

Reporting wrongdoings by employees is one of the most effective way to detect misconduct and illegal or unethical activities in the workplace. Whistleblowing is one of the key elements in building a civil society and combating corruption and fraud. Opinion polls show that the majority of Poles do not report irregularities in the workplace because they are afraid of dismissal, social ostracism, or other negative consequences associated with reporting. At least two grounds why there is a social reluctance to report misconduct might be distinguished. Firstly, there is a lack of comprehensive legislation that would protect whistleblowers against retaliation. Secondly, there are social and cultural reasons. In Polish culture, whistleblower is associated with the informer (Polish word "donosiciel") that has negative connotations.

The aim of the project is to analyse legal situation of the whistleblower in Polish labour law. In particular, the project endeavours to answer the question of how Polish whistleblower protection model should look like in the light of international standards, experiences of foreign states and Polish socio-cultural context. As a part of the first step analysis of the principles of international law in the field of whistleblowing will be conducted. This concerns in particular the Directive 2019/1937 on protection persons reporting breaches of Union law. The following step will be identification of Polish law that would be applicable to whistleblowers. The thesis indicating that the scope of protection of whistleblowers is insufficient will be verified. In the last part of the project, analysis of the best model of whistleblower protection under Polish law will be conducted. In particular by use of comparative law studies, surveys with employees and in-depth interviews with persons operating reporting channels.