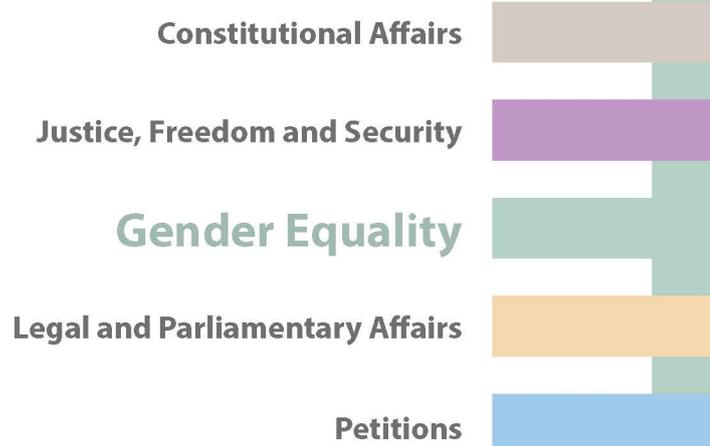


DIRECTORATE-GENERAL FOR INTERNAL POLICIES

**POLICY DEPARTMENT** **C**  
CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS



# The use of EU funds for gender equality in Poland

IN-DEPTH ANALYSIS FOR THE FEMM COMMITTEE





DIRECTORATE-GENERAL FOR INTERNAL POLICIES  
POLICY DEPARTMENT C: CITIZENS' RIGHTS AND  
CONSTITUTIONAL AFFAIRS

WOMEN'S RIGHTS & GENDER EQUALITY

# The use of EU funds for gender equality in Poland

## IN-DEPTH ANALYSIS

### **Abstract**

This research article was requested by the European Parliament's Committee on Women's Rights and Gender Equality. It was commissioned, overseen and published by the Policy Department for Citizens' Rights and Constitutional Affairs. The focus of the study is to assess how gender equality funds for 2014-2020 are allocated in Poland. The focus is mainly on the ESIF's funding within the National and Regional Operational Programmes, as well as the Horizon 2020 and the REC Programmes on the Gender Equality Objective, and the follow-up of Daphne Programmes on violence against women. The reference period is 2014-2016. The report presents to what extent the rules of projects' selection procedures determine the implementation of gender equality principles within operational programmes.

## **ABOUT THE PUBLICATION**

This research article was requested by the European Parliament's Committee on Women's Rights and Gender Equality. It was commissioned, overseen and published by the Policy Department for Citizens' Rights and Constitutional Affairs.

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To contact the Policy Department for Citizens' Rights and Constitutional Affairs or to subscribe to its newsletter please write to: [Poldep-citizens@ep.europa.eu](mailto:Poldep-citizens@ep.europa.eu)

### **Research Administrator Responsible**

Martina SCHONARD  
Policy Department C: Citizens' Rights and Constitutional Affairs  
European Parliament  
B-1047 Brussels  
E-mail: [Poldep-citizens@ep.europa.eu](mailto:Poldep-citizens@ep.europa.eu)

### **AUTHOR**

Małgorzata Druciarek, Institute of Public Affairs, Poland  
Izabela Przybylska, Institute of Public Affairs, Poland

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## EXECUTIVE SUMMARY

### Aims of the study

The European Parliament's Committee on Women's Rights and Gender Equality (FEMM) has requested the Policy Department on Citizens' Rights and Constitutional Affairs to commission a study on "Gender equality funds in Poland".

In accordance with the guidelines provided by European Parliament services, the study will focus on the following issues:

- The available evidence on how the principle of gender equality is applied in the EU funds allocations on gender equality issues in Poland;
- The available data on all EU funds for gender equality in Poland, meaning: the European Structural and Investment Funds in the framework of the National and Regional Operational Programmes; Horizon 2020 funding; the REC programme, with focus on the Gender Equality Objective and the follow-up of Daphne programmes on violence against women;
- A comparison of funds related to supporting Gender Equality policies;
- An overview of the NGOs/agencies benefiting from these budgets;
- An overview of the board in charge of allocating the funds.

The reference period is 2014-2016.

The study is based on desk research of the financial data and relevant documentation (programmes, calls for proposals, funded projects, timetable for call for proposals, detailed descriptions of priority axes of the Regional Operational Programmes) currently available on the EU 2014-2020 funding programmes of interest for the period of 2014-2016. The desk research was supplemented by interviews with key stakeholders, including gender mainstreaming experts, public administration representatives, and national EU funds consultants.

The report is structured into three parts, beginning with an executive summary of the main findings. The second part provides a detailed description of the EU funds for gender equality in Poland. The unavailability of the results of mid-term evaluations of the EU funds implementation, which is planned for later in 2017, did not allow us to assess to what extent the gender equality horizontal principle is applied correctly in projects other than the ones focused directly on equal opportunities for men and women. The third, concluding chapter provides some policy indications from the study's main findings.

### Main findings

The EU constitutes the principal source of funds for gender equality initiatives in Poland. Thanks to these funds, Poland can provide extensive support to childcare infrastructure, in order to support the employment of women and increase women's employability. The national programme responsible for the implementation of the gender equality principle (with particular emphasis on childcare and supporting women's employment) is the Operational Programme Knowledge Education Development (PO WER). In addition, all 16 Polish Regional Operational Programmes support the creation of childcare facilities and the improvement of women's situation on the labour market.

Within the European Structural and Investments Funds, Poland follows the so called "dual approach". It is currently difficult to assess whether the gender equality horizontal principle

is properly implemented in projects other than ones directly relating to equal opportunities for women and men. These evaluations are planned for the years 2017 and 2019.

Regarding operational programmes in support of gender equality – that is, the Operational Programme Knowledge Education Development (PO WER) and 16 Regional Operational Programmes – it should be noted that they have not properly analysed the situation of women in Poland. Far too often, women are treated as a single group, when in fact their situation differs quite considerably in terms of stereotyping, reconciling work and family life, age, skills, education, etc. This brings into question the adequacy of actions taken to address these problems.

Actions aimed at supporting women on the labour market are implemented within the 16 Polish Regional Operational Programmes. It should be noted that occupational activation programmes are addressed to various groups: people over 50 years of age, the long-term unemployed, people with disabilities, people with low professional qualifications. By not specifically considering women's situations, the effectiveness of these programmes is almost certainly lessened.

In the case of actions aimed at entrepreneurship development (actions supported within 16 Regional Operational Programmes), it is often assumed that financial support will be granted to more men than women. One may presume that records appear as such because presumably they are easier to implement – the underlying assumption being that it is more difficult to encourage women to start a business than it is to encourage men.

At the time of preparing this report, there was no data available on the share of women who received support from the PO WER programme and Regional Operational Programmes. Reports containing such data are planned for the years 2017 and 2019. They will also include analysis on how the gender equality horizontal principle is being implemented. It is difficult to prejudge whether these reports will be limited to numbers of women who received support, or whether they will include deeper analysis of the extent to which these actions prevent gender discrimination. The lack of an analysis may negatively influence the quality and effectiveness of projects planned for future implementation.

In 2014, no funds neither at the central level, nor in any of the voivodeships were spent on actions aimed at the prevention of discrimination against women. In many voivodeships, calls for proposals were announced only as late as 2016. As for actions not included in open calls, the average expenditure across all voivodeships is 30%. In the case of open-calls projects concerning occupational activation, the level of expenditure is 40%, while the expenditure for those regarding entrepreneurship development is at 45%. The expenditure for projects promoting solutions for work and family life balance is around 32%. Taking into consideration the fact that funds can be spent until 2020, the process of disbursement appears to be proceeding smoothly. Opolskie, Warmińsko-Mazurskie and Dolnośląskie are the three voivodeships with the lowest levels of expenditure, but their levels of expenditure are not much lower than rest of voivodeships. However, the key question is whether these funds will have a noticeable and positive effect on women's position on the labour market.

The European Structural and Investment Funds constitute the principal source of funds for gender equality in Poland. Actions aimed at improving the status of women on the labour market and development of childcare infrastructure are among the most funded. Poland is rarely involved in EU gender equality projects funded from other sources (the Rights, Equality and Citizenship Programme 2014-2020, Horizon 2020), which considerably limits any action aimed at the prevention of gender-based discrimination, violence in particular. Actions aimed at the prevention of violence against women, which had been co-funded by the state before 2015 parliamentary elections, currently lack the required financial support.

Women have a significant influence on the implementation of EU funds within Steering Committees and project evaluation teams. Furthermore, local government representatives declare that members of the bodies mentioned above are trained in terms of gender equality issues. However, according to interviewed experts, the training leaves a lot to be desired, and the people running Information Points of EU funds in each region are not qualified enough to provide beneficiaries with information on how the gender equality horizontal principle should be applied within EU projects. On one hand, the information provided by experts should be verified in a more systematic, external, and qualitative evaluation, since data available at the moment is not sufficient to confirm their opinion. However, the information also seems reliable in the context of the current political situation, and the government's reluctance towards activities aimed at eliminating gender inequalities.

### **Beneficiaries of actions**

As the analysis shows, individual voivodeships do not differ considerably in terms of the types of entities implementing actions financed by the Regional Operational Programmes funds. In each voivodeship, projects are either granted directly to specific entities, or selected through open calls for proposals. In the case of the former, the project implementation is reserved for public entities. In the case of the latter, different entities, meeting certain criteria, can compete between each other. Formal analysis of the criteria proves that they do not openly favour certain types of organisations. However, differences begin to become evident when examining certain specific actions. For actions which address the occupational activation of people obstructed by labour market barriers, the catalogue of institutions entitled to implement these projects is limited. This is due to the formal requirements, according to which the beneficiaries of these projects can only be:

1. Voluntary Labour Corps;
2. Employment agencies;
3. Training organisations;
4. Social dialogue institutions;
5. Local partnership institutions.

Meanwhile, open calls regarding startups or supporting the return of people taking care of children up to the age of 3 to the labour market follow much broader criteria; individuals, large enterprises (hiring over 250 employees), and County Labour Offices are excluded. Not all voivodeships publish a list of beneficiaries after announcing the results of calls for proposals. However, according to data available, almost half of the beneficiaries are non-governmental entities.

# 1. THE USE OF EU FUNDS FOR GENDER EQUALITY

## 1.1. The European Structural and Investments Funds (ESIF)

The ESIF are the European Union's main investment policy tool, supporting the EU's economic, social and territorial cohesion. They account for 34% of the overall 2014-2020 ceiling for commitment appropriations. The 2014-2020 ESIFs are also the main investment instruments for supporting the key priorities of the EU as enshrined in the Europe 2020 strategy, and constitute the most important financial support available for the implementation of gender equality policy in the EU. **In Poland, due to the country's current political situation, these funds are among the few financial instruments that have a direct influence on the implementation of gender equality principles.**

The Partnership Agreement (PA) is a document defining the strategy of EU funds intervention in Poland over the course of 2014-2020, within the framework of three EU policies: Cohesion Policy, Common Agricultural Policy, and Common Fisheries Policy. The strategy is implemented through the National Operational Programmes (NOPs) and the Regional Operational Programmes (ROPs). These documents, along with the Partnership Agreement, constitute a coherent system of strategic and programme documents for the new financial perspective. The PA not only determines the strategic context in the thematic and territorial dimension, but also indicates expected results and the applicable financial and implementation framework. The PA is a reference point for determining the details of the operational programmes, while the operational programmes define specific support areas and implementation instruments, in line with the PA.

Regarding the situation of women, in its thematic analysis, the PA identified problems related to underused labour market resources and low access to services. The inefficiency of labour market resources shall be addressed by implementing actions targeted to the groups with the lowest employment rate (i.e. women). These activities must be adapted to the conditions of local and regional labour markets. The following factors are indicated among the reasons for the low level of employment: incompatibility between education and competences, and the labour market's needs; low occupational mobility; factors resulting from demographic change, such as ageing population, low fertility rate, internal and external migration (spatial and occupational mobility). Providing care for children up to the age of 3 plays a crucial role in helping women return to the labour market. Therefore, the currently planned interventions focus on improving women's situation on the labour market and increasing of the accessibility of childcare for children up to the age of 3. These two types of action are implemented both on a national and a regional level. In addition, further systemic actions to strengthen institutional gender equality are planned at the national level.

It should be noted that, in accordance with EU policy, Poland applies the so called "dual approach". In other words, on one hand, it plans specific actions which directly address gender equality. On the other hand, gender equality principle is applied as a horizontal issue at each stage of implementation of the EU operational programmes (programming, monitoring, control, evaluation, information and promotion, etc.), including actions not directly aimed at gender equality.

### 1.1.1. Promotion of equal chances of women and men. Implementation of the gender equality horizontal principle in Poland.

The Partnership Agreement (PA) specifies the way in which the rules of promoting gender equality within the financial perspective will be implemented. It applies to all programmes implemented by Poland. These descriptions and activities do not go beyond the directions

laid down in the framework of general regulations, as well as regulation (EU) No 1304/2013 of the European Parliament and of the Council of 17 December 2013 on the European Social Fund and repealing Council Regulation (EC) No 1081/2006.

According to these regulations, the gender equality principle must be included at all stages of implementation of the Regional Operational Programmes in Poland within the 2014-2020 financial perspective. As for specific activities undertaken, it should be noted that, in the analysis for each programme at the programming phase, the most important issues related to socio-economic phenomena relating to gender equality have been taken into account. Therefore, each region has had the opportunity to consider which area, in terms of gender equality, requires the most support.

Furthermore, projects co-financed by the European Social Fund are applied to the so called "minimum standard". It is a set of questions and points that define the minimum conditions a project should meet in terms of gender equality.

**The minimum standards**<sup>1</sup> consist of six questions that are the part of the project assessment grid (in order for the project to be approved, the answer for at least two questions must be "yes"). The questions are:

1. Does the project rationale include an analysis of women's and men's statuses and show gender inequalities?
2. Does the analysis of women's and men's statuses include quantitative data that shows a lack of gender equality in the project intervention area?
3. Does the data used in the project rationale (segregated by gender) concern the area of the project intervention?
4. Do the activities planned in the project address gender inequalities of the project intervention area? Alternatively, do they diversify activities (forms of support) for men and women to overcome gender inequalities?
5. Are project results segregated by gender and coherent with the project rationale? Do the results show how the project will impact the situation of men and women?
6. Does the project include a gender-sensitive management plan?

Furthermore, it is assumed that evaluation of gender equality principle implementation will be carried out at least once during the programming period – in particular for operational programmes co-financed by the European Social Fund. This allows managing authorities to assess the effectiveness of the actions taken. It is assumed that conclusions and recommendations will be used to introduce appropriate changes, in order to improve the effectiveness of the implementation of the gender equality principle within the programmes.

A more detailed description of the gender equality principle implementation for all cohesion policy funds has been included in two documents: *Action Agenda for equal opportunities and non-discrimination within the framework of EU funds*<sup>2</sup>, and *Guidelines on implementing the principle of equal opportunities and non-discrimination, including accessibility for people with disabilities and the principle of equal opportunities for women and men within EU funds for 2014-2020*<sup>3</sup>. Duties and recommendations for institutions involved in the implementation of the operational programmes have been included in these documents. The Action Agenda constitutes a response to expectations set out in conditions *ex-ante*, regarding administrative

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<sup>1</sup> [http://www.efs.gov.pl/Dokumenty/Documents/FAQ\\_rownosc.pdf](http://www.efs.gov.pl/Dokumenty/Documents/FAQ_rownosc.pdf)

<sup>2</sup> [https://www.funduszeuropejskie.gov.pl/media/6131/Agenda\\_ZATWIERDZONA.pdf](https://www.funduszeuropejskie.gov.pl/media/6131/Agenda_ZATWIERDZONA.pdf)

<sup>3</sup> [https://www.funduszeuropejskie.gov.pl/media/2470/Wytyczne\\_zasady\\_rownosci\\_szans12052015.pdf](https://www.funduszeuropejskie.gov.pl/media/2470/Wytyczne_zasady_rownosci_szans12052015.pdf)

capacity, which ensures the implementation and application of EU law and policy in the area of gender equality, within structural and investment funds. It presents concrete solutions aimed at raising equality awareness among institutions involved in the implementation of the EU funds, as well as their employees and potential beneficiaries. Meanwhile, the Guidelines contain evaluation mechanisms for projects co-financed by the European Social Fund (the "minimum standards"), in order to ensure coordination and the fullest possible account of equality in different operational programmes. They also specify concrete solutions adopted in the implementation system, including project selection, monitoring, financing, evaluation, information and promotion.

In 2016, the manual *How to implement the principle of equal opportunities for women and men in projects financed by the EU funds 2014-2020*<sup>4</sup> was published. Its aim is to make the principle of gender equality in the EU funds more comprehensible. The manual also presents practical aspects of the principle's implementation in all projects and operational programmes.

Assessing whether the gender equality horizontal principle is properly implemented in projects other than those directly referring to equal opportunities for women and men is very difficult at the moment. Such evaluations are planned for the years 2017 and 2019. However, interviews with experts indicate that among representatives of the institutions involved in the implementation of operational programmes, the understanding of this concept is still very limited. As a result, although all of the formal recommendations included in the Partnership Agreement are implemented alongside project evaluation, their consequences related to gender equality are not taken into consideration, possibly due to the project evaluators' lack of proper training (e.g. training on gender equality is too short and poorly prepared). Consequently, while applying the gender equality horizontal principle, the evaluators are unable to properly assess the project from the necessary point of view. They are not aware of the fact that certain undertakings and decisions made in concrete fields may indirectly influence the situation of women and men, by increasing or decreasing inequalities between them. Furthermore, after the change of government in November 2015, gender equality is often perceived in the public sphere as a harmful ideology. According to the experts interviewed for the purposes of this report, this perception has a monumental impact on the implementation of EU programmes in this sphere. Between the government's reluctance toward gender equality and the surface-level appearance of implementing the gender equality horizontal principle within the project funded by the EU, Poland may experience a lack of change in societal attitudes, as well as ineffective usage of EU funds.

#### 1.1.2. The Polish National Operational Programme Knowledge Education Development 2014-2020 (PO WER)

The Operational Programme Knowledge Education Development 2014-2020 is a programme implemented at the national level that includes direct actions aimed at improving the situation of women and men. From a gender equality perspective, thematic objectives 8<sup>5</sup>, under priority axis II, *Effective public policies for labour market, economy and education* are particularly important. Within its framework, investment priority 8iv<sup>6</sup>, equal opportunities for men and women in all areas, including access to employment, career development, balance between work and family life, has been formulated.

Within the aforementioned priority, the following actions are planned:

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<sup>4</sup> [https://www.pois.gov.pl/media/21342/Podrecznik\\_rownosc\\_szans\\_kobiet\\_i\\_mezczyzn\\_2014\\_2020.pdf](https://www.pois.gov.pl/media/21342/Podrecznik_rownosc_szans_kobiet_i_mezczyzn_2014_2020.pdf)

<sup>5</sup> [https://www.efs.2007-2013.gov.pl/2014\\_2020/Documents/POWER%20\\_zatwierdzony\\_przez\\_KE\\_122014.pdf](https://www.efs.2007-2013.gov.pl/2014_2020/Documents/POWER%20_zatwierdzony_przez_KE_122014.pdf)

<sup>6</sup> *ibidem*

1. Monitoring the progress of the implementation of the National Action Plan for Equal Treatment, as well as developing a coherent monitoring system in support of Regional Plenipotentiaries for Equal Treatment.
2. Creation and promotion of a cross-sectoral cooperation model for equality between men and women.
3. Improving the employees of public institutions' understanding and awareness of gender equality, based on the model created within the project *Socio-economic activation of women at the local and regional level*, and other training programmes within the Human Capital Operational Programme.
4. Implementation of a tool designed to support and promote gender equality in the process of economic decision making in medium-sized enterprises.
5. Implementation of a tool supporting the prevention of gender-based discrimination in the workplace, as well as supporting access to employment in small-sized enterprises.
6. Providing training on forms of childcare for children up to the age of 3, for representatives of entities that create and run childcare institutions.

The following table presents the actions that have been funded in 2014-2016:

| <b>Action 2.1.4 Equal opportunities for men and women in all areas, including access to employment, career development, balancing work and family life – open calls</b> |  |
|---|--|
| Types of action   | Implementation of a tool designed to support and promote gender equality in the process of economic decision making in medium-sized enterprises  |
| 2014,2015   | No calls for proposals announced   |
| 2016  | EUR 372,500  |
| Allocation for the full programming period  | EUR 372,500  |
| <b>Action 2.1.6 Equal opportunities for men and women in all areas, including access to employment, career development, balancing work and family life</b>              |  |
| Types of action   | Providing training on forms of childcare for children up to the age of 3, for representatives of entities that create and run childcare institutions (especially local government representatives and employees of organisations in charge of developing childcare facilities for children up to the age of 3) |
| 2014,2015   | No calls for proposals announced   |
| 2016  | EUR 1,103,750  |
| Allocation for the full programming period  | EUR 1,103,750  |
| Allocation for the full programming period for all actions  | EUR 10,794,096   |

The analysis of the documents shows that, by the end of 2016, only two calls for proposals had been announced and resolved under the PO WER programme. The beneficiaries of these projects were mainly non-governmental organisations and academic centres; the non-governmental organisations being responsible for action implementation. Analysis of the composition of the project evaluation committees proves that it was gender-balanced. Projects within sub-actions 2.1.1, 2.1.2, 2.1.3, and 2.1.5 are planned for 2017-2018.

### 1.1.3. Regional Operational Programmes

Separate from National Operational Programmes, Regional Operational Programmes are instruments of the Partnership Agreement implementation system. In their framework, each of 16 voivodeships define their specific areas of support and implementation tools.

Specific intervention areas are defined in each of the Regional Operational Programmes, and they are aimed at improving women's work conditions. A diagnostic was carried out each of

the programmes, which ended up proving the existence of discrimination against women on the labour market<sup>7</sup>. Furthermore, it is women who mainly take care of dependants, which leads them to social exclusion and cultivates gender inequality. In response to the problems identified in the programmes, plans were created for actions aimed at promoting gender equality and prevention of gender-based discrimination, especially in the area of labour market. This is why each programme includes support for women under the thematic objective 8: Promoting sustainable and quality employment and supporting labour mobility<sup>8</sup>.

Implemented actions include interventions for women after childbirth, aimed at returning to the labour market or beginning professional activity; starting up new business; promotion of equal opportunities for men and women.

The tables below include the characteristics of actions undertaken in each voivodeship in the aforementioned areas. Despite the fact that they all refer to the same thematic objective, these actions differ slightly in each voivodeship. All data included in the tables are taken from the Regional Operational Programmes of particular voivodeships, detailed descriptions of priority axes and timetables of calls for proposals in voivodeships in 2015 and 2016.

### Regional Operational Programme of Wielkopolskie Voivodeship 2014-2020

| <b>Action 6.1 – Occupational activation of the unemployed and jobseekers – projects implemented by public entities</b>           |  |
|--|--|
| Types of action  | Instruments and services as per the Act of April 20, 2004 on employment promotion and labour market institutions (Journal of Laws of 2015, item 149), excluding public work.   |
| 2015   | EUR 8,803, 835   |
| 2016   | EUR 9,078,258  |
| Allocation for the full programming period   | EUR 68,000,000   |
| <b>Action 6.2 – Professional activation</b>  |  |
| Types of action  | <ul style="list-style-type: none"> <li>- Assisting in active job search,</li> <li>- Supporting people obtaining/improving their professional qualifications and aiding them in adjusting to the requirements of the labour market,</li> <li>- Assisting in obtaining work experience,</li> <li>- Assistance the form of supported employment,</li> <li>- Other actions specified in the Act on employment promotion and labour market institutions.</li> </ul> |
| 2015   | EUR 25,000,000   |
| 2016   | No calls for proposals announced   |
| Allocation for the full programming period   | EUR 52,200,000   |
| <b>Action 6.3. Self-employment and entrepreneurship</b>  |  |
| Types of action  | <ul style="list-style-type: none"> <li>- Diagnosis of professional competences in business activity (recruitment as a compulsory element);</li> <li>- Training and/or advice on starting a business;</li> <li>- Startup grants;</li> <li>- Aiding businesses in achieving financial liquidity, through professional consultation and training services (individual and group services).</li> </ul>   |
| 2015   | EUR 13,425,866   |
| 2016   | EUR 1,154,200  |
| Allocation for the full programming period   | EUR 37,000,000   |
| <b>Action 6.4. Support for professional activity of people excluded from the labour market due to childcare responsibilities</b> |  |
| Types of action  | <ul style="list-style-type: none"> <li>- Creation of childcare locations for children up to the age of 3 in nurseries and/or baby clubs and co-financing their maintenance for 12 months;</li> <li>- Extension of opening hours for nurseries and baby clubs;</li> <li>- Supporting the creation of new childcare locations for children up to the age of 3, by co-financing the cost of service of daily caregivers and nannies;</li> </ul>                   |

<sup>7</sup> [https://www.funduszeuropejskie.gov.pl/media/4554/uszczegolowienie\\_wrpo\\_2014\\_2020.pdf](https://www.funduszeuropejskie.gov.pl/media/4554/uszczegolowienie_wrpo_2014_2020.pdf);

<sup>8</sup> ibidem

|  |   |
|--|---|
|  | - Training and improving qualifications legally required by caregivers, daily caregivers, and volunteers;<br>- Occupational activation of people returning to or entering the labour market after a break related to taking care of a child up to the age of 3. |
| 2015                                       | No calls for proposals announced  |
| 2016                                       | EUR 2,250,000   |
| Allocation for the full programming period | EUR 31,677,233  |

### Regional Operational Programme of Warmińsko-Mazurskie Voivodeship 2014-2020

| <b>Action 10.1. Improving access to the labour market for the unemployed and jobseekers</b>  |  |
|--|--|
| Types of action  | Implementation of instruments and services as per the Act of April 20, 2004 on employment promotion and labour market institutions (Journal of Laws of 2015, item 149), excluding public work.   |
| 2015   | EUR 12,497,500   |
| 2016   | EUR 10,709,574   |
| Allocation for the full programming period   | EUR 85,000,000   |
| <b>Action 10.2. Improving access to the labour market for the unemployed and jobseekers – calls for proposals</b>                                  |  |
| Types of action  | - Assisting in active job search,<br>- Supporting people obtaining/improving their professional qualifications and aiding them in adjusting to the requirements of the labour market,<br>- Assisting in obtaining work experience,<br>- Assistance the form of supported employment,<br>- Other actions specified in the Act on employment promotion and labour market institutions. |
| 2015   | EUR 1,931,154  |
| 2016   | EUR 3,981,358  |
| Allocation for the full programming period   | EUR 19,787,661   |
| <b>Action 10.3. Development of forms of self-employment</b>  |  |
| Types of action  | - Support in the form of specialist consulting and training services before beginning self-employment,<br>- Financial support for starting a business,<br>- Support in the form of individual specialist consulting services during the first 12 months of self-employment.  |
| 2015   | EUR 3,379,520  |
| 2016   | EUR 5,152,345  |
| Allocation for the full programming period   | EUR 27,913,545   |
| <b>Action 10.4. Assisting people returning to or entering the labour market after a break related to taking care of a child up to the age of 3</b> |  |
| Types of action  | - Supporting childcare locations for children up to the age of 3 (e.g. in nurseries, baby clubs, at daily caregivers or nannies);<br>- Supporting occupational activation of people returning to or entering the labour market after a maternity leave, parental leave, or unpaid extended post-parental leave.  |
| 2015   | No calls for proposals announced   |
| 2016   | EUR 2,107,778  |
| Allocation for the full programming period   | EUR 10,000,000   |

### Regional Operational Programme of Opolskie Voivodeship 2014-2020

| <b>Action 7.1. Occupational activation of unemployed people by Powiat Employment Offices</b> |  |
|--|--|
| Types of action  | Instruments and services as per the Act of April 20, 2004 on employment promotion and labour market institutions (Journal of Laws of 2015, item 149), excluding public work. |
| 2015   | EUR 6,132,353  |
| 2016   | EUR 6,132,000  |
| Allocation for the full programming period   | EUR 49,058,824   |
| <b>Action 7.2. Occupational activation of unemployed people</b>                              |  |
| Types of action  | Projects on:<br>- job placement;   |

|   |   |
|---|---|
|   | <ul style="list-style-type: none"> <li>- employment counselling;</li> <li>- training courses (open and enrolment);</li> <li>- internships;</li> <li>- equipping and re-equipping workplaces;</li> <li>- subsidising employment;</li> <li>- relocation allowance to cover the costs of starting at least a half-time job, other form of earning work or self-employment in a location different than the place of permanent residence;</li> <li>- support from a work coach in the area of assisted employment;</li> <li>- volunteer work, e.g. by providing training and counselling support to the volunteer;</li> <li>- dissemination and implementation of alternative and flexible employment forms and work organisation methods.</li> </ul>   |
| 2015  | No calls for proposals announced  |
| 2016  | EUR 5,775,000   |
| Allocation for the full programming period                            | EUR 15,764,705  |
| <b>Action 7.3. Starting one's own business</b>                        |   |
| Types of action   | <ul style="list-style-type: none"> <li>- Training to acquire the knowledge and skills necessary to start and run one's own business and counselling in the area;</li> <li>- Awarding grants;</li> <li>- Aiding businesses in achieving financial liquidity, through such means as training and counselling on effective usage of grants and running the business, and non-repayable financial assistance.</li> </ul>  |
| 2015  | No calls for proposals announced  |
| 2016  | EUR 8,390,000   |
| Allocation for the full programming period                            | EUR 19,100,000  |
| <b>Action 7.6. Improving the balance between work and family life</b> |   |
| Types of action   | <p>Projects on:</p> <ul style="list-style-type: none"> <li>- Supporting childcare cost/childcare locations, or financing services of daily caregivers or nannies for parents with children up to the age of 3;</li> <li>- Adapting new childcare location for children up to the age of 3 to the needs of people with disabilities;</li> <li>- Occupational activation of people with children up to the age of 3, through means such as: <ul style="list-style-type: none"> <li>a) employment agencies,</li> <li>b) employment counselling,</li> <li>c) training courses,</li> <li>d) internships,</li> <li>e) equipping and re-equipping workplaces,</li> <li>f) subsidising of employment,</li> <li>g) awarding grants to create new remote workplaces (telecommuting).</li> </ul> </li> </ul> |
| 2015  | No calls for proposals announced  |
| 2016  | Calls for proposals were announced and postponed till 2017  |
| Allocation for the full programming period                            | EUR 6,008,844   |

## Regional Operational Programme of Śląskie Voivodeship 2014-2020

|   |  |
|---|--|
| <b>Action 7.1. Active forms of fighting unemployment</b>                        |  |
| Types of action   | <p>Projects on:</p> <ul style="list-style-type: none"> <li>- Labour market instruments and services aimed at individualisation of support and counselling on career planning;</li> <li>- Labour market instruments and services designed to support people with diagnosed needs or to help them acquire new skills;</li> <li>- Labour market instruments and services aimed at gaining professional experience required by employers and entrepreneurs;</li> <li>- EURES activities related to the direct provision of services to the unemployed and people outside the labour market, as well as employers.</li> </ul> |
| 2015  | EUR 20,587,535   |
| 2016  | EUR 17,205,852   |
| Allocation for the full programming period                                      | EUR 52,377,355   |
| <b>Action 7.2. Improving the employability of jobseekers and the unemployed</b> |  |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 13,011,637.65  |
| Allocation for the full programming period                                      | EUR 116,597,188  |

| <b>Action 7.3. Support for people intending to start their own business</b>                   |   |
|---|---|
| Types of action   | - Grants for starting a business,<br>- Advice and training for people planning to start a business,<br>- Aiding businesses in achieving financial liquidity.  |
| 2015  | No calls for proposals announced  |
| 2016  | EUR 9,268,294   |
| Allocation for the full programming period  | EUR 28,688,800  |
| <b>Action 8.1. Promoting the development of conditions for balancing work and family life</b> |   |
| Types of action   | - Opening and running childcare locations for children up to the age of 3 including nurseries (e.g. at workplaces), baby clubs, and daily care centres;<br>- Increasing the capacity of existing childcare locations for children up to the age of 3;<br>- Creating and developing other forms of childcare facilities, including nannies and daily caregivers;<br>- Covering childcare costs (for children up to the age of 3) for people in difficult life situations, who are unable to enter the labour market due to childcaring responsibilities. |
| 2015  | EUR 2,125,000   |
| 2016  | EUR 2,807,210   |
| Allocation for the full programming period  | EUR 44,372,032  |

### Regional Operational Programme of Dolnośląskie Voivodeship 2014-2020

| <b>Action 8.1. Projects on the labour market by Powiat Employment Offices</b> |  |
|---|--|
| Types of action   | - Identification of the needs of unemployed people, diagnosing their training needs, providing opportunities for professional training in the region;<br>- Comprehensive and tailor-made assistance in the field of career selection, based on the qualifications and competencies of the unemployed person; or guidance for career planning, including improving skills and professional qualifications;<br>- Training on how to actively search for jobs;<br>- Acquiring, improving, or adjusting jobseekers' skills and qualifications to the requirements of the labour market;<br>- Non-repayable business start-up grants, including legal aid, consultancy and advice on how to start a business;<br>- Removing barriers faced by people with disabilities in obtaining and maintaining employment and adapting workplaces to the needs of people with disabilities;<br>- Supporting cross-sectoral mobility for people who cannot find a job by changing or supplementing their competences or qualifications, so that they can find jobs in other sectors;<br>- Supporting geographical mobility for people unable to find jobs in their area of residence, by covering costs of commuting to work in another area. |
| 2015  | EUR 20,587,535   |
| 2016  | EUR 17,205,852   |
| Allocation for the full programming period                                    | EUR 86,313,071   |
| <b>Action 8.2. Support for jobseekers – calls for projects</b>                |  |
| Types of action   | Same actions as in 8.1, however the funds are being allocated based on calls for projects  |
| 2015  | EUR 7,702,717  |
| 2016  | No calls for proposals announced   |
| Allocation for the full programming period                                    | EUR 21,578,268   |
| <b>Action 8.3. Self-employment, entrepreneurship and job creation</b>         |  |
| Types of action   | - Consultation and training aimed at gaining the appropriate knowledge and skills for people to start and run their own businesses;<br>- Awarding grants to support the development of entrepreneurship;<br>- Aiding businesses in achieving financial liquidity, through such means as training and advice on effective use of grants and other financial support;<br>- Granting one-time loans to startups.  |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 7,750,000  |
| Allocation for the full programming period                                    | EUR 111,000,000  |
| <b>Action 8.4. Improving the balance between work and family life</b>         |  |
| Types of action   | - Creation of childcare locations for children up to the age of 3, including children with disabilities, in existing or new facilities;  |

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|  | <ul style="list-style-type: none"> <li>- Adjustment of existing childcare locations for children up to the age of 3 to the needs of children with disabilities in childcare facilities, as provided by the Act on childcare for children up to the age of 3;</li> <li>- Covering current childcare costs including nurseries, baby clubs, daily caregivers, or nannies for children up to the age of 3.</li> </ul> |
| 2015                                       | No calls for proposals announced   |
| 2016                                       | EUR 7,022,096.25   |
| Allocation for the full programming period | EUR 39,143,944   |

### Regional Operational Programme of Lubelskie Voivodeship 2014-2020

| <b>Action 9.1. Occupational activation</b>   |   |
|--|---|
| Types of action  | <ul style="list-style-type: none"> <li>- Employment counselling, job placement;</li> <li>- Internships;</li> <li>- Training courses aimed at gaining, upgrading, supplementing, or changing professional qualifications;</li> <li>- Offering subsidised jobs, with the possibility of reimbursement of equipment or workplace retrofitting;</li> <li>- Help with adjustment for employees who have been employed in subsidised jobs;</li> <li>- Supporting occupational mobility by covering the costs of commuting to work, and covering the selected costs of relocation, including travel costs and settlement costs.</li> </ul>   |
| 2015   | EUR 7,500,000   |
| 2016   | EUR 12,500,000  |
| Allocation for the full programming period   | EUR 23,309,752  |
| <b>Action 9.2. Occupational activation – projects by Powiat Employment Offices</b> |   |
| Types of action  | <ul style="list-style-type: none"> <li>- Identification of the needs of unemployed people, diagnosis of their training needs, and offering opportunities for professional training in the region;</li> <li>- Comprehensive and tailor-made assistance in the field of career selection, based on the qualifications and competencies of the unemployed person or guidance on career planning, including upgrading or supplementing competences and professional qualifications;</li> <li>- Training on how to actively search for jobs;</li> <li>- Help in acquiring, improving, or adjusting jobseekers' skills and qualifications to meet the requirements of the labour market;</li> <li>- Non-repayable business startup grants, including legal aid, consultation, and advice on how to start a business;</li> <li>- Removing barriers faced by people with disabilities in obtaining and maintaining employment and adapting workplaces to the needs of people with disabilities;</li> <li>- Supporting cross-sectoral mobility for people who cannot find a job by changing or supplementing their competences or qualifications, so that they can find jobs in other sectors;</li> <li>- Supporting geographical mobility for people unable to find jobs in their area of residence, by covering costs of commuting to work in another area.</li> </ul> |
| 2015   | EUR 9,591,175   |
| 2016   | EUR 9,395,041   |
| Allocation for the full programming period   | EUR 69,929,257  |
| <b>Action 9.3. Development of entrepreneurship</b>                                 |   |
| Types of action  | <ul style="list-style-type: none"> <li>- Non-repayable business start-up grants, including: <ul style="list-style-type: none"> <li>- Training and granting advice (individual and in groups) for gaining the necessary knowledge and skills required to start a business,</li> <li>- Non-repayable grants for startups,</li> <li>- Aiding businesses in achieving financial liquidity (both financial and non-financial forms of support).</li> </ul> </li> </ul>   |
| 2015   | No calls for proposals announced  |
| 2016   | EUR 25,000,000  |
| Allocation for the full programming period   | EUR 53,443,406  |
| <b>Action 9.4. Improving the balance between work and family life</b>              |   |
| Types of action  | <ul style="list-style-type: none"> <li>- Projects increasing access to childcare for children up to the age of 3 in the form of nurseries, baby clubs, daily caregivers;</li> <li>- Programs of Occupational activation include one or more of the following support forms: <ol style="list-style-type: none"> <li>a) Career counselling, job placement;</li> <li>b) Internships;</li> </ol> </li> </ul>  |

|  |   |
|--|---|
|  | c) Help in acquiring, improving, or adjusting jobseekers' skills and qualifications to meet the requirements of the labour market (including on-the-job training with employers);<br>d) Offering subsidised jobs, with the possibility of reimbursement of equipment or workplace retrofitting;<br>e) Adaptation for employees/interns who have been employed in subsidised jobs, or employees/interns who wish to adjust their skills and qualifications to the requirements of the employer and the profile of the job. |
| 2015                                       | No calls for proposals announced  |
| 2016                                       | EUR 12,500,000  |
| Allocation for the full programming period | EUR 46,186,508  |

## Regional Operational Programme of Lubuskie Voivodeship 2014-2020

|   |   |
|---|---|
| <b>Action 6.1. Professional activation of the unemployed and the unemployed jobseekers by Powiat Employment Offices</b> |   |
| Types of action   | <ul style="list-style-type: none"> <li>- Identification of the needs of unemployed people, diagnosis of their training needs, and offering opportunities for professional training in the region;</li> <li>- Comprehensive and tailor-made assistance in the field of career selection, based on the qualifications and competencies of the unemployed person or guidance on career planning, including upgrading or supplementing competences and professional qualifications;</li> <li>- Training on how to actively search for jobs;</li> <li>- Help in acquiring, improving, or adjusting jobseekers' skills and qualifications to meet the requirements of the labour market;</li> <li>- Non-repayable business startup grants, including legal aid, consultation, and advice on how to start a business;</li> <li>- Removing barriers faced by people with disabilities in obtaining and maintaining employment and adapting workplaces to the needs of people with disabilities;</li> <li>- Supporting cross-sectoral mobility for people who cannot find a job by changing or supplementing their competences or qualifications, so that they can find jobs in other sectors;</li> <li>- Supporting geographical mobility for people unable to find jobs in their area of residence, by covering costs of commuting to work in another area.</li> </ul> |
| 2015  | EUR 4,166,000   |
| 2016  | EUR 3,968,280   |
| Allocation for the full programming period  | EUR 29,793,266  |
| <b>Action 6.2. Occupational activation – projects by Powiat Employment Offices</b>                                      |   |
| Types of action   | Same actions as in 6.1, but with funds being allocated based on calls for projects  |
| 2015  | No calls for proposals were announced   |
| 2016  | EUR 1,450,000   |
| Allocation for the full programming period  | EUR 3,927,461   |
| <b>Action 6.3. Development of entrepreneurship</b>  |   |
| Types of action   | <p>Non-repayable business start-up grants, including:</p> <ul style="list-style-type: none"> <li>- Training and granting advice (individual and in groups) for gaining the necessary knowledge and skills required to start a business,</li> <li>- Non-repayable grants for startups,</li> <li>- Aiding businesses in achieving financial liquidity (both financial and non-financial forms of support).</li> </ul>   |
| 2015  | EUR 1,250,000   |
| 2016  | EUR 1,250,000   |
| Allocation for the full programming period  | EUR 7,047,000   |
| <b>Action 6.4. Enhancing the balance between work and family life</b>   |   |
| Types of action   | <ul style="list-style-type: none"> <li>- Projects increasing access to childcare for children up to the age of 3 in the form of: nurseries, baby clubs, daily caregivers</li> <li>- Programs of Occupational activation include one or more of the following support forms: <ul style="list-style-type: none"> <li>a) Career counselling, job placement;</li> <li>b) Internships;</li> <li>c) Help in acquiring, improving, or adjusting jobseekers' skills and qualifications to meet the requirements of the labour market (including on-the-job training with employers);</li> <li>d) Offering subsidised jobs, with the possibility of reimbursement of equipment or workplace retrofitting;</li> </ul> </li> </ul>   |

|  |  |
|--|--|
|  | e) Adaptation for employees/interns who have been employed in subsidised jobs, or employees/interns who wish to adjust their skills and qualifications to the requirements of the employer and the profile of the job. |
| 2015                                       | No calls for proposals announced   |
| 2016                                       | EUR 2,500,000  |
| Allocation for the full programming period | EUR 8,053,806  |

### Regional Operational Programme of Zachodniopomorskie Voivodeship 2014-2020

| <b>Action 6.4. Support of entrepreneurship and job creation with start-up grants as well as advisory and training assistance.</b>   |  |
|---|--|
| Types of action   | - Loans for starting businesses,<br>- Loans for the creation of additional workplaces in existing businesses,<br>- Consultations and training courses with the aim of granting knowledge and skills required to start and run a business,<br>- Individual specialised consultancy services.  |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 15,698,787   |
| Allocation for the full programming period  | EUR 18,000,000   |
| <b>Action 6.5. Comprehensive support for the unemployed and the occupationally inactive jobseekers who are particularly disadvantaged in the labour market, including job placement and improving professional qualifications</b> |  |
| Types of action   | Support for the individualised and comprehensive occupational activation of people who are passive and particularly disadvantaged in the labour market   |
| 2015  | EUR 7,500,000  |
| 2016  | EUR 8,750,000  |
| Allocation for the full programming period  | EUR 87,000,000   |
| <b>Action 6.6. Programs to provide and increase access to childcare for children up to 3 years of age</b>   |  |
| Types of action   | - Creation of childcare locations for children up to the age of 3, including children with disabilities, in existing or new facilities (nurseries and baby clubs);<br>- Supporting existing childcare facilities (nurseries and baby clubs for children up to the age of 3) in increasing their capacity;<br>- Adaptation of existing childcare locations for children up to the age of 3 to the needs of children with disabilities, including financing the mechanism of rational improvements;<br>- Covering current childcare costs (including covering costs of professional training for daily caregivers or nannies) for children up to the age of 3. |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 5,588,235  |
| Allocation for the full programming period  | EUR 12,900,000   |

### Regional Operational Programme of Świętokrzyskie Voivodeship 2014-2020

| <b>Action 8.1. Equality between men and women in all areas, including access to employment, career development, improving the balance between work and family life</b> |  |
|--|--|
| Type of action   | - Creation of childcare locations for children up to the age of 3, including children with disabilities;<br>- Adaptation of existing childcare locations for children up to the age of 3 to the needs of children with disabilities in childcare facilities as provided by the Act on childcare for children up to the age of 3;<br>- Covering current childcare costs including nursery, baby club, daily caregiver or nanny for children up to the age of 3. |
| 2015   | EUR 1,000,000  |
| 2016   | EUR 3,187,059  |
| Allocation for the full programming period   | EUR 12,000,000   |
| <b>Action 10.1. Actions by public employment services to improve the labour activity of people over the age of 29</b>  |  |
| Type of action   | Implementation of labour market instruments and services, as defined in the Act of 20 April 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended)   |
| 2015   | EUR 6,927,747  |
| 2016   | EUR 5,758,968  |
| Allocation for the full programming period   | EUR 47,719,733   |
| <b>Action 10.2. Actions to improve labour activity of persons over 29 years of age</b>   |  |

|   |  |
|---|--|
| Type of action  | - Identifying the needs of the people who remain unemployed,<br>- implementation of Occupational activation programs,<br>- awarding grants for start-ups,<br>- assisted employment for people with disabilities,<br>- adaptive support for the employee,<br>- one-time relocation allowance. |
| 2015  | EUR 5,000,000  |
| 2016  | EUR 10,376,100   |
| Allocation for the full programming period                                  | EUR 20,350,398   |
| <b>Action 10.4 Development of entrepreneurship and creation of new jobs</b> |  |
| Type of action  | - Support for people intending to start their own business through training and consulting,<br>- Non-repayable grants for the purpose of starting a business.  |
| 2015  | EUR 8,750,000  |
| 2016  | EUR 18,123,000   |
| Allocation for the full programming period                                  | EUR 40,619,904   |

### Regional Operational Programme of Łódzkie Voivodeship 2014-2020

|   |   |
|---|---|
| <b>Action 8.1. Supporting labour activity of people over the age of 29 by Powiat Employment Offices</b> |   |
| Types of action   | Implementation of labour market instruments and services, as defined in the Act of April 20, 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended)   |
| 2015  | EUR 9,747,850   |
| 2016  | EUR 8,636,376   |
| Allocation for the full programming period  | EUR 75,581,823  |
| <b>Action 8.2. Supporting the labour activity of persons over the age of 29</b>                         |   |
| Types of action   | <p>- Services aimed at individualised support and career path counselling, including among others:</p> <p>a) Psychological counselling,<br/>b) Individual and group career counselling,<br/>c) Job placement,<br/>d) Workshops or training courses on topics such as active job searching and the acquisition of key competences.</p> <p>- Services aimed at acquiring the qualifications and work experience required by employers, including among others:</p> <p>a) Training courses to upgrade, supplement or change professional qualifications;<br/>b) Internships to acquire or supplement professional experience and develop practical skills for a specific job.</p> <p>- Support to enhance employment, including among others:</p> <p>a) Subsidizing jobs;<br/>b) Reimbursement of equipment or workplace retrofitting (applies to subsidized jobs only), including adapting the workplace to the needs of people with disabilities;<br/>c) Covering the cost of services provided by assistants to people with disabilities. Reimbursement of travel costs, including the cost of commuting to work or the cost of travelling to job interviews.</p> |
| 2015  | No calls for proposals announced  |
| 2016  | EUR 12,735,000  |
| Allocation for the full programming period  | EUR 40,212,201  |
| <b>Action 8.3. Supporting entrepreneurship</b>  |   |
| Types of action   | <p>- Support focused on helping people gain the appropriate knowledge and skills to start and run a business, including among others:</p> <p>a) counselling (individual and in groups),<br/>b) training courses and workshops,<br/>c) legal aid.</p> <p>- Financial support in the form of non-repayable grants for startups.</p>   |
| 2015  | EUR 11,400,000  |
| 2016  | EUR 8,745,000   |

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|--|---|
| Allocation for the full programming period   | EUR 44,078,107  |
| <b>Action 10.1. Assisting people taking care of children under the age of 3 in their return to the labour market</b> |   |
| Types of action  | <ul style="list-style-type: none"> <li>- Creation of new childcare locations for children under the age of 3, in the form of both institutional (nurseries, baby clubs, daily caregivers) and non-institutional (nannies) locations.</li> <li>- Occupational activation of people taking care of children under the age of 3, in the form of:               <ul style="list-style-type: none"> <li>a) career counselling,</li> <li>b) individual counselling,</li> <li>c) job placement,</li> <li>d) training courses.</li> </ul> </li> </ul> |
| 2015   | EUR 6,000,000   |
| 2016   | EUR 10,200,000  |
| Allocation for the full programming period   | EUR 30,206,110  |

### Regional Operational Programme of Mazowieckie Voivodeship 2014-2020

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|--|--|
| <b>Action 8.1. Occupational activation of the unemployed by Powiat Employment Offices</b>                        |  |
| Types of action  | Implementation of labour market instruments and services as defined in the Act of 20 April 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended).   |
| 2015   | EUR 16,566,450   |
| 2016   | EUR 13,721,650   |
| Allocation for the full programming period   | EUR 104,409,977  |
| <b>Action 8.2. Occupational activation of the occupationally inactive</b>  |  |
| Types of action  | <ul style="list-style-type: none"> <li>- Diagnosis of each project participant's individual situation, and assisting them in active job search. This includes analysis of her/his career situation and career planning in the form of the Individual Action Plan (IPD).</li> <li>- Improving or refocusing a person's professional qualifications, and adapting to the requirements of the labour market. This consists of training and acquiring new qualifications to increase the chances of professional reinstatement. These actions are directed towards people from disadvantaged groups.</li> <li>- Support in gaining professional experience. This consists of arranging for paid work placements with employers on specific jobs, in accordance with a program that meets the required qualifications and the needs of employers. Employers are expected to be involved in the preparation of internship programs. This support is targeted specifically at people over the age of 50 and low-skilled workers.</li> </ul> |
| 2015   | EUR 4,160,000  |
| 2016   | No calls for proposals announced   |
| Allocation for the full programming period   | EUR 6,251,859  |
| <b>Action 8.3. Aiding people taking care of a child under the age of 3 in returning to occupational activity</b> |  |
| Types of action  | <ul style="list-style-type: none"> <li>- Creating childcare locations for children under the age of 3, in the form of nurseries, baby clubs, daily caregiver services, and nanny services;</li> <li>- Call for proposals under the Integrated Territorial Investments;</li> <li>- Creating childcare locations for children under 3 years old in the form of nurseries, baby clubs, and daily caregiver services.</li> </ul>   |
| 2015   | No calls for proposals announced   |
| 2016   | EUR 8,380,000  |
| Allocation for the full programming period   | EUR 27,223,219   |

## Regional Operational Programme of Małopolskie Voivodeship 2014-2020

| <b>Action 8.1. Occupational activation – projects by Powiat Employment Offices</b> |   |
|--|---|
| Types of action  | Comprehensive action plan for the occupational activation of the people who remain unemployed.  |
| 2015   | EUR 6,949,403   |
| 2016   | EUR 13,620,370  |
| Allocation for the full programming period   | EUR 74,375,000  |
| <b>Action 8.2. Occupational activation</b>   |   |
| Types of action  | - Comprehensive programs for Occupational activation of the people who remain unemployed,<br>- Implementation of the EURES targeted labour mobility schemes.  |
| 2015   | EUR 18,781,102.85   |
| 2016   | No calls for proposals announced  |
| Allocation for the full programming period   | EUR 50,389,148  |
| <b>Action 8.3. Support for start-ups</b>   |   |
| Types of action  | - Loans for startups,<br>- Loans for creation of a new job at an existing business,<br>- Grants for start-ups,<br>- Counselling and training to gain the knowledge and skills necessary to start a business,<br>- Individual advisory services in specific fields.  |
| 2015   | No calls for proposals announced  |
| 2016   | EUR 27,832,840.90   |
| Allocation for the full programming period   | EUR 50,000,000  |
| <b>Action 8.5. Supporting better balance between work and family life</b>          |   |
| Types of action  | - Supporting the creation and/or maintenance of childcare facilities for children under the age of 3, including nurseries (e.g. at workplaces) and baby clubs, as well as actions aimed at increasing the capacity of existing facilities;<br>- Creating conditions for the development of the market for daily caregivers for children up to the age of 3. |
| 2015   | No calls for proposals announced  |
| 2016   | EUR 8,966,790   |
| Allocation for the full programming period   | EUR 25,000,000  |

## Regional Operational Programme of Kujawsko-Pomorskie Voivodeship 2014-2020

| <b>Action 8.1. Increasing the level of labour activity of the unemployed by Powiat Labour Offices</b> |  |
|---|--|
| Types of action   | Implementation of labour market instruments and services, as defined in the Act of April 20, 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended). |
| 2015  | EUR 14,543,977   |
| 2016  | EUR 9,316,215  |
| Allocation for the full programming period  | EUR 79,643,286.40  |
| <b>Action 8.2. Supporting occupational activity in the region</b>                                     |  |
| Types of action   | Projects for increasing the employment level for people above 29 years old that are disadvantaged in the labour market.  |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 4,851,116  |
| Allocation for the full programming period  | EUR 16,510,821.60  |
| <b>Action 8.3. Support of entrepreneurship and self-employment in the region</b>                      |  |
| Types of action   | Projects dedicated to the development of entrepreneurship and self-employment.   |
| 2015  | No calls for proposals announced   |
| 2016  | EUR 5,000,000  |
| Allocation for the full programming period  | EUR 12,452,360   |
| <b>Action 8.4. Improving the balance between work and family life</b>                                 |  |
| Types of action   | - Projects dedicated to the occupational activation of people returning to the labour market after maternity leave, parental leave and unpaid, extended post-parental leave;                                       |

|  |  |
|--|--|
|  | - Projects dedicated to the creation and/or maintenance of childcare facilities for children up to the age of 3. |
| 2015                                       | EUR 5,000,000  |
| 2016                                       | EUR 14,500,000   |
| Allocation for the full programming period | EUR 38,420,263   |

### Regional Operational Programme of Podkarpackie Voivodeship 2014-2020

| <b>Action 7.1. Improving the situation of the unemployed in the labour market – calls for projects</b>                    |   |
|---|---|
| Types of action   | Programs on Occupational activation including one or more of the following forms of support:<br>- identification of project participant's needs,<br>- career counselling and/or job placement,<br>- internships,<br>- training courses,<br>- subsidized jobs,<br>- reimbursement of the cost of equipping and re-equipping workplaces.          |
| 2015  | EUR 23,819,950  |
| 2016  | EUR 10,700,000  |
| Allocation for the full programming period  | EUR 80,109,301  |
| <b>Action 7.2. Improving the situation of the unemployed in the labour market – projects by Powiat Employment Offices</b> |   |
| Types of action   | Implementation of labour market instruments and services, as defined in the Act of April 20, 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended)   |
| 2015  | EUR 10,769,280  |
| 2016  | EUR 4,616,243   |
| Allocation for the full programming period  | EUR 57,000,000  |
| <b>Action 7.3. Supporting the development of entrepreneurship</b>   |   |
| Types of action   | Non-repayable grant for people intending to start their own business (including support in the form of counselling and training)  |
| 2015  | EUR 17,088,225  |
| 2016  | EUR 550,000   |
| Allocation for the full programming period  | EUR 60,597,556  |
| <b>Action 7.4. Development of nurseries in the region</b>   |   |
| Types of action   | - Creation of new childcare facilities (for children under the age of 3),<br>- Creation of childcare locations in the form of daily caregivers,<br>- Increasing the capacity of existing childcare facilities,<br>- Increasing access to childcare services for people who remain outside the labour market due to childcaring responsibilities |
| 2015  | No calls for proposals announced  |
| 2016  | EUR 6,900,000   |
| Allocation for the full programming period  | EUR 18,256,114  |

### Regional Operational Programme of Pomorskie Voivodeship 2014-2020

| <b>Action 5.1. Occupational activation of the unemployed – projects by Powiat Employment Offices</b> |  |
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| Types of action  | -Projects aimed at increasing the employment levels among the unemployed who are particularly disadvantaged in the labour market, based on an analysis of skills, predispositions, and challenges of each project participant, and preparation of the Individual Action Plan;<br><br>- Implementation of labour market instruments and services, as defined in the Act of April 20, 2004 on promotion of employment and labour market institutions (Journal of Laws of 2016, item 645, as later amended) |
| 2015   | EUR 3,781,125  |
| 2016   | EUR 9,144,510  |
| Allocation for the full programming period   | EUR 64,484,083   |
| <b>Action 5.2. Occupational activation of people that remain unemployed</b>                          |  |
| Types of action  | - Services aimed and individualization of support and counselling on career planning, including among others:<br>a) psychological counselling,<br>b) individual and group career counselling,  |

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|  | <p>c) job placement,<br/>d) workshops and training courses on topics such as how to actively search for job and acquire key competences.</p> <p>- Services aimed at acquiring the qualifications and work experience required by employers, including among others:<br/>a) training courses to improve, supplement or refocus professional qualifications<br/>b) internships to help acquire or supplement professional experience and develop practical skills for specific jobs</p> <p>- Actions aimed at improving employment, including among others:<br/>a) Covering cost of subsidized jobs;<br/>b) Reimbursement of equipment or workplace retrofitting (applies to subsidized jobs only), including adapting the workplace to the needs of people with disabilities;<br/>c) Covering the cost of services provided by assistants to people with disabilities. Reimbursement of travel costs, including the cost of commuting to work or the cost of travelling to job interviews.</p> |
| 2015   | EUR 20,000,000  |
| 2016   | No calls for proposals announced  |
| Allocation for the full programming period                   | EUR 34,722,198  |
| <b>Action 5.3. Childcare for children under the age of 3</b> |   |
| Types of action  | <p>- Creation and maintenance of new locations for childcare facilities for children under the age of 3;<br/>- Providing additional forms of childcare for children under the age of 3, including: covering remuneration costs and social security contributions for nannies, covering remuneration costs of daily caregivers.</p>  |
| 2015   | No calls for proposals announced  |
| 2016   | EUR 13,000,000  |
| Allocation for the full programming period                   | EUR 27,056,259  |
| <b>Action 5.7. New micro-enterprises</b>                     |   |
| Types of action  | <p>- Support aimed at helping people gain the appropriate knowledge and skills to start and run a business, including among others:<br/>a) counselling (individual and in groups),<br/>b) training courses and workshops,<br/>c) legal aid.</p> <p>- Financial support in the form of non-repayable business start-up grants.</p>   |
| 2015   | No calls for proposals announced  |
| 2016   | EUR 16,500,000  |
| Allocation for the full programming period                   | EUR 18,037,506  |

## Regional Operational Programme of Podlaskie Voivodeship 2014-2020

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| <b>Action 2.1. Increasing the employability of the continuously unemployed and jobseekers, using active labour market policies and promoting labour mobility (this sub-action contains both projects that are calls for proposals, as well as projects implemented by specific institutions)</b> |   |
| Types of action  | <p>Programs aimed at increasing the level of employment activity and employability, including the following activation actions:</p> <ul style="list-style-type: none"> <li>- psychological counselling;</li> <li>- job placement;</li> <li>- career counselling;</li> <li>- workshops and training courses, including training on how to actively search for a job;</li> <li>- subsidizing jobs;</li> <li>- internships.</li> </ul> |
| 2015   | EUR 3,000,000   |
| 2016   | EUR 2,500,000   |
| Allocation for the full programming period   | EUR 35,000,000  |
| <b>Action 2.2. Actions for improving the balance between work and family life</b>  |   |
| Types of action  | <ul style="list-style-type: none"> <li>- Providing access to childcare services for children under the age of 3 through creation of new childcare locations;</li> <li>- Supporting employers (including entrepreneurs) in implementing solutions for improving balance between work and family life, while supporting employees taking care of children under the age of 3.</li> </ul>  |
| 2015   | EUR 5,250,000   |
| 2016   | EUR 11,000,000  |

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| Allocation for the full programming period                                     | EUR 16,518,663   |
| <b>Action 2.3. Enhancing the creation and development of business entities</b> |  |
| Types of action  | Non-repayable grants for people who intend to start a business |
| 2015   | EUR 3,250,000  |
| 2016   | EUR 4,000,000  |
| Allocation for the full programming period                                     | EUR 10,000,000   |

In 2014, no funds neither at the central level, nor in any of the voivodeships were spent on actions aimed at the prevention of discrimination against women. In many voivodeships, calls for proposals were announced only as late as 2016. As for actions not included in open calls, the average expenditure across all voivodeships is 30%. In the case of open-calls projects concerning occupational activation, the level of expenditure is 40%, while the expenditure for those regarding entrepreneurship development is at 45%. The expenditure for projects promoting solutions for work and family life balance is around 32%. Taking into consideration the fact that funds can be spent until 2020, the process of disbursement appears to be proceeding smoothly. Opolskie, Warmińsko-Mazurskie and Dolnośląskie are the three voivodeships with the lowest levels of expenditure, although they do not differ significantly from the rest of voivodeships. However, the key question is whether these funds will have a noticeable and positive effect on women's position on the labour market.

The analysis proves that the Regional Operational Programmes are very much similar in terms of actions supporting women. In accordance with the Partnership Agreement, they focus on women's occupational activation, including the development of childcare institutions, which help them in their activity on labour market, and women's entrepreneurship development. In other words, it might be said that Poland provides extensive support to childcare infrastructures (nurseries and preschools) in order to support the employment of women, and to increase the number of children cared for in location-based services.

## 1.2. The Horizon 2020 Programme

Horizon 2020 is the EU research and innovation programme responsible for implementing the Innovation Union, a Europe 2020 flagship initiative aimed at securing Europe's global competitiveness. The programme cultivates the mainstreaming of gender equality and the gender dimension in research as a key issue in each of the different parts of the work programme, in line with the objective of promoting equality between women and men.

Three objectives underpin the strategy on gender equality in Horizon 2020<sup>9</sup>:

- Fostering gender balance in research teams, in order to close the gaps in the participation of women.
- Ensuring gender balance in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups, and 50% in advisory groups.
- Integrating the gender dimension in research and innovation (R&I) content, helping to improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

<sup>9</sup> <https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>

In addition to this, the *Science with and for Society* work programme<sup>10</sup> funds specific initiatives in support of the gender equality strategy (GERI calls). Support is given to Research Performing Organisations (RPO) and Research Funding Organisations (RFO) in order to:

- remove barriers that generate discrimination against women in scientific careers and decision-making (supporting research organisations to implement gender equality plans), and
- integrate a gender dimension in research content.

The following methodology was used in order to verify whether Poland is implementing any projects within the Horizon 2020 Programme, which directly address gender equality:

1. A search was conducted through the database of all Horizon 2020 projects in which Poland is involved, searching for the word "gender" (the results were prepared and provided by the Polish National Contact Point for Research Programmes of the EU).
2. The projects discovered through this search were analysed in order to check to what extent their content was specifically dedicated to gender equality, how many of them effectively handle gender mainstreaming, and in how many of them the word "gender" appears just in the project description.

The resulting database consisted of 15 projects, implemented in the years 2014-2016; Poland being a participating party in all of them. Two of them directly addressed gender equality: GENERA – aimed at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organisations specifically in the physics research field; and GRACE – aiming to systematically investigate the cultural production of gender equalities within Europe. One project could serve as an example of how to mainstream gender equality in a context not specifically dedicated to gender equality issues (gender issues regarding energy vulnerability). The three above mentioned projects amounted to almost EUR 760,000 of EU contribution to Poland.

According to experts interviewed for the purposes of this report, the very low level of Poland's involvement in the Horizon 2020 Programme, in reference to gender equality projects, may be explained by the small number of academic institutions in Poland that carry out research on gender equality issues. Additionally, it should be noted that they also lack institutional capacity to prepare such demanding project proposals.

### **1.3. The Rights, Equality and Citizenship Programme 2014-2020 (REC)**

The REC programme replaces three earlier funding programmes which expired in 2013: the Fundamental Rights and Citizenship programme, the PROGRESS programme, and the Daphne III programme. Only two of the nine objectives of the REC programme directly address gender equality and women: promotion of equality between women and men and gender mainstreaming; and prevention violence against children, young people, women and other groups at risk (Daphne). The non-discrimination objective is also relevant from a gender equality perspective, especially in particular in regards to the integration of the Roma people and multiple discrimination.

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<sup>10</sup> [http://ec.europa.eu/research/participants/data/ref/h2020/wp/2014\\_2015/main/h2020-wp1415-swfs\\_en.pdf#14](http://ec.europa.eu/research/participants/data/ref/h2020/wp/2014_2015/main/h2020-wp1415-swfs_en.pdf#14)

The analysis of the closed calls within the aforementioned objectives proves that Poland rarely becomes involved in the REC projects. Over the course of 2014-2016, Poland took part in implementing four projects: three within the framework of Daphne calls, one within the restricted call regarding the equal economic independence of women and men. Two of the projects mentioned were implemented by public entities: Ministry of Labour and Social Policy (a project aimed at creating an atmosphere facilitating reconciliation of work and family life) and the Warsaw Metropolitan Police (a project aimed at increasing the competences of the police to combat violence against women). In two remaining projects (the first one aimed at training of lawyers on the law regarding violence against women, the second one – at empowering immigrant women to prevent sexual violence and harassment), Polish organisations were members of the partnership.

According to experts interviewed for the purposes of this report, the low level of Poland's involvement in the REC projects stems mainly from the following reasons:

- Low level of organisational capacity in terms of preparing project's proposals, especially as leaders
- Low level of organisational capacity to prepare a project concept that includes the European added value and, at the same time, allows to maintain the local activity of the organisation
- Difficulties in finding partners in other countries
- The high level of own contribution required

## 2. CONCLUSIONS AND POLICY IMPLICATIONS

The EU funds constitute the principal source of funds for gender equality in Poland. On one hand, the so called “dual approach” applied in Poland allows for undertaking specific actions directly addressing women's issues. On the other hand, gender equality principle should be applied as a horizontal issue at each stage of implementation of the operational programmes. Regarding actions directly aimed at gender equality, Poland focused on supporting women on the labour market, and granted extensive support to childcare infrastructure.

However, it should be noted that operational programmes often lack a proper analysis of the situation of women. Far too often, women are treated as a single group, when in fact their situation differs quite considerably in terms of stereotyping, reconciling work and family life, age, skills, education, etc. This brings into question the adequacy of actions taken to address these problems.

At the moment, it is very difficult to assess whether the gender equality horizontal principle is properly implemented in projects other than the ones directly regarding equal opportunities of women and men. Such evaluations are planned for the years 2017 and 2019. It is worth noting how these evaluations will be implemented, and how the implementation of the gender equality horizontal principle will be described and evaluated. According to experts, the process of implementation of actions other than occupational activation does not actually include a gender equality perspective. It should be emphasized that official documents do not define evaluation instruments; they do not indicate whether, in addition to quantitative data, qualitative data will also be verified. Therefore, future reports coming from Poland should be closely scrutinized. It is crucial to not limit the analysis to simple quantitative indicators. Such evaluations should include an analysis of how the programmes were implemented, whether the interventions corresponded with the women's problems that were identified, and whether they actually contributed to counteracting gender inequalities. It would also be prudent to consult the results of the evaluation with gender equality experts.

Women have a significant influence on the implementation of EU funds within Steering Committees and project evaluation teams. Furthermore, numerous representative of NGOs working with gender equality issues are members of the mentioned committees and teams. However, an assessment should be made on how much of an involvement they have in the work of those teams, and how much influence they have on the process of the implementation of EU funds. According to experts, the political situation in Poland marginalises gender equality principles. This is why the evaluation procedure should be monitored and assessed by foreign and external experts with a qualitative approach. Additionally, the evaluation results should be consulted with NGOs working to address gender equality issues. Although, from the formal point of view, Poland gives the appearance of implementing the horizontal gender equality principle correctly, only a qualitative evaluation will allow for a real assessment of the actions Poland has taken.

Poland is rarely involved in the EU gender equality projects funded from sources other than the European Structural and Investment Funds, which considerably limits actions aimed at the prevention of gender-based discrimination, especially the prevention of gender based violence. Allocated resources in the Rights, Equality and Citizenship Programme should be increased, in order to contrast the sharp reductions in many Member States – including Poland – of public funds for measures promoting gender equality and fighting violence against women.

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## LIST OF STAKEHOLDERS INTERVIEWED

- Aleksandra Niżyńska – member of the Monitoring Committee of The Polish National Operational Programme Knowledge Education Development 2014-2020, gender equality expert.
- Mikołaj Pyczak – coordinator at Polish National Contact Point for Research Programmes of the EU
- Agnieszka Siekiera - gender equality expert, co-author of the report *How to implement the principle of equal opportunities for women and men in projects financed by the EU funds 2014-2020*
- Agnieszka Sznajder- gender equality expert, co-author of the report *How to implement the principle of equal opportunities for women and men in projects financed by the EU funds 2014-2020*
- Przemysław Żydok – Member of the Executive Board of the Activation Foundation, member of the Monitoring Committee of the Implementation of Structural Funds 2014–2020.



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