

## WORKSHOPPING NEW IDEAS ABOUT WORK

“The Economic Forum was an opportunity for us to present our new qualities and new approach. During various panels and during numerous discussions, we presented our position on issues that are important to employers,” – said Dariusz Prosiecki from Employers of Poland.

P. 13



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# POLAND Weekly

## VISIT WARSAW

### WIELKA WARSZAWSKA

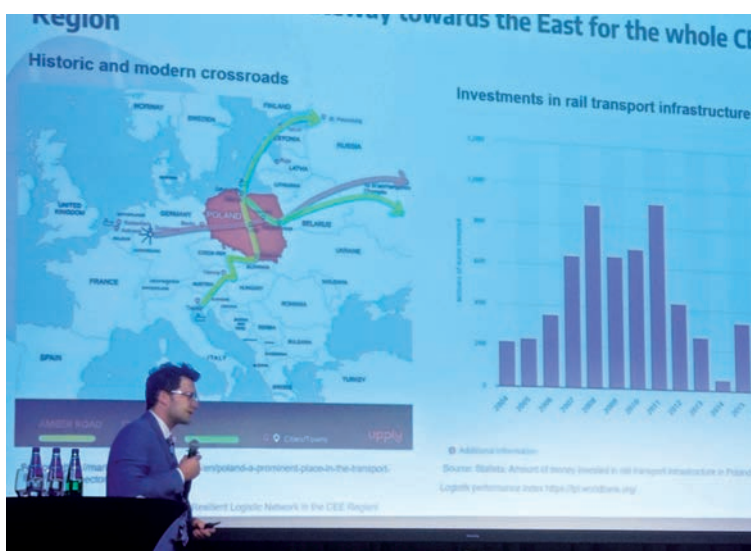
The last Sunday of September at the Służewiec Horse Race Track will be exceptional. The date of September 25 should be marked in your calendar, because, as Julian Jabłkowski said in the series „Jan Heart,” „For a true Varsovian, three dates are the most important in life: your wedding, the Uprising and ... the Great Warsaw Race”. P. 18



## INVEST IN POLAND

### POLAND REMAINS OPTIMAL EAST-WEST GATEWAY

Before the Ukraine war, Poland was the most heavily used border crossing for goods transported by train between the Far East and Europe. But the Russian attack has changed Poland's role in trans-Eurasian freight transportation. “Poland has really developed as the gateway for the whole European region, and especially for the eastern part of Europe. And we can see also that there are several investments being made,” Hannes Thees, a Silk Road Expert, said on the Railfreight Summit. P. 4



### IGA ŚWIĄTEK WINS US OPEN

Polish tennis player Iga Świątek beat Ons Jabeur in the US Open 2022 final to win a Grand Slam title for the third time in her career. It is also Poland's first ever US Open title. p. 20



### FOREIGNER IN POLAND

Orlando Lazaro Ortega is a 36-year-old developing artist from Havana based in Warsaw. He first came to Poland 8 years ago to surprisingly discover the overwhelming need for color. p. 23

## E-VEHICLES: POLAND FOLLOWING THE OPPORTUNITIES

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Foreign investments play a key role in developing Polish potential on the electromobility market. Despite the fact that Poland doesn't produce its own electric cars, it is still able to take advantage of business opportunities. This year's New Mobility Congress was de-

voted to this issue. The organizer of the event - the Polish Alternative Fuels Association - filled the three days with numerous debates. The event is presented as the largest conference of its kind in the region and attracts not only local actors.

p. 14







Katarzyna Braiter  
Editor in Chief

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The September cold weather made me forget about this year's vacation and hope for a kind winter for all of us. However, with the last throw on the tape, I visited Gliwice in Upper Silesia. Silesia has fascinated me for a long time. Unfortunately, I haven't had much opportunity to visit it. Just before the pandemic, I got to know Lower Silesia a bit. There was not enough time for Górny Śląsk then. On a sunny, albeit chilly Monday morning, I could watch the lazily awakening of life in this medium-sized city. Without the crowds, I could easily enjoy the lovely, almost completely preserved, architecture of this city. Turrets, bay windows and balconies are intricately crowned with high

tenement houses that have seen good and bad times. Gliwice has changed national colors many times. That is why its history is very rich and colorful. Most of us certainly know that it was here that the attack on the Gliwice radio station was faked on August 31 1939 - the false flag operation carried out by the SS, which was to serve as a pretext for the Third Reich's attack on Poland. Catching the last rays of the sun, I walked around the market, which may not be too big, but you can find many interesting cafes there, drink wonderful hot chocolate, visit shops with ecological products, buy unique fragrant bread and start dreaming about next year's holidays.

## cartoon



**Mateusz Morawiecki, Prime Minister and Marlena Maląg, Minister of Labour, Family and Social Policy**

## Minimum wage to be hiked

On September 13, the Council of Ministers adopted a regulation according to which from January 1, 2023 the minimum wage is to be PLN 3,490 and the minimum hourly wage PLN 22.80, and from July 1, 2023, the minimum wage is to be PLN 3,600 and the minimum hourly wage PLN 23.50. It is estimated that about 3 million people will receive a higher salary next year. "The Polish economy no longer competes with low wages today. It competes with better and better high technologies and productive work that pay people well," said prime minister Mateusz Morawiecki. Poland has one of the lowest unemployment rates in the European Union. According to Eurostat, it was 2.6% in July, compared to 6% in the EU and 6.6% in the euro-zone. Thus, Poland came second, after the Czech Republic (2.3%), in terms of the lowest unemployment rate in the EU.

Also, on 14 September, The European Parliament adopted a new directive on 'an adequate minimum wage' in the European Union by 505 votes in favor, 92 against and 44 abstentions. Minimum wages in all EU countries are to ensure a decent standard of living and work. Member States must promote wage setting through collective bargaining, the European Parliament in Strasbourg decided. The minimum wage will be decided by each Member State. However, they will have to ensure that such wages will provide workers with a decent living, taking into account the cost of living and the overall level of wages. The highest minimum wages are in force in Luxembourg, Ireland and Germany, and the lowest in Bulgaria, Estonia and Latvia. In the EU, 21 of the 27 countries have a statutory minimum wage, while the remaining six (Austria, Denmark, Finland, Sweden, Italy and Cyprus) have a wage level determined through collective bargaining.

## data point



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# Insights & comments



**Konrad Pokutycki**  
CEO at BSH Poland

"Poland is one of the most attractive countries to invest in. This is confirmed, for example, by the history of BSH. Contemporary challenges may become opportunities for Poland for an even greater inflow of investments."



**Adrian Karczewicz**  
Head of Divestments CEE  
at Skanska Commercial  
Development Europe

"Polish manufacturing is doing very well compared to other European countries, many reports indicate. Last month, The Economist prepared a summary based on data from the OECD - OCDE of how manufacturing dynamics - in selected countries, including Poland - have changed since 2015 (as a reference year) to today. The OECD's latest August report, Main Economic Indicators (Volume 2022, Issue 8), shows that Poland's industrial production is still at the forefront of EU statistics - which is extremely pleasing. This is more important considering the current economic and geopolitical situation. Anyway, the latest figures from the Central Statistical Office indicate that industrial production in Poland has slowed down. This is also a global challenge, primarily related to Russia's war with Ukraine. Manufacturing in Poland is the most important sector and accounts for 86% of total production, and we are at the forefront of developments here."



**prof. Elżbieta Mączyńska,**  
Warsaw School of Economics, honorary president of  
the Polish Economics Society

"Man is needed more and more. We have a transition to a new form of civilization, known as the civilization of knowledge. Someone may say, 'there are robots, they will replace people,' but these robots must be created by someone, programs for them. This is what people do."



**Anna Rulkiewicz**  
CEO LUX MED Group

"The war in Ukraine should teach us that in the face of the crisis, only joint action can bring about the desired results. Europe must unite and act together, abandoning comfortable patterns that have been well-worn over the years. Our world is changing because of this crisis and it will never be the same as before. We all have an important role to play in this change, states, international organizations and business alike."



**Zygmunt Berdychowski**  
Chairman of the Program Council  
of the Economic Forum in Karpacz

"Nobody has any doubts anymore that it is impossible to build a common space of security and cooperation with Russia, that Russia defines its goals imperially. Therefore, it is out of our hands. The energy security policy must also change - everything indicates that its assumptions are completely unrealistic. They only constitute a burden on the European economy."



**Sanne Kaasjager**  
Head of the Economic Department NL  
Embassy in Poland

"In the new reality, Poland's potential as a logistics hub remains. Its size, the relatively favorable growth prospects, the fastly modernizing infrastructure, its central geographical position, the logistical hotspot it has become, and the industrial activity coupled with the expanding consumption, are all strong incentives to set up business in Poland."



**Dominika Bettman**  
General Manager,  
Microsoft Poland

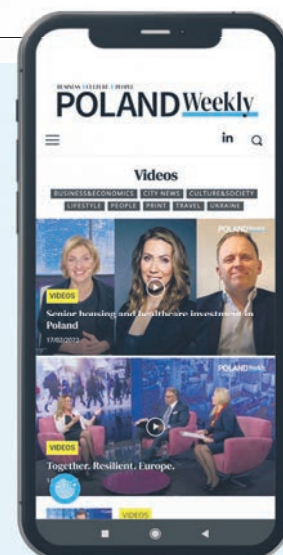
The report "The state of digitalisation of Poland compared to the region," published by the Digital Poland Foundation, evokes extremely varied reactions. For some, the glass is half empty, for others - full.

While the level of digitization of public services in our country is higher than in many countries of Central and Eastern Europe, the digital competences of Poles are much weaker. In my opinion, this is not a reason to complain or to be ashamed. Microsoft's Digital Future Index, which is the basis of the report, shows that Polish society has great potential: there is an amazing will to learn in the field of IT (at the level of basic computer skills and at an advanced level). Poles are also distinguished by an exceptional entrepreneurial spirit and openness to innovation.

## Business, people, culture in Poland

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Poland Weekly newspaper - distributed and sold inside and outside Poland, the portal and original video programmes are aimed at keeping an international community up to date with the economic and business situation in Poland, but also introducing information about culture, society and lifestyle.



# POLANDWeekly

# Invest in Poland



Jo Harper

## Poland remains optimal East-West gateway

**Before the Ukraine war, Poland was the most heavily used border crossing for goods transported by train between the Far East and Europe. But the Russian attack has changed Poland's role in trans-Eurasian freight transportation.**

“When we were finally released from the Covid restrictions earlier this year, we were all looking forward to better times, to spread our wings again. Although inflation was already going up and value chains were far from functioning perfectly, the economic outlook looked quite good. Then the illegal and brutal Russian invasion of Ukraine began, making us face enormous new challenges. The suffering, tragedy and harm caused to the Ukrainian people by this Russian aggression are unspeakable,” Sanne Kaasjager, the Economic Counsellor from The Netherlands Embassy in Poland, told the RailFreight Summit 2022 in Warsaw, which brought to-

gether representatives from rail freight companies to share their expertise and perspectives on the challenges facing Poland in the freight sector. The main issues that are worrying customers are cargo safety and the lack of alternative routes.

“Poland has really developed as the gateway for the whole European region, and especially for the eastern part of Europe. And we can see also that there are several investments being

made,” Hannes Thees, a Silk Road Expert, said.

“So this is a very strong position and I think this made Poland one of the top performers in logistics. This is, again, based on infrastructure investment we had before, but also a good ratio of labor costs, good education and geographical position,” Thees says.

“But all of those East connections are now at least questionable. And this puts Poland now

in a vulnerable situation. So, this is the major question for me and also for the presentation, how to Reinvent Logistics in a central and Eastern European region and become more resilient in those times of uncertainty,” he adds.

### Freight challenges

International rail freight is still hindered by several infrastructure and operational bottlenecks, relating to border crossings. The main problems identified by the panel of experts were extensive construc-

tion sites, bottlenecks, and a feeling of distrust from customers.

There is, for example, only one bridge over the Bug River connecting Belarus to the Małaszewicze hub, causing bottlenecks and traffic congestion, Jakub Walczak from C.H. Robinson pointed out. A second bridge has been in the planning for a long time, but until now construction has not started.

The future of the former core hub Małaszewicze is another issue. Since Poland's neighbor Belarus was sanctioned by the EU following its invalid national elections and suppression of opposition, the number of freight trains handled at Małaszewicze



for gauge change has dropped sharply.

Traffic deteriorated further after Russia attacked Ukraine, which has prompted European rail companies to avoid the traditional Trans-Siberian route and bypass Russian territory to the south. Hence, Małaszewicze disappeared from their radar – with financial consequences, as Martyna Wilczewska from the Polish Supply Management Leaders Association (PSML) pointed out in a statement given to RailFreight.com.

#### Alternative routes

Customers are increasingly going back to using routes via Russia because of the lack of valid alternatives from the South of Europe and port congestion, but also because they see that the transport route through Russia is up and running.

“This is the quickest and the cheapest way via Trans-Siberian through Kazakhstan as this middle corridor that we have today. It will be very difficult to change this and shift to other alternative routes,” Jana Pieriegud, from the SGH Warsaw School of Economics, says.

Marcin Miecznikowski, managing director of Trans East-West, and Robert Klosinski, rail freight manager for DSV, said alternative routes should be considered more of an opportunity rather than a threat for both customers and industry.

One is the North-South axis connecting the port of Piraeus in Greece to Poland.

Thees said that the industry should enter a new mindset that considers transport as more than just logistics. In fact, rail freight is increasingly intrinsic to international relations as well as national politics, especially in the EU.

#### Government plans

The rail market is of course dependent on government policies, for example when it comes to the level of track access charges, energy prices, intermodal policies, allowed length of trains, rail maintenance programs and rail quality.

One of the solutions, inspired by the German rail prioritization for coal, could be to establish a clear separation between passengers and freight trains, allowing for more freight trains to be prioritized.

In March, the government announced that the value of expenditure planned for the implementation of the National Railway Program until 2023 un-



der individual sources of financing currently amounts to PLN 76.7 billion.

#### Key projects

Laude Smart Intermodal has introduced the "Time for Revolution" project. "The use of multiple modes of transport and a solution with innovative containers, enables transport of palletized products and dedicated products on the way back. Thanks to an innovative approach, we can deliver palletized loads weighing up to 268 tons to the final consumer - who does not have a railway siding - in one container," the company said.

The "Time for Revolution" project has been implemented thanks to a modern terminal located in Zamość and Sosnowiec. The company is the owner of intermodal trains connecting Zamość with Ukraine and Moldova, and has regular intermodal connections between Zamość and Germany.

Other projects are also evolving, like the Hupac Terminal at Brwinów, located 15 kilometers southwest of Warsaw.

Mariusz Dąbrowski, director of the Business Promotion Bureau, said that the future construction of two more terminals on the Poland-Belarus border to share the load handled in Małaszewicze could also lend a helping hand.

A terminal in Sokółka will be completed soon and one in Siemianówka is underway. The investment for the terminal in Sokółka is more than €23 million. It will consist of a 5-hectare yard for the storage of containers. Two 45-ton cranes will be installed, one of which will be equipped with an electromagnet for transporting metal elements. The second one still needs to be assembled, but the parts are re-

ady. The terminal will be divided into two parts. The northern one, with two wide and two European tracks already existing, and the southern one, with five brand new tracks. Three will be wide and two will be European.



**This is, again, based on infrastructure investment we had before, but also a good ratio of labor costs, good education and geographical position,**

#### Poland can help itself by helping Ukraine

Poland has become a great humanitarian hub for Ukraine and plays a key role in the transport to and from Ukraine. All means of transport count, but rail transport may have a historic task to perform, experts agreed.

Up to 70% of Ukraine's trade used to take place by the sea. When it came to general agricultural products and cereal exports, 90% and 97% of them, respectively, were exported by seaports in 2021. Only 11% of the country's total cargo was transported by rail.

The CEO of Levada Cargo, Volodymyr Demenko, noted that "even half of Ukraine's seaborne volumes are a huge challenge for European logistics to carry by rail." He added that land "transport corridors are already on the verge of collapse," and if problems are not resolved by boosting more sea exports,

then "Ukraine will be unable to export anything next year."

On top of that, experts stressed that looking for long-term solutions to integrate Ukraine into the European corridors and network could prove misleading.

Logistics companies and policymakers should focus on implementing short-term solutions that will help resolve real-time problems like insufficient equipment to carry Ukrainian cargo. The lack of equipment is also getting worse due to the energy crisis, and inflation skyrocketing wagon prices, said Demenko, but also by the unwillingness of European companies to send equipment to Ukraine for security reasons, added Marcin Witczak, CEO of Laude Smart Intermodal,

#### Looking ahead with optimism

"It is my strong belief that the only way to deal with such immense negativity is to maintain a positive outlook and to act. Dwelling on the negative simply makes it stronger. So, even though we are sure to have difficult times ahead, allow me on this occasion to highlight a couple of encouraging developments. Poland has become a great humanitarian hub for Ukraine and plays a key role in the transport to and from Ukraine. Nowadays, the most urgent need is to support Ukraine's exports of grain and other goods. Poland wants to help and is mobilizing additional investments to open all possible transport channels," Kaasjager believes.

"But it's not easy, with all the challenges and crises we are facing today. That's why it is so important that we keep exchanging experiences, knowledge, and challenges we face. Gathering the public and private sector in an international platform will allow us to make necessary steps forward," he concluded.

#### Realistic, but pragmatic



#### Jana Pieriegud

Professor at the Warsaw School of Economics, talked with Poland Weekly about the challenges facing Poland as a logistics hub in the new realities.

We are after two years of COVID restrictions and since February the war in Ukraine. Poland is the nearest country to the conflict, and of course it impacts transport and logistics here.

The geopolitics situation is tense. Now, there are a lot of unpredictable changes, a lot of risks. It is important to consider this, but also to look at the situation pragmatically.

So, first, we need to look at economics, trade and people and freight mobility. And then to analyze the capacity of transport infrastructure and in particular cross-border points.

In this new reality when we talk about how Poland can be the main logistics hub for Ukrainian exports, we need to remember that it is not possible to speed up the development of transport infrastructure in a short period. We need years to create our transport infrastructure system: roads, railroads, land and marine transshipment terminals.

We also need changes in legislation as well as improvements in customs and phytosanitary procedures at border crossings. One of the technological and organisational ways of improving transport is containerization because this process is quicker, faster and more efficient.

Developing new North-South connections is important, but we must not forget existing East-West corridors. The quickest and most reliable route for rail container transport between Asia and Europe runs through China, Kazakhstan, Russia, Belarus and Poland. Therefore, what I would like to underline is that while we have this new reality and need to consider some new solutions, we must not discard supply chains that have worked well over the years.

The politics is very uncertain, but plans have to be put into place on the assumption that Russia will continue to be one of the main transit countries for goods from the Far East and Central Asia to Europe via Poland. And we should recognise that Poland remains an important transit country in Europe.





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We clearly observe that the interest of foreign companies from the BPO/SSC sector in locating their businesses in smaller cities is increasing.

entering Poland,” says Sebastian Bedekier, a partner at Colliers, Regional Director in Poznań.

#### Bydgoszcz at the forefront of developing cities

According to the ABSL report, Bydgoszcz has joined the seven locations in Poland where business service centers already employ over 10,000 people, employing approximately 11,500 people at the end of the first half of 2022. In Bydgoszcz, an highest increase in employment in the sector was recorded, amounting to 16.2%. This is the second result, right after Warsaw (17%), with a general increase in employment of 11.6%. There are 47 business service centers in the city, three of which employ over 500 people. The main category of services provided are IT services, building a strong specialization of the city.

Along with the interest of investors from the business services sector, the level of office space in Bydgoszcz is systematically increasing and amounts to 139,000 sq m, and an additional almost 10,000 sq m is under construction. According to ABSL data, the planned supply in developing markets exceeds the existing office space resources, despite the fact that the commencement of construction of the planned projects is conditioned by the conclusion of a pre-let transaction by interested tenants.

“Bydgoszcz is above all a city with great potential for development. Together with the surrounding agglomeration, it provides access to a population of nearly a million, which, combined with a strong academic background and a friendly living climate, provides a good perspective for further growth of the modern business services sector. For several years, we have been occupying leading positions in the rankings of the best places for investment. Bydgoszcz is also an excellent example of the emerging office market in Poland,” says Edyta Wiwatowska, President of the Management Board of the Bydgoszcz Regional Development Agency. Source: ABSL

## BYDGOSZCZ LEADS DEVELOPING CITIES

**Smaller cities with more than 100,000 inhabitants residents are becoming more and more attractive to companies from the modern business services sector. As a result, interest in the office market in smaller cities is growing, according to Colliers data included in the ABSL report "The Modern Business Services Sector in Poland 2022."**

Poland, one of the economies most resistant to the crisis caused by COVID-19, has for years been the leader in the office market in the Central and Eastern Europe (CEE) region. This is also highlighted by the growing interest of investors and tenants expanding their activities in Poland. At the end of H1 2022, the total stock of modern office space in the country amounted to 12.6 million sq m, and 780,000 sq m was under construction. The share of the business services sector in the demand for office space is 16%, i.e. every sixth lease agreement in Poland is concluded by a company from this industry. The availability of modern offices is one of the key factors supporting the development of the sector and strengthens Poland's position as an attractive location for investors.

#### Interest in office market in smaller cities growing

Data contained in the ABSL report show that the attention of investors is increasingly attracted by office markets in smaller cities. The total stock of

office space in developing markets, i.e. in Białystok, Bydgoszcz, Kielce, Olsztyn, Opole, Radom, Rzeszów, Toruń and Tarnów total 635,600 sq m and there is 53,300 sq m under construction. Access to attractive office space, in addition to the availability of staff, is one of the most important factors when choosing a location by investors. The key factors in favor of choosing smaller centers is the size of the human resources - employees educated at universities at the provincial and local level who know foreign languages - and the

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This makes the role of small towns with lower living costs growing.

growing potential of the office market. Compared to the largest cities in Poland, smaller centers are characterized by lower living costs, and thus lower labor and office space costs. An additional factor favoring smaller centers is the proximity of large agglomerations.

Analyses by Colliers and ABSL confirm that the pandemic additionally accelerated the trend of locating modern services for business outside the main centers. The concentration of people, and thus the incidence of COVID-19 in large cities, and the dissemination of remote work resulted in the migration of young residents to their hometowns.

“In recent years, larger cities have attracted the most creative individuals. The pandemic that accelerated the digitization of everyday life stopped this trend. Increasingly, we are also dealing with suburbanization and depopulation of city centers. Today we work remotely, order meals and shop online. This makes the role of small towns with lower living costs growing. Increased activity of investors from the business services sector in smaller cities also translates into the growing demand for offices,” says Paweł Panczyj, a member of the Management Board of ABSL.

#### Popularity of flex offices growing

One of the trends described in the ABSL report influencing the functioning of offices is the

change of the working model to hybrid or completely remote. There is a growing interest in flexible office spaces, of the flex type, tailored to the needs of investors and employees. Tenants decide to extend contracts and rearrange the space for new functions supporting teamwork, employee well-being, and environmental impact. A significant percentage of new contracts, which at the end of the first half of 2022 amounted to approx. 53% (an increase of 4 pp) confirms this change. Another large part of all transactions are renegotiations reaching almost 34%.

“We clearly observe that the interest of foreign companies from the BPO / SSC sector in locating their businesses in smaller cities is increasing. Unfortunately, the problem they encounter in some of them is the lack of free modern office space. Some authorities had already noticed the potential of attracting foreign companies from the modern business services sector and encouraged developers to build modern office buildings, others missed the moment. A temporary solution to the low supply of traditional offices may be the aforementioned flex spaces, which provide greater flexibility and may be a ‘stop’ before signing a long-term lease contract. The flexes are also eagerly used by companies that are unable to precisely predict their pace of development, and thus their office and human resources needs, but also companies that are just





## Green and fast

**Allegro elevates the shopping experience by launching same-day delivery to green One Box parcel machines**

tan areas, namely Warsaw and the surrounding areas, Poznań, Kraków, Lublin, Łódź, Wrocław, Częstochowa, Bytom, Toruń, Katowice and the Upper Silesian metropolitan area. Parcels ordered via Allegro One Kurier are usually delivered to customers between 6:00 and 10:00 pm. Much like fast doorstep delivery, Allegro Smart! members can enjoy the new service for free on orders of PLN 40 or more from a single seller. As shown by a survey conducted on behalf of Allegro by Kantar\*, as many as 71% of the respondents who buy on Allegro are ready to order products such as contact lenses, diapers and coffee with same-day delivery instead of making a trip to the supermarket or a mall. Until now, Allegro customers could

shop choosing from a few million offers available for same-day doorstep delivery. Now, by introducing innovative fast delivery to One Box parcel machines, Allegro One Kurier provides added conveni-

ence for customers, especially if they value the ability to collect orders at any time without waiting for the courier.

Developing its logistics services by reducing wait times and ensuring a high standard of service, Allegro not only meets customer needs but also allows sellers on the platform to build their competitive advantage. The additional benefit of delivery to One Box by Allegro parcel machines is that it reduces the negative environmental impact. The company plants a tree with a personal dedication on behalf of the customer for every 10th parcel they order to a green parcel machine or pick-up point. It also collects used electronics free of charge, and all green parcel machines are fitted with air quality sensors (the data are publicly available at [one.allegro.pl](https://one.allegro.pl)). In addition, 95% of the machines are covered with plants. The brand is also developing pilot programs in cargo bikes and electric delivery vehicles and an innovative cardboard packaging returns service.

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The service is currently available between the ten largest metropolitan areas.

Same-day delivery to a green parcel machine is a very convenient service for customers, who can receive their order instantly but do not have to wait for the courier and can decide themselves when to collect the parcel. Allegro One Kurier is the first logistics operator in Poland to deliver orders to parcel machines between major cities and

metropolitan areas on the day of purchase. In record time, One Kurier by Allegro has become the best-rated delivery service on the platform. Customers can find same-day delivery offers by checking “Allegro One Box” or “deliver today” in delivery method filters on Allegro. The service is currently available between the ten largest metropoli-



## One of the largest optical fiber production plants in the EU

**The US company Corning Incorporated has officially opened a new plant for the production of optical fibers in Mszczonów (Mazowieckie Province)**

The facility is reported to be the latest in a series of global investments in the production of optical fibers and cables by Corning, totaling over \$500 million since 2020. It is one of the largest optical fiber production plants in the European Union.

250 people will work in the new plant. The total number of peo-

ple employed by Corning in Poland will exceed 3,000.

"The current investment is the fruit of 20 years of successful Corning manufacturing history in this region of Europe, as well as its expansion, as Corning has been manufacturing fiber optic cables and connectivity components on its campus for a long time at nearby Stryków," ac-

cording to the company's statement. "Corning is committed to expanding its fiber manufacturing operations in Europe, where our customers are accelerating their investments in the networks of the future. From broadband to 5G to cloud computing, all tomorrow's networks depend on fiber. The new plant in Mszczonów will enable us to efficiently serve our customers in Europe and beyond, amid a period of record demand," said Corning president and CEO Wendell P. Weeks, quoted in the release.



## Wroclaw-based Bioceltix debuts on WSE

In November 2021, Bioceltix, the first veterinary biotechnology company to do so, debuted on Warsaw's NewConnect market. Now it is entering the main market of the Warsaw Stock Exchange.

"We have been consistently pursuing our growth strategy, the move to a major stock exchange is part of it. We announced it when we debuted on NewConnect, and now we are simply fulfilling those promises," said Pawel Wielgus, board member of Bioceltix.

The company's strategy is to develop therapeutic products for companion animals with a focus on dogs and horses, based on proprietary technol-

ogy using mesenchymal stem cells.

It is the first Polish company with a veterinary profile to deal with the development and marketing of biological drugs based on stem cells. It has modern research and production facilities.

Bioceltix is working on three major projects with global potential – two drug candidates for dogs – for osteoarthritis and atopic dermatitis, and one drug candidate for horses suffering from arthritis. By 2024, the company intends to submit applications to the European Medicines Agency for the approval of the preparations for sale.



# NIPPON SEIKI POLAND FACTORY OFFICIALLY OPENS

**On September 2, the Nippon Seiki Poland (NSPL) factory was officially opened in Ksawerów (Łódź Province). The event was attended by Managing Director of NSPL, Akira Komi, a representative of the Nippon Seiki Headquarters from Japan, representatives of the Japanese embassy, management of the Łódź SEZ, local authorities and employees.**

The investment was announced in July 2019. The Japanese investor announced then that by 2023 it would invest over PLN 80 million in Ksawerów and create at least 80 jobs. Construction of a plant with an area of 10,200 sq m began in September 2019 and was completed in November of the following year. Serial production started in April 2022. Ksawerów produces head-up displays (HUD), and

later also the Instrument Cluster. Head-up displays (HUDs) are safety systems that display various information such as speed, warnings and navigation on the car's windshield in the driver's field of vision. By minimizing eye movement, the system supports safe driving and improves driving comfort. The HUD display market is growing in Europe and the Americas, and in recent years also in China.

The factory in Poland should improve logistics and inventory costs in the growing European business. In the EU

region, together with its subsidiaries Nippon Seiki (Europe) BV (Netherlands) and UK-NSI Co., Ltd / (UK), Japanese supplier's cohesive chain, from design through production to sale, will be improved to improve service customer and strengthen the competitiveness of the HUD display industry in Europe.

The plant has a class 7 clean room, which is the highest level among HUD display factories in the Nippon Seiki group. Currently, 74 people work in the company in Ksawerów. By the end of this year, employment is set to increase to almost 100.

The first product of Nippon Seiki Poland are HUD displays for the BMW Group.



## International IT firms flocking to Poland

**Softswiss, based in Poznań, plans to increase its number of employees by as much as 50%.**

Strong growth in the domestic IT industry has encouraged large international corporations to enter the Polish market. During the past few years, the IT market in Poland has increased rapidly and the number of job vacancies in the industry broke through the 100,000 job vacancy mark in the last year, with 236% more job advertisements than in 2020. A leading software developer, SOFTSWISS, opened a technology center in Poznań just a year ago and has already reached four times the level of employment than assumed in its busi-

ness plan. Programmers from the Polish Softswiss team are developing innovative IT products for clients from all over the world. It is the first company to offer a cryptocurrency trading tool in the field of online entertainment. According to the company's management, the potential of specialists in Poland will be growing every month, mainly thanks to qualified Polish employees. "In Poland, the IT industry is developing now. In the last year, among all job offers in the Polish IT industry, more than half were

offers for programmers. We have extensive plans to increase employment and attractive offers for qualified programmers. The competition is large, but we try to encourage new specialists thanks to interesting projects, a well-coordinated team and a bonus system," says Maciej Wiczorek, Regional Director at the Polish Softswiss office. By the end of 2022, the company is planning to increase the number of its employees in various countries to 1,600. According to the company's forecasts, by the end of December, the programming center in Poznań will increase its number of employees by a minimum of 50% to 150. At the moment, in the Polish office of Softswiss, there are over 100 new job offers for programmers and not only.



## Gdynia attracts award winning IT company

**Future Processing, a Polish IT company based in Gliwice, has opened an office in Gdynia and will employ up to a hundred specialists.**

Future Processing (FP) specializes in software development for business clients from around the world. This Polish company is the winner of many awards, including the title of Top Developers Poland 2022 by Clutch or Strategic Sourcing Awards 2021 in the "Best Company Response to COVID-19" category. It has been in operation for 22 years, and Gdynia is its second location in Poland, after Gliwice. A Delivery Center will be established there to provide services for the company's entire nearshoring area. "Strengthening the IT sector in the region is one of the impor-

tant goals in the development of the Pomeranian Voivodeship that we are implementing, among others, as part of the local government's Invest in Pomerania Initiative coordinated by the Pomerania Development Agency. The influx of such specialized companies as Future Processing allows us to build the competitiveness of the region's economy based on modern technologies and the increasingly interesting job market in this sector. We are particularly pleased that it is Polish capital," says Mieczysław Struk, Marshall of the Pomeranian Voivodeship.





# WHAT GOES AROUND, COMES AROUND

**Sylwia Ziemacka talked to Agnieszka Sznyk, President of the Board at INNOWO about transition from a linear to a circular economy.**

Let's start from the beginning. What is a circular economy?

It's a new economic model which tries to use resources in a very sustainable way. In a circular economy we shouldn't have waste at any stage of production and consumption. Everything that we use should be a valuable resource. So it's not about the waste management economy, but about resource management.

What are the barriers that companies face in terms of applying such a model to their business models?

First is mindset. We still exist in the old economic model that puts profits first. Of course, if we have the right approach to the economy, it is profitable, but we have to change our mindset. Also in our old model, there are many kinds of incentives which support this old economic model. That's why we need some legislative changes.

Another thing is scalability. There are a lot of interesting innovative solutions and new sustainable technologies on the market but they also meet this scaling up barrier. That's why they are at the moment expensive because they do not reach the right level.

That must be supported by the government, by policy change to really make them more competitive with the old linear solutions.

In which areas can regulations speed up the process?

First of all, it's worth understanding that there are a lot of hidden costs that are transferred onto society. Companies produce and

introduce a product onto the market and they are not responsible, they don't monitor what happens with it later. But we as a society and governments have to cover the costs of waste management. That needs to change.

The legislation will be changed to introduce to the market extended producer responsibility. The producer will be responsible for what happens with the product and how it is produced. That will motivate producers to think in a more sustainable way from the moment of designing the product and the packages to how it can be recycled or reused in a different area.

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**It's not about only one company - the circular economy is about cooperation.**

What would you say to the organizations skeptical about the circular model of economy?

I think that we have to wake up, first of all. European legislation will shortly force companies to rethink their value chains. The European Commission is really determined to ensure the circular economy principle. The changes will come. We have a green deal, the single use plastics directive, the extended producer responsibility

directive, for the whole waste management process. So everyone will be influenced by these new regulations.

Soon, if you won't be in compliance with the circular economy principles, you will not be competitive anymore. Also consumers' views are changing; people are more demanding. They look at whether products are really sustainable and good for the environment, for their health.

Do you think we have the skills on the market to incorporate a circular model in our economy? Obviously going circular, requires a big change within the whole company. Are there some auditors who can actually sit with the company and tell them how to redesign the business model to adjust to the circular requirements? Or is it more about learning by doing?

The circular economy is a pretty new concept, so still everyone is learning by doing. But I would say that it's not about only one company - the circular economy is about cooperation. We have to build a kind of ecosystem, a new value chain that can cooperate. Why? Because what is waste for one company, can be resources for another. The tricky point is how we can really support and facilitate this cooperation. How can we find out what others are doing that we can use out of this.

It's called industrial symbiosis. And there is a lot going on to really connect different sectors. For example, the food sector would have valuable resources for the textile sectors - we can produce materials and clothes



from food waste. There are plenty of possibilities. The same with the energy and construction sectors. They also can cooperate pretty closely. The energy sector could be valuable material for construction. So it's not only about one company. One company can make a change, but it's a bigger concept.

There are some measurements already out there which can help you look at your value chain and see how you can really make it in a more sustainable way, how you can lower your footprint. The life cycle assessment is another measurement.

It's also important to understand that here nothing is black or white. For example both glass and plastic have their advantages - replacing plastic bottles with glass is not a solution. The transport of the glass, which is much heavier, means more emission of CO<sub>2</sub>. Also we have a limited amount of sand required for glass production.

Do we already have some good examples of how circular concepts work in practice?

The leaders are the Netherlands. The Scandinavian countries are still underdeveloped but they are mature and they have a good understanding of the circular concept. We have the circularity gap reporting that provides a metric that measures the circular state of each country. We will present the one for Poland during the upcoming Circular Week, that will take place in October.

World economy is 10% circular. It means that 90% of resources are wasted. So there is still a long

way to go with implementing this new economic model.

What is needed to push the circular concept forward?

Regulations for sure. Companies and governments need to have incentives to move from a linear economic model to circular, especially in the beginning of the process, which is quite a big financial investment.

But we also need education and building brand awareness among consumers. Pragmatic education, I would add, that show exactly how to behave in a more sustainable way. People in general declare they are pro-eco but research shows that its actually opposite trend as the level of the consumption, and waste grow. The consumption and municipality waste increased by one fourth in the last five years. And we are not aware that we produce more waste. So we need to motivate people to change behaviors but the problem is that people are too lazy in general. So we know that to be successful, we need to create a system in a way that will be easy and accessible. For example, a process of repairing or renewing things. At the moment we don't have many places where we can repair things. Producers don't offer this solution. Today it's easier and sometimes cheaper to buy a new product instead of fixing the old one.

Consumers would like to repair things but at the moment, they don't have much possibility to do so. So that's the problem. But of course, we are changing. I hope that step by step we will achieve our circular goals.







**Eliza Przedziecka**

Chief Economist, American Chamber of  
Commerce

# POLISH DIVERSIFICATION EFFORTS DRIVE RISE IN US TRADE

**The most promising market for Polish exports among non-EU markets is the US, the Polish Economic Institute (PIE) notes.**

A strong export performance - on the rise due to the zloty's depreciation - has helped drive Poland's impressive GDP growth in recent years.

Polish exports increased by more than a quarter in 2021 compared to the previous year. However, this is not an easy target to achieve again this year due to rising production costs related to fuel, energy, and raw material prices, as well as declining consumer demand. An additional factor significantly limiting sales of Polish goods is the shortage of semiconductors and production restrictions in the German automotive industry, for which Polish manufacturers are important suppliers of components.

To date, over 80% of Polish exports have gone to fellow EU

member states and the United Kingdom. Such a high focus on sales in Europe means that exporters are heavily dependent on the economic situation in a specific region of the world, not particularly safe for maintaining sales in the long term. Germany, the largest market for Polish manufacturers, recorded a very low index of industrial production growth in the first quarter of this year, at just 0.6, while Poland exhibited an index of 5.3, according to the OECD.

Therefore, the deteriorating economy and falling demand, combined with problems in the automotive industry and the unstable geopolitical situation in Eastern Europe, are convincing Polish producers to increase their presence in non-European markets. In addition, the pandemic's severe weakening of the

position of Asian suppliers on global markets, including the US market in particular, gives Polish companies a chance to strengthen their position outside Europe.

The US is currently the ninth largest market for Polish exporters. In 2021, sales of goods originating from Poland in the US market increased by 19% compared to 2021, to \$8.7 billion. There has been a threefold increase in the value of Polish exports to the US in the last decade. In 2010-2021, the average annual growth rate of these exports reached 10.6%, which was significantly higher than for total exports in this period (6.6%). However, it is worth noting the large variation in annual changes in the value of exports during the period under analysis. The years with the highest sales increases were 2011

(28.5% year-on-year growth), 2013 (35%), 2017-18 (27.6% and 18.6%, respectively) and 2021 (18.6%).

On the other hand, in 2020, compared to 2019, the value of exports hardly changed. Counterintuitively, this seems like good news given the fact that a pandemic had broken out and activity had come to a grinding halt in many areas of the economy, both in Poland and around the world.

According to the latest data covering merchandise trade in 2021, published by UNCTAD, the most important group remained machinery and mechanical equipment, nuclear, reactors, boilers and parts, for which the US is the fifth largest export market. This complex group includes mostly components for

industrial manufacturing. One-third of exports in this group form a subcategory parts of turbojets or turbo propellers. The value of these exports to the US totaled more than \$771 million in 2021, and at the same time accounted for nearly half of Poland's total exports of these goods.



The US is currently the ninth largest market for Polish exporters. In 2021, sales of goods originating from Poland in the US market increased by 19% compared to 2021.



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High demand resulting from the market size makes the US a very attractive export destination for Polish goods.

The second major commodity group is optical, photographic, cinematographic, measuring, checking, medical or surgical instruments and apparatus; parts and accessories. Here, the most important commodity is hearing aids, with exports of \$589.6 million in 2021. The US is the most important recipient of this equipment from Poland, with shipments to the US market only being larger from Vietnam.

For this assessment, the years 2015-2019 were adopted due to the abnormal situation in 2020, when, as a result of the pandemic, international trade underwent many changes both in terms of direction and industry structure.

In the case of hearing aids, since 2015, total exports from Poland have increased more than seven-fold, and by 55% in the last year. Currently, exports to the US

account for 40% of total exports of this commodity from Poland. According to PIE, this is the result of the location of one of the largest manufacturers of hearing aids in the world, the German Sivantos Group.

As for the detailed list of products exported from Poland to the US, the following commodities saw unusually large changes in sales value in 2021 compared to the previous year: silver (growth of 156%), lithium-ion accumulators (141%) and turbo-jets (102%). In the case of engines, such a large year-on-year increase in exports (2021/2020) was due to a decline in sales the year before, likely due to the pandemic and a reduction in air transport demand. In contrast, the more than threefold increase in silver exports from 2019 was primarily related to industrial demand, which accounts for more than half of silver demand. That demand for silver is positively influenced by its use in the production of photovoltaic panels, a sector which is growing substantially, including in the United States.

Of the 1,261 commodity groups analyzed, 252 Polish goods with high competitiveness in foreign markets were identified. Among them, Poland also has goods whose popularity abroad has increased significantly in recent years.

The list includes goods from groups that have not been particularly popular in the US market so far. This means that there is a high potential for growth in export sales of Polish goods in the US, as new competitive goods may appear in addition to those sold so far, for which demand in the US is increasing.

Among the major commodity groups in Polish exports, we have only one from which goods are in the designated set with high export potential - category 89, i.e. ships, boats and floating structures, which includes two



**Ships, boats and floating structures are among the major commodity groups with the highest export potential.**



**Export of silver from Poland to the US grew by 156% compared in 2021 the previous year.**

subgroups with the highest export potential, namely light-vessels, fire-floats, dredgers, floating cranes, and other vessels and cruise ships, excursion boats, ferry-boats, cargo ships, barges and similar vessels.

In addition, in the described summary, it is clear that there is a strong differentiation of goods both in terms of technological advancement, degree of processing or destination (consumer products, products

for industrial manufacturing or construction). Therefore, it is difficult to identify a narrow group of specializations for Polish exports in the future.

Merchandise exports from Poland to the US market have recently been growing faster than exports. Undoubtedly, this is a result of the growing interest of producers in non-European markets. High demand resulting from the market size makes the US a very attractive export

destination for Polish goods. The growing demand in the US for goods that at the same time show high competitiveness in foreign markets indicates the high import potential of this market in relation to Poland's export offer. Thus, it can be expected that clever use of this opportunity by Polish exporters will contribute to an increase in export revenues and give them long-term stability resulting from the diversification of markets.

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More than threefold increase in silver exports from 2019 was primarily related to industrial demand.

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# INTERNATIONAL DEFENSE INDUSTRY EXHIBITION IN KIELCE

**In September 2022, the International Defense Industry Exhibition celebrated its 30th anniversary. It is the third largest of all Europe's exhibitions, after the Paris and London trade shows.**

"The International Defense Industry Exhibition MSPO in Kielce has become the capital of Europe's defense industry. For these few days, Poland is at the heart of Europe's security architecture," said Prime Minister Mateusz Morawiecki during his visit to Targi Kielce on September 8.

"We know that only those who can defend themselves are defended, so today we are preparing the best, most modern weapons for our army," he said. "The best weapons are effective, modern and, if possible, also of Polish origin. We also work with suppliers and allies from several key countries in the world. The United States, Korea, the United Kingdom and France are our leading partners in various activities related to the equipment provisions for the Polish army.

Thanks to equipment and technology purchased from the United States and South Korea, the potential of the army are raised, the PM added. "We are building a strong army, strong enough not to engage in an actual fight. The army in peacetime is supposed to act as a deterrent. We are preparing the strongest possible army to ensure the safety and security of our borders. This is the basic imperative of our activities," he said.

The vehicles, devices and military equipment presented during the MSPO by companies from Poland give us pride in the Polish defense industry, he went on. "The time of security in Europe ended on February 24 with the cruel Russian attack on Ukraine. Today, Polish defense equipment helps to defend the sovereignty of this country. Krab, Piorun, modern Polish rifles help to defend Ukraine's independence, and thus defend the sovereignty of the nations of Central and Eastern Europe, the Baltic states, including Poland - he said.

Morawiecki announced that PLN 138 billion would be allocated to retrofitting the Polish army next year. In this context, he added that Sweden and Finland joining NATO would strengthen the eastern flank of the alliance, which would also increase the security of Poland's borders.

## Another steps on the Polish-Korean partnership roadmap

PGZ & Hyundai Rotem sign partnership memorandum. The Korean enterprise Hyundai Rotem Company (HRC) and Polska Grupa Zbrojeniowa (PGZ) have signed a partnership memorandum which specifies the scope of work in three fields

of cooperation: main battle tanks (MBT), armored personnel carriers (APC) as well as land-based autonomous systems. The Memorandum, signed on the second day of the MSPO'22 fair in Kielce is another major step in the Polish-Korean partnership for joint development and construction of land platforms for the Polish Armed Forces and other military formations around the world.

The memorandum solidifies the partnership regarding the procurement of K2 MBT's by Poland and its polonization as well as specifies the next main fields of cooperation: future battle tank project, autonomous land systems as well as APC's. The results of this work will be offered to Poland, South Korea and other countries interested in the PGZ-HRC offer. Cooperation is focused on maximizing partnerships in areas such as: research and development, manufacturing, overhaul and modernization of related solutions for Polish and other national projects.

"Joint development, from R&D stage to life cycle cost management is at the heart of our partnership. The fruits of our Polish-Korean industrial alliance will provide a new quality that will measurably contribute to the security of our mother States as well as all future customers. The next step on our roadmap is the announcement of the location for the K2 MBT's production facility, which I hope we will disclose soon," said Sebastian Chwalek, CEO of PGZ.

PGZ and Hanwha Defense have also signed a Memorandum of Understanding (MoU), covering joint work on artillery (including rocket artillery systems) and armored vehicles. It also specifies partnership for the production, servicing, life-cycle cost and future development of K9 self-propelled howitzers (SPHs). Hanwha Defense declared that it "puts the highest priority on enhancing cooperation with local industry to contribute to the modernisation of the Polish Armed Forces".

The memorandum defines the distribution of roles and responsibilities in the Polish-Korean industrial partnership as part of the project for the purchase of 672 self-propelled howitzers of the K9 family. Other cooperation areas are: infantry fighting vehicles and missile artillery, when solutions of this kind are ordered by the Polish Armed Forces. "The Polish defense industry has already had over a decade of fruitful cooperation with Hanwha Defense. The most recognizable result of this partnership is the KRAB howitzer, a not-so-distant relative of the K9 howitzer. Today's agreement is the next cooperation stage, and translates into the development of our economies and an increase in the armed forces' potential in our countries," - said Chwalek. "I am very proud that the partnership between Hanwha Defense and PGZ has grown significantly since the KRAB development agreement was signed in 2014," said Son Jaeil, president and CEO of Hanwha Defense.



## TURKEY AND POLAND SEEK TO BOOST TRADE TO \$10 BILLION

On September 12, the 5th session of the Polish-Turkish Economic Consultations was held in Ankara. The meeting was hosted by the Turkish Minister of Trade Mehmet Muş and attended by Waldemar Buda, Poland's Minister of Development and Technology. Turkey has been one of Poland's most important and largest foreign economic partners for many years, and the trade potential between the two countries still offers many opportunities to be exploited.

"Thanks to our regularly developed trade relationship between Turkey and Poland, we believe that by the end of 2022 we will achieve the \$10 billion trade turnover target," Muş said. The goal is ambitious but realistic. By May 2022, trade between Warsaw and Ankara amounted to €4 billion.

"Poland attaches great importance to cooperation with Turkey, which is our important partner, especially in the area of trade and investment," said Buda.

An important element of the business mission are b2b talks between entrepreneurs from both countries. The meetings were attended by Polish and Turkish companies from the construction, food, chemical, machinery and service sectors.

During the official part, in the presence of ministers, a memorandum of cooperation was signed by two exhibition companies: Ptak Warsaw Expo and Tüyap Tüm Fuarçılık Yapım A.Ş.





# WORKSHOPPING NEW IDEAS ABOUT WORK

Sylwia Ziemacka talked to Dariusz Prosiecki, director of marketing and communications at the Employers of Poland, the oldest and largest employers' organization in Poland.



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The energy crisis, high inflation, gas, electricity, fuel prices and, finally, the recent problems with the supply of CO2 or dry ice - these are just a few examples of the serious difficulties that entrepreneurs have to deal with recently.

**The Economic Forum in Karpacz is behind us. Employers of Poland took an active part in it? How will you sum up your participation in this event?** The Economic Forum was an opportunity for us to present our new qualities and new approach. During various panels and during numerous discussions, we presented our position on issues that are important to employers.

**What are these topics?**

The energy crisis, high inflation, gas, electricity, fuel prices and, finally, the recent problems with the supply of CO2 or dry ice - these are just a few examples of the serious difficulties that entrepreneurs have to deal with recently.

Before the Economic Forum, we conducted surveys among our members and asked them what they fear most in the coming months. The overwhelming majority of entrepreneurs say that the biggest problem will be the increase in energy prices. This is the concern of 81.1% of those asked. Other concerns are related to excessive inflation, rising gas prices, over-regulation and instability of the law, and interruptions in supply chains. Because of these, a majority (64.2%) intend to limit investments. Employers also pointed to increases in the prices of goods and services, a freeze in wage growth, the introduction of savings and a reduction in employment.

It is also worth paying attention to what - according to entrepreneurs - the “introduction

of savings” in companies should look like. Employers stress that they plan to limit employee training and marketing activities. They also want to reduce expenses on investments and day-to-day operations of companies. Above all, they intend to save on electricity bills. Therefore, they intend to reduce electricity consumption by introducing energy-saving light bulbs and regulating room temperature in plants.

**The latter is a positive change, strongly in line with the ESG trend.**

Yes, ESG was another important topic. In Karpacz, we inaugurated our ESG Kompas project, which aims to make the implementation of ESG ideas more realistic in companies. We are at the stage of establishing the ESG Biznes foundation, which will operate with the Employers of Poland. We want to involve companies that are already implementing ESG-based practices in this initiative. We want to share good practices and direct entrepreneurs and business owners to implement measures in the field of environmental protection, corporate governance and social impact. We want to make businesses aware that ESG has a real impact on their functioning in many dimensions, including financial ones. Credits, insurance and various grants will depend on meeting the ESG criteria. In addition to this as an important idea, we also have a pragmatic dimension. By bringing together

experts and practitioners within the Compass ESG, we want to help entrepreneurs go through the process of adapting to the new guidelines. We will create a roadmap that will help companies create a new value chain at the level of the entire organization and the ecosystem in which the company operates.

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**We want to involve companies that are already implementing ESG-based practices in this initiative.**

**Now let's move on to a topic that has been very hot lately - a 4-day working week. You presented your position on this topic in Karpacz. What is it?**

We express our position on behalf of member companies associated within our organization. Most of them believe that the Polish economy is not ready to introduce a 4-day working week. This is what 74.5% think. Only 14.9% had a different opinion. Overall, we can summarize that employers look at the idea, analyze it and calculate.

We believe that a pilot program should be tested in a living organism. In Karpacz, we analyzed

solutions that have been tested in other countries, because a 4-day working week can be carried out in various ways. Some introduced subsidies for entrepreneurs, others reduced the number of hours and salaries, others left wages the same, others shortened work to 4 days but increased the number of hours a day.

Our employers, and we subscribe to this, pay attention to the need to refine the labor code in the first place, where there are still many unregulated issues, including remote work. The idea of a 4-day working week, however correct, should not be discussed in a situation of so much uncertainty and instability on the labor market.

In our surveys, we directly asked if your company would introduce a 4-day working week. More than 1/3 of the respondents (34%) answer yes - not today, but in the longer term. 14.9% are ready to introduce a shorter working week today. Interestingly, less than 1/3 (31.9%) of those taking part in the survey definitely replied that they would not introduce a shortened working week. Others argue they would be ready to implement this type of solution if such a model of work were standard in all European countries. Entrepreneurs stressed that the decision to introduce a 4-day working day requires in-depth legal analysis and calculations.

Among others, representatives of the transport, service, medical, tourism and energy sectors

are against shortening the working week to four days.

On the other hand, representatives representing, inter alia, such areas as marketing, finance, consulting and advertising claim that there is a possibility of a shorter working week, but in the longer term.

The 4-day work week is already being introduced by managers from the IT industry. Outside the IT industry, it is difficult to find supporters of a quick shortening of the working week. The poll revealed a few supporters only in the real estate and legal advisory industries.

**Do employers see any positives of such a solution?**

When we asked employers about the advantages of implementing the 4-day working week, they indicated an improvement in the well-being of employees (34%) as well as freedom of action and trust in employees (19.1%). Some respondents (17%) said that shortening the working week would build a positive image for the employer. But the participants of the Employers of Poland survey also see the disadvantages of introducing this type of solution. A large number (40.4%) answer that by implementing a 4-day working week, they would have to hire additional workers in their companies. More than a quarter (25.5%) also said such a system of work could lead to the unavailability of employees in situations requiring a sudden and immediate increase in production and activity of the company.





**Monika Siek**

Business Development Director, Trade and Economic Mission to Poland, Embassy of Israel in Poland

PSPA - the Polish Alternative Fuels Association - drives e-mobility in Poland while, without a doubt, innovation drives the future. It was only natural for Israel, a nation of innovation with over nine thousand active startups, to be represented on the New Mobility Congress organized by PSPA. Happening on 12-14 September in Łódź, New Mobility Congress gathered market experts and practitioners, industry leaders and key stakeholders in the entire zero-emission transport value chain. Ambassador of Israel to Poland, HE Yakov Livne, emphasized the Israeli role in the new mobility sector by inaugurating the Congress. Israel, although not a car manufacturer, offers variety of technologies supporting automotive sector. Ranging from fleet management, big data for transportation and alternative fuels to connected vehicles and autonomous driving, Israeli solutions are well-recognized around the globe.

As much as six hundred startups are operating on the Israeli new mobility scene, all aiming to follow the steps of the most successful ones: Moovit, acquired by Intel for \$1 billion, Waze, acquired by Google for \$1.1 billion or Mobileye, acquired by Intel for \$15.3 billion. Mobileye is a global leader in the development of computer vision and machine learning, data analysis and mapping technologies for advanced driver assistance systems (ADAS) and autonomous driving solutions. The company is cooperating with majority of car manufacturers and its products can be found in over 300 car models. We may not even be aware that functions supporting us while driving, such as lane assistant or adaptive cruise control, are coming from the hands of Israeli developers.

Mobileye joined the Israeli Economic and Trade Mission to Poland as an exhibitor during the New Mobility Congress, taking the opportunity to showcase company's technologies to wider audience and share its vision during panels and debates on the sustainable transport of tomorrow. Economic and Trade Mission, with aim to boost Israeli industries in Poland, happily joined the Congress as a partner, recognizing not only its importance in the whole CEE region, but also focusing on smart mobility as one of the most crucial economy sectors of the future.

# E-VEHICLES: POLAND FOLLOWING THE OPPORTUNITIES

## New Mobility Congress: What investments are driving the electromobility ecosystem in Poland?



**Agata Rzędowska**

e-mobility journalist

The battery market is responsible for over 3% of Polish exports. What investments are driving the electromobility ecosystem in Poland?

Foreign investments play a key role in developing Polish potential on the electromobility market. Despite the fact that Poland doesn't produce its own electric cars, it is still able to take advantage of business opportunities. This year's New Mobility Congress was devoted to this issue.

The organizer of the event - the Polish Alternative Fuels Association - filled the three days with numerous debates. The event is presented as the largest conference of its kind in the region and attracts not only local actors.

During this year's event, much attention was paid to issues related to nurturing the battery market, innovations, the need to adapt to new EU regulations, as well as new trends in urban mobility.

Two Polish cities are preparing to implement low emission zones - Kraków and Warsaw. Poland wants to learn, wants to use the experience of countries that have already had their first successes and failures in electrifying transport.

Patronage from the embassies of the Kingdom of the Netherlands and Israel meant some very interesting speeches by representatives of both countries. The space for networking was also taken care of.

Daphne Bergsma, the Dutch ambassador to Poland, noted how important it is to set ambitious goals and consistently strive to achieve them. In the Netherlands, almost 400,000 electric cars are already registered and there are over 100,000 stations - by 2025 this number is expected to triple. Meanwhile, there are only 25,000 fully electric cars in Poland and they can be loaded in less than 4,500 public charging points.

We cannot at this stage, according to Bergsman, ignore the need to develop zero-emission public transport, noting the need for effective solutions and innovation support. The Netherlands can share a host of implementations that open cities to pedestrians and cyclists. The regulations that have been introduced for years and allow for the creation of clean transport zones in the most important

How does the trend of new mobility compare to the 300,000 jobs in the automotive industry in Poland?

A lot of serious changes await. The key element here will be to educate the staff in accordance with the changing profile of the components produced. The end of production of new combustion cars in Europe is scheduled for 2035 - only 13 years to implement major changes.

The battery industry is already playing the first fiddle here. In the next stages of the expansion of the LG Energy Solutions factory near Wrocław, up to 10,000

dustry with green energy. Without it, it will not be possible to attract new investments with international potential.

It is worth noting premieres. The MAN Lion's City i8 E articulated battery bus was presented, entirely produced in Starachowice. Volvo Trucks has signed a contract with Ikea Industry and Raben Group Polska, thanks to which IKEA is introducing electric trucks to handle transports from factories in Zbąszynek.

In turn, ZPUE SA announced it is starting the construction of a charging station factory. This



Photo credit: PSPA / Daphne Bergsma, Ambassador of the Kingdom of the Netherlands and Maciej Mazur, Managing Director in the PSPA

urban centers may become the basis for solutions implemented in Poland.

In turn, Yacov Livne, the Israeli ambassador to Poland, noted that his country - like Poland - does not have any strong automotive brand of its own, but which does not prevent growth in this industry. It is important to look for high-margin solutions and finance innovations, he added.

There are over 600 startups on the Israeli new mobility scene. The most successful have been: Moovit, acquired by Intel for \$1 billion, Waze, acquired by Google for \$1.1 billion, and Mobileye, acquired by Intel for \$15.3 billion. The latter company is already a global leader in providing advanced driver assistance systems (ADAS) and autonomous driving. The company cooperates with the majority of car manufacturers and its products can be found in over 300 car models.

people are expected to find work. Another great opportunity to create new jobs is the production and installation of charging devices, as well as the rapid development of renewable energy sources. Both photovoltaics and wind energy will require a large number of employees. However, in order for actions in this area to be effective, central institutions should also be involved in the entire process. Repeatedly during the event's debates, businesses appealed to the government to provide in-

can be termed organic development - it has been providing equipment for the power industry for years. Another area in which Poland is constantly improving its competences is battery recycling. This time RareMetals, a company founded on Polish human capital, will be building a plant in Ozimek, near Opole, where black mass, critical elements can be obtained from lithium-ion batteries, and components can be stored in optimal conditions.

Women also figure prominently. The Top EV Women in EV panel was the first attempt to deal with the topic of how women see themselves in the electromobility ecosystem. Its introduction was my presentation showing that over 100 years ago electric cars were advertised as quiet, clean and easy to use - all especially praised by drivers. However, it must be remembered that electric cars are just the beginning of the revolution in transport.

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**Kraków and Warsaw are preparing to implement low emission zones.**



# ALL IN THE DATA

**Poland Weekly talked with Aneta Rusiniak, Director, ESG – Europe at Invesco Real Estate, about the ESG strategy implementation in the real estate sector.**

Everyone is talking about ESG on the real estate market. So looking at the process of implementing ESG criteria, are we moving from talk to action?

Yes, much is being said about ESG on the Polish and global real estate market, but it didn't start just two or three years ago. At Invesco we started our global green program 15 years ago. It all began with green certifications and a data collection program, which evolved over time into more strategic objectives, targets that are measurable and implementable but also easily transferable into real actions. Real estate professionals are still learning what ESG entails, how it can be analysed and what can be achieved by taking advantage of it. More and more practical solutions are being implemented – for example, with the right approach to data processing and gathering we are able to establish and measure relevant KPIs and with this knowledge, in turn, we can monitor and improve ESG strategies for specific assets and the whole portfolio.

**What is the level of ESG implementation within different asset classes?**

With different asset classes our approach needs adaptation, as there are differing opportunities and needs. The things we need to and can implement are different for office corporate tenants than retail or residen-

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Landlords will not be able to achieve their targets and strategies if they do not cooperate with all stakeholders.

tial sectors, where there are smaller companies or individual customers. Corporate tenants already have their own net-zero strategies and a lot of activities on their agendas for the spaces they occupy, therefore they tend to be very cooperative in the field of ESG-related topics. It's

more difficult for small retail individual tenants, in terms of initial cost and their business efficiency, but this is also constantly changing and the understanding of the topic and its importance is definitely rising. While talking specifically about logistics, we have a great potential to install solar panels and generate renewable energy from onsite resources, so it will be natural to focus on these initiatives. Energy efficiency improvements and technical potential open new opportunities for the whole industry. In cooperation with tenants we can really achieve significant reductions and optimizations in terms of energy usage and carbon emissions. With retail and residential



tenants, we have more possibilities to work on social element, which is also an important part of our strategy. Supporting local communities, working on tenant engagement, promoting healthy lifestyles, biodiversity, these are the elements that can be successfully developed.

Hotels aim to put the comfort of their customers in first place and historically this has not always been in line with the energy efficiency of the building. However, hotel chains (which are our tenants) have started to put ESG high up on their agendas and we observe great improvement and initiatives on their side as well. Furthermore, people who are traveling also want to contribute to positive change for the planet and are ready to adjust their habits.

**Are educational activities that raise the awareness among tenants that they are also part of the game needed?**

Of course, engagement and education are in the first place. We cannot meet ESG goals on our own. Landlords will not be able to achieve their targets and strategies if they do not cooperate with all stakeholders. It's very important that ESG is about cooperation.

**What's the role of data in the process of implementing ESG?**

Data is a foundation for ESG strategy, so we cannot achieve any targets without having complete and good quality data. This is a challenge for everyone, for the whole industry. So very brief-

ly, what is ESG data? We talk about qualitative and quantitative data, which will be translated into carbon emissions in a given building. It can be divided into landlord and tenant controllable data, that is data on the common spaces and also on the space occupied by tenants. It can be either produced on site or purchased. The challenge is, of course, that we rely on third

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Data is a foundation for ESG strategy, so we cannot achieve any targets without having complete and good quality data.

parties in terms of data collection. Property managers are collecting and uploading data to our platforms. They are doing it on an ongoing basis for every tenant and asset, across the whole industry, therefore they are constantly learning and adapting. It can be a very challenging process as some tenants are not willing to share their data, thus it all comes back to education and cooperation. We can speed up this process by adding green clauses to lease agreements and thanks to that improve the number and quality of collected data. As the saying goes, what you can't measure you can't manage.



# POLAND**Weekly** Real Estate

## STARA RZEZNIA IN A NEW VERSION

Vastint Poland has presented its revitalisation concept for the post industrial areas of the Stara Rzeźnia (the Old Slaughterhouse) in Poznań. In keeping with its plans, the historic buildings of the former meat plant will be carefully restored and offer service, retail, and gastronomic premises, as well as cultural and exhibition spaces. The company will construct residential and office buildings around the plazas, squares, and alleyways that replaced the demolished buildings from the time of the Polish People's Republic. The usable area of the complex will exceed 80,000 m<sup>2</sup>.

The entire project will be implemented in the spirit of su-

tainable construction and will be verified in the LEED Neighborhood (Leadership in Energy and Environmental Design – Neighborhood Development) and WELL Community systems. LEED certification will confirm that the investment has been designed and built using technologies that optimize, energy and water consumption, among other characteristics, and reduce CO<sub>2</sub> emissions. The WELL Community Standard aims to determine the impact on residents of not only buildings but also public spaces. Certification supports a pro-health approach and the well-being of people in all aspects and areas of community life. "Owing to the ecological nature of the com-



plex and the expectations of the residents of Poznań, as much as 20 percent of the total area of the complex has been allocated to greenery. We will achieve this by introducing urban greenery,

a composition of flower beds, lawns, shrubs, and trees, and the greening of roofs. In addition, we prioritised parking spaces for bicycles, both in the form of bicycle rooms next to the re-

sidential buildings and public parking for cyclists at each of the buildings," said Roger Andersson, Managing Director of Vastint Poland.



## SKANSKA WITH GREEN ENERGY FROM POLENERGIA

The Krakow, Poznań and Warsaw investments of Skanska are 100% powered from renewable sources from the Polenergia Group. Polenergia Sprzedaż is responsible for the execution of the contract, which guarantees annual supplies of 10 GWh of green energy in a standard unique on the Polish mar-

ket - Energia2051. The standard sets the direction that can be followed by all individual and business electricity consumers wishing to reduce their carbon footprint.

Since the beginning of 2022, Polenergia Sprzedaż has been supplying D1 and D2 office bu-

ildings within the Nowy Rynek development in Poznań, the Generation Park Y building in Warsaw and phase III of the Highfive office complex in Krakow with energy exclusively from Polenergia Group's Polish wind and photovoltaic farms.

## LEADERSHIP IN SUSTAINABLE RETAIL

FREY, French real estate investor, implements its pan-European strategy with the acquisition of a Prime asset in Poland. It has signed a purchase agreement with Ingka Centres for the Matarnia Park Handlowy retail park in Gdańsk for a total investment amount of ca €105 million (incl. transfer tax). This first acquisition in Poland confirms the expansion of FREY's pan-European platform. "This acquisition will enable FREY to continue to implement its strategy of becoming the European leader in sustainable

retail. A Prime retail park ideally located in one of Poland's most dynamic cities, Matarnia Park Gdańsk also benefits from the attraction of one of Poland's first IKEA's on site. FREY will be able to transform this high-potential asset to bring it up to the standards of its Shopping Promenade® concept and get the most out of it. This acquisition also marks FREY's first investment in Poland, one of the most dynamic economies in Europe," - said Antoine Frey, Chairman and Chief Executive Officer of FREY.







The Queens Hotel in Leeds / "Our aim was to restore the splendour of the place. The main goal was not so much to preserve, but to emphasize more vividly the historical identity of The Queens."



The experience of cooperating with the largest players in this industry fuels our appetite for new challenges.

The company's greatest achievements in the field of hotel development include interior designs for the 5-star Bristol Tradition and Luxury hotel in Rzeszów, renovation of The Queens Hotel in Leeds, as well as designs for a range of



Radisson RED and Radisson Blu hotels, Courtyard by Marriott in Katowice and Gwiazda Morza in Władysławowo. ILIARD's Hospitality Interior

Design team was selected

the best design team of 2020 in Poland by "Hotelarz", the most renowned Polish hospitality magazine.

ILIARD is also successful in the area of workplace design, creating modern office buildings and interiors by paying great attention to green technologies and solutions. V. Offices building in Kraków, designed by ILIARD for the developer AFI Europe Poland, in Spring 2021 received the highest BREEAM certification rating ever awarded to any Polish facility. At the same time V.Offices became the second most environmentally friendly office building in the world (right after Bloomberg's headquarters in London), according to BRE Global, the body behind BREEAM certification.

## ILIARD'S EUROPEAN ODYSSEY

Radisson RED in Oslo-Gardermoen and London-Heathrow, The Queens Hotel in Leeds, Radisson Blu in Prague, Basel, Cologne and Sopot – these are just a handful of projects designed by a Poland-based architectural office with the appetite to play a major role in the development of the hospitality sector in Europe. By blending architectural sense with a true understanding of human nature, ILIARD is in a good position to create future-proofed hotel projects around Europe.

Founded by two architects from Kraków, Łukasz Koziana and Wojciech Witek, in 2009, ILIARD Architecture & Interior Design creates hotel experiences in some of the key European

cities. The company has accreditations and cooperates with the largest hotel chains in the world. ILIARD deals with the design of hotel interiors, comprehensive architectural design of hotel buildings and supervision of construction and engineering works related to hotel finishing and furnishing. Apart from providing services for international brands outside of Poland, ILIARD has a long list of projects delivered for domestic facilities in its portfolio, too.

"Our aspiration is to provide guests with outstanding hotel experiences that they will want to repeat over and over again. Our numerous designs for chains such as Marriott, Accor, Radisson or Hilton can be found in many European cities. The experience

of cooperating with the largest players in this industry fuels our appetite for new challenges," says Łukasz Koziana.

Today, the company is made up of a 40-person team of professionals – architects, interior designers and managers – specializing in the implementation of hotel and workplace projects.

"ILIARD is a 'one-stop shop,' delivering our clients a full scope of services – from briefing and concept design, all the way through to turn key construction. On time. In budget. No excuses," Łukasz adds.

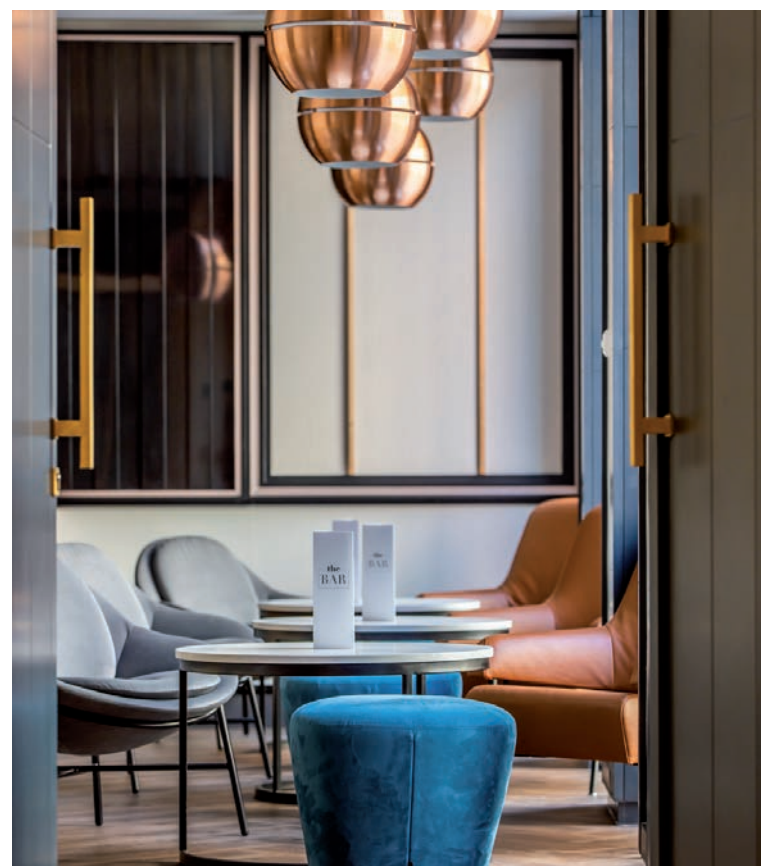
The company carries out renovations and complex interior design projects, as well as conducts the entire architectural processes, operating in the Project Management, Construction Management,

Management Contracting and General Contracting systems. After ILIARD's partnering up with Reesco Group last year that resulted in creating a new entity - Reesco Hospitality - the company is now also able to deliver the most complex projects in the design & build formula.

"Tracking design trends resulting from the evolution of guest expectations, hotel management optimization strategies, as well as more and more advanced technological solutions form our integral areas of expertise. This combination serves our clients well, no matter if it's a big chain hotel or a boutique project," Łukasz says.



Radisson Blu Hotel, Sopot, photo Hanna Połczyńska, Studio Kroniki



Radisson Blu in Prague, photo Radisson Hotel Group





# WIELKA WARSZAWSKA: THE CAPITAL'S RACING CELEBRATION

25 September, Tor Służewiec, Warsaw

The last Sunday of September at the Służewiec Horse Race Track will be exceptional. The date of September 25 should be marked in your calendar, because, as Julian Jabłkowski said in the series "Jan Heart," "For a true Varsovian, three dates are the most important in life: your wedding, the Uprising and ... the Great Warsaw Race". References to this, the most important autumn race in Poland, held for the 109th time this year, can be found in culture more widely, because it is a historical

symbol of the capital city races. The history of this race is inextricably linked with the fate of Poland, which is why until 1946 Wielka Warszawska, established by August Potocki on the model of the French Grand Prix de Paris, was held irregularly. Two world wars and the dependence on Russian subsidies during the partitions made it impossible to run, although it sometimes happened that it took place in Odessa or Lublin (as the Great Lublin Award). Fortunately,

after the war it returned to Służewiec for good.

In terms of competition, Wielka Warszawska is the highlight of the English thoroughbred calendar in the second part of the season. This is the most important comparative race for Thoroughbreds in Poland, held on a similar date to the Arc de Triomphe, for which the best horses from Europe, and sometimes the whole world, compete. The conditions of the run are analogous - it is a confrontation of Derby-year (3-year-olds) with older horses. Due to the timing of the race, the former carry 5 kg less, which is quite important over a distance of 2,600 m. In the last 10 editions, horses from the Derby year category (including five Derby winners) have won seven times.

Ultimately, 11 horses have been entered in this year's edition, three of which are three years old: Calliepie, who ran in France (she was second in the Oaks at Służewiec), and two leaders of the year in Poland: the oaxist Lady Iwona and the Derby winner Jolly Jumper. Among the four-year-old and older horses is last year's winner of the Great Warsaw Race and the Horse of the Year 2021 - Night Tornado (he was also second in 2020). This season for Krzysztof Ziemiański, the ace of the stable, has not been as great as the previous one, but in his last starts he has already shown good form and it will not be easy to beat

him. At the start we will also see Petit, who has been regularly competing at the highest level, and the consistent Gryphon, and Adahlen, who is improving all the time.

The international character of the competition will be provided by the participation of as many as five horses trained abroad.

The Autumn Gala is not only about the Great Warsaw race. Traditionally, on the same day, two prestigious tests for two-year-olds will be held: the

On this day, we will see some of the best horses, the atmosphere of old Warsaw will prevail, and the public will be able to put on its unique racing outfits, all this taking place in an unusual, autumn aura. Wielka Warszawska is the perfect moment to put in the style. There is also amazing headgear! Traditionally, it will be possible to take part in the "Competition for the most beautiful styling of the 1930s in a hat, fascinator or other similar headgear." The fashion competition will take place in several



Award of the Minister of Agriculture and Rural Development and the Westminster Cardie Award. The miller's race for the Moszna Award is also expected to be fantastic, with another match between the excellent Timemaster and the experienced and titled Emiliano Zapata and the brave three-year-old Jenny of Success. It promises to be a great racing celebration!

classes for ladies, gentlemen and children. During the event there will also be meetings with the Association of the Warsaw Gwara, which will prepare quizzes, puzzles and riddles, and not only for the youngest. There will be an amusement park awaiting kids, including: inflatables, a playground, eurobungee, railroad and photo booth. Admission for children and adolescents is free.

photo credits: Tor Wyścigów Konnych Służewiec / Służewiec Racecourse



## CHARITY CORNER

## THE PROTECTION OF CHILDREN'S RIGHT

**How we care for our children defines ourselves. Therefore, another foundation that Spouses of Heads of Mission SHOM looks after is the Committee for the Protection of Children's Rights (KOPD), which helps children and their families in need. The KOPD helps people who experience emotional, physical and sexual abuse as well as neglect and inadequate care. It makes sure that every child can be happy and enter adult life with positive baggage.**



Katarzyna Braiter  
Editor in Chief

The Committee for the Protection of Children's Rights (**Komitet Ochrony Praw Dziecka**) has been creating a child-friendly world for 40 years. "Open doors to children's hospitals," "To kindergarten without tears," "Educating with respect for rights," "Keeping the child from divorce conflict," "So orphans stop being orphans," "My mom, my dad and their divorce." These are just a handful of the many campaigns of the Committee, which from the very beginning has aimed to combat harm to and ill-treatment of children. The Committee was the first of its kind in Eastern Europe.

The idea of establishing the Committee was conceived - as Maria Łopatkowa, the founder of the Committee, wrote in her memoirs - "from a collision of people sensitive to child harm. The Committee was established at the time of the "hot atmosphere" of "Solidarity." The founding convention took place on November 21, 1981, at which it was agreed that the first meeting of the National Board would be held on December 13!

The organization established an Intervention and Mediation Center at the Committee. In our field offices, there are also Mediation and Intervention Centers, where specialists help in solving family conflicts, especially in the event of divorce. The latest major project is Akademia Dobrego Rozstania - the guide "Standards for helping a child in the event of the separation of parents" and an

educational platform for families that are in the process of separation and specialists working with them.

The Committee has been promoting children's rights for years, focusing on education and prevention. It has trained several thousand specialists all over Poland on the rights and needs of children in crisis, leading to the strengthening of the family mediation system in Poland as one of the most important instruments to help children in the crisis of separation. It has prepared employees and volunteers, specialists from other institutions and non-governmental organizations.

"We played a specific part in creating the Convention on the Rights of the Child. Then, we actively participated in reporting to the United Nations on the state of compliance with the Convention on the Rights of the Child in Poland," says Magdalena Stachowiak-Alexan-

drowicz, a Board Member of the KOPD.

"In our country, work, consultations, and debates of representatives of the government, non-governmental organizations and the media took place on the project for appointing the Ombudsman for Children. We were active in these activities and we propagated the view that the specificity of children's matters and the fight for children's rights require a separate, serious office and representation," says Mirosława Kaźna, chairman of the KOPD, who was among the social advisers of Marek Michałak, the Ombudsman for Children, she actively commented in the media on issues related to the rights of children and the world of children.

For 41 years the Organization has been doing a lot to create a child-friendly world by supporting parents in wise, responsible parenthood; diagnosing and treating abused children; providing legal advice and information, teaching how to prepare children for the separation of parents. The Committee provides psychological consultations; runs psychoeducation and support groups for parents in a divorce conflict; organizes parenting skills development workshops; conducts family mediations.

For 21 years it has been organizing the Child-Friendly World Competition, which helps parents and guardians to choose books, toys and child-friendly places.



From the first days of the war in Ukraine, we joined the relief efforts, we run support groups and workshops connected with specific messages for refugees from Ukraine.





# IGA ŚWIĄTEK WINS US OPEN

Polish tennis player Iga Świątek beat Ons Jabeur in the US Open 2022 final to win a Grand Slam title for the third time in her career. It is also Poland's first ever US Open title. Any player that wins all four Grand Slam tournaments in a single season holds the rare title of Classic Grand Slam winner.

The first Grand Slams in which Poles took part were in the 1930s. In 1937-1938, first in singles and then in doubles, the Polish amateur tennis star - Jadwiga Jędrzejowska fought for the title. There have been six more Poles in finals since.

After her amazing spring series of 37 victories in a row, it was not entirely clear what to expect from the leader of the world ranking.

On the way to the title, Świątek had to fight hard, but finally, after a gripping final, for the second time this year she defeated Jabeur.

Thus, the name of a Polish winner now appears in the history of all four Grand Slams. Poland's first winner was Jędrzejowska, who together with Simone Mathieu won the doubles competition at Roland Garros in 1939. In 1978 Wojciech Fibak and Kim Warwick won doubles at the Australian Open. And in 2020, the first single title in Paris was won by Świątek.

By winning the US Open, she achieved some notable benchmarks. The points gained for the WTA ranking meant she became the first tennis player since 2013 to break the magic barrier of 10,000 points. Previously, this had been done by Se-

rena Williams. It was Świątek's seventh championship title in the season, which is also equal to the American's achievement in 2014.

Previously, winning two Slams in a calendar year play had been achieved six years ago by Angelique Kerber, at the 2016 Australian Open and the US Open.

Świątek also became the youngest holder of three Grand Slam titles since Maria Sharapova in 2008.

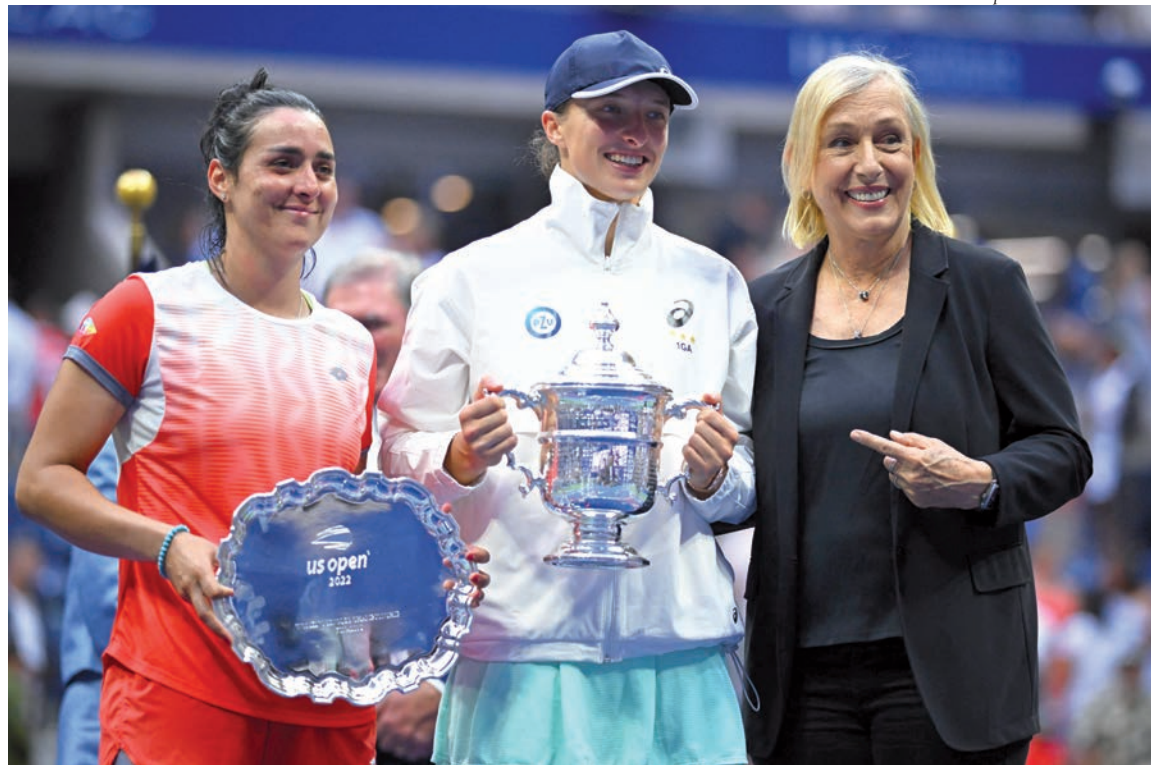


photo credits: PAP

## ROBERT LEWANDOWSKI SHINES

Robert Lewandowski is the absolute number one in the Primera Division. The Barcelona player presented himself well in a 3-0 win against Elche and strengthened his top spot in the ranking of the Spanish league scorers. The 34-year-old striker has completely dominated the competition, hitting the net eight times in six rounds of matches.

Currently, Iago Aspas is in second place. The Celta Vigo player is three goals behind Lewandowski.

Barcelona moved to the top of La Liga ahead of Real Madrid

after the commanding performance against Elche.

In just two months, Lewandowski has already established himself as the leader of the Barca side. Coach Xavi Hernandez purrs about his influence on the other players, the advice he gives to the young players and the way he conducts himself on a daily basis.

After much media speculation, Lewandowski parted with Bayern Munich after eight years and moved to Barcelona. As his first matches show this failed to dent the captain of the Polish national team's acumen for goal scoring.



## POLAND WINS SILVER MEDAL

Poland's men's volleyball team succumbed to the Italian team in the final of the 2022 World Cup and ultimately failed to repeat the success of the two previous editions of the tournament.

In 1974, the volleyball team led by Hubert Jerzy Wagner defeated the USSR team and won the first ever gold medal of the World Volleyball Championships. This was repeated forty years later by Stefan Antiga's team during a tournament played in Poland. Four years later, during the Globe Championships in Bulgaria and Italy,

Poland's team repeated their success.

This year, the international volleyball tournament again went to Poland, which together with Slovenia co-hosted the event taken away from Russia. This time the team was led by Nikola Grbić. However, the Serb did not manage to lead the team to the third consecutive world title. In the match for the title, they had to recognize the superiority of the Italians, who returned to the throne after 24 years.

If the Poles had won the championship, it would have been the fourth and third consecu-

tive victory for Polish volleyball players in a world championship, repeating the result that so far has been achieved by only two countries - Italy and Brazil. They were the first to dominate the world's courts during the World Cup in 1990-1998. In turn, Brazil's volleyball players won the championship title at the next three tournaments - between 2002 and 2010. Interestingly, in the 2014 final, when they won the first title, the Poles defeated the Brazilians, i.e. the defenders of the title. Will Ferdinando De Giorgi's players now dominate the tournament for the next three editions?





■ Soups - healthy, filling, warming and energizing, especially in the ash-horizontal period - find their way onto the tables of rich and poor alike. Initially, they were not very rich in ingredients, but fulfilled their basic function - perfectly satisfying the hunger of whole families. Over time, the soups became more filling, full of easily digestible nutrients and various flavors and textures, and most of all, eaten with a spoon.

Today, thanks to a revived tradition that had been forgotten for a long time, traditional Polish soups are undergoing a real metamorphosis and return to taste. They take on more and more new flavors, interesting fusions with the use of almost all vegetables and edible flowers for decoration.

However, there are those that for Poles are an absolute MUST HAVE or rather a MUST EAT and can be found on the menu of almost every restaurant.

Rosół is the queen of Polish soup dishes. Velvety, aromatic, warming, nutritious, recommended during convalescence and in puerperium. Almost every cook prepares it according to her/his own recipe and each has its own unique taste, which is influenced by the ingredients used (types of meat, the amount of individual vegetables, spices and herbs) and the duration of simmering (a necessary condition). It is often said that rosół is a Sunday soup, because then there is more time for kitchen



 Elżbieta Kowalczyk

## A CULINARY CRUISE ON THE TRAIL OF POLISH SOUPS

**If you like new, unique flavors, surprising combos, and your palate needs culinary experiences, then Polish soups will positively surprise you. The blaze of colors in your bowl will make you fall in love with these flavors.**

maneuvers, as the broth requires a lot of attention in the initial stage of cooking (making sure that it is only simmering and not boiling). After that it cooks itself. We can then go for a walk

without fear the rosół will over-heat or burn.

A well-known Monday soup is tomato soup, which is easy to prepare from broth. Add only

fresh tomatoes (in summer) or add tomato passata, juice or concentrate and this Monday soup is ready. It is served with pasta or boiled rice, with or without cream, as well as with parsley, dill (green) or without. Children love it (without the green stuff on top), so it is also a must-have in the restaurant Children's menu.

Classic tomato is more and more often replaced in Polish cuisine with tomato cream and served with a hint of velvety cream, ricotta or mozzarella sli-

ces. In modern Polish cuisine, pure borscht is replaced with a white cream blot or a slice of goat cheese roulade. The soups-creams not only bring foreign tourists closer to the tastes they know, but also delight the palates of Polish gourmets.

Krupnik is another Polish traditional soup with barley, potatoes and carrots, cooked on a meat and vegetable broth. Krupnik's irresistibility comes from its sticky texture, owed to its slowly cooked barley.

We have lots of regional special soups like a must eat Kwaśnica if you go to the mountains. As it is prepared with fermented sauerkraut juice and smoked meat, it has a rich, smoky flavor, and is usually quite sour.

## SOUP AND AUTUMN



**Jarosław Uściński, Chef and owner of the MOONSFERA restaurant; President of the Polish Association of Chefs and Confectioners**

■ Now is probably the best time for preparing soups in Poland. Harvested potatoes, pumpkins, courgettes. Root vegetables like carrots and celery. Fresh onions and leeks. Great tomatoes straight from the field, not sunned in the green-

house. Fruit from the orchard, such as pears, apples and plums. It can all make a wonderful soup. Poland is famous for real soups rich in flavor. You also need to remember about mushrooms, although the weather here is a bit annoying and the dry forests and cold nights are not favorable for mushrooms.

You should also remember about pickled cucumbers and cabbage.

I cannot name one or even three of my own favorite soups. Tomato, mash, cucumber, barley soup, vegetable, bean, mushroom. I love sorrel with a broken egg at the end. Great fish soups based on vegetables, popular with vegetables, with a hint of tomatoes. Asians know how to do soups too. They cook stocks and then add fresh vegetables keeping them



crispy. But we can concentrate on pumpkin soup with potatoes and orange juice, that can be delicious. Of course, the juice is squeezed from fresh fruit and slightly fried in a pan. It evaporates as a slightly thick concentrate. I often choose hokkaido pumpkin in my soups. However, first I put it all in a hot oven

at 170° C for about 30 minutes. I always rub it with oil or clarified butter. Then we take it out, brown it a little and remove the pulp with stones. Next we put it into the saucepan and fry the chopped leek, chopped carrot, chopped potato and spices. We grate in a mortar: bay leaf, cloves, allspice, cinnamon

bark, black pepper, a bit of cardamom and ginger. The herbs will be fried with vegetables and give you more flavor and aroma. Once the whole thing is simmering, add the pumpkin and add water or light vegetable broth. Not too much, so that you can add water or decoction if necessary and keep the soup quite thick. Cook from the moment you add the pumpkin for about 30 minutes. Mix and then season with salt. It tastes great with cream.

Sometimes I add mash to this soup, and that is delicious too. Pumpkin soups love to be sprinkled with cottage cheese, good white cheese or chopped mozzarella.

I urge you to do some great shopping now because you can buy a huge range of products at every stall and bazaar, not to mention shops.





Katarzyna Braiter  
Editor in Chief

## Q&A WITH A FRIEND

**Michał, I am glad that we can still meet in Poland. You are a musician and even an international musician. We met in Costa Rica where you toured. What took you there?**

Kasia, as I am said to be an idealist and an eternal dreamer (which in my case also translates into actions), I could not imagine sitting on my ass only in Poland, waiting for someone to do something for me or arrange something for me. My dream and conviction coming straight from my heart was the need to see the world. I don't know why I especially love Latin America, but there I managed to find a common language with local artists and make friends with them. And it is known that you need to visit friends and be in touch with them, which is why there is a reason to undertake some joint ventures, while cultivating great friendships and acquaintances. I went to Costa Rica for a very precisely defined purpose, to set up an indoor orchestra with local musicians and come with this ensemble back to concerts in Europe. As I dreamed, I realized this and the result of my work was the creation of the EL SALSERO band in 2006 with whom we played three concert tours around Poland. We



performed at the 60th jubilee edition of the legendary Jazz Jam-boree festival in Warsaw.

**You were a free boy back then, a rebel. Now you are the head of**

**a family, did this artistic rebellion stay with you?**

I think it hasn't really changed much in terms of my perception of the world. Of course, I gained a lot of experience, both professional and life, and I would probably solve some problems differently today, but I think that without the innate, child-like spontaneity and the desire to learn new things, it would be difficult for us to go beyond the "box" in which we are used to live and function. Family, it is known that this is a completely different situation and additional responsibility, but I hope that with such a rock'n'roll daddy my children will also look at the surrounding reality differently. The rebellion remained as much as possible and may it not leave me as long as possible.

**Okay, tell me a little bit about your beginnings. What concerts do you remember best?**

Traditional beginnings. Grade I and II music school and then the love of electric guitar and many hours of studying guitar solos by Garry Moore, Richi Blackmore or Joe Satriani ... and then a sudden "butt" and returning to the piano, which was my main instrument. From 1996 to 2000, I played as a keyboard player in the legendary Closed Division 'Oddział Zamknięty,' and from

2000 I started my studies at the Music Conservatory in Vienna in the jazz piano class.

There were many concerts, but one of those that stuck especially in my memory was the concert of Big Band Konservatorium with Bobby McFerrin at the legendary GOLDENER SAAL in Musikverein in Vienna, during which I had the honor to perform. Golderer Saal is the same concert hall from which the New Year's Concert of the Vienna Philharmonic is broadcast every year on January 1.

**Like any artist during the pandemic, you had a hard time. How did you survive this difficult time?**

Contrary to everything, I think that I used this time as intensively as possible to catch up in my knowledge and develop my interests about which, for time reasons, I was only able to dream about. But three years is a long time and I managed to learn the basics of photography and cinematography.

I learned how to edit audio and video and create simple animations, which has always been my quiet dream.

**I know you are about to finish preparing the green room. I have heard that you do everything**

**yourself? What is the purpose of this green room?**

Yes it's true. This is another of my dreams that will soon become reality. I got a few square meters from my dad that I can use freely, so I decided to set up a multitask studio where I would be able to shoot films, make animated films with my children and rehearse music for subsequent projects. I try to do everything myself as much as possible because nothing gives me as much pleasure as the pleasure of creating and it does not matter whether it is writing a symphony or constructing and making studio lighting by myself. The most important thing is to get maximum satisfaction from your work!

**Finally, where are you going now?**

I still have a lot of different ideas and unfulfilled dreams that I still try to implement successively and effectively. These are ideas for movies, music, graphics, music videos and long journeys. Some time ago, however, I realized that probably my life would not be enough to make them all come true, so I decided to combine business with pleasure and start implementing them in "packages," therefore on September 19, together with my dear friend Iwona Kmiecik, with whom I have been cooperating for many years, we fly to Peru for one of the world's largest song festivals, FICA 20 in the capital of the Peruvian Amazon in the city of Iquitos. It is a great reward for me and a distinction for an uncompromising approach to reality and perseverance as well as faith in the talent given to me by God and the hard work that is required on the path I chose for myself.

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## Poland through the eyes of foreigners

# NO COLOR WITHOUT GLOOMY POLISH WINTER



Wiktoria Sawicka-Djassi

**Orlando Lazaro Ortega is a 36-year-old developing artist from Havana based in Warsaw. He first came to Poland 8 years ago to surprisingly discover the overwhelming need for color – in his life and art.**

**Before coming to Poland you'd spent all your life in Cuba. What was your first impression of Warsaw?**

I believe in reincarnation and that's how it felt for me - like I was born again, everything was new and different. After a while though, I started to realize that it really wasn't that different from what I knew. In fact, every society is pretty much the same – govern by the similar rules and instincts, and you can meet the same kinds of people and characters everywhere.

**There had to be something that wasn't familiar to you and posed a particular challenge...**

Yes. I would say that I had to understand and get used to the completely different approach towards the future. I think it's the biggest difference between Polish and Cuban culture. We really are on the opposite sides of the scale when it comes to this. In Cuba we don't really worry about the future – we only worry about the present. We enjoy today, because we don't know what's going to happen tomorrow. In Poland people are thinking and planning for the future and sometimes they completely forget about the present.

**Do you think this 'commitment to future' prevents us somehow from feeling the simple everyday happiness?**

Everyone has a different idea of happiness. But I think there is something that could make it a little easier here in Poland - people should enjoy more what they already have. You can be ambitious and you can want more – that is a perfectly human trait. But don't forget to appreciate what is already yours. If you don't, you will never be happy.

**You come from an iconic city of Havana. How do you feel in Warsaw?**

I like it and I got to know it very well, which is in my nature since I used to work as a tour guide back home. I particularly like the Praga district, which reminds me a lot of Havana.

There are also the former Warsaw ghetto area – Muranów, old Wola district and Ochota. When it comes to Poland overall, I really enjoy visiting Łódź. I like its architecture and the familiar atmosphere. I feel very good there.

**In the course of the past 8 years you went back to Cuba for some time. How did it feel?**

I went back for a year and a half for work. This experience made me realize that I don't really belong there anymore - not like I used to, anyway. Just like I still do not fully belong here... I guess it's one of the difficult parts of emigrating. You leave the world you know so well, you discover the new and you adapt. But in a meantime you still have this idea of home, as you left it. And

The main reason why I decided to come back is my son. I want to be part of his life and education. And also, even though my situation in Cuba work-wise was much better, I want to live here. As a true Cuban I believe that it's important to be able to recognize both - the bright and the dark side of every situation. And the way I see it is that despite some difficulties I encountered, I really wouldn't be who I am today if it wasn't for Poland.

**How so?**

It was Poland that finally allowed me to develop as an artist. I painted since I can remember and art was in my life from the very beginning. But only here I was able to explore freely and develop my own style. In Cuba there is a lot of bureaucracy and



the truth is, time and new experiences change not only you, but also the reality and people you left behind. Life goes on and people move on, just like you.

**And you chose Poland.**

your opportunities are very limited - starting from buying the painting supplies up to showcasing your work. I remember the first time I went to the art shop in Warsaw. I was shocked by the variety of the available materials



present your work. Back home I had better connection to the market, yet somehow I am much more free, fulfilled and successful here.

**Your art is indeed driven by color...**

Back in Cuba and when I first came here my art was very monochromatic and I really owe this change to Poland. It's not just the matter of materials accessibility, but most importantly – it's about developing the need for color in my art. And I know exactly the moment it happened. It was my first winter here. The cold never really bothered me, what I had real trouble with was the darkness - the overwhelming gloominess of Polish winter. That's when I started craving for colors and when I reached for them in my paintings. And that's when creating art became much bigger part of my life. I will always be thankful to Poland for this.

**Are you showcasing your work right now?**

Yes! There's going to be an exhibition of my paintings during the African cinema festival in Kinoteka – AfriKamera. It starts on the 30th of September and will last till 9th of October.

*photo credits: Stanley Ndua*

and colors. In Cuba you need to be part of the club to gain the right to shop, and even then you can probably do it once a year and with not many choices, really. It's the same with art galleries and other opportunities to



# GIORGIO ARMANI

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