

# ACHIEVEMENT OF SUSTAINABLE DEVELOPMENT GOALS

## Report for 2023

Wrocław University of Economics and Business



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## Introduction – Rector's foreword

We are very happy to present to you the latest report on the achievement of sustainable development goals at the Wrocław University of Economics and Business. Through this report, we try to show our understanding of sustainable development and our engagement in its achievement in accordance with the Agenda 2030 signed by UN member states. Our actions are directed by the Wrocław University of Economics and Business Strategy 2030, adopted in 2021.

Today, after several years of implementing the adopted declarations in the form of missions, visions, values and strategic priorities, I can safely say that the effort undertaken every day by our whole academic community to implement our bold and ambitious strategic assumptions is bringing tangible results. As the representative of our employees, I have the great pleasure of presenting these results in various forums and corners of the world. Thanks to this, our university is becoming a recognised and popular choice as a place for acquiring and deepening knowledge, and is a valued neighbour among local communities, as

well as an attractive workplace and an interesting example – a benchmark – for other educational establishments.

We are not afraid of challenges, and every day on our designated strategic path, we try to listen to the opinions of a wide range of our stakeholders. This is expressed, among others, in our dialogue with stakeholders regarding our sustainable development goals (SDG), the results of which we present in this report.

The stages of the institutionalisation of sustainable development at the Wrocław University of Economics and Business also encourages some reflection. This demonstrates the changes that have been implemented not only over time (more than 15 years), but also in the organisational structure of the WUEB. We also remember the staff, students and other partners who, thanks to their everyday work, contribute to developing and strengthening the good name of our Alma Mater, but who also build solid foundations for further development thanks to implementation of our SDG goals.

Professor dr hab. Andrzej Kaleta  
Rector of Wrocław University  
of Economics and Business



# Sustainable Development Goals of the Wrocław University of Economics and Business

'Our common future' is the name of a report published in 1987 by the UN World Commission on Environment and Development (the so-called Brundtland Report). It was one of the first documents that contributed to developing and disseminating the idea of sustainable development (SD). The Brundtland Report stated that ***sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.*** Today, this statement is known by a great many people. It is accepted as one of the key and most frequently quoted definitions of sustainable development.

A derivative resulting from this definition is generational solidarity, thanks to which attention is paid to the future and a decent life for people who will live in the more or less distant future. It also highlights the environmental conditions in which these people will have to function, and the economic opportunities that will not only decide on their standard of living, but also on the possibilities for further development. This perspective gives rise to three key areas that bind together the concept of sustainable development, that is: people, the natural environment, and the economy and order. In various publications, the abbreviation ESG (Environmental, Social, Governance) is often used to define these three areas. It should therefore be clearly underlined that interpreting sustainable development should not be associated only with the area of the environment, which often takes place in the current discourse.

For many years, Wrocław University of Economics and Business has been on the path of sustainable development, as evidenced

by numerous examples of activities and initiatives described not only in the regularly published WUEB sustainable development report. Evidence of organisational maturity with regard to sustainable development are among others the institutionalisation of issues related to the concept of SD. It should be noted that the process of institutionalisation of SD is often initiated by employees themselves, accompanied by the understanding, involvement and support of the university's management. This is visible in official documents expressing support for important issues (e.g. the Diversity Charter), membership in renowned institutions (e.g. the AACSB) and the opportunity to participate in key initiatives (e.g. PRME), thanks to which the WUEB joins the circle of prestigious universities for which realising the mission of responsible education of business leaders is key.

The institutionalisation of sustainable development in the WUEB may evoke associations with bureaucratisation, formalisation and dehumanised fossilised structures. This is understandable as the concept of institutionalisation in common understanding sometimes takes on a pejorative connotation and is not yet sufficiently legitimised. This requires time. However, that does not mean it should be avoided or concealed under a cloak of silence. For this reason, we also present how the process of the institutionalisation of sustainable development at the Wrocław University of Economics and Business has proceeded up until now, showing the multiple stages that have been overcome on the path to achieving the assumptions of sustainable development (Table 1).

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

Stage	Year	Event
I	2008	Appointment of the Rector's representative for people with disabilities
II	2017	HR Excellence in Research
		Appointment of the Rector's Green Team committee
		Signing of the university's social responsibility declaration
III	2018	Signing of the Climate Reality Project declaration
IV	2019	The university joins the PRME initiative
V	2020	Appointment of the department 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 for sustainable public tenders
VI	2022	Appointment of a social impact manager
		Appointment of the Rector's Social Impact Committee
		Signing of the Diversity Charter
		Appointment of the anti-discrimination ombudsman
		Appointment of the equal treatment ombudsman
		Appointment of the equal treatment and anti-discrimination team
VII	2023	Implementation of a gender equality plan at the WUEB
		The WUEB joins the 'Fair Trade Friendly Universities' campaign
		The university adopts an amended internal anti-mobbing and anti-discrimination policy
		Appointment of the Rector's representative for cultural activity
VIII	2023	Opening of the Sustainable Development Office

Source: own elaboration.

Continuing the obligation adopted by the Wrocław University of Economics and Business to communicate achievements in line with the sustainable development goals, we show the actions implemented by the university with particular emphasis on five selected goals, that is: 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 correspond with Strategy 2030 adopted by the Wrocław University of Economics and Business. This distinguishes 6 strategic priorities (SPs) (Table 2).






**Table 2.** Strategic Priorities (SP) and their associated actions in Strategy 2030 of the Wrocław University of Economics and Business

Number and name of strategic priority	Strategic priority actions
<b>SP1.</b> Committed personnel	<ul style="list-style-type: none"> <li>■ The University provides attractive conditions for the growth and self-fulfilment of staff in key areas: scientific, didactic, expert and organisational.</li> <li>■ The University provides the possibility for individualisation of the path of career development in any or all of the above areas.</li> <li>■ The University recognizes outstanding achievements of staff in any of the above-mentioned areas, according to the individual development path.</li> </ul>
<b>SP2.</b> Modern organisation	<ul style="list-style-type: none"> <li>■ The key processes implemented at the business University correspond to the realities of the modern digital world.</li> <li>■ The University space reflects the realities of modern forms of work, combining coworking spaces and remote working.</li> <li>■ The University guarantees a fully digital experience in the fields of communication, cooperation, education and research activities.</li> <li>■ As part of its sustainable development, the University obtains energy from renewable sources, is eliminating paper as an information carrier, and is ceasing the use of plastics.</li> </ul>
<b>SP3.</b> Cooperation with business	<ul style="list-style-type: none"> <li>■ The University is a centre for innovation processes and expert support for enterprises in our region.</li> <li>■ The University is developing an innovative startup environment aimed at students launching new ventures, and supporting their development in terms of capital and organisation.</li> <li>■ The University is an effective platform for the transfer of knowledge and competences between science and the economy.</li> </ul>
<b>SP4.</b> Recognised research inspired by practice	<ul style="list-style-type: none"> <li>■ The University addresses the most current and key research problems of economic and social significance.</li> <li>■ The University's long-term scientific and research achievements are based on intensive and efficiently conducted research, development and expert activities.</li> </ul>
<b>SP5.</b> Distinctive education of experts and business leaders	<ul style="list-style-type: none"> <li>■ The University implements modern didactics, which draw on educational methods that combine individualization of the teaching process and innovative technologies.</li> <li>■ The University's didactic model uses an approach called phenomenon-based learning, as well as interdisciplinary projects.</li> <li>■ The University's didactic programmes are prepared and implemented in cooperation with its key stakeholders.</li> </ul>
<b>SP6.</b> Continuous development of competencies of the future	<ul style="list-style-type: none"> <li>■ The University is an environment for the continuous development of competences both for its graduates and for experts from other Universities.</li> <li>■ A special value of the University is the re-skilling and up-skilling of key competences for the changing model of the economy.</li> <li>■ Graduates are a special group of stakeholders, actively committed to developing competences for the future and for the University itself.</li> </ul>

Source: elaborated based on Strategy 2030 of the Wrocław University of Economics and Business.

Table 3 presents the link between the sustainable development goals and the priorities outlined in Strategy 2030, as well as referring them to the mission and vision of the WUEB.

**Table 3.** Link between sustainable development goals and Strategy 2030 of the Wrocław University of Economics and Business

Sustainable Development Goal (SDG)	Link to the WUEB mission and vision	WUEB strategic priorities	Priority KPIs
<b>Goal 4.</b> <b>Quality education</b> 	<p>The University distinguished in the region, conducting original research that is relevant to international science</p> <p>The University campus is a place for open debate and shaping the future</p>	<p>SP5. Distinctive education of experts and business leaders</p> <p>SP4. Recognized research inspired by practice</p>	<p>Graduates' professional success</p> <p>Scientific achievements</p>
<b>Goal 8.</b> <b>Economic growth and decent work</b> 	<p>The University that is an attractive environment for the work and growth of the most talented and committed personnel</p> <p>The University is a community of people who change the world, creating science and new personnel</p>	<p>SP1. Committed personnel</p> <p>SP3. Business cooperation</p>	<p>Employees' level of satisfaction</p> <p>Value of cooperation with the social and economic environment</p>
<b>Goal 9. Innovation, industry, infrastructure</b> 	<p>The University that is a valued business partner as a source of talent, competence and knowledge</p> <p>The University based on organisation and technologies of the future</p>	<p>SP2. Modern organisation</p>	<p>Level of digital maturity</p>
<b>Goal 11.</b> <b>Sustainable cities and communities</b> 	<p>The University that develops the competences of the future in a modern manner</p>	<p>SP6. Continuous development of competences of the future</p>	<p>Amount of revenue from continuous education</p> <p>Value of cooperation with the social and economic environment</p>
<b>Goal 13.</b> <b>Climate action</b> 	<p>We grow in harmony with the environment, creating a better world</p>	<p>SP6. Continuous development of competences of the future</p>	<p>Amount of revenue from continuous education</p>

Source: own elaboration on the basis of internal WUEB materials.



## Goal 4

### Ensure high quality education for all and promote lifelong learning

Access to education and lifelong learning is one of the key factors to improving living conditions, influencing social awareness and contributing to continuous development both of individuals and societies in a global perspective. As part of this goal, actions are aimed at ensuring access to education at all levels for everyone, irrespective of age, gender or other differentiating features. It also involves focusing attention and addressing actions towards obtaining appropriately educated teachers, eliminating incorrect working and teaching conditions, creating suitable scholarship programmes both for teachers and pupils, the construction of new educational facilities and many other actions.

Wroclaw University of Economics and Business realises a range of ambitious projects in line with goal 4. Some of these were discussed in the 2022 report, and this publication therefore addresses others that have not yet been presented.

Among the interesting projects within goal 4 of the SDGs, the **‘Competencies of the future’ programme realised in the WUEB since 2019** is worth mentioning. Its goal is to familiarise students with universal soft/social competencies both in professional and everyday life that are desired and indicated by employers as essential and often key in the selection of candidates.

In these lessons, students gain knowledge and skills, as well as familiarise themselves with tools relating to the following competencies:

- 1) emotional intelligence,
- 2) teamwork,
- 3) comprehensive problem solving,
- 4) taking on responsibilities,
- 5) promoting action/building a personal brand/presence on social media,
- 6) planning a social project.



The 5th edition of the 'Competencies of the future' programme was realised in the 2022/2023 summer semester to a total of 30 teaching hours. Each subject module was realised and conducted by business partners such as:

- Hewlett-Packard Inc.
- RST Software
- Fundacja Partycypacji
- Lean Six Sigma Academy Poland
- Smith+Nephew



In total, 25 students from various full-time university courses at the Wroclaw University of Economics and Business participated in the programme. In the 5th edition, classes were held by 6 business trainers from the above-mentioned firms.

## *Expert* PROGRAMME

### 'Expert' programme

The programme was launched in September 2023, with the aim being for experienced researchers to provide substantive assistance to academic teachers and participants of the WUEB Doctoral School at the stage of preparing applications for grants from the National Science Centre (NSC). The support offered is of a scientific advisory nature on preparing NSC grant applications.

The consultations can relate to assistance with regard to: developing research project concepts, formal and substantive verification of grant application projects and analysis of the strong and weak sides of research projects. The substantive experts engaged in the **'Expert' programme** are academic teachers employed at the WUEB and in other establishments in Poland with experience in evaluating and realising research projects, including for tenders, and willing to share their experience. The value added of participation in the programme is the possibility to verify research project applications for funding at the very beginning of the whole process under the watchful eye of an experienced researcher



Logo of Children's  
University of Economics (CUE)

**Children's University of Economics** is a project related to economics education for children conducted by the Foundation for the Promotion and Accreditation of Economics Studies in Warsaw, in cooperation with the Wrocław University of Economics and Business. The aim of the CUE is to popularise knowledge and build awareness of economics among children starting at a young age. The CUE's educational offer is designed for pupils in the fourth, fifth and sixth years of primary school. Meetings with parents are also organised on educating and shaping attitudes among young children. It is worth noting that the CUE is organised with the help of volunteers – students of the Wrocław University of Economics and Business. In the academic year 2022/2023, 12 volunteers were involved.

In the academic year 2022/2023, two editions of the Children's University of Economics took place – the 19th and 20th – for which a total of 156 young participants were recruited. In addition, 105 people declared their participation in the classes for parents.

In the winter semester 2022/2023, the topics of the CUE classes for children focused on: the economic situation and the measurement of economic and social well-being, investment strategies and risk management, relations with clients, public speaking in achieving success and in the role of leadership authority and management. The lectures for parents covered following topics: effective time and task management, teenagers' problems in puberty, the retirement system in Poland, protection of individual customer on the financial market, the activity of children and adolescents on the internet, and ways of coping with teenage rebellion.

In the summer semester 2022/2023, the children's classes covered the role of the financial director in a firm, the social responsibility of business, payments of the future, effective communication, effective team management, and investment strategies on the market of alternative investments. Topics discussed during the meetings with parents included the role of parents in the 'pleasant' education of a child, the influence of the mass media on recipients, ways of building a feeling of self-esteem, and children's mental resilience. It was also shown how to cope with difficult emotions in social interactions, as well as how to introduce the topic of saving to young children, and a discussion was held on the role of health insurance in the current situation of households. It should be noted that after every edition, the young students took a test to check their knowledge. Those who obtained the highest number of points were awarded prizes, while the remainder were given consolation prizes.



Logo of Young Economist Academy (YEA)

## Young Economist Academy (YEA)

The 'Young Economist Academy' project is conducted in Wrocław and Łódź. At the Wrocław University of Economics and Business, there were two further editions of the YEA in the academic year 2022/2023 – the 12th and 13th. The project was supported by 8 volunteer WUEB students.

The YEA classes were attended by 80 children. In the winter semester 2022/2023, the issues addressed were youth marketing, project management, the value of money, public speaking, and applying mathematical functions to consumer choices. Meanwhile, in the summer semester 2022/2023, the classes were on money in the digital world, taxes, marketing and

survey questionnaires. In addition, due to the large proportion of pupils from the eighth year, other topics covered included discovering your potential and setting goals in life. The participants, especially the eighth-year pupils, could also attend additional mathematics and finance workshops preparing them for external exams after finishing primary school.

The parents of YEA participants also gladly participated in lectures included in the CEU project.



**The University of the Third Age (U3A)** in Wrocław was founded by resolution no. 69/2008 of the Senate of the Wrocław University of Economics and Business on the 26th of September 2008 as a university-wide organisational unit of our university. The launch of the Wrocław branch was accompanied by the founding of the Bolesławiec branch (by resolution 68/2008 of the WUEB Senate and on the basis of an understanding between the Rector of the Wrocław University of Economics and Business and the President of the City of Bolesławiec, concluded on the 13th of October 2007). The Vice-Rector for Student Affairs and Education held direct supervision of the activity of the U3A.







The main objective of the University of the Third Age (U3A) is to conduct educational and teaching activity in order to activate and stimulate the intellectual and mental development of seniors participating in U3A classes, and also to counteract their social exclusion. In the period 2019–2022, the Wrocław branch of U3A actively participated in a project ‘Third mission of the Wrocław University of Economics and Business for U3A’, financed with European Union funds. This made it possible to expand the programme to include new classes such as: yoga, dance, memory training, French, Spanish and Italian lessons, combatting digital exclusion, educational excursions and additional support for various interest groups, e.g. a choir.

In May 2023, thanks to funding from the Marshal's Office of the Lower Silesian Voivodeship, the Wrocław branch of U3A implemented the project ‘Closer to yourself and closer to nature – integration of newly accepted participants from the U3A community into the Economics University’. This initiative was aimed mainly at members of the University of the Third Age who had begun classes at the Wrocław University of Economics and Business in 2022 and 2023. Also taking part in the project were representatives of the Presidium of the Student Union, supervisors of thematic areas and the most experienced and active members. It is worth underlining that from the academic year 2022/2023, the classes offered by the U3A operating at the WUEB were expanded to include Spanish and memory training, which was very popular among participants.





### **International mathematics competition – Náboj (for secondary school pupils) and Náboj Junior (for pupils in years 7 and 8 of primary school)**

The idea for a mathematics competition was born in Slovakia 20 years ago and quickly gained popularity in other European countries. In Poland, Náboj has taken place since 2015. The Wrocław University of Economics and Business has been the co-organiser of the Náboj mathematics competition since 2018, and the Náboj Junior competition since 2020.

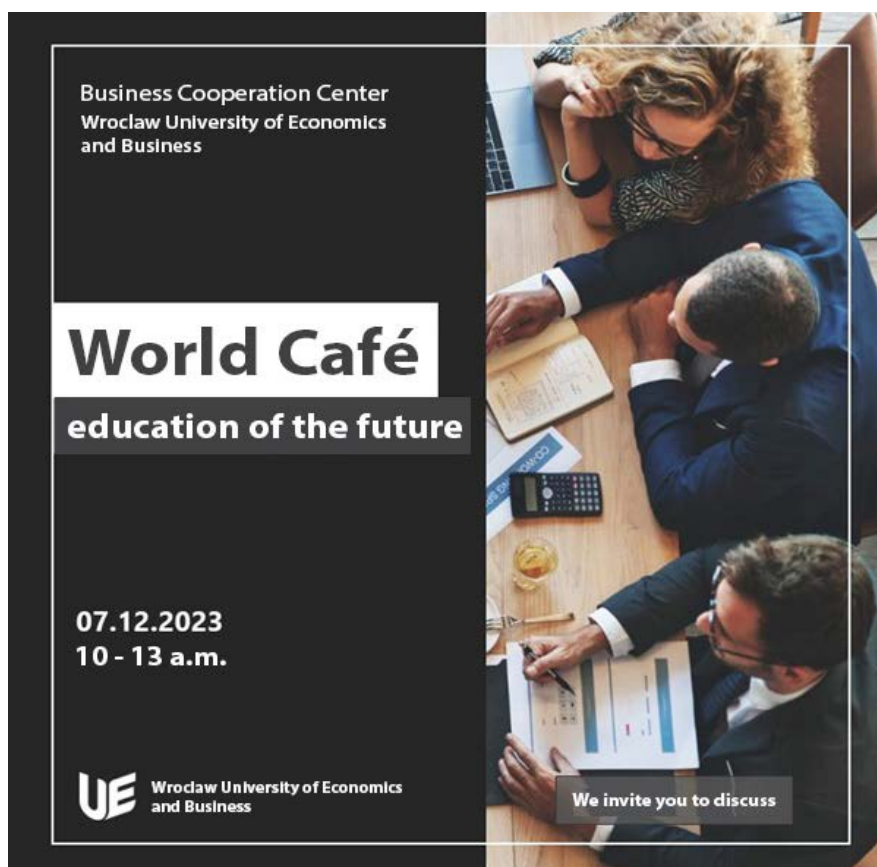


Pupils from the participating schools compete in four-person teams. The competition lasts 120 minutes, during which the teams try to solve as many tasks as possible. At the beginning of the competition, each team receives 6 tasks. When a team correctly solves any of the tasks, they receive a new task. The solutions are usually numeric. The team that correctly solves the most tasks wins. The competition takes place in real time: participants can track the progress of the competitors, and the tasks are distributed on an ongoing basis.



On the 22nd of March 2023, the second edition of the Náboj competition took place at the Wroclaw University of Economics and Business. Taking part were teams from Poland, Belgium, Croatia, Czechia, France, Spain, the Netherlands and Slovakia. In total, we hosted 330 pupils. First place was taken by a team from the 3rd High School in Wroclaw.

The competition is regularly held by the WUEB and is attracting ever more interest, giving subsequent generations of high school pupils who are passionate about mathematics the opportunity to demonstrate their abilities.



**World Café**, held in December 2023, took place under the slogan **‘Education of the future’**. It should be emphasised that it was in line with the WUEB Strategy 2030 and was related to four of the priorities: ‘Modern organisation’, ‘Cooperation with business’, ‘Distinctive education of experts and business leaders’, and ‘Continuous development of competencies of the future’.

The main aim of the discussion conducted as part of ‘World Café – education of the future’ was an attempt to find answers to the following questions:

1. Who is the lecturer of the future?
2. How should the infrastructure of the future at the Wroclaw University of Economics and Business change, and what should it be like?
3. What should the teaching of the future be like? How should classes be conducted in the future?
4. Who is the student of the future? What competencies should they acquire during their education?

The event was attended by representatives from the WUEB socio-economic environment (14 people) and from the academic community (17 people), including: representatives of the university authorities, department managers, students, and employees of the Business Cooperation Center.



## Guest lectures

Guest lectures consist of meetings between representatives from the world of business and students, and take place within specific subjects of a given department at the Wrocław University of Economics and Business. Their objective is for representatives of the socio-economic environment to present to students selected economic and/or social issues. The lectures are held thanks to cooperation between business practitioners, lecturers and department managers from our university and from the Business Cooperation Center:

- 82 lectures were held in cooperation with practitioners,
- 46 firms accepted the invitation to enter into cooperation,
- 172 hours of teaching were conducted,
- 1189 students participated in the lectures,
- lectures were held in 18 different subjects.





**Corporate Readiness Certificate (CRC)** is an educational programme realised since 2013. It is offered to active students and recent graduates (up to 2 years after completing their studies) who are open to acquiring new knowledge and obtaining practical skills that create a unique opportunity for professional development.







CRC classes are conducted by experts from four firms: Accenture, ING Hubs Poland, EY and Kyndryl. In 2023, 15 topics were proposed to choose from, in the areas of IT, data security, and essential communication and leadership competencies. At the beginning, the candidates take an initial exam. The classes are conducted on a virtual platform with remote access. On successful completion of the final exam, the participants receive a certificate as confirmation of the skills they have acquired, which can open the door to a career. The best participants get the opportunity of internship.



## Goal 8

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

Achievement 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 2023, many new initiatives related to the achievement of goal 8 were continued and begun at the Wrocław University of Economics and Business. Some of these are presented below.

### Personnel Manual

The Personnel Manual is a project launched in February 2023. It is a site on the WUEB intranet containing useful information (including document templates, forms and instructions) relating to the whole professional life cycle of those employed at the WUEB. In addition, the site clearly presents the opportunities that the university offers employees, e.g. training, the sports card.

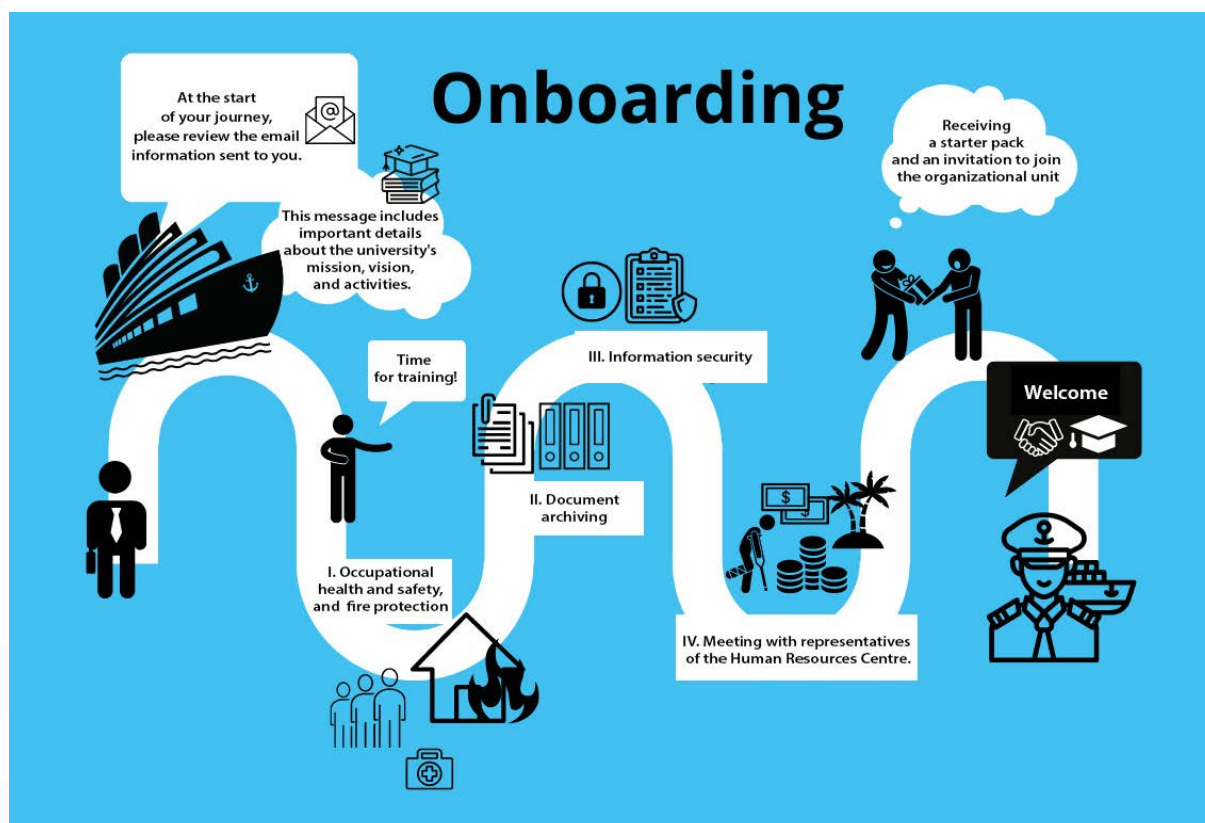
This site provides practical information and resources designed to support our daily work and professional development. The new Manual menu includes seven categories:

- Documents
- Development
- Science
- Teaching
- Employee benefits
- Employee events
- Awards and distinctions



The main objective of the 'Personnel Manual' site is to provide WUEB employees with easy access to key information and documents related to the entire professional life cycle. In this context, the site was created with the following in mind:

- work efficiency: the aim is to provide employees with tools that will help them to carry out their duties more efficiently thanks to access to important documents and instructions;
- easy access: this is to ensure employees have permanent access to up-to-date information regarding personal matters, procedures and university regulations;
- intuitive search function: this makes it possible for employees to intuitively and quickly search for documents and information, which contributes to reducing frustration and saves time.



**Onboarding** of employees involves welcoming them to the workplace and training them in use of the library, document archiving and the functioning of the EZD (Electronic Document Management), data security and the university's organisational structure (including its history)

– the new employee is trained in issues related to employees, professional development and IT tools, as well as communication and infrastructure within the WUEB. From October 2022 to August 2023, 25 people from among the scientific and teaching staff were trained as part of the onboarding programme, as well as 65 people from among administrative employees.



## Medicover Sport card

The Wrocław University of Economics and Business responds to the needs of employees as identified on the basis of a survey of WUEB employee satisfaction conducted in April 2023. To this end – as part of care for a healthy organisational culture – from August 2023, employees can benefit from the attractive offer provided by the Medicover Sport card.



### LUX MED medical services package

In order to care for the health of employees and their loved ones, the Wrocław University of Economics and Business signed an agreement with the firm LUX MED on the 1st of December 2023. Under the agreement, employees, their family members and partners can select one of three medical services packages.

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

In the academic year 2022/2023, the **Professional Competencies Department (DKZ)**, which operates as part of the WUEB Human Resources Center, prepared interesting and varied developmental activities for academic teachers and other employees in the form of individual and group face-to-face and online classes. In total, 153 training sessions were conducted.

**Table 4.** Number of WUEB employees participating in developmental training in the academic year 2022/2023

Training category	Number of group training sessions	Number of group training session participants
Didactic	29	418
Scientific	22	330
Administrative	102	749
Total	153	1497

Source: internal WUEB materials.

Participation in the training sessions allowed academic and non-academic staff to broaden their range of specialist knowledge related to their work duties, as well as supporting the development of soft skills. Great interest was shown in: English language lessons (150 people), stress management, team management, learning outcomes, voice training and many others.



Additionally, in the academic year 2022/2023, 130 individual applications were received from employees expressing the wish to raise their professional competencies (this number does not include applications relating to post-graduate studies and courses organised by the CKU). In total, 101 applications were accepted.

### **Training sessions under the title: *Counteracting mobbing and discrimination in the workplace***

In November 2023 – in response to needs reported by employees and university organisational unit managers – a series of training sessions was prepared and conducted on counteracting mobbing and discrimination in the workplace. These were attended by 53 people, with the aim of the sessions being:

- sharing knowledge conducive to the shaping of attitudes preventing mobbing and other pathological behaviours in the workplace,
- assistance in coping with cases bearing signs of mobbing,
- providing knowledge on how to identify cases of mobbing,
- sharing information on the rights and duties of the employer with regard to mobbing,
- discussion of ways to counteract mobbing in organisations,
- indicating the procedural path to be taken in the case of the occurrence of mobbing in the organisation.

**Table 5.** Number of employees participating in training sessions

Date	Number of training participants	Training employee group
14.11.2023	7	non-academic
15.11.2023	11	non-academic
20.11.2023	9	department heads
24.11.2023	15	department heads
29.11.2023	6	non-academic
30.11.2023	4	non-academic

Source: internal WUEB material.

### **Wroclaw University of Economics and Business *Gender Equality Plan (GEP) for the years 2023–2024***

The gender equality plan is a strategic document created with the university academic community in mind (implemented ZR no. 106/2023). It relates to the key values included in the WUEB Strategy 2030 document, and defines actions conducive to building a safe, friendly place of work and study, free from all discrimination and ensuring professional development, as well as balancing professional and private life. The document listed five main goals together with assigned actions and indicators:

- Goal 1.** Raising awareness of the importance of equal treatment and counteracting all instances of discrimination.
- Goal 2.** Supporting equal access to careers.
- Goal 3.** Supporting the combining of professional and private life both for those working and those studying.
- Goal 4.** Care for a balanced representation of genders in university bodies and authorities, as well as in decision-making processes at various levels of the WUEB organisational structure.
- Goal 5.** Incorporating the themes of equality and diversity into the content of research, educational programmes and services provided to the surrounding environment.

Despite the difficult tasks planned within the gender equality plan, specific and consequent examples of action can already be noted as part of the adopted undertakings (Table 6).

**Table 6.** Actions within the gender equality plan realised at the Wrocław University of Economics and Business in 2023

<b>Goal 1. Raising awareness of the importance of equal treatment and counteracting all instances of discrimination</b>
Development of procedures for WUEB employees and (separately) for students for reporting cases of unequal treatment.
Entering into cooperation with the National Anti-mobbing Association.
The organisation – in cooperation with the Professional Competencies Department – of anti-mobbing training sessions for WUEB heads of department.
Creation of an intranet site for disseminating information on equal treatment and counteracting discrimination.
Preparation of a project for updating the WUEB internal anti-mobbing and anti-discrimination policy.
Preparation of a questionnaire for auditing and monitoring gender equality at the WUEB.
Preparation and posting on the e-portal of a quiz for WUEB employees – as part of a course – for verifying knowledge of the provisions of the WUEB internal anti-mobbing and anti-discrimination policy.
Organisation of monthly meetings of the team for equal treatment and counteracting discrimination.
<b>Goal 2. Supporting equal access to careers</b>
Collection and gathering of sensitive data relating to gender with regard to people accepted onto 1st and 2nd level studies, post-graduate studies and to the Doctoral School (including in individual post-graduate departments/studies and in the Doctoral School).
Preparation and implementation of recruitment procedures without discriminatory content.

Source: internal WUEB materials.



## Implementation of anti-mobbing and anti-discrimination policy

In 2023, an amended internal anti-mobbing and anti-discrimination policy was adopted for WUEB employees (ZR no. 159/2023). This included new forms of conflict resolution, such as conciliation proceedings before the ombudsman and mediation proceedings. The aim of the policy is above all to counteract instances in the workplace of mobbing, discrimination, unequal treatment, harassment – including sexual harassment, hate speech and violence motivated by prejudice, as well as defining the rules of conduct in the case of the above-mentioned phenomena.



# Goal 9

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

The concept of infrastructure is highly complex and defined in various ways. According to the PWN Polish Language Dictionary, infrastructure *is service equipment and institutions necessary for the correct functioning of society and the productive sectors of the economy*<sup>1</sup>. It is a vital factor in the efficient and effective functioning of the economy, guaranteeing the survival and development of societies. For this reason, particular attention was paid to this area in goal 9 of the SDGs. One of the assumptions was the need for developing reliable, sustainable and resilient infrastructure to support economic development and people's well-being. It was highlighted that there is a need to ensure everyone equal access to infrastructure at a reasonable price. Attention was also drawn to the necessity to improve the quality of infrastructure and introduce sustainable industrial development by increasing the efficiency of the use of resources and the application of clean and environmentally friendly production technologies and processes. Considerable emphasis is also placed on strengthening scientific research and raising the technological level of the industrial sector in all countries, especially in developing nations, including through innovation, as well as a significant increase in the number of employees in the research and development sector.

Among the WUEB initiatives contributing to the implementation of goal 9, it is worth indicating, among others, the **World Café** project (described in detail in the section on goal 4 of the SDGs). One of the key discussion topics within the project was the infrastructure of the future. This module sought answers to the question of how the future infrastructure of the Wrocław University of Economics and Business should change and what it should be like.

Representatives of the socio-economic environment (14 people) from the following entities took part in the event: OVHcloud, QIAGEN Wrocław sp. z o.o., Unika Doradztwo Unijne i Public Relations, Electrolux Poland sp. z o.o., Atlas Ward Polska sp. z o.o., CCC SA, Agencja Rozwoju Przemysłu SA, Okręgowa Izba Radców Prawnych we Wrocławiu, UBS Group AG, Varius MS Mirosław Porębski and Agencja Rozwoju Przemysłu SA. Meanwhile, the academic community was represented by 17 people.

<sup>1</sup> L. Drabik, A. Kubiak-Sokół and E. Sobol (2023). *Słownik języka polskiego*. Wydawnictwo Naukowe PWN.

The discussions and debates conducted as part of the World Café contributed to the development of many conclusions relating to the building of resilient and sustainable infrastructure. Below are the key areas the conclusions related to:

- A. Programmable and autonomous infrastructure** that enables the adaptation of rooms and equipment to the needs and requirements of lecturers and students, e.g. adjusting lighting, projectors, audio equipment, installation of multimedia and interactive boards, moveable floors and furniture, holograms, etc.
- B. A friendly and comfortable environment** that ensures conditions conducive to learning and integration on campus, such as places for individual study, for eating and heating meals, for integrating and chilling out, grass seating areas, comfortable seats and chairs, the possibility to open windows and go out into the fresh air, exercise during lectures etc. In addition, this includes spaces for relaxation and integration for playing board games and table football, as well as chillout rooms, food courts, canteens, cafés, student clubs, café rooms, attractive open space infrastructure, and spaces conducive to interaction and group work.
- C. A place to enhance physical activity**, i.e. a zone for enabling a 'restart' and for maintaining physical activity on campus.
- D. EKO – green infrastructure**, demonstrating involvement in caring for the natural environment on our campus and outside it by using energy efficient technological and architectural solutions and the implementation of CSR actions for the WUEB.
- E. Efficient and reliable infrastructure**, that is ensuring the correct functioning of equipment and IT systems.
- F. Communication and access to the campus**, that is the issue of available parking, cycle paths, municipal transport, access to WUEB buildings and to the library 24/7 with the use of entry cards.
- G. Power supply and Internet** – access on campus to electricity sockets, wi-fi, recordings of lectures and platforms for asynchronous study.
- H. IT and new technology support**, manifested in efficient and professional IT support, access to the latest project, work and study management tools based on IT systems used in firms, up-to-date IT software and work simulators.
- I. Contact with business practice**, enabling familiarisation with the infrastructure of firms and the environment, conducting business process simulations and establishing contact with lecturers well prepared for working online.
- J. Online tools and competencies**, enabling the use of the Internet and digital platforms for conducting classes online, team problem-solving, simulations and virtual laboratories, benchmarking visits, gamification etc., as well as knowledge and skills among students and lecturers in using such tools.

The issues under goal 9 of the SDGs are key for the development of the Wrocław University of Economics and Business. This is reflected in Priority 2 – Modern Organisation (SP2). As a developing organisation, our university implements projects that must respond to the challenges of the contemporary digital world. The university premises should be suited to working in the contemporary reality, combining coworking with remote working. As a modern university, we guarantee our stakeholders fully digital experiences in the fields of communication, cooperation, education and scientific and research activity. Work on improvements in IT began by mapping the needs of WUEB employees in the research,



scientific and organisational areas. This made it possible to diagnose needs and combine them into common areas powered by the same databases.

In terms of sustainable development, priority 2 supports and implements initiatives for saving energy, diversification of energy sources, and limiting the use of plastics. The overriding objective of these actions is to build the WUEB into a modern organisation.

Projects and actions included in the strategic priority:

1. Launch of a new web platform (December 2023) that meets the conditions of WCAG accessibility.
2. Launch of an intranet for employees and students.
3. Digitalisation of processes and the creation of digital databases:
  - a. EZD – an electronic data management system in which the scope of processes is systematically expanded;
  - b. LEX Document Database, a platform that contains all internal WUEB legal documents;
  - c. A system for reserving cubicles in the library.

In addition, a system was introduced to the main library in June 2023 that enabled the borrowing of books with collection from **a bookomat** located outside near the main entrance to the library on ul. Wielka.





In October 2023, another place for relaxation for students and employees was added to the university campus. With the cooperation of the Impel Group, a **Chillout Room** was created on the library premises. The new relaxation zone fulfils many functions:

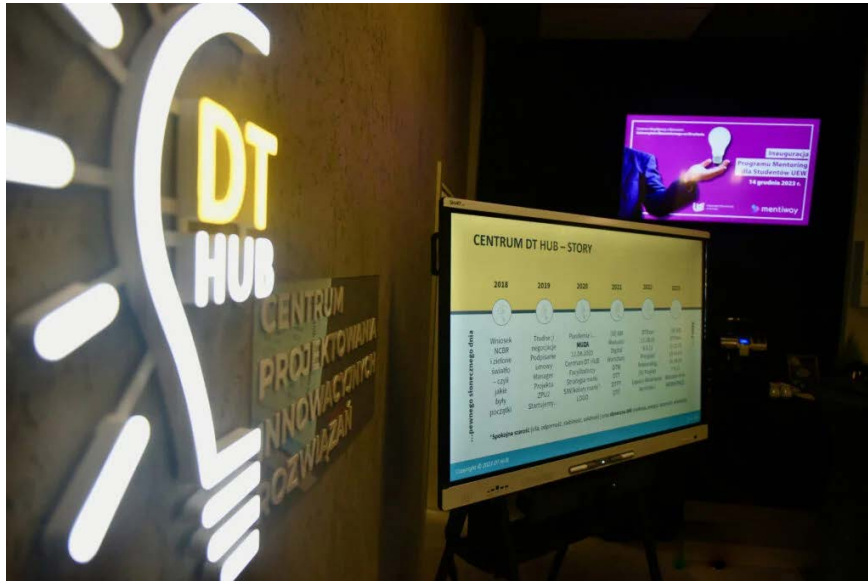
- Time for a rest between lectures? No problem! The Chillout Room has comfortable armchairs and poofs for relaxing with friends.
- Have a longer break between lectures? For booklovers there are bookcrossing shelves with a selection of interesting publications.
- Battery almost flat? Here you can catch some (good) energy and charge your equipment so you have the power for studying and keeping active all day long.
- Got a workshop project? Here you'll find ample space for coworking equipped with high tables.
- Got the sporting spirit? Of course! Enjoy unforgettable moments with table football and the latest board games – including an XXL version of Tic-Tac-Toe.





## Open DT WORKSPACE

For the needs of the Innovative Solution Design Centre – DT HUB, rooms were adapted in buildings U and W. The work included dividing the exhibition room into two smaller rooms, separating off space designated for an office, adding bathroom and kitchen facilities, and adapting the rooms to the needs of people with disabilities.



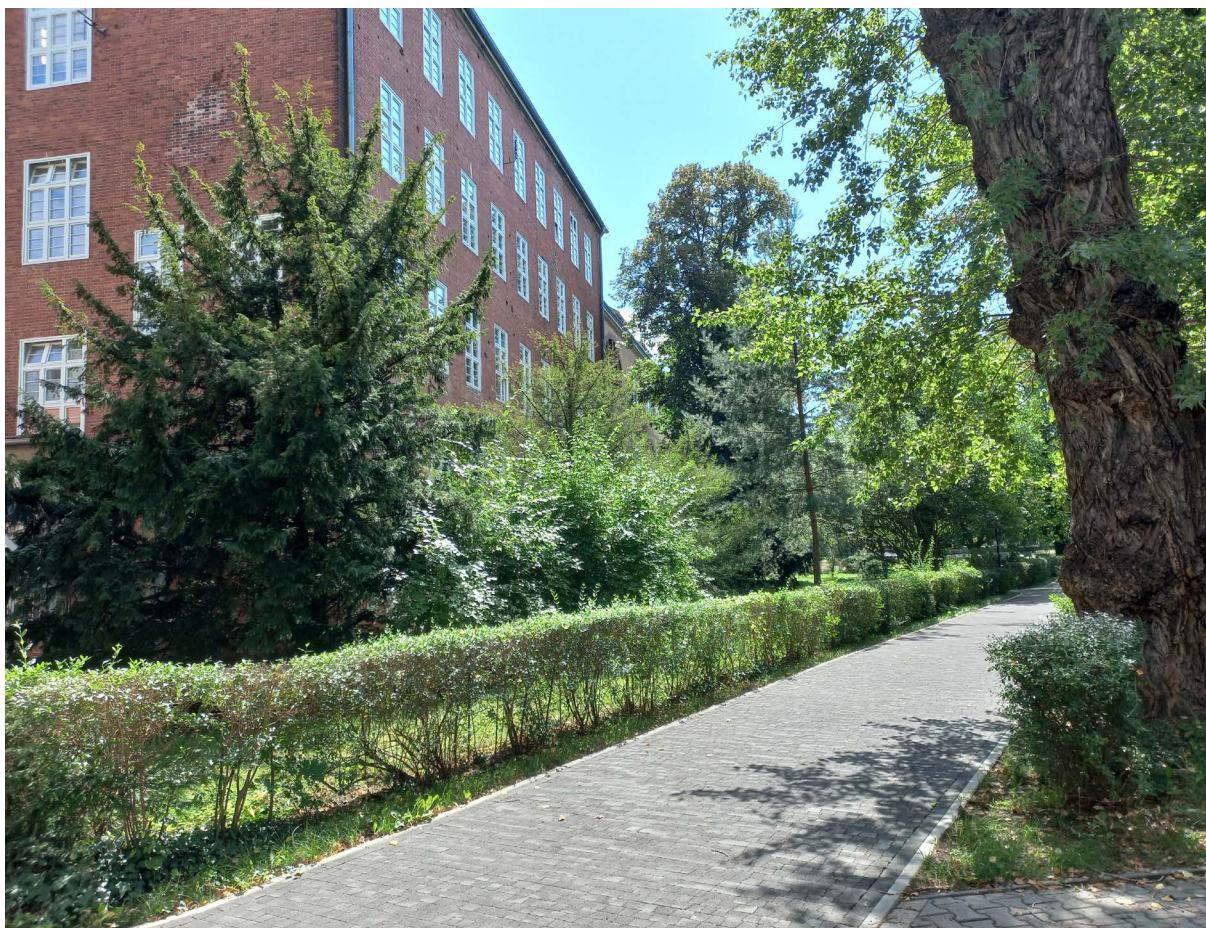
The next important investment in Wrocław University of Economics and Business infrastructure was the adaptation, extension, refurbishment and thermal upgrading of **building D**. This included complete adaptation of the non-historical part of the building, along with thermal upgrading of its historical part and adaptation to the current fire regulations. The work included installing lifts and photovoltaic panels, and adapting the building to the needs of people with disabilities. The building work was completed in the first quarter of 2024.





Another large investment that improved the functioning of the university was the adaptation of **building A1** and the surrounding area. The aim was to adapt these places to the needs of people with disabilities, as well as adapt the building to the requirements of fire regulations.

Renovation of the internal footpaths near the building involved replacing the existing damaged asphalt surface with paving blocks, with the addition of a ramp for people with disabilities. The unused section of footpath leading from ul. Kamienna to the gate in the fence on the south side of the building was also removed.



Another important investment for the university students and employees was the refurbishment of premises for the needs of the Office for People with Disabilities. The use of the internal premises of **building E**, the former bookshop, was changed, with the office space being renovated, an auditorium prepared and communication routes designed to meet the needs of people with disabilities.

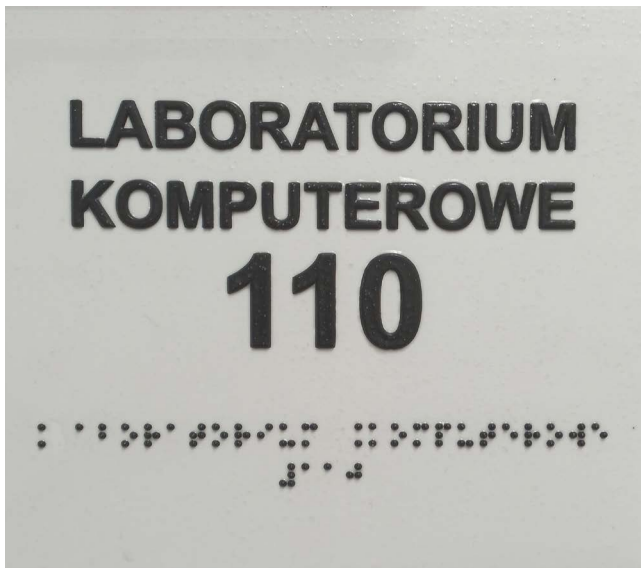
In the same building, the women's toilets were refurbished and a toilet for people with disabilities was built. The work included increasing the size of the existing space and a change in their function, the renovation of the existing bathroom facilities, and the installation of air conditioning.



Safety is of great importance for the university. As part of work leading to an increase in fire safety, construction and installation work was conducted in the **Ślężak Student House**.

This work included the replacement of 3 lifts, adaptation of the building to current fire regulations – emergency lighting, extinguishers etc. were installed, the doors were replaced, and entry systems were installed on the main door and on doors to offices and residential units.

Other work to increase safety included replacement of the water pump equipment in **building A** together with modernisation of installations directly connected with its operation, while maintaining an uninterrupted water supply, and replacement of emergency lighting on the first floor of **buildings U and W**. In addition, evacuation mattresses were purchased and in selected premises, signage was installed for the visually impaired.



Signage for the visually impaired: computer lab and restroom



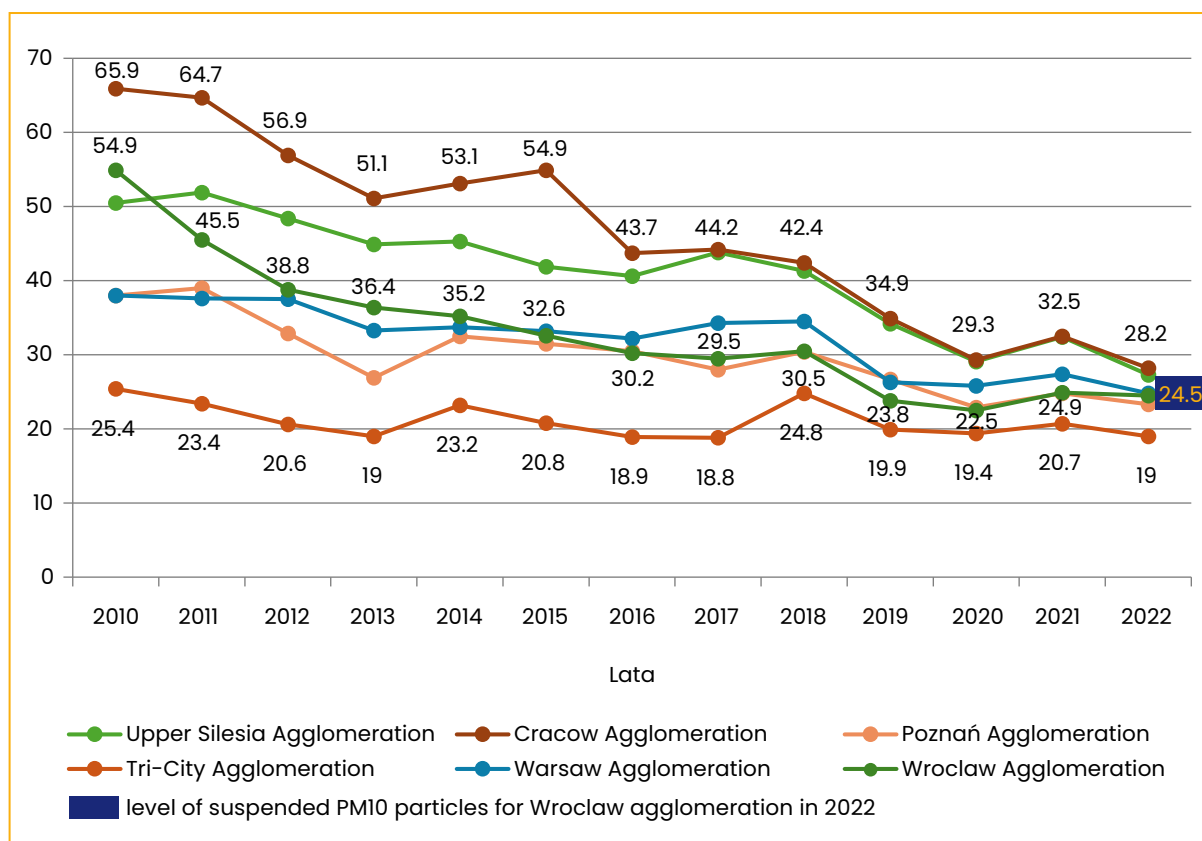
# Goal 11

## Make cities and human settlements safe, stable, sustainable and fostering social inclusion

As centres of culture and education, industry and social development, as well as a special kind of incubator for new ideas, cities are a separate subject of interest with regard to sustainable development goals. Goal 11 of the SDGs was dedicated to this area of socio-economic life. It is recommended, among others, to support beneficial links between urban, suburban and rural areas by strengthening national and regional development planning. Efforts should be intensified to protect and preserve world cultural and natural heritage, as well as reduce the unfavourable indicator of cities' negative per capita impact on the environment, paying particular attention to air quality and the management of communal and other waste. This should provide easy and generally available access to safe and inclusive green areas and public spaces, especially for women, children, elderly people and people with disabilities.

One of the key areas of interest in implementation of the assumptions of goal 11 is air quality. Over the last dozen years or so there has been an observable downward trend in the level of PM10 and PM2.5 particle pollution. To illustrate the nationwide effort to reduce the level of air pollution in Poland, it is worth looking at data that shows the average yearly levels of suspended PM10 (Figure 1) and PM2.5 (Figure 2) particles.

Data for the Wrocław University of Economics and Business for 2022 (there is no data for previous years) shows an average **level of suspended PM10 particles** of 19.57 µg/m<sup>3</sup>, which is 43.5% of the WHO norm. In the same year, the average level for the Wrocław agglomeration was 24.5 µg/m<sup>3</sup>. It is also worth noting the extreme results – the average yearly level of suspended PM10 particles for the Cracow agglomeration was 28.2 µg/m<sup>3</sup>, and for the Tricity 19 µg/m<sup>3</sup> (Figure 1).

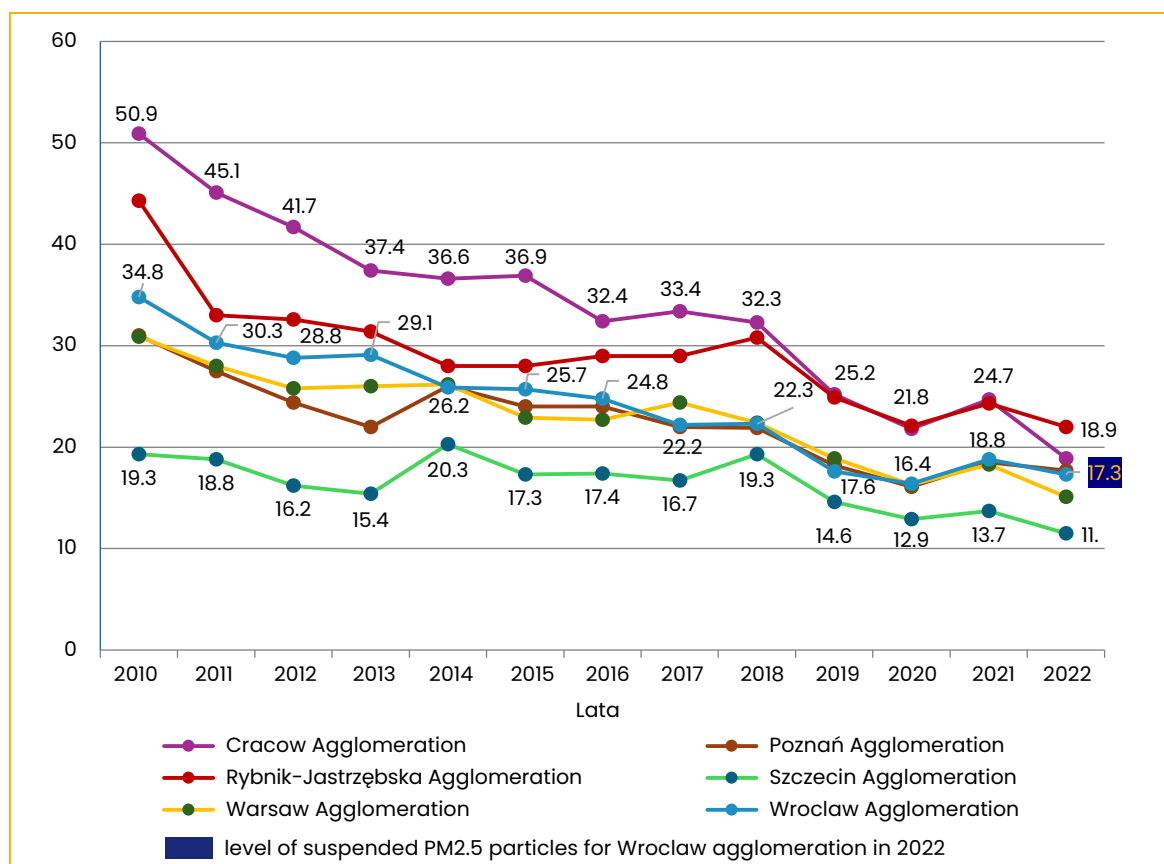


**Figure 1.** Average yearly levels of suspended PM10 particles in selected agglomerations in Poland in the years 2010–2022

Source: [https://sdg.gov.pl/statistics\\_glob/11-6-2/](https://sdg.gov.pl/statistics_glob/11-6-2/) (accessed 27.05.2024).

The second indicator quoted with equal frequency about air quality is the **level of suspended PM2.5 particles**. Suspended particles are a combination of various particles (solids and drops of liquid) that remain in the air. The symbol PM2.5 refers to the size of the particles, in this case particles with a diameter of less than 2.5  $\mu\text{m}$ . For humans, the most dangerous particles are the smallest ones – i.e. those below 2.5  $\mu\text{m}$ . Among other health problems, they can cause respiratory and circulatory diseases, as well as inflammation of the nasal cavity, conjunctiva and throat. Figure 2 presents the average yearly level of suspended PM2.5 particles in selected agglomerations in Poland in the years 2010–2022.

Figure 2 contains the numerical data for six agglomerations showing the level of PM2.5 particles in the years 2010–2022. For the Wrocław University of Economics and Business, the average yearly level of PM2.5 particles for 2022 was 13.91  $\mu\text{g}/\text{m}^3$  (the level for the Wrocław agglomeration was 17.3  $\mu\text{g}/\text{m}^3$ ). This was 92.75% of the WHO norm. In comparison, the agglomeration with the lowest level of PM2.5 particles (the Szczecin agglomeration) achieved a level of 11.5  $\mu\text{g}/\text{m}^3$ , while the Cracow agglomeration had 18.9  $\mu\text{g}/\text{m}^3$ .



**Figure 2.** Average yearly levels of suspended PM2.5 particles in selected agglomerations in Poland in the years 2010–2022

Source: [https://sdg.gov.pl/statistics\\_glob/11-6-2/](https://sdg.gov.pl/statistics_glob/11-6-2/) (accessed: 27.05.2024).

In terms of the actions undertaken by WUEB employees with regard to implementation of goal 11 of the SDGs, the lecture given by dr hab. Maja Kiba-Janiak, WUEB Professor, is worth noting. In 2023, at the invitation of the National Agency for Academic Cooperation (NAWA), professor Kiba-Janiak took part in celebrating the International Day of Women and Girls in Science at the UN headquarters in New York, where she gave a lecture entitled ***The Road to Sustainable Transport***. Professor Kiba-Janiak also participated in a session related to international mobility organised by NAWA at the Polish consulate in New York.

The next important initiative undertaken at the WUEB was the launch in 2023 of the **Forum Green Region** (<https://green-region.ue.wroc.pl>). The **first edition** of this event took place on the 2nd of March 2023 and was jointly organised by the Wrocław University of Economics and Business and the Representation of the European Commission in Poland. The leading theme of the conference was sustainable development in the energy and transport sectors in Poland in the context of regional and global economic, social and political challenges. As part of the event, two workshops were also held for the employees of local government units in Poland, under the title: *Poland net-zero 2050 – the role and challenges of local government and energy communities as a key element of energy transformation*.





Lectures delivered within areas related to goal 11 include:

- The role of sustainable transport is shaping a new socio-economic space.
- Short-distance cities as 'panacea' for contemporary challenges of planning urban transport systems.
- The role of the city bike system in the structure and development of the sustainable city.
- The development of e-micromobility in Polish cities as a challenge to urban logistics.
- Strategies for building resilience in urban mobility systems.
- Can the European Green Deal constitute a smart city development strategy in terms of mobility?
- The impact of new models of working on urban mobility.
- Development directions of free time mobility.
- Impact of the COVID-19 pandemic on shaping urban mobility – the experiences of the Upper Silesia-Zagłębie metropolitan area.
- Digitisation of passenger information in Poland – what went wrong?

This initiative was part of the implementation of goal 11 as well as goal 13, relating to environmental issues.

**The second edition** of the Forum Green Region took place on the 8th of December 2023. Its aim was to initiate an interdisciplinary discussion and an exchange of experiences on completed, future and proposed undertakings related to the Renovation Wave in Poland from economic, financial and social perspectives. Experts from the WUEB and representatives of the business, local government and scientific communities held discussions and debates on the possibilities for implementing the technical and environmental requirements, as well

## II FORUM GREEN REGION

*Economic, Financial and Social Problems of the Renovation Wave*

**DECEMBER 8th, 2023, 9.00–15.30**

Lifelong Learning Center of WUEB  
ul. Kamienna 43/45, 50-545 Wrocław

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was also part of the WUEB Strategy 2030, which promotes development of the university in harmony with the environment, and engaging the entire academic community in creating a better world.

The next event was the **8th European Congress of Local Governments**, during which discussions were held on the problems of contemporary urban planning, the mechanisms of the development of cities and regions, financing investments, environmental protection, healthcare policy, and the actions of local governments in the new reality. In 2023, the





congress took place under the slogan **New Solidarity for a new era**. The event was also a platform for the exchange of views and a meeting place for local government officials and regional elites with representatives of state administration, non-governmental organisations and business practitioners.



The Wrocław University of Economics and Business was represented at the congress by the following scientists, who actively participated in the panel discussion:

1. **Dr hab. Agnieszka Bem, WUEB Professor:**

- *Voluntary ZUS for entrepreneurs. An opportunity or a threat?* – panel participation.

2. **Dr Małgorzata Gałęcka:**

- *Local governments in the face of dangers. How well prepared are we for crises?* – panel participation,
- *Finances in times of crisis and war – discussion with leaders of the Local Government Financial Ranking in Poland* – discussion moderation,
- *A success story: the city of Jawor* – discussion with Emilian Bera, mayor of Jawor.

3. **Dr Milena Kowalska:**

- *Financing of housing construction by municipalities. Can local governments afford to build apartments for let?* – discussion moderation.

4. **Dr Katarzyna Smolny:**

- *Cultural institutions in local government. How to invest in the development of culture in the region?* – panel participation.





## Goal 13

### 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 resilience and the 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 among the most frequently implemented within the initiatives undertaken by our university. Among others, on the 16th of May 2023, the Rector of Wrocław University of Economics and Business **professor Andrzej Kaleta** and the board chairman of MPEC TERMAL SA in Lubin **Adam Siwek** signed **a partnership agreement on developing the Lubin Energy Cluster**. The meeting, in which details of cooperation with the university were discussed, was also attended by: the Vice-Rector for Accreditation and International Cooperation **professor Bogusława Drelich-Skulska**, representatives of the Institute for Sustainable Energy Management (IZGE) at the WUEB: Dean of the Faculty of Economics and Finance professor Andrzej Graczyk, professor Hanna Sikacz and dr Adam Węgrzyn – Director of the IZGE Competencies Centre and Managing Director of the Lubin Energy Cluster.



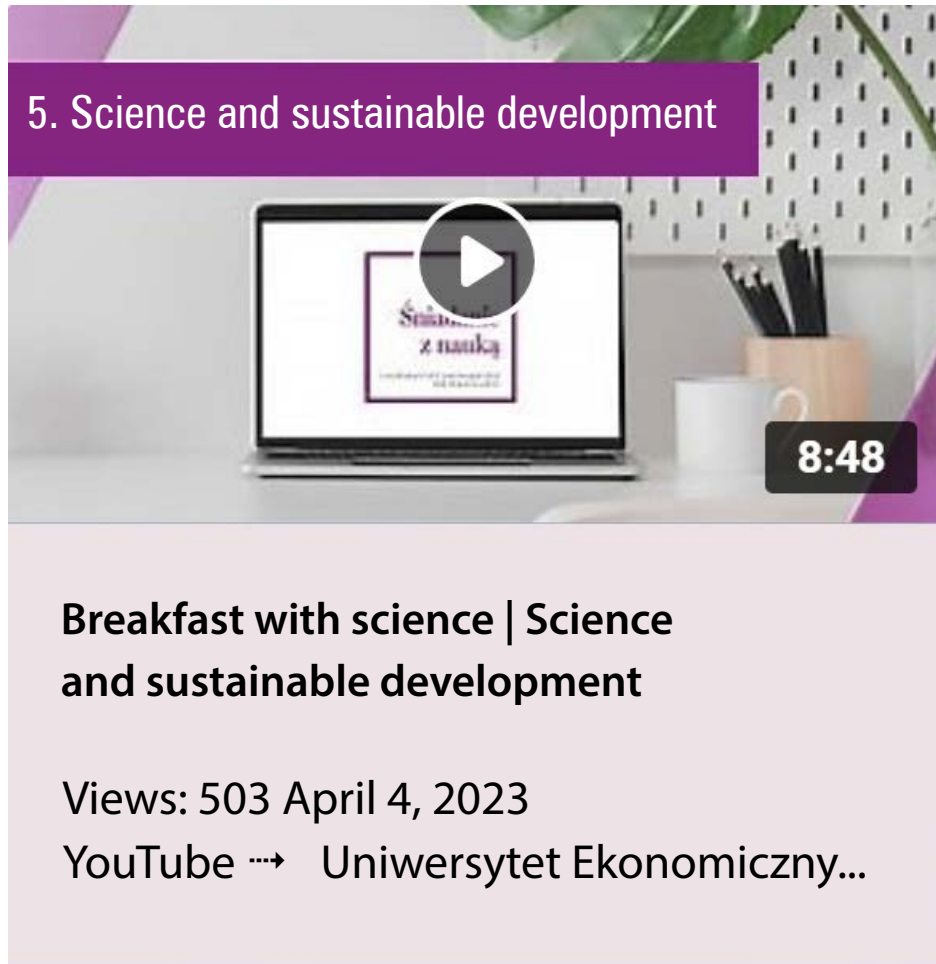
The Lubin Energy Cluster (LKE) was founded on the 11th of April 2023. It is **a regional initiative aimed at conducting investment in renewable sources of energy in Lubin and the surrounding district** in order to obtain cheaper, sustainable electricity and heating, and raise the energy security of end users: housing cooperatives, real estate managers, private and public enterprises, and local governments units.

The first effect of the partnership between the LKE and the WUEB was **the conference 'Energy clusters and energy transformation in Poland'**, which took place on the **20th of June 2023 in the Centre for Continuous Education at the WUEB**. This event was of a scientific and expert nature, and was directed towards representatives of education institutions, local government units, cooperatives and energy sector firms. Honorary patronage of the conference was assumed by the **Rector of the WUEB, the Lower Silesian Voivode, the Lower Silesian Marshal, the President of Wrocław and the National Chamber of Energy Clusters and the Polish Heating Chamber of Commerce**.

During the conference, the speakers, WUEB experts and representatives of the invited institutions took part in four themed panel discussions:

1. Challenges and barriers to the development of energy clusters in Poland.
2. The role of local government in the development of energy clusters.
3. The development of prosumer energy in energy clusters – opportunities and barriers.
4. The development of new technologies in energy clusters.

## 5. Science and sustainable development



### Breakfast with science | Science and sustainable development

Views: 503 April 4, 2023

YouTube → Uniwersytet Ekonomiczny...

The challenges of climate change and sustainable development were also the subject of discussion during the **'Breakfast with science'** series of meetings, which took place on the 4th of April 2023. Participating in the discussion were:

- Dr hab. Bożena Ryszawska, WUEB Professor, leader of the Green Team at the WUEB Sustainable Development Centre,
- Dr hab. Magdalena Rojek-Nowosielska, WUEB Professor, WUEB social impact manager,
- Dr Karolina Daszyńska-Żygadło, member of the Green Team at the WUEB Sustainable Development Centre,
- Magdalena Książkiewicz, WUEB environmental protection specialist.

The necessity, readiness and willingness declared by the WUEB to implement assumptions of the concept of social responsibility and sustainable development assumes, among others, care for nature and the environment. For this reason, the Wrocław University of Economics and Business became home to **four colonies of bees**. Almost 280,000 bees have permanently moved in to the roof of the Continuous Education Centre (CKU), thanks to the flower meadow adjacent to building Z.

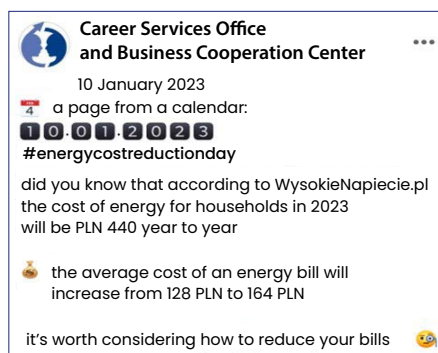
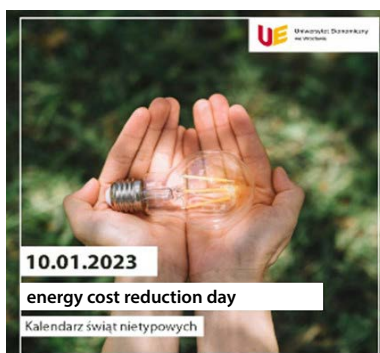


Beekeeping classes have also been held, during which participants found out about the work of bees ‘from the inside’, as well as tasting various honeys and broadening their knowledge about apiology. Reinforcing knowledge about the habitat needs of bees, the life-threatening dangers they face, and ways in which they can be supported by humans certainly helped to raise awareness and contributed to further initiatives being undertaken by the academic community.



As part of the **Wrocław Academic Community Climate Festival**, the Wrocław University of Economics and Business **organised** the third edition of the **Climate Academy**. This one-day event included presentations and workshops. Participants found out how to carry out actions to combat climate change in the financial, construction, energy, and resource and extraction management sectors. They also learnt of the strategic goals that should be set in this regard.





A very important groups of actions that impact the shaping of attitudes and awareness of members of the WUEB academic community are information campaigns. Facebook was used to conduct an **information campaign for students**, the aim of which was to encourage them to drink tap water in building P and in the CKU. In both of these places, a **water spring** was installed, supplied by the Wrocław Municipal Water and Sewage Works (MPWiK). This campaign was accompanied by a tangible explanation of the benefits, and used the slogan: *2 litres of tap water instead of bottled water means 1388 zł more in your wallet annually, as well as 26 kg less plastic waste in the environment.*

Another interesting initiative was **'Food from recycling'**, in which our university took part. Under the wing of a substantive supervisor, students from the Student Science Club (SKN) for Security Management in the Organisation developed recipes for foodstuffs and cosmetics in accordance with the principles of **zero waste**.



The aim of the project was to develop recipes for foodstuffs (4 products) and cosmetics (2 products) produced using recycled ingredients. These could be used by consumers to reduce food waste in households.



CREAM WITH CUCUMBER



CAULIFLOWER LEAF MUFFIN



MUFFIN LABORATORY BAKERY

The project included the preparation of the following new products:

- pudding based on stale sweet baked products,
- muffins with cauliflower leaves,
- peeling soap based on coffee grounds,
- moisturising creams with green tea infusion and field cucumbers.

All the products were made using alternative ingredients that would be thrown away by consumers.

As part of the project, educational workshops were also held for Wrocław residents in two topic areas: 'Food waste in times of inflation – how to make savings and not throw away food' and 'It's not worth wasting food... re-use it!'



The Student Science Club (SKN) for Security Management in the Organisation was also invited by the city of Wrocław to present the effects of the project during the event 'Saturday in Green Wrocław' (23 September 2023). The team presented educational boards describing good practices in not wasting food. There was also an interactive educational quiz on the subject.

The 'Food from recycling' project was financed under the Student Action Fund (FAST) by the district of Wrocław – Wrocław City Hall.



## Measurement indicators for selected key projects included in the achievement of the sustainable development goals at the Wroclaw University of Economics and Business

The 2022 report on the implementation of SDGs at the WUEB included for the first time proposals on formulating measurement indicators for selected projects. Various risks to their implementation were also indicated, as well as their measurement. After a year, it turned out that some projects had not been continued, or that the collecting of measurable data had not been possible due to insufficient organisational maturity in a given area. However, this did not completely prevent the preparation of such a report, although the authors are aware of the existing shortcomings (Table 7). Nevertheless, it is important that as part of the process of the institutionalisation of sustainable development at the Wroclaw University of Economics and Business (cf. Table 1), work in this area gains momentum and scope.

**Table 7.** Measurement indicators for selected key projects included in implementation of the sustainable development goals at the Wroclaw University of Economics and Business in 2022-2023

Project/ initiative	2023	2022
<b>Individual Business Study Programme (BIPS)</b>	Number of students (edition 6): 32	Number of students (edition 5): 30
<b>Mentoring for students</b>	Number of students: 40 Number of mentors: 33	Number of students: 67 Number of mentors: 59
<b>DT HUB/ Dtthon</b>	Number of students: over 200 Number of firms: 11	Number of students: 98 Number of firms: 8
<b>Games and business simulations</b>	Number of students: 428 Number of new games: 15 Number of external stakeholders: 208 Number of external institutions: 30	
<b>Erasmus+ programme</b>	Number of outgoing students: 127 Number of incoming students: 274	Number of outgoing students: 143 Number of incoming students: 307
	Number of outgoing employees: 286 (including travel for: didactic purposes – 148, training – 136)	Number of outgoing employees: 70 (including travel for: didactic purposes – 20, training – 50)
	Number of visiting professors: 52	Number of visiting professors: 14
<b>Educational mentoring</b>	9 mentoring pairs (in the third edition, 4 pairs were recruited, and in the fifth edition 5 pairs)	6 mentoring pairs
<b>Researcher's companion</b>	Total number of published topics for 2022 and 2023: 26 Number of views of these topics: 3134 Number of new topics in 2023: 19 (new topics and updates to previous topics) Number of views of these topics: 1298	Total number of published topics for 2022 and 2023: 26 Number of views of these topics: 3134

Source: internal WUEB materials.



## Plans for the coming years – dialogue with stakeholders

Every WUEB report not only reflects specific actions towards selected sustainable development goals, but is also based on permanent monitoring of pursuits and surveying our stakeholders' feedback in this area. Thanks to this, we want to make sure that we direct our efforts toward the goals our University can achieve in the best possible way. Since we realize that our stakeholders, representatives of variant social groups, of different ages and with different life and professional experiences, can perceive differently the goals of sustainable development chosen by the University, we organized a workshop session and posed two fundamental questions: (1) which sustainable development goals should we communicate? and (2) how should we communicate them?

On 23 May 2023, workshops were held, conducted by Dr Artur Trzebiński and Mgr Anna Wojciechowska, representing the DT HUB Center for Design of Innovative Solutions. The workshop was attended by ten people, including:

- representatives (one of each gender) of academic teachers,
- two female representatives of administrative staff,
- representative of business,
- two female representatives of the University of the third generation,
- a female high school student and two male high school students.



## The workshop programme

The workshops were divided into two parts, and the participants worked in three teams. The workshop is based on *design thinking methodology*, which allows creative searching for solutions. The introduction was to present the essence of the SDGs and to show their role in the activities of WUEB.

During the first part, Team 1 worked on selecting those SDGs that WUEB should communicate. At the same time, Team 2 considered how to communicate the SDGs with a facilitator's support, using the method of artificial assumptions. They began with Stone Age tools and progressed through iterations, including the stagecoach, telegraph, telephone, and finally email. Then, the teams exchanged the solutions and refined the results using the same methods.

High School Team (3rd) focused on selecting SDGs and ways of communicating them, because this was a natural course of thinking for them. Halfway through the working time, the team encountered a blockage and could not generate further solutions. They were supported by their facilitator who, using the "What if..." hints (several different scenarios with conditions that allow one to look at a given solution broadly), helped them generate new ideas. She also encouraged them to look for existing solutions. At the end of the work, the team prototyped the three best solutions.

In the second part of the workshop, participants shared their solutions and discussed, enhancing the ideas and directions of action.



## Solutions developed

All participants of the workshop agreed that WUEB should have a single, selected, prevailing SDG. **Goal 4** was indicated: Quality education, and within its framework, Wrocław University of Economics and Business should:

- be open to cooperation (broadly understood),
- expand international connections,
- broaden the educational scope,
- develop student exchange.



The participants then identified the following goals:

- **Goal 3. Good health and quality of life:** new socio-economic paradigm (increase the role of WUEB and other universities in education and civic education), work-life balance, OTE policy (openness, transparency and equality), support the development of interests and passions, promote healthy lifestyles;
- **Goal 5. Gender equality and reduced inequalities:** Gender Equality Plan (GEP), the possibility of continuing education at the University, pointing to other forms of inequality (not only gender, but also income, environment, background), respect for diversity;
- **Goal 8. Economic growth and Goal 9. Innovation:** comprehensive training of personnel at various levels, development and support of start-ups, the University offers solutions, the University is a development site for specific solutions and their application, strengths and weaknesses verified;
- **Goal 2. Zero Hunger and Goal 12. Responsible consumption:** researchers' knowledge and the research facilities of the Faculty of Production Engineering should be used to seek solutions for counteracting hunger, conducting joint activities with other universities, such as WUEB and the University of Environmental and Life Sciences, and promoting responsible consumption;
- **Goal 16. Strong institutions:** ethical conduct, social justice, and WUEB's support for public institutions.

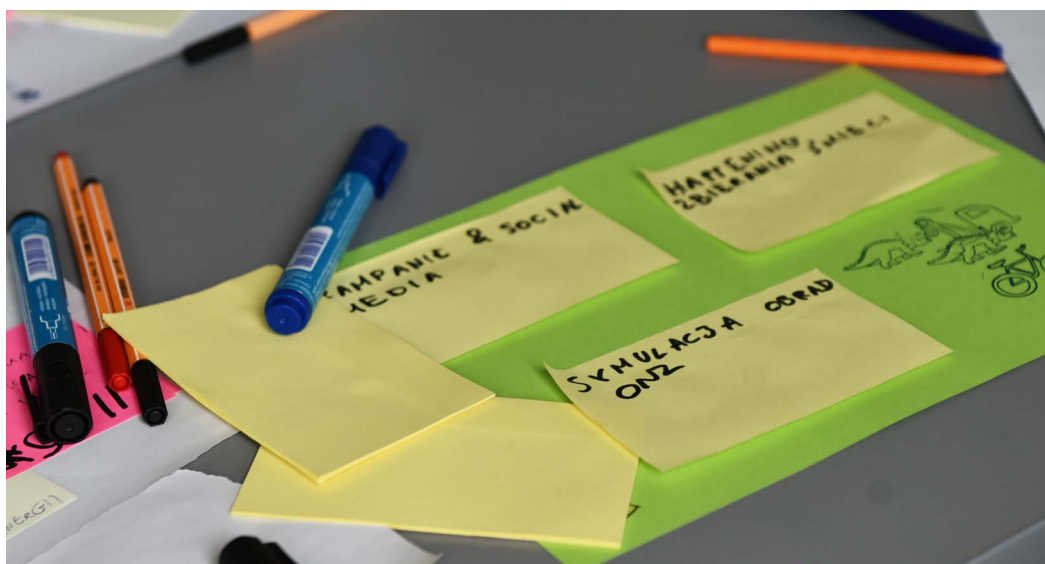


Among the tools for communicating SDG goals were listed: Social media, posters, large screens at the University, messages and other standard communication tools. The participants also pointed to addressing SDG-related content within various subjects taught at WUEB, as well as the creation of SDG-related postgraduate studies.



**An interesting idea suggested by one participant was to create green walls on buildings to show that WUEB is socially responsible and supports environmental activities.**

The high-school students proposed three tools. The first is information campaigns using social media (articles, interviews and other written forms with links to more materials). The second is organizing events to encourage participants to join and perform a specific activity together, such as collecting garbage. The third tool is UN debates, which resulted in drafting a resolution and forwarding it to the appropriate institution. This tool was considered by high





school students to be the best, because UN debates are already taking place in different cities and countries, and they make young people involved and want to come up with concrete solutions, while realizing that the resolutions submitted are not binding.

## Dialogue with stakeholders – conclusions

- The participants of the workshop stated that one dominant SDG and two or three other goals should be communicated. It is important to consider alternately communicating the chosen goals, in intervals such as once a month.
- The university can create a platform dedicated to SDGs and publish information on how to put individual SDGs into economic practice. This should be a platform that showcases WUEB as an expert and business partner in the realm of SDGs, which, for a fee, can support implementing these goals into business operations.
- UN debates related to the SDGs should be organized, involving different stakeholder groups.
- Participants were very positive about the diversity of the workshop attendees based on their age, experience and points of view.



## ACKNOWLEDGEMENTS

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We would like to express our sincere thanks to all employees and students of the WUEB for their assistance in preparing this report, and for their daily efforts to undertake initiatives related to implementation of the UN sustainable development goals.

Responsible for the report's substantive matters  
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Report coordinators  
*dr Anna H. Jankowiak, WUEB Professor*  
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# Annexes

**Table A.** Research projects included in the sustainable development goals and implemented at the Wrocław University of Economics and Business in 2023

Supervisor/ coordinator	Title/project name	Start date	End date
Agnieszka Piekara	Designing innovative foodstuffs in the process of sustainable methods of limiting fruit processing waste	2022-04-25	2024-11-30
Małgorzata Solarz	The LendTech sector and the phenomenon of credit exclusion in the era of sustainable finances – dependencies, consequences, recommendations	2022-04-25	2024-11-30
Hanna Kociemska	The role of public management around the world in limiting the negative effects of climate change thanks to the issuing of green bonds	2022-02-02	2023-11-30
Justyna Zabawa	Impact of ESG factors on the fusion and takeover processes of firms listed on the Warsaw Stock Exchange	2023-02-01	2024-11-30
Arkadiusz Piwowar	Economic, social and institutional water management conditions in Polish agriculture in the context of adapting to climate change	2022-07-07	2025-07-06
Paweł Żuk	Analysis of the socio-spatial conditions of the phenomenon of ‘energy ageism’ in Poland in the context of the energy crisis and the consequences of the war in Ukraine	2023-07-11	2024-07-10

Source: internal WUEB materials.

**Table B.** Publications by employees of Wrocław University of Economics and Business included in the sustainable development goals for 2023 – 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	24	27	5	2
02 Zero Hunger	6	2	4	5
03 Good Health and Well-being	28	14	15	23
04 Quality Education	4	2	9	1
05 Gender Equality	2	0	1	0
06 Clean Water and Sanitation	3	3	3	1
07 Affordable and Clean Energy	7	10	26	51

08 Decent Work and Economic Growth	14	2	38	41
09 Industry, Innovation and Infrastructure	16	34	35	70
10 Reduced Inequality	11	2	5	4
11 Sustainable Cities and Communities	13	6	13	31
12 Responsible Consumption and Production	9	6	19	33
13 Climate Action	8	8	8	15
14 Life Below Water	0	0	0	0
15 Life on Land	0	0	3	0
16 Peace and Justice Strong Institutions	0	0	3	0

Source: elaborated on the basis of the Scopus database(SciVal tool) and the Web of Science database (using InCites), accessed: 5.03.2024.

**Table C.** List of highly rated publications by employees of the Wroclaw University of Economics and Business as part of the reported SDG goals for 2023

Sustainable development goal (SDG)	Author/authors	Article title	Quartile designation for IF by publication year (Q1, Q2, Q3, Q4)		Points
<b>04</b> <b>Quality of education</b>	Hanna Kociemska	Accessing Social Value from Profit-Oriented Public-Private Partnership	none	3.0	70
	Natalia Szozda	Omnichannel as a Driver of Digitalization: Evidence from the Emerging Market in the Fashion Industry	Q3	3.5	70
	Qaisar Iqbal; Katarzyna Piwowar-Sulej	Sustainable Leadership and Heterogeneous Knowledge Sharing: The Model for Frugal Innovation	Q2	5.1	100
	Bogusław Fiedor	The Evolution of Capitalism and the Concept of a Natural Economic Order	none	0.2	100
	Gagan Deep Sharma; Agnieszka Stanimir; Klaudia Przybysz; Elżbieta Roszko-Wójtowicz	How do European Seniors Perceive and Implement the Postulates of Sustainable Tourism?	none	5.7	140
	Karol Kociszewski; Magdalena Sobocińska; Joanna Krupowicz; Andrzej Graczyk; Krystyna Mazurek-Łopacińska	Changes in the Polish Market for Agricultural Organic Products	none	0.4	100



	Andrzej Dudek; Daria Elżbieta Jaremen; Izabela Michalska-Dudek	Factors Determining ROPO Behaviors of Travel Agencies Customers during the COVID-19 Pandemic	Q2	3.9	100
	Dorota Kiedik; Jolanta Grzebieluch; Barbara Chomątowska; Iwona Janiak- -Rejno; Agnieszka Żarczyńska- -Dobiesz	Representatives of Generation 'Z' as Future Doctors – Results of Research among Final Year Students at Medical Universities in Poland	Q4	1.7	140
	Łukasz Kozar; Adam Sulich	The Development of Employees' Green Competencies through Sustainable Business Practices			100
<b>08 Economic growth and decent work</b>	Karol Kociszewski; Magdalena Sobocińska; Joanna Krupowicz; Andrzej Graczyk; Krystyna Mazurek- -Łopacińska,	Changes in the Polish Market for Agricultural Organic Products	none	0.4	100
	Monika Wereńska; Gabriela Haraf; Andrzej Okruszek; Weronika Marcinkowska; Janina Wołoszyn	The Effects of Sous Vide, Microwave Cooking, and Stewing on Some Quality Criteria of Goose Meat	Q1	5.2	140
	Anna Chwilkowska- -Kubala; Szymon Cyfert; Kamila Malewska; Katarzyna Mierzejewska; Witold Szumowski	The Impact of Resources on Digital Transformation in Energy Sector Companies. The Role of Readiness for Digital Transformation	Q1	9.2	70
	Katarzyna Piwowar- -Sulej; Sakshi Malik; Olatunji A. Shobande; Sanjeet Singh; Vishal Dagar	A Contribution to Sustainable Human Resource Development in the Era of the COVID-19 Pandemic	Q1	6.1	140
	Marek Walesiak; Grażyna Dehnel	A Measurement of Social Cohesion in Poland's NUTS2-Regions in the Period 2010-2019 by Applying Dynamic Relative Taxonomy to Interval-Valued Data	Q2	3.9	100

	Remigiusz Olędzki; Joanna Harasym	Boiling vs. Microwave Heating – The Impact on Physicochemical Characteristics of Bell Pepper ( <i>Capsicum annuum</i> L.) at Different Ripening Stages	Q3	2.7	100
	Wojciech Golimowski; Mirosława Teleszko; Adam Zajac; Dominik Kmieciak; Anna Grygier	Effect of the Bleaching Process on Changes in the Fatty Acid Profile of Raw Hemp Seed Oil ( <i>Cannabis Sativa</i> )	Q2	4.6	140
	Karol Marek Klimczak; Dominika Hadro; Marcel Meyer	Executive Communication with Stakeholders on Sustainability: the Case of Poland	none	2.8	70
	Artur Skoczylas; Artur Rot; Paweł Stefaniak; Paweł Śliwiński	Haulage Cycles Identification for Wheeled Transport in Underground Mine Using Neural Networks	Q2	3.9	100
	Hanna Kociemska; Romuald Cichon	Inclusiveness in Access to Health Services in Sub-Saharan Africa	none	1.4	70
	Juan Aparicio; Miriam Esteve; Magdalena Kapelko	Measuring Dynamic Inefficiency through Machine Learning Techniques	Q1	8.5	200
	Zuzanna Goluch; Maja Słupczyńska; Andrzej Okruszek; Gabriela Haraf; Monika Wereńska; Janina Wołoszyn	The Energy and Nutritional Value of Meat of Broiler Chickens Fed with Various Addition of Wheat Germ Expeller	Q1	3.0	100
	Jacek Adamek; Małgorzata Solarz	Adoption Factors in Digital Lending Services Offered by FinTech Lenders	Q1	8.5	140
	Grażyna Węgrzyn; Marcin Salamaga	Analysis of the Impact of Innovative Economic Conditions on the Flow of Workers in the Labour Markets of the European Union Countries	none	0.6	100
	Marta Dziechciarz-Duda	Income Expectations in Sustainability of Subjective Perception of Households' Wellbeing	Q2	3.9	100
	Klaudia Przybysz; Agnieszka Stanimir	Measuring Activity – The Picture of Seniors in Poland and Other European Union Countries	Q2	3.9	100

	Jolanta Turek; Barbara Ocicka; Waldemar Rogowski; Bartłomiej Jefmański	The Role of Industry 4.0 Technologies in Driving the Financial Importance of Sustainability Risk Management	none	5.7	140
	Andrzej Graczyk; Alicja Małgorzata Graczyk; Adam Węgrzyn	Change in Natural Gas Utilisation in the Context of Sustainable Energy Management in Poland	none	0.4	100
	Sebastian Szymon Grzesiak; Adam Sulich	Electromobility: Logistics and Business Ecosystem Perspectives Review	Q3	3.2	140
	Łukasz Jarosław Kozar; Adam Sulich	Green Jobs in the Energy Sector	Q3	3.2	140
	Gagan Deep Sharma; Agnieszka Stanimir; Klaudia Przybysz; Elżbieta Roszko-Wójtowicz	How do European Seniors Perceive and Implement the Postulates of Sustainable Tourism?	none	5.7	140
	Mirosława Teleszko; Gabriela Haraf; Adam Zajac; Grzegorz Krzos	Milk Thistle ( <i>Silybum marianum</i> (L.) Gaertner) Endosperm as an Alternative Protein Source for a Sustainable Food System (SFS) - Pilot Studies	Q2	3.9	100
	Karol Kociszewski; Magdalena Sobocińska; Joanna Krupowicz; Andrzej Graczyk; Krystyna Mazurek-Łopacińska	Changes in the Polish Market for Agricultural Organic Products	none	0.4	100
	Andrzej Dudek; Daria Elżbieta Jaremen; Izabela Michalska-Dudek	Factors Determining ROPO Behaviors of Travel Agencies Customers during the COVID-19 Pandemic	Q2	3.9	100
	Donizete Beck; Marcos Ferasso; José Storopoli; Eran Vigoda-Gadot	Achieving the Sustainable Development Goals through Stakeholder Value Creation: Building Up Smart Sustainable Cities and Communities	Q1	11,10	140
	Klaudia Przybysz; Elżbieta Roszko-Wójtowicz; Agnieszka Stanimir	Is Seniors' Tourism Behavior Related to Sustainable Tourism?	-	-	100

	Anetta Zielińska; Magdalena Dąbrowska; Grygorii Monastyrskyi; Mariola Drozda	Reducing Food Waste as a Base of Innovative Lean Society Philosophy	–	0.4	100
	Łukasz Jarosław Kozar; Adam Sulich	Energy Sector's Green Transformation towards Sustainable Development: A Review and Future Directions	Q2	3.9	100
	Wiktor Szydło	Sustainable Development, Agenda 2030 and Food Security in Historical Perspective	–	0.4	100
<b>09 Innovation, industry, infrastructure</b>	Szymon Dziuba; Anna Szczyrba	Agile Management in Polish Organic Food Processing Enterprises	none	2.3	200
	Dorota Molek- Winiarska; Caleb Leduc; Barbara Chomętowska	Alignment of Workplace Wellbeing Initiatives with Who's Guidelines for Mental Health at Work: A Secondary Data Analysis from Three Years of the Pandemic	none	0.7	70
	Andrzej Graczyk; Alicja Małgorzata Graczyk; Adam Węgrzyn	Change in Natural Gas Utilisation in the Context of Sustainable Energy Management in Poland	none	0.4	100
	Wojciech Golimowski; Mirosława Teleszko; Adam Zajac; Dominik Kmieciak; Anna Grygier	Effect of the Bleaching Process on Changes in the Fatty Acid Profile of Raw Hemp Seed Oil (Cannabis Sativa)	Q2	4.6	140
	Qaisar Iqbal; Katarzyna Piwowar- Sulej	Frugal Innovation Embedded in Business and Political Ties: Transformational versus Sustainable Leadership	Q3	3.9	70
	Łukasz Jarosław Kozar; Adam Sulich	Green Jobs in the Energy Sector	Q3	3.2	140
	Wojciech Czakon; Patrycja Klimas; Arkadiusz Kawa; Sascha Kraus	How Myopic are Managers? Development and Validation of a Multidimensional Strategic Myopia Scale	Q1	11.3	140



	Grażyna Węgrzyn	Influence of the COVID-19 Pandemic on the Transition of People on the Polish Labor Market – Hidden Threats	none	0.8	100
	Romana Ratkiewicz; Anna Baraniecka; Kajetan Stępniewski; Tomasz Miś; Piotr Błądek; Arkadiusz Tkacz; Tomasz Mikołajków; Michał Kozanecki	Interstellar Probe: Science, Engineering, Logistic, Economic, and Social Factors	none	0.9	70
	Łukasz Kuźmiński; Zdzisław Kes; Veselin Draskovic; Andrzej Gawlik; Marcin Rabe; Katarzyna Widera; Agnieszka Łopatka; Maciej Śniegowski	Modelling of the Risk of Budget Variances of Cost Energy Consumption Using Probabilistic Quantification	Q3	3.2	140
	Małgorzata Markowska; Jerzy Hausner; Andrzej Sokołowski	Periodisation of Poland's Economy 2007–2019	none	0.3	70
	Grażyna Węgrzyn; Marcin Sałamaga	Analysis of the Impact of Innovative Economic Conditions on the Flow of Workers in the Labour Markets of the European Union Countries	none	0.6	100
	Katarzyna Molek-Kozakowska; Dorota Molek-Winiarska	Managing in Writing: Recommendations from Textual Patterns in Managers' Email Communication	none	1.3	70
	Bożena Pilarek; Maciej Wojciech Ptak; Radosław Lisiecki; Lucyna Macalik; Szymon Smółka; Irena Szczygiel; Jerzy Hanuza	Structural, Vibrational and Luminescence Properties of Nd <sup>3+</sup> Ions in New Ca <sub>4</sub> Ln <sub>3</sub> Nb <sub>5</sub> O <sub>21</sub> (Ln = La <sub>0.99</sub> Nd <sub>0.01</sub> , Nd, Gd <sub>0.99</sub> Nd <sub>0.01</sub> ) Niobate-Prospective Laser Materials	Q1	6.2	140
	Małgorzata Markowska; Andrzej Sokołowski	The Impact of COVID-19 on the Level and Structure of Employment in European Union Countries	none	0.6	100

	Karol Marek Klimczak; Dominika Hadro; Marcel Meyer	Executive Communication with Stakeholders on Sustainability: The Case of Poland	none	2.8	70
	Natalia Szozda	Omnichannel as a Driver of Digitalization: Evidence from the Emerging Market in the Fashion Industry	Q3	3.5	70
	Małgorzata Markowska; Jakub Marcinkowski; Maja Kiba-Janiak; Danuta Strahl	Rural E-Customers' Preferences for Last Mile Delivery and Products Purchased via the Internet before and after the COVID-19 Pandemic	Q2	5.6	100
	Mehri Dehghani; Katarzyna Piwowar-Sulej; Ebrahim Salari; Daniele Leone; Fatemeh Habibollah	The Role of Trust and e-WOM in the Crowdfunding Participation: the Case of Equity Crowdfunding Platforms in Financial Services in Iran	Q2	2.7	100
	Izabela Dziaduch	Wroclaw Public Transport Passengers' Satisfaction Survey by Means of CSI and IPA	none	0.4	100
	Tetiana Lisovska; Joanna Harasym	3D Printing Progress in Gluten-Free Food-Clustering Analysis of Advantages and Obstacles	Q3	2.7	100
	Przemysław Seruga; Małgorzata Krzywonos; Emilia den Boer; Łukasz Niedźwiecki; Agnieszka Urbanowska; Halina Pawlak-Kruczek	Anaerobic Digestion as a Component of Circular Bioeconomy-Case Study Approach	Q3	3.2	140
	Tomasz Zema; Adam Sulich; Sebastian Grzesiak	Charging Stations and Electromobility Development: A Cross-Country Comparative Analysis	Q3	3.2	140
	Agnieszka Jagoda; Tomasz Kołakowski; Jakub Marcinkowski; Katarzyna Cheba; Monika Hajdas	E-customer Preferences on Sustainable Last Mile Deliveries in the e-commerce Market: A Cross-Generational Perspective	none	5.7	140

	Maciej Urbaniak; Piotr Rogala; Piotr Kafel	Expectations of Manufacturing Companies Regarding Future Priorities of Improvement Actions Taken by Their Suppliers	Q1	9.0	100
	Monika Wereńska; Andrzej Okruszek	Impact of Frozen Storage on Some Functional Properties and Sensory Evaluation of Goose Meat	Q1	4.4	140
	Jolanta Turek; Barbara Ocicka, Waldemar Rogowski; Bartłomiej Jefmański	The Role of Industry 4.0 Technologies in Driving the Financial Importance of Sustainability Risk Management	none	5.7	140
	Sebastian Szymon Grzesiak; Adam Sulich	Electromobility: Logistics and Business Ecosystem Perspectives Review	Q3	3.2	140
	Małgorzata Pięta-Kanurska	Development of Green Infrastructure as a Trend in Climate Transformation-Challenges for Polish Cities	–	–	100
	Dorota Rynio; Hanna Adamiczka	The Role of Rivers in Creating a Blue-Green City Economy on the Example of Wrocław and Gdańsk	–	0,4	100
<b>11</b> <b>Sustainable cities and communities</b>	Marcel Pikhart; Blanka Klimova; Anna Cierniak-Emerych; Szymon Dziuba	A Comparative Analysis of Perceived Advantages and Disadvantages of Online Learning	Q2	2.6	140
	Kateryna Czerniachowska; Radosław Wichniarek; Krzysztof Żywicki	Constraint Programming for Flexible Flow Shop Scheduling Problem with Repeated Jobs and Repeated Operations	none	1.1	100
	Agnieszka Jagoda; Tomasz Kołakowski; Jakub Marcinkowski; Katarzyna Cheba; Monika Hajdas	E-customer Preferences on Sustainable Last Mile Deliveries in the e-commerce Market: A Cross-Generational Perspective	none	5.7	140
	Zuzanna Goluch; Artur Rybarczyk; Ewa Poławska; Gabriela Haraf	Fatty Acid Profile and Lipid Quality Indexes of the Meat and Backfat from Porks Supplemented with EM Bokashi Probiotic	Q1	3.0	100

	Halina Pawlak-Kruczek; Agnieszka Urbanowska; Łukasz Niedźwiecki; Michał Czerep; Marcin Baranowski; Christian Aragon-Briceno; Małgorzata Kabsch-Korbutowicz; Amit Arora; Przemysław Seruga; Mateusz Wnukowski; Jakub Mularski; Eddy Bramer; Gerrit Brem; Artur Pożarlik	Hydrothermal Carbonisation as Treatment for Effective Moisture Removal from Digestate-Mechanical Dewatering, Flashing-off, and Condensates' Processing	Q3	3.2	140
	Edyta Nizio; Kamil Czwartkowski; Gniewko Niedbala	Impact of Smoking Technology on the Quality of Food Products: Absorption of Polycyclic Aromatic Hydrocarbons (PAHs) by Food Products during Smoking	Q2	3.9	100
	Marta Dziechciarz-Duda	Income Expectations in Sustainability of Subjective Perception of Households' Wellbeing	Q2	3.9	100
	Kateryna Czerniachowska; Radosław Wichniarek; Krzysztof Żywicki	Industry Expertise Heuristics for Dimensioning Shelf Space of Rack Storage Location in a Distribution Centre with Zone Picking	none	1.4	100
	Monika Wereńska; Janina Wołoszyn; Andrzej Okruszek; Weronika Marcinkowska; Grażyna Haraf	The Effects of Sous-Vide, Microwave Cooking and Stewing of Goose Meat on Fatty Acid Profile and Lipid Indices	Q1	4.4	140
	Damian Marcinkowski; Marta Bochniak; Monika Wereńska; Kamil Czwartkowski	The Influence of Storage Conditions of Cold-pressed Rapeseed Oil on Its Quality Parameters	Q3	2.7	100
	Zuzanna Goluch; Andrzej Okruszek; Kamil Sierżant; Aldona Wierzbicka-Rucińska	The Influence of Wheat Germ Expeller on Performance and Selected Parameters of Carbohydrate, Lipid, and Protein Metabolism in Blood Serum for Broilers	Q1	3.6	100



	Mykola Dyvak; Iryna Spivak; Andriy Melnyk; Volodymyr Manzhula; Taras Dyvak; Artur Rot; Marcin Hernes	Modeling Based on the Analysis of Interval Data of Atmospheric Air Pollution Processes with Nitrogen Dioxide Due to the Spread of Vehicle Exhaust Gases	Q2	3.9	100
	Małgorzata Markowska; Jakub Marcinkowski; Maja Kiba-Janiak; Danuta Strahl	Rural e-Customers' Preferences for Last Mile Delivery and Products Purchased via the Internet Before and After the COVID-19 Pandemic	Q2	5.6	100
	Izabela Dziaduch	Wroclaw Public Transport Passengers' Satisfaction Survey by Means of CSI and IPA	none	0.4	100
	Przemysław Seruga; Małgorzata Krzywonos; Emilia den Boer; Łukasz Niedźwiecki; Agnieszka Urbanowska; Halina Pawlak-Kruczek	Anaerobic Digestion as a Component of Circular Bioeconomy-Case Study Approach	Q3	3.2	140
	Jolanta Turek; Barbara Ocicka; Waldemar Rogowski; Bartłomiej Jefmański	The Role of Industry 4.0 Technologies in Driving the Financial Importance of Sustainability Risk Management	none	5.7	140
<b>13</b> <b>Climate action</b>	Jacek Adamek; Małgorzata Solarz	Adoption Factors in Digital Lending Services Offered by FinTech Lenders	Q1	8.5	140
	Monika Wereńska	Comparative Study on the Effects of Sous-Vide, Microwave Cooking, and Stewing on Functional Properties and Sensory Quality of Goose Meat	Q1	4.4	140
	Piotr Borodulin-Nadzieja; Katarzyna Cegiełka	On Measures Induced by Forcing Names for Ultrafilters	Q3	0.6	70
	Arkadiusz Piwowar; Maciej Dzikuc; Maria Dzikuc	The Potential of Wind Energy Development in Poland in the Context of Legal and Economic Changes	Q3	1.7	70

	Irena Jacukowicz- -Sobala; Elżbieta Kociołek- -Balawejder; Ewa Stanisławska; Alicja Seniuk; Emil Paluch; Rafał J. Wiglusz; Ewa Dworniczek,	Biocidal Activity of Multifunctional Cuprite- -doped Anion Exchanger – Influence of Bacteria Type and Medium Composition	Q1	9.8	200
	Tetiana Lisovska,; Alona Tyupova; Remigiusz Olędzki; Joanna Harasym	Microwave-Supported Modulation of Functional Characteristics of Gluten- -Free Breads	Q3	2.7	100
	Joanna Dębicka; Stanisław Heilpern; Agnieszka Marciniuk	Pricing Marriage Insurance with Mortality Dependence	none	0.2	70
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