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**NOTE**

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From: General Secretariat of the Council  
To: Permanent Representatives Committee/Council

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Subject: Draft Council Conclusions on the Impact of Artificial Intelligence on Gender Equality in the Labour Market  
- Statements by the Hungarian and Polish delegations

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Delegations will find in the Annex statements by the Hungarian and Polish delegations in relation to the abovementioned draft conclusions.

**STATEMENT BY HUNGARY**

**ON THE COUNCIL CONCLUSIONS ON THE IMPACT OF ARTIFICIAL INTELLIGENCE ON GENDER EQUALITY IN THE LABOUR MARKET**

Hungary declares that the Commission's Communication on a Union of Equality: Gender Equality Strategy 2020-2025 (hereinafter referred to as "Strategy"), mentioned in these Council Conclusions, should be interpreted with due regard to national competences and the specific circumstances in each Member State.

Furthermore Hungary states that equality between women and men is enshrined in the Treaties of the European Union as a fundamental value. Hungary ensures equality between women and men within the framework of the Hungarian national legal system in accordance with internationally binding human rights instruments and within the framework of fundamental values and principles of the European Union. For these reasons, Hungary interprets the term 'gender' as a reference to 'sex' in the Council Conclusions on The Impact of Artificial Intelligence on Gender Equality in the Labour Market.

## OŚWIADCZENIE POLSKI

### DO KONKLUZJI W SPRAWIE WPŁYWU SZTUCZNEJ INTELIGENCJI NA RÓWNOŚĆ PŁCI NA RYNKU PRACY

Równość kobiet i mężczyzn została zapisana w traktatach Unii Europejskiej jako podstawowe prawo. Polska zapewnia równość kobiet i mężczyzn w ramach polskiego krajowego systemu prawnego zgodnie z międzynarodowymi traktatami praw człowieka oraz w ramach podstawowych wartości i zasad Unii Europejskiej. Z tych powodów, wyrażenie "gender equality" Polska będzie interpretowała jako równość kobiet i mężczyzn, zgodnie z art. 2 i 3 Traktatu o Unii Europejskiej oraz art. 8 i 157 para 3 Traktatu o Funkcjonowaniu Unii Europejskiej. W związku z powyższym, pozostałe wyrażenia zawierające termin "gender", Polska będzie interpretowała jako płeć ("sex"), zgodnie z art. 10, art. 19 para 1 oraz art. 157 para 2 i 4 Traktatu o Funkcjonowaniu Unii Europejskiej.

**STATEMENT BY POLAND ON CONCLUSIONS ON THE IMPACT OF ARTIFICIAL  
INTELLIGENCE ON GENDER EQUALITY IN THE LABOUR MARKET**

Equality between women and men is enshrined in the treaties of the European Union as a fundamental right. Poland ensures equality between women and men within the Polish national legal system in accordance with international human rights treaties and within the framework of the fundamental values and principles of the European Union. For these reasons, the expression "gender equality" will be interpreted by Poland as equality between women and men, in accordance with Article 2 and 3 of the Treaty on European Union and Article 8 and 157 para 3 of the Treaty on the Functioning of the European Union. In connection with the above, the remaining expressions containing the term "gender" will be interpreted by Poland as "sex", in accordance with Article 10, Article 19 para 1 and Article 157 para 2 and 4 of the Treaty on the Functioning of the European Union.

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