

	Existing practice and challenges	Actionable goals and targets for next decade
State commitment to implement the UNGPs		
State commitment to implement the UNGPs, e.g. National Action Plans, public statement national baseline assessments	<p>UNGPs have been translated into Polish. The text is publicly available at www.pihrb.org, which is the official website of Polish Institute for Human Rights and Business.</p> <p>The preparation of the <i>Polish National Action Plan for the Implementation of the United Nations Guiding Principles on Business and Human Rights 2017-2020</i> started in 2016 and the document was adopted by the Council of Ministers on 29 May 2017.¹</p> <p>The Ministry of Foreign Affairs has assumed the role of coordinator of the process of developing the Polish National Action Plan (NAP) with respect to the implementation of the United Nations Guiding Principles on Business and Human Rights. The development and regular updating of the NAP requires the cooperation of many entities: governmental institutions, industry and non-governmental organizations. The issue of ensuring the observance of human rights in business is the shared responsibility of the state, including the executive, legislative, and judicial branches, as well as business circles and civil society. The government plays a key role in this process, as it is responsible for the majority of planned activities under the NAP. The development of the NAP involved the participation of the ministries of Foreign Affairs; Economic Development; Finance; Family, Labour and Social Policy; Digital Affairs; Justice; Sport and Tourism; Interior and Administration as well as the Chancellery of the Prime Minister and the Government Plenipotentiary for Equal Treatment, the Government Plenipotentiary for Civil Society, the National Labour Inspectorate, The Public Procurement Office and the Commissioner for Human Rights. The work on the National Action Plan required a comprehensive analysis of the current legal status</p>	Preparation of the final report and the new edition of NAP by the end of 2020 (Ministry of Foreign Affairs in cooperation with competent ministries);

¹ <https://www.gov.pl/web/dyplomacja/krajowy-plan-dzialania-na-rzecz-wdrazania-wytycznych-onz-dotyczacych-biznesu-i-praw-czlowieka-2017-2020>

in relation to the subject of the UN Guiding Principles, so as to identify whether and where Polish law and practice require specific changes and adjustments. Such an analysis was carried out by the relevant ministries and was included in the first edition of the NAP. Consultations with a wide range of stakeholders, primarily with employers' organizations, trade unions, and NGOs, facilitated an evaluation of the issues from different perspectives and the collection of specific recommendations for the NAP. The document was forwarded to the Social Dialogue Council and passed through a public consultation process by making its content available on the dedicated website.

Implementation of the National Action Plan

The public administration's role in implementing responsible business conduct includes creating favorable conditions for shaping appropriate forms of cooperation that facilitate making a voluntary commitment to responsible development and social responsibility. Education and wide dissemination of RBC standards is an important element in this respect, including responsible supply chains and respect for human rights. These actions should be addressed both to direct producers and companies in the supply chain, as well as consumers. It is appropriate to take preventive measures against forced labour, including education and information initiatives for employers, and to support both the public and private sectors in preventing and responding to the threat of forced labour. Information on the UN Guiding Principles on Business and Human Rights and the European Council conclusions recommending the inclusion of diplomatic missions in the promotion of the Guiding Principles and their application in their ongoing operations has been sent by the Ministry of Foreign Affairs to all embassies, consulates and Polish Institutes. UNGPs have been systematically disseminated during training in business and human rights provided by the Ministry of Foreign Affairs for heads of above-mentioned missions. The Polish embassies have prepared "Maps of risks related to human rights" and proposals for the "Catalogue of good practices". On the basis of those proposals "The Catalogue of Good Practices concerning human rights and business for the Polish embassies and other institutions subordinated to the Ministry of Foreign Affairs" was elaborated and transmitted to Polish embassies and relevant institutions for implementation.

<p>Regulatory and policy efforts</p>	<p>Monitoring of the implementation of the “National Action Plan for the implementation of the UN Guiding Principles on Business and Human Rights 2017-2020” was carried out through:</p> <ul style="list-style-type: none"> – preparation of action timetables by individual ministries responsible for the fulfilment of NAP plans for implementation between 2017-2020 (completed in 2017); – preparation of an interim report and a list of good practices (completed in 2018); <p>Development of a definition of forced labour</p> <p>A team of expert - practitioners and legal theorists has developed a draft definition of forced labour. The definition was prepared as part of the work of the Working Group for employee matters, operating at the Advisory Board for Sustainable Development and Corporate Social Responsibility. The definition was recommended to the Minister of Justice to be taken into account at a later stage of works on the amendment to the Criminal Code as a supplement to the Article on trafficking in human beings. As a result of the recommendation, a team of experts was established at the Ministry of Justice to further work on including the issue of forced labour in Polish legislation in order to ensure effective penalization of phenomenon of forced labour.</p>	<p>Works on a set of recommendations for changes in legal provisions in the field of tightening the legal system to counteract the phenomenon of forced labour. The proposed changes to the law will relate to various legislative areas.</p>
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<p>Legal or regulatory developments that enable or require reporting and transparency on how business enterprises address human rights risks (own activity and value chain).</p>	<p>Reporting non-financial data in the area of respect for human rights</p> <p>From January 26, 2017, the provisions of the amendment to the Accounting Act implementing the EU Directive 2014/95 / EU into Polish law are in force. The provisions on non-financial reporting apply only to a large companies. These are large listed companies, banks, insurance companies, and other companies that are public trust entities</p> <p>The statements of companies should contain descriptions of the policies applied by the companies in relation to: social issues, employee matters, the natural environment, respect for human rights, anti-corruption. The key element of the information described is taking into account the risk analysis related to the above areas.</p>	<p>At the EU level, the revision of Directive 2014/95 / EU on disclosure of non-financial and diversity information is ongoing. In connection with the new recommendations of the European Commission on the tightening of requirements regarding the disclosure of non-financial data, it will be necessary to analyze the adequacy of Polish regulations to new expectations at the European level.</p>
<p>Legal or regulatory developments that enable or require financial institutions, including institutional investors, to embed respect for human rights throughout their business activities</p>	<p>In order to address discriminatory practices in hiring, promotion and remuneration in the financial sector an amendment to the Financial Instruments Trading Act of 29 July 2005 (Journal of Laws no 183 item 1538) is being considered. The amendment includes the requirement for the investment firms to guarantee that their remuneration policies and practices are gender neutral. It implements the Directive (EU) 2019/2034 on the prudential supervision of investment firms.</p> <p>Under Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector, financial market participants operating in the EU are required inter alia to publish information concerning their financial products. Such information may also include a description of the environmental or social characteristics or the sustainable investment objective. As such an obligation is foreseen in regulation, it is applied directly. It is worth noticing that components of social objectives are to be defined in regulatory technical standards (RTS) foreseen in Regulation (EU) 2019/2088. Such RTS are to be developed by 30 December 2021. Nevertheless, this obligation concerns only products offered by those financial institutions. As for their core business activity, financial</p>	<p>The regulations concerning gender neutrality should enter into force in 2021. Making the new requirements applicable through internal policies and procedures will be a significant challenge on the part of the financial institutions.</p>

<p>Integration of the UNGPS in other policy tools oriented to responsible business</p> <p>Human rights at the “state business nexus” leading by example</p>	<p>institutions are encouraged to include information on respecting human rights in their CSR reports. However, it is not a legal obligation, but rather a good practice.</p> <p>Polish Export Credit Agency KUKE S.A. applies all human rights related aspects of the OECD Recommendation of the Council on Common Approaches for Officially Supported Export Credits and Environmental and Social Due Diligence. • Human rights at the “state-business nexus” – leading by example - State efforts to protect human rights among business enterprises that are owned or controlled by the State, and when providing funding or other support to business e.g., export credit agencies. Polish Export Credit Agency KUKE S.A. applies all human rights related aspects of the OECD Recommendation of the Council on Common Approaches for Officially Supported Export Credits and Environmental and Social Due Diligence.</p> <p>The Polish perspective of actions for sustainable and responsible economic development was formulated in the Responsible Development Plan adopted by the government on 16 February 2016. It contains a diagnosis of the situation, indicates key directions of long-term development and proposes specific solutions that will enable Poland to develop. Detailed activities for the implementation of the Plan's objectives are reflected in the Strategy for Responsible Development, adopted on February 14, 2017, which, due to its role and assigned tasks, is an instrument of flexible management of the main development processes of the country. It indicates the goals and necessary actions, implementation instruments and key projects ensuring its effectuation. UNGPs has been designed as a basic reference document.</p> <p>State-owned companies play a crucial role as a creator of the best social business practices together with conducting business in accordance with ethical, pro-social as well as environmentally friendly purpose across the board. State-owned companies promote a vital part of performance based on social duty and sustainable expansion for the purpose of improving their long-term economic viability. With that in mind, the Ministry of State Treasury published the</p>	
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<p>State efforts to protect human rights when contracting with business to provide services e.g. health care, social security, education.</p>	<p>document Good Practices in the Scope of Corporate Social Responsibility in Companies with State Treasury Shareholding, which:</p> <ul style="list-style-type: none"> – collects the expectations of the Minister of Treasury in aspect of activities in terms of corporate social responsibility, in accordance with the UN Guiding Principles; – specifies the guidelines for corporate social responsibility in companies with State Treasury shareholding; – presents recommendations for the managing bodies (management and supervisory boards) of companies with State Treasury shareholding and detailed recommendations for companies with State Treasury shareholding. <p>Promoting silver economy</p> <p>The document setting out the directions of social policy towards older people in Poland is Social Policy for Elderly People by 2030. SECURITY – PARTICIPATION – SOLIDARITY (M.P. from 2014 item 118). For the purposes of this document, the social policy for elderly people has been defined as a deliberate, long-term and systemic impact of the state and other public and non-public entities on the development of legal, economic and social conditions in order to ensure a favourable life situation for elderly people, adapted to social, economic, care and health care needs, changing as they grow older, in every period of elderly people’s lives. Promoting silver economy principles among enterprises and non-business entities is an important task primarily because of the need to ensure sustainable development. Being familiar with silver economy principles will allow employers to adapt their offer to the changing market expectations, which will in turn create an opportunity to increase the competitiveness of the Polish economy.</p>	<p>Social Policy for Elderly People by 2030. SECURITY – PARTICIPATION – SOLIDARITY (M.P. from 2014 item 118</p>
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<p>State efforts to protect human rights through public procurement</p>	<p>Family policy</p> <p>There were step-by-step changes in the institution of paternity leave, making it possible to take paternity leave up to a maximum of 24 months of the child's life or 24 months from the date on which the decision on adopting a child became binding. The possibility of dividing paternity leave into up to two parts has also been introduced. Changes have also been made to the childcare leave, which is granted for up to 36 months, and is granted for a period not longer than until the end of the calendar year in which the child become 6 years old. In 2013 parental leave was introduced. It was granted to parents of children born from 2013 and lasted 26 weeks, regardless of the number of children born at one birth. Each of the parents could take advantage of additional single paid parental leave granted upon the parent's request. In 2015, additional maternity leave was abolished. At the same time, the period of parental leave was extended to 32 weeks in the case of giving birth to one child in one childbirth or adoption into custody, 34 in the case of giving birth to more than one child or adoption into custody.</p> <p>The Polish Act - Public Procurement Law provides for solutions enabling the achievement of social policy objectives. These provisions indirectly translate into the possibility of including the issue of respect for human rights in the contract award procedure. In this regard, the following provisions of the Public Procurement Law of 2004 should be noted:</p> <p>Article 24 para. 1 points 13–15 – an obligation to exclude from the contract award procedure the economic operators convicted of crimes against the rights of persons performing paid work and against freedom (human trafficking); Article 22 para. 2 i 2a – possibility to reserve a contract for sheltered workshops or economic operators whose main goal is the social and professional integration of people who are members of socially marginalized groups; Article 29 para 3a – the contractor or subcontractor's obligation to employ persons performing activities in the scope of the contract under an employment</p>	<p>On 1st of January 2021 the new Public Procurement Law comes into force. The new Law contains in particular the existing legal solutions in respect to social procurement with some minor modifications thereof. However, it should be noted that the PPL introduces also a legal basis for elaboration and adoption of the State Purchasing Policy, which shall set priorities in the field of public procurement, as well as define the desired activities of contracting authorities from the government sector in order to conduct purchases of innovative or sustainable products and services while taking into account e.g. corporate social responsibility and applying social aspects provided for in the PPL.</p>
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contract;

Article 29 para 4 – the possibility of employing people from disadvantaged groups to perform the contract;

Article 30a – possibility to refer to social labels within the description of the subject-matter of the contract, contract award criteria or contract implementation conditions in order to emphasize the specific features of the contract (including social features);

Article 90 para. 1 – in case of an abnormally low tender, examination of its compliance with the obligations resulting from the provisions of labour law and social security regulations in force in the place where the contract is carried out, as well as in terms of labour costs, which cannot be lower than the minimum wage or minimum hourly wage established under specific legal provisions;

Article 91 para. 2 – application of social aspects within the non-price contract award criteria.

The solutions provided for in the Public Procurement Law are aimed at achieving the objectives of social policy, such as social inclusion, equal opportunities, employment opportunities, sustainable development criteria, use of fair trade label, as well as accessibility and design-for- all criteria. The implementation of social policy goals by means of public procurement, apart from providing appropriate legal solutions, requires extensive educational activities to the benefit of participants of the public procurement market. These activities mainly include: organization of training courses and conferences on social public procurement, elaboration of publications on existing legal solutions and presentation of best practices of socially responsible public procurement. The Public Procurement Office conducts above mentioned activities in particular under National Action Plans for sustainable public procurement. The current NAP for 2017-2020 is the fourth strategic document developed by the Public Procurement Office and adopted by the Council of Ministers. The NAP is solely a planning document without containing any binding procurement provisions. Additionally, on the 29. March, 2017, the Council of Ministers adopted the "Recommendations on the application by government administration units of social aspects in public procurement". Under these recommendations, all the government administration units are required to consider social aspects to the widest extent possible and in as many public procurement procedures as possible.

The Public Procurement Office plans in the coming years extensive educational activities to the benefit of participants of public procurement market aimed at promoting the inclusion of social aspects provided for in the new Public Procurement Law.

Policy Coherence at the national, regional and international levels,

Horizontal and vertical policy coherence e. g. coordination on business and human rights policies across government agencies and departments, at multiple levels of government (e.g. BHR and SDG NAPS)

Equal treatment principle in the labour market policy

The Act of 20 April 2004 on the employment promotion and labour market institutions (Journal of Laws of 2020, item 1409) includes provisions relating to the principles and manner of providing labour market services as well as access and use of labour market instruments, with due regard to the rights of people who benefit from them with particular consideration of non-discrimination principle (equal treatment regardless of sex, race, ethnic origin, nationality, religion, denomination, beliefs, disability, age or sexual orientation).

The act is addressed both to the employers and to the unemployed and jobseekers, as well as to entities implementing the act including, in particular public employment services.

In addition a number of detailed provisions of the Act on employment promotion (...) requires equality or prohibit discrimination on the basis of the abovementioned grounds. This applies to such issues as: establishing the criteria for issuing work permits for foreigners, rules under which employment agencies operate, job placement services including job placement within the EURES network, accepting job offers submitted by employers, career guidance and participation in/benefiting from training.

The Act on employment promotion (...) also includes criminal law provisions in case of equal treatment infringement – Art. 121 par. 3 and Art. 123

Labour Code amendments

The 2019 amendments regarding discrimination and equal treatment refer to Art. 113 and art. 183a § 1 of the Labour Code. It consisted in removing the phrases "and also due to" and "and regardless of". The result of this change was the removal of the division noticed by the jurisprudence into an open catalogue of premises justifying discrimination which are personal characteristics of a given person and a closed catalogue of other premises such as employment for a fixed or indefinite period, full-time or part-time employment. Due to the introduced changes the catalogue of grounds for discrimination became completely opened (basis: Journal of Laws of 2019, item 1043)

Preventing discrimination against persons with disabilities and providing equal opportunities for disadvantaged groups

When planning to spend the resources of the National Training Fund by setting annual priorities, special consideration is given on supporting disadvantaged groups or those in a worse situation on the labour market, i.e. the disabled, people aged 45+, employees with the lowest qualifications or women who want to return to the labour market after a break due to caring duties.

Implementation of information tasks resulting from EU legal acts, including Directive 2014/54/EU

The Ministry of Economic Development, Labour and Technology ran a national website www.eures.praca.gov.pl (PL and ENG version) with a section on living and working conditions in Poland as well as a brochure Living and working in Poland published there annually (PL, DE and ENG version). The aim is to provide access to information on the possibility of exercising the freedom of movement of workers to EU / EFTA citizens who intend to live or work in Poland. The website provides the implementation of information tasks resulting from EU legal acts, including Directive 2014/54 of the European Parliament and of the Council of 16 April, 2014 on measures facilitating the exercise of rights conferred on workers in the context of the freedom of movement for workers.

Social Economy

The social and solidarity economy has developed significantly over the past decade. The social economy in Poland is defined as social activity which through economic and public benefit activities serves the professional and social integration of people at risk of social marginalization - especially the long-term unemployed, disabled, addicted to alcohol or drugs, mentally ill, released from prison, and also job creation, provision of social services (of general interest) and local development. Social Economy Support Centres are the entities supporting the social and vocational rehabilitation of people at risk of social exclusion as well as offering a comprehensive support package in establishing and running social economy entities and helping to create new jobs in these entities for people at risk of exclusion. One of the key factors supporting the development of the social economy is the adoption of the National Program for the Development of the Social Economy until 2023. Economy of Social Solidarity. This document comprehensively and coherently defines the goals and activities as well as the catalogue of entities involved in stimulating the development of the social economy sector. It should be emphasized that an important factor influencing the shape of the social economy policy is the ongoing involvement of key stakeholders in the dialogue - primarily in the formula of the National Committee for Social Economy Development. This opinion-making and advisory body of the minister responsible for social security includes representatives of the social economy sector, government and local government administration, social partners of the financial sector and the world of science.

Currently, the greatest challenge is to minimize the effects of the COVID-19 pandemic, especially its impact on the labour market.

There is also a need to further develop support in the field of business consulting for social economy entities, investment subsidies, as well as support for social innovation in the social economy sector. It is also necessary to further support the networking of social economy entities, which allows them to strengthen and develop their cooperation.

In order to better integrate the social economy activities with other activities implemented for social inclusion the statutory provisions in this area are being developed.

It is important to support the creation and development of social enterprises. In the coming years, efforts should be made to increase their number, and therefore also to increase employment, including employment of people at risk of social exclusion, especially people with disabilities.

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Access to remedy		
<p>Effectiveness of and access to non-judicial state-based processes e.g. OECD, NCPs, multi-stakeholder grievance mechanisms, international grievance and regional mechanisms.</p>	<p>The activities of the Polish OECD National Contact Point for Responsible Business</p> <p>The OECD national contact point for Responsible Business operates within the structure of the Ministry of Development Funds and Regional Policy.</p> <p>The main task of the PL NCP is:</p> <ol style="list-style-type: none"> 1) to promote the OECD standards on responsible business conduct (RBC), 2) to handle notifications of alleged breaches of the <i>OECD Guidelines for Multinational Enterprises</i>. <p>The NCP reviews several notices each year. It operates on the basis of a notification procedure developed by NCP experts. The history of the NCP's activities and information on the procedure are available at: https://www.gov.pl/web/fundusze-regiony/oecd-national-contact-point</p> <p>Mediation in collective labour disputes.</p> <p>One of the non-judicial mechanisms used in the Polish system is mediation in collective labour disputes.</p> <p>It was introduced as an obligatory stage for the parties to resolve disputes between trade unions and employers with regard to working conditions, wages or social benefits as well as trade union rights and freedoms.</p> <p>The legal basis is the Act of 23 May 1991 on resolving collective disputes.</p> <p>The introduction of compulsory mediation to the provisions on resolving collective disputes resulted from the lack of experience in this area before the political transformation in 1989. Mediation can be conducted by any person who is jointly approached by the parties to the dispute or a mediator appointed by the minister competent for labour matters from a list kept in agreement with representative social partners. The role of the mediator is to help the parties to the dispute reach an agreement - he is not an arbitrator.</p>	<p>Further dissemination of international standards, including OECD standards in the field of responsible business conduct. Cooperation with industries to promote sectoral guidelines, promotion of the grievance mechanism and further conduct of proceedings by the NCP.</p> <p>In the office supporting the minister responsible for labour, the changes in the provisions of the Act on solving collective disputes is planned to be prepared, aimed at adapting its provisions to the changed (for almost 30 years) industrial relations and collective labour relations.</p> <p>There is no doubt that the new regulations will not change the place of obligatory mediation in the system of amicable, non-judicial methods of resolving collective disputes.</p> <p>In this regard works are also planned to further professionalize the mediators from the list kept by the minister. This is implemented through training cycles organized for mediators - serving to broaden the knowledge and deepen the skills of mediation proceedings.</p>

Ministry of Justice ensures continuous development of mediation as a non-judicial mechanism of conflict resolution. Although there is no data for a number of non-judicial mediations (Member State do not conduct such statistics) it is possible to estimate the number of judicial mediations - as there are statistical data collected. Official statistics and reports are published under a link: <https://isws.ms.gov.pl/pl/baza-statystyczna/publikacje/>.

Member State undertakes promotional activities in the area of mediation alongside with legislative measures. This results in greater interest in ADR in business, as a steady increase in the number of conducted mediations is visible.

In addition, arbitration and mediation centre (CAM) (total number of 16) operates in every province which provide entrepreneurs with professional assistance in the mediation process. Main challenges are to increase the number of mediations and the number of mediations concluded by a settlement.

Within its competence, Ministry of Justice collects statistical data on the functioning of the justice system through a various systems and tools, based on the Act of 29 June 1995 on public statistics. The main sources of the data are statistical reports filled in by employees of common courts in an IT system dedicated to statistical reporting. These reports are divided according to areas of law and court's instance. It should be noted that the data collected through statistical reports also includes information on court related mediation proceedings. The Ministry of Justice cooperates in preparing statistical statements on mediation in case of such necessity. Additionally, worth noting is the publication "Mediation proceedings in SR and SO", prepared annually by the Ministry of Justice. It is publicly available on website: „Informator Statystyczny Wymiaru Sprawiedliwości” (<https://isws.ms.gov.pl/>). The responsibilities of the Department of Free Legal Assistance and Civic Counselling of Ministry of Justice include the implementation of tasks related to the Act on Free Legal Assistance, Free Civic Counseling and Legal Education. The assistance provided within the framework of the Act is entitled to the person who is not able to bear the costs of legal assistance, including a sole proprietorships not employing other persons within the last year.

It is essential to implement mechanisms ensuring future development of mediation as an alternative dispute resolution method. This might be achieved by the promotion of mediation (especially by social campaigns) and developing e-mediation, ODR platforms and other mechanisms facilitating non-judicial dispute resolution for business.

	<p>Free of charge legal aid includes:</p> <ol style="list-style-type: none"> 1) information to the entitled person about the current legal status, about his/her rights or obligations or 2) indicating to the entitled person how to solve his/her legal problem, or 3) providing assistance in drafting a letter in cases with the exception of pleadings in pending preparatory or court proceedings and letters in pending administrative court proceedings, or 4) preparing a draft letter for exemption from court costs or appointing an attorney in court proceedings or appointing an advocate, legal adviser, tax adviser or patent attorney in administrative court proceedings. Free of charge citizen counselling includes activities tailored to the individual situation of the entitled person. Their aim is to raise their awareness of his/her rights or obligations and supporting them in solving the problem independently. Including, if necessary, with an action plan prepared together with the entitled person and implemented with adequate assistance. Citizen counselling includes in particular advice for debtors and advice on housing and social security matters. Free of charge civic counselling also includes free mediation. 	
Multi-stakeholder platforms		
Multi-stakeholder initiative to support responsible business and accountability	<p>Advisory Board for Sustainable Development and Corporate Social Responsibility</p> <p>The Advisory Board for Sustainable Development and Corporate Social Responsibility is a multi-stakeholder platform for cooperation between the government administration, business representatives and social and economic partners for adaptation to the challenges of sustainable development by promoting social responsibility in market practices.</p> <p>The Advisory Board has been operating since 2009. The structure of the Advisory Board and directions of activities have changed, but the goal has remained the same. The goal of the Advisory board is to develop practical guidelines and tools to support enterprises and other organizations in implementing responsible business standards on the Polish market.</p>	<p>Continuation of activities related to the development of awareness and due diligence procedures of enterprises in the field of respect for human rights. Dissemination of good practices, implementation of educational and training activities for entrepreneurs in this area.</p> <p>Adjusting the further directions of the Advisory Board works coherent with the directions of key economic public policies.</p>

	<p>Currently, the works of the Advisory Board focuses on the following areas: responsible consumption, promotion of responsibility standards in public administration and academia, innovations for sustainable development and responsible business, and human rights in business. In terms of the issues of respect for human rights in business, the following were developed:</p> <ul style="list-style-type: none"> - the definition of forced labour, which was recommended to the Minister of Justice to be included in the amendment to the criminal law in order to increase the effectiveness of the penalisation of the forced labour phenomenon, - a set of practical tools for business to minimize the risk of forced labour in internal operations and the supply chain, - recommendations for labour inspectors, employers and employees in the field of building responsible employee policies and adapting to challenges related to the psycho-social work environment. 	
<p>Other relevant information</p>	<p>Application to measure the gender pay gap</p> <p>The Ministry of Family and Social Policy prepared a computer application „Equal salaries” allowing an easy way to estimate the differences in the salaries of employees, taking into account their gender, age, education and other selected characteristics (i.e. the so-called "adjusted wage gap").The application is available free of charge. It is to help all those who employ employees, in developing a pay policy which is informed and non-discriminatory on the grounds of gender².</p> <p>Platform „Family and Work – it pays off”³</p> <p>The "Family and Work – it pays off" platform on the website www.rodzinaipraca.gov.pl. The platform provides practical information for employers and employees on available role reconciliation mechanisms, how to implement them and how to use them. This tool is popular among customers - for over the three years of the platform's operation more than 98,000 have used it.</p>	<p>It is planned to update (in the years 2021-2022) the "Equal salaries" app as part of the project "Good climate for good quality jobs", financed by the Norwegian Financial Mechanism.</p> <p>For the years 2021-2022 it is planned to update and develop the platform, as well as promote activities among employers and employees, as part of the project "Good climate for good quality jobs" from the Norwegian Financial Mechanism funds.</p>

² <https://www.gov.pl/web/family/gender-pay-gap-in-poland>.

³ <https://rodzinaipraca.gov.pl/>.

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