

PROGRESS REPORT ON REALISATION OF SUSTAINABLE DEVELOPMENT GOALS 2024

Wrocław University of Economics and Business



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Introduction – Rector’s Foreword

It is with great pleasure that I present to you the latest Sustainable Development Goals Report of the Wrocław University of Economics and Business for the year 2024. The presented initiatives and actions demonstrate the involvement of members of the university community, for whom social, economic, and environmental issues are of high importance. By initiating changes and being proactive, our academic community has demonstrated through its hard work and efforts the importance of sustainable development goals in promoting well-being for the entire society.

The presented initiatives are also a symbol and evidence of the changes in which, according to our vision, we want to lead as:

- a university that is distinguished in the region by original research of importance for international science;
- a university that develops future competencies in a modern way;
- a university that is a valued partner for the world of business as a source of talent, competencies, and knowledge;
- a university that is an attractive working and developmental environment for the most talented and engaged employees;
- a university based on the organisation and technologies of the future.

I am of the sincere belief that the information presented in this report is tangible evidence of changes to which we are not merely witnesses, but of which we are also the authors.

A handwritten signature in blue ink that reads "Czesław Zajęc". The signature is written in a cursive, flowing style.

Prof. dr hab. Czesław Zajęc
Rector of Wrocław University of Economics and Business

Institutionalisation of the WUEB Sustainable Development Goals. Introduction by the Head of the Sustainable Development Office

The publication of the report detailing example actions taken at the Wrocław University of Economics and Business as part of selected sustainable development goals is always for me an opportunity for deeper reflection. I have the opportunity to become more familiar with the actions and events that occurred at our university over the past year. I also have the opportunity to talk to and share my feelings with people who, through their involvement, participated in preparing our report. I can see their passion and engagement, which are invaluable. To be able to co-create or witness such initiatives is even more valuable. I would like to say 'thank you', but I fear that it is like saying nothing.

It is hard to be an optimist when one observes the dynamic changes in our socio-economic and political surroundings. However, despite everything, through continual observation, it is essential to draw conclusions in order to shape the future – for us and future generations. From the perspective of the university it is worth taking into account changes in the expectations and attitudes of stakeholders – toward the role of professors and the entire academic staff as authorities and the precursors of change; toward the university as an essential stage (or not) on the path to achieving one's own professional expectations; toward the omnipresent computerisation and digitalisation that creates unlimited opportunities, while at the same time being the cause of many threats; and finally toward ourselves, ready for and open to the upcoming changes, or full of fear and reluctance to take on challenges.

The events currently unfolding raise additional questions. What conclusions should we draw

for the university from the fact that in 2025, one in five people did not pass their school leaving exam? How can we combat the spread of disinformation while also ensuring data security? How will the approaching demographic dip affect the functioning of public universities?

When considering the potential dilemmas we may face, it is worth referring to the values declared by our university in the WUEB Strategy 2030 and trying to ensure these are materialized in our everyday activities. Their successful completion may be included in further stages of institutionalizing sustainable development in the WUEB, manifesting itself in documents that determine working conditions and internal order, thereby creating the foundations for decent work. Here, I have in mind the anti-corruption policy number 99/2024 of the 13th August 2024, introduced by order of the Rector. This created the position of Rector's Representative for Reporting Irregularities (Rector's Order no. 103/2024 of the 20th August 2024), whose remit is defined in the WUEB anti-corruption policy and in the regulations for internal reporting of violation of rights and the subsequent actions to be taken by the WUEB (Rector's Order no. 100/2024 of the 13th August 2024), as well as the creation of a team for equal treatment and counteracting discrimination (Rector's Order no. 20/2024 of the 4th November 2024), and the creation of a Diversity, Equity and Inclusion (DEI) competence centre (Rector's Order no. 32/2024 of 15th March 2024).

An overview of previous stages in the institutionalisation of sustainable development in the WUEB is presented in Table 1.

Table 1. Stages of institutionalisation of sustainable development at the Wrocław University of Economics and Business

Month	Year	Event
I	2008	Appointment of a Rector's Representative for the Disabled
II	2017	HR Excellence in Research
		Creation of the Rector's Green Team Committee
		Signing of the university's declaration of social responsibility
III	2018	Signing of the Climate Reality Project declaration
IV	2019	The university joins the PRME initiative
V	2020	Creation of an office for people with disabilities
		Transformation of the Rector's Green Team Committee into the Green Team Competence Centre
VI	2021	Development and implementation of regulations on sustainable public procurement
VII	2022	Appointment of a social impact manager
		Creation of the Rector's Social Impact Committee
		Signing of the diversity charter
		Appointment of a Representative for Counteracting Discrimination
		Appointment of a Representative for Equal Treatment
		Creation of a team for equal treatment and counteracting discrimination
VIII	2023	Implementation of the WUEB gender equality plan
		The WUEB joins the 'Universities for Just Trade' campaign
		Adoption in the university of an updated internal anti-mobbing and anti-discrimination policy
		Appointment of the Rector's Representative for Cultural Activity
IX	2023	Creation of the Sustainable Development Office
III	2024	1st Sustainable Development Forum
		Creation of the Diversity, Equity, and Inclusion Competence Centre
VIII	2024	Implementation of the anti-corruption policy
		Appointment of the Rector's Representative for Reporting Irregularities
		Implementation of regulations for internal reporting of violations of rights and subsequent action
XI	2024	Creation of a team for equal treatment and counteracting discrimination

Source: own elaboration.

Continuing the obligation undertaken by the Wrocław University of Economics and Business to communicate progress concerning sustainable development goals, we list further the actions taken by the university, with particular attention on five selected goals: quality education (goal 4), decent work and economic growth (goal 8), industry, innovation and infrastructure (goal 9), sustainable cities and communities (goal 11), and climate action (goal 13).

These goals align with the implementation of the WUEB Strategy 2030, which outlines six strategic priorities (SPs) (see Table 2).


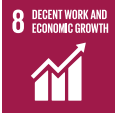



Table 2. Strategic priorities and directions of related actions are presented in the WUEB Strategy 2023

Number and name of strategic priority	Directions of strategic priority actions
SP1. Engaged employees	<ul style="list-style-type: none"> ■ The university provides attractive conditions for employee development and self-improvement in key areas: scientific, teaching, expert, and organisational. ■ The university provides the opportunity for the personalisation of career path development in one or all of the above areas. ■ The university recognises employees' outstanding achievements in any of the areas as mentioned earlier, in accordance with individual development paths.
SP2. Modern organisation	<ul style="list-style-type: none"> ■ Key processes implemented in the business side of the university correspond to the realities of the modern, digital world. ■ The university space reflects the realities of modern forms of working, combining co-working spaces with remote working. ■ The university guarantees fully digital experiences about communication, cooperation, teaching and scientific and research activity. ■ As part of sustainable development, the university obtains energy from renewable sources, eliminates paper as a carrier of information, and the use of plastics.
SP3. Cooperation with business	<ul style="list-style-type: none"> ■ The university acts as a centre for innovative processes and support for expert enterprises in our region. ■ The university provides an innovative start-up environment aimed at launching new initiatives by students of various universities, and supporting their development financially and organisationally. ■ The university is an effective platform for the transfer of knowledge and competencies between the scientific and business worlds.
SP4. Recognition for research inspired by practice	<ul style="list-style-type: none"> ■ The university addresses the most pressing and crucial research problems of significant economic and social importance. ■ The university's long-term scientific and research achievements are based on intensive and effectively managed expert and research and development activity.
SP5. Distinguishing the training of experts and business leaders	<ul style="list-style-type: none"> ■ The university provides modern teaching that draws on methods which combine personalisation of the teaching process and innovative technologies. ■ The university's teaching model is based on the <i>phenomenon-based learning</i> approach and on interdisciplinary projects. ■ The university's teaching programmes are created and provided in cooperation with its key stakeholders.
SP6. Continued development of competencies of the future	<ul style="list-style-type: none"> ■ The university provides an environment of continuous development of competencies both for graduates and for specialists from other universities. ■ The university's key values include <i>re-skilling</i> and <i>up-skilling</i>, which are key competencies for the changing model of the economy. ■ Graduates are a particular group of stakeholders who are actively engaged in developing competencies of the future and the university itself.

Source: prepared based on the WUEB Strategy 2030.

Table 3 presents the links between the sustainable development goals and the priorities defined in the WUEB Strategy 2030, as well as their relation to the WUEB's mission and vision.

Table 3. Links between sustainable development goals and the WUEB strategy 2030

Sustainable development goal (SDG)	Relation to the WUEB's mission and vision	WUEB's strategic priority	Key Performance Indicators for the priority
Goal 4. Quality education 	<p>The university stands out in the region, conducting original research of importance in international science.</p> <p>The university campus is a place for open debate and for creating the future.</p>	<p>SP5. Distinguishing training for experts and business leaders</p> <p>SP4. Recognised research inspired by practice</p>	<p>Graduates' professional success</p> <p>Scientific impact</p>
Goal 8. Decent work and economic growth 	<p>The university is an attractive environment for work and development for the most talented and engaged employees.</p> <p>The university is a community of people who change the world by doing science and creating new personnel.</p>	<p>SP1. Engaged employees</p> <p>SP3. Cooperation with business</p>	<p>Employees' level of satisfaction</p> <p>The value of cooperation with the socio-economic surroundings</p>
Goal 9. Industry, innovation and infrastructure 	<p>The university is a valued partner of business as a source of talent, competencies, and knowledge.</p> <p>The university is based on the organisation and technologies of the future.</p>	<p>SP2. Modern organisation</p>	<p>Level of digital maturity</p>
Goal 11. Sustainable cities and communities 	<p>The university develops competencies of the future in a modern way.</p>	<p>SP6. Continued development of competencies of the future</p> <p>SP3. Cooperation with business</p>	<p>Level of revenue from continued education</p> <p>Value of cooperation with the socio-economic surroundings</p>
Goal 13. Climate action 	<p>We develop in harmony with the surroundings, creating a better world</p>	<p>SP6. Continued development of competencies of the future</p>	<p>Level of revenue from continued education</p>

Source: own elaboration based on internal WUEB materials.



Goal 4. Quality Education

Ensure quality education for all and promote lifelong learning

Access to education and the opportunity for lifelong learning are key factors that affect the quality of life, impacting social awareness and contributing to continued development from both the individual's and society's perspectives. This goal directs action toward ensuring access to education at all levels of learning for everybody, irrespective of age, gender, or other differentiating characteristics. It also directs attention and addresses action toward the preparation of suitably trained teachers, correcting inappropriate conditions for working/studying, creating suitable scholarship programmes for both teachers and pupils, constructing new educational facilities, and many other actions.

The Wroclaw University of Economics and Business conducts a range of ambitious projects in line with goal 4, some of which are presented further.

Visit by the CEEMAN IQA Accreditation Committee

On the 6th and 7th of November 2024, the Wroclaw University of Economics and Business hosted the CEEMAN IGA Accreditation Committee (Central and East European Management Development Association International Quality Accreditation). The aim of the visit was to assess the university's progress and the changes that we had implemented since first obtaining accreditation in 2017. The assessment committee comprised:

- Prof. Peter McKiernan – professor of management at Strathclyde Business School (United Kingdom);
- Prof. Helena van Zyl – emeritus professor of economics and finance (Republic of South Africa).

CEEMAN is an international organisation whose main aim is to raise the quality of management education. It was founded in 1993, and since 1998 has offered a programme of international accreditation for CEEMAN IQA business schools. CEEMAN IQA accreditation confirms a university's prestige, its high quality of education and scientific research, as well as its efficient management as an institution of higher education.



Our university first obtained CEEMAN IQA accreditation on the 8th March 2017. The Re-accreditation Self-Assessment Report submitted by the WUEB in September 2024 was positively assessed by the committee, and the visit was the next step in the re-accreditation process. In 2025, the Wrocław University of Economics and Business received the final decision on the results of this process.



Náboj Junior

On the 22nd November 2024, the Wrocław University of Economics and Business was the co-organiser and one of the hosts of the Náboj Junior international mathematics and physics competition. Almost 2,300 teams from eight European countries took part in the contest.

22 listopada 2024
Wrocław

ORGANIZATOR:



Międzynarodowe Zawody **Matematyczno-Fizyczne**

Information poster for the International Náboj Junior Mathematics and Physics Competition

Náboj Junior is an international mathematics and physics competition for four-person teams from primary schools. Pupils from Austria, Belgium, Croatia, Czechia, Spain, the Netherlands, Poland, and Slovakia take part in the contest (in person and online), receiving a set of tasks that they have to solve within 120 minutes. The tasks are the same for all the teams, so the pupils can compare their result with the results of teams from other countries. The solutions require creativity and ingenuity – although the tasks are suited to years 7 and 8 of primary school, they differ considerably from those in coursebooks.



In 2024, the Wrocław University of Economics and Business was once again one of the co-organisers of the Náboj Junior competition. The coordinators at the WUEB were dr hab. Krzysztof Nowosielski, WUEB Professor and dr Wioletta Turowska. The event was opened by the Honourable Rector of the WUEB prof. dr hab. Czesław Zajac, who greeted the young guests with the following words:

The WUEB builds relations with many partners and external stakeholders, including with the youngest – which is why the Náboj Junior competition is an important event for our university. Dear pupils, you are our future. We hope that many of you will choose our university for your studies. I wish you every success and above all much enjoyment from participating in this event. I'll cross my fingers for you!

The dynamic nature of the Náboj mathematics competition brings to mind sporting rivalry. This aspect of the competition was underlined by the competition coordinator, dr hab. Krzysztof Nowosielski, WUEB Professor:

Náboj not only verifies knowledge of mathematics, but also teamworking skills, and interestingly, also sporting abilities – the competition has its roots in running competitions combined with task solving. Like every year, we are counting on a large dose of adrenaline.



New funds for the digitisation of doctoral dissertations

As part of the Social Responsibility of Science Programme II, BIBL/SP/0026/2024/02, the Wrocław University of Economics and Business Library obtained funds and began a project financed from the state budget awarded by the Minister of Science and Higher Education. The title of the project is 'Safe and Accessible: Digitisation and Promotion of WUEB Doctoral Dissertations in Jelenia Góra 1993–2012.' The project will last from the 1st December 2024 to the 28th February 2026. The project will enable library staff to digitalise 112 doctoral dissertations defended in the Jelenia Góra branch of the WUEB. Information about the dissertations will be registered in the Lower Silesian Digital Library, and the full text of some will be made available. Providing access to the digitised dissertations will bring benefits not only for the scientific community in Poland and abroad, but also for people from outside the field. They will be able to make use of the scientific achievements of the WUEB – serving the general good and the development of various spheres of social and economic life.

The graphic is a vertical blue rectangle with white text and circular portraits of lecturers. At the top left is the UEW logo. The main text on the left reads 'Bez ocen. Wykładowcy UEW uczniom – cykl otwartych wykładów'. Below this is the location: 'miejsce: Uniwersytet Ekonomiczny we Wrocławiu, budynek CKU, sala 1' and a 'rejestracja online' button. On the right, three lecturers are listed with their titles and lecture topics and dates: 1. Dr hab. Agnieszka Sokołowska-Durkałec, Prof. UEW, Dziekan DS. KSZTAŁCENIA, 'Społeczna odpowiedzialność biznesu – balans między prawdą a fałszem' on 29 października 2024, godz. 12:00. 2. Anna Malenda-Iwankiewicz, Centrum Współpracy z Biznesem, 'Czy planowanie kariery jeszcze ma sens?' on 21 listopada 2024, godz. 10:00. 3. Dr hab. Sebastian Bobowski, Prof. UEW, Prodziekan DS. Studenckich, 'Eksportujemy na Marsa? W poszukiwaniu równowagi w świecie' on 12 grudnia 2024, godz. 10:00. At the bottom right is the WUEB logo.

Promotional graphic for the open lecture series 'No grades. WUEB lecturers for pupils'

Series of lectures under the title 'No grades. WUEB lecturers for pupils'

On the 29th October 2024, a new season began of lectures in the series 'No grades. WUEB lecturers for pupils.' The inaugural lecture in the 2024/2025 season was conducted by the head of the Department of Enterprise Studies in the Faculty of Business and Management, dr hab. Agnieszka Sokołowska-Durkałec, WUEB Professor.

The series 'No grades. WUEB lecturers for pupils' is aimed at secondary school pupils. It is an opportunity for them to participate in academic lectures before they begin their studies, and it is an essential event for the secondary school pupils. The series provides them with the opportunity to experience for the first time the academic style of teaching. In addition, the pupils can meet lecturers who are the authors of valued scientific publications and who also often have considerable experience in business.



The inaugural lecture under the title 'The social irresponsibility of business – the balance between truth and falsehood' was dedicated to the imperfections and dysfunctions in implementing the concept of corporate social responsibility (CSR). Other lectures for young people conducted in 2024 included 'Does planning a career make sense?' conducted by Anna Malenda-Iwankiewicz, and 'Do we export to Mars? In Search of Balance in the World,' by dr hab. Sebastian Bobowski, WUEB Professor.

CATax Project

The project, under the acronym CATax, is titled 'Experience sharing of V4 against the shadow economy, corruption and tax avoidance in Ukraine' and is financed with funds from the International Visegrad Fund.

The Wrocław University of Economics and Business is the leader of CATax, and project partners include the following universities: Mendel University in Brno (Czechia) and Ambis University (Czechia), University of Presov, University of Debrecen (Hungary), Taras Shevchenko National University of Kyiv (Ukraine), Prague University of Economics and Business (Czechia), Lviv University of Trade and Economics (Ukraine), and the Association of Accountants in Poland, Lower Silesian branch. The project will run from 1st January 2024 to 30th June 2025.

The aim of the project is for the V4 countries to share knowledge with Ukraine (multilateral benefits) on the fight against corruption and fraud detection. The project focuses on four areas: (1) fighting corruption by changing people's mentality, (2) the digitisation of tax processes, (3) implementing new tools for detecting tax loopholes, and (4) caring for resources and the natural environment.

The project's content manager is dr Piotr Luty.

As part of CATax, an international workshop took place online on 23rd April 2024 on 'Knowledge and digitisation against corruption and fraud detection.' During the workshop, presentations were given by experts from the Association of Accountants in Poland, the Chamber of Tax Advisors, and representatives of partner universities from Czechia, Poland, Slovakia, and Hungary.

**Experience sharing
of V4 against the shadow
economy, corruption and
tax avoidance in Ukraine**

 **23/04/2024**
 **10:00 – 14:00**
 **MS Teams**

Online Workshop WRO2024

[click here and join the conference](#)



WRO2024 is the first workshop on **knowledge sharing to fight corruption and fraud**. The active participants will present "Knowledge and digitisation against corruption and fraud detection".

Main Partner:



**Wrocław
UNIVERSITY
OF ECONOMICS
AND BUSINESS**

Agenda

10:00	Opening & welcome	
10:15		Knowledge as a tool for fighting corruption and a shadow economy
10:30		Fight against corruption in the Czech Republic and Ukraine
10:45		Electronic Evidence of Sales in the Czech Republic
11:00		New forms of non-standard employment and fighting against a shadow economy
11:15		Fighting with tax avoidance in VAT area – Polish experience
11:30		Tax security as a determining factor of fiscal sustainability
11:45		SAF-T as a tax-sealing instrument on the example of Poland
12:00	Virtual coffee break	
12:15		Anti-Avoidance Measures in Hungary and their Impact
12:30		CIT gap in the Czech Republic
12:45		Benford's Law in shadow economy
13:00		The fiscal and tax burden as a components of the tax security
13:15		Tax Fraud in SVK
13:30		The determinants of tax mentality - a review of selected studies
13:45	Closing	





Partners:








The project is co-financed by the Governments of Czechia, Hungary, Poland and Slovakia through Visegrad Grants from International Visegrad Fund. The mission of the fund is to advance ideas for sustainable regional cooperation in Central Europe.

Under the same project, an international hybrid conference took place on the 10th October 2024, entitled 'V4 + Ukraine experience in reducing corruption and fraud.' Its aim was for representatives of academic centres in the V4 countries and Ukraine to exchange their experiences and knowledge. Presentation topics included tax auditing, issues related to tax avoidance, MCDA analysis, and loopholes in the PIT, CIT, and VAT systems.

Experience sharing of V4 against the shadow economy, corruption and tax avoidance in Ukraine

10/10/2024
9:00 – 15:15
MS Teams/UEW, room 4W

Hybrid Workshop WUEB2024

WUEB2024: "V4 + Ukraine experience in reducing corruption and fraud" is the first workshop in the hybrid formula.

Main Partner:

click here and join the conference

Agenda

9:00-9:10	Opening & welcome
9:10	The usual price rule as a tool to detect a VAT fraud
9:40	Financing as a tax planning tool
9:55	Tax control as instrument of counteraction of avoiding tax payment in Ukraine
10:25	Coffee break
10:40	Tax Evasion: Reasons and Consequences for Ukraine
11:10	MCDA analysis as a potential tool for identifying a shadow economy, corruption or tax avoidance
11:25	Digitization and AI in taxation in Hungary
11:40	Differences between V4 and Ukraine accounting system (fraud detection)
11:55	Lunch break
13:00	Examining the Challenges of Personal Income Taxation Amongst Refugees Affected by the War
13:30	Corporate Income Tax Gap
14:00	Measuring of VAT gap in the EU
14:15	Fighting with VAT gap – the Polish experience
14:30	Inheritance as part of income tax - an example from practice
14:45	GLITSS
15:00	Benford's Law in taxation

Partners:

Ambis.University

The project is co-financed by the Governments of Czechia, Hungary, Poland and Slovakia through Visegrad Grants from International Visegrad Fund. The mission of the fund is to advance ideas for sustainable regional cooperation in Central Europe.



Children’s University of Economics (CUE)

The Children’s University of Economics (CUE) is an economics education project aimed at children, conducted by the Foundation for the Promotion and Accreditation of Economics Studies in Warsaw, in collaboration with the Wrocław University of Economics and Business. The CUE aims to popularize knowledge and build awareness of economics among children from a young age. The CUE’s educational offer is designed for pupils in the 4th, 5th, and 6th years of primary school. Meetings with parents are also organised to educate and shape attitudes among young children.

In the 2023/2024 academic year, two editions of the CUE took place: the 21st and 22nd, in which a total of 180 pupils took part. In addition, 160 people declared their participation in the classes for parents (see Table 4).

Table 4. Pupils and parents in the Children’s University of Economics (CUE) in the academic years 2022/2023 and 2023/2024

Academic year	Children’s University of Economics			
	edition	children	parents	volunteers
2022/2023	19th and 20th	156	105	12
2023/2024	21st and 22nd	180	160	9

Source: internal WUEB materials.

In the 2023/2024 winter semester, the topics of the CUE classes for children focused on the economic and social impacts of climate change, sustainable company finances, the automation and robotisation of company processes, ways of launching products on the market, the organisation of remote working in companies, and the best techniques in the art of memorising. The lectures for parents covered topics such as the future of the housing market, online dangers, saving money from a young age, resolving conflicts among teenagers, effective parenting habits, and methods for identifying addiction.

In the 2023/2024 summer semester, the classes for children covered international logistics and supply chains, FinTech financial innovations, central bank digital money, making purchase decisions, tasks and features of a good team leader, and ways to build a career in the financial sector. Meanwhile, the meetings with parents covered good practices in managing family budgets, the process of modern purchasing decisions, emotional intelligence, and the professions and competencies of the future. Also discussed were key values in our lives and how to nurture them, as well as the influence of advertising in shaping the perceptions of young children.



Young Economist Academy (YEA)

The Young Economist Academy (YEA) is an economics education programme that has been conducted since 2008 by the Foundation for the Promotion and Accreditation of Economics Studies, in cooperation with economics universities in Poland. The programme is aimed at pupils in grades 7 and 8 of primary school and grades 1 and 2 of secondary school. The attractive topics of the presentations and workshops aim to help young people develop competencies in line with market expectations. Participation in the programme is free.

In the 2023/2024 academic year, two further editions of the YEA – the 14th and 15th – took place within the walls of the Wrocław University of Economics and Business. During the current academic year, the YEA project in Poland was only conducted in Wrocław.

The classes were attended by 145 children and six volunteers, all of whom were WUEB students. Many of the parents of YEA participants participated in lectures for parents under the CUE sister project, which was aimed at the youngest children. The class topics were adapted to current economic and social problems affecting children.

In the 2023/2024 winter semester, the classes covered project management, the art of communication, cybersecurity, and various aspects of inflation. Meanwhile, in the 2023/2024 summer semester, the classes covered computer simulations and their applications in everyday life, survey questionnaires, managing family budgets, building effective teams,

techniques of psychomanipulation, and critical thinking. Additional workshops were also available for participants, particularly pupils in grade 8, on mathematics and finance topics as preparation for external exams after primary school.

World Café

On 23rd January 2024, an event took place at the Wrocław University of Economics and Business, organised by the WUEB Business Cooperation Centre – World Café. Discussions were held among representatives of business (Industry Development Agency, Atlas Ward Polska, CCC, Electrolux Poland, District Chamber of Legal Advisors in Wrocław, OVH Cloud, QIAGEN, UBS, Unika EU Consulting and Public Relations, Varius MS Mirosław Porębski), senior university staff, and managers of departments on the topic:

‘A new reality = new competencies? Employers’ expectations in light of the changes occurring in the labour market.’



The principal aim of the discussions was to exchange experiences and search together for answers to key questions related to the contemporary labour market:

- What changes can be observed on the contemporary labour market?
- What expectations do employers have concerning Generation Z employees?
- What key competencies should students of the Wrocław University of Economics and Business develop?
- What are some new possible directions for cooperation between the Wrocław University of Economics and Business and business?

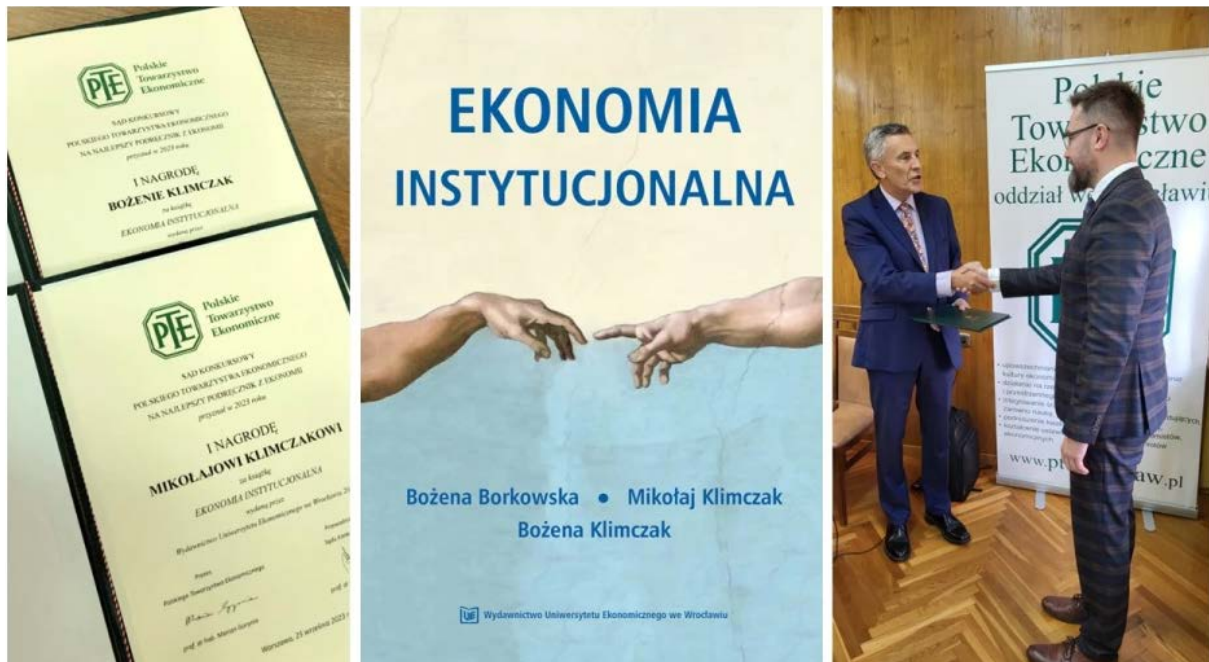


Additionally, the meeting participants had the opportunity to listen to a presentation by dr hab. Bożena Ryszawska, WUEB Professor, on the topic: 'Green competencies and green qualifications in the green and digital economic transformation.'



Awards for employees

On 5th December 2024, the Polish Economic Society 2023 award was presented for the Best Academic Coursebook in Economics. A first-class prize was given for the coursebook Institutional Economics, written by Bożena Borkowska, Mikołaj Klimczak, and Bożena Klimczak, and published by the Publishing House of Wrocław University of Economics and Business.



The coursebook is designed for students of economics, finance, and management, as well as for individuals interested in the field of economics. The authors discuss the development of empirical studies and research into the importance of institutions, which encompass both formal and informal, written and unwritten rules, creating a system of stimuli for individual economic decisions. These include constitutions, legal norms, and regulations governing politics, governments, and finances, as well as unwritten ethical codes, social norms, and beliefs. The economic analyses of ownership, ways of concluding and executing agreements, and coordinating agreements within organisations, provide a deeper understanding of the functioning of the economy, individual decisions, and the relationships between the participants in economic life.



Goal 8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Realisation of the assumptions for goal 8 of the SDGs is related to striving to ensure full and productive employment, and decent work for all men and women, including for young people and people with disabilities. Of particular importance are ensuring equal remuneration for work of the same value, reducing the percentage of young people left without work or not participating in education and training, eliminating forced labour, modern forms of slavery and people trafficking, protecting workers' rights, and promoting a safe work environment for all. Facilitating and broadening access to banking, insurance and financial services for all allows for further independent development and the opportunity to complete further development initiatives.

In 2024, many new initiatives in line with goal 8 were continued and begun at the Wrocław University of Economics and Business. We present some of these initiatives below, beginning with a discussion of the examples and ways in which goal 8 was realised at the WUEB in terms of formal issues affecting working conditions and internal order, and creating the foundations for decent work for all.

Anti-corruption policy

In August 2024, an anti-corruption policy was introduced at the Wrocław University of Economics and Business.¹ The document specified the legal basis for the policy and the principal concepts related to the issue of corruption. It then defined the aims of the anti-corruption policy, the scope and way in which the occurrence of corruption or behaviours constituting corruption are to be monitored, and then addressed the identification and analysis of risk, training in anti-corruption, and the means and scope of the operation of mechanisms counteracting corruption or behaviours constituting corruption. The final part of

¹ Order no. 99/2024 of the Rector of the Wrocław University of Economics and Business of the 13th August 2024.

the policy defined the criminal, civil and disciplinary liability of persons committing corruption, as well as the obligation for all staff employed in the WUEB to familiarise themselves with the provisions of the anti-discrimination policy and abide by them.



Internal reporting regulations

On the 13th August 2024, internal reporting regulations were introduced concerning the violation of rights and subsequent actions at the Wroclaw University of Economics and Business.² The regulations detailed the fundamental concepts, as well as the way in which reporting was to be conducted, areas that such reporting could refer to, and procedures for the representative’s action in the case of receiving an internal report, as well as the requirement to inform the person reporting of how their data would be processed. The regulations also provided for the possibility of external reporting to the Commissioner for Citizens’ Rights.

Rector’s Representative for Reporting Irregularities

On the 20th August 2024, the Rector’s Representative for Reporting Irregularities was appointed.³ This person is responsible for implementing the tasks defined in the internal reporting regulations related to violations and the taking of subsequent action, as well as tasks defined in the WUEB anti-corruption policy. The representative was appointed until the 31st August 2025.

Rector’s Representative for Reporting Irregularities acts on the basis of authorisation granted

² Order no. 100/2024 of the Rector of the Wroclaw University of Economics and Business of the 13th August 2024.
³ Order no. 103/2024 of the Rector of the Wroclaw University of Economics and Business of the 20th August 2024.

by the Rector, and is obliged to maintain confidentiality with regard to any personal information and data that they obtain while receiving and verifying internal reports. They are also required to take subsequent action in accordance with applicable regulations, as well as to maintain impartiality.

WUEB Team for equal treatment and counteracting discrimination

WUEB Rector's order no. 206/2024 of the 4th November 2024 created the Team for equal treatment and counteracting discrimination.⁴ The team's principal tasks include updating the Gender Equality Plan (GEP) and conducting coordination and monitoring tasks related to its implementation, as well as:

- promoting and disseminating action to raise awareness of the essence of phenomena, such as mobbing, discrimination, unequal treatment, harassment, sexual harassment and hate speech;
- counteracting unequal treatment, discrimination, mobbing, harassment and hate speech among the WUEB community and providing education in this area;
- cooperation with WUEB organisational units and the Rector's representatives with regard to education and promotion of attitudes conducive to diversity, equality and inclusivity in the WUEB.



⁴ Order no. 206/2024 of the Rector of the Wrocław University of Economics and Business of the 4th November 2024.

Diversity, Equity & Inclusion (DEI) Competence Centre

In March 2024, a Diversity, Equity & Inclusion (DEI) competence centre⁵ was created at the Wrocław University of Economics and Business. The DEI centre is an interdisciplinary team of experts whose mission is to develop and disseminate knowledge and raise skills in the area of Diversity, Equity & Inclusion, as well as to create an open space for discussion on diversity. The DEI centre provides support for the WUEB and commercial and social organisations through consulting, advisory and training services, as well as building cross-sectoral partnerships. Appointed as director of the centre was dr hab. Dorota Teneta, WUEB Professor.

Development training for employees of the Wrocław University of Economics and Business

In 2024, the Professional Competencies Department, currently the Employee Development Department, conducted developmental training for academic teachers (AT) and non-academic staff (NAS). The training took place face-to-face, as well as in hybrid and online modes, both individually and in groups. In total there were 207 training sessions (71 teaching, 16 scientific, 108 administrative and 12 for combined categories of training, aimed at both groups of WUEB employees). A total of 426 employees took part in the teaching category of training, 445 in the scientific category, 425 in the administrative category, and 312 in the combined training category. Overall, 1,608 participants underwent training (see Table 5).

Table 5. Participation of AT and NAS employees in group training in 2024 compared to the academic year 2022/2023

Training category	Number of group and individual training sessions		Number of participants of group and individual training sessions	
	Academic year 2022/2023	2024	Academic year 2022/2023	2024
Teaching (T)	29	71	418	426
Scientific (S)	22	16	330	445
Administrative (A)	102	108	749	425
Combined categories T+S+A for AT and NAS employees	–	12	–	312
Total of all categories of training	153	207	1,497	1,608

Source: internal WUEB materials.

In each category, the training related to broadening the specialist knowledge of AT and NAS employees related to their work duties, and supported the development of their soft competencies, for example: time management, stress management, English language training, and many others. A detailed list of the training sessions can be found in the appendix

⁵ Order no. 32/2024 of the Rector of the Wrocław University of Economics and Business of the 15th March 2024.

(see Table D). Additionally, in 2024 a total of 91 individual applications were submitted to the Employee Development Department related to possibilities for professional competencies development for both AT and NAS employees (this number did not include applications for participation in post-graduate studies and courses organised by further education colleges), of which 73 were approved.

'Good Health' Event

Continuing on from the 'Pink October – look after yourself' initiative, was the 'Good Health' event, which took place at the Wroclaw University of Economics and Business from the 26th to the 29th February 2024, and was co-organised by the Employer Branding Department and the Human Resources Centre.

During the event, participants took part in various workshops, e.g.: 'A moment with a butterfly, When the sun rises, What colour am I? Relaxing with meditation, Psychosomatics – what is my body saying? Why is the connection between mind and body important?' open activities and consultations with a dietician (individual dietary assessment, dietary advice).



As part of the 'Good Health' event, all WUEB employees and students could also take part in open activities such as:

1. Sudden cardiac arrest! What should I do? Learn all about it in the 'Move your heart' campaign!
2. Pro-health presentation and demonstration of first aid.
3. LUX MED stand – find out more about private healthcare at the WUEB!
4. Diabetics stand.
5. Prevention of breast and testicular diseases.
6. Workshops: A few words about what stress in the workplace is and how to deal with it.
7. Lecture: Inclusive language in the organisation – why it is worth using.

Integration Day II

The main aim of this initiative is to integrate our university's academic community – employees, doctoral students, and Polish and international students. The second edition of this event took place on the 21st November 2024. Integration Day is a grassroots initiative by the university's employees and students, for whom it is important to create a community open to diversity that identifies with the place where we study, work and meet.

Integration Day II

21 listopada 2024

Godzina 11.00 – 14.30 Bud. U i W

Zapraszamy wszystkich członków wspólnoty akademickiej!

UNI:TY
University
United
in Diversity

UNIWERSYTET EKONOMICZNY we Wrocławiu | Erasmus+ Enter the International Gate | CENTRUM PROMOCYJNY I INICJACJI BIZNESOWYCH BOGWAJAN | SJO | STUDIUM JEZYKÓW OBCYCH | Biuro Karier Centrum Wspierania i Rozwoju Uniwersytetu Ekonomicznego we Wrocławiu | Samorząd Studentów Uniwersytetu Ekonomicznego we Wrocławiu

Poster promoting the second edition of Integration Day



The Integration Day organisers also set themselves additional aims, that is:

- inviting international students to participate in joint integration activities,
- creating a multicultural, open WUEB community.

It should be underlined that the organisation of Integration Day II involved employees from many sections of the university: the Centre for International Cooperation, the Erasmus Student Network (ESN), the WUEB Student Government, the Foreign Language Department, the Library and the Centre for Diversity and Equality, the Innovative Solutions Design Centre DT HUB, the Career Services Office, the Business Cooperation Centre, the Communication and Promotion Office, students and mentors from the Individual Business Study Programme, as well as LG Energy Solution Wrocław. Volunteers were also involved in coordinating and organising the event: dr Anna Jędrzychowska, dr Katarzyna Smolny, dr Ewa Szostak, WUEB Professor, and dr Łukasz Olipra.



Pink October 2 – look after yourself

The essence of Pink October, an event that has taken place at the Wrocław University of Economics and Business since 2023, is to promote mental health and the prevention of cancer.



The second edition of this event took place on the 15th October 2024, when employees and students of our university could benefit from a range of preventative examinations, i.e.:

- examination of skin moles (in cooperation with the Soft Tissue, Skin and Melanoma Cancer Centre at the Lower Silesian Oncology, Pulmonology and Haematology Centre),
- examination of the speech organs, conducted by specialists from the Clinic for the Prevention of Head and Neck Cancer,
- examination of bone density in the Lower Silesian Oncology, Pulmonology and Haematology Centre osteobus,
- cytological examination in the Lower Silesian Oncology, Pulmonology and Haematology Centre cytobus.

Individual consultations were also available on well-being (provided by Agnieszka Charko-Rudnicka from the WUEB Business Cooperation Centre), psychology (with psychologists from the WUEB Business Cooperation Centre: mgr Nina Cichowicz, mgr Paulina Przysańska, from the WUEB Human Resources Centre: Julia Chimiczewska, Renata Meller, Marcin Wojciechowski and Weronika Grzebieluch), and dietetics (with experts from the WUEB Production Engineering Faculty: dr hab. eng. Zuzanna Goluch, dr eng. Ewelina Książek and dr eng. Gabriela Haraf).



During Pink October 2, there were also presentations on mental resilience (Izabela Bancewicz-Mikulewicz) and the prevention of skin cancer (dr hab. n. med. Marcin Ziętek).

Participants could also take part in a discussion panel under the title 'The power of prevention,' with: Izabela Bancewicz-Mikulewicz, dr eng. Konrad Skotnicki (doktor_z_tiktoka), Elżbieta Tkaczyszyn-Mika, dr Paweł Zawadzki, and dr hab. n. med. M. Ziętek. The discussion was led by healthcare expert dr Jolanta Grzebieluch.



The latter part of the event included the following workshops:

- 'How can I stop stress getting into my body?' author: Paweł Węgiel, Calmness Trainer
- 'Sleep, don't sightsee – nap-ology workshop,' author: dr Maria Kmita
- 'How to support loved ones facing health problems?' authors: mgr Kamila Majchrzak, Elżbieta Tkaczyszyn-Mika
- 'Mindfulness and art therapy,' authors: mgr Krzysztof Goljanka, mgr Magdalena Samulik
- 'The colours of our emotions,' author: mgr Alicja Drewnińska.

The event was led by prof. dr hab. Ewa Stańczyk-Hugiet.



Additionally, on the 12th December 2024, as a continuation of the event 'Pink October 2 – look after yourself', preventative neck and craniofacial ultrasound examinations were arranged, as well as laryngological examinations. In total, 73 participants from the WUEB took part in the examinations.

Diversity Day

During Diversity Day, which took place on the 17th April 2024, the WUEB academic community, along with representatives of commercial, social and public organisations, took part in an event dedicated to the essence and importance of managing diversity, and the challenges that it brings for modern organisations. On the day, discussions were held on the Wrocław University of Economics and Business campus about initiatives, strategies and problems in the area of Diversity, Equity & Inclusion (DEI).

The event was opened by dr hab. Dorota Teneta, WUEB Professor, and the meeting participants listened to presentations by women representing business and non-governmental organisations, who shared their experiences related to programmes, initiatives and strategies in the area of Diversity, Equity & Inclusion (DEI). This session was led by Iwona Kutzner, and the presenters were Urszula Pawlik (Kyndryl), Joanna Kamola-Brzózan (Stowarzyszenie Twoje Nowe Możliwości), Marta Łokuciejewska (Grupa Impel) and Ewa Krupka (Capgemini).

In addition, a panel discussion was held under the title: 'What challenges does diversity management bring?' for which the moderator was dr Katarzyna Smolny. The panel included: Urszula Pawlik (Kyndryl), Marta Łokuciejewska (Grupa Impel), Ewa Krupka (Capgemini) and Marta Cygan (Stowarzyszenie Twoje Nowe Możliwości).





Goal 9. Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

The concept of infrastructure is complex and defined in various ways. According to the PWN Polish language dictionary, infrastructure “constitutes devices and service institutions necessary for the proper functioning of society and the production sectors of the economy.”⁶ It is an important area in ensuring the economy operates effectively and efficiently, guaranteeing the survival and development of societies. For this reason, particular attention is paid to this area under goal 9 of the SDGs. This assumes that it is crucial to develop reliable, sustainable and resilient infrastructure that supports economic development and people’s well-being. There is also a need to provide all citizens with equal access to infrastructure at an affordable price. Attention is also drawn to the need to raise the quality of infrastructure and introduce sustainable industrial development by increasing resource use efficiency and using clean and environmentally friendly technologies and production processes. Significant emphasis is also placed on strengthening scientific research and raising the technological level of the industrial sector in all countries, especially developing countries, including through innovation, as well as considerably increasing the number of employees in the research and development sector.

In further sections, we present selected WUEB projects and initiatives in line with the realisation of goal 9.

Innovation workshop

On the 5th December 2024, the Innovative Solutions Design Centre DT HUB organised workshops for WUEB employees and students on moderated communication methods, finding solutions and generating ideas using official LEGO® SERIOUS PLAY® sets.

⁶ L. Drabik, A. Kubiak-Sokół i E. Sobol (2023). *Słownik języka polskiego*. Wydawnictwo Naukowe PWN.



The LEGO SERIOUS PLAY method enables moderated meetings to be held, during which emphasis is placed on communication and problem-solving. Participants respond to a series of questions, delving into the topic. In answering the questions posed by the moderator, participants build models using selected LEGO elements. These models are the starting point for discussion, knowledge-sharing, problem-solving and decision-making. The method teaches participants how to:

- increase innovation and efficiency in their activity;
- solve complex business problems;
- conduct free and open communication within teams;
- raise the level of team involvement.

‘Business – science – education’ meeting

On the 4th November, 2024, during the ‘Business – science – education’ meeting, employees of the Wrocław University of Economics and Business branch in Jelenia Góra discussed opportunities for cooperation and mutual support in initiatives, as well as ideas for new projects, with the ‘Karkonosze Business’ group, comprising entrepreneurs from the region,



and the Scientific Circle of Management and Entrepreneurship 'MERITUM'. The exchange of experiences and observations was inspiration for students with regard to ideas for their own business activity. The second part of the meeting was of a more creative nature. Grzegorz Mierzwiński presented to students tools that use artificial intelligence to help the user with various office tasks, including, for example, its possible use for making CVs more attractive.

Partnership agreement between the WUEB and LG Energy Solution Wrocław

On the 29th October 2024, the honourable Rector of the Wrocław University of Economics and Business, prof. dr hab. Czesław Zajęc, and the Managing Director of LG Energy Solution Wrocław, Jangha Lee, signed a partnership agreement, the aim of which is to strengthen the bonds between the academic and business worlds.



The agreement between the WUEB and LG Energy Solution Wrocław is for a partnership related to co-creating teaching programmes, organising lectures and seminars, creating an additional space for education and putting acquired knowledge into practice, and conducting joint research projects. The key areas of cooperation include:

- innovation and technology transfer – the cooperation will also include the creation of scientific and technology transfer consortiums, which will enable new solutions to be introduced onto the market;
- co-creating teaching programmes – LG Energy Solution Wrocław will cooperate with the WUEB to develop teaching programmes so that graduates have skills that correspond to the needs of the labour market;
- additional training and work experience – WUEB students, doctoral students and academic employees will have the opportunity to participate in courses raising their qualifications, as well as in work experience and traineeships organised by LG Energy Solution;
- lectures and seminars – LG Energy Solution employees will take part in conducting classes at the university, sharing their practical knowledge and experience;

- research and development – the parties will cooperate on conducting research projects, developing innovative solutions for the technology and business sectors.

As commented by the WUEB Rector during the meeting that accompanied the signing of the agreement: *We are meeting today in order, on the one hand, to extend our cooperation with LG Energy Solution, as one of the largest employers and enterprises in Lower Silesia, while on the other hand our intention is to broaden the horizons of this cooperation. **Signing the agreement is beneficial for both sides: in educating students, the university must know the needs of the practical application of knowledge, while employers must have the opportunity to employ graduates whose competencies correspond to the needs of the company.***

The 'Equal – safe – accessible' project

April 2024 saw the beginning of the 'Equal – safe – accessible' project.



Information board for the project 'Equal – Safe – Accessible'

The aim of the project is to remove barriers to studying and working at the Wrocław University of Economics and Business (WUEB) by implementing permanent, comprehensive changes in eight areas of activity related to the functioning of people with particular needs, including people with disabilities, in the academic environment. The project covers comprehensive action leading to an improvement in broadly understood accessibility for people with particular needs, providing a more inclusive and accessible academic environment.

The areas in which action will be taken include:

- organisational structure (e.g. creating a psychological support centre, and appointing support ambassadors),
- architectural accessibility (e.g. reconstruction of counters, purchase of induction loops, purchasing additional equipment for the university, creating a workshop zone room in the WUEB branch in Jelenia Góra),

- information and communication accessibility (e.g. training in using plain language, sign language translation services, signage on the campuses in Wrocław and Jelenia Góra),
- digital accessibility (e.g. training in process accessibility and robotisation),
- technologies (e.g. additionally equipping the library, purchase of tools for digitising processes),
- procedures (e.g. updating and implementing new procedures),
- services supporting education (e.g. preparing and printing catalogues of support service guaranteed by the WUEB),
- action raising awareness of disabilities (e.g. awareness and specialist training).

The project will run from the 1st April 2024 to the 31st March 2029.

Third edition of the 'Green Region Forum' conference



Information poster for the 3rd Green Region Forum titled 'Changes in the Economy'

On the 25th June 2024, the third edition of the 'Green Region Forum' conference took place at the Wrocław University of Economics and Business under the slogan 'Changes in the economy 2024.' Its aim was to exchange knowledge and experiences related to ongoing and future changes in the national economy, as well as action for adapting economic entities and public sector bodies to these

changes. The proceedings of the interdisciplinary conference focused on the changes occurring in the Polish economy, taking into account the political, regulatory and social conditions. Presentations and discussions involving researchers, as well as representatives of the public sector and enterprises, covered eight thematic areas:

1. Digital transformation (infrastructure, personnel, factors and barriers to economic development).
2. Energy transformation (economic problems related to the wave of refurbishment and transformation in the processes of generating and using energy, energy poverty).
3. Pro-social transformation (labour market, the silver economy, economic changes due to migration).
4. Transformation strengthening security (military, internal, in the field of finances).
5. Green transformation (with particular emphasis on agriculture and the food industry).
6. Transformation of cities and regions.
7. Economic transformation in Lower Silesia.
8. Transformation supported by EU funds, combining funding from various sources, the participation of researchers from the WUEB and University of Wrocław in preparing joint projects).



The conference was opened by prof. dr hab. Bogusława Drelich-Skulska (WUEB Vice-Rector for Accreditation and International Cooperation), prof. dr hab. Marian Gorynia (President of the Polish Economics Society), prof. dr hab. Czesław Zajęc (then Rector-elect of the Wrocław University of Economics and Business) and Halina Woźniak (director of the Statistics Office in Wrocław). There followed a plenary session under the title 'The role of science and economists in transformation processes,' during which prof. Gorynia gave a lecture on 'Transformation towards an economy of moderation,' which served as an introduction to a discussion with the participation of prof. dr hab. Bogusława Drelich-Skulska, prof. dr hab. Marian Gorynia, prof. dr hab. Bogusław Fiedor (Honorary Chairman of the PAN Economic Sciences Committee), dr Mark Ignor (President of the Polish Development Fund Association), Krzysztof Górki (Director of DFR Investments) and Halina Woźniak.



The second part of the conference comprised thematic sessions, during which participants held discussions in the eight aforementioned thematic areas.

The organisers of the event were the Wrocław University of Economics and Business and Impact Lower Silesia – Think Tank of Wrocław University of Economics and Business, and the partner was the Statistics Office in Wrocław.

Comprehensive thermal modernisation of building B

Under the European Funding programme for Infrastructure, Climate and the Environment (FENIKS) 2021–2027 the Wrocław University of Economics and Business received almost PLN 1.3 million of subsidies for the comprehensive thermal modernisation of building B. This includes insulating the building, replacing the windows, modernisation of the heating system, and adapting the building to the needs of people with disabilities.

The construction and modernisation work on building B is planned for the second quarter of 2025.

Investment project – building D

Between the 11th May 2022 and the 7th March 2024, investment was made in building D covering reconstruction, extension, refurbishment and thermal modernisation.

The scope of work in the **historical part of building D** included: (1) thermal modernisation including replacement of the windows and external doors, reconstruction of the central system heating, and insulation of the external facade, as well as (2) modernisation of office space on the first floor.



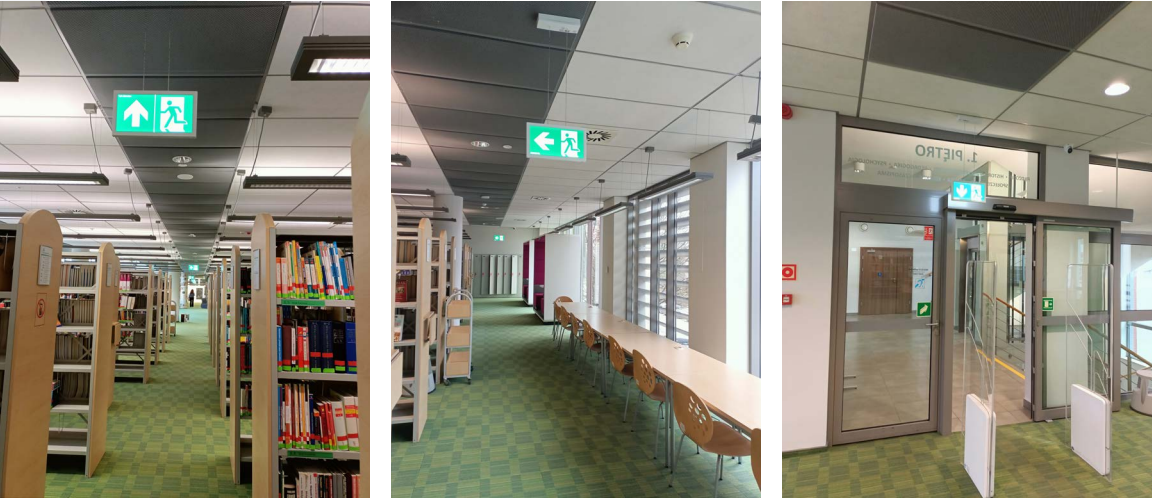
In the modern part of building D the work included: (1) extension, reconstruction and refurbishment, (2) thermal modernisation including replacement of the windows and external doors, reconstruction of the central system heating and insulation of the external facade, as well as insulation of the foundations up to ground level and drainage, (3) installation a lift, (4) installation of photovoltaic panels, (5) adaptation of the building to current fire regulations, and (6) adaptation of the building to the needs of people with particular needs.



Investment project – buildings U and W

Between November 2023 and March 2024, investment work was carried out on the first floor of buildings U and W involving the replacement of the emergency lighting system. The work included:

- deinstallation of the old emergency evacuation lighting system,
- installation of a new emergency evacuation lighting system,
- lighting measurement,
- start-up of the central battery system and addressing of lamps.



Investment project – Ślężak Student Hall

Between July 2023 and September 2024, work was carried out in the Ślężak Student Hall to adapt the infrastructure to the requirements of fire regulations (stage 2). The construction and installation work was conducted to improve fire protection for the residents and employees of the Ślężak Student Hall.

The refurbishment included:

- land development works,
- building and construction works,
- replacement of internal doors,
- installation of office and residential module door entrance systems,
- plumbing installation, including fire hydrants, with the adaptation of the existing water supply and the premises in which it is located to the applicable requirements of fire regulations.





Goal 11. Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable

As centres of culture, science, industry and social development, as well as specific incubators of new ideas, cities are a separate subject of interest within sustainable development goals. Goal 11 is dedicated to this area of socio-economic life. It recommends supporting the economically, socially and environmentally beneficial connections between urban, suburban and rural areas by strengthening national and regional development planning. Efforts should be intensified to protect and secure world cultural and natural heritage, as well as reduce the detrimental negative per capita impact of cities on the environment, paying particular attention to air quality, as well as communal waste and other contaminant management. In addition, easy and universal access should be provided to safe green areas and public spaces, especially for women, children, older people and people with disabilities.

One of the WUEB's key areas of interest in realising the assumptions of goal 11 is the agreement within the Partnership for the quality of freight services in the historical city centre.

A vision of zero-emission deliveries in Wrocław's historical city centre

On the 17th July 2024, the City of Wrocław, in cooperation with the Wrocław University of Economics and Business, courier firms, food distributors, experts and associations and foundations dealing with sustainable urban mobility and logistics, entered into a partnership agreement for the improvement of the quality of goods delivery services in the historical centre of Wrocław. The partnership was formed in 2023 by letter of intent signed by the WUEB Rector and the President of the City of Wrocław.



The aim of the partnership is to improve the goods delivery system and introduce zero-emission deliveries in the historical centre of Wrocław. An additional aim is to solve ongoing logistics problems in the city.

As emphasised by prof. dr hab. Andrzej Kaleta, Rector of the Wrocław University of Economics and Business – *As a result, constructive solutions will be implemented for identifying problems, taking into account the varying needs of stakeholders and remaining in line with the city's strategic goals.*



According to survey questionnaires completed by the representatives of enterprises located in the city centre, as well as analyses of goods deliveries, the greatest challenges for courier firms are the allocated time windows and the lack of places for unloading. These limitations often lead to deliveries being made outside the allocated time periods, as well as pavements and roads being blocked by delivery vehicles. At present, over 60% of deliveries to the very centre of Wrocław are made outside the allocated times. Solving these problems requires open dialogue between various stakeholders. *These are the types of issues that we intend to focus on as part of the partnership* – says dr hab. Maja Kiba-Janiak, WUEB Professor, Director of the Urban Logistics Centre at the Wrocław University of Economics and Business, which is the partnership leader.

To date, workshops have been organised under the partnership with the participation of entrepreneurs and couriers. The result of these meetings has been the development of specific solutions:

We set up a task force that has worked on the idea of creating a micro transloading centre in the NFM car park, under the working title 'Microhub Wrocław.' In short, this Microhub would act as a place close to the centre where goods can be safely transloaded from delivery trucks onto smaller vehicles – electric or cargo bicycles. Thanks to this, petrol and diesel vans would not drive into the centre, and the majority of deliveries would be more ecological and low-emission – also taking place at times outside the allocated delivery window. We managed to invite the seven largest courier firms in the country to take part in the initiative, all of which declared their willingness to use the Microhub. To date, such solutions only operate successfully abroad. Microhub Wrocław would be the first such solution in Poland – underlines Monika Kozłowska-Święconek, Director of the Sustainable Mobility Office.



TEDx Conference Wrocław 2024

TEDx Wrocław 2024 took place under the slogan 'Per aspera ad astra.' The aims of the initiative were education, integration and support for people with disabilities in order to contribute to building a more inclusive society. During presentations and workshops conducted by experts, students had the opportunity to learn about the difficulties and challenges faced by people with disabilities.



The TEDx Wrocław 2024 conference, organised by the WUEB Student Government, gained national recognition and won first place in the prestigious 'Pro Juvenes' competition in the category 'Studies with barriers.' The Student Community Award Gala, during which the results were announced, was held on the 23rd November 2024 in Warsaw.



The 'Pro Juvenes' competition has been organised every year since 2013 by the Student Parliament of the Polish Republic. Its aim is to promote active students and their initiatives, as well as to highlight the contribution of student-friendly people and organisations that support young people's potential.

The winning team received congratulations from the honourable Rector prof. dr hab. Czesław Zajęc:

It is with great pleasure and pride that I congratulate our students on winning first place in the Pro Juvenes competition. This exceptional achievement is proof of your engagement, knowledge and skills, which have enabled you to reach for the highest laurels. This success is not only a personal triumph, but also a source of pride for our university. You are an inspiration to other students, and proof that it is always worth setting yourself ambitious goals! Thank you for representing our university in such a prestigious competition, and I wish you further successes – both in science as well as in your professional lives. I am firmly convinced that many excellent achievements are still before you.

More information on TEDx UEWroc can be found at: <https://www.tedxuew.com/>

WUEB participatory budget

The aim of the WUEB participatory budget (PB) is to include members of the academic community in the decision-making process related to allocating part of the funds from the university budget. This is so as to improve working and studying conditions, and to better identify and satisfy the needs of the WUEB community. Another intention behind setting up the WUEB PB is to support innovation and new ideas, integrate the environment and develop knowledge, skills and civic attitudes, including responsibility for the common good.



In the first edition of the WUEB participatory budget in 2024, five projects were submitted by WUEB employees, doctoral students and students. The voting to select the ideas that best serve the academic community took place on the 15th–21st March 2024, and 983 votes were cast. As a result, the two projects that gained the most votes will be put into effect: ‘Pink boxes at the university,’ and ‘Purchase and installation of new furniture for small urban architecture in the Zaprzegubia area.’

Awards for students

The scientific activity of students from the Wrocław University of Economics and Business is also linked to the realisation of goal 11 of the SDGs. In 2024, a WUEB graduate – Maria Herman – was awarded a distinction in the 21st edition of the ‘Wrocławska Magnolia’ competition. The award was given for her paper: ‘The growth of second-hand clothing brands on the Wrocław market as implementation of the assumptions of the circular economy.’ The supervisor for the paper was dr hab. Alicja Graczyk, WUEB Professor.

The ‘Wrocławska Magnolia’ competition is addressed to graduates of Wrocław universities (state and private) who in their master’s theses address topics related to the quality of life of Wrocław inhabitants (protection of the natural environment and human health, management of green spaces). The President of Wrocław is the organiser of the competition, and the unit responsible for implementation of the tasks is the Office for Cooperation with Institutions of Higher Education at Wrocław City Hall.





Goal 13. Climate Action

Take urgent action to combat climate change and its impacts

Today, one of the most frequently raised issues is combatting climate change. It is treated as a global challenge in which state borders are of no importance. Counteracting and reducing the effects of climate change requires coordinated cooperation and solutions developed at an international level. It is also important that the designated actions are respected and implemented in every city on Earth, by all countries. For this reason, goal 13 of the SDGs is dedicated to environmental issues, in particular climate change and its potential effects. It is therefore vital for all countries to strengthen their resilience and their ability to adapt to the threats of climate change and natural disasters. Education and human and institutional potential should also be increased, and the level of awareness on adapting to climate change and its effects should be improved, as should early warning systems. It is also important to promote mechanisms for increasing effective planning and management with regard to climate change.

Issues related to the environment and climate change are important topics for our university and are visible in the various initiatives undertaken.

EU TalentOn 2024 competition

EU TalentOn is an annual competition initiated, financed and co-created by the European Commission, and held in various European Union countries. It is aimed at young researchers aged 21 to 35 from all fields of science. This year's edition took place at the Silesian University in Katowice – the European City of Science 2024. During the five-day competition, the young researchers develop the best innovative scientific solutions for improving quality of life. The solutions must be connected with one of the following European Union challenges defined in the Horizon Europe programme:

- adaptation to climate change;
- preventative health and care for patients with cancer;
- regeneration of the oceans and water resources;

- intelligent cities;
- restoration and protection of soil health.

In total, 27 teams participated in EU TalentOn 2024, comprised of 108 participants from 38 countries.



The teams competed in five thematic categories. The H2FAST team, led by dr Paweł Brusila and made up of researchers from Cyprus, Estonia and Romania, focused on the challenge 'Adaptation to climate change,' and developed an innovative project for a hydrogen photovoltaic installation used for obtaining and storing energy using renewable energy sources and rainwater. The team achieved an important success in receiving the Audience Award.

School Climate Conference

On the 13th–15th March 2024, in the premises of the Wrocław University of Economics and Business the next in the School Climate Conference series was organised. This initiative has taken place regularly since 2020, and is created by young people for young people. Its aim is to explore problems related to climate change and to look for potential solutions. The event is aimed mainly at secondary school pupils; however, in 2024, for the first time one day was dedicated to pupils from the older grades of primary schools.

The event was opened by prof. dr hab. Bogusława Drelich-Skulska, who thanked the young people present for their involvement and willingness to take part in such a socially important initiative.



Among the guests, who spoke about cooperation and responsibility for the current state of the environment were Katarzyna Szymczak-Pomianowska (Director of the Sustainable Development Department), Ewa Szczęch (Director of the Secondary and Special Schools Department), Michał Syrycki from the Wrocław City Youth Council, and Ariel Wojciechowski (an expert in partnership relations and the InPost Greencity programme).



Climate Academy 4

The 4th June 2024 saw the fourth edition of the Climate Academy. Around 60 people participated in the event, including employees of our university, students and entrepreneurs. The fourth edition was dedicated to climate change threats and the challenges facing entrepreneurs from small and medium-sized enterprises.



The academy was opened by prof. dr hab. Bogusława Drelich-Skulska, WUEB Vice-Rector for Accreditation and International Cooperation, while the substantive part of the project was inaugurated by a lecture by dr hab. Bożena Ryszawska, WUEB Professor, on the links between capitalism and the climate catastrophe. The project was implemented with the cooperation of Credit Agricole bank, InQUBE University Business Incubator and Impact Lower Silesia – Think Tank of Wroclaw University of Economics and Business.

Climate Academy 5

The fifth edition of the Climate Academy was held on the 3rd December 2024, under the title 'Biodiversity in the centre of the campus, the city and attention,' and was organised by the Green Team Competence Centre, the Sustainable Development Office, and the WUEB Professional Competencies Department.



Promotional graphic for the fifth edition of the Climate Academy titled 'Biodiversity at the centre: of the campus, the city, attention'

The event was made up of two parts. The first comprised lectures by the following experts:

1. Piotr Mikołajczyk from UNEP/GRID (presentation: 'Nature in business – business in nature. Why is biodiversity so important for us?').
2. Katarzyna Teter from Respect Energy (presentation of the 'Biodiversity' report).
3. Paulina Graczyk from the AKRA foundation (presentation: 'In the shadow of our choices: how electronics and fashion affect resources – nature and the future of children in Ghana').
4. Joanna Bagińska from the firm Mustela (presentation: 'A good avocado – check what's under the skin').





The second part consisted of two workshops:

- for students: 'Climate mosaic – understand climate change by playing cards – a workshop in which you become an expert,' led by Joanna Bagińska,
- for teachers: the social simulation 'Up to you,' led by Aleksandra Solińska-Nowak from the Systemic Solutions Centre.

Climate Academy

Climate Academy is an event organised for the first time in 2024 in the form of two-day workshops conducted in English. During the academy, five design teams worked on solutions to real business problems faced by positive impact start-ups and foundations invited to the event. The project was conducted in cooperation with Credit Agricole bank, the TerGo start-up, InQUBE University Business Incubator and Impact Lower Silesia – Think Tank of Wrocław University of Economics and Business.



The event began with a presentation by Ewa Kielszna from the TerGo start-up, who presented the challenges of climate change facing business and society as a whole. This was followed

by the presentation of tools for calculating carbon footprint, thanks to which the workshop participants could find out the quantity of greenhouse gases they produce.

During workshops in the later part of the event, five design groups selected a project for analysis, which they then worked on. The first day of the Climate Academy finished with an educational integration session, during which participants took part in sustainable cooking workshops.



On the second day, Vanessa Daswani – a certified coach who works with leaders in sustainable development – gave an online lecture about sustainable leadership. Following this, the teams worked on the challenges agreed upon the previous day to develop solutions for start-ups and foundations, with Joanna Macalik, Ewa Popowicz, Dominika Hadro, Dawid Kościewicz and Karolina Daszyńska-Żygadło in the role of facilitators. The day ended with a presentation of the projects and a discussion with the organisation representatives.

WUEB's Double Materiality Assessment Launch

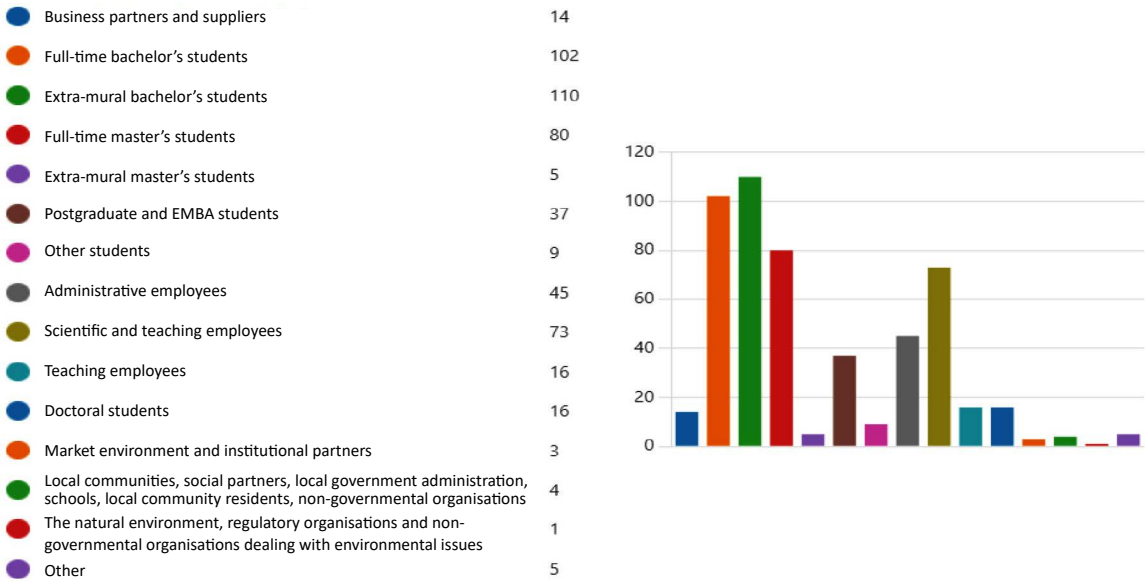
In 2024, the Sustainable Development Office (SDO) began work on preparing a strategic Sustainable Development Plan.

As part of this project, the SDO developed a questionnaire in which respondents were asked to indicate the materiality of each of 40 topics/factors related to sustainable development for WUEB.

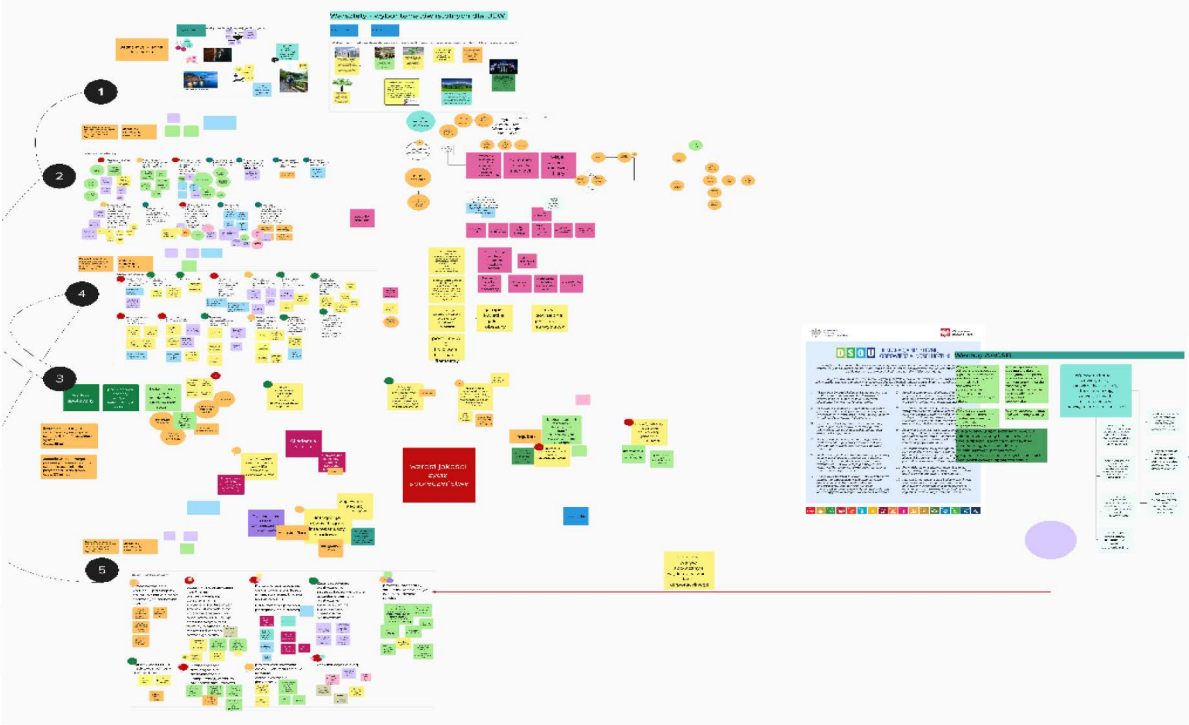
The questionnaire explained that the issue of sustainable development is considered important if in the opinion of Wrocław University of Economics and Business respondents (WUEB stakeholders), it is connected to a considerable actual or potential impact on people and/or the environment in this regard. This includes impacts caused by the WUEB or the actions of our partners or those making use of our educational offer contributed to by the WUEB, as well as impacts directly related to the activity of the WUEB and its entire value chain. This impact may be positive or negative.

The questionnaire was sent out to WUEB stakeholders, and 484 responses were received.

The structure of university stakeholder respondents was as follows:



The second stage consisted of three workshops with the participation of employees from the Sustainable Development Office, the International Cooperation Centre, and members of the Green Team. The workshops took place on the 19th January 2024, the 25th January 2024, and the 1st February 2024 (see the figure below).



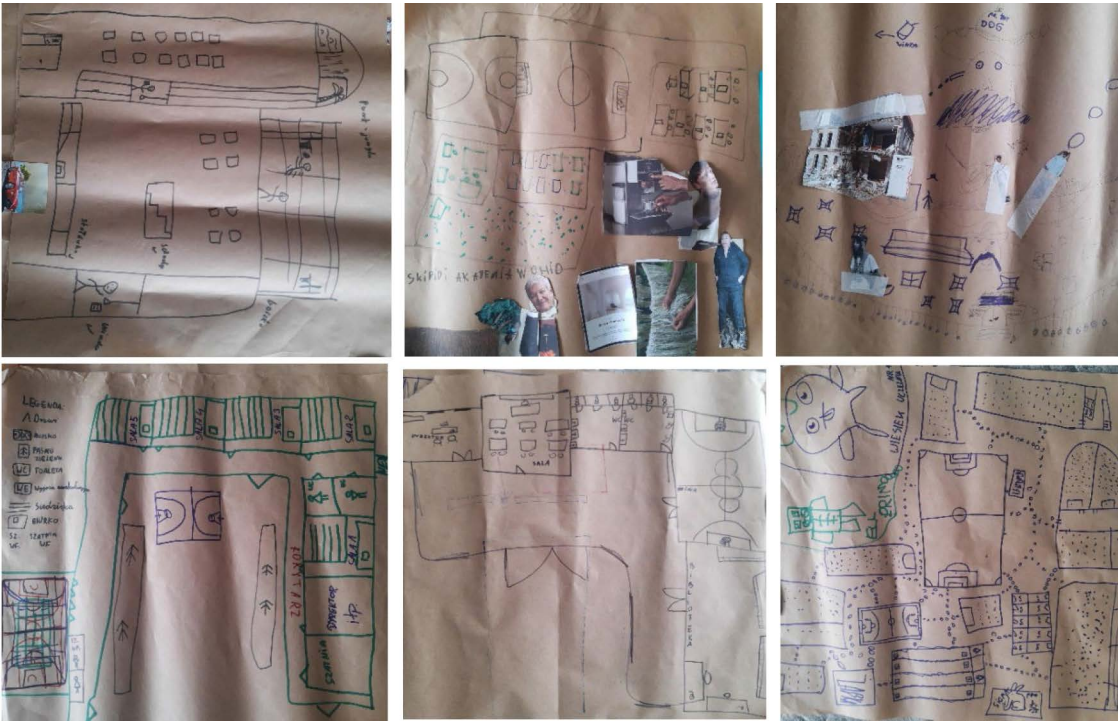
Graphical presentation of the workshop results

During the workshops (irrespective of the questionnaire), a parallel discussion was held on material issues related to sustainable development. The workshops were conducted online using the Mural application for creating notes and saving the results of the work.

The third element in the materiality analysis process was conducting workshops with children – participants of the Children’s University of Economics (CUE) – which took place on the 6th May 2024. The children expressed their opinions by preparing artwork.

In the children’s opinion, the main tasks related to sustainable development that the university of the future should implement were as follows:

- 1) construct playing fields on campus so as to encourage participation in sports and integrate students and staff in their free time;
- 2) create a wilderness area (original wording), that is wild gardens in the green areas not adjacent to communication routes;
- 3) use moss to create paths and other elements – walls or roofs;
- 4) introduce music into student life – an imprecise idea, more an area of inspiration;
- 5) create a university mascot – one of the artworks in the attached photographs presents an idea for the mascot.



The questionnaire was also distributed among the parents of children from the CUE, as well as among seniors participating in University of the Third Age classes.

The collected material was used as recommendations in discussions with the WUEB Rector’s Committee on selecting key areas related to sustainable development and developing assumptions for the Sustainable Development Plan.

Sustainable Development Forum

Inauguration

On the 4th March 2024, the inauguration of the Sustainable Development Forum (SDF) was held at the Wrocław University of Economics and Business – an initiative which gathered together representatives of the university's stakeholders. Invitation to the forum was accepted by Mariusz Wawer (3M), Aneta Herbuś (Wrocław Agglomeration Development Agency), Piotr Dobosz (Aira Jeden), Tomasz Wcisło (Aira Jeden), Monika Ciesielska-Mróż (AmCham), Wojciech Mróz (Ashoka), Leszek Gaś (Office of the European Parliament in Wrocław), Magdalena Obłozza (BNP Paribas), Wojciech Szarski (BNY Mellon), Adam Pogorzelski (CCC Group), Aleksandra Rutkowska (Credit Agricole), Agnieszka Orłowska (ESG Institute sp. z o.o.), Julia Bogusławska (Ukrainian Women in Poland Foundation), Monika Domaradzka (Hydropolis/MPWiK), Przemek Pohrybieniuk (Impactangels.pl), Monika Poważna (KGHM), and Katarzyna Teter (Respect Energy).



Invitation graphic to the Sustainable Development Forum

After the ceremonial inauguration for the creation of the WUEB SDF, a strategic workshop was held with the participation of the forum participants and WUEB employees and students. The aim of the meeting was to identify important areas over which the university has an influence, as well as areas related to sustainable development that impact the university.

Four thematic groups were formed during the workshop dedicated to the following areas:

- 1) environment (facilitator: dr hab. Monika Hajdas, WUEB Professor);
- 2) corporate governance (facilitator: dr eng. Dominika Hadro, WUEB Professor);
- 3) social impact (facilitator: dr Karolina Daszyńska-Żygadło);
- 4) employees (facilitator: dr hab. Magdalena Rojek-Nowosielska, WUEB Professor).

The meeting participants identified not only current actions, but also possible directions for initiatives to be taken in the coming years.

Through this initiative, the Wrocław University of Economics and Business wishes to express its engagement in shaping a future based on sustainable and responsible practices, above all by listening to stakeholders, whose opinions will be taken into account in the WUEB's Sustainable Development Plan.

The task of the forum is to provide support and act as an advisory body when setting out and implementing the directions for the WUEB's strategic sustainable development.

In August 2024, an order was issued, on the basis of which the WUEB Rector established the Sustainable Development Forum,⁷ constituting a platform for cooperation between the university and representatives of the WUEB's external stakeholders related to achieving the sustainable development goals. The document specifies that the SDF's tasks include:

- 1) supporting the university authorities in defining strategic directions for the university's sustainable development;
- 2) developing and recommending sustainable development policies and procedures to be implemented by the university authorities;
- 3) submitting proposals for changes to the university's educational offer, taking into account the needs and goals of sustainable development;
- 4) proposing ideas for forms of university activity that will raise awareness of sustainable development among WUEB stakeholders;
- 5) co-creating an image of the WUEB as a modern and responsible organisation;
- 6) supporting the monitoring of the university's progress in achieving sustainable development goals;
- 7) supporting research initiatives and scientific projects related to sustainable development, and promoting international cooperation in this area;
- 8) initiating and supporting action for sustainable management of the university's resources, including energy, water and waste;
- 9) developing partnerships with local, national and international organisations working for sustainable development;
- 10) creating and supporting networks of contacts and cooperation between students, employees and external stakeholders related to sustainable development;
- 11) cooperating with all of the university's organisational units, in particular the Sustainable Development Office.

The systematic and multidimensional cooperation of the whole academic community at the Wrocław University of Economics and Business with external stakeholders in the realisation of the sustainable development goals raises the hope that we will consciously and jointly build well-being on planet Earth, which will be a safe home for us and future generations.

⁷ Order no. 105/2024 of the Rector of the Wrocław University of Economics and Business of the 23rd August 2024.

Acknowledgements

We would like to express our sincere thanks to all WUEB employees, doctoral students and students for their assistance in preparing this report, and for their day-to-day hard work in undertaking initiatives related to the realisation of the UN's sustainable development goals.

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List of Literature and Legal Acts

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Order no. 32/2024 of the Rector of the Wrocław University of Economics and Business of the 15th March 2024.

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Order no. 100/2024 of the Rector of the Wrocław University of Economics and Business of the 13th August 2024.

Order no. 103/2024 of the Rector of the Wrocław University of Economics and Business of the 20th August 2024.

Order no. 105/2024 of the Rector of the Wrocław University of Economics and Business of the 23rd August 2024.

Order no. 206/2024 of the Rector of the Wrocław University of Economics and Business of the 4th November 2024.

Appendices

Tabela A. Research projects supporting realization of the sustainable development goals implemented by the Wrocław University of Economics and Business in 2024

Supervisor/ Coordinator	Title/Project name	Start date	End date
Maja Zofia Kiba-Janiak	Systemic expansion of territorial CIRCULAR ecosystems for end-of-life FOAM	01.10.2021	30.09.2025
Bożena Ryszawska	Energy citizenship and energy communities for a clean-energy transition	01.05.2021	30.04.2024
Magdalena Mucowska	Stakeholder relations and their impact on last-mile green deliveries on the e-commerce market – comparative case study	19.01.2024	18.01.2026
Bartłomiej Jefmański	Communicative value of sustainable products and consumer behaviours	02.02.2024	01.02.2026
Ilona Kwiecień	Motherhood during active professional life and the motherhood pension gap	02.02.2022	29.03.2024
Sebastian Bobowski	Eastern Asia on the path to sustainable development	01.02.2024	30.11.2025
Magdalena Ligus	Sustainable regional energy – measurement of the degree of implementation and selection of development strategies	28.10.2019	27.07.2025
Maja Kiba-Janiak	Sustainable last-mile urban logistics and returns on the e-commerce market. The perspective of various stakeholder groups	16.07.2019	15.06.2024
Agnieszka Piekara	Developing innovative food products in the process of the sustainable method of limiting waste in fruit processing	25.04.2022	30.11.2024
Małgorzata Solarz	The LendTech sector and the phenomenon of credit exclusion in the era of sustainable finances – dependencies, consequences, recommendations	25.04.2022	30.11.2024
Hanna Kociemska	The role of the quality of public management in limiting the negative impact of climate change thanks to the issue of green bonds around the world	02.02.2022	30.11.2024
Justyna Zabawa	Impact of ESG factors on the merger and takeover processes of companies listed on the Warsaw Stock Exchange	01.02.2023	30.11.2024

Supervisor/ Coordinator	Title/Project name	Start date	End date
Arkadiusz Piowar	Economic, social and institutional conditions impacting water management in Polish agriculture in the context of adaptation to climate change	07.07.2022	06.07.2025
Arkadiusz Piowar	Socio-economic, environmental and technical conditions affecting energy poverty in rural areas in Poland	05.07.2019	04.07.2024
Paweł Żuk	Analysis of the socio-spatial conditions impacting the phenomenon of 'energy ageism' in Poland in the context of the energy crisis and the war in Ukraine	11.07.2023	10.07.2024

Source: internal WUEB materials.

Tabela B. Publications in 2024 by employees of the Wrocław University of Economics and Business in line with the sustainable development goals – quantitative summary

Sustainable development goal (SDG)	Number of documents in WoS	Number of citations	Number of documents in Scopus	Number of citations
01 No poverty	11	0	7	8
02 Zero hunger	20	16	8	8
03 Good health and well-being	51	39	19	60
04 Quality education	5	1	13	12
05 Gender equality	6	0	5	0
06 Clean water and sanitation	3	7	3	1
07 Affordable and clean energy	15	22	22	32
08 Decent work and economic growth	16	10	40	39
09 Industry, innovation and infrastructure	46	32	38	89

Sustainable development goal (SDG)	Number of documents in WoS	Number of citations	Number of documents in Scopus	Number of citations
10 Reduced inequalities	9	2	15	11
11 Sustainable cities and communities	21	11	16	8
12 Responsible consumption and production	22	49	20	23
13 Climate action	24	30	14	31
14 Life below water	4	1	1	0
15 Life on land	13	14	1	1
16 Peace, justice and strong institutions	1	2	5	7
17 Partnerships for the goals	9	3	-	-

Source: prepared on the basis of the Scopus database (SciVal tool) and the Web of Science database (using InCites), access date: 08.02.2025.

Tabela C. List of highly rated publications by employees of the Wrocław University of Economics and Business in line with the reported sustainable development goals in 2024

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
04 Quality education	Maria Forlicz; Jarosław Tomaszewski; Renata Skypalova	Measuring Quality and Effectiveness of HEI Internationalisation Results from Poland, Czechia, Ukraine and The United Kingdom	Q2	2.1	100
	Konrad Liszczyk; Iwona Chomiak-Orsa	The Importance of Eco-Commerce in the Context of Sustainable Development: A Case Study Analysis	n/d	n/d	140

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
08 Economic growth and decent work	Joanna Górka; Katarzyna Kuziak	Dynamic Connectedness among Alternative and Conventional Energy ETFs Based on the TVP-VAR Approach	Q3	3	140
	Zaghum Umar; Adam Zaremba; Mehmet Umutlu; Aleksander Mercik	Interaction Effects in the Cross-Section of Country and Industry Returns	Q1	3.6	140
	Razzak Janjua Laeeq; Iza Gigauri; Agnieszka Wójcik- -Czerniawska; Elżbieta Pohulak- -Żołędowska	Risk Management in the Area of Bitcoin Market Development: Example from the USA	Q2	2	70
	Aleksander Mercik; Tomasz Sloński; Marta Karaś	Understanding Crypto-Asset Exposure: An Investigation of Its Impact on Performance and Stock Sensitivity among Listed Companies	Q1	7.5	100
09 Innovation, industry, infrastructure	Szymon Cyfert; Witold Szumowski; Waldemar Głabiszewski	Building SME Performance through Relationship Quality. The Role of Supply Chain Flexibility	Q4	1.2	70
	Magdalena Kapelko; Lidia Ortiz; Juan Aparicio	Comparing Groups of Units through Composite Indicators in a Non-Convex Approach: Corporate Social Responsibility for the Food and Beverage Manufacturing Industry	Q1	4.4	70
	Justyna Zabawa; Ewa Łosiewicz- -Dniestrzańska	Environmental Responsibility of Banks versus Their Financial Efficiency. Evidence from The Warsaw Stock Exchange	Q4	1	100
	Magdalena Kapelko	Evaluating Input- and Output-Specific Inefficiency in Courts of Justice. An empirical study of Polish District Courts	Q2	3.1	100
	Piotr Rogala; Piotr Kafel; Inga Lapina	External Audits and Official Controls – What’s the Difference in Their Usefulness and Credibility?	Q3	1.3	100

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
09 Innovation, industry, infrastructure	Sateesh V. Shet; Gaurav Raut; Pratima Shet; Padmaja Argade; Agnieszka Piekara	From Challenges to Competencies: Informal Female Entrepreneurship in Emerging Economies	Q2	2.9	70
	Katarzyna Piwowar-Sulej; Anna Cierniak-Emerych	How to Measure Employees' Interests So as to Be a More Socially-Responsible Employer: A Proposal of a New Scale and Its Validation	Q1	7.6	100
	Melania Bąk; Marzena Strojek-Filus; Andrzej Bąk	Industry Sector's Influence on the Narratives in Environmental Disclosures in the Opinion of Reports Preparers. Evidence from Poland	Q4	1	100
	Paweł Dobrzański; Sebastian Bobowski; Clare Karenjit	Left-Behind Places in Central and Eastern Europe-Labour Productivity Aspect	Q1	5.6	140
	Maria D. Guillen; Juan Aparicio; Magdalena Kapelko; Miriam Esteve	Measuring Environmental Inefficiency through Machine Learning: An Approach Based on Efficiency Analysis Trees and By-Production Technology	Q1	6	140
	Olga Kalinowska-Beszczynska; Katarzyna Prędkiewicz	MedTech Start-ups: A Comprehensive Scoping Review of Current Research Trends and Future Directions	Q1	2.9	100
	Patrycja Klimas; Katarzyna Gadomska-Lila; Karina Sachpazidu	Operationalization of Coopetition Performance: Challenge Accepted	Q1	7.8	70
	Marta Dziechciarz	Panel Data Analysis of Subjective Well-Being in European Countries in the Years 2013-2022	Q2	0.3	100
	Marek Walesiak; Grażyna Dehnel	Progress on SDG 7 Achieved by EU Countries in Relation to the Target Year 2030: A Multidimensional Indicator Analysis Using Dynamic Relative Taxonomy	Q1	2.9	100

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
09 Innovation, industry, infrastructure	Patrycja Klimas; Sylwia Stańczyk; Karina Sachpazidu	Pushing Coopetition Research Further: Understanding, Relevance, and Operationalization of the Attributes of Coopetition Strategies and Coopetitive Relationships	Q3	2.3	100
	Andrzej Koza; Adriana Politaj	Reductions in Payments to the State Fund for the Rehabilitation of Persons with Disabilities (PFRON) as a Tool to Reduce Non-wage Labour Costs in enterprises	Q4	0.6	70
	Iwona Chomiak-Orsa; Klaudia Smolag	Remote Learning Technologies in Achieving the Fourth Sustainable Development Goal	n/d	n/d	140
	Magdalena Swacha-Lech; Robert Kurek	Success Drivers of Equity Crowdfunding Campaign. Empirical Evidence from Poland	Q3	1.4	70
	Qaisar Iqbal; Katarzyna Piwowar-Sulej; Andreas Kallmuenzer	Sustainable Development through Frugal Innovation: The Role of Leadership, Entrepreneurial Bricolage and Knowledge Diversity	Q1	7.8	70
	Katarzyna Piwowar-Sulej	Sustainable Human Resource Management: A Mixed-Method Analysis of the Research Field Focusing on the Visegrad Countries	Q3	1.3	100
	Qaisar Iqbal; Katarzyna Piwowar-Sulej	Technological Social Responsibility: A Stakeholder Theory-Based Measurement Scale	Q1	12.9	140
	Piotr Rogala; Piotr Kafel; Maciej Urbaniak	The Credibility of External Audits of Management Systems – the Audited Enterprises' Perspective	Q2	4	100
	Marzena Stor	The Effects of Staffing on Company Performance Results: The Mediating Role of HRM Outcomes in the Specific Contexts	Q2	3.6	70
	Alona Tyupova; Joanna Harasym	Valorization of Fruit and Vegetables Industry By-Streams for 3D Printing – A Review	Q1	4.7	100

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
09 Innovation, industry, infrastructure	Katarzyna Piwowar-Sulej; Ewa Popowicz; Adam Sulich	What Is the Link between Internal Communication, Organizational Culture and Environmental Strategy? The Context of Company Size and Employee Perception	Q3	1.3	100
11 Sustainable cities and communities	Artur Skoczylas; Bogdan Franczyk; Wiesława Gryniewicz; Ryszard Zygała	Decision Support in Production Environment Using Artificial Intelligence	n/d	n/d	140
	Mateusz Frączyk; Marcin Hernes	Forecasting Residential Real Estate Prices Using Deep Learning	n/d	n/d	70
	Aleksander Karoński; Marcin Hernes; Ewa Walaszczyk; Artur Rot	Forecasting Sales at Fuel Stations Using a Multilayer Perceptron	n/d	n/d	70
	Maja Kiba-Janiak; Katarzyna Cheba; Magdalena Mucowska; Leise Kelli de Oliveira; Maja Piecyk; Pietro Evangelista; Gunter Prockl; Jagienka Rzeźny-Cieplińska	How to Design a Sustainable Last-mile Delivery and Returns Business Model from e-Customers' Expectations Perspective?	Q2	4.1	100
	Kateryna Czerniachowska; Radosław Wichniarek; Krzysztof Żywicki	Matheuristics for the Order-Picking Problem with Sequence-Dependant Constraints in a Logistic Center with a One-Directional Conveyor between Buffers	Q4	0.9	70
	Radosław Rudek; Izabela Rudek	Models and Algorithms for the Preventive Maintenance Optimization of Railway Vehicles	Q1	7.5	200
	Patrycja Konieczna	Perceptions of the Real Estate Market by Students Representing Generation Z: Housing Preferences and Investment Plans	Q4	0.6	70

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
11 Sustainable cities and communities	Alicja Piaskowska; Marcin Hernes; Ewa Walaszczyk; Agata Kozina; Kateryna Czerniachowska	Prediction of the Delay Time of Public Transportation Using Machine Learning	n/d	n/d	70
	Iwona Dittmann	The Potential of Residential Property in Poland as an Inflation Hedge Investment	Q4	0.6	70
13 Climate action	Kacper Szulecki; Maria Aspen Neerland; Hakon Tomter; Cecilie A. Blomberg Waeringsaasen; Paweł Żuk; Piotr Żuk	Ageism, Welfare, and the Energy Transition: A Comparative Analysis of the Perceptions among the Elderly in Poland and Norway	Q2	4.6	70
	Piotr Żuk; Daniele Conversi; Paweł Żuk	Conceptualising Energy Nationalism in the Context of Climate Change: Framework and Review	Q3	2.6	100
	Renata Brajer-Marczak; Przemysław Seruga; Małgorzata Agnieszka Jarosova; Małgorzata Krzywonos	Green Business Process Management in a Polish Municipal Waste Treatment Plant-Regional Case Study	Q3	2.7	70
	Tomasz Lesiow; Xiong L. Youling	Heat/Cold Stress and Methods to Mitigate Its Detrimental Impact on Pork and Poultry Meat: A Review	Q1	4.7	100
	Agnieszka Wojewódzka-Wiewiórska; Hanna Dudek; Katarzyna Ostasiewicz	Household Energy Poverty in European Union Countries: A Comparative Analysis Based on Objective and Subjective Indicators	Q3	3	140
	Arkadiusz Piwowar	Problems and Prospects of Thermal Modernization of Farm Buildings in Rural Areas in Poland	Q1	6	100

Sustainable development goal (SDG)	Author(s)	Article title	Year quarter publication (Q1, Q2, Q3, Q4)	IF for year of publication	Number of points
13 Climate action	Paweł Żuk; Piotr Żuk	Social and Spatial Determinants of Energy Ageism: Calibrating Social Policy towards Older People under the Conditions of Energy Transition in Polish Society	Q1	6.9	140
	Arkadiusz Piwowar; Maciej Dzikuc	The Economic and Social Dimension of Energy Transformation in the Face of the Energy Crisis: The Case of Poland	Q3	3	140
	Magdalena Wróbel- Kwiatkowska; Aleksandra Osika; Justyna Liszka; Mateusz Lipiński; Lucyna Dymińska; Michał Piegza; Waldemar Rymowicz	The Impact of a Non-Pathogenic Strain of Fusarium Oxysporum on Structural and Biochemical Properties of Flax Suspension Cultures	Q1	4.9	140
	Michał Ptak; Jarosław Neneman; Sylvia Roszkowska	The Impact of Petrol and Diesel Oil Taxes in EU Member States on CO2 Emissions from Passenger Cars	Q1	3.8	140
	Daria Kostecka- Jurczyk; Mirosław Struś; Katarzyna Marak	The Role of Energy Cooperatives in Ensuring the Energy and Economic Security of Polish Municipalities	Q3	3	140
	Sophie Nyborg; Maja Hors; Cian O'Donovan; Gunter Bombaerts; Meiken Hansen; Makoto Takahashi; Gianluigi Viscusi; Bożena Ryszawska	University Campus Living Labs: Unpacking Multiple Dimensions of an Emerging Phenomenon	Q1	1.9	100

Tabela D. List of training courses expanding knowledge among AT and NAS employees in 2024

Specialist knowledge	<p>AI in research Academic Triathlon in top-tier journals: writing – submission – revision Laryngology examinations – PINK OCTOBER 2 Preventative examinations – neck and craniofacial ultrasound – PINK OCTOBER 2 Research data security University safety: identifying threats and cooperation with emergency services Bibliography perfection – training in effective bibliography management using Mendeley software Building social awareness on accessibility – PFRON Insightful Profiler iPI2I certification What’s new in quantitative research? New trends, but also new standards Coaching for WUEB branch employees in professional development Coaching for WUEB employees in professional development Working time EB SHOW EDTech Effective scientific mentoring Advanced voice projection English for researchers Eristics Evaluation of the quality of scientific activity in the years 2022–2025 The basics of Excel Facebook & Instagram PRO Wrocław Innovative methods for activating work with students Inventory for 2023 in budgetary units – inaccuracies during inventory taking How not to be hacked How to work with artificial intelligence Inclusive language Conference: legal services for universities 2024 Individual consultations on Canva software Consultations on MS Excel Office and Archival course – 1st degree Creative Commons licences Managing in times of change – team management in a changing environment NCN – OPUS 27 Negotiations in project management Neurodiversity as a challenge for the academic environment Modern academic teaching methods Environmental protection obligations of the university and other scientific units – how to implement them in practice, prepare for inspection and avoid sanctions Obligatory anti-corruption training Renewal of electrician’s licence Write faster! How AI can help with writing scientific articles Material and financial plan for higher education institutions Research Data Management Plan Tax on income from buildings – latest court rulings and tax interpretations Basic online diploma programme Material assistance for students and verification of decisions taken according to extraordinary procedures Presentation of the drPaper application Professional recruitment of employees in practice. Inspiring workshops increasing the effectiveness of recruitment processes in the organisation</p>
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Specialist knowledge	<p>Counterintelligence and anti-terrorism with elements of cybersecurity MindSonar competence profiles Awarding scholarships and grants in the academic years 2023/2024 and 2024/2025 Implementation and settlement of FERS EFS PLUS projects in higher education institutions Student benefit regulations Reuse, or how to make use of existing data Roadshow in Wrocław Yearly access package to the Personnel and Remuneration training platform Seminar: 'Project Management: the local, national and European perspective' SPC – inspection cards and process capability analysis The basics of SQL in Excel for non-IT specialists Scholarship and grants for people with disabilities Systematic literature reviews – methods, process, publication Basic training in mediation AI Twee training in the process of foreign language teaching Training in powerlifting Training in the use of artificial intelligence in the work of the academic teacher Artificial intelligence in HR Course for trainers Difficult customers Developing applications using React Creating accessible documents in Word, Excel and PowerPoint Creating accessible PDF publications in Adobe InDesign Framework agreements, option rights, renewals, sole-source contracts 5th International Education Innovation Forum EDU 360 7th Personnel and Remuneration in Administration Forum 7th International SAFE-PLACE Science and Technology Congress Workshop on preparing full notices2 announcements (taking into account changes since 1.06.2024) and creating JEDZ using the ESPD application – practical course on EU PZP proceedings Workshops on creating language teaching materials using ChatGPT and text-to-speech applications Workshop on evaluating foreign education documentation Issuing decisions on awarding material assistance to students Calculating tax on income from buildings – principles for determining useable area and the principles for taxation Advanced public speaking Template report for self-evaluation of doctoral school – principles of preparation for the needs of evaluating the quality of education What difficulties do people with sight impairment experience? Project management: the local, national and European perspective Talent management according to Gallup – how to bring out employee talents and use them to build organisational strengths?</p>
Soft competencies	<p>Etiquette and netiquette for the academic teacher Mindfulness Effective communication based on the spiral dynamics model Time management</p>

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