur, the principle of resolving legal doubts in favour of the entrepreneur, the principle of “which is not prohibited by law, is allowed”**. As part of the changes package, the Act on the freedom of economic activity will replace the **Entrepreneurs’ Law**. The Act also includes a catalogue of rules that apply to entities that have a legislative initiative – in the case of drafting legal acts concerning entrepreneurs, it will be necessary for them to meet a number of requirements, including the preparation of a comprehensive Regulatory Impact Assessment.

Position on the draft law – Water law

We suggested considering a **reduction in water rates** in individual cases, including fees incurred in some sectors of the economy (mining, food industry). We pointed out to the negative effects of acting on haste and of a lack of transparency in the legislative process in which the law was created. Our negative assessment proved to be right as evidenced by the fact that some amendments to the Act were necessary right after it was enacted.

Position on the draft amendment to the Road Transport Act

The project of the Ministry of Infrastructure and Construction aimed at a situation in which only taxi corporations and taxi drivers should be allowed to render passenger transport services, neglecting the changes in this sector that have taken place in recent years. **We negatively assessed the pursuit of maintaining taxi monopoly and rejecting modern solutions based on information technology.**

Position on the amendment to the Telecommunications Law

The legislative initiative in this area was driven by the desire to implement the “**Paperless. Cashless**” project, which aims to digitize and modernize public and economic life. Unfortunately, **the project includes solutions that go exactly the opposite - forcing telecommunications companies to “produce” even more paper**. We criticized the proposals to impose new obligations, limitations and costs on those companies.



Education

Position on the draft law on the National Education Network

The goal of the project is to **create a network that will link Polish schools and offer them digitally available educational services**. Instead of opening up this sector to competition that would reduce costs and ensure provision of a wide range of services, what the ministry decided to do is in fact creating a **state monopoly** in this area. This proposal was met with a critical assessment from the

Corporate Governance

Position on draft acts implementing the General Data Protection Regulation (GDPR)

The key EU regulation comes into force in May 2018. The Ministry of Digital Affairs has prepared two extensive acts to introduce the necessary changes and new legal institutions to the Polish law. In the positions on these acts, we pointed out to their numerous shortcomings, errors and misunderstanding of the provisions of the EU Regulation. Due to the fact that the **GDPR** will apply to practically all entrepreneurs, **the provisions should be as clear, transparent, coherent, and friendly to the entities that apply them as possible** - that's what we sought for in the position.

Positions on two draft acts on transparency of public life

A project prepared by the Special Services Coordinator. The Act combines legal solutions in areas that should be covered by separate legal acts: **access to public information, property inspection, whistle-blowers and fragmentary provisions on law-making**. We submitted these suggestions to the act's drafter. In addition, we critically received **numerous solutions that aggravate the situation of entrepreneurs**: double penalties for non-compliance with the provisions on anti-corruption policy, higher costs associated with the disclosure of data by the so-called obligated companies, definition of the obligated company (a 20% share of the state is enough for an entity to become such a company), restrictions for members of supervisory boards (as well as restrictions for their spouses!) and management boards of obligated companies.



Position on the draft Act on statutory auditors, audit firms and on public supervision

Both in the position and at all stages of the work on the project, we were against proposals to shorten the maximum period of cooperation with the auditing company to 5 years, introduce obligatory joint audit, place a prohibition on providing services other than audit of financial reports by audit firms. In connection with the comments made, **the Sejm did not agree to the most restrictive proposals prohibiting auditors from providing services to their clients that go beyond financial revision**. In addition, **the Sejm did not agree to the introduction of an obligatory joint examination of financial reports**.

Civil law

Position on the draft amendment to the Code of Civil Procedure

A positive assessment of the idea behind the project (acceleration of court proceedings, in particular economic ones) was accompanied by a critical assessment of the means by which it was planned to be achieved. **Since orders and prohibitions that may limit the rights of the parties to the trial were envisaged**. We negatively assessed, for example, the proposal to introduce an obligation to respond to a statement of claim, and this in the short term, which favours the plaintiff. The proposed draft amendment is also aimed at restoring separate proceedings in commercial cases, which should speed up the settlement of disputes between entrepreneurs, but will make greater demands on participants in the proceeding.

Labour law

Position regarding problematic regulations on employment of foreigners

In our position, we pointed out to a number of difficulties related to practical application of new regulations concerning the **employment of foreigners** in force since 2018. As a result of their introduction, administrative chaos arose in employment offices and the process of employing a foreigner takes longer and is much more difficult due to additional bureaucratic requirements.



Position on the draft act amending the act on trade unions

It presented our **critical assessment of making union rights of employees and non-employees equal**, which would be a consequence of extending the right of the coalition. As a result of such a solution, people who are self-employed and those working on the basis of civil law contracts will receive, among others, protection against dismissal, the right to paid union transfers or to negotiating in-house acts. We also negatively assessed the government's decision to resign from the economic criterion and to leave only the requirement of a six-month length of service to be entitled to trade union privileges.

Position on the bill concerning the electronisation and archiving of employee documentation

We positively assessed this bill because its aim is to **reduce excessive and absurd obligations as well as costs on the part of employers**. The most important change is **reducing the obligatory period of archiving employee files from 50 to 10 years** and introducing the possibility of their **electronisation**, which Employers of Poland have postulated for years. However, we pointed out that the **obligation to submit monthly information reports to the National Insurance Institution (ZUS)** may be a hindrance for entrepreneurs. And the option of using an electronic form, which requires a qualified electronic signature, will be available mainly to large entities.

Position on the draft regulation of the European Parliament and Council of Europe establishing the European Labour Office

We considered the initiative to create such an office to be another one that would **make it difficult for the Polish companies to delegate employees to the EU**. We had serious reservations about the proposed solutions for the new office, and in particular its right to carry out **inspections**. The draft regulations did not specify even the basic procedures, nor the rights and guarantees of entrepreneurs who are parties to the proceedings.

Position on the draft directive on transparent and predictable working conditions in the EU

We negatively assessed the proposals aimed at introducing **uniform EU definition of an employee**. We also criticized solutions that would **increase information and administrative obligations on the part of employers**. The regulations proposed in the directive were considered disproportionate to the intended purposes.

The position on the proposal for a Directive on Work-Life Balance for Parents and Carers

Although we considered the goal of this directive to be right, we criticized the solutions proposed in it. Our reservations concerned, in particular, **proposals for the introduction of new institutions** (e.g. additional care leave), **limiting the flexibility in taking parental leave or increasing the child's age entitling their carers to take parental leave to 12 years of age**. Our doubts were also shared by the Polish government as it criticized this project.

Taxes

Position on the draft act amending the act on tax on goods and services and some other acts

Introduction **split-payment transaction mechanism** into the Polish tax system is intended to solve problems related to tax extortion. The purpose of the Act should undoubtedly be considered right. In our position, however, we pointed to the risks related to the **liquidity disruption** for a large group of entrepreneurs resulting from the new settlement model.

Position on the draft act amending the act on excise duty

In our position we expressed doubts regarding the **excise duty being levied on of both the e-cigarette liquid and innovative products** regulated in the same project. Our comments had been taken into account and in accordance with the Act passed by the end of 2018, zero excise duty rates on liquid for e-cigarettes and innovative products will apply.

Position on the act on the rules of investment support

The proposed changes are meant to aim at increasing the attractiveness of the Polish investment support system in comparison to other countries in the region. In this context introducing **uniform conditions for supporting new investments throughout the whole territory of Poland** may turn out to be a fundamental change. In our position we emphasized that the project's provisions are quite general. Therefore well-written executive legislation will be crucial for the success of this undertaking.





We prepared

800

opinions
and analyses

Position on the draft act amending the act on personal income tax, act on corporate income tax and the flat-rate income tax act on certain revenues generated by natural persons

In the position to the so-called **anti-optimizing act** we pointed out to a number of solutions that may hinder running a business activity. We negatively assessed, among others, **limiting the possibility to include the so-called intangible services in the tax deductible costs.**

Position on the list of evidence for due diligence on the part of the buyer in domestic transactions in the context of the right to deduct input tax

The Ministry of Finance, in cooperation with business organizations, has begun work on setting out uniform **rules that VAT taxpayers will have to follow in settlements with contractors.** Adhering to them is meant to protect you against the risk of being refused a refund of the input tax over output tax. Although the idea - in our opinion - is correct, from the very beginning we have signalled that if the rules are not directly reflected in the Act's wording it will not contribute to improving the situation of entrepreneurs.

Position on the draft act amending certain acts in order to introduce simplifications for entrepreneurs in tax and economic law

According to the assumptions of the project, its aim is **to streamline procedures, eliminate unnecessary bureaucratic burdens and introduce solutions that will in other ways contribute to a noticeable improvement in business conditions in Poland.** We assessed most of the proposed changes positively. However, we pointed out that the new solutions proposed in the Labour Code may cause deterioration in health and safety standards.





Reports and analyses

Report on legislation

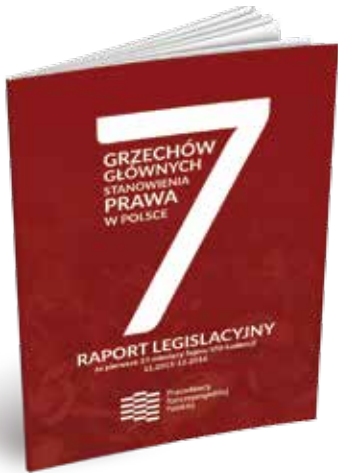
‘7 deadly sins of law-making in Poland’

We made a thorough examination of the laws passed from November 2015 to December 2016. The results of our analysis are devastating for the legislator.

39%

of the time the law-makers’ sin was unreliable consultations

they were passed disregarding the opinion of social partners, often without asking them for it



36%

of the time law-makers transgressed by **excessive haste** (and dubbed some of the acts “**instant bills**” - only a few business days passed from from the moment the draft law was submitted to Sejm to the moment it has already been signed by the President)

11%

of acts show that the legislator’s sin was a **lack of idea** (they introduce chaos among entrepreneurs who are in some doubt about applicable legislation - it happens, for instance, when after the act has been adopted, an urgent amendment turns out to be necessary)

12%

of the time the legislator committed a sin of **overregulation** (there are completely unnecessary obligations being imposed and therefore costs to be borne by entrepreneurs get higher)

28%

of acts are so-called ‘**MP’s throw-ins**’ (overuse of private member’s bill as legislative initiative allows the ruling majority to omit a regular legislative path, which requires social consultations and inter-departmental consultations)

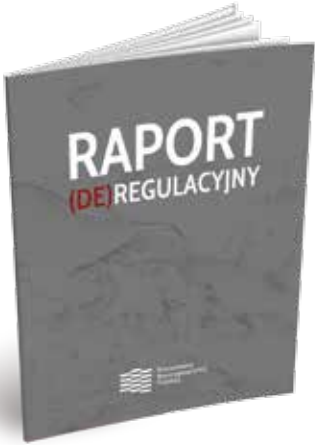
15%

of the time the law-makers transgressed by **secrecy** (acts were made public neither before the government accepted them nor before the Sejm started proceeding them)

16%

adopted acts contribute to the **instability of the law**

(De)regulatory report



Preparing this report we analysed the laws adopted from November 2015 to July 2017.

Based on the assessment of acts that had an impact on conducting business in Poland, we prepared a **(de)regulation index that allows you to follow (in the form of a graph) the increase and decrease in regulatory burden in doing business.**

Within the three categories (taxation, economy, work) we identified the best and worst acts adopted by the Sejm. Wherein

the best are those that reduce regulatory burdens and facilitate business operations, including

- ✓ act from the package ‘100 changes for companies’
- ✓ ‘Small’ act on innovation
- ✓ amendment of the so-called telecommunications mega-act

the worst legal acts create further barriers and generate additional costs, among others

- ✓ Act on tax on some financial institutions
- ✓ Act on tax on retail sales
- ✓ amendment to the act on the employment of temporary workers

A special ‘distinction’ goes to

the wind farm investment act

(the so-called wind farm act), which **not only eliminated the possibility of building more wind farms but also significantly increased taxation of already existing wind turbines.**

As a result, this branch of renewable energy sources is slowly drying up, and Poland is moving away from the implementation of the EU requirements for the share of renewable energy in the energy mix. What’s more, domestic and foreign investors demand **significant compensation**, and losses of investors and banks crediting investments in windmills are counted in hundreds of millions, if not in billions of zlotys.



Legislation monitoring report # 1

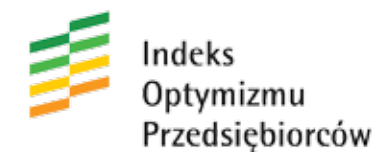
covering the fourth quarter of 2017

It contained, among others, analysis of draft acts from the “Business Constitution” package, draft law on transparency of public life, draft act on the rules for supporting new investments, draft amendment to the Trade Unions Act, draft amendment to the Act on the Social Dialogue Council, draft act on the electronisation of employee files and their shorter archiving obligation).

Legislation monitoring report # 2

covering the first quarter of 2018

It contained analysis of the assumptions of the new Public Procurement Law and the draft of the new Labour Code, as the most important legislative proposals from the point of view of entrepreneurs. In the report we also analysed the draft Act on Employee Capital Plans, which arouses great interest among employers.



Entrepreneurs' Optimism Index

Since March 2014, the Financial Platform of Employers of Poland has been running

cyclical survey of the economic climate in Poland

called Entrepreneurs' Optimism Index (IOP).

At the methodological level the index is modelled on the recognized **German business climate indicator of the IFO Institute**.

Every month we ask members of Employers of Poland for their assessment of the change in the current business situation

compared to the previous month and their expectations for the future in the next 6 months.

There are additional indicators measured in IOP: **that of planned investments as well as an indicator of changes in the employment level in the surveyed enterprises.**

The Entrepreneurs' Optimism Index is one of the **newer soft indicators of the economic situation and business sentiment available on the Polish market**. At the same time, it is available first - its results are presented several days before the PMI index for the Polish industrial sector.

The responses provided by entrepreneurs in the optional descriptive part constitute a valuable source of knowledge about the **factors shaping their assessment of the current conditions of running a business in the country**.

Publications of IOP results are carefully followed and reported by leading Polish economic media, including Polish Press Agency, Gazeta Giełdy Parkiet, Rzeczpospolita, and Puls Biznesu.





Social Dialogue Council

The problem team on economic policy and the labour market,

chaired by Employers of Poland, is **one of the most active teams**. Compared to other teams it conducts **the most effective dialogue between social parties and the government side**

In comparison with other teams, it stands out as the one that draws up the highest number of positions. As a result of its work as many as 9 common positions were adopted in 2017, which were then adopted in the form of resolutions by social partners at the Social Dialogue Council forum. Work is currently under way on the next ones. It is the most effective team and its activity proves that dialogue and cooperation of social partners are possible. However, the problem is still the issue of the government side respecting and implementing these agreements.



Employers of Poland at the Social Dialogue Council Forum

One of the most important initiatives undertaken in 2017 by the Employers of Poland at the Social Dialogue Council forum was **the issue of VAT on subsidies in EU projects**.

The consequence of **tax interpretation that was unfavourable for beneficiaries, including social partner organizations, is the obligation to pay the due tax on goods and services on the entire subsidy received**. From the very beginning it was our initiative for the social partners to make extensive effort to convince the Minister of Finance to issue an appropriate general interpretation. A resolution in this matter was also adopted and several working meetings were organized. However, we can still only hope for openness to dialogue on the government side and a good solution to this problem.

Ad Hoc Problem Team on Responsible Development Plan

Our Ad Hoc Problem Team on Responsible Development Plan also conducts a number of activities.

It has been mentioned explicitly in the plan as **one of the basic bodies for monitoring the state of implementation of the Responsible Development Plan. Particular meetings of the team are devoted to strategic Responsible Development Plan's projects**, which arouse the greatest interest among social partners. Thanks to the current exchange of information with representatives of the government and public institutions involved in the execution of the plan, transparency of the plan's implementation process is ensured.

Sub-assembly for Health Care

Employers of Poland were also active in the works carried out by the sub-assembly on **health care**. Several common positions of the parties have been developed on its forum. They concerned, among others, **interoperability of systems in health care or the issue of creating databases**. Members of the sub-assembly also discussed **funding and quality in health care**. Nevertheless, this is an area where a more active participation of the government side in the dialogue is necessary. Without this, it is difficult to expect positive results of the

Ad Hoc Team for Public Procurement

In 2017 the Employers of Poland were also involved in the work of the Ad Hoc Team for Public Procurement. At its forum we prepare proposals for the new **Public Procurement Law and initiate a debate on this topic**. We work to promote the broadest possible participation of social partners in creating of these regulations. In our opinion, only such an approach combined with the analytical work of experts, will allow to create a legislative project that meets the expectations of all parties.



Amendment to the Act on Social Dialogue Council

Employers of Poland were also involved in the work on the **draft amendment to the Act on the Social Dialogue Council**. Although the final version of the project does not take into account our proposal to extend the catalogue of draft legal acts for which consultations with the Social Dialogue Council are obligatory to include also projects other than those put forward by the government, **we believe that changes aimed at streamlining the activities of the Council are most needed**. For this reason and due to the fact that the amendment introduces a significant competence of the Social Dialogue Council, namely to apply for a general tax law interpretation, we support the legal changes.

Sub-assembly for the Labour Market Policy Reform

The **Sub-assembly for the Labour Market Policy Reform**, which is chaired by the Employers of Poland, is very active. The initiative **“The Five Pack for the Labour Market” containing recommendations for changes in the future labour market policy** was presented on its forum. As part of the discussions in this Sub-assembly we also take up the issue of employing foreigners and new regulations in force in this area, which raise a number of doubts.

Codification Commission Labour Law

On March 14, 2018, the Labour Law Codification Commission completed its work. It prepared drafts of **two new Labour Codes - individual and collective**. However, due to the far-reaching consequences of the solutions proposed in them, which would **limit the flexibility on the part of entrepreneurs and constitute a significant difficulty for them, Employers of Poland** (Professor Monika Gładoch, Deputy Chairman of the Codification Commission) voted against these projects.

Our biggest reservations were raised by **the presumption of an employment relationship and a significant limitation of the use of civil-law contracts**. The new regulations also envisaged **the introduction of a economically dependent self-employment and non-employment work relation, while also regulating the provision of work in these forms**.

We also found other solutions problematic, namely those aimed **at limiting the possibility of using fixed-term employment contracts** and introducing new types of

temporary employment contracts that would have little use in practice. The employers' doubts were also caused by a significant **extension of the provisions of the new Labour Code and its casuistry**, which made it reminiscent more of administrative law than labour law.

Due to various factors including the risks and problems related to the project that were reported by the Employers of Poland, the Ministry of Labour and Social Policy resigned from processing it further as a whole bill. However, it announced an amendment to the Labour Code, which will only cover solutions acceptable to social partners, regarding such issues as **more flexible working time or making the resolution of collective disputes easier and smoother**.

Such a turn of events is the success of Employers of Poland. Thanks to our commitment, we did not allow solutions that would be unfavourable for employers to be introduced.



International activity



International Organisation of Employers

was established in 1920 and to this day is **the most influential and significant body representing employers at the supranational level.**

Currently, IOE associates **150 members from over 140 countries**, including - since 1991 - as the only Polish organization - Employers of Poland. The main mission of IOE is to **promote and defend the interests of employers in international fora.**



B20

B20 is an organization of business representatives that **prepares recommendations for politicians meeting within the G20 group** - an organization associating the **20 largest economies in the world.** They produce almost 85 percent of global gross domestic product and generate over 75 percent of global trade.

At the national level, the B20 group members are **business leaders who engage in a dialogue with the authorities and mobilize the private sector to be proactive** in order to ensure the effective work of the G20 group. **Employers of Poland are the only Polish organization whose representatives participate in the work of B20 since 2012 - despite the fact that Poland does not belong to the G20.**



The International Labour Organization

The International Labour Organization (ILO) was founded in 1919 to encourage **governments, entrepreneurs and trade unions to work together for social justice and better living conditions around the world.**

In the year of its 50th anniversary in 1969, the ILO was awarded the Nobel Peace Prize.



The European Economic and Social Committee

The European Economic and Social Committee (EESC) **represents various social and economic circles of organized civil society.**

It is an institutional advisory body established in 1957 by the Treaty of Rome. The EESC's consultative role enables its members, and therefore the organizations they represent, to participate in the EU decision-making process. The Committee has 353 members from all over Europe who are appointed by the EU Council. Employers of Poland have been represented in the Committee since 2004, when Poland became a member of the EU.



Business and Industry Advisory Committee to the OECD

was founded in 1962 as an **independent organization bringing together representatives of business and industry. It is a forum enabling entrepreneurs to exert significant influence on global economic policy and create international trends.** The most significant function of BIAC is to promote business interests by giving opinions on legislative initiatives taken by the OECD and the Member States. Employers of the have been a member of BIAC since 1996, and the Polish BIAC Section was established within the organization.



The International Coordinating Council of Employers' Unions

was established in 2010 and aims to foster **creating lasting relationships between national employers' organizations as well as exchange of experience in the field of regulation of socio-professional and economic relations.**

The ICCEU associates **18 organizations from 15 countries.**



The European for Safety and Health at Work

is a **tripartite** organization, made up of **representatives of governments, employers and employees.** Its mission is to **improve working conditions in the EU in terms of safety, health and productivity.**

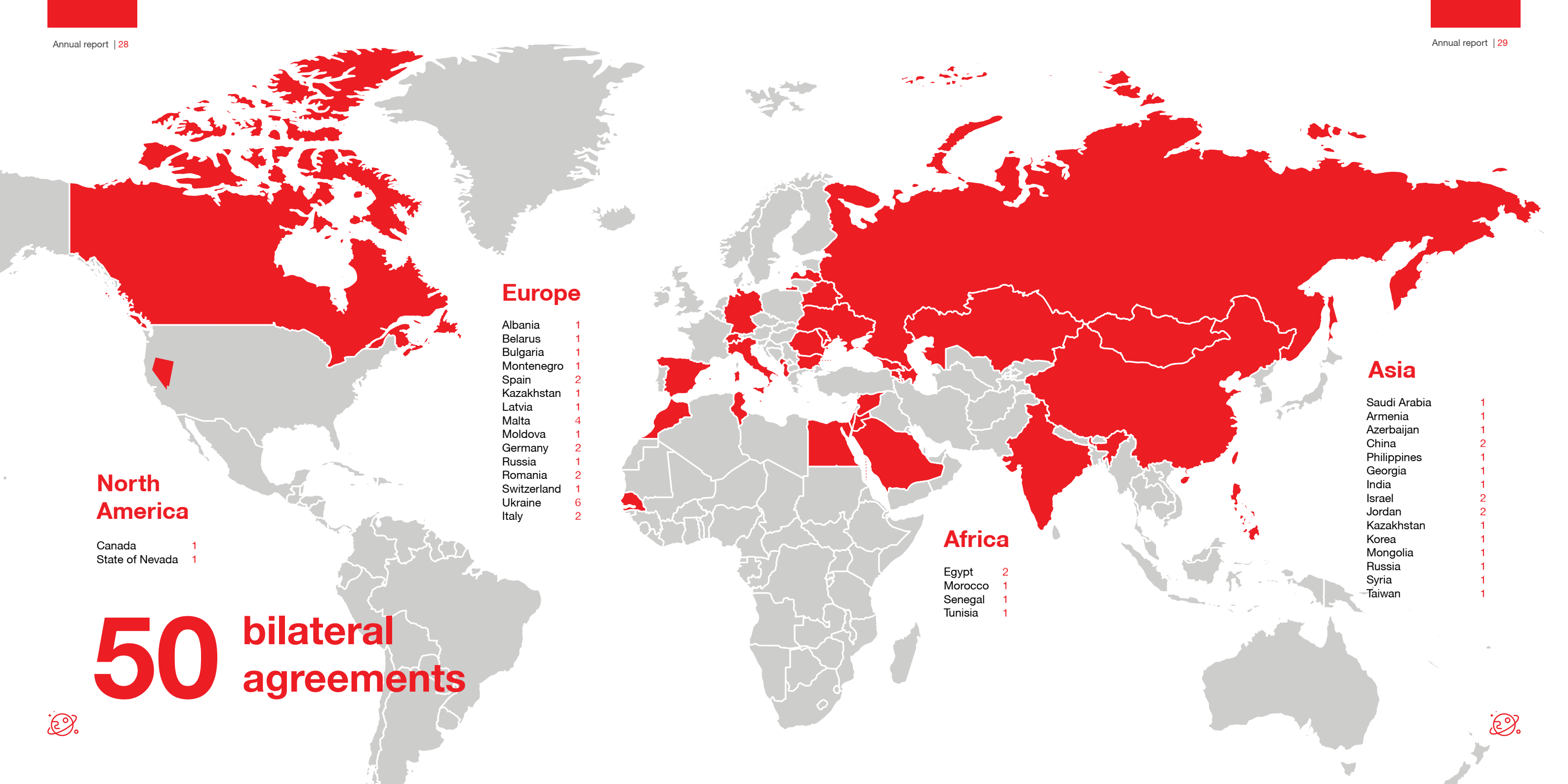
The main task of the agency is to collect and publish new scientific research as well as to prepare statistics on the diagnosed risk.



The European Foundation for the Improvement of Living and Working Conditions

aims to **improve living and working conditions in Europe.**

Its basic role is to **provide information and advice, as well as prepare expert reports related to improving living and working conditions, industrial relations and change management in Europe** - for key actors of the European Union's social policy making.





Domestic and international events

Project “Entrepreneurs GPS”

Economic relations Poland-USA Expert seminar:

“**Economic relations Poland-USA after Donald Trump has taken the office - hopes and fears**”. During the discussion experts tried to answer the following questions: What can the Polish economy and Polish entrepreneurs expect after Donald Trump has taken power? Will the policy of the new

administration influence the existing Poland-USA trade relations? What are the possible implications for the Polish economy in the event of the US resigning from the plan to conclude an EU-US trade agreement (TTIP)?

2017

POLAND
2 II

POLAND
6 IV

WORLD
11-12 V

WORLD
18 V

Ways of acquiring innovations and development of innovative economy.

Expert seminar: “Ways of acquiring innovation and development of innovative economy”.

The main topics discussed during the meeting concerned: **gaining innovations in Polish reality; readiness of Polish companies to cooperate with foreign partners in the field of innovation and the issue of big companies having large R&D centres.**



An extraordinary meeting of the employers’ group of the European Economic and Social Committee

An extraordinary meeting of the employers’ group of the European Economic and Social Committee took place in Malta. The event was attended by the President of Employers of Poland Andrzej Malinowski and Vice President Janusz Pietkiewicz. During the opening session, **the consequences of the presidential elections in France were discussed.**

As part of the panel “Does the EU encourage investment in the private sector”? President of Malta Marie-Louise Coleiro Preca was among those who aired their views and Malta’s Prime Minister Joseph Muscat gave the keynote speech.

Meeting of the B20 Health Working Group

A meeting of the B20 Health Working Group took place in Berlin. Employers of Poland were represented by a Vice President, Janusz Pietkiewicz. The group is a new B20 initiative of the German G20 presidency. It was established in February 2017 and comprises 92 members from 24 countries. The group is managed by the bosses of Bayern, Merck and Philips. Management board members of Novartis, Pfizer, Siemens, Boston Consulting Group and the World Bank also participate in the group’s activity. Despite the group had been working for a short period of time, from **February it developed the**

industry recommendations for the heads of states and governments of the G20, which were agreed on within the B20, and handed them to the health ministers of Germany and Argentina. Recommendations concern, among others, challenges and opportunities related to the development of new technologies, disease prevention, building over the infrastructure boundaries, threats caused by global epidemics, combating the 10 most dangerous tropical diseases by 2020 as set out in the road map of the World Health Organization (WHO), data protection and preventing cyber-attacks on health institutions and the idea of developing national health care strategies for the G20 countries.



General Assembly of the International Coordinating Council of Employers' Unions (ICCEU) 10th Anniversary of the Republican Union of Employers of Armenia (RUEA)

The President of Employers of Poland Andrzej Malinowski was appointed the Chairman of the ICCEU Coordinating Council in 2018. During the visit to Yerevan, the President of Employers of the Republic of Poland Andrzej Malinowski took part in the celebrations of the 10th anniversary of the Republican Union of Employers of Armenia (RUEA). During the ceremony, he presented the Optimus awarded to Gagik Makaryan, President of RUEA for building the role of business, promoting the idea of entrepreneurship and for his service for the national and international employers' movement.

Modern applications

Expert seminar: "Modern applications - importance and role in economic and social development".

During the seminar the following issues were discussed: labour market in the face of application development, overcoming exclusions and digitizing the economy.

International Organisation of Employers (IOE)

The International Organisation of Employers (IOE), of which Employers of Poland are the only Polish member, has a new leader. Its new president is Erol Kiresepi representing a Turkish employer organization TISK, replacing in this position Daniel Funes de Rioja from Argentina. In Geneva, the annual General Meeting of the International

Organisation of Employers (IOE) was held. The new leaders were chosen for the next three years until 2020. In addition to the new president, vice presidents were elected. They hold positions of the heads of 5 IOE regional organizations: Asia, Africa, Latin America, North America and Europe together with Central Asia.



European Funds Congress

In the Marriott Hotel in Warsaw Employers of Poland organized the congress "European Funds for Development". In addition to representatives of employers and entrepreneurs, the conference was also attended by representatives of government administration and trade unions.

166 people representing all groups of European Social Funds stakeholders from all over the country participated in the Congress. The honorary guest of the Congress was Minister Jerzy Kwieciński, who presented the current state of implementation of the ESF and prospects for the future.

- 2. Long-term unemployed - untapped potential? Moderator: Iwona Szmitkowska, President of the Board of the Association of Employment Agencies.
- 3. Funds for education - new staff for development. Moderator: Paweł Pyrzyński, President of the John Dewey European Society for the Development of Social Competences.
- 4. The role of vocational education in supporting economic innovation in the Mazowieckie voivodship. Moderator: Artur Andrysiak, Member of the Management Board of the Mazovia Development Agency.
- 5. Excluded or neglected? - dilemmas of employment of marginalized Moderator: Professor Mirosław Grewiński, Vice-Rector at Janusz Korczak Pedagogical University in Warsaw, Work Animator of the Sector Council for Competence - Social Assistance.

During the Congress 6 thematic panels were held regarding the implementation of various axes of the POWER program and Regional Programs:

- 1. Qualification of employees - to train or make redundant? Moderator: Rafał Kamiński, acting Director of the Department for Personnel Development in Enterprises in the Polish Agency for Enterprise Development.

- 6. Entrepreneurs - is it worth seeking support? Moderator: Anna Świebocka-Nerkowska, Director of the Development Services Department, Polish Agency for Enterprise Development

The participants of the congress were representatives of government administration, local government, companies and NGOs. The Congress was very positively evaluated by the participants who expressed their request for the cyclical nature of this event.



Signing a cooperation agreement with the Chinese Council for the Promotion of Foreign Trade

Employers of Poland hosted in their headquarters a **delegation of the Chinese Council for the Promotion of Foreign Trade**, headed by its First Vice-President, Zhang Wei. Employers of Poland were represented by President Andrzej Malinowski, Vice President Janusz Pietkiewicz and adviser to the President, Sławomir Majman. **During the visit, a cooperation agreement between Employers of the Republic of Poland and CCPIT was signed.**

Experts’ debate on the consequences of planned changes in the Act on Upbringing in Sobriety and Counteracting Alcoholism

During the discussion participants were considering proposals for **amendments to the Act on Upbringing in Sobriety and Counteracting Alcoholism put forward by the Ministry of Health** (including limiting alcohol advertisement broadcasting times and increasing the municipal council’s power to determine the number of alcohol sale points and its selling times).

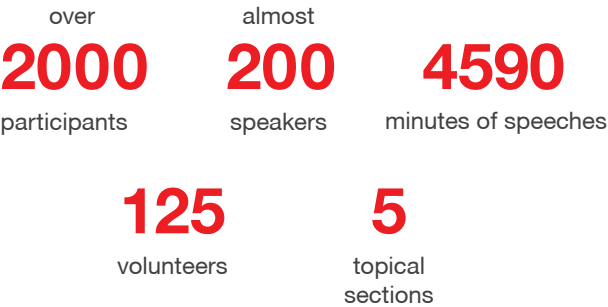
Open Eyes Economy Summit

Employers of Poland are co-organizers and co-hosts the Open Eyes Economy Summit, which is an undertaking showing that **the time has come to change the “economy of greed” into the “economy of value”.**

Employers of Poland are responsible for the “Human - Work” thematic section of the OEES. In this block of sessions and discussions, we try to show that the observed development of flexible forms of work (gig economy) or alternative - in relation to traditional - forms of employment related to the **development of modern applications is a clear proof of**

Open Eyes Economy Summit 2017

in numbers



WORLD
15 IX

WORLD
18 IX

POLAND
17 X

POLAND
14-15 XI

WORLD
12 XII

Meeting with the BIAC Secretary General Bernhard Welschke

A meeting with BIAC Secretary General Bernhard Welschke and Director of Strategy and Communications Ali Karami-Ruiz was held at the headquarters of Employers of Poland. They presented **the OECD activities and their impact on business, as well as the possibilities of Polish entrepreneurs to have influence on the OECD.**

changes coming both in the labour market and changes in the approach to the philosophy of work as such. This process seems to be inevitable. In the face of technological development, it is necessary to redefine the role of man in the domain of work as part of a dynamically developing innovative economy.

Meeting with employers’ organizations from Hungary, Romania and Slovakia

The President of Employers of Poland Andrzej Malinowski took part in the meeting of the heads of employers’ organizations from Hungary, Romania and Slovakia, which took place in Budapest. The topic of the meeting was a **closer cooperation between organizations and the situation in the global economy.** The organizer of the meeting was the Hungarian Union of Entrepreneurs and Employers. Other participants were representatives of the National Union of Romanian Employers and the Union of Slovak Entrepreneurs.



Expert conference: “The future of food production and agriculture in Poland - the perspective of Common Agricultural Policy after 2020”

Participants if the conference included, among others, the Deputy Minister of Agriculture, representatives of the European Commission and the presidium of the Committee on Agriculture and Rural Development of the Sejm. During the conference they discussed how the **planned changes in Common Agricultural Policy will affect the agri-food industry in Poland after 2020 and how can the rules**

and possibilities of providing support to farmers and companies involved in food production change in practice. One of the issues considered during the conference was the question, which sectors of the agri-food industry in Poland should be particularly supported and developed.



Experts’ debate: “Cooperation between science and business - that is on how to get measurable benefits from the development of an innovative economy”.

Topics discussed by the participants of the conference included, among others, **barriers to cooperation between science and business and the ways in which they can be eradicated; effective methods of research results commercialization and the concept of the Medical**



Training seminar: “GDPR - how to effectively prepare a company for changes in the area of personal data protection”.

The main topics discussed during the training: **the application of GDPR and national law** - the most important changes in relation to the current legislation; duties and responsibilities of enterprises in relation to the GDPR; consequences of changes in the labour law resulting from the implementation of GDPR. The lecture was delivered by Maciej Kawecki, PhD, Director of the Data Management Department at the Ministry of Digital Affairs, responsible for the implementation of GDPR”.

We are organizers, partners of the following events:

- Eastern Europe Energy Forum
- Health Congress of the Employers of Poland
- Open Eyes Economy Summit
- European Economic Congress in Katowice
- European Financial Congress in Sopot
- Welconomy Forum in Toruń
- Economic Forum in Krynica-Zdrój



Awards and distinctions

Vector and Super Vector award

Awards presented by the Employers of Poland since 2002. They are awarded to eminent personalities from the world of economy, politics, culture and media. Statuettes are presented during the Employers' Ball.

Vector Gala 2017 was held on January 13, 2018 at the Zamoyski Palace (Endorfina Restaurant). Nearly 400 guests took part in it, including representatives of the Chancellery of the President of the Republic of Poland, the Chancellery of the Prime Minister, the Sejm, Senate and the European Parliament.

Vectors are an award of the Employers of Poland for activities that bring particular benefits to the Polish economy and for creating a climate conducive to the development of entrepreneurship.



Super Vector 2017

Mateusz Morawiecki
Prime Minister

For outlining the Strategy for Responsible Development and persuading political forces to implement it.

For giving a due place in the strategy to entrepreneurs, without whom Poland's development is impossible.

XXV anniversary Vectors

1. Television Polsat Sp. z o.o.

2. LUX MED Sp. z o.o.

3. Employers of Pomerania and Kujawy



Vectors 2017 were presented to:

1. Provident Polska S.A.

2. Wojciech Faszczewski
– Chairman of the Board
PEPEES Group

3. Igor Klaja – Chairman of the Board
OTCF – owner of 4F and Outhorn brands

4. Krzysztof Domarecki
– founder of Selenia FM S.A.

5. Norbert Rethmann
Honorary Chairman of the Supervisory
Board of the Rethmann Group

6. Rafał Holanowski
– Chairman of the Board,
Supra Brokers S.A.

7. Paweł Gos
– Chairman of the Board,
Exact Systems S.A.

**8. Association of International Road
Hauliers in Poland (ZMPD)**

Optimus Awards

The awards ceremony took place on December 14, 2017. The special guest was the former EU Commissioner for the Enlargement of the Union Günter Verheugen.

Employers of Poland, as every year, awarded companies and people associated with the Organization. The key to being given the award is effort and energy devoted to the development of the Organization or supporting Polish entrepreneurship. Everyone who works for the values of the Employers of Poland can be among the awarded people and companies.



Optimus Awards 2017

1. Jerzy Bartnik
– President of the Polish Craft Association in
2001 – 2017

2. Szymon Chrostowski
– President of the Polish Cancer Patient
Coalition, 'Let's win Health' Foundation

3. prof. Andrzej Mariusz Fal
– Chairman of the Main Board of the Polish
Society for Public Health

4. Marek Wójcik
– Plenipotentiary of the Board of the
Association of Polish Cities





Media presence

Press publications

Experts of Employers of the Republic of Poland commenting on changes and economic events are constantly present in the most opinion-forming newspapers: **Rzeczpospolita, Dziennik Gazeta Prawna, Puls Biznesu, Parkiet, Gazeta Wyborcza and Polska The Times.**

Our opinions are often published in specialist and regional press. We are often guests in the programs of **Telewizja Polska, TVN and Polsat.** Our specialty are comments in economic programs of **TVN 24 Biznes i Świat, TVP Info and Polsat News.** The voice of our organization is also heard in the most important radio stations - **Polish Radio, Radio Eska, Radio Zet, RMF FM and TOK FM.**

According to data gathered by Newton Media, our annual advertising equivalent for publications and media quotes

PLN 204,927,755

Economic journalism of the President of Employers of Poland Andrzej Malinowski is met with the biggest response. His weekly feature articles in “Rzeczpospolita” attract a growing group of regular readers.

Last year the Internet site recorded

222 438 odsłon



TV
254



Radio
525



Press
1075



Internet
6895



Publications
9044

TV Studio

TV Studio of Employers of Poland deals with **reporting on the activities of the organization and promoting events under the patronage of Employers of Poland.**

The studio produces **both news and promotional materials.** We provide video support for organized at the headquarters of Employers of and also operate “in the field”. The studio has a good technical base and professional infrastructure, including green box.

From January 2017 to March 2018 on the YouTube.pl channel.



Videos
104



Viewing time
32 723 min



Views
23 310

Social media



Facebook/pracodawcyrp

Profile of Employers of Poland on Facebook is becoming **more and more popular.**

Changing the style of presented material from purely expert content into news and simplified messages produced a good effect.

Over the past year, our posts reached

627 000 people

who viewed our profile, saw our information in the news section or on the activity bar of the Employers of Poland Fan Page on Facebook.



Youtube/pracodawcyrp

The TV Studio of Employers of Poland gained viewers interest. **It produced 99 reports, interviews and features on the economy and the Organization.**

The most popular material was a report from the presentation of the latest PZL Świdnik helicopter - AW 101. The material had **2,207 views.**



Clips
104



Viewers
13 621



Twitter/pracodawcyrp

Our profiles on Twitter **are also developing intensively.** Posts regarding economic analyses and legislative work gain **more and more recognition among experts, politicians and media representatives.**



4 310

Tweets



1 132

New followers



3 350

Followers





Organization

Council of Employers of Poland

President of Employers of Poland

Andrzej Malinowski

Vicepresidents

Dorota Hryniewiecka- Firlej
Joanna Makowiecka-Gaca
Anna Rulkiewicz
Iwona Sroka
Renata Tomusiak
Ewa Wernerowicz
Dariusz Bąk
Jan Buczek
Grzegorz Dzik
Mariusz Gaca
Andrzej Jacaszek
Piotr Kamiński
Zbigniew Kmicic
Mirosław Kowalik
Krzysztof Krystowski
Mariusz Książek
Andrzej Mądrala
Michał Mierzejewski
Tomasz Misiak
Remigiusz Nowakowski
Jacek Owczarek
Marcin Pawlak
Mirosław Ślachciak
Wojciech Trojanowski
Tomasz Zaboklicki

Executive Vicepresidents

Rafał Baniak
Janusz Pietkiewicz
Marek Kowalski

Our sectoral platforms

- HR Platform
- Healthy Health Platform
- Pharmaceutical Platform
- Energy Platform
- Financial Platform
- Construction Platform
- Platform “Mining Forum”
- Platform “Forum of Employers of Rehabilitation”
- Platform for European Funds
- Chemical Platform
- Public Utility Services Platform



Our representatives

Social Dialogue Council

Members

Andrzej Malinowski
- Deputy Chairman
Joanna Makowiecka-Gaca
Iwona Sroka
Rafał Baniak
Jan Buczek
Marek Kowalski
Arkadiusz Pączka - Secretary

Voivodship Social Dialogue Councils

VSDC Lower Silesia

Andrzej Kalisz
Piotr Frąszczak
Beata Staszaków

VSDC Kuyavian-Pomeranian

Mirosław Ślachciak
Romuald Kosieniak
Tomasz Ptaszyński
Wojciech Dobrak

VSDC Lublin

Zbigniew Kmicic
Wojciech Włodarczyk
Mieczysław Majewski

VSDC Lubuskie

Henryk Maciej Woźniak
Krzysztof Częstochowski
Kamil Jakubowski

VSDC Lodz

Wojciech Słowikowski
Waldemar Biliński
Marek Szydłowski

VSDC Lesser Poland

Andrzej Zdebski
Antoni Matyasik
Piotr Litwiński

VSDC Mazovia

Robert Siewior
Tadeusz Wilk
Robert Składowski

VSDC Opole

Dawid Seifert
Ireneusz Urbaniec
Józef Stelmachowski

VSDC Podkarpackie

Grażyna Podhajski
Agnieszka Szott
Krzysztof Tokarz

VSDC Podlasie

Waldemar Pędziński
Adam Byglewski
Jarosław Dziegielelewski

VSDC Pomeranian

Jan Zarębski
Paweł Pettke

VSDC Silesian

Andrzej Węglaż
Kamil Kamiński
Łukasz Borecki

VSDC Świętokrzyskie

Aleksander Kabziński
Józef Dąbek
Marek Świercz

VSDC Warmia-Masurian

Andrzej Ryński
Mirosław Kasacki
Roman Smoliński

VSDC Greater Poland

Tomasz Działyński
Wojciech Kruk
Rafał Fabisiak

VSDC West Pomeranian

Dariusz Więcaszek
Janusz Nahajowski
Jan Zasadziński



Mazovian Innovation Council
Andrzej Malinowski

Audit Oversight Commission at the Ministry of Finance
Piotr Kamiński

Codification Commission on Labour Law
Monika Głądoch

Steering Committee for the Coordination of ESIF Interventions in the Health Sector
Andrzej Mądrala

Supervisory Board of the Social Insurance Institution
Iwona Sroka

Council of the National Health Fund
Małgorzata Gałązka-Sobotka

The Supervisory Board of the Polish Agency of Enterprise Development
Mirosław Ślachciak

Labour Protection Council
Arkadiusz Pączka
Andrzej Kubisiak

Labour Protection Council
Paweł Markowski

National Committee for Social Economy Development

Tomasz Misiak

Team for the Europe 2020 Strategy
Andrzej Malinowski

Board of Integrated Qualification System Stakeholders
Kamil Mich

Committee for Partnership Agreement
Kamil Mich

National Consultation Council for Disabled People
Jan Zajac

Supervisory Board of the State Fund for Rehabilitation of Disabled People
Jan Zajac

Family Firms Forum at Polish Agency for Enterprise Development
Marek Pasztetnik

Main Council for Higher Education
Dariusz Kozerański

Statistics Council
Franciszek Kubiczek

International Organisation of Employers (IOE)

Andrzej Malinowski
Janusz Pietkiewicz
Beata Maria Staszaków

B20

Andrzej Malinowski member of the B20 task force for financing growth and infrastructure

Janusz Pietkiewicz , member of the B20 task force for employment and education

European Economic and Social Committee (EESC)

Andrzej Malinowski
Janusz Pietkiewicz

They are active in four thematic sections and four other bodies of the Committee.

ECO – for Economic and Monetary Union and economic and social cohesion

INT – for the single market, production and consumption

REX – for external relations

TEN – for transport, energy, infrastructure and the information society

Business and Industry Advisory Committee at the OECD (BIAC)

Mariusz Gaca
Janusz Pietkiewicz

International Coordinating Council of Employers' Unions (ICCEU)

Andrzej Malinowski

Occupational Safety and Health Committee

Rafał Hrynyk

European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)

Łukasz Kozłowski

If you want to:

monitor legislation

take part in training, conference, seminar, congress

organize an event

represent your interests on the national and international arena

use TV Studio and GreenBox

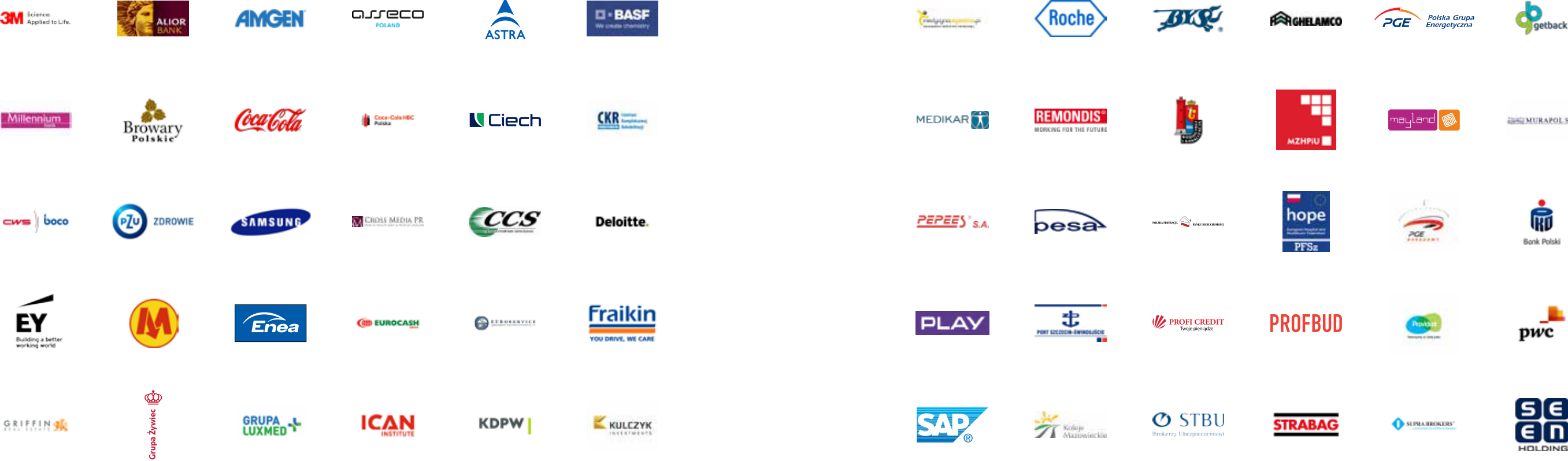
participate in economic missions

act as an expert to establish new business contacts

Join us



Trusted by









Employers of Poland | ul. Brukselska 7, 03-973 Warsaw
T. +48 22 518 87 00 · E. sekretariat@pracodawcyrp.pl
www.pracodawcyrp.pl



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