

Winners of the 11th Edition of the Wacław Szubert Medal

As moved by the Wacław Szubert Medal Chapter, which met in session under the leadership of Professor Karol Modzelewski, Ph.D., Habil., Vice-President of the Polish Academy of Sciences, and Chairman of the Medal Chapter, the winners for the year 2008 for outstanding achievements in the labor and social policy sciences are Professor Janusz Witkowski, Ph.D., Habil. and Professor Michał Seweryński, Ph.D., Habil., as well as IBM for practical efforts in the area of labor and social policy.

Professor Janusz Witkowski played a significant part in progress in the field of the science of labor and social policy through the whole of his scientific achievement and other accomplishments. The scientific interests of this laureate encompass a broad range of subject matter—social-economic demography, domestic and foreign population migration, population policy, population and the natural environment, worker mobility, the labor market, and the social and demographic aspects of unemployment. The scientific contributions of the Professor include participation in work on sixteen long-term research topics of which most were undertaken within the framework of Nodal Problems and the Central Fundamental Research Program. He headed eleven research topics, led several research projects co-financed out of EFS resources, and organized over a dozen domestic and international seminars and conferences. He was the recipient of awards of the Rector of the Warsaw School of Economics for achievements in science as well as an individual award of the Minister of Science and Higher Education for scientific accomplishment several times. He is the author of 284 works, of which 222 were published at home and abroad, including twenty books and monographs. He is the independent author of four books and co-author of a further five monographs. He is the scientific editor of seven group works.

In addition to his scientific accomplishments, the laureate has many teaching, educational and organizational achievements. He also filled many functions related to the organization of research and educational work. He managed many research topics. He was the Deputy Dean of the Department of Social and Economic Policy of the Warsaw School of Economics over the years 1984–1987. He served as Scientific Secretary of the Institute of Social Economics of the Warsaw School of Economics, Chairman of the Socio–Economic Demographic Section, Demographic Studies Committee of the Polish Academy of Sciences, Scientific Secretary of the Demographic Studies Committee of the Polish Academy of Sciences as well as Deputy Chairman of that Committee, long-time member of the Polish Demographic Society and Vice–President of the Executive Board of that organization for three terms, and member of the International Statistical Institute.

In the first half of the nineteen–nineties the laureate was responsible for the adapting of Polish statistical work to the new socio–economic conditions. He is a co–author of the concept for studying population economic activity implemented into research practice at the Central Statistical Office (GUS) as of May of 1992. He is the initiator and co–organizer of several market research projects in Poland. Involved in international cooperation, he was an expert of the European Commission, collaborated with Alphasmetrics in the area of labor market analysis and on development of the *Employment Observatory: Central and Eastern Europe*, a regular publication, was an expert of the OECD in the area of labor market statistics, and an expert for the Council of Europe, a member of the group of specialists in labor market demographic conditions, and a consultant with the Office of Statistics of the International Labor Organization (1998).

The significant scientific achievement, broad activities as an expert, major contributions into the development of the labor and social policy sciences, as well as overall renown that Professor Janusz Witkowski garners both in the scientific community and among practitioners fully justifies the proposal to honor him with the Waclaw Szubert Medal.

Professor Michał Seweryński was a student of Professor Waclaw Szubert. His scientific road was strictly tied with the Łódź school of labor and social security law, which demonstrated exceptional sensitivity to the social aspects of the labor system.

Over the years 1971–1972 he was a participant in labor law comparative studies at the Ecole Internationale de Droit du Travail et de la Sécurité Sociale in Trieste. In 1977 he studied French and comparative labor law at the University of Paris and the Sorbonne.

He teaches in the field of Polish and European Labor Law, primarily at the University of Łódź as well as at the Katowice School of Economics as of 1996. He has lectured

as visiting professor at universities in France, Canada, Sweden, Great Britain, Spain, Switzerland, and Japan.

He served as Deputy Dean (1981–1984) and Dean (1984–1987) of the Department of Law and Administration of the University of Łódź and subsequently as Deputy Rector (1987–1990) and Rector (1990–1996) of that university. Over the years 1990–1994 he was head of the Institute of Collective Labor Relations and Social Policy and subsequently head of the Chair of European Law (“Chaire Jean Monnet”). As of 2008 he has headed the Chair of European Commercial and Collective Labor Law. He is the director of the Social Labor Dialogue Research Center at the Katowice School of Economics.

Member of Polish and foreign scientific societies, including the International Society for Labor and Social Security Law (served and deputy chairman over the years 2000–2003 and became the president–elect of the Society in 2008) as well as of the Academia Europaea and the International Academy of Comparative Law. Presented many general papers at world and European legal conventions. Founder (1996) and editor of the *Studia Prawno–Europejskie* [European legal studies] annual journal published by the University of Łódź.

In the public sphere he served as Minister of Science and Higher Education, chaired the government Labor Law Codification Commission, was a member of the Papal Council on Secular Matters and an Honorary French Consul for Łódź. Member of the Legislative Council of the President of the Council of Ministers.

Awarded the Krzyż Kawalerski and Oficerski Order Odrodzenia Polski, Chevalier dans l’Ordre national du Mérite, Les Palmes Académiques, the Pro Ecclesia et Pontifice Cross, and the Honorary Medal of the City of Łódź. Was granted the title of Doctor *honoris causa* of the University of Lyon III in 1997.

The scientific activities of Professor Michał Seweryński concentrate on questions of Polish, European, and international labor law as well as collective labor relations. The fruit of these efforts is over 140 scientific publications (including several dozen in foreign languages).

In addition to the presented laureates, prominent representatives of the world of science, a third Medal was awarded to IBM for outstanding achievements in practical operations in the area of labor and social policy. This company is the only one from among the innovative organizations whose roots reach back into the 19th century and is noteworthy in its prominent accomplishments in the realm of innovation (the largest number of patents in the world, 4,186 including development of the personal computer prototype, diskettes, etc.). This company’s solutions make possible the achievement of revolutionary progress in many fields ranging from improvements in the process of capturing solar energy, through research into nanotechnology, all the way to osteoporosis

diagnostics and the creation of a computer simulation of the human organism. Man is the greatest value for IBM. This is expressed in a strong pro-social orientation aimed at employees (IBM employs almost 400,000 people in 170 countries, including 2,600 in Poland) as well as in terms of the external social environment, with special stress on the poorer community of countries. For the past ten years the company has been one of the largest donors of money, equipment, and human resources provided for nongovernmental organizations and educational institutions around the world. Its philanthropic efforts are concentrated on several different areas, where it is always based on knowledge and skills in the area of modern technology and serves the solving of the most pressing of social problems.

Overall, IBM supports an improvement in the educational level of citizens, from the youngest to the oldest, and also their health protection by equipping educational institutions and nongovernmental organizations in information technology tools. It does not neglect social responsibility in the area of the environment, which is reflected in its energy-savings programs, for example. Bearing in mind the economic aspects of IBM's operations, worth stressing is that the company, as one of the very few in Poland that has established an IBM Software Laboratory in Cracow, where it manages research and development work for leading IBM products. It has also created a business-outsourcing center (IBM BTO Business Consulting Services) there encompassing accounting and customer financial obligations providing services for nineteen countries.

IBM is outstanding not only in terms of innovative achievements in the realm of technology. It is also strongly and permanently people oriented. IBM motivates employees to development continuously by creating favorable conditions and drafting annual, obligatory, individual worker development plans. It invests in employee education, where workers have access to a broad offer of in-house and external e-learning and traditional training. Thanks to information technology, they can take part in long-distance international training. They can participate in specialized workshops as well as training of the shadowing type—both technical training and training of the “soft” kind, including English language courses. Mentoring and coaching are also highly developed at IBM. The company facilitates development through work in its plants in various countries. It places its bets on talent, creating conditions for development, self-achievement, and fosters a climate of collaboration and mutual trust on the manager-worker line as well as among employees. It develops variety management based on the principles of equality and partnership, regardless of sex, age, nationality, race, etc. It is one of the few companies on the Polish market that guarantees interested workers flexible time organization as well as flexible work sites through tele-work, and the possibility of benefiting from a plethora of flexible forms—if they so desire, workers may perform work at home (up to three days a week). This form is particularly valued by people providing care for small

children or a sick family member, people commuting to work from distant localities, those working in various time zones, and those studying. This is fostered by settling accounts with workers on the basis of work outcomes. IBM technology guarantees safe, long-distance access to company knowledge resources as well as contact among colleagues in real time and over and above any borders. All IBM employees throughout the world use the same communicator.

IBM offers its workers an exceptionally plentiful social package with additional benefits. It cares about the harmonizing of employee and company interests. It conducts studies on the level of employee satisfaction with their work every half year and implements conclusions derived from this research. It places great stress on care over children, not only those of its employees. Within the framework of the IBM KidSmart project, centers providing primary and preschool teaching are given sets of computers designed specially for children in the three to seven age bracket. The set includes a computer in a colorful, child-safe case, inclusive of educational software. IBM KidSmart software supports primary teaching in the area of basic mathematics, English language, and logical thinking. Moreover, by introducing elements of novelty and play, they add variety and attractiveness to the acquiring of new skills. In Poland, these “KidSmarts” found their way to over 100 preschools in fifteen voivodeships [provinces]. The Academic Initiative Program is addressed to students and was specially created to support their education in the area of modern technology as well as to develop collaboration between the company and schools of higher learning throughout the world. It is through special educational programs that the Academic Initiative promotes outstandingly talented students and graduates of technical colleges. Currently, over 150 colleges from throughout the world, including thirty-one from Poland, are taking part in the exchange of knowledge and experience with IBM. Polish students awarded IBM with second place in the IT category in the Ideal Employer ranking in 2008. That was the second time in a row that the company was in the lead of the group of winners.

In order to maintain a balance between work and the private lives of employees, IBM has created the special Work Life Global Fund throughout the world, designed in line with the requirements and specifics of each country. It addresses the concrete needs of people employed at company sites.

Research conducted at IBM Polska has demonstrated that what workers expect most is company support in not only facilitating their performance of home obligations, but also in care for children. Every year the company provides co-financing and complete supervision over vacation outings for children. Day camps for the children of employees are particularly appreciated. Children are taken from the office in the morning and picked up by their parents in the afternoon. For two years, now IBM Polska has been co-financing nursery schools for the children of its employees in the vicinity of the

corporation's offices. The company collaborates with private institutions and reimburses them for a significant portion of tuition for a child's participation in the nursery school. Moreover, IBM offer private medical care for a fee as a part of assistance provided for employees looking after the elder members of their families. IBM also offers young mothers the Stay in Touch program, which is aimed at making it easier for mothers to return to work by maintaining contact during maternity childcare leave up to twelve months. Each mother may benefit from a personal computer in the home with access to the Internet and the company intranet if she expresses such a need. She may take part in the organizing of e-learning training, raise her professional competencies, and stay current with information about the company. IBM also offers special aids, such as the "Manual of a Working Mother," on coping with stress and time management. Work modes are also adapted to a mother's needs.

The efforts of the company for balancing work and personal life were also recently appreciated by young mothers at IBM who, by taking part in an independent plebiscite (with the participation of 200 companies) organized by the *Dziecko* [Child] monthly, successfully won IBM the "Mother-Friendly Company" honor, primarily thanks to the "homeworking" program.

IBM is a socially responsible company. As a part of CSR development, IBM supports its workers in their actions for the environment in which they live and work. In developing a worker volunteer program, a special Internet page was created with ready tools and materials supporting workers in their actions in various institutions and non-profit organizations. The "On-Demand Community" page also created the possibility of applying for financial and in-kind contributions by IBM for a given organization or school, where the IBM employee is active as a volunteer. Many IBM workers support pupils in matters tied with education and choice of career path as volunteers within the framework of the IBM Mentor Place program.

IBM believes that the same innovation that revolutionized business can also be responsible for major breakthroughs in the public and nongovernmental sectors, working to radically improve the quality of services.

Lucyna Machol-Zajda

Coming soon ...

During these trying times of crisis permeating all branches of the economy, more than ever, Polish companies need an indication as to how to manage their personnel in a wise and efficient way. With many HR departments having to face the visions of mass employee lay-offs as well as the perspective of cost cutting on training and other initiatives linked with human resources, entrepreneurs ask themselves if there is any possible alternative solution to this difficult and overwhelming situation.

The 9th edition of the HR Congress will take place on April 27–29, 2009 at the Marriott Hotel in Warsaw. Its theme will be “Human Resources: Uncertain Times – Certain Solutions.” The knowledge presented during speeches over the course of this prestigious event will provide an answer to all the concerns that professionals responsible for personnel management in Poland have to face in times of turbulence. The HR Congress Organizers—Nowoczesna Firma [The Modern Firm] and Management Observatory Foundation—make it possible for delegates to learn how to manage under conditions of sudden change in the market. They will know what HR tools to use, what challenges to accept, and what they should avoid. The HR Congress offers over fifty presentations arranged in six simultaneous thematic paths per day, individual coaching sessions, workshops on the third day, and above all a meeting with over 700 practitioners, experts, and decision-makers in the field of personnel management, awaiting for representatives of the HR world.

The Spring Edition of the HR Congress will be honored by the participation of outstanding HR experts, veteran practitioners, experienced leaders, and world renown speakers. Larry Hochman, an expert in the field of organizational culture building, leadership, and talent management, will help not only representatives of the biggest enterprises, but also small company owners in facing the challenge that the crisis undoubtedly presents. The audience will find out what goals managers should concentrate on in order to survive the unstable times, while making their organization stronger and preparing it for a run of good luck in the future.

Andrew Mayo is a world-class expert in a field of building effective HR strategies. He comes from an international business society and for years has held the highest positions in human resource departments. He will share his knowledge and experience, which is so indispensable in such difficult times. His presentation will be about the specifics of collaboration between the HR department and operational departments in times of crisis. This expert will indicate how to maintain a balance between short-term targets and the strategic long-term objectives in order to protect the organization and its resources in the most appropriate way.

HR Congress delegates should primarily expect practical solutions implemented in companies from various industries, real case studies, and best practice of human resource management in Poland—ready to become an inspiration for all listeners. Moreover, there will be interesting expert speeches by Polish and foreign guests during which HR Congress participants will have an opportunity to learn about the latest trends in human resource management and to extend their knowledge of innovative ways of managing economic crisis.

The 9th edition of HR Congress offers an opportunity to develop your own competences for times of turbulence during unique meetings with experienced coaches within a coaching path. What is more, there will be a set of workshops available on the third day of the HR Congress. There, participants will be able to hone their skills with the support of professionals representing Poland's leading training companies and prepare to confront forthcoming changes. Participants will learn about the role of coaching in the process of change implementation at the meeting with the TROP Group. Experts from Achieve Global will present topics relating to the role of HR in difficult times. This will be in interactive form. Training conducted by Transmisja will show how transactional analysis can be used to introduce the correct mechanisms into organizations. The planned workshops will provide broad possibilities for applying theoretical knowledge in practice as well as its effective development with the support of the best trainers on the HR market.

It is necessary to acquire specific HR tools prior to confronting the crisis. Such tools will enable the making of a profit on change. This is why propositions for solutions provided by the speakers invited by Nowoczesna Firma and Management Observatory Foundation can support an organization and its employees. They will not only help in making the right decisions—decisions reducing the risk of unnecessary losses in periods of market turbulence—but above all they will help create a long-term personal strategy guarantying the best possible foundations for a strong organization in the future.

The Spring Edition of the HR Congress is being organized for the ninth time by Nowoczesna Firma together with Management Observatory Foundation. The Congress concentrates on the most current problems that HR practitioners in Poland have to face. It will take place on April 27–29, 2009 at the Marriott Hotel in Warsaw. Details of presentations, information on the twelve thematic paths, invited speakers, coaching sessions, as well as workshops are available at www.kongreskady.nf.pl.

We invite you to see the essential program of this event. Its objective is the transmission of the most current knowledge in the field of personnel management, presenting best practice on the Polish market, as well as integration of the HR community in Poland. The HR Congress is a unique opportunity for experience exchange among

both experts and practitioners who are responsible for employee development in Polish organizations.

Magdalena Pielak

Software-Konferencje

■ Is announcing its invitation to the 3rd edition of the IT Personnel GigaCon 2009 Conference that will be held on April 28, 2009 at the Airport Hotel Okęcie in Warsaw. The objective of the conference is to present solutions for problems related to the employment and keeping of information technology department staff with the company. Among the topics to be examined are personnel advisory services, the employment of foreigners, efficient management, competency management, motivation and development, HRM outsourcing, and integrated personnel management systems. Participation in the conference is free. Detailed information is available from Beata Namięta <beata.namieta@software.com.pl>, phone no. 022 427 37 19.

■ Software-Konferencje invites you to the HR Congress organized for the first time under the ConnectCon brand. It will be held on May 20th and 21st at the Hotel Marriott in Warsaw. The Congress will be devoted to the following themes: training and competence development, man in the working environment, molding a working climate and organizational culture, Labor Law and modern HR, HR optimization in the context of the global crisis, and building a modern motivational and payment system. Contact with the conference and training organization specialist: Beata Namięta, <beata.namieta@software.com.pl>, phone no. 022 427 37 19.