

## Digital competences in Poland in light of European Union “DESI” Reports\*

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\* Presented at the 39th IBIMA International Conference, 30-31 May 2022, Granada, Spain

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### Abstract

The article is dedicated to the meaning of digital competences development on the example of European Union policy and its measures. It is consisted with two parts: theoretical one, based on literature review, digital competences scope evolution in EU legislative documents and programs and with the empirical part presenting a comparative analysis of digital competences status quo in Poland based on DESI reports from 2021, 2020 and 2019. In discussion are assumed gaps in area of human capital and digitals skills development in case of Poland. In conclusions is stressed the importance of digital competences for sustainable development of society and economy 4.0 and for human resources management with aspects of cybersecurity.

**Keywords:** Digital Competences, EU Digital Strategy, Human Capital, Cybersecurity