

**Institute for Private Enterprise and Democracy (IPED)** - foundation of the Polish Chamber of Commerce, started its activities in early 1993 in Warsaw. It is one of the first independent research institutes in Poland and Polish think tank. The Institute, through projects, objective research and analysis, education and recommendations for economic policy, supports market reforms, development of democratic institutions and creates a favorable climate for business and non-governmental sector.

Our achievements include many implemented initiatives aimed at to make a positive impact on people, organizations and communities, and in consequently - our society and country.



IPED is focused on:

- building democracy;
- shaping economic policy that encourages entrepreneurship;
- deregulation of the economy;
- development of private enterprises, including SMEs;
- development of new technologies;
- cooperation of science and business;
- development of the labor market;
- development of business organizations;
- development of NGOs;
- combating corruption;
- business ethics;
- development of self-government.

The Institute team has created two nationwide programs related to the promotion of ethics that have found many enthusiasts across the country. The Entrepreneurial Culture Promotion Programme **Business Fair Play** was founded in 1998. Its aim is to promote ethics in economic activity understood as a set of standards of behavior in mutual relations of entrepreneurs with customers, partners, employees, shareholders, local community as well as local and state authorities. In 2025 we conduct 28th edition of the Programme. In 2001 IPED created a twin program addressed to local governments - **Community Fair Play** - Certified Investment Location. Its aim was, among others, to promote municipalities providing especially favorable conditions for investors as well as paying particular attention to the needs of local community. The program was implemented till 2018.

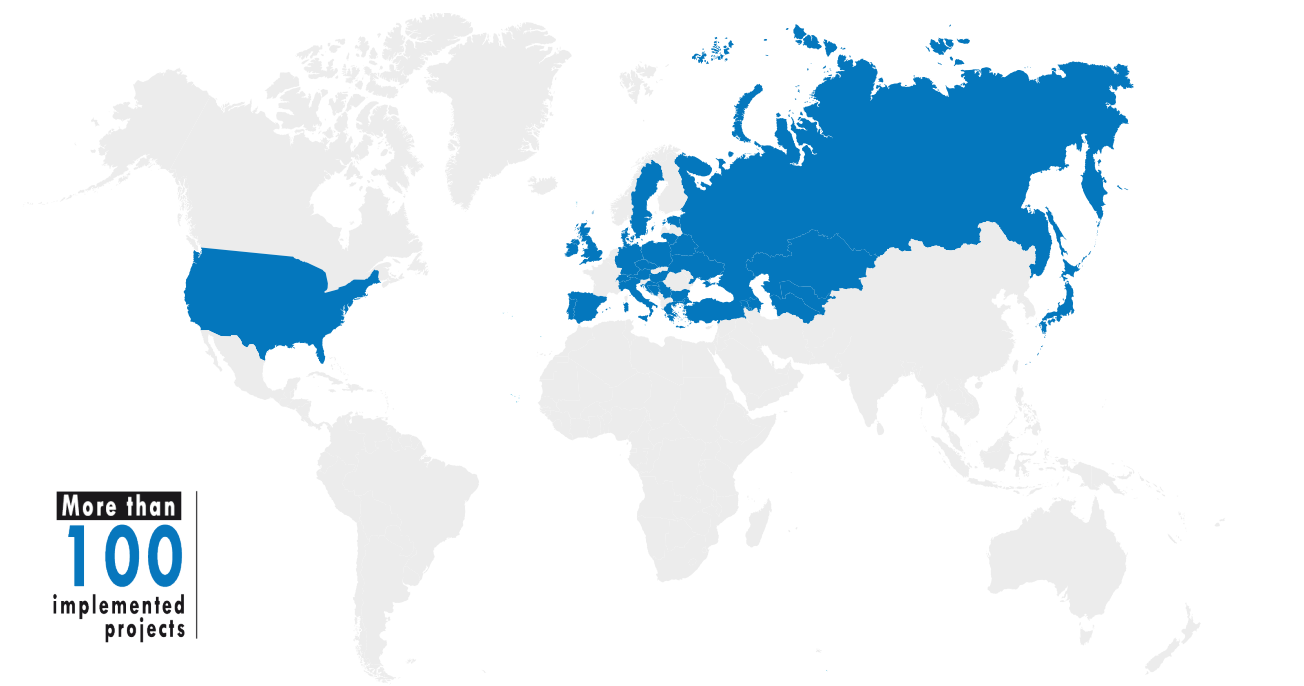


For over 30 years IPED has implemented more than 100 projects related to development of the civic society and democracy, promotion of business ethics, innovative economy, cooperation between Universities and businesses, advocacy for SMEs, development of standards in human resources management, elaboration of protection measures for disadvantaged groups, scaling down corruption in business and SME's development. The elaborated recommendations were implemented into the Polish legislation, including tax law, labor code, custom law and business register. Policy reports and issues briefs were used by the Polish Chamber of Commerce and by regional chambers in their advocacy programs.

Experts of the Institute have many years of experience in managing companies in accordance with the fair play standard. Among others they worked with over 30 companies from all over the country representing different industries in the framework of the project realized by the Polish Agency for Enterprise Development: „Corporate Social Responsibility” (within the Human Capital Operational Programme and co-financed by the European Union under the ESF) and „Increasing the competitiveness of regions through corporate social responsibility (CSR)” (funded by the Swiss-Polish Cooperation Programme). Moreover IPED cooperated with 25 companies in the framework of the project „Employment Fair Play. Become a mentor” (within the Human Capital Operational Programme and co-financed by the European Union under the ESF). The Institute's experts prepared a diagnosis of situation in each company in order to develop the company's development plan, including the field of CSR, human resource management, development projects and tools to implement them. Since 2024, IPED has been implementing the project “Podkarpackie focuses on people. Promotion of equality on the labor market and inclusive employment culture in enterprises.” (co-financed by the European Union under the European Funds for Podkarpacie 2021-2027 Programme), which is a continuation of work in the aforementioned area.

The Institute's experts also provided training and individual advice to non-governmental organizations, among others as part of projects implemented with the support of the Knowledge Education Development Operational Program, co-financed by the European Social Fund: „Effective NGOs and Chambers of Commerce” (10.2017-01.2021) and „Effective NGOs 2” (04.2020-06.2022). By implementing these projects (790 people from all over the country participated in them), we showed what actions can be taken by representatives of NGOs who want to strengthen their organizations and participate in the law-making processes - we provided training and advice to NGO staff on participation in public consultations and preparation for this process, strengthening expert competences, strategic planning, project management, HRM, obtaining financing.

IPED's staff participated in many training and advisory programs in Georgia, Azerbaijan, Armenia, Central Asia, Kosovo, Russia, Croatia, Ukraine, Serbia, Belarus and Bosnia and Herzegovina, providing expertise on transformation process and market reforms.



The main achievements of the Institute include initiating many public debates with the participation of representatives of the government, the Polish parliament and well-known politicians. The recommendations and solutions proposed by the team of the Institute have often been implemented by authorities, for example solutions supporting innovation, including technological credit and financing for small and medium-sized enterprises. The solutions promoted by the Institute contributed to lowering taxes and reducing barriers for running business, monitoring public authorities and civil dialogue.

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