



POLISH CONFEDERATION  
OF PRIVATE EMPLOYERS  
LEWIATAN

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**PHOTO SOURCES**

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Henryk Orfinger: Laboratorium Kosmetyczne Dr Irena Eris

Michał Boni: Dorota Matloch, Fotorzepa

Waldemar Pawlak: Ministerstwo Gospodarki

Jerzy Buzek: Gabinet Jerzego Buzka

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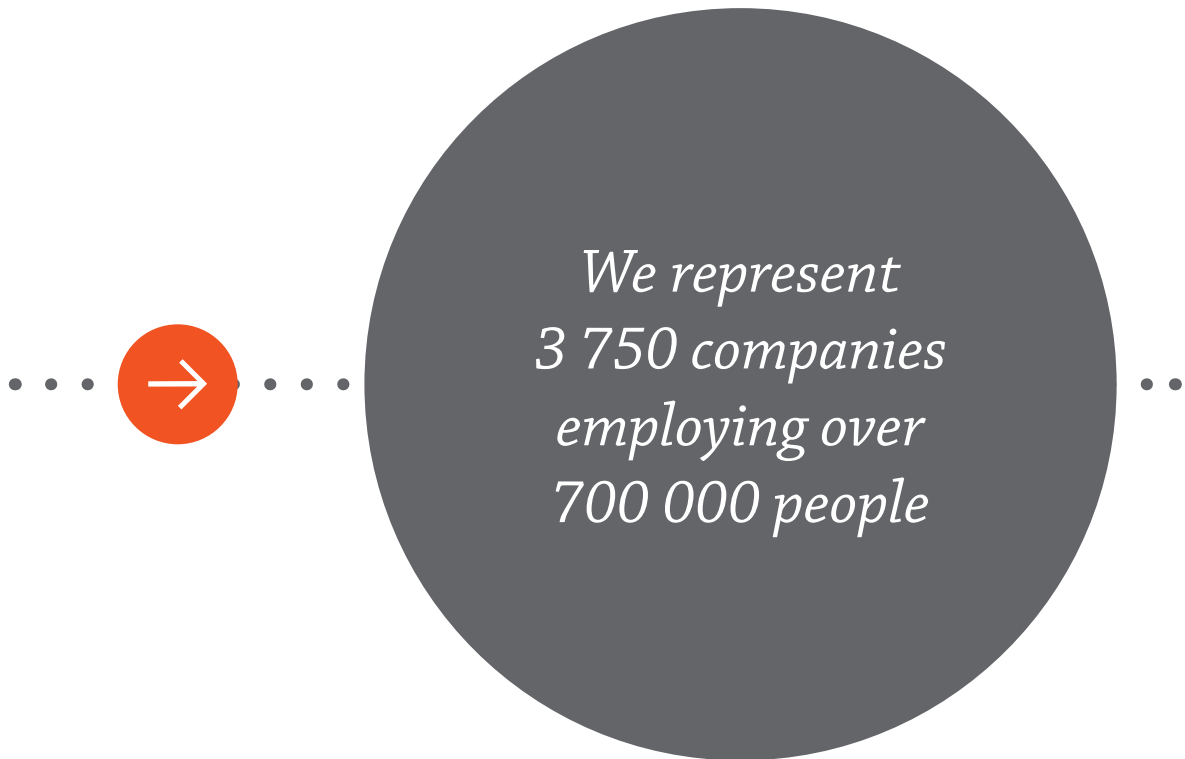
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*We have managed to create the strongest organisation representing private business in Poland. We are professional and effective not only within the country but also in Brussels.*



**HENRYKA BOCHNIARZ, PH.D.**  
.....  
President of PKPP Lewiatan





## Who we are

We are the largest organisation of private employers in Poland, embracing the most modern companies and industries.

We are an association of 58 sector and regional employers' unions, and several dozen individual members.

We are focused on creating favourable conditions for business development. We are clearly in favour of solutions promoting economic growth and competitiveness of Polish companies because it is the only way forward for the country's development. We use the opportunities offered to us by the employers' organisation status. Therefore, we have been effectively improving business conditions in Poland for over 10 years.

Since the association's establishment in 1999, we have earned the position of:

- » a representative of the largest and the most dynamic private companies
- » a promoter of the harmonious economic and social development
- » a think tank made up of exceptional specialists in law and economy
- » a reliable and effective business organisation without which it would be difficult to imagine economic growth in Poland
- » a social partner within the Tripartite Commission for Social and Economic Affairs

lower  
and more  
transparent  
taxes

lower  
labour costs

bureaucracy  
reduction

Our goals

more liberal  
labour laws

a cheaper  
and more  
efficient state

better  
business law

enterprise-  
friendly climate

development  
of social and civil  
dialogue

innovative  
and sustainable  
economy

## Our achievements

- » introducing the stimulus package
- » amending the Labour Code Provisions in relation to fire safety
- » limiting the subjective scope of the Class Action Act
- » blocking the government's amendments to PIT 40 - settlement of personal income tax by companies
- » limiting the frequency of submitting reports on worn out electrical and electronic equipment and introducing the possibility of providing customers with the information about waste management costs
- » Economic Freedom Act
- » 19% CIT and PIT on business activity
- » amending the Code of Commercial Partnerships and Companies (own draft)
- » 0% VAT rate on cosmetics
- » simplifying the EU funds application system
- » Act on Some Forms of Supporting Innovative Activities (technology credits, R&D centres)
- » Act on Public and Private Partnership reflecting Lewiatan's demands
- » transition periods for manufacturers of generic drugs and tobacco
- » lower VAT rate on housing construction after joining the EU
- » blocking the pay rise for overtime
- » excluding small companies (up to 20 employees) from the application of the Group Redundancy Act
- » optional use of longer maternity leave (2 weeks)

*We aim to find solutions  
which support economic  
growth and competitiveness  
of Polish companies*



.....

*We value Lewiatan's help with eliminating legal absurdities hindering Polish entrepreneurs from running their businesses. We jointly seek the best solutions, also within the Tripartite Commission for Social and Economic Affairs. The Ministry of Economy finds the legal and economic expert opinions prepared by the Confederation's specialists very useful.*

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**WALDEMAR PAWLAK**

.....

Deputy Prime Minister,  
Minister of Economy





*We bring together modern industries and services which modernise Polish economy and make it more competitive*

## We gather leaders

- » leading edge of the IT industry (including Microsoft, IBM, Google, Intel, Asseco, Sygnity)
- » 70 per cent of the private banking sector and insurance market
- » 80 per cent of the car industry
- » leading edge within the marketing communication industry, representing 70% of the income received by advertising agencies, media houses, research companies and PR agencies
- » 80 per cent of the pharmaceutical market
- » 80 per cent of the private power industry
- » 66 per cent of the cosmetics market
- » 100 per cent of the state of the art chemical industry
- » 90 per cent of the telecommunications services market (Plus, Era, Orange, Netia)
- » the largest TV broadcasters (TVN, Polsat, Canal+, HBO) and such media concerns as Agora and Ringier Axel Springer
- » the largest megastore chains
- » three out of four of the world's largest consulting companies (PwC, Deloitte, KPMG)



## We are active


- » we give our opinion on draft acts and ordinances
- » we take part in the work of parliamentary commissions
- » we give our opinion on the state budget
- » we submit applications to the Constitutional Tribunal
- » we represent employers in the Tripartite Commission

We are appreciated for the high quality of our expert analyses. They are prepared by Lewiatan's experts in cooperation with specialists from the member companies and external authorities.

We initiate public debates on the subjects going beyond the current political discussion. People of vast knowledge and unquestionable authority are invited to take part in them. Our expert opinions are willingly and frequently used by both national and regional media. In 2010, the press, radio, television and Internet quoted us over 10 thousand times.

We carry out research and analysis, and draw up reports, including, among others:

- » the largest research of the SME sector (since 2003)
- » Black List of Barriers to the development of entrepreneurship in Poland
- » Working Poles
- » PKPP Lewiatan's Business Index
- » Flexicurity
- » Good Practice of CSR. Corporate strategy element
- » Model development of corporate social responsibility
- » Qualifications for employers
- » Compendium of Entrepreneurs' Rights
- » industry analyses



*We give our opinion on 200 draft acts and ordinances (economy, finance, taxes, labour relations, insurance, industry-specific regulations) every year. Apart from that, we prepare our own legislative drafts*

## We represent entrepreneurs

- » in the Economic Council to the Prime Minister of the Republic of Poland
- » in the Tripartite Commission for Social and Economic Affairs
- » in supervisory boards of ZUS (Social Insurance Company), PFRON (State Fund for Rehabilitation of the Disabled), Supreme Employment Council
- » in the Consultative Council to the President of the Public Procurement Office and PFRON
- » in the Central Statistical Office
- » in the Customs Council
- » in the Labour Protection Council
- » in the Council for Competition and Consumer Protection
- » in the Social and Professional Council to the Minister of Health
- » in the monitoring and steering committees of operational programmes financed with the EU funds
- » in the Supervisory Board of the Polish Agency for Enterprise Development



42

*Lewiatan's  
representatives  
in European institutions  
(BIAC, ECOFIN,  
BUSINESSEUROPE)*

100

*the average number  
of parliamentary comission  
and subcomission sessions  
in which we take part  
every year*

.....

*In cooperation with Lewiatan I appreciate precisely specified goals and proposals of best solutions, based on analysis and research.*



**MICHAŁ BONI, PH.D.**

.....  
Minister of Administration  
and Digitalization

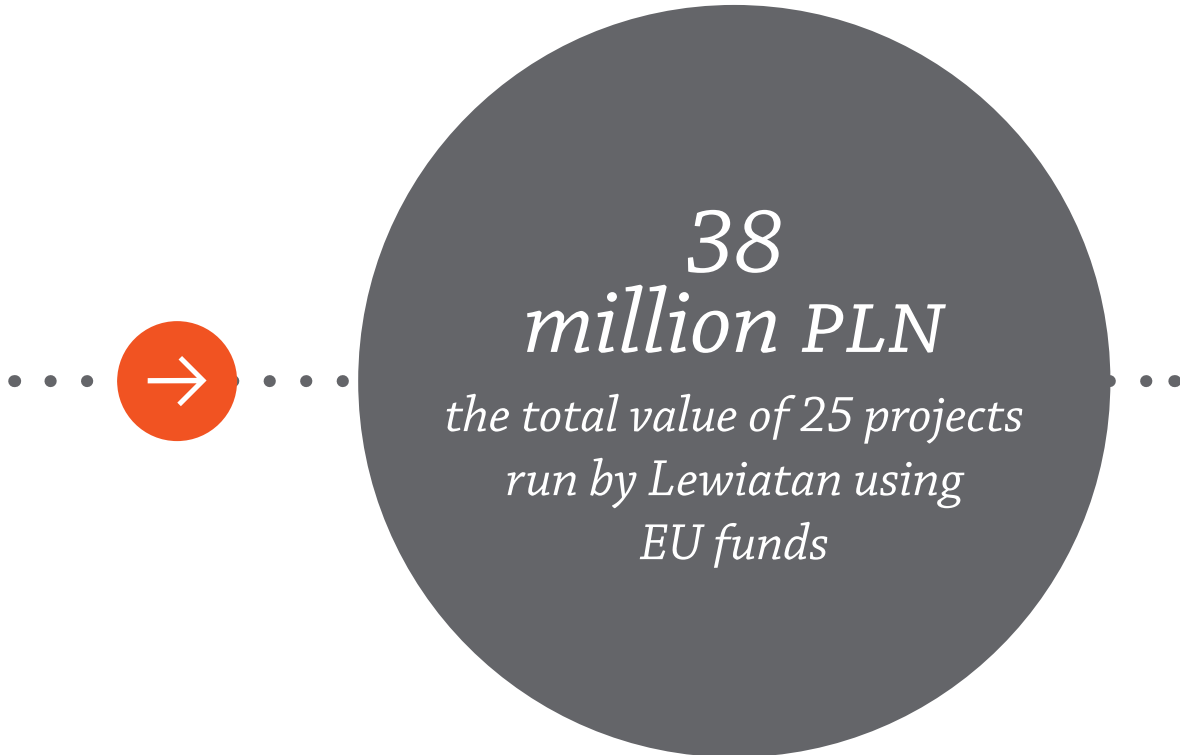
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*Lewiatan is the only Polish organisation of entrepreneurs with a permanent office in Brussels. I know that its representatives carefully monitor everything that takes place in the capital of the European Union and, when needed, take action.*



**PROF. JERZY BUZEK**

.....  
Former President  
of the European Parliament



## You can find us in Brussels

We are the most effective representative of Polish business in Brussels and the only Polish organisation of employers with a permanent office there since 2002. We monitor the amendments to the EU law and are the first to inform the public about them. We influence EU institutions in such a way as to make their decisions favourable to the development of the Polish economy

Our representatives are members of 42 European bodies, including, among others, EESC, BIAC, European Parliament working groups, BUSINESSEUROPE (ECOFIN, IMCO, VAT Working Group). Jacek Krawczyk, Vice-President of Lewiatan, is the Vice-President of EESC).

### **WE ARE THE MEMBER OF BUSINESSEUROPE**

We are the only Polish organisation of employers which is a member of businesseurope, the Confederation of European Business, which associates employers' unions from 34 countries and represents over 20 million European companies. It is the most powerful voice of business in Europe. Henryka Bochniarz, President of Lewiatan, is the Vice-President of businesseurope.

# Lewiatan awards

We give two awards every year: Andrzej Wierzbicki Award to a successful businessman who has been involved in actions for the benefit of the environment where he or she

operates and Władysław Grabski Award to a public figure who, like Władysław Grabski in the past, cares for the economic health and strength of the state.



## AWARD WINNERS 2010

.....  
*Andrzej Wierzbicki Award*  
Leszek Czarnecki

.....  
*Władysław Grabski Award*  
Michał Boni

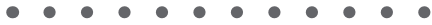
.....  
*Lewiatan Special Award*  
Janusz Lewandowski

## AWARD WINNERS 2006

.....  
*Andrzej Wierzbicki Award*  
Krzysztof Pawiński

.....  
*Władysław Grabski Award*  
Dalia Grybauskaite

.....  
*Lewiatan Special Award*  
Wiesław Rozłucki  
and Jacek Socha



**AWARD WINNERS 2009**

In 2009, due to occasional 10th anniversary Awards being given to those who have rendered the greatest service for the development of PKPP Lewiatan, no annual Lewiatan Awards were given.

**AWARD WINNERS 2008**

.....  
*Andrzej Wierzbicki Award*  
Adam Góral

.....  
*Władysław Grabski Award*  
Jerzy Buzek

.....  
*Lewiatan Special Award*  
Barbara Skarga  
and Marek Edelman

**AWARD WINNERS 2007**

.....  
*Andrzej Wierzbicki Award*  
Solange and Krzysztof Olszewski

.....  
*Władysław Grabski Award*  
Grażyna Gęsicka

.....  
*Lewiatan Special Award*  
Danuta Hübner, Władysław  
Bartoszewski, Tadeusz  
Mazowiecki

**AWARD WINNERS 2005**

.....  
*Andrzej Wierzbicki Award*  
Piotr Soyka

.....  
*Władysław Grabski Award*  
Jerzy Hausner

.....  
*Lewiatan Special Award*  
Lech Wałęsa

**AWARD WINNERS 2004**

.....  
*Andrzej Wierzbicki Award*  
Adam and Jerzy Krzanowski

.....  
*Władysław Grabski Award*  
Leszek Balcerowicz



## Benefits of being member of Lewiatan




### A real influence on business reality

- » possibility of initiating changes to irrational laws
- » full monitoring of the amendments to the business law, also on the European level
- » participation in the process of giving opinions on draft acts, including EU draft laws
- » possibility of meeting government representatives in person

### Professional support and knowledge

- » effective communication in the media of the topics that are important for entrepreneurs and industries
- » access to the following publications, among others: Black List of Barriers, PKPP Lewiatan's index, report on the SMEs sector research, results of the research on large companies, report on innovative companies
- » professional expert analyses, up-to-date information and the results of the most important research

### Stronger brand, new partners

- » access to the Confederates for Confederates Internet platform, which is an innovative way of presenting one's offer to other companies
  - » joint projects strengthening your company's position on the market
  - » possibility of active participation in conferences and expert panels
  - » promotion of your company by means of making its representatives experts and opinion leaders
  - » taking part in the process of creating the positive image of entrepreneurs
  - » participation in the annual Award Gala, summer picnics and other substantive events
  - » participation in regattas, skiing competitions and other team-building projects
- 





With us you  
can do more



#### **EXPERT ANALYSES AND PUBLICATIONS**

We guarantee constant access to legal opinions, expert analyses and forecasts. We do research into the Polish economy and publish reports. Every week, we distribute the Lewiatan's Newsletter containing the most important information for entrepreneurs.

#### **CORPORATE PROMOTION**

We guarantee PR support by organising press conferences with the participation of our member companies. We work with the largest Polish media every day. We make representatives of our member companies new experts and opinion leaders. We guarantee participation in expert panels and interviews.

#### **TRAINING AND DEVELOPMENT**

We provide our member companies' representatives with the possibility of participating in conferences, seminars and debates (on a European, national and regional level), both as experts and as listeners.

#### **CONSULTATIONS**

We give you the opportunity to work with the most modern and the largest companies in Poland and to participate in the work of Lewiatan's consultative bodies. We organise meetings with public opinion leaders, government representatives and regulatory agencies (UZP-Public Procurement Office, UOKiK-Office of Competition and Consumer Protection, URE-Energy Regulatory Office, GIODO-Inspector General for Personal Data Protection, UKE-Office of Electronic Communications). We invite you to working meetings with the representatives of ministries and administrative authorities.

#### **TEAM BUILDING**

Our members meet every year at social events such as picnics, sailing regattas and skiing competitions.



## Our expert advice

**PKPP Lewiatan Tax Council** prepares expert opinions concerning the tax legislation. The Council is composed of eminent specialists responsible in their companies for tax and financial issues as well as experts from consulting companies being members of the Polish Union of Consulting Employers.

**Labour Market Council** monitors the market-related matters. It is made up of representatives of unions and member companies, Lewiatan's representatives being members of the Supreme Employment Council and Provincial Employment Councils, Lewiatan's office experts and external specialists.

**Personal Directors Council** advises in matters concerning labour relations and social dialogue. Its members, directors of member companies' HR departments, deal with giving opinions on draft legal acts, interpret regulations and share experience. They meet governmental representatives and organise training sessions in labour relations.

**Infrastructure Council** is a platform for entrepreneurs and government representatives who want to share their experience. Its main goal is to take coordinated actions designed to improve both national and community legislation and to remove barriers imposed by acts and ordinances onto infrastructure in general.

### ADDITIONAL SERVICES

**Lewiatan Business Angels (LBA)** is an organisation helping young entrepreneurs by supporting innovative projects. It matches them with private investors (so-called business angels) and assists in raising capital for companies at the early stage of their development, also for so-called start-ups, which are financed neither by banks nor by venture capital funds.

[www.lba.pl](http://www.lba.pl)

**Arbitration Tribunal at Lewiatan** is a modern institution aimed at quick settlement of economic disputes. For entrepreneurs, this means better access to justice and reduced economic activity costs.

[www.sadarbitrazowy.org](http://www.sadarbitrazowy.org)



## Lewiatan's Management Board

**HENRYKA BOCHNIARZ**  
Prezydent  
Boeing International  
Corporation Oddział w Polsce

**MONIKA BEDNAREK**  
EUROZET

**MACIEJ FILIPKOWSKI**  
Dell

**ALEKSANDER GRZESIAK**  
Philip Morris Polska

**CZESŁAW GRZESIAK**  
Tesco Polska

**JANUSZ JASIŃSKI**  
Organizacja Pracodawców  
Ziemi Lubuskiej

**RENATA JUSZKIEWICZ**  
Metro Group

.....

*Lewiatan provides companies with information about planned legislative changes as early as at the idea-formation stage. This enables us to take part in the process of shaping new regulations and makes us better prepared when they come into force.*

**HENRYK ORFINGER**

.....

President of Laboratorium Kosmetyczne Dr Irena Eris SA's Management Board  
Chairman of PKPP Lewiatan's Main Board



.....

**ŁUKASZ KALINOWSKI**  
Metlife Amplico

**ANDRZEJ KLESYK**  
PZU

**WOJCIECH KOSTRZEWA**  
Grupa ITI

**JACEK KRAWCZYK**  
FPRO

**WOJCIECH MORAWSKI**  
Atlantic

**SŁAWOMIR S. SIKORA**  
Bank Handlowy w Warszawie

**PAWEŁ SMOLEŃ**  
Związek Pracodawców Prywatnych Energetyki

**MAREK SOWA**  
**CRISTIANO PINZAUTI**  
Novandum Consulting

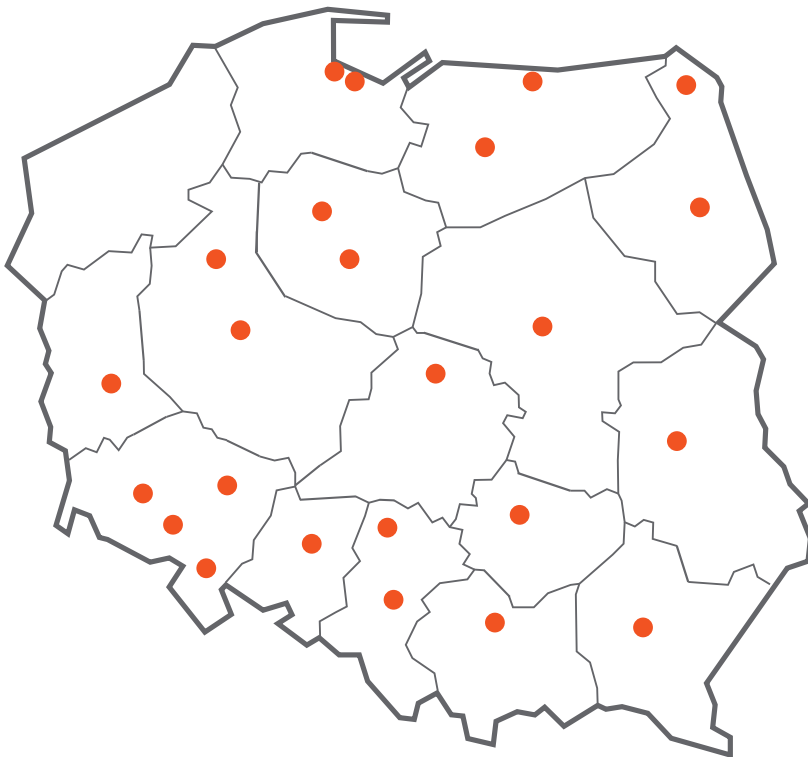
**MACIEJ WITUCKI**  
Orange Polska

We represent modern industries



## Our direct members

- » Alstom Power Sp. z o.o.
- » BIOTON S.A.
- » Boeing International Corporation S.A. Oddział w Polsce
- » British-American Tobacco Polska Trading Sp. z o.o.
- » CAN-PACK S. A.
- » CEMEX POLSKA Sp. z o.o.
- » Dell Sp. z o.o.
- » Gdańska Stocznia „Remontowa” im. J. Piłsudskiego S.A.
- » General Electric International S.A. Oddział w Polsce
- » Google Poland Sp. z o.o.
- » Grupa Muszkietierowie (Intermatche i Bricomarche)
- » Imtech Polska Sp. z o.o.
- » Mozów Copper Sp. z o.o.
- » Orange Polska
- » PHILIP MORRIS POLSKA DISTRIBUTION S.A.
- » Philips Polska Sp. z o.o.
- » POLKOMTEL S.A. (Plus)
- » Polska Telefonía Cyfrowa S.A. (T-Mobile)
- » Polski Koncern Naftowy ORLEN S.A.
- » Polskie Stowarzyszenie Sprzedaży Bezpośredniej
- » Powszechny Zakład Ubezpieczeń S.A.
- » Siemens Sp. z o.o.
- » Tesco Polska Sp. z o.o.



We have  
25 regional  
unions





*I am glad that apart from effective legislative activities, Lewiatan does not forget about corporate social responsibility and promoting entrepreneurship among Poles.*

**SŁAWOMIR S. SIKORA**

.....  
President of the  
Citi Handlowy's Management  
Board

# Join us!

We welcome modern companies as well as regional and sector employers' unions.

**COMMUNICATION AND DEVELOPMENT  
DEPARTMENT**

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