



**Operational Programme Knowledge Education Development**

**OP KED 2014-2020**

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Abbreviations

ADR – Association for Democratic Reforms

AOTM – Agency for Health Technology Assessment

LFS – Labour Force Survey

BGK – Bank Gospodarstwa Krajowego

R&D – research and development

CSI – Centre of Social Integration

TO – thematic objective

CSR – Council Recommendation on the National Reform Programme 2014 of Poland and delivering a Council opinion on the Convergence Programme of Poland, 2014 (Country-Specific Recommendations)

EIB – European Investment Bank

SE – social economy

ERDF – European Regional Development Fund

ESF – European Social Fund

ESIF – European Structural and Investment Funds

ePUAP – Electronic Platform of Public Administration Services

EURES – European Employment Services

FOR – Civil Development Forum

CF – Cohesion Fund

ESG – Evaluation Steering Group

CSO – Central Statistical Office

AA – Audit Authority

IBE – Educational Research Institute

CA – Certifying Authority

ICT – information and communication technologies

CI – Coordinating Institution

IB – Intermediate Body

MA – Managing Authority

LGU – local government unit

EC – European Commission

SIC – social integration club

PA CC – Partnership Agreement Coordination Committee

MC – Monitoring Committee of Operational Programme Knowledge Education Development 2014-2020

NCFSVCE – National Centre for Supporting Vocational and Continuing Education

NQS – National Qualifications System

NSRD – National Strategy of Regional Development

NRP – National Reform Programme

NPSED – National Programme for Social Economy Development

KPRM – Chancellery of the Prime Minister

MAD – Ministry of Administration and Digitization

MNE – Ministry of National Education

MSHE – Ministry of Science and Higher Education

MJ – Ministry of Justice

MSME – micro, small and medium-sized enterprises

SME – small and medium-sized enterprises

MLSP – Ministry of Labour and Social Policy

MH – Ministry of Health

NCRD – National Centre for Research and Development

NEET – not in employment, education or training

NFZ – National Health Fund

OECD – Organization for Economic Co-operation and Development

UN – United Nations

SAC – social assistance centre

ASI – areas of strategic intervention

RIA – regulatory impact assessment

SESC – social economy support centre

OER – open educational resources

PARP – Polish Agency for Enterprise Development

PFAC – poviat family assistance centre

MS – Member State

PFRON – State Fund for Rehabilitation of Disabled Persons

SEE – social economy entity

IP – investment priority

PISA – Programme for International Student Assessment

EQUAL CIP 2004-2006 – EQUAL Community Initiative Programme 2004-2006

LLP – lifelong learning perspective

OP – operational programme

OP I&E – Operational Programme Infrastructure and Environment 2014-2020

OP SG – Operational Programme Smart Growth 2014-2020

OP HC - Operational Programme Human Capital 2007-2013

OP DP – Operational Programme Digital Poland 2013-2020

OP KED – Operational Programme Knowledge Education Development 2014-2020

PQF – Polish Qualifications Framework

CP – Cohesion Policy

PES – public employment service

TA – Technical Assistance

RCSP – regional centre of social policy

EC – European Council

RCA – Regional Chamber of Auditors

ROP – Regional Operational Programme

SFC – System for Fund Management in the European Community 2007-2013

SHARE – Survey of Health, Ageing and Retirement in Europe

SIEE – Strategy for Innovation and Efficiency of the Economy

SL – Central IT System for 2014-2020

NDS – National Development Strategy

HCDS – Human Capital Development Strategy

SCDS – Social Capital Development Strategy

ESS – Efficient State Strategy

SOP HRD – Sectoral Operational Programme Human Resources Development 2004-2006

SPP – Special Preparatory Programme for Structural Funds

EUSBSR – EU Strategy for the Baltic Sea Region

DDP - detailed description of priorities

MNDS – Medium-Term National Development Strategy

EU – European Union

PA – Partnership Agreement

WHO – World Health Organization

MFF – multiannual financial framework

CSF – Common Strategic Framework

OTW – occupational therapy workshop

VLO – voivodeship labour office

YEI – Youth Employment Initiative

PAI – professional activity institution

IQR – Integrated Qualifications Register

Section 1. Programme’s contribution to the implementation of Europe 2020 strategy and achieving socio-economic and territorial cohesion

Section 1.1 Programme’s contribution to the implementation of Europe 2020 strategy and achieving socio-economic and territorial cohesion

The OP KED is a response to challenges and at the same time an instrument for implementing the Europe 2020 strategy. The Programme addresses long-term challenges faced by Europe and related to globalisation, economic development, quality of public policies, demographic phenomena or investments in human capital. The major current challenges in individual areas of the OP KED support are as follows.

**labour market**

* **Increasing the institutional efficiency of PES and improving the quality of their services** – Experience from the ESF implementation in the years 2007-2013 and the self-assessment performed within the framework of the European review of PES capacity to implement Europe 2020 strategy [[1]](#footnote-1)show that further support is necessary to professionalize the services provided by public employment services. The document stresses the importance of PES capability to act efficiently, which will directly contribute to increasing the effectiveness of labour market policy. The self-assessment of PES revealed the necessity to strengthen their role as the leading job agent on the labour market, by means of i.a. increasing, updating and supplementing information resources concerning the labour market, occupations, provided services; conducting labour market analyses; increased result orientation and an approach ensuring that the needs and capacity of all clients (including also institutional clients) are respected; developing cooperation with labour market institutions other than PES and with employers, in particular in terms of identification of vacancies, handling the so-called ‘difficult’ job offers and ensuring the monitoring and evaluation framework.
* The self-assessment also pointed to the **necessity to take further action to increase the quality of PES activities**, including to develop high quality model and standard procedures for active labour market policy measures (commissioning tasks by PES to external entities, implementation of programmes for disadvantaged groups), while ensuring individualised services for PES clients. To achieve the above goal, it is necessary to ensure systematic and ongoing upgrading of qualifications and competences of PES staff, i.a. through access to training, provision of up-to-date information, development of innovative working methods or modern tools. Therefore, pursuant to the *Partnership Agreement*, the actions to improve PES services should focus on 4 main areas:
* Introduction of new instruments, tools and solutions of horizontal nature, resulting from the amendment of the Act on *employment promotion and labour market institutions*;
* Standardisation and professionalisation of services provided to persons particularly disadvantaged on the labour market (i.a. persons aged 50+, 25-, disabled persons, women);
* Individualisation of support provided by labour market institutions;
* Provision of services within the EURES network which are to be financed by Member States as a result of reforming the rules governing the EURES network functioning.[[2]](#footnote-2)
* **Development of cooperation with external entities** – the experience thus far and the results of expert analyses and debates in Poland show that[[3]](#footnote-3) increased result orientation, respecting needs and capacity of clients of labour market institutions, understood not only as job-seekers, but also employers, or building widely understood partnerships to reach out to potential PES clients, required cooperation both between labour market institutions and with the external environment, in particular with employers and social partners.[[4]](#footnote-4)
* **Necessity to improve monitoring of needs and phenomena on the labour market** – ongoing monitoring of phenomena on the labour market (e.g. studies on the socio-economic situation of persons aged 50+) is a precondition for accuracy of services delivered by labour market institutions. It should be noted that monitoring of the activities of labour market institutions other than PES has been very limited so far. Therefore, actions must be designed to enable development of tools and methods to monitor services provided by those institutions and their (both short and long-term) effectiveness. Apart from the necessity to reliably measure the employment efficiency of PES, actions of those institutions must also be evaluated by their clients. A tool must be thus developed for external monitoring (from the perspective of the client) of PES work.
* **Increasing equal access of women and men to employment and prevention of discrimination on the labour market.** A major barrier to labour market participation of women (which is on average approx. 15% lower than of men) is the lack of institutional care for children aged up to 3, which is the reason for not seeking a job (due to care for children) quoted by as many as 44% of unemployed women.[[5]](#footnote-5) Family duties and care for children or a dependent adult are among the most important reasons for economic inactivity in Poland. In 2013, as many as 25.5% economically inactive women (and only 5.5% of men) aged 15-64 provided such reasons for their economic inactivity. The available data of the Ministry of Labour and Social Policy show that only 18% of gminas have institutions providing care for children aged up to 3, which offer only 56,000 places (for approx. 1 million of children aged up to 3 years). Only 5.7% of children in this age group are covered by such care, which ranks Poland on one of the last places in the EU in this regard. This is evidenced by insignificant involvement of gminas in the implementation of this task, i.a. due to low awareness on possible solutions pursuant to the *Act on care for children aged up to 3.* Another aspect of this challenge is insignificant participation of women in decision-making in the economy, which results from non-transparent recruitment and organisational procedures that do not take into account i.a. the need to reconcile work and family life. To change this situation, Polish enterprises should implement actions changing the organisational culture and supporting the promotion of women to higher rank positions (the largest Polish companies have less than 15% of women in their management and supervisory boards, while only approx. 7% of presidents of companies are women) and promote introducing equality policy solutions at work and in access to employment. In order to strengthen the gender equality policy, it is also important to monitor the existing legislation in this regard and to respond to incidents of social inequality in employment. Therefore, the adequate involvement of public administration in this process, in cooperation with non-governmental organisations and social partners, is of utmost importance.

**poverty, exclusion and social integration**

* **Development of institutional capacity of social assistance, including the system for monitoring, coordination and evaluation of social policy.** Due to territorial dispersion of actions of the social assistance sector units, the coordination of social policy must be systemically enhanced (in particular at the central level) to streamline the management of the policy for reducing poverty and social exclusion at the national level. The persisting challenge in this context is to finish building (started under OP HC) the system for monitoring and evaluation of social assistance resources, to improve the quality of diagnoses and evaluations, to build mechanisms for better cooperation of social assistance services and other entities or to test the changes in social assistance by using pilot models and solutions (e.g. tax regulations impact assessments – there are currently no tools to measure the impact of changes in the system of social transfers and in the tax system on poverty and situation of persons at risk of social exclusion), which constitute the basis for appropriate planning of public intervention. A separate problem, evidenced by the results of studies[[6]](#footnote-6), is the low quality of planning and implementation of local strategies for solving social problems and of regular reporting on monitoring of achievement of assumptions and objectives of the strategies, which requires their full review and development of standards for their updating, modification and implementation.
* **Increasing the social assistance capacity.** Despite positive developments in this area (as evidenced by i.a. increase in employment[[7]](#footnote-7)), the number of beneficiaries of social assistance per social worker remains too high (66 families on average, while the target should be 20-30 families). The surveys show[[8]](#footnote-8) that although the employees of social assistance centres regularly participate in trainings aimed at increasing their qualifications, they assess the access to consultation on their work (including supervision[[9]](#footnote-9)) to be poor and point to the lack of the possibilities to individualise work with the clients and to better adjust assistance to the needs of its beneficiaries. Therefore, the aim should be to fully professionalise and increase the number of highly qualified staff of social assistance and social integration services, in particular with regard to their key personnel, involved directly in active integration. A significant progress was made in the years 2007-2013, but this was only the first stage of the process that would last for years. The next stage should involve extension and profiling of the tasks based on qualified personnel who will obtain new competences necessary for the system reform.[[10]](#footnote-10) It is also important to constantly increase the qualifications of employees to fulfil the tasks related to social work in the context of developed new standards and models, e.g. the model of community social work/local community organisation.[[11]](#footnote-11) Although social assistance in Poland is generally appropriately addressed and provided to people in need, there are some problems with monitoring its efficiency. Therefore, it is necessary to develop a uniform system for monitoring the efficiency of social benefits granted and to coordinate the services provided by public and private institutions operating not only in the area of social assistance. As regards the latter, cooperation of social assistance institutions with other entities (e.g. employment services) is still insufficient, as confirmed by the results of numerous evaluation studies[[12]](#footnote-12); therefore, the mechanisms facilitating the cooperation must be sought.
* **Development of social services concerning deinstitutionalisation, assistance and nursing services and support for assisted housing for various groups of beneficiaries[[13]](#footnote-13):**
* The available data of the Ministry of Labour and Social Policy show that the number of family forms of foster care and the number of family assistants are insufficient. Far too many children (over 20,000) stay in childcare centres, where they do not have the adequate individual care guaranteed. Local governments must be stimulated and their human resources strengthened (i.a. by means of training) to develop family assistance and to reduce the number of childcare centres in favour of family forms of foster care.
* The percentage of persons aged 65 and more in the population of Poland currently amounts to 13.5% (over 5 million people). The projections show also that the percentage will increase to 17.6% in 2020, while the demographic burden rate[[14]](#footnote-14) will grow from 19 to approximately 26. Many elderly persons will require constant care. Assistant and nursing services must be developed to allow persons with various degrees of dependency (including elderly and disabled persons) to function independently in the local environment.
* Development of community forms of support requires developing various forms of assisted housing. Over 82,000 persons[[15]](#footnote-15) live in round-the-clock care institutions, in social welfare homes and in private facilities. However, the number of family assistance homes grows very slowly.[[16]](#footnote-16) The studies reveal the need of changes in terms of quantity, but also in terms of the quality of living in such facilities.[[17]](#footnote-17)
* **Support for development of social economy and social integration entities.[[18]](#footnote-18)** The importance of social economy entities, involved in solving social problems, has been increasing slowly, but constantly, in recent years. However, the available analyses and the social economy monitoring system are still insufficient, both in terms of assessment of effects and in terms of actions integrating the institutions from the social economy sector and from the non-governmental sector. The Ministry of Labour and Social Policy keeps the statistics on activities of centres of social integration and social integration clubs, but the effects of actions of social cooperatives or other entities from the sector are not monitored regularly or comprehensively. The available statistical data are rather dispersed, but their comprehensive analysis shows (depending on the adopted definition of social economy enterprises) that the sector currently comprises approx. 88,000 civil organisations employing over 130,000 people, while the sector of cooperatives aimed at employment consists of over 2,000 entities employing approx. 60,000 people (a number of informal and integration initiatives should also be taken into account). The estimated employment in the social economy sector (almost 200,000 people) and the projections on social economy development reveal the already existing critical mass[[19]](#footnote-19), which needs monitoring, coordination and actions enhancing the development of the sector.[[20]](#footnote-20) The evaluation of the social economy support system shows[[21]](#footnote-21) that the main barriers to its development include lack of access to financial support (including repayable instruments for SEE), insufficient market position of social economy entities (resulting in less chance to obtain orders from the market), negative image of SEE among business community and the lack of awareness on the part of local governments about benefits from the functioning of SEE. Therefore, the planned actions should strengthen sustainability and position of social economy entities, their ability to compete on the market, and should facilitate access to repayable financing which will enable their development and stable functioning. The results of evaluation also reveal the need to develop and implement quality assurance mechanisms for services for the social economy sector (social economy support centres), based on i.a. accreditation, clients’ opinions, regular monitoring of the results of actions of social economy support centres, improving the quality of their services, development of qualification standards or upgrading of staff qualifications. The condition of SEE, as well as the coordination of the entire public policy in the area of social economy (the lack of such coordination was one of the conclusions from the evaluation), communication between key stakeholders and promotion of clusters or cooperation networks for social economy must be enhanced. The results of the study also show that the problem is not to establish a social economy entity, but to ensure its stable functioning or maintain its appropriate development level. SEE that do not receive support are often unable to generate income to achieve the break-even point (cover the costs of their operations). Pilot loan projects and assessment of the funding gap for the social economy sector proved that there was a high demand for financial instruments addressed to the sector.[[22]](#footnote-22) Those instruments should be diversified and, although guarantee and loan instruments are needed, the beneficiaries of support consider non-repayable financing to be the instrument best adjusted to their needs. Almost all beneficiaries who received grants established social economy enterprises. However, only two thirds of beneficiaries declared that the financing was sufficient to establish SEE. If not for the financing, 80% of those entities would certainly not have been established and the remaining 20% could not have been finally established.
* **Integration and preventing discrimination of persons at risk of social exclusion (i.a Roma, people deprived of their liberty, disabled persons):**

In Poland the employment rate of disabled persons (20.9% in 2013)[[23]](#footnote-23) is still almost two times lower than the EU average (approx. 40% in 2009). Barriers to the integration of disabled persons concern different areas of social life and result from i.a. the lack of practical application of certain provisions of the UN Convention on the Rights of Persons with Disabilities and from inefficient system of disability assessment.[[24]](#footnote-24) Nevertheless, the results of CSO-LFS show some improvement of their situation on the labour market over the last several years, which was attributed to the interest of employers in employing disabled persons as a result of support that they received from the ESF and the creation of financial and legal incentives for employers. From 2007, the economic activity rate and the employment rate in this group has been gradually increasing.[[25]](#footnote-25)The results of evaluation studies[[26]](#footnote-26) carried out so far also show that the intervention from the EU structural funds was conducive to increasing the employment level of disabled persons and that finding employment for such persons is the most expected effect of the OP HC projects implementation.[[27]](#footnote-27) However, it is difficult to precisely determine theeffectiveness ofundertaken actions due to the lack of long-term monitoring of persons, who participated in the projects (after their completion). The results of a different study[[28]](#footnote-28) show that within 6 months from the end of participation in the OP HC projects one in four supported disabled person finds employment, but this rate is half lower than for persons without disabilities. Only one in disabled persons, who received support under OP HC, decided to become self-employed. Among the factors conducive to employing disabled persons of key importance are financial issues related to a possibility of co-financing of disabled workers employment, additional equipping of their workplaces or adjusting the workplaces to their needs. Despite visible effects of ESF support, in order to improve the effectiveness of actions, it is necessary to develop and disseminate (ideally in cooperation with social partners) a model of supporting disabled persons in the work environment and to carry out a reliable review of solutions applied by various (public and non-public) entities for integration of disabled persons and to develop new solutions and proposals in this regard. At the same time, due to extensive and diversified health needs connected with disability and resulting from various types of disabilities, integration actions addressed to this social group must be diversified and very precisely targeted, which is often quite expensive due to the need to ensure additional, specific infrastructure and equipment (e.g. rehabilitation equipment) and – in the case of certain disabilities – also assistance of another person. Non-public specialised employment agencies for disabled persons also play an important role in employment of disabled persons. The results of surveys[[29]](#footnote-29) show that every year those agencies employ approximately 5,000 people and thus they manage to find employment for approx. 20% of their clients, while ensuring necessary individualisation of services. A systemic problem that must be appropriately addressed is, however, the insufficient level of cooperation between such agencies and e.g. public employment services.

The Roma community in Poland consists of approx. 20,000 people.[[30]](#footnote-30) The available evaluation studies point to efficiency of some actions undertaken in order to promote labour force participation of this social group (traineeships, employment agency services, improvement of qualifications and competencies etc.).[[31]](#footnote-31) But there is still a need to support this social group, since the greatest effects are visible in the long-term perspective and require long-term actions, carried out with respect for cultural norms of this community.

In the Polish penitentiary system, there are currently approximately 81,000 prisoners and another 30,000 are waiting for imprisonment. Every year approximately 90,000 prisoners leave prisons and must be reintegrated with the labour market and the society, while over 20,000 families use social assistance due to difficulties in reintegrating into society after release from prison.[[32]](#footnote-32) The studies[[33]](#footnote-33) reveal the necessity to further improve the social and professional situation of former prisoners and to better prepare them for employment and integration with the society. A significant part of these actions should be conducted before they leave a prison to ensure that they return to their environment as persons at least partially prepared to participate in social life, having a chance to enter the labour market due to the skills, qualifications and competences obtained under the projects.

**Adaptability of enterprises and employees**

* **Lack of long-term development actions undertaken by micro, small and medium-sized enterprises** – the structure of Polish enterprises has been almost the same for years[[34]](#footnote-34), but the number of small enterprises is lower than the EU-27 average (3% vs. 7%), which means that in Poland the transformation of the smallest companies to a higher level of development is not sufficient. It is inextricably linked, apart from procedural and legal issues (e.g. tax system, high level of bureaucracy), with the lack of awareness and skills of owners and managers of enterprises in terms of identifying strategic objectives and ways to achieve them (strategic management). It concerns in particular human resources management, including using the potential of disadvantaged employees, e.g. employees aged over 50 or low-skilled workers. The studies show that[[35]](#footnote-35) the lack of strategic management and of an integrated approach to human capital in enterprises is one of the major threats to long-term competitiveness of enterprises. Only 12% of enterprises in Poland have a development strategy in the form of a document and only 11% small and 26% medium-sized enterprises have a human resources management strategy. The above factors contribute to the generally low demand for development services in the sector of micro, small and medium-sized enterprises, which translates into the low participation rate of adult working persons in life-long learning. Therefore, in order to efficiently use the ESF funds for education and training of employees at the regional level, educational actions targeted at managers and owners of enterprises must be implemented and preceded by a comprehensive analysis of development needs carried out with an active involvement of social partners.
* **Lack of competences of micro, small and medium-sized enterprises in the areas allowing to gain competitive advantage**, i.e. public procurement market and public-private partnership market. The evaluation commissioned by the European Commission in 2010 (public procurement) and the studies by the Polish Agency for Enterprise Development[[36]](#footnote-36) (public-private partnership) clearly demonstrate that the sector of micro, small and medium-sized enterprises (especially micro and small enterprises) perform relatively fewer contracts in those areas then large enterprises. At the same time, the most significant barrier to development of the Polish PPP market is the lack of knowledge and mistrust on the part of the public sector towards cooperation with the private sector. The studies reveal[[37]](#footnote-37) that factors, which will have the relatively biggest impact on the PP market development in Poland in the next years, include the existing PPP training market, legal and financial regulations, as well as standards of their application. Therefore, the implementation of educational actions addressed to entrepreneurs is crucial for increasing the PPP activity rate.
* **The limited quality and availability of development services provided for entrepreneurs and their employees** – the results of the BKL[[38]](#footnote-38) study show that in the recent years there have been no significant changes in terms of quality assurance in the training sector – the percentage of enterprises with quality certificates or accreditation has not changed and the number of enterprises assessing the quality of conducted classes has not increased. The basic tool for verification of the achieved training results was an evaluation questionnaire filled in several months after the completion of a course or training. An important aspect of the quality of training services is also the diagnosis of development needs and adjustment of the content and forms of education to the needs of beneficiaries. It is also worth noting that investments in human resources are implemented by a limited and still same group of micro, small and medium-sized enterprises. The studies[[39]](#footnote-39) show that the human resources development policy in micro, small and medium-sized enterprises should, on the one hand, successfully facilitate access to training for enterprises that already want to invest in their staff, and, on the other hand, develop the demand for development services in companies that are not yet interested in such actions, do not see such a need or are not aware of their benefits for development of their own economic activity. The above action should take into account both the microeconomic aspect (improvement of the competitive position of an enterprise as a result of investment in human resources) and the macroeconomic-structural aspect (generating demand for development services aimed at adjustment, resulting from structural changes occurring in the economy). In this context, it is still necessary to introduce comprehensive solutions based on a demand-driven approach, which will enable ensuring and monitoring the quality of services provided by training institutions.

**education**

* **Ensuring equal access to high quality education, adjusted to individual needs of students** – Poland is characterised by a high level of participation in education at the primary and lower secondary level; therefore, the main challenge for the education system is to ensure the highest possible quality of education and to support schools in working with pupils with special educational needs[[40]](#footnote-40), including to ensure appropriate diagnosis of educational needs and deficits of younger pupils, development of individual support tools, including psychological and pedagogical assistance, and programmes supporting pupils with disabilities. Despite the changes in the Polish education system in the recent years, which had a positive impact on improving the quality of work of schools (as evidenced i.a. by the results of the PISA study[[41]](#footnote-41), the remaining challenge is its further improvement towards more inclusive and practical approach to science.
* **Better preparation of students to their future employment** – according to the studies conducted by the employers[[42]](#footnote-42), the competences developed in the process of formal education are not sufficient to effectively perform work directly after graduation. Apart from practical skills, employers expect graduates to have competences needed to actively participate in the labour market. Various studies[[43]](#footnote-43) show that in Polish schools key competences are nowadays poorly developed at all stages of education: the quality of mathematics education in grades 1–3 is low, digital skills[[44]](#footnote-44) and foreign language skills[[45]](#footnote-45) are also poorly developed. Therefore, it is important to support schools in the process of developing key competences of their students.[[46]](#footnote-46) It is also necessary to prepare schools for providing services helping students to choose the appropriate career path. Therefore, the study and career guidance system in schools requires long-term and more extensive modernisation.
* **Increasing the use of innovative methods supporting the teaching process by schools and educational establishments** – the changes introduced in the education system impose new tasks on headmasters and teaching staff, which are connected with management of human and financial resources of a school in order to ensure high quality of educational services in the area of developing students’ knowledge, skills and social competences which are compatible with the requirements of the modern economy. It is, therefore, essential to provide schools with access to a professional support system. Support for schools requires also developing a model of a ‘school of practice’, focusing on training of teachers in using modern methods and forms of teaching. Other needs are related to increasing the use of modern educational content, tools and resources (i.a. the introduction of e-textbooks, accompanying e-resources, the integration of information resources and data bases in the education system) and strengthening innovative approach to teaching – a greater emphasis should be put on practical and experimental teaching.
* **Strengthening cooperation of schools with entrepreneurs, universities and social partners** – relatively few schools have experience in such cooperation, which results in improving the learning outcomes achieved by schools. According to studies[[47]](#footnote-47), it is necessary to develop mechanisms of widespread involvement of employers in the cooperation i.a. through mutual identification of needs, expectations and opportunities in the area of developing qualifications and occupational skills, participation in modernisation of the educational offer, common curricula, development of new qualifications and modernisation of the existing ones, improvement of the vocational examination system, development of mechanisms to increase participation of employers in organisation of internships and traineeships for students and development of programmes for practical vocational training. In this context, it is particularly important to improve mechanisms of direct cooperation between vocational schools and employers. An important mechanism will be the development of systemic solutions for monitoring careers of vocational schools’ graduates, which will allow to diagnose the quality of flows between education and the labour market – in line with recommendations resulting from the analyses of careers of university graduates and vocational schools’ graduates performed by the Educational Research Institute (IBE).[[48]](#footnote-48)
* **Enhancing equal access to lifelong learning for adults, including people with low competences** – Poland stands out among other European Union countries with its low level of competences of adults and low involvement in increasing and supplementing the competences after completion of formal education. The percentage of the population aged 25-64, participating in (formal and informal) education in Poland id lower by half (21%) than the average for the OECD countries (41%), and as many as 68% of working persons do not see any need to improve their professional competences. According to the PIAAC survey, 27.4% Poles are in a high risk group due to low level of reading comprehension and mathematical thinking. The main challenges in this respect include increasing the participation of adults in education (including persons with low qualifications) and strengthening the educational and vocational counselling (development of tools, preparation of staff, online support system), as well as developing the offer of local schools (including in particular in rural areas and small towns) addressed to adults. Low participation of adults in lifelong learning, as well as low awareness of benefits resulting from continuing education, result i.a. from dispersion of the national qualification system in Poland;, therefore, it is important to further support the process of integration of this system through the implementation of its new elements.

**higher education**

* **Supporting the cooperation between universities and business and strengthening pro-employment role of higher education** – in Poland, the percentage of persons aged 30-34 with completed higher education is among the highest in Europe (40.5%). The higher education constitutes an asset on the labour market – the percentage of unemployed graduates with completed higher education (22%) is significantly lower than in the group of vocational school graduates (48.3%) or secondary school graduates (49%). However, the adjustment of higher education to the needs of the labour market and employers must be improved – which is confirmed i.a. by evaluation studies.[[49]](#footnote-49) Thanks to the implementation of the National Qualification Framework for Higher Education, universities regained the autonomy in respect to designing of education programmes. Therefore, the key is to increase the involvement of employers in the education process (particularly in the case of programmes with a practical profile) and to implement high quality internship programmes. A persisting challenge is to raise the competences of the teaching staff. Good identification of market needs and actions supporting contacts between students and employers may reduce the period between leaving the university and undertaking employment, which has been extending recently. To this end, i.a. the capacity of academic career centres and other institutions associated with the university should be used.
* **Increasing the quality of educational services offered and developing competences in the areas of key importance for economy** – the higher education reform in 2011 allowed to adjust education programmes to abilities and needs of students, requirements of social and economic environment, as well as development needs of the country. The new approach is based on learning outcomes described in terms of knowledge, skills and social competences. The analyses and studies confirm[[50]](#footnote-50) that actions supporting education programmes, which develop both professional skills (which are in demand from employers) and soft competences of students (which enable flexible adjustment to the labour market), should be continued, in particular in key areas for the development of modern economy of the country.
* **Internationalisation of Polish universities** – the mobility of students and researchers from Polish universities is still unsatisfactory.[[51]](#footnote-51) The percentage of foreigners at Polish universities is gradually increasing (four times in the years 2004–2013), but it still amounts only to 2.32%. Increasing the level of internationalisation of Polish universities is thus one of the key challenges – particularly in the context of improving the rank of universities in international rankings.
* **Improving the quality of PhD studies** – recent years have seen an increase in the number of PhD students (43,400 in 2013, which marks a growth by approx. 12,000 compared to 2007), which unfortunately does not translate into a proportional increase in number of obtained PhD degrees. To ensure replaceability of research personnel, it is essential to maintain the positive trend of increasing number of persons obtaining PhD degrees.[[52]](#footnote-52) Therefore, it is necessary to improve PhD study programmes to increase their attractiveness, research capacity, internationalisation, interdisciplinarity, as well as to improve cooperation with the economic and social environment. In order to improve the quality of education at PhD studies, it is necessary to further promote, by means of regulatory incentives, actions aimed at increasing the ratio of the number of PhD theses defended to the number of PhD students. Furthermore, actions must be continued to promote close cooperation between PhD students and their theses supervisors, ensuring support in terms of methodology and research skills for persons who have predispositions towards research work.
* **Supporting the management and the development of staff at universities** – changing needs of the labour market (including the increase in the use of information and communication technologies) require new solutions new solutions at universities in the area of management of educational process and continuous adaptation of university staff competences to those needs.[[53]](#footnote-53) Actions aimed at improving management skills of managers and administrators should develop competences in the field of i.a. team management, financial liquidity management, financial restructuring, supporting the creation of structures related to absorption of financial resources at universities.[[54]](#footnote-54) The competent staff – not only in terms of teaching, but also management – using modern solutions and IT tools (e.g. plagiarism detection systems, educational resources) is a precondition for effective management of higher education in the modern economy. Moreover, due to ongoing demographic changes[[55]](#footnote-55), a consolidation of some universities will be inevitable and at the same time universities should become more open to the needs concerning the education of adults, which results from the so-called third mission of universities.[[56]](#footnote-56) It is also necessary to introduce legal changes enabling universities to certify learning outcomes of adults.

**good governance**

* **Improving the process of law-making and the quality of regulations** – despite the growth of Polish capacity in the area of public governance, which, compared to the results of the SGI.2009 survey, increased by as much as 2.65 points (from 4.06 to 6.71 points in SGI.2014), giving Poland the 13th place in this ranking of the OECD/EU Member States in the field of governance[[57]](#footnote-57) and in spite of actions implemented so far in terms of regulatory reform, the quality of Polish law is still in need of improvement. This concerns also the structure and speed of the decision-making process. It is also necessary to improve the methodology of introducing new regulations i.a. through investing in competences and skills of staff involved in this process – including in particular legal and analytical services, responsible for developing legislative proposals.
* **Increasing the quality of public services provided to entrepreneurs** – according to the *Ease of Doing Business* index, in 2012 Poland ranked 55th in terms of difficulty in starting and conducting business. It is, therefore, necessary to improve the quality of public services provided by public administration (mainly at the local level) to entrepreneurs (e.g. with regard to taxes, construction process, transport, etc.) i.a. by targeting the services at their actual needs, improving standards and quality of services, introducing tools for monitoring, assessment and measurement of service quality or more efficient communication. Other important elements should include implementation of pro-innovation solutions in public procurement and actions aimed at increasing SME participation in public procurement procedures.[[58]](#footnote-58)
* **Strengthening dialogue and cooperation between public administration and social partners** – including improvement of the existing mechanisms, such as public-private partnership (PPP)[[59]](#footnote-59), and strengthening the role of public consultation.[[60]](#footnote-60)
* **Facilitating access to justice, especially for enterprises** – analyses show that improvement of the conditions for conducting economic activity in Poland requires streamlining the management process in the economic court system and reorganisation of that system. The barrier is the lengthiness of court proceedings, resulting partly from a large number of cases brought before the Polish courts (over 14 million in 2012). In particular in economic cases it is essential to ensure appropriate preparation of judicial bodies (courts and prosecution) in terms of i.a. customer service, management improvement, work organisation enhancement, human resources management, use of IT systems, as well as the economics so that the decisions were in line with the economic (and not only literal) intention of legislation. Alternative methods of dispute resolution (e.g. arbitration and mediation) should also be used on a larger scale.[[61]](#footnote-61)
* **Improving the efficiency of functioning of supervision and control authorities in the area of food trade** – the reports from audits by the European Commission[[62]](#footnote-62) reveal a number of systemic infringements regarding the procedures for presenting the information concerning food supply chain. They also point to differences in applying procedures by the same types of authorities, to deficiencies in control planning and the lack of coordination between competent authorities and within competent authorities, as well as to delays in granting permits.
* **Improving the quality of spatial planning** – the experience and analyses so far indicate that the existing spatial planning system (at all levels – national, regional, local planning, operational urban planning) does not guarantee achieving the assumed objectives in terms of spatial order and it is reflected in the low quality of the existing legal solutions, unsatisfactory spatial phenomena monitoring and evaluation process as well as in poor institutional system in the area of spatial planning.[[63]](#footnote-63) Effective development policy requires consolidation of management processes and an integrated approach i.a. by standardisation of legislative work (based on the model of spatial order development system) and involvement of local government administration representatives in implementing social participation mechanisms in this regard and the adopted solutions – in accordance with the National Spatial Development Concept 2030.[[64]](#footnote-64) Maritime space management requires improvement as well. Permits granted within the last two years require further decisions about the complex of infrastructural systems, e.g. for transport network, safety of navigation, accessibility of fishing areas, environmental protection, protection of the maritime historical heritage and other.[[65]](#footnote-65)
* **Improving the investment and construction process** – difficulties related to construction investments are quoted by a number of stakeholders in this process, such as entrepreneurs, local governments, professional organisations or construction process practitioners. This process is characterised by an excessive number of procedures, it is excessively time consuming and dispersed – thus resulting in legal uncertainty for investors.[[66]](#footnote-66) Functioning of building control authorities fails to provide the proper implementation of tasks related to control of compliance with and application of the Building Law provisions.

**support for young people**

Actions aimed at providing support to young people on the labour market were included in the national ESF programme – *Knowledge Education Development* in order to ensure a coherent, uniform and efficient activation offer for young people in the whole country. The implemented projects take into account the European *Youth Employment Initiative*. Considering that in Poland young people aged 24-29, who leave the education system and enter the labour market, are in a more difficult situation that those in the 15–24 age cohort, a decision was made to extend the target group who may receive support under the OP KED support to include young people up to 29 years of age. The EUROSTAT data show that 22.7% of people aged 25-29 in Poland are not in education, employment or training, which is significantly more than the average of 20.7% for the entire EU and constitutes almost twice the percentage of NEET category in the group aged 15-24 in Poland – 12.2%. Taking the above into account, the major challenges related to the employment possibilities among young people include:

* **Enhancing the possibilities of permanent employment for young people in a difficult situation on the labour market** – in Poland, as in the entire European Union, the situation of young people on the labour market is much more difficult than the situation of persons from older age groups, which is demonstrated by the low level of labour market participation and relatively high level of unemployment among youth.[[67]](#footnote-67) At the end of 2013, young people accounted for 18.6% of all registered unemployed and only one third of Poles under the age of 25 were active on the labour market.

According to the data of the Ministry of Science and Higher Education, in 2013 the number of students at part-time studies amounted to 672,000. It should be noted however, that only a part of this group remains inactive on the labour market, and an even lower percentage is registered as the unemployed. According to CSO report[[68]](#footnote-68) from 2009, as many as 83.3% of young people who combined work with education were part-time students. Therefore, considering the number of part-time students in the 2012/2013 academic year, the number of students registered as unemployed or inactive on the labour market may be estimated at approximately 112,000. This is a significant group, who also needs support, as basically its characteristics do not differ from other persons of this age from the NEET category;

* **Enhancing the possibilities of permanent employment for young people not in employment, education and training (NEET category)** – a specific group among young people includes those from the NEET category, whose percentage in Poland in 2013 was estimated at 12.2% (i.e. approximately 560,000 people).[[69]](#footnote-69) Less than 270,000 people from this group declared their registration in employment offices, which shows that those not registered as unemployed constitute a significant group and, therefore, the active labour market policy should be extended to cover those persons.
* **Enhancing the possibilities of permanent employment for disabled persons** – young disabled persons are in an especially difficult position on the labour market. The employment rate for this group is low and amounts to only 19.6% (data for 2013 for persons aged 15–24)[[70]](#footnote-70) and, therefore, the support should especially focus on this social group.
* **Improving practical skills and work experience among young people** – two most often cited reasons for high unemployment among young people include mismatch between qualifications and the labour market needs and the lack of work experience. Almost 30% of young unemployed do not have any professional qualifications. What is important is that the competences of persons in education or employment increase over time, while persons from the NEET group experience regression.[[71]](#footnote-71) Hence, it is necessary that these people acquire professional qualifications through i.a trainings, apprenticeship or internship, which will additionally allow them to gain work experience. It must be emphasised, that one in two unemployed persons aged up to 25 does not have any work experience, and one in four has up to one year of experience. Even in the 25–34 age group, one in three unemployed persons does not have any work experience. At the same time the studies[[72]](#footnote-72) suggest, that the most often formulated requirement of employers is at least six months of work experience and specific competences (professional and “soft”). Evaluation studies[[73]](#footnote-73) also indicate that support for young people should focus on traineeships, apprenticeship, subsidised employment or trainings and courses related to professions that are in demand on the labour market. The above-mentioned forms of support provided in a way ensuring their high quality (i.e. in an individualised and comprehensive way) contribute to development of skills and facilitate job-seeking. It is particularly visible in the case of internship and traineeships.[[74]](#footnote-74) Employers[[75]](#footnote-75) also recommend traineeships/work placements to young people (51%) and suggest that they should participate in additional, extracurricular trainings/courses on competences related directly to the sought profession;

**Increasing the level of entrepreneurship among young people** – very few young people are entrepreneurs. Only 6% of men and 2% of women declare having such experience.[[76]](#footnote-76) The most often cited barrier to starting the economic activity by young people is “the lack of capital” (more than 80% of respondents).[[77]](#footnote-77) Difficulties related to obtaining capital result i.a. from the lack of credit history. Therefore, young people who plan to start a business should be provided with a possibility to raise funds necessary to start the economic activity, e.g. in the form of non-repayable grants.

**Health care system**

* **Improving the efficiency of health care system functioning and increasing the accessibility of health services at all stages, in particular at the level of primary health care** – as a result of population ageing, it is expected that the health care expenditure will grow significantly in the medium and long-term perspective. The resulting burden for public finance may be reduced, and the access to health care improved, by enhancing the primary health care. The problem of the Polish health care system is its insufficient flexibility in the context of ongoing demographic trends and occurring epidemiological threats. Decrease in the working age population and a constant increase in the population aged 65+ will result in significant change on the labour market and in a higher demand for health care services, whereas OECD report[[78]](#footnote-78) indicates that one of crucial problems in the Polish health care is the high percentage of unfulfilled health needs due to queues and organisational problems (e.g. inefficient monitoring of health needs, the lack of valid data on accessibility of services). The key element to improve the efficiency of the healthcare system is the support for system of accreditation at all stages of medical service provision, including primary health care. A challenge in terms of improving the quality and efficiency of public health care services is to introduce verified forms of managed care organisation and other activities aimed at improving the health care system functioning – in particular at the level of **primary health care**.The improvement of data quality and development of analytical tools for prevalence forecasting, assessment of demand for medical personnel and infrastructure, as well as identification of “blank spots” in health care will also serve to improve efficiency of the health care system functioning (which was defined as an objective in strategic documents[[79]](#footnote-79)). International analyses show that constant improvement of mechanisms for planning investments in health care and improvement of service planning mechanisms based on continuous monitoring of health needs constitute the main challenge to financial stability of health care institutions.[[80]](#footnote-80) The efficiency of the Polish health care system functioning **is also adversely affected by the fact that diseases are detected at advanced stages**. **This situation is due to shortages in terms of preventive health care activities.** The diagnosis in the advanced stage of the disease reduces the chance for complete recovery and entails necessity to finance expensive treatments. It is necessary to develop and implement preventive programmes targeted at diseases which constitute important causes of professional deactivation for health reasons.
* **Prevention of professional deactivation for health reasons mainly by means of preventive activities** – disease and disability constitute the third major reason for economic inactivity (after retirement and learning and supplementing qualifications) in Poland. At the end of the 4th quarter of 2012, the number of people economically inactive for this particular reason amounted to 1,914,000 persons at working age (approximately 14% of economically inactive population)[[81]](#footnote-81). Health problems (mainly cardio-vascular diseases and cancer) constitute an important cause of professional deactivation. Well-being of the population in terms of health translates into number of people active on the labour market and the quality and efficiency of their work. Preventive health care activities play a key role in this regard, since, on the one hand, they have an impact on extending the duration of professional activity of the working population (effective prevention or early detection of pathological changes at the early stage decreases the probability of professional deactivation due to health reasons) and, on the other hand, they are an effective tool for improving the financial efficiency of the system (disease prevention and treatment of diseases in early stages are less expensive and more effective than the treatment of more advanced forms). It is necessary to focus on finding effective medical and organisational solutions aimed at preventing 5 major groups of diseases that deactivate the labour market in Poland, i.e. **cardio-vascular diseases, cancer, mental illnesses (disorders), diseases of musculoskeletal system and joints, respiratory diseases.**
* **Deficiencies in terms of quality of health care services** – despite the significant improvement of health service quality, in order to ensure the appropriate health care it is necessary to undertake and support actions enhancing quality (accreditation, transformation, restructuring). The improvement of the health care system quality will aim at enhancing the financial situation of health care institutions (improvement of management and control qualify n the administrative sense) but mainly at improving management and control in the medical sense, which will reduce the number of undesirable events (medical errors, hospital-acquired infections, etc.) to the minimum and will translate into accessibility of medical services. European experiences show that between 8% and 12%[[82]](#footnote-82) of patients admitted to hospitals suffer from adverse effects. It is estimated that in such cases hospitalisation is extended by 6 days on average, which has its impact on the costs of the system functioning. It is necessary to implement a register of undesirable events and to support actions aimed at increasing quality in health care institutions to improve medical risk management, which will allow to eliminate or reduce the number of events posing a risk to patients’ safety. Social studies suggest that quality issues play an increasingly important role in the health care system. The Polish society is characterised by a specific approach to assessment of the quality of provided medical services. On the one hand, Poles present a relatively high level of trust towards physicians and their actions, but, on the other hand, their assessment of the health care system as a whole is negative.[[83]](#footnote-83) Therefore, it is necessary to start building an open information system on standards applicable to units providing medical services so that every patient could refer to requirements that individual services should comply with. Not only in Poland, but in the whole Europe, various models of providing medical services in health care system are searched and tested in order to develop the most effective organisational and financial solutions allowing to provide high quality services in a number sufficient to satisfy health care needs of citizens. Most of the solutions that are being tested constitute different options of primary and specialist health care coordination. The scope and scale of the planned support for quality-enhancing actions build on experience from the years 2007–2013. The support for quality-enhancing actions financed from the ESF resources constitutes only a part of actions of state authorities aimed at improving the system’s efficiency (other actions include transformation of health care facilities into commercial companies, strengthening corporate governance over health care entities, etc.). The analysis of experience in the years 2007–2013 points to the necessity to support solutions enhancing the quality at the level of **primary health care**. Currently (as of 23 October 2014) the number of primary health care entities with quality accreditation amounts to **15, thus only** 2.41% in relation to the number of agreements on primary health care provision concluded in 2013. It is also necessary to further develop the program of hospitals accreditation. Based on experience so far, the support is particularly required for the entities which undergo the accreditation procedure for the first time. The prestige and significance of accreditation must be constantly increased in the process of contracting health care services and mainstreaming quality enhancing issues in the health care policy. Projects supporting health care facilities accreditation should involve the widest possible range of entities, including the National Health Fund, that have influence on the quality of health care services provision.[[84]](#footnote-84) The efficiency of the health care system functioning will also benefit from improvement of its transparency through development of cooperation between public administration and non-governmental organisations and development of competences of administration employees in terms of management and control.
* **Creation and development of “white jobs”** – the need for support in this regard is demonstrated by demographic changes and significant medical staff shortages. Number of nurses per 1,000 inhabitants places Poland among six EU countries with the lowest value of this indicator.[[85]](#footnote-85) There are 2.2 practising physicians per 1,000 inhabitants and it is the lowest figure from among all EU countries.[[86]](#footnote-86) Another problem is “ageing” of medical professionals.[[87]](#footnote-87) In this context, a reform of medical staff education system is currently implemented to addresses the most significant barriers and difficulties in education of those professional groups. Those barriers and difficulties include long-lasting education process, lack of full professional independence of medical trainees and medical residents for at least several years from their graduation[[88]](#footnote-88), insufficient number of places for specialisation **(limits for medical specialisations are set pursuant to the Act of 5 December 1996 on professions of physician and dentist (Dz.U. of 2011, No 277, item 1634, as amended) and the Ordinance of the Minister of Health of 2 January 2013 on the specialisations of physicians and dentists (Dz.U. of 2013, item 26))**, medical staff shortage and the observed threat relating to so-called “generation gap”. Support for medical universities in practical education development through i.a. development of simulation-based education and post-graduate education (including specialisation education) becomes of key importance. An important element of post-graduate education development should include improvement of physicians’ competence, also within primary health care, e.g. by means of their participation in training activities in the form of advanced vocational courses. Additionally, it is necessary to adjust post-graduate education for nurses and midwives, as well as representatives of other professions important from the perspective of the health care system functioning, to changing epidemiological and demographic needs. In Poland, the number of nurses employed per 1,000 citizens in direct health care is 5.4. This indicator gives Poland the last position among 16 selected European Union countries and demonstrates a highly limited access to nursing services (for the sake of comparison: Denmark: 15.4, Germany: 11.3, Sweden: 11, United Kingdom: 9.1, Czech Republic: 8. Indicator at the similar level to that in Poland: Hungary – 6.2). For indicator of the number of nurses employed in Poland to reach the similar level as e.g. the figure for the Czech Republic (i.e. 8 per 1,000 citizens), the number of practising nurses would have to amount to approximately 321,000. Currently the number of practising nurses amounts to almost 217,000, which would mean the necessity to increase employment in this field by 100,000. The ESF resources are to finance the elimination of a part of the identified shortages in this regard.

**social innovation, transnationalism and mobility programmes**

* **Enhancing the significance of social innovation and increasing their importance through internal national coordination.** The analysis of experience from implementing social innovation and transnational projects under the 2007–2014 financial perspective shows that the interest of project initiators and institutions responsible for contest organisation in the field of social innovation and transnational projects was not as significant as in the case of standard projects. The projects in the field of social innovation and transnationalism were poorly visible and were not given a sufficient degree of importance. The above-mentioned situation resulted from the horizontal approach adopted in the OP HC. This approach resulted in dispersion of projects under which innovative solutions in similar areas were developed. Therefore, the challenge faced by Poland is to ensure appropriate coordination of the thematic scope of implemented projects in order to avoid generating numerous solutions relating to the same problems.[[89]](#footnote-89) The themes of innovative and transnational projects should also be limited in such way as to address the most important challenges in the area of labour market, social inclusion, education, health and strengthening institutional capacities.
* **Increasing the use of outputs of innovative projects under the relevant policies.** The insufficient use of outputs developed under innovative projects in the policies (mainstreaming) was the problem identified under the 2007–2013 financial perspective. The analyses of the above problem showed that it resulted from the lack of proper identification of the need to apply developed solutions by the problem ‘owners’ under the relevant policy, for which the solution was developed. The expert evaluation of this situation showed that it was necessary to link more closely the problem ‘owner’ and at the same time the ‘decision-maker’ with developed solutions, i.e. that the relevant entities (responsible for national policies) should commission innovative solutions of the problems that they identify.
* **Increasing the level of innovativeness and the possibilities to disseminate outputs developed under innovative projects.** Another important problem identified during the implementation of innovative projects in the years 2007–2013 is the fact that their outputs had largely a low level of innovativeness or it was impossible to include them in the specific policy. This was due to the selection process of innovative projects and an attempt to maintain projects at every stage of project implementation (developing the strategy for implementation of an innovative project, its evaluation, validation, testing and too broadly understood dissemination of project outputs). In this context, it still remains a challenge to design the objectives to be achieved and the system to implement innovative projects so as to take into account the risk related to their implementation and to not ignore the opinions of experts in a given field and of stakeholders interested in applying a given solution in future. Only the projects characterised by the highest level of innovativeness and the possibility to include their outputs in national polices should proceed to the dissemination stage. At the same time, it should be emphasized that Polish and European experience points to the need of innovation incubation, because very often the most innovative solutions are created in small environments or by natural persons, who need appropriate assistance in implementation of a given idea.
* **Improving coordination of transnational projects at the EU level.** The interest of beneficiaries in the implementation of transnational projects was small under the 2007-2013 perspective. This was mainly due to the difficulties in finding an appropriate foreign partner to implement a project in a given thematic area. Therefore, it is essential to involve Poland in actions coordinated at the European level, i.e. into the common framework.
* **Increasing mobility of individuals in order to improve their competences and qualifications.** The percentage of young Poles, who stay abroad for education or training amounts to 13% and is lower than the average for all 31 European countries analysed (14%). The main reason for not going abroad, for people who wanted to do so, was the lack of financial resources for this purpose.[[90]](#footnote-90) At the same time, the mobility projects addressed to students of vocational schools were implemented under the 2007–2014 financial perspective, as a supplement to support offered in the framework of the Leonardo da Vinci programme. These actions were successful; therefore; such support should be extended both in respect of the number of people and the thematic area.

### Justification for the selection of thematic objectives and investment priorities

Table 1: Overview of the justification for the selection of thematic objectives and investment priorities

|  |  |  |
| --- | --- | --- |
| Thematic objective  selected for implementation | Investment priority selected for implementation | Justification of the selection, taking into account the relevant EU, national and/or regional strategic documents |
| TO 8 | 8ii Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee | In the CSR for Poland, the Council of the European Union underlines the necessity to intensify efforts for reduction of youth unemployment (including those not registered in employment offices) e.g. by ensuring the opportunity to adapt their skills to labour market needs, apprenticeships and work-based learning, in line with the objectives of the Youth Guarantee.  Moreover, in the Position Paper the European Commission defines young people as a group in a particularly difficult situation on the labour market that should be supported in Poland from the ESF. |
| 8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life | The CSR points to the need to increase female labour market participation through the improvement of the childcare system. *The Position Paper* states that the support for women should include extending the offer of high quality childcare services.  The NRP points to the need to support actions for reconciliation of work and family life of women and men. According to the NDS, it is an element increasing the economic activity of people, for whom childcare may constitute a barrier in return to the labour market. |
| 8v Adaptation of workers, enterprises and entrepreneurs to change | The NRP points to the need to develop intellectual capital in enterprises and to promote entrepreneurial attitudes in the society as the key factors for economic development. The Strategy for Innovation and Effectiveness of the Economy underlines also the necessity to better adapt training for adults to social and economic needs of the country. |
| 8vi Active and healthy ageing | The CSR provides for an increase in expenditure for healthcare due to the ageing of population. One of the factors contributing to generating savings for the budget may include support for preventive activities and promoting healthy lifestyle. The need for action in this area is highlighted in the majority of strategic documents. The *Position Paper* underlines the opportunity to use funds from the MFF to support extending the healthier professional life through developing actions for promoting healthy lifestyle and addressing the risk factors related to health. At the national level, the NDS 2020 provides for actions in the area of public health. |
| 8vii Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders | One of the main objectives of Europe 2020 strategy is to increase employment. Until 2020 Poland should achieve the employment rate of 71%.  The above-mentioned strategic documents (HCDS) point to the need to reform the employment policy and present the proposals for undertakings and assumptions to improve the situation on the labour market and better adapt labour market institutions to market changes. |
| TO 9 | 9i Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability | The NRP, NDS, HCDS and the Programme against Poverty and Social Exclusion reveal a strong correlation between poverty and social exclusion and the situation of people on the labour market, the necessity to implement actions enhancing employability and access to high-quality services aimed at social inclusion. These documents point to the need to reorganise the social benefit system in order to stimulate labour market participation and better address and adjust the benefits to the needs of beneficiaries, and to the necessity to develop a system of active integration. |
| 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest | The CSR, the Position Paper and the ESS underline the need to increase the availability of high-quality health care services. With regard to health care, the CSR points to the necessity to improve the cost effectiveness of expenditure and overall efficiency of the health care sector.  The NRP, NDS, HCDS and the Programme against Poverty present other causes of poverty than unemployment. Therefore, they underline the necessity to develop high-quality services for excluded groups, including poverty-preventing services. As the objectives of intervention they identify the development of services for families, youth, elderly and dependant persons and prevention of uncertainty regarding housing. |
| 9v Promoting social entrepreneurship and vocational integration in social enterprises and the social and solidarity economy in order to facilitate access to employment | The NDS, SCDS and the National Programme for Social Economy Development treat social economy as an important area of concentration of public intervention due to its importance for combating poverty and social exclusion.  According to the SCDS, intervention will focus on implementing systemic solutions enabling the functioning of institutions supporting social entrepreneurship in the area of services, training and counselling, as well as on developing and implementing repayable funding mechanisms for social enterprises. |
| TO 10 | 10i Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training | The CSR for Poland points out the necessity to match education system with labour market needs and to improve the quality of teaching. In response to the objective adopted in the Europe 2020 strategy and concerning the reduction of the percentage of early school-leavers below 10%, in the NRP Poland declared its aim to achieve to be 4.5%  The National Reform Programme, the National Development Strategy, the Human Capital Development Strategy, the Social Capital Development Strategy and the Prospects for Lifelong Learning indicate the necessity to improve the quality and efficiency of educational services. |
| 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups | The CSR for Poland points to the need to match education system with labour market needs and to improve the quality of teaching.  The Europe 2020 strategy envisages that at least 40% people aged 30–34 should have higher education, while in the NRP this figure is higher and amounts to 45%.  The national strategic documents (NSRD 2010-2020, HCDS and lifelong learning perspective) emphasize the need to improve the quality of education and to strengthen the role of higher education in the employment. |
| 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences | The CSR, NRP, NDS, HCDS and LLP highlight the necessity to increase investment in adult learning and to better adapt the education system to labour market needs.  According to the CSR, the persisting challenge for Poland is to increase adults’ participation in lifelong learning in order to adjust skills supply to skills demand.  According to the above-mentioned documents, the most important action to achieve the set objective is the creation of a transparent and coherent national qualifications system, including the introduction of procedures for evaluation and validation of the learners’ achievements in terms of learning outcomes, restructuring and developing a system of recognition of competences acquired outside the formal education (validation system) and implementing systems of collection and transfer of educational attainments, consistent with European systems.  Moreover, the CSR points to a small number of general practitioners, which justifies actions to support specialised education of physicians in this field. |
| 10iv Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes | The CSR emphasises the need to better adjust education to labour market needs, it also recommends to focus particularly on the actions aimed at increasing the availability of apprenticeships and work-based learning programmes and strengthening the cooperation between schools and employers in order to reduce youth unemployment.  The NRP, NDS, the *Position Paper*, HCDS and LLP strongly emphasise the necessity to invest in improvement of adjusting the education and vocational training systems to labour market needs, including i.a. through increasing the involvement of economic and social entities in the processes of education and training. |
| TO 11 | 11i Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance | The CSR for Poland points to the need to take further action to improve the business environment and tax compliance, in particular through improving the efficiency of tax administration.  The *Position Paper* points to the necessity to support actions aimed at enhancing institutional capacity and efficiency of public administration and public services. Particular emphasis was put on the necessity to improve the quality of regulation, access to justice, efficiency and quality of the judiciary system and to strengthen the role of the civil society, so it could function as a partner and in cooperation with the government. The above-mentioned issues were also included in the SPP. |

Section 1.2 Distribution of financial resources

### Justification for the distribution of funds into thematic objectives and investment priorities

According to the draft Partnership Agreement, in the years 2014-2020 the European Social Fund will co-finance the national operational programme regarding development of competences and skills, social inclusion and good governance and 16 regional operational programmes.

The structure of the programme and its scope result from experience in implementation of operational programmes under the previous financial perspectives: 2004–2006 and 2007–2013 and constitute a continuum of the logic adopted in the implementation of projects in the framework of the European Social Fund in Poland.

The above-mentioned logic concerns the placement of the ESF intervention in specific areas to achieve the optimal effect. Therefore, the adopted logic assumes that intervention under the European Social Fund at the regional level will concern direct support for individuals in order to improve their situation on the market, while the national operational programme will focus on structural changes of individual sectoral policies, as well as on nation-wide undertakings which are priorities from the perspective of the state policy. As a result of the decentralisation of the European Social Fund in Poland in the years 2014–2020, 66% of resources from this Fund will be allocated to regional operational programmes and 34% to the Operational Programme Knowledge Education Development.

The breakdown of the ESF allocation under the OP KED into individual thematic objectives and investment priorities is based mainly on the thematic scope and objectives of the programme. Moreover, it reflects the challenges existing in Poland in terms of development of human capital, identified in the diagnostic part of the OP KED. At the same time, the importance ascribed to individual thematic objectives and investment priorities results from striving to achieve concentration of support on actions with the highest added value which best contribute to achieving objectives of the Europe 2020, the Council Recommendations on the National Reform Programme of Poland for 2014 and the national strategic documents.

The Regulation No 1304/2013 of the European Parliament and of the Council introduces an obligation to concentrate at least 60% of the ESF allocation to each operational programme on up to five selected investment priorities. Due to the necessity to implement the Council Recommendations on the National Reform Programme of Poland for 2014, the above-mentioned principle was applied in the OP KED with regard to the investment priorities which to the greatest extent contribute to the implementation of the Council Recommendations. These include:

1. *The priority concerning sustainable integration of young people not in employment, in particular those not in education and training, into the labour market.*

One of the main recommendations of the Council indicated in the CSR for Poland is strengthening efforts to reduce youth unemployment. The above-mentioned recommendation refers to increasing the availability of apprenticeships and work-based learning places and supporting young people not registered in labour offices. Pursuant to the Council Recommendations, the above-mentioned support should be in line with the objectives of the Youth Guarantee. In order to address the above-mentioned Council Recommendations. the activation support for young people aged up to 29 has been planned under specially designed OP KED priority axis *Young people on the labour market*. The high quality of the above-mentioned priority axis will be ensured thanks to comprehensiveness and individual approach to the needs of supported persons. The *Youth Employment Initiative*, targeted at the regions, where the unemployment rate among persons aged 15–24 exceeds 25%, is an integral part of this priority axis. According to the above criterion, 10 Polish voivodeships are eligible for support. Poland will receive EUR 252.5 million from the YEI special budget line and EUR 252.5 million from the ESF funds, i.e. EUR 505 million in total, for the implementation of the *Initiative.* In order to provide efficient support to young people living not only in 10 voivodeships eligible for YEI, but also in all regions of Poland, the allocation for this objective has been increased by additional ESF funds.

1. *The investment priority relating to improvement of the quality, efficiency and accessibility of higher education*

The Council Recommendations on the National Reform Programme of Poland for 2014 also point to better adjustment of education to labour market needs. In light of the above, the priority axis relating to higher education, focusing on higher education and academic teaching, will be supported in the years 2014–2020 under the ESF only in the framework of OP KED. The implementation of the ESF support at the national level in the field of higher education will allow to ensure a coherent vision of intervention and to implement quality-ensuring policy in the area of higher education. This approach will allow to maintain natural competition between universities and thus to co-finance the best-quality projects. The inclusion of the whole support for higher education in the national programme significantly influenced the allocation for this field.

The above investment priorities follow the principle of concentration in the light of Article 4 of the Regulation No 1304/2013, because 63% funds subject to ring-fencing were assigned for their implementation. However, in view of further Council Recommendations on increasing the adults’ participation in lifelong learning in order to match skills supply and demand, another investment priority regarding the amount of allocation is priority 10.iii relating to lifelong learning. The planning of support under the OP KED accounted for the fact that one of the major problems faced by the Polish economy is the lack of lifelong learning culture, which translates into low quality of human capital and competitiveness of Polish enterprises. Poland has one of the lowest rates of adults’ participation in education and training in the entire European Union. Therefore, horizontal actions must be taken, which will contribute to promoting lifelong learning and increasing the interest of entrepreneurs in investing in qualifications of employees. The allocation of this investment priority is lower than priorities 8ii and 10ii, which results from the fact that no direct support was planned in this area under the OP KED. However, this does not change the fact that it is the third investment priority with the biggest allocation under the OP KED. The area which should not be included into 60% of programme concentration, due to the separation of priority axis according to the Regulation on the European Social Fund, includes actions in the field of social innovation and transnational projects. Nevertheless, the allocation for innovation and transnational projects constitutes a significant contribution under the OP KED. Allocation of approx. 7% for social innovation and transnational cooperation was prompted by the fact that actions in this area are implemented only under the national programme co-financed from the European Social Fund.  This approach will allow to ensure coordination of actions and appropriate use of developed solutions in the context of public policies supported under the ESF.

### Investment strategy of the programme

*[The table was automatically generated by the SFC system 2014]*

Table 2: Logical framework of programme investment strategy

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Priority axis | Thematic  objective | Investment priorities | Specific objectives of investment priorities | Result indicators corresponding to individual specific objectives | Fund | EU support  (in EUR) | Share of total EU support in total budget of the programme (by fund) |
| 1 | 1. | 1.1 |  |  |  | € | % |
| 2 | 2. | 2.1 |  |  |  | € |  |
| 3. | 3.1 |  |  |  |
| TA |  |  |  |  |  | € |  |

Section 2. Description of priority axis structure

Section 2A. Description of the priority axes

### Axis I Young people on the labour market

Under priority axis I *Young people on the labour market* support will be addressed to two categories of regions: less developed (15 voivodeships excluding Mazowieckie Voivodeship) and more developed (Mazowieckie Voivodeship). The axis will provide direct support for young unemployed people, which will contribute to their professional activation and improvement of their situation on the labour market. Support instruments under axis 1 refer to all people covered by support in all regions of Poland. Therefore, it is not reasonable to separate specific actions by the category of region. At the same time, in order to provide efficient support to young people living not only in 10 voivodeships eligible for YEI, but also in all regions of Poland, intervention under axis I is addressed both to 10 regions eligible for the support under YEI and to regions not eligible for this support. At the end of disbursement of funds under the Youth Employment Initiative, which were allocated for supporting young people from NEET category, the support for young people will be financed under the ESF.

#### Investment Priority 8ii Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee[[91]](#footnote-91)

#### Specific objectives of IP 8ii

Enhancing the employability of young people aged up to 29 who are not in employment, including in particular those who are not in education and training (so-called NEET)

**Table 4:** **Common result indicators for ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region[[92]](#footnote-92)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8ii Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective: Enhancing the employability of young people aged up to 29 who are not in employment, including in particular those who are not in education and training (so-called NEET)** | | | | | | | | | | |
| 1. | Number of persons below 30 years of age who acquired qualifications after leaving the programme | Less developed regions  More developed regions | Person | Not applicable | 30%, of which:  – less developed regions: 30%  – more developed regions: 30% | per cent | 2014 | 30%, of which:  – less developed regions: 30%  – more developed regions: 30% | SL2014 | Annual |
| 2. | Number of persons below 30 years of age in employment six months after leaving the programme (including self-employment) | Less developed regions  More developed regions | Person | Not applicable | 58%, of which:  – less developed regions: 58%  – more developed regions: 58% | per cent | 2014 | 58%, of which:  – less developed regions: 58%  – more developed regions: 58% | Evaluation study | Annual |

**Table 4a: Result indicators for Youth Employment Initiative for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Investment Priority: 8iiSustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee | | | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective: Enhancing the employability of young people aged up to 29 who are not in employment, including in particular those who are not in education or training (so-called NEET)** | | | | | | | | | |
| 1. | Number of the unemployed who received an offer of employment, continued education, apprenticeship or traineeship upon leaving the programme | Person | Number of persons (including long-term unemployed) supported under the programme | 75% | per cent | 2014 | 75% | SL2014 | Annual |
| 2. | Number of the unemployed who are in education/training, gain a qualification, or are in employment (including self-employment) upon leaving the programme | Person | Number of persons (including long-term unemployed) supported under the programme | 69% | per cent | 2014 | 69% | SL2014 | Annual |
| 3. | Number of the unemployed who completed the Youth Employment Initiative-supported intervention | Person | Number of persons (including long-term unemployed) supported under the programme | 92% | per cent | 2014 | 92% | SL2014 | Annual |
| 4. | Number of long-term unemployed who received an offer of employment, continued education, apprenticeship or traineeship upon leaving the programme | Person | Number of long-term unemployed supported under the programme | 77% | per cent | 2014 | 77% | SL2014 | Annual |
| 5. | Number of long-term unemployed who are in education/training, gain a qualification, or are in employment (including self-employment) upon leaving the programme | Person | Number of long-term unemployed supported under the programme | 59% | per cent | 2014 | 59% | SL2014 | Annual |
| 6. | Number of long-term unemployed who completed the Youth Employment Initiative-supported intervention | Person | Number of long-term unemployed supported under the programme | 94% | per cent | 2014 | 94% | SL2014 | Annual |
| 7. | Number of inactive persons not in education or training who received an offer of employment, continued education, apprenticeship or traineeship upon leaving the programme | Person | Number of inactive persons not in education or training, supported under the programme | 58% | per cent | 2014 | 58% | SL2014 | Annual |
| 8. | Number of inactive persons not in education or training who are in education/training, gain a qualification, or are in employment (including self-employment) upon leaving the programme | Person | Number of inactive persons not in education or training, supported under the programme | 78% | per cent | 2014 | 78% | SL2014 | Annual |
| 9. | Number of inactive persons not in education or training who completed the Youth Employment Initiative-supported intervention | Person | Number of inactive persons not in education or training, supported under the programme | 96% | per cent | 2014 | 96% | SL2014 | Annual |
| 10. | Number of participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving the programme | Person | Not applicable | 44% | per cent | 2014 | 44% | Evaluation study | Annual |
| 11. | Number of persons in employment six months after leaving the programme | Person | Not applicable | 58% | per cent | 2014 | 58% | Evaluation study | Annual |
| 12. | Number of persons in self-employment six months after leaving the programme | Person | Not applicable | 23% | per cent | 2014 | 23% | Evaluation study | Annual |

#### Description of actions to be implemented under IP 8ii

**Types of projects and examples of actions under IP 8ii:**

The support for young persons aged up to 29 (unemployed, inactive and job-seekers) will be granted in line with the standards laid down in *Youth Guarantee Implementation Plan in Poland*, i.e. within four months[[93]](#footnote-93) high quality offer of employment, continued education, apprenticeship or traineeship will be ensured. According to the assumptions of the *Youth Guarantee Implementation Plan*, young people will receive high quality support offer, including such labour market instruments and services that are individually identified as necessary to improve the situation on the labour market or to enable supported persons to find employment. Pursuant to the *Youth Guarantee Implementation Plan*, support under the OP KED will be addressed to young persons (unemployed, inactive and job-seekers) who are particularly disadvantaged on the labour market and require comprehensive and individualised support. A particular emphasis will be placed on increasing the scope of active labour market policy for young people, by means of promoting the activity of persons who are not registered by public employment services. Actions provided for under Axis I *Young people on the labour market* implement the *Council Recommendations on National Reform Programme 2014 of Poland* regarding the need to reduce youth unemployment. The effectiveness of actions in the area of promoting labour force participation will be measured using employment effectiveness, the minimum values of which will be determined cyclically, taking into account specific characteristics of the target group and territorial differences in unemployment level. The fulfilment of the employment effectiveness criterion will be verified based on the following conditions:

* in the case of employment relationship – a project participant must be employed for at least three months;
* in the case of a civil law contract – a participant must be employed for at least three full months and the value of the contract must be equal or higher than three minimum wages;
* in the case of a civil law contract for less than three months – the value of the contract must be equal or higher than three minimum wages.

The minimum salary is determined annually pursuant to the Act of 10 October 2002 on the minimum wage for work (Dz.U. of 2002, No 200, item 1679, as amended),

The high quality of support will also be guaranteed by ensuring that employment under civil law contracts will be offered to beneficiaries only provided that the contract will last three months (in the case of contracts for specific work without specified duration, the remuneration of at least three minimum wages will be required), remuneration will amount to at least the minimum monthly salary and the health and social insurance contributions will be paid in line with the national legislation.

The quality of support will also be ensured by defining minimum requirements for actions aimed at promoting educational activity and labour force participation, including i.a. with regard to trainings, apprenticeships, traineeships, subsidized employment and promoted employment conditions of supported persons.

The support for individual and comprehensive promotion of educational activity and labour force participation of young people (unemployed, inactive and job-seekers, including also not registered in labour office) will address identified difficulties and barriers that young people encounter in entry and stay on the labour market. The support covers labour market services and instruments and will be based on at least three elements of individual and comprehensive assistance (two of them are obligatory, the third and subsequent ones are optional, i.e. selected depending on needs and capacities of persons to whom the support is granted). This will ensure high quality of offers of support under IP 8ii for every supported person. The support will be offered by means of:

– **labour market instruments and services to individualise support and assist in determining the career path (obligatory):**

* + identification of the needs of young persons not in employment and diagnosis of possibilities in terms of vocational education, including the identification of distance of young people from the labour market;
  + comprehensive and individual job agency services in terms of selection of a profession corresponding to qualifications and competences of the supported person or career counselling in terms of planning the career development, including upgrading or supplementing professional competences and qualifications;

**– labour market instruments and services addressed to early school-leavers or persons for whom the need to supplement or gain new skills and competences was identified:**

* + continuation of education for young persons for whom the need to supplement formal education or certify qualifications, i.a. through appropriate examinations, was identified;
  + obtaining, upgrading or adjusting competences and qualifications required on the labour market in the context of identified needs of the person who receives support, i.a. by means of high quality training;

**– labour market instruments and services to obtain work experience required by employers:**

* + obtaining or supplementing work experience and practical skills in a specific profession, i.a. through traineeships and apprenticeships, meeting the standards laid down in European quality framework for apprenticeships and traineeships;
  + support for employing a young person by an entrepreneur or other employer, encouraging to employ i.a. by covering the costs of subsidised employment for persons for whom this form of support was identified as adequate, reimbursement of the costs of equipment for or adaptation of the workplace (only combined with subsidised employment);

**– labour market instruments and services to support intersectoral and geographical mobility (including occupational mobility on the European labour market via the EURES network):**

* + support for intersectoral mobility for persons who have difficulties in finding employment in a given sector or industry, i.a. by means of changing or supplementing competences or qualifications to find employment in a different sector, i.a. through apprenticeships, traineeships and training meeting the standards for those services (e.g. European and Polish quality framework for apprenticeships and traineeships);
  + support for geographical mobility of young persons for whom a problem with employment in their place of living was identified, i.a. by covering the costs of commuting or initial settlement in a new place of residence, i.a. by financing the cost of commuting, providing funds for settlement;

**– labour market instruments and services addressed to disabled persons:**

* + elimination of barriers encountered by young disabled persons in finding and keeping employment, i.a. by means of financing the work of disabled person assistants whose work meets the standards laid down for such services and adaptation of workplace to disabled persons’ needs;

**– labour market instruments and services to develop entrepreneurship and self-employment:**

* + support for young people in setting up and conducting their own business activity by granting them non-returnable aid (subsidy) for establishing an enterprise, and by counselling and training allowing to obtain knowledge and skills required to set up and conduct business activity, as well as through bridging support.

**Main types of beneficiaries under IP 8ii:**

* poviat labour offices,
* Voluntary Labour Corps,
* social partners,
* non-governmental organisations,
* non-public employment agencies.

**Main target groups under IP 8ii:**

– young people, including disabled persons, aged 15-29, who are not in employment, in particular those who are not in education or training (NEET)[[94]](#footnote-94), including also persons not registered in labour offices

#### Description of the planned use of financial instruments

The results of the capital gap analysis: *Ex ante evaluation of financial instruments in terms of support for social economy entities and youth*, carried out by the Institute for Structural Research and Coffey International Development, commissioned by the Ministry of Infrastructure and Development, in February 2014, showed that although there was a need to support young persons starting their business activity with repayable instruments, those instruments should not eliminate, but supplement other forms of financing (to reduce market distortions to the minimum).

As a result of adoption of the amendment to the Act *on employment promotion and labour market institutions* in May 2015, loans may also be granted from the Labour Fund to the unemployed, job-seeking graduates of schools and universities, within 48 months from graduation or obtaining professional qualification, and to last-year students. The actions will be financed from national funds.

The availability of this repayable support instrument, as well as non-repayable support, will undoubtedly result in competition between various forms of assistance. Therefore, there are no plans to use loans for starting business activity, granted on preferential terms. under the national ESF programme Knowledge Education Development. The labour market instruments and services introduced by the above-mentioned amendment to the Act *on employment promotion and labour market institutions* will be evaluated two years after the entry into force of the said amendment, i.e. in 2016. The results of the evaluation will serve as a starting point for decision on introducing the said instrument under OP KED.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8ii Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Output indicators for *Youth Employment Initiative*** | | | | | | | |
| 1. | Number of persons (including long-term unemployed) supported under the programme | Person | YEI | Less developed regions | 177,025 | SL2014 | Ongoing monitoring |
| 2. | Number of long-term unemployed supported under the programme | Person | YEI | Less developed regions | 67,908 | SL2014 | Ongoing monitoring |
| 3. | Number of inactive persons not in education or training, supported under the programme | Person | YEI | Less developed regions | 21,727 | SL2014 | Ongoing monitoring |
| 4. | Number of the unemployed not registered in labour offices, supported under the programme | Person | YEI | Less developed regions | Subject to monitoring | SL2014 | Ongoing monitoring |
| 5. | Number of persons below 30 years of age, with disabilities, supported under the programme | Person | YEI | Less developed regions | Subject to monitoring | SL2014 | Ongoing monitoring |
| **Output indicators for other actions** | | | | | | | |
| 6. | Number of persons (including long-term unemployed) supported under the programme | Person | ESF | Less developed regions  More developed regions | 470,431, of which:  – less developed regions: 422,447  – more developed regions: 47,984 | SL2014 | Ongoing monitoring |
| 7. | Number of long-term unemployed supported under the programme | Person | ESF | Less developed regions  More developed regions | 180,450, of which:  – less developed regions: 162,044  – more developed regions: 18,406 | SL2014 | Ongoing monitoring |
| 8. | Number of inactive persons not in education or training, supported under the programme | Person | ESF | Less developed regions  More developed regions | 72,935, of which:  – less developed regions: 65,496  – more developed regions: 7,439 | SL2014 | Ongoing monitoring |
| 9. | Number of the unemployed not registered in labour offices, supported under the programme | Person | ESF | Less developed regions  More developed regions | Subject to monitoring | SL2014 | Ongoing monitoring |
| 10 | Number of persons below 30 years of age, with disabilities, supported under the programme | Person | ESF | Less developed regions  More developed regions | Subject to monitoring | SL2014 | Ongoing monitoring |

#### Performance framework of priority axis I

Table 6: Performance framework of the priority axis, by fund and category of region

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority axis I: YOUNG PEOPLE ON THE LABOUR MARKET** | | | | | | | | | |
| **Indicator type**  (key implementation step, financial, output or result indicator) | **No.** | **Name of indicator**  **or key implementation step** | **Measurement unit**  (where appropriate) | **Fund** | **Category of region** | **Milestone** (2018) | **Final target** (2023) | **Source of data** | **Explanation of relevance of indicator**  (where appropriate) |
| **Indicators for *Youth Employment Initiative*** | | | | | | | | | |
| Output indicator | 1. | Number of persons (including long-term unemployed) supported under the programme | Person | YEI | Less developed regions | 177,025 | 177,025 | SL 2014 | *Indicators selected for evaluation refer to 100% of the allocation – unemployed and inactive persons will constitute the total of project participants.* |
| Output indicator | 2. | Number of inactive persons not in education or training, supported under the programme | Person | YEI | Less developed regions | 21,727 | 21,727 | SL 2014 |
| Financial indicator | 3. | Total amount of certified eligible expenditure | EUR | YEI | Not applicable | 549,423,495 | 549,423,495 | SL2014 | *Pursuant to the n+3 rule* |
| ***Indicators for other actions*** | | | | | | | | | |
| Output indicator | 1. | Number of persons (including long-term unemployed) supported under the programme | Person | ESF | Total | 86,700 | 470,431 | SL 2014 | *Indicators selected for evaluation refer to 100% of the allocation – unemployed and inactive persons will constitute the total of project participants.* |
| Less developed regions | 77,857 | 422,447 |
| More developed regions | 8,843 | 47,984 |
| Output indicator | 2. | Number of inactive persons not in education or training, supported under the programme | Person | ESF | Total | 13,442 | 72,935 | SL2014 |
| Less developed regions | 12,071 | 65,496 |
| More developed regions | 1,371 | 7,439 |
| Financial indicator | 3. | Total amount of certified eligible expenditure | EUR | ESF | Less developed regions  More developed regions | 230,492,694  42,642,275 | 1,273,030,366  212,727,265 | SL2014 | *Pursuant to the n+3 rule* |

#### Categories of intervention under priority axis I

Tables 7–11: Tables presenting categories of intervention used under the priority axis

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

103

504,875,644

01

504,875,644

07

504,875,644

07

504,875,644

08

504,875,644

***Youth Employment Initiative***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

Intervention

Form

Territory

Territorial

ESF

field

of finance

type

delivery mechanims

secondary theme

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

103

1,082,075,811

01

1,082,075,811

07

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07

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Table 7:

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Table 10:

Table 11:

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

***More developed regions***

***European Social Fund***

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

***Less developed regions***

***European Social Fund***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Intervention

Form

Territory

Territorial

ESF

field

of finance

type

delivery mechanisms

secondary theme

Intervention

Form

Territory

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delivery mechanisms

secondary theme

### Axis II Effective public policies for the labour market, economy and education

Actions implemented under priority axis II *Effective public policies for the labour market, economy and education* will concern the implementation of reforms of systems and structures in selected areas of public policies of key importance for Europe 2020 strategy and national reform programmes. In view of the above, priority axis *Effective public policies for the labour market, economy and education* refers to all three thematic objectives listed in the Regulation on the European Social Fund for 2014-2020. Priority axis II includes actions on 1. promoting sustainable and quality employment and supporting labour mobility, 2. promoting social inclusion, combating poverty and any discrimination, 3. investing in education, training and vocational training for skills and lifelong learning and 4. enhancing institutional capacity of public authorities and stakeholders and efficient public administration.

Support under priority axis II *Effective public policies for the labour market, economy and education* will be addressed to two categories of regions: less developed (15 voivodeships, except for Mazowieckie Voivodeship) and more developed (Mazowieckie Voivodeship). The intervention under priority axis II has a nationwide impact. Due to their reforming nature, actions under the axis will concern both decision-makers and beneficiaries of public policies supported under axis II in all regions of Poland. Due to the above, there is no justification and it is virtually impossible to assign actions under axis *Effective public policies for the labour market, economy and education* to individual categories of regions.

#### Investment Priority 8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life

#### Specific objectives of IP 8iv

1. Development and implementation of the coherent system for monitoring gender equality
2. Development and implementation of the intersectoral cooperation model (between central, regional, local administration and non-governmental organisations and social partners) for gender equality
3. Strengthening the application of the principle of gender equality in access to career development and employment
4. Increasing the competences of the representatives of entities establishing and operating care facilities for children aged up to 3

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life** | | | | | | | | | | | | | | | | |
| **No.** | **Name of indicator** | | **Category of region** | **Measurement unit for indicator** | | **Reference output indicator**  **(from the CI list)** | | **Baseline value** | **Measurement unit for baseline and target** | | **Baseline year** | | **Target value (2023)** | | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Development and implementation of the coherent system for monitoring gender equality** | | | | | | | | | | | | | | | | |
| 1. | Number of packages of recommendations on promoting gender quality that were implemented under voivodeship strategies for social policy | | Less developed regions  More developed regions | Number | | Not applicable | | 0 | Number | | 2014 | | 16, of which:  – less developed regions: 14  – more developed regions: 2 | | SL2014 | Annual |
| 2. | Percentage of Voivodeship Plenipotentiaries for Equal Treatment who acquired knowledge on gender equality | | Less developed regions  More developed regions | Person | | Not applicable | | 0 | per cent | | 2014 | | 100%, of which:  – less developed regions: 100%  – more developed regions: 100% | | SL2014 | Annual |
| 3. | Number of institutions where the system for monitoring gender equality has been implemented | | Less developed regions  More developed regions | Number | | Not applicable | | 0 | Number | | 2014 | | 17, of which:  – less developed regions: 15  – more developed regions: 2 | | SL2014 | Annual |
| **Specific objective 2: Development and implementation of the intersectoral cooperation model (between central, regional, local administration and non-governmental organisations and social partners) for gender equality** | | | | | | | | | | | | | | | | |
| 1. | Number of institutions where a pilot system of intersectoral cooperation for gender equality has been implemented | | Less developed regions  More developed regions | Number | | Not applicable | | 0 | Number | | 2014 | | 5, of which:  – less developed regions: 4  – more developed regions: 1 | | SL2014 | Annual |
| 2. | Number of central administration offices where the set of tasks and responsibility areas of coordinators for equal treatment has been implemented | | Less developed regions  More developed regions | Number | | Not applicable | | 0 | Number | | 2014 | | 17, of which:  – less developed regions: 15  – more developed regions: 2 | | SL2014 | Annual |
| 3. | Number of employees of public institutions who obtained competences in the area of gender equality | | Less developed regions  More developed regions | Person | | Not applicable | | 0 | Person | | 2014 | | 340, of which:  – less developed regions: 294  – more developed regions: 46 | | SL2014 | Annual |
| **Specific objective 3: Strengthening the application of the principle of gender equality in access to career development and employment** | | | | | | | | | | | | | | | | |
| 1. | | Number of medium-sized enterprises which, thanks to support under the programme, implemented a tool supporting equality between men and women in economic decision-making processes | Less developed regions  More developed regions | | Number | | Not applicable | 0 | | Number | | 2014 | | 400, of which:  – less developed regions: 346  – more developed regions: 54 | SL2014 | Annual |
| 2. | | Number of small enterprises in which a tool supporting the prevention of discrimination at work and in access to employment has been implemented | Less developed regions  More developed regions | | Number | | Not applicable | 0 | | Number | | 2014 | | 400, of which:  – less developed regions: 346  – more developed regions: 54 | SL2014 | Annual |
| **Specific objective 4: Increasing the competences of the representatives of entities establishing and operating care facilities for children aged up to 3** | | | | | | | | | | | | | | | | |
| 1. | Number of representatives of entities establishing and operating care facilities for children up to 3, who increased or acquired competences in solutions related to organisation and financing of care for children aged up to 3[[95]](#footnote-95) | | Less developed regions  More developed regions | Person | | Not applicable | | 451, of which:  - less developed regions: 390  - more developed regions: 61 | Person | | 2013 | | 14,278 of which:  - less developed regions: 12,336  - more developed regions: 1,942 | | SL2014 | Annual |

#### Description of actions to be implemented under IP 8iv

**Types of projects and examples of actions under IP 8iv:**

**Under objective 1 *Development and implementation of the coherent system for monitoring gender equality***

* Monitoring of progress in the implementation of the National Action Programme for Equal Treatment, including development of the coherent system for monitoring support for the Voivodeship Plenipotentiaries for Equal Treatment.

**Under objective 2 *Development and implementation of the intersectoral cooperation model (between central, regional, local administration and non-governmental institutions and social partners) for gender equality:***

* Development and dissemination of the intersectoral cooperation system for gender equality,
* Increasing the competences of the public institutions personnel in terms of gender equality based on, among others, the model developed under the project “Socio-economic activation of women at local and regional level” and other training programmes developed under the OP HC.

**Under objective 3 *Strengthening the application of the principle of gender equality in access to employment and career development*:**

* Implementation of a tool supporting gender equality in economic decision-making processes in medium-sized enterprises,
* Implementation of a tool supporting the prevention of discrimination at work and in access to employment in small enterprises.

**Under objective 4 *Increasing the competences of the representatives of entities establishing and operating care facilities for children aged up to 3***

* Training on forms of care for children aged up to 3 addressed to representatives of entities establishing and operating care facilities for children up to 3 (particularly to representatives of local government authorities in gminas and employees of organisational units responsible for the development of the forms of care for children aged up to 3).

**Main types of beneficiaries under IP 8iv:**

* minister responsible for labour, family and social security;
* Government Plenipotentiary for Equal Treatment;
* non-governmental organisations.

**Main target groups under IP 8iv:**

* minister responsible for labour, family and social security;
* Government Plenipotentiary for Equal Treatment;
* public institutions;
* small and medium-sized enterprises;
* gminas (representatives of legislative and executive bodies of gmina government units, employees of gmina government units responsible for organisation and financing of care facilities for children aged up to 3), natural persons, legal persons and organisational units without legal personality which can create and manage day care centres or child clubs;[[96]](#footnote-96)
* gminas (representatives of legislative and executive bodies of gmina government units, employees of gmina government units responsible for organisation and financing of care facilities for children aged up to 3) and legal persons and organisational units without legal personality which may employ day carers.[[97]](#footnote-97)

#### Description of the planned use of financial instruments

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of packages of recommendations on gender equality developed by Voivodeship Plenipotentiaries for Equal Treatment under voivodeship strategies on social policy | Number | ESF | Less developed regions  More developed regions | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 2. | Number of Voivodeship Plenipotentiaries for Equal Treatment involved in educational activities in terms of gender equality | Person | ESF | Less developed regions  More developed regions | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 3 | Functioning of system for monitoring support for the Voivodeship Plenipotentiaries for Equal Treatment | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 4 | Intersectoral cooperation system for gender equality | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 5. | Number of the developed sets of tasks and responsibility areas of coordinators for equal treatment operating in central administration offices | Number | ESF | Less developed regions  More developed regions | 17, of which:  - less developed regions: 15  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 6. | Number of employees of public institutions covered by training support in the area of gender equality | Person | ESF | Less developed regions  More developed regions | 340, of which:  - less developed regions: 294  - more developed regions: 46 | SL2014 | Ongoing monitoring |
| 7. | Adapted tool addressed to medium-sized enterprises for supporting men and women in economic decision-making processes | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 8. | Adapted tool supporting the prevention of discrimination at work and in access to employment in small enterprises | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 9. | Number of representatives of entities establishing and operating care facilities for children up to 3 covered by training support in terms of forms of care for children aged up to 3[[98]](#footnote-98) | Person | ESF | Less developed regions  More developed regions | 15,864, of which:  - less developed regions: 13,706  - more developed regions: 2,158 | SL2014 | Ongoing monitoring |

#### Investment priority 8v adaptation of workers, enterprises and entrepreneurs to change

#### Specific objectives of IP 8v

1. Increasing the number of MSMEs using social partners’ support to implement actions supporting enterprise development and enabling effective use of subjective financing system in regions
2. Increasing the number of enterprises whose employees acquired competences in areas allowing to gain competitive advantage on the market
3. Ensuring availability and quality of development services provided to entrepreneurs and employees

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF,**   
**by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8v. Adaptation of workers, enterprises and entrepreneurs to change** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Increasing the number of MSMEs using social partners’ support to implement actions supporting enterprise development and enabling effective use of subjective financing system in regions** | | | | | | | | | | |
| 1. | Number of micro, small and medium-sized enterprises which, with the support of social partners, prepared an analysis of development needs of their enterprise | Less developed regions  More developed regions | Number | Not applicable | 3,800, of which:  - less developed regions: 3,283  - more developed regions: 517 | Number | 2014 | 9,783, of which:  - less developed regions: 8,453  - more developed regions: 1,330 | SL2014 | Annual |
| **Specific objective 2: Increasing the number of enterprises whose employees acquired competences in areas allowing to gain competitive advantage on the market** | | | | | | | | | | |
| 1. | Number of micro, small and medium-sized enterprises whose representatives acquired knowledge on public procurement | Less developed regions  More developed regions | Number | Not applicable | 2,538, of which:  - less developed regions: 2,193  - more developed regions: 345 | Number | 2014 | 1,864, of which:  - less developed regions: 1,610  - more developed regions: 254 | SL2014 | Annual |
| 2. | Number of micro, small and medium-sized enterprises whose representatives acquired knowledge related to implementation of projects in the public-private partnership formula | Less developed regions  More developed regions | Number | Not applicable | 410, of which:  - less developed regions: 354  - more developed regions: 56 | Number | 2014 | 858, of which:  - less developed regions: 741  - more developed regions: 117 | SL2014 | Annual |
| **Specific objective 3: Ensuring availability and quality of development services provided to entrepreneurs and employees** | | | | | | | | | | |
| 1. | Number of entities providing development services entered into the Register of Development Services | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 5,000, of which:  - less developed regions: 4,320  - more developed regions: 680 | SL2014 | Annual |

#### Description of actions to be implemented under IP 8v

**Types of projects and examples of actions under IP 8v:**

**Under objective 1 *Increasing the number of MSMEs using social partners’ support to implement actions supporting enterprise development and enabling effective use of subjective financing system in regions:***

* Implementation of actions by social partners, which are aimed at preparing an analysis of development needs of MSMEs (including disadvantaged employees on the labour market, if applicable), which do not have a development plan or strategy, including:
* Identification of the potential beneficiaries of the support:

1. at the level of individual enterprises;
2. at the level of groups of enterprises, e.g. industries, territories, groups cooperating within the supply chain, clusters or in relation to smart specialisations;

* Preparing an analysis of development needs of MSMEs:

1. at the level of individual enterprises;
2. at the level of groups of enterprises, e.g. industries, territories, groups cooperating within the supply chain, clusters or in relation to smart specialisations;

* Preparing proposals for development plans defining the scope of actions necessary to address the identified development needs, and monitoring and consultancy on their implementation:

1. at the level of individual enterprises, including by indicating possibilities and rules of using the subjective financing systems for further development of the enterprise and by informing institutions responsible for implementation of the subjective financing systems in the regions with diagnosed enterprises’ demand (\*active support for the demand system – function of a “consumer” ombudsman, transfer of information on subjective preferences or the amount of allocation, etc.);
2. at the level of groups of enterprises, e.g. industries, territories, groups cooperating within the supply chain, clusters or in relation to smart specialisations (\*active support for the demand system – function of a “consumer” ombudsman, transfer of information on subjective preferences or the amount of allocation, etc.),

* Identification of the minimum parameters of development services relevant to the needs of a given group of enterprises and the demand they declare (including identification of objectives, thematic scope, optimum implementation forms, time needed to achieve the assumed objectives);
* identification of potential providers of development services (in or outside the Register of Development Services, if service with the relevant parameters was not entered into the Register of Development Services) and transfer of information on the diagnosed demand to potential providers (incentive to enter services into the Register of Development Services);
* Analysis of the actual availability of services in regions for MSMEs and, if applicable, intervention actions;
* Dissemination of knowledge among stakeholders on the identified needs or barriers to development that fall outside the direct scope of support in the Register of Development Services and performance of implementing actions or interventions necessary to address them (mainstreaming of development needs).

Actions carried out at national level will aim at preparing enterprises for effective use of the subjective systems for financing development services at the regional level through identification of potential beneficiaries of support and specification of development needs of enterprises. On the other hand, direct support based on a demand approach and targeted at enterprises from the SME sector and their employees will be implemented under regional operational programmes. A detailed demarcation line related to the scope of granted support will be determined in the Guidelines for implementing projects involving funds from the European Social Fund in the area of adjustment of enterprises and employees to change for 2014–2020.

**Under objective 2** ***Increasing the number of enterprises whose employees acquired competences in areas allowing to gain competitive advantage on the market:***

* Training or advisory activities addressed to MSMEs representatives related to:
* functioning on the public procurement market;
* implementation of the strategies of entry to the foreign public procurement markets (action carried out within the project package with IP 11i – actions addressed to representatives of public administration);
* Training or advisory activities addressed to MSMEs representatives related to:
* rules governing the implementation of projects in the public-private partnership formula;
* preparing a bid for the undertaking implemented in the public-private partnership formula and the negotiation process (action carried out within project package with IP 11i – actions addressed to representatives of public administration).

A detailed demarcation line concerning the scope of granted support will be determined in the Guidelines for implementing projects involving funds from the European Social Fund in the area of adjustment of enterprises and employees to change for 2014–2020.

**Under objective 3 *Ensuring availability and quality of development services provided to entrepreneurs and employees***

* Development and maintenance of the nationwide Register of Development Services, including:
* development of the IT system of the Register of Development Services and its functionality;
* system maintenance and administration;
* verifying the conformity of the data of entities registered in the Register of Development Services with the actual situation;
* verifying the fulfilment of quality criteria by entities registered in the Register of Development Services in the framework of provided development services;
* dissemination of information on the rules governing the functioning of the Register of Development Services among entrepreneurs and employees, as well as regional and industry organisations of social partners;
* organisation of cooperation with stakeholders;
* cyclical evaluation of the subjective financing systems and the Register of Development Services, and conceptual and development work aimed at improving the system’s effectiveness;
* pilot project of commercialisation of the Register of Development Services.

Information activities on the rules governing the functioning of the Register of Development Services will not be implemented as a separate project. At the same time, constituting a part of the project, they will not exceed 10% of its value. Potential additional costs of information activities will be financed from technical assistance.

A detailed demarcation line concerning the scope of granted support will be determined in the Guidelines on the principles of implementation of projects involving funds from the European Social Fund for 2014–2020 in the area of adjustment of enterprises and employees to change.

**Main types of beneficiaries under IP 8v:**

* *Polish Agency for Enterprise Development;*
* *social partners.*

**Main target groups of actions implemented under IP 8v:**

* *micro, small and medium-sized enterprises and their employees;*
* *social partners.*

#### Description of the planned use of financial instruments

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8v. Adaptation of workers, enterprises and entrepreneurs to change** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of small and medium-sized enterprises supported by social partners in preparing the analysis of development needs | Number | ESF | Less developed regions  More developed regions | 12,229, of which:  - less developed regions: 10,566  - more developed regions: 1,663 | SL2014 | Ongoing monitoring |
| 2. | Number of micro, small and medium-sized enterprises whose employees are supported in terms of public procurement | Number | ESF | Less developed regions  More developed regions | 2,071, of which:  - less developed regions: 1,789  - more developed regions: 282 | SL2014 | Ongoing monitoring |
| 3. | Number of micro, small and medium-sized enterprises whose employees are supported in terms of implementation of projects in the public-private partnership formula | Number | ESF | Less developed regions  More developed regions | 953, of which:  - less developed regions: 823  - more developed regions: 130 | SL2014 | Ongoing monitoring |
| 4. | The Register of Development Services in operation | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |

#### Investment priority 8vii Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders

#### Specific objectives of IP 8vii

1. Standardisation of actions taken by labour market institutions
2. Professionalisation of the personnel of labour market institutions by improving the qualifications and competences of their key employees
3. Providing labour market institutions with information resources to increase their efficiency
4. Enhancement of the range and accuracy of activation offer for young people who are particularly disadvantaged on the labour market
5. Creation of the monitoring system for the effectiveness of labour market institutions

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8vii Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders.** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Standardisation of actions taken by labour market institutions** | | | | | | | | | | |
| 1. | Percentage of public employment services in which a pilot implementation of the developed procedures was completed | Less developed regions  More developed regions | per cent | Not applicable | 0 | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | Evaluation study | Annual |
| 2. | Percentage of Voluntary Labour Corps in which a pilot implementation of procedures related to implementation of tasks aimed at assisting persons who are particularly disadvantaged, exchange of information, cooperation with employers, was completed | Less developed regions  More developed regions | per cent | Not applicable | 0 | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | Evaluation study | Annual |
| 3. | Number of employment agencies in which a pilot implementation of procedures related to implementation of tasks aimed at assisting persons who are particularly disadvantaged, exchange of information, cooperation with employers, was completed | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 20, of which:  - less developed regions: 17  - more developed regions: 3 | Evaluation study | Annual |
| 4. | Number of training institutions where a pilot procedure for information exchange and cooperation with employers has been implemented | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 20, of which:  - less developed regions: 17  - more developed regions: 3 | Evaluation study | Annual |
| **Specific objective 2: Professionalisation of the personnel of labour market institutions by improving the qualifications and competences of their key employees** | | | | | | | | | | |
| 5 | Percentage of supported PES employees who acquired competences in solutions improving the effectiveness of services provided to unemployed persons | Less developed regions  More developed regions | Person | Not applicable | 0 | per cent | 2014 | 80%, of which:  - less developed regions: 80%  - more developed regions: 80% | SL2014 | Annual |
| 6. | Number of employees of the labour market institutions other than PES who acquired competences in solutions improving the effectiveness of services provided to unemployed persons | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | 1,900, of which:  - less developed regions: 1,642  - more developed regions: 258 | SL2014 | Annual |
| **Specific objective 3: Providing labour market institutions with information resources to increase their efficiency** | | | | | | | | | | |
| 7. | Percentage of public employment services using information on occupations developed under the programme | Less developed regions  More developed regions | per cent | Not applicable | 0 | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | SL2014 | Annual |
| 8. | Number of labour market institutions other than PES using information on occupations developed under the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 2,000, of which:  - less developed regions: 1,728  - more developed regions: 272 | SL2014 | Annual |
| 9. | Number of units forming public employment services whose employees, when working with clients, use forecasts of labour demand estimated using the tool developed under the programme | Less developed regions  More developed regions | Number | Not applicable | 202, of which:  - less developed regions: 175  - Mazowieckie Voivodeship: 27 | Number | 2014 | 360, of which:  - less developed regions: 311  - more developed regions: 49 | SL2014 | Annual |
| 10. | Number of implemented sets of recommendations developed for the policy for professional activation and employment for persons over 50 years of age | Less developed regions  More developed regions | Number | Not applicable | 1, of which:  - less developed regions: 1  - Mazowieckie Voivodeship: 1 | Number | 2014 | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Annual |
| **Specific objective 4: Enhancement of the range and accuracy of activation offer for young people who are particularly disadvantaged on the labour market** | | | | | | | | | | |
| 11. | Number of sets of recommendations (developed under partnerships) used by labour market institutions to support young people who are particularly disadvantaged on the labour market | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Annual |
| **Specific objective 5: Creation of the monitoring system for the effectiveness of labour market institutions** | | | | | | | | | | |
| 12. | Percentage of labour offices which use methodology developed under the programme to measure employment effectiveness | Less developed regions  More developed regions | per cent | Not applicable | 0 | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | SL2014 | Annual |
| 13. | Percentage of labour offices assessed in terms of the quality of services, using tools developed under the programme | Less developed regions  More developed regions | per cent | Not applicable | 0 | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | SL2014 | Annual |
| 14. | Number of labour market institutions other than PES in which a pilot monitoring of activities was carried out using the developed tools | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 40, of which:  - less developed regions: 35  - more developed regions: 5 | SL2014 | Annual |

#### Description of actions to be implemented under IP 8vii

The projects under investment priority 8vii address the problems of labour market institutions presented in the diagnostic part. Increased result orientation; approach ensuring respect for needs and capacity of labour market institutions’ clients, understood not only as job-seekers, but also employers; and building widely understood partnerships to reach out to potential clients, unregistered, so far, in labour offices’ registers as well as extending the possibility to address their needs – these are the main challenges for the modernisation of labour market institutions. The above-mentioned challenges listed, among others, in the PES 2020 Vision are reflected in the following specific objectives for which improvement of the quality of actions offered to widely understood labour market institutions’ clients is the common denominator.

Given the necessity to ensure the highest possible efficiency of actions as well as in view of past experience related to the ESF implementation in Poland, actions undertaken in this area will be subject to cyclical evaluation which will cover such elements as PES effectiveness, pro-client approach of PES, procedures for delegating tasks to external entities, as well as other elements influencing the effectiveness of actions undertaken by PES. The projects under IP 8vii will be divided into projects with a relatively low budget and short time horizon, which will allow for sequential implementation of the assumed objectives, taking into account the cyclical evaluation of effects achieved at individual stages.

**Types of projects and examples of actions under IP 8vii:**

**Under objective 1 *Standardisation of actions taken by labour market institutions***

* Development of the model procedures for labour market institutions’ activities in terms of:
* delegation of tasks by PES to other entities;
* implementation of tasks for the benefit of persons particularly disadvantaged on the labour market, taking into account their distance from the labour market and readiness to enter or return to the labour market;
* exchange of information between labour market institutions;
* cooperation with employers.

The procedures which strategic documents (HCDS, “Self-assessment results”) require to develop due to new solutions implemented by i.a. the amended Act on employment promotion (...) will contribute to increasing employment effectiveness of labour market institutions and to following a more client-oriented approach. The outsourcing of tasks will relieve the burden on PES and will allow them to focus more comprehensively on a smaller group of clients, on the one hand, and will ensure wider access of the unemployed to services provided on the market, based on uniform standards in approach to clients, regardless of the institution which delivers the activation services, on the other hand.

An added value of procedures for exchanging information between labour market institutions will be the possibility to disseminate good practices, which will increase the quality of actions of those institutions, but will also contribute to initiation of partnership, the need of which has been identified in *PES 2020 Vision*.

The obligation to develop and provide a model procedure for cooperation with employers is closely related to the need to intensify actions for development of cooperation between PES and employers, which, in consequence, will allow PES to acquire more vacancies which can be offered to the unemployed and job-seekers. This approach requires developing a uniform marketing strategy for PES in terms of establishing and maintaining contacts with employers.

- Building institutional and organisational capacity of the EURES network

In order to ensure equal access to standardised universal EURES services[[99]](#footnote-99) in all regions of Poland, strengthening of institutional and organisational capacity of the EURES network will be ensured and supervised by the National EURES Coordination Office.[[100]](#footnote-100)

**Under objective 2 *Professionalisation of the personnel of labour market institutions by improving the qualifications and competences of their key employees***

* Trainings for key and professional personnel of labour market institutions, concerning only:
* changes related to the amendment of 2014 (including in particular the possibility to use new instruments and services, such as training and employment vouchers, grants for teleworking) and future amendments to the Act on employment promotion and labour market institutions;
* individualisation of support provided to the unemployed, job seekers and employers by PES employees who perform the function of a client counsellor;
* professionalisation of services provided to persons most disadvantaged on the labour market, including better preparation of employees to provide services to such persons (excluding trainings which are not directly related to tasks performed on their positions);
* provision of services within the EURES network which are to be financed by Member States as a result of reforming the rules of the EURES network functioning.

The above trainings will be addressed only to the employees of labour market institutions who have direct contact with clients. Key PES employees mean persons performing the tasks of job agent, career counsellor, career development specialist, programme specialist, advisor and EURES assistant. Competences acquired during the trainings will be confirmed by a relevant certificate and will have a direct impact on improvement of effectives of services provided to persons who are not in employment. Trainings will be organised using the training modules developed under OP HC, excluding those that are incompliant with legal instruments introduced by the amendment to the Act on employment promotion.

**Under objective 3 *Providing labour market institutions with information resources to increase their efficiency***

* Developing, supplementing and updating information about occupations and its dissemination using modern communication tools

Information on occupations is necessary to make decisions on the choice of a job or employment, acquiring new competences or changing professional qualifications. It also allows to adjust the trainings contracted by labour offices to labour market needs. Occupation information may include information on tasks and actions, work conditions, psychological and physical conditions, required competences and qualifications, or employment opportunities. Previously (under 2004-2006 and 2007-2013 financial perspectives) the above information was prepared for 550 occupations, some of which need updating. Amendments to the Ordinance of the Minister of Labour and Social Policy *on classification of occupations and specialties for the needs of the labour market and the scope of its application* introduce changes to the classification of occupations for which such information is prepared. The Polish classification of occupations and specialties has been drawn up based on ISCO-08 and complies with the ESCO classification. Due to the need to update and expand the existing resources, in the years 2014-2020 occupation information will be prepared for 1000 occupations. It will be used by clients and employees of public employment services and other labour market institutions.

* The development of the existing tool for labour demand forecasting, allowing to adjust the tool to the needs of labour market institutions, and its integration with other existing forecasting tools and databases

The labour demand forecasting system was developed under the project co-financed from the ESF under the 2007-2013 financial perspective. The system generates employment forecasts by voivodeship, occupation and sector. To increase the usefulness of the system to make efficient interventions on the labour market at the local level, a method for disaggregating the forecast to the poviat level will be developed. The tool will be expanded to include estimates by PKD (Polish Classification of Activities) sections and to individualise the assumptions used in forecasts. It will be integrated with other forecasting tools and databases (i.a. with the description of qualification and competence requirements for individual occupations or information about the number of graduates). As a result, the tool will allow to provide labour market institutions with information resources to implement more efficient actions on local labour markets.

* Support for panel surveys of people aged 50 and over, under an international project entitled Survey of Health, Ageing and Retirement in Europe (SHARE)

Pursuant to the Partnership Agreement, persons aged 50+ are one of the most disadvantaged groups on the labour market. To provide efficient support to such persons, labour market institutions must have appropriate knowledge and tools to make right decisions on the offer addressed to individuals aged 50+. The SHARE results will be used to determine the lines of actions to support people aged 50+, including to formulate recommendations for labour market institutions.

**Under objective 4 *Enhancement of the range and accuracy of activation offer for young people who are particularly disadvantaged on the labour market***

* Reaching out to young persons most disadvantaged in life and on the labour market, who are not registered with PES, formulating proposals for actions addressed to those persons and recommendations for project selection criteria that would reflect the needs of local and regional employers and possibilities and capacities of activated people. The above actions are implemented by intersectoral cooperation networks involving e.g. social partners, non-governmental organisations, education system entities, local government organisations and labour market institutions.

The aim of the above measure is to reach the largest possible number of people from the target group of axis I *Support for young people on the labour market*, who are disadvantaged on the labour market (in particular those not in employment, education or training, who are not registered in poviat labour offices), and to formulate criteria in competitions for activation of the above target group. To ensure maximum effectiveness of support under axis I, i.e. to ensure that it results in employment or continued education of the activated person, it is necessary to appropriately identify the needs and potential of the said person and also to reliably analyse the needs and capacities of local employers. The above may be achieved only if various stakeholders, operating at the regional and local level in the area of labour market, are involved.

**Under objective 5*Creation of the monitoring system for the effectiveness of labour market institutions***

Providing labour market institutions with standardised operating procedures and tools enhancing the quality of their work, and the professionalisation of labour market institutions’ personnel, are aimed at improving the effectiveness of actions of these institutions. An element which binds together intervention planned under other specific objectives is the creation of the monitoring system for actions, which will comprise the currently used monitoring tools (such as monitoring of employment effectiveness and monitoring of cost-effectiveness) and additional system elements that are necessary to monitor the effectiveness of actions of various institutions, within various time limits and with regard to various types of customers (the unemployed vs. employers). The lacking elements of the system are included in the three following types of operations.

* Developing the methodology and implementing the monitoring of employment effectiveness of basic forms of promoting the activity of the unemployed within a period longer than 12 months from completion of actions by a labour office

The methodology will serve as the basis for measuring employment and cost effectiveness within a period longer than 12 months and will consist in analysing the effectiveness of promoting the labour market participation of the unemployed by poviat labour offices, financed from the Labour Fund, in terms of individual target groups, excluding the alleged employment and short-term “one-day” employment. The tool will be complementary to the already created and used methodology for measuring employment effectiveness after 3 months from the end of support. The methodology of measuring the effectiveness within a period longer than 12 months is necessary for the tool to be complete and short the long-term effect of support.

The new tool will allow to measure the effectiveness of poviat labour offices’ actions after 3 and after subsequent 12 months (after 15 months). It may include the new definition of employment, which assumes at least 30-day duration of employment, and use the data of activated persons provided by the Social Insurance Institution.

The new methodology will allow to fulfil the obligation stemming from the Act on employment promotion and labour market institutions, which concerns the annual publication by the Ministry of Labour and Social Policy of the effects of activation measures of public employment services.

The indicators obtained thanks to the new methodology may serve:

* to implement solutions related to co-financing (from the Labour Fund) of salaries of poviat labour offices’ employees, by linking a part of those funds with the effectiveness of activation activities of those offices;
* to provide the Minister of Labour and Social Policy with important information to formulate the labour market policy and to determine the funds for activation programmes;
* to provide voivodeship labour offices with information about the programmes implemented in the regions;
* to analyse the obtained effects and to plan future actions by poviat labour offices;
* to help the Minister of Finance draft the budget bill;
* to identify difficulties on local labour markets.
* Development and implementation of tools to assess the quality of services provided by public employment services, i.e. labour office client satisfaction, individualisation of service, simplified system of permitting foreigners to work

Apart from the necessity to reliably measure the employment efficiency of PES, actions of those institutions must also be evaluated by their clients. Therefore, a tool must be developed for external monitoring (from the perspective of the client) of PES work. An important feature of the tool will be an element related to evaluation of PES by employers who are important clients of those services. The tool will serve to make decisions on improving the functioning of PES, according to expectations and needs of various types of clients.

* Development and pilot implementation of tools to monitor actions (including evaluation of the EURES network) of labour market institutions other than public employment services, e.g. non-governmental organisations

A tool to measure the effectiveness of institutions other than PES is an indispensable element of the monitoring system for labour market institutions. In addition, contrary to earlier discussed methodologies which focus on analysing cost and employment effectiveness, the said tool will be used to monitor actions from a wider perspective, i.e. not only in terms of effectiveness of disbursed funds, but also in terms of methods of work, individualisation of work with clients, tools used or analyses performed.

**Main types of beneficiaries under IP 8vii:**

* minister responsible for labour, family and social security;
* local government units and their organisational units;
* nationwide unions and associations of local government units.

**Main target groups under IP 8vii:**

* local government units and their organisational units;
* labour market institutions;
* public employment services;
* non-public employment services;
* Voluntary Labour Corps;
* social partners.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8vii Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders.** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of developed model procedures for actions | Number | ESF | Less developed regions  More developed regions | 4, of which:  - less developed regions: 3  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 2. | Number of employees of public employment services supported under the programme | Person | ESF | Less developed regions  More developed regions | 4,583, of which:  - less developed regions: 3,960  - more developed regions: 623 | SL2014 | Ongoing monitoring |
| 3. | Number of employees of labour market institutions other than PES, supported under the programme | Person | ESF | Less developed regions  More developed regions | 2,000, of which:  - less developed regions: 1,728  - more developed regions: 272 | SL2014 | Ongoing monitoring |
| 4. | Number of occupations for which information resources were developed under the programme | Number | ESF | Less developed regions  More developed regions | 1,000, of which:  - less developed regions: 864  - more developed regions: 136 | SL2014 | Ongoing monitoring |
| 5. | Tool for forecasting demand for labour, extended under the programme | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 6. | Number of developed sets of recommendations for the policy for promoting labour force participation and employment of persons over 50 years of age | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 7. | Number of partnerships (operating locally and regionally in the area of labour market) which developed sets of recommendations for activation of young people most disadvantaged on the labour market | Number | ESF | Less developed regions  More developed regions | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 8. | Developed methodology of employment effectiveness monitoring for labour offices | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 9. | Number of tools for evaluating the quality of services of labour offices, developed under the programme | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 10. | Tool for monitoring the actions of labour market institutions, developed under the programme | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |

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#### Investment Priority 9i. Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

#### Specific objectives of IP 9i

1. Strengthening the monitoring and evaluation of the policy for social inclusion and combating poverty
2. Strengthening the capacity of institutions acting for social inclusion
3. Increasing the opportunities of employment for persons at a particular risk of social exclusion
4. Increasing the capacity of public policy actors to implement the provisions of the UN Convention on the Rights of Persons with Disabilities
5. Improving the quality of actions implemented by public and non-public entities for social and professional activation of disabled persons

#### Result indicators of IP 9i

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9i. Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability** | | | | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | | **Baseline year** | **Target value (2023)** | | **Source of data** | **Frequency of reporting** | |
| **Objective 1 Strengthening the monitoring and evaluation of the policy for social inclusion and combating poverty** | | | | | | | | | | | | | |
| 1. | Number of areas of the policy for social inclusion and combating poverty, for which a set of recommendations has been prepared as a result of the ESF support | Less developed regions  More developed regions | Number | Not applicable | 3, of which:  - less developed regions: 3  - more developed regions: 0 | Number | | 2014 | 6, of which:  - less developed regions: 5  - more developed regions: 1 | | SL2014 | Annual | |
| 2 | Number of local government units which used the developed tool to improve the quality of the strategy for solving social problems | Less developed regions  More developed regions | Number | Not applicable | 500, of which:  - less developed regions: 432  - more developed regions: 68 | Number | | 2014 | 2,479, of which:  - less developed regions: 2,142  - more developed regions: 337 | | SL2014 | Annual | |
| **Objective 2 Strengthening the capacity of institutions acting for social inclusion** | | | | | | | | | | | | | |
| 3. | Number of key employees of social assistance and social integration institutions who, as a result of the ESF support, acquired competences in the area of actions for persons at risk of poverty or social exclusion | Less developed regions  More developed regions | Person | Not applicable | 28,037, of which:  - less developed regions: 24,224  - more developed regions: 3,813 | Person | | 2014 | 3,489, of which:  - less developed regions: 3,014  - more developed regions: 475 | | SL2014 | Annual | |
| 4. | Number of key employees of social assistance and social integration institutions who acquired qualifications as a result of the ESF support | Less developed regions  More developed regions | Person | Not applicable | 28,037, of which:  - less developed regions: 24,224  - more developed regions: 3,813 | Person | | 2014 | 2,338, of which:  - less developed regions: 2,020  - more developed regions: 318 | | SL2014 | Annual | |
| 5. | Number of new occupational specialties pertaining to social work, introduced to the education system | Less developed regions  More developed regions | Number | Not applicable | 10, of which:  - less developed regions: 9  - more developed regions: 1 | Person | | 2014 | 3, of which:  - less developed regions: 2  - more developed regions: 1 | | SL2014 | Annual | |
| 6. | Number of social and professional re-integration entities, established partly as a result of dissemination activities of the cooperation network | Less developed regions  More developed regions | Number | Not applicable | 324, of which:  - less developed regions: 280  - more developed regions: 44 | Number | | 2014 | 32, of which:  - less developed regions: 28  - more developed regions: 4 | | SL2014 | Annual | |
| 7. | Number of local government units, where a pilot model of cooperation of social assistance and integration institutions and entities of other sectoral policies has been implemented | Less developed regions  More developed regions | Number | Not applicable | 39, of which:  - less developed regions: 34  - more developed regions: 5 | Number | | 2014 | 150, of which:  - less developed regions: 130  - more developed regions: 20 | | SL2014 | Annual | |
| 8. | Number of social assistance organisational units, where, as a result of the ESF support, the tasks related to administrative proceedings were separated from social work and provision of social services | Less developed regions  More developed regions | Number | Not applicable | 0 | Per cent | | 2014 | 100%  of which:  - less developed regions: 100%  - more developed regions: 100% | | SL2014 | Annual | |
| 9. | Number of institutions prepared to implement the model, in terms of preparation of persons at risk of social exclusion, to provide social services | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | | 2014 | 15, of which:  - less developed regions: 13  - more developed regions: 2 | | SL2014 | Annual | |
| 10. | Number of key employees of social assistance and integration institutions who obtained accreditation or certification as a result of the ESF support | Less developed regions  More developed regions | Number | Not applicable | 0 | Per cent | | 2014 | 70%, of which:  - less developed regions: 70%  - more developed regions: 70% | | SL2014 | Annual | |
| **Objective 3 Increasing the opportunities of employment for persons at a particular risk of social exclusion** | | | | | | | | | | | | | |
| 11. | Number of the Roma people in employment after leaving the programme (including self-employment) | Less developed regions  More developed regions | Person | Not applicable | 28%, of which:  - less developed regions: 28%  - more developed regions: 28% | Per cent | | 2013 | 28%, of which:  - less developed regions: 28%  - more developed regions: 28% | | SL2014 | Annual | |
| 12. | Number of prisoners and former prisoners in employment after leaving the programme (including self-employment) | Less developed regions  More developed regions | Person | Not applicable | 56%, of which:  - less developed regions: 56%  - more developed regions: 56% | Per cent | | 2013 | 56%, of which:  - less developed regions: 56%  - more developed regions: 56% | | Evaluation study | Twice | |
| **Objective 4 Increasing the capacity of public policy actors to implement the provisions of the UN Convention on the Rights of Persons with Disabilities** | | | | | | | | | | | | | |
| 13. | Number of institutions which used the developed recommendations to introduce changes to the tasks performed | Less developed regions  More developed regions | Number | Not applicable | 0 | | Number | 2014 | 400, of which:  - less developed regions: 346  - more developed regions: 54 | SL2014 | | Annual |
| 14. | Percentage of recommendations on adjustment of public policies to the provisions of the UN Convention on the Rights of Persons with Disabilities, adopted by the PA Coordination Committee | Less developed regions  More developed regions | Per cent | Not applicable | 0 | | Per cent | 2014 | 85%, of which:  - less developed regions: 85%  - more developed regions: 85% | SL2014 | | Annual |
| 15. | Number of persons participating in the process of formulation and implementation of public policies, who, as a result of the ESF support, acquired competences in the area of ensuring equal opportunities and accessibility for persons with disabilities | Less developed regions  More developed regions | Person | Not applicable | 0 | | Person | 2014 | 720, of which:  - less developed regions: 622  - more developed regions: 98 | SL2014 | | Annual |
| **Objective 5 Improving the quality of actions implemented by public and non-public entities for social and professional activation of disabled persons** | | | | | | | | | | | | | |
| 16. | Number of implemented instruments supporting employment of disabled persons and their remaining on the labour market | Less developed regions  More developed regions | Number | Not applicable | 1, of which:  - less developed regions: 1  - more developed regions: 1 | | Number | 2014 | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | | Annual |
| 17. | Number of changes introduced to social rehabilitation instruments for disabled persons | Less developed regions  More developed regions | Number | Not applicable | 0 | | Number | 2014 | 4, of which:  - less developed regions: 3  - more developed regions: 1 | SL2014 | | Annual |
| 18. | Number of implemented instruments allowing to precisely identify the persons to whom, due to their disability, the support instruments should be addressed | Less developed regions  More developed regions | Number | Not applicable | 0 | | Number | 2014 | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | | Annual |
| 19. | Number of persons from the personnel of public and non-public entities acting for disabled persons, who, as a result of the ESF support, acquired competences in the area of organisational and legal changes | Less developed regions  More developed regions | Person | Not applicable | 0 | | Person | 2014 | 6,611, of which:  - less developed regions: 5,712  - more developed regions: 899 | SL2014 | | Annual |
| 20. | Number of employers among whom the model of support for disabled persons at work has been disseminated | Less developed regions  More developed regions | Number | Not applicable | 0 | | Number | 2014 | 100,000, of which:  - less developed regions:  86,400  - more developed regions:  13,600 | SL2014 | | Annual |
| 21. | Number of implemented standards for assistant services provided to disabled persons | Less developed regions  More developed regions | Number | Not applicable | 0 | | Number | 2014 | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | | Annual |

#### Description of actions to be implemented under IP 9i

**Types of projects and examples of actions under IP 9i:**

**Under objective 1 *Strengthening the monitoring and evaluation of the policy for social inclusion and combating poverty***

* Development and implementation of a tool for aggregating, analysing and monitoring (at the national level) of data from the assessment of social assistance resources, carried out at the level of local government units.

The action is a subsequent stage of building a coherent system for social assistance monitoring (both with regard to resources of social assistance institutions and in terms of assistance provided by those institutions). During the first stage, a tool (developed under OP HC) was implemented to monitor social assistance at the local and regional level, in the form of assessment of social assistance resources, and regional social integration observatories were established. However, the existing tools, developed under OP HC, must be supplemented with a new element, i.e. tools allowing to aggregate data from the assessment of social assistance resources at the national level. The new tools will streamline the management of the policy for reducing poverty and social exclusion from the national level. It will be used for comparing resources in social assistance in territorial terms, for formulating recommendations for regional and local policies in the area of policy for reduction of poverty and social exclusion, taking into account the specific characteristics of individual territories, for measuring how far they are from achieving the poverty reduction targets laid down at the national level (in particular in the Programme for Prevention of Poverty and Social Exclusion) and the European level (in the Europe 2020 strategy). The tools will also be used for determining and modifying the public intervention directions, also with regard to financing from the European Social Fund under regional operational programmes. The elements developed under the OP HC, supplemented with the new tool, will create a comprehensive monitoring system, enabling the Ministry of Labour and Social Policy to efficiently plan and implement social policy actions.

* Review of the strategies for solving social problems at the national level, development of a tool for local government units for strategic planning in the area of preventing poverty and social exclusion at the local level and provision of training and advisory support to those units to adjust those tools and adapt local strategies to objectives and lines of action specified in the National Programme for Prevention of Poverty and Social Exclusion and in other national documents.

The planned actions will improve the quality of local strategies for prevention of poverty and social exclusion and will increase their coherence with national and European objectives in the area of social exclusion and combating poverty, development of social services and the social economy sector, laid down in the National Programme for Prevention of Poverty and Social Exclusion and the National Programme for Social Economy Development.

The actions will be implemented using a tool for aggregation, analysis and monitoring, referred to in the section on the first type of operations. The implementation of the first and the second type of operations is integrated and the results of both contribute to important actions for social inclusion and combating poverty.

* Development, testing and implementation of a social transfer model and a tax system model supporting labour force participation and reducing poverty.

The actions in this regard will be implemented in cooperation with the minister responsible for public finance. The tax and benefit model will allow to streamline the ex-ante evaluation to determine potential financial consequences of amendments to legal acts regulating the social security system and of changes to the tax system in macro (financial consequences for the state budget) and micro (impact on income situation of households and poverty of households) terms. It will allow to analyse various scenarios of changes to the tax and benefit system and to select the most efficient one. With regard to the social security system, the model will be used in particular to plan the changes to the system of social assistance and family benefits. The model will also incorporate i.a. unemployment benefits, old-age and disability pensions, housing benefits or monetary benefits from social insurance due to illness and maternity. The tool will be used in particular to evaluate the results of verification of income criteria and amount of benefits.

The model will also enable the analysis of parameters related to work, such as minimum salary, amount of social insurance contributions and the basis for calculation of those contributions. In terms of taxes, it will include the scale, deductions and reliefs in personal income tax, value added tax and agricultural tax.

**Under objective 2 *Strengthening the capacity of institutions acting for social inclusion***

* Educational actions for key employees of social assistance and social integration institutions, including:
* Bachelor’s and master’s degree studies for social work assistants;
* first and second degree specialisations in the social worker profession;
* trainings in supervision;
* trainings in new organisational and legal solutions in social assistance.

The educational actions will be addressed only to those employees who have direct contact with clients. Key employees of social assistance and social integration institutions mean persons, in particular employed as social workers and social work assistants, providing activation services and other social services directly to people at risk of poverty and social exclusion.

The actions will allow to improve the education level of the personnel of social assistance and social integration institutions and will enable their further specialisation for working with individual target groups and using specific work methods and tools (including those developed under OP HC). The actions will contribute to individualisation of work with clients, adaptation of the offer to the needs of beneficiaries and to increasing its accuracy. This will translate into improved efficiency of assistance. The actions will also support changes in the social assistance system, resulting from the planned legal changes which assume the strengthening of prevention and activation functions of social assistance.

* Development, testing and implementation of education standards concerning three new specialties in social work, which are to be implemented as a result of planned changes to the social assistance system:
* social assistant work and social mediation,
* social service organiser,
* local community animator.

The introduction of new specialties to the educational system for social workers results from the need to extend the roles performed by social workers due to planned changes to the social assistance system. The changes include the strengthening of prevention and activation in the social assistance system. New specialties and uniform educational standards for those specialties will allow to prepare social workers to use new methods of prevention (social assistant work and social mediation) and activation (local community animator) and to organise social services (in relation to planned strengthening of those services in the social assistance system).

* Creation of a cooperation network for social and professional reintegration entities, social assistance institutions and labour market institutions, as well as non-governmental organisations, using regional cooperation platforms.

The actions will contribute to enhancing cooperation of centres of social integration and social integration clubs with social assistance and labour market institutions and non-governmental organisations, and the said cooperation will translate into an increased number of their initiatives, thus leading to a growth of the number of operating centres of social integration and social integration clubs. The actions will be implemented using solutions developed under the OP HC.

* Development and implementation of models of cooperation between social assistance and social integration institutions and actors of other sectoral policies, including social assistance, education, health, judiciary and police.

The work of individual institutions with persons at risk of poverty and social exclusion is less effective than integrated actions of various public services addressed to such persons. This concerns, in particular, the groups in the case of which the actions must cover several areas of life. The created cooperation models will contribute to more efficient actions for social inclusion and reduction of poverty, which belong to the competence of various institutions.

* Organisational improvements in organisational units of social assistance through orientation of actions at improving the services for clients.

The planned changes to the social assistance system, consisting in reformulation of social assistance objectives and targeting them at enhancing the role of prevention and activation measures and social services, provide the foundation for proposed organisational changes, mainly at the gmina and poviat level. The proposed changes also involve discretion for gmina and poviat governments in adjusting the internal structure of social assistance organisational units to separate the tasks related to administrative proceedings from social work and provision of social services.

Another planned change to the social assistance system is to allow non-public entities with the status of Social Service Agency to perform social services in the area of prevention, activation and intervention. The status of Social Service Agencies will be granted to i.a. non-governmental organisations, institutions specified in regulations on social employment and social cooperatives. The established entities will offer performance of selected social services for the local community, including in particular persons/families and children, to gmina governments. An important aspect is that Social Assistance Agencies will be able to offer social work to other institutions, including prison service units, schools and education system units and health care facilities (i.a. hospitals, nursing homes, care centres).

The actions planned under the project are to support organisational units of social assistance in separating social work and social services from purely administrative operations, in developing social services, and also in commissioning such tasks to Social Service Agencies.

* Development and dissemination of the model of cooperation between social employment institutions and other entities providing social services.

The planned actions will allow to create a model thanks to which centres of social integration and social integration clubs, as part of their reintegration activities, will more efficiently prepare persons at risk of poverty and social exclusion for the provision of social services, thanks to the developed methodology of preparing such persons for the provision of those services, and will cooperate on a permanent basis with local providers of social services, which will enhance the chances of persons leaving centres of social integration and social integration clubs to find employment.

* Preparation, testing and verification of the accreditation system for institutions acting for social inclusion and combating poverty: centres of social integration and social integration clubs, social service agencies and other new forms of institutions.

**Under objective 3 *Increasing the opportunities of employment for persons at a particular risk of social exclusion***

* Comprehensive actions to improve education and employment of the Roma community, and actions to eliminate the barriers to employment of the Roma and their integration with the majority community.
* Comprehensive actions to improve motivation and ability of persons serving a prison sentence to take up employment and their functioning in the society, and the development of cooperation and partnership in promoting the employment of those persons.

**Under objective 4 *Increasing the capacity of public policy actors to implement the provisions of the UN Convention on the Rights of Persons with Disabilities***

* Identification of legal, administrative and organisational barriers to implementation of provisions of the *UN Convention on the Rights of Persons with Disabilities* in terms of public policies, including also their complementarity and coherence, and the identification of desirable lines of action.
* Monitoring of activities of central and local government units in terms of rights of persons with disabilities.
* Formulation of recommendations on adjustment of public policies to the provisions of the *UN Convention on the Rights of Persons with Disabilities*, ensuring their complementarity and coherence.
* Enhancement of competences of persons participating in the process of formulating and implementing public policies in the area of ensuring equal opportunities and accessibility for persons with disabilities.

**Under objective 5 *Improving the quality of actions implemented by public and non-public entities for social and professional activation of disabled persons***

* Development and implementation of instruments supporting employment of disabled persons and their remaining on the labour market:
* Instrument to support employers in adjusting to employ disabled persons, recruit disabled employees and retain them in employment by reducing the consequences of disability;
* Instrument to support disabled persons in finding employment, including in transfer from social to professional rehabilitation;
* Instrument to support disabled persons in starting their own business activity.
* Revision and extension of the existing statutory solutions implemented by public and non-public entities for social inclusion of disabled persons and development of new solutions in this regard.
* Review of the disability evaluation system and preparing recommendations for changes allowing to precisely identify the persons to whom, due to their disability, the support instruments should be addressed.
* Training activities in relation to organisational and legal changes for members of disability evaluation teams (only after the introduction of changes to the disability evaluation system) and for the personnel of other public and non-public entities acting for disabled persons, including occupational therapy workshops.

The planned actions do not include trainings for persons appointed to evaluation teams pursuant to the currently binding regulations, since such trainings are and will be financed from national funds only. Training support for members of evaluation teams is provided for, but only in terms of changes in the disability evaluation system which are to enable more accurate identification of disabled persons in need of support.

* Development and dissemination, in cooperation with social partners, of a model of supporting disabled persons in the work environment.
* Development, testing, implementation and dissemination of the standard of assistant services for disabled persons, with the provision of such services by persons aged 50+, including the development of tools for recruitment and training required for provision of such services.

**Main types of beneficiaries under IP 9i:**

* minister responsible for labour, family and social security;
* Government Plenipotentiary for Equal Treatment;
* Government Plenipotentiary for Disabled People;
* Central Board of Prison Service;
* local government units and their organisational units;
* nationwide unions and associations of local government units;
* non-governmental organisations.

**Main target groups under IP 9i:**

* public and non-public institutions acting for persons, families, groups and local communities affected by or at risk of poverty and social exclusion;
* entities responsible for creating, implementing and monitoring public and regional policies in the field of social inclusion and combating poverty, as well as controlling and supervising these policies;
* persons serving a prison sentence;
* the Roma community;
* non-governmental organisations;
* employers and their employees.

#### Description of the planned use of financial instruments

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9i. Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Developed tool for aggregating, analysing and monitoring (at the national level) of data from the assessment of social assistance resources, carried out at the level of local government units | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 2. | Number of developed social transfer models and tax system models | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 3. | Developed tool for improving the quality of local and regional strategies for solving social problems | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 4. | Number of employees of local government units who received training and advisory support | Person | ESF | Less developed regions  More developed regions | 4,958, of which:  - less developed regions: 4,284  - more developed regions: 674 | SL2014 | Ongoing monitoring |
| 5. | Number of key employees of social assistance and social integration institutions who received support under the programme | Person | ESF | Less developed regions  More developed regions | 6,134, of which:  - less developed regions: 5,300  - more developed regions: 834 | SL2014 | Ongoing monitoring |
| 6. | Number of developed education standards for new professional specialties in social work | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 7. | Number of established nationwide cooperation networks | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 8. | Number of developed models of cooperation between social assistance and social integration institutions and actors of other sectoral policies | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 9. | Number of social assistance organisational units supported with the aim to change the organisational system | Number | ESF | Less developed regions  More developed regions | 200, of which:  - less developed regions: 173  - more developed regions: 27 | SL2014 | Ongoing monitoring |
| 10. | Developed model of cooperation of social employment institutions with other entities providing social services | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 11. | Number of social assistance and social integration institutions supported to obtain accreditation or certification | Number | ESF | Less developed regions  More developed regions | 150, of which:  - less developed regions: 130  - more developed regions: 20 | SL2014 | Ongoing monitoring |
| 12. | Number of the Roma supported under the programme | Person | ESF | Less developed regions  More developed regions | 3,086, of which:  - less developed regions: 2,666  - more developed regions: 420 | SL2014 | Ongoing monitoring |
| 13. | Number of prisoners supported under the programme | Person | ESF | Less developed regions  More developed regions | 23,244, of which:  - less developed regions: 20,083  - more developed regions: 3,161 | SL2014 | Ongoing monitoring |
| 14. | Number of institutions where tasks were reviewed in terms of adjustment to the provisions of the UN Convention on the Rights of Persons with Disabilities | Number | ESF | Less developed regions  More developed regions | 400, of which:  - less developed regions: 346  - more developed regions: 54 | SL2014 | Ongoing monitoring |
| 15. | Number of public policies, corresponding to government administration sections, for which recommendations were developed for adjustment of the policies to the provisions of the UN Convention on the Rights of Persons with Disabilities | Number | ESF | Less developed regions  More developed regions | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 16. | Number of persons participating in the process of formulation and implementation of public policies supported under the programme, in the area of ensuring equal opportunities and accessibility for persons with disabilities | Person | ESF | Less developed regions  More developed regions | 800, of which:  - less developed regions: 691  - more developed regions: 109 | SL2014 | Ongoing monitoring |
| 17. | Number of developed instruments supporting employment of disabled persons and their remaining on the labour market | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 18. | Number of analyses of statutory solutions regarding social rehabilitation of disabled persons | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 19. | Number of developed instruments allowing to precisely identify the persons to whom, due to their disability, the support instruments should be addressed | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 20. | Number of persons from the personnel of public and non-public entities acting for disabled persons, supported under the programme | Person | ESF | Less developed regions  More developed regions | 7,345, of which:  - less developed regions: 6,346  - more developed regions: 999 | SL2014 | Ongoing monitoring |
| 21. | Developed model of support for disabled persons in the work environment | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 22. | Number of developed standards for assistant services provided to disabled persons | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |

#### Investment Priority 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest

#### Specific objectives of IP 9iv:

1. Enhancing the competences of representatives of local government units and personnel of the family support and foster care system
2. Standardisation of the quality of assistance and nursing services for persons with various degrees of dependency
3. Development of assisted housing forms as deinstitutionalised forms for persons at risk of social exclusion

#### Result indicators of IP 9iv:

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest** | | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator (from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Objective 1 Enhancing the competences of representatives of local government units and personnel of the family support and foster care system** | | | | | | | | | | | |
| 1. | Number of the representatives of local governments at the level of gmina and poviat who improved their competences in terms of deinstitutionalisation of foster care | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | | 4,560  of which:  - less developed regions: 3,940  - more developed regions: 620 | SL2014 | Annual |
| 2. | Number of employees of institutions of the family support and foster care system, who improved their competences in terms of family support and the foster care system | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | | 19,000  of which:  - less developed regions: 16,416  - more developed regions: 2,584 | SL2014 | Annual |
| **Objective 2 Standardisation of the quality of assistance and nursing services for persons with various degrees of dependency** | | | | | | | | | | | |
| 4. | Number of persons who participated in trainings in assistance and nursing services, in line with the developed education standards and service standards, as an effect of implementation of the developed standards | Less developed regions  More developed regions | Person | Not applicable | 3,284, of which:  of which:  - less developed regions: 2,837  - more developed regions: 447 | Person | | 2014 | 840  of which:  - less developed regions: 726  - more developed regions: 114 | SL2014 | Annual |
| 5 | Number of poviats where model solutions for care supporting professional activity and for reduction of poverty were tested | Less developed regions  More developed regions | Number | Not applicable | 6, of which:  - less developed regions: 5  - more developed regions: 1 | Number | | 2014 | 6, of which:  - less developed regions: 5  - more developed regions: 1 | SL2014 | Annual |
| **Objective 3 Development of assisted housing forms as deinstitutionalised forms for persons at risk of social exclusion** | | | | | | | | | | | |
| 6. | Number of gmina local government units which implemented deinstitutionalisation standards under pilot projects | Less developed regions  More developed regions | Number | Not applicable | 17, of which:  - less developed regions: 15  - more developed regions: 2 | Number | | 2014 | 30, of which:  - less developed regions: 26  - more developed regions: 4 | SL2014 | Annual |

#### Description of actions to be implemented under IP 9iv

**Types of projects and examples of actions under IP 9iv:**

**Under objective 1 *Enhancing the competences of representatives of local government units and personnel of the family support and foster care system***

* Development of a tool for verification of solutions regarding deinstitutionalisation of foster care in poviats, along with identification of the status of changes implemented in poviat governments, and a final report with recommendations to be used for training of local authorities.
* Trainings for local authorities at the gmina and poviat level in deinstitutionalisation of foster care, including in prevention measures and the foster care system.

The planned actions are to intensify the process of deinstitutionalisation of foster care understood, first, as preventing the separation of a child from its family and the child’s placement in foster care, and, second, as reducing the number of institutional forms of foster care and improving the quality of care for children in the existing, institutional forms of foster care (i.e. by reducing the maximum number of children in individual care facilities and increasing the age of children in those facilities) and developing the family forms of foster care. The training activities will primarily focus on providing practical knowledge necessary to implement deinstitutionalised forms at the local level. The training support will be addressed to local governments, i.e. the key decision-makers having an influence on building the strategy for gmina and poviat in the field of the prevention of placing children in foster care, as well as transition from institutional care to family foster care. These actions will be undertaken in parallel with actions financed from the national public funds and will constitute their supplementation necessary to intensify actions aimed at deinstitutionalisation of foster care.

* The trainings for personnel of the family and foster care support system in terms of implementation of the Act on Family Support and Foster Care System.

Actions aimed at increasing competences of the personnel in supporting the family and foster care will be carried out in parallel with actions aimed at deinstitutionalisation of services. This will influence the quality and effectiveness of services offered to families and children placed in foster care. The training support will be addressed only to the key employees of the family and foster care support system, who should be understood as employees substantially responsible for working with family and children.

**Under objective 2 *Standardisation of the quality of assistance and nursing services for persons with various degree of dependency***

* Developing, testing and implementing (including disseminating) the standards of services, including verifying the educational standards for personnel providing assistance and nursing services to the elderly with various degree of dependency in their place of residence, including providing these services by persons aged 50+. Developing educational standards for assistance and nursing services provided to the elderly with various degree of dependency in their place of residence (in relation to developed standards).

The planned actions should support the process of developing services provided for dependant elderly people enabling them to live independently in the domestic environment without the necessity to place them in institutions. Under the OP HC, the standard for nursing service provided in the place of residence of elderly person was created, however, this standard was supposed to match the already existing solutions in the social assistance system. The planned actions go beyond the social assistance system, thus opening to the so-called open market of services. They will allow to create the standard for qualification of professions in the field of the assistance services for the elderly and to define the standard of these services depending on psychophysical condition of the dependent person. The development of professions, which are assisting and supporting the social assistance system and the health care system (medical services, long-term care services), is crucial for prevention in health care and maintaining the independence of the elderly for as long as possible. These services are expected to be provided at home in line with the principles of deinstitutionalisation.

* Developing and testing model solutions in terms of care provision, which support labour force participation and reduce poverty.

The planned actions will constitute the second stage of actions launched under the OP HC in the project “Formal and informal care facilities in Poland”. Under this project, a comprehensive diagnosis of the demand for care and on delivery (supply) of care in Poland, along with recommendations concerning the possibilities of developing the welfare system in Poland in the years 2015–2020, will be developed. Therefore, the aim of this project is to analyse the demand for care services and to assess whether and to what extent the tools used by social assistance and social integration institutions fulfil the needs of the population in this regard and to identify possibilities for applying new solutions in the area of care provision. The results of the project will constitute a starting point for developing and testing new solutions in the area of care, which are planned under the OP KED as a logical continuation of actions initiated under the OP HC. The results developed under the OP HC project will be used in the work on model solutions in the area of care planned under the OP KED. The model solutions will relate to child care and care for adults, in particular the elderly. They will in particular test the possibility to enhance the role of local communities in organising and providing this type of services.

**Under objective 3 *Development of assisted housing forms as deinstitutionalised forms for persons at risk of social exclusion***

* Developing standards and carrying out pilot projects in the field of assisted housing services for persons with specific needs, including the possibility to finance these solutions.

The planned actions include support for developing services provided to persons who are unable to lead a fully independent life in their own flat, but require additional services supporting their independence provided in assisted housing facilities, constituting a deinstitutionalised form. The standards will be developed for individual target groups, taking into account their needs and specific constraints. Therefore, the planned actions will serve individualisation of services in assisted housing facilities.

The envisaged actions do not include support for housing infrastructure, except for possible investments to adapt the existing infrastructure for provision of services in assisted housing facilities. However, such actions will be financed within the acceptable limit of cross-financing and in line with the rules concerning the application of this mechanism.

**Main types of beneficiaries under IP 9iv:**

* minister responsible for labour, family and social security;
* local government units and their organisational units;
* unions and associations of local government units.

**Main target groups under IP 9iv:**

* entities providing services for dependent persons;
* entities conducting activity in the area of social assistance and the family and foster care support system;
* entities responsible for creating, implementing and monitoring public and regional policies in the field of social inclusion and combating poverty, as well as controlling and supervising these policies;
* local government units and their organisational units.

#### Description of the planned use of financial instruments

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest.** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of representatives of local governments at the gmina and poviat level who received support in the framework of deinstitutionalisation of foster care | Person | ESF | Less developed regions  More developed regions | 4,800,  of which:  - less developed regions: 4,147  - more developed regions: 653 | SL2014 | Ongoing monitoring |
| 2. | The developed report from the studies carried out in poviats on deinstitutionalisation of foster care | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 3. | Number of employees of family support and foster care system institutions who received support in terms of family support and the foster care system | Person | ESF | Less developed regions  More developed regions | 20,000, of which:  - less developed regions: 17,280  - more developed regions: 2,720 | SL2014 | Ongoing monitoring |
| 4. | Number of developed standards for assistance and nursing services for persons with various degree of dependency | Number | ESF | Less developed regions  More developed regions | 7, of which:  - less developed regions: 6  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 5. | Number of developed educational standards for assistance and nursing services for persons with various degree of dependency | Number | ESF | Less developed regions  More developed regions | 7, of which:  - less developed regions: 6  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 6 | Number of developed model solutions in terms of providing care, which support labour force participation and reduce poverty | Number | ESF | Less developed regions  More developed regions | 2, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 7. | Number of developed standards for deinstitutionalisation of services | Number | ESF | Less developed regions  More developed regions | 8, of which:  - less developed regions: 7  - more developed regions: 1 | SL2014 | Ongoing monitoring |

#### Investment Priority 9v. Promoting social entrepreneurship and vocational integration in social enterprises and the social and solidarity economy in order to facilitate access to employment

#### Specific objectives of IP 9v:

1. Increasing the number of social economy entities using repayable financial instruments
2. Enhancing the support system for social economy entities

#### Result indicators of 9v

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9v. Promoting social entrepreneurship and vocational integration in social enterprises and the social and solidarity economy in order to facilitate access to employment.** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator (from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Objective 1 Increasing the number of social economy entities using repayable financial instruments** | | | | | | | | | | |
| 1. | Number of new jobs created in social economy entities | Less developed regions  More developed regions | Number | Not applicable | 40, of which:  - less developed regions: 35  - more developed regions: 5 | Number | 2014 | 1,250, of which:  - less developed regions: 1,080  - more developed regions: 170 | SL2014 | Annual |
| 2. | Number of new jobs created in social economy entities, existing for at least 30 months | Less developed regions  More developed regions | Number | Not applicable | 0 | per cent | 2014 | 40%, of which:  - less developed regions: 40%  - more developed regions: 40% | Evaluation study | Twice in the programming period |
| **Objective 2 Enhancing the support system for social economy entities** | | | | | | | | | | |
| 3. | Number of local government units at the regional level which benefited from counselling on a tool for creating social economy programmes | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 16, of which:  - less developed regions: 15  - more developed regions: 1 | SL2014 | Annual |
| 4. | Number of employees of social economy support centres who have increased competences in the field of service standards and public procurement as a result of the ESF support | Less developed regions  More developed regions | Person | Not applicable | 995, of which:  - less developed regions: 860  - more developed regions: 135 | Person | 2014 | 998, of which:  - less developed regions: 862  - more developed regions: 136 | SL2014 | Annual |
| 5. | Number of regional consultants prepared to provide services in terms of involvement in public procurement | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | 100, of which:  - less developed regions: 86  - more developed regions: 14 | SL2014 | Annual |
| 6. | Number of social economy support centres which have obtained accreditation for providing services to social economy entities | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 44, of which:  - less developed regions: 38  - more developed regions: 6 | SL2014 | Annual |
| 7. | Number of social economy entities associated in supra-regional networks | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 85, of which:  - less developed regions: 73  - more developed regions: 12 | SL2014 | Annual |
| 8. | Number of regions which have received a quality assurance certificate in the field of social economy | Less developed regions  More developed regions | Number | Not applicable | 34, of which:  - less developed regions: 29  - more developed regions: 5 | Number | 2014 | 350, of which:  - less developed regions: 302  - more developed regions: 52 | SL2014 | Annual |
| 9. | Number of social enterprises which increased the frequency of their participation public procurement procedures after leaving the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | per cent | 2014 | 50%, of which:  - less developed regions: 50%  - more developed regions: 50% | SL2014 | Annual |
| 10. | Number of schools in which a pilot educational package relating to the social economy has been implemented | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Annual |

#### Description of actions to be implemented under IP 9v

Types of projects and examples of actions under IP 9v:

**Under objective 1 *Increasing the number of social economy entities using repayable financial instruments***

* Supporting the social economy entities by means of repayable financial instruments, including i.a.:
* extending the lending offer;
* implementing the new repayable support offer for SEE development.

The diagnosis shows that social economy entities need access to repayable financing, which will enable their development and stable functioning. Therefore, the planned actions concern supporting the existing social economy entities and are to ensure their development or to consolidate their position on the market. The support offered under repayable financial instruments will lead to increasing the number of jobs for persons at risk of poverty and social exclusion, maintaining the existing jobs of these persons (which will protect persons at risk of poverty and social exclusion from losing their jobs and the supporting entities from the necessity to allocate funds and other resources for launching and conducting social and professional activation of these persons) or obtaining social benefits resulting from the planned activities. Therefore, the preferences in access to repayable instruments will be granted to social economy entities such as work integration social enterprises (in particular for maintaining the existing jobs) or the support will be linked with the obligation to create new jobs by certain types of SEE.

In parallel and complementary to actions taken for the existing social economy entities under the OP KED, regional operational programmes will provide for grants for creation of new social economy entities and jobs.

**Under objective 2 *Enhancing the support system for social economy entities***

* Equipping social enterprises with the knowledge and skills related to using the public procurement law.
* Creating and developing supra-regional networks of social economy entities, including partnerships, clusters, franchises (i.a. through supra-regional and branch meetings, conferences, seminars, fairs, counselling and trainings) and involving social economy entities in the already functioning networks, partnerships and clusters of economic entities operating on the commercial market.
* Building and developing the existing quality labels for social economy entities and local government units supporting the development of social economy.

The diagnosis of the condition of the social economy sector reveals a significant potential of this sector, but its importance for social and economic development remains invisible and undervalued. The position of social economy entities requires consolidation and increased visibility. Therefore, the planned actions are to strengthen sustainability and position of social economy entities, their ability to compete on the market (including public contracts) with the entities from outside the social economy sector and compete for contracts together with those entities. Other actions will thus also be taken:

* involving social economy entities in the already functioning networks, partnerships and clusters of economic entities operating on the commercial market;
* improving the visibility of social economy entities and their importance in the economy and increasing their credibility for business partners and customers.

Such actions will allow to increase demand for products and services offered by social economy entities.

* Coordination actions in the field of social economy are also planned, including:
* developing a concept for monitoring the condition of the social economy sector and implementing the created tool;
* developing a tool allowing to create social economy programmes at the regional and local level and counselling for regions in this regard;
* SESC networking and coordinating the cooperation of the SESC network with other networks e.g. the National Service Network, Agricultural Advisory Centres, Local Action Groups etc.;
* advocacy and counselling at the regional and supra-regional level in terms of cohesion of public policies in the field of social economy and cooperation with RCSP in this regard, i.a. developing recommendations and guidelines;
* improving cooperation mechanisms for management of public policies in the field of social economy (National Committee for Social Economy Development);
* developing and preparing for implementation the new offer of repayable support for development of social economy entities;
* increasing the competences of SESC personnel, including in terms of standards of SESC services, and preparing the SESC consultants to support social economy entities in applying for public procurement contracts.
* Actions for increasing the quality of social economy support services are also planned, including:
* evaluation and development of the existing accreditation system and its modification based on the conclusions from its evaluation;
* carrying out the accreditation process in the entities applying for accreditation, i.a. by covering audit costs.

The actions planned under the OP KED will improve the quality of services provided to social economy entities. Social economy support services will be financed under regional operational programmes.

The actions will increase the competences of SESC personnel in providing services compliant with the quality standards (developed under the OP HC). These standards are strongly oriented towards individualisation of support for social economy entities, which means that in order to meet the standards social economy support centres have to i.a. conduct actions based on demand for services, study customers’ needs, adapt the offer, monitor the satisfaction from the received support. The quality standards are accompanied by efficiency standards concerning i.a. jobs created for persons at risk of poverty and social exclusion, economization of non-governmental organisations, creation of social economy entities focused on reintegration, purchase of products and services of social economy entities by local government units.

The planned actions provide for assessment of the accreditation system functioning, including quality standards and their modification, if it will result from the conducted analysis of the system functioning. The accreditation process will enable periodic, systematic verification of meeting the standards by individual entities providing social economy support services.

At the same time, actions will be carried out aimed to strengthen the SESC personnel in providing social economy entities with individual counselling on acquiring contracts in public procurement procedures.

* Actions supporting education for development of social economy will include:
* developing the educational package for teachers and its pilot implementation;
* developing the programme for management and MBA studies in the field of social entrepreneurship.

**Main types of beneficiaries under IP 9v:**

* minister responsible for labour, family and social security;
* Bank Gospodarstwa Krajowego;
* social economy entities.

**Main target groups under IP 9v:**

* minister responsible for labour, family and social security;
* Regional Social Policy Centres;
* institutions supporting development of the social economy sector, including the Social Economy Support Centres;
* public and non-public social assistance and social integration institutions and labour market institutions;
* local government units and their organisational units;
* unions and associations of local government units;
* social economy entities and social enterprises;
* enterprises;
* non-governmental organisations.

#### Description of the planned use of financial instruments

Financial instruments for development and growth of employment in social economy entities, including social enterprises, are planned to be used. There are plans to develop the loan scheme (launched as a pilot project under the 2007–2013 financial perspective) and to introduce new repayable instruments, including the guarantee system, as well as innovative financial instruments (e.g. social venture capital). Bank Gospodarstwa Krajowego will be the manager of the fund of funds managing the financial instruments. The amount of EUR 42,525,000 will be allocated for implementation of repayable instruments.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9v. Promoting social entrepreneurship and vocational integration in social enterprises and the social and solidarity economy in order to facilitate access to employment** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of social economy entities which benefited from repayable financial instruments under the programme | Number | ESF | Less developed regions  More developed regions | 2,030, of which:  - less developed regions: 1,754  - more developed regions: 276 | SL2014 | Ongoing monitoring |
| 2. | Number of developed tools for monitoring the social economy sector at the central level and coordination at the regional and local level | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 3. | Number of employees of social economy support centres who received support in the field of service standards and public procurement | Person | ESF | Less developed regions  More developed regions | 1,050, of which:  - less developed regions: 907  - more developed regions: 143 | SL2014 | Ongoing monitoring |
| 4. | Number of audits conducted in social economy support centres in order to obtain accreditation | Number | ESF | Less developed regions  More developed regions | 630, of which:  - less developed regions: 544  - more developed regions: 86 | SL2014 | Ongoing monitoring |
| 5. | Number of clusters to which social economy entities have acceded | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 6. | Number of franchise systems adjusted to social economy entities | Number | ESF | Less developed regions  More developed regions | 4, of which:  - less developed regions: 3  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 7. | Number of created and/or supported certification systems, covering the whole country, in the area of social economy | Number | ESF | Less developed regions  More developed regions | 5, of which:  - less developed regions: 4  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 8. | Number of social enterprises whose employees received training support in the area of public procurement law | Number | ESF | Less developed regions  More developed regions | 1,500, of which:  - less developed regions: 1,296  - more developed regions: 204 | SL2014 | Ongoing monitoring |
| 9. | The developed educational package to be used by teachers | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |

#### Investment Priority 10i Reducing and preventing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training

#### Specific objectives of IP 10i

1. Improving the functioning and increasing the use of the school support system in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work), as well as methods of individualised approach to students.

2. Increasing the use by schools and facilities of the updated content, tools and resources supporting the general education process in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work), as well as methods of individualised approach to students.

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10i Reducing and preventing early school-leaving and promoting equal access to high quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit**  **of indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1:**  **Improving the functioning and increasing the use of school support system in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, group work), as well as methods of individualised approach to students.** | | | | | | | | | | |
| 1. | Percentage of schools using the comprehensive model of supporting the work of school as a result of support from the ESF | Less developed regions  More developed regions | per cent | Not applicable | 20%, of which:  - less developed regions: 20%  - more developed regions: 20% | per cent | 2014 | 60%, of which:  - less developed regions: 60%  - more developed regions: 60% | Evaluation study | Every two years |
| 2. | Percentage of psychological and educational counselling centres using the developed tools in the work with students with special educational needs as a result of support from the ESF | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 100%, of which:  - less developed regions: 100%  more developed regions: 100% | Evaluation study | Every two years |
| **Specific objective 2: Increasing the use by schools and facilities of the updated content, tools and resources supporting the general education process in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work) as well as methods of individualised approach to students.** | | | | | | | | | | |
| 3. | Percentage of schools using educational tools developed under the Program for at least 25% of subjects | Less developed regions  More developed regions | per cent | Not applicable | 19%,of which:  - less developed regions: 19%  - more developed regions: 19% | per cent | 2014 | 50%,of which:  - less developed regions: 50%  - more developed regions: 50% | Evaluation study | Annual |
| 4. | Implemented integrated IT system for education | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Annual |

#### Description of actions to be implemented under IP 10i

*Given the necessity to ensure the highest possible efficiency of actions and in view of past experience related to the ESF implementation in Poland, actions undertaken in this area will be subject to systematic verification of the learning outcomes. First conclusions from the process will be available in 2018 and in subsequent years. The assessment results will be adequately reflected in the scope of the support provided for in this type of operation.*

**Types of projects and examples of actions under IP 10i:**

**Under objective 1 *Improving the functioning and increasing the use of school support system in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, group work), as well as methods of individualised approach to students.***

* Training and advisory services for employees of the support system for schools and managing authorities as well as for instructors in the scope of: students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work), as well as methods of individualised approach to students (including tools for school work quality assessment).
* Support for creation of training schools network, including:
* preparing schools to conduct teacher training in the framework of training schools;
* preparing of teacher training programmes;
* trainings for instructors of training schools in methods and forms of didactic work;
* teacher training in the framework of training schools in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work), as well as methods of individualised approach to students.
* Training and advisory services for education system managers (including local government unit personnel) in terms of leadership skills needed to develop students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes of students (creativity, innovation, team work), as well as methods for individualised approach to students.
* Development and dissemination of support tools for psychological and pedagogical aid at each educational stage in terms of issues concerning students with special educational needs and young pupils.
* Training and advisory services for employees of psychological and pedagogical counselling centres in terms of issues concerning students with special educational needs and young pupils.

**Under objective 2 *Increasing the use by schools and facilities of the updated content, tools and resources supporting the general education process in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work) as well as methods of individualised approach to students***

* Creating sets of education tools, scenarios of lessons and classes for each educational stage, as well as revision of learning content in terms of students’ key competences necessary to operate on the labour market (ICT, mathematics and natural sciences, foreign languages), experimental teaching, appropriate attitudes (creativity, innovation, team work), taking into account individual students’ needs.
* Preparing e-textbooks and developing didactic e-materials accompanying the existing e-textbooks.
* Integrating the education system databases (achieving interoperability between educational databases and information resources such as: Educational Information System; External Examination Management System; Education Evaluation System / pedagogical supervision; Educational Value Added; Comparable Examination Results), including:
* linking databases with systems for collecting data at the higher education level;
* use of databases for monitoring the careers of graduates;
* providing access to data for the purpose of research and analyses;
* use of databases for measuring the effects (including quality) of the ESF intervention.

**Main types of beneficiaries under IP 10i:**

* minister responsible for education;
* Centre for Education Development;
* National Centre for Supporting Vocational and Continuing Education;
* Educational Research Institute;
* Education IT Centre.

**Main target groups of actions implemented under IP 10iv:**

* teacher training facilities;
* pedagogical libraries;
* psychological and pedagogical counselling centres;
* education system employees;
* trainers for teachers education programmes;
* bodies managing schools and educational establishments;
* schools and educational establishments of various types;
* relevant ministers (including their reporting entities) supervising schools and educational establishments.

#### Description of the planned use of financial instruments under IP 10i

The use of financial instruments is not planned under IP 10i.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10i Reducing and preventing early school-leaving and promoting equal access to high quality early-childhood, primary and secondary education including formal, non-formal and informal learning pathways for reintegrating into education and training** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of employees of the school support system and instructors supportedin the scope defined in the programme | Person | ESF | Less developed regions  More developed regions | 4,627, of which:  - less developed regions:    3,998  - more developed regions: 629 | SL2014 | Ongoing monitoring |
| 2. | Number of schools supported in order to prepare and train teachers (training school) in the scope defined in the programme | Number | ESF | Less developed regions  More developed regions | 32, of which:  - less developed regions: 28  - more developed regions: 4 | SL2014 | Ongoing monitoring |
| 3. | Number of education system managers supported in the scope defined in the programme | Person | ESF | Less developed regions  More developed regions | 11,752, of which:  - less developed regions:    10,154  - more developed regions:    1,598 | SL2014 | Ongoing monitoring |
| 4. | Number of sets of diagnostic tools supporting psychological and pedagogical assistance for students with special educational needs, developed and implemented thanks to the ESF | Number | ESF | Less developed regions  More developed regions | 4, of which:  - less developed regions: 3  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 5. | Number of employees of psychological and pedagogical counselling centres supported under the programme in terms of assistance for students with special educational needs | Person | ESF | Less developed regions  More developed regions | 1,469, of which:  - less developed regions:   1,269  - more developed regions: 200 | SL2014 | Ongoing monitoring |
| 6. | Number of developed sets of educational tools in the scope defined in the programme | Number | ESF | Less developed regions  More developed regions | 42, of which:  - less developed regions: 36  - more developed regions: 6 | SL2014 | Ongoing monitoring |
| 7. | Number of programme areas for general education (key competences) in general and vocational schools, modernised thanks to the ESF | Number | ESF | Less developed regions  More developed regions | 7, of which:  - less developed regions: 6  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 8. | Number of e-textbooks and accompanying didactic e-materials developed under the programme | Number | ESF | Less developed regions  More developed regions | 13,519, of which:  - less developed regions:  11,680  - more developed regions:  1,839 | SL2014 | Ongoing monitoring |
| 9. | Number of education system databases integrated under the programme | Number | ESF | Less developed regions  More developed regions | 60, of which:  - less developed regions: 52  - more developed regions: 8 | SL2014 | Ongoing monitoring |

#### Investment Priority 10iiiEnhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

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#### Specific objectives of IP 10iii

* + - 1. Ensuring the functioning of the Integrated Qualifications Register containing all full qualifications
      2. Inclusion of qualifications acquired outside the education and higher education systems into integrated qualifications system
      3. Increasing knowledge about qualification and vocational needs in individual sectors of the economy
      4. Improving access to various forms of lifelong learning for adults
      5. Improving access to high quality services in the scope of lifelong educational and vocational counselling

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Ensuring the functioning of the Integrated Qualifications Register containing all full qualifications** | | | | | | | | | | |
| 1. | Percentage of full qualifications entered into the IQR | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | IT register | Annual |
| **Specific objective 2: Inclusion of qualifications acquired outside the education and higher education systems into integrated qualifications system** | | | | | | | | | | |
| 2. | Number of diplomas and certificates granted outside the education and higher education systems with the PQF level assigned | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 270,000, of which:  - less developed regions: 233,280  - more developed regions: 36,720 | SL2014 | Annual |
| **Specific objective 3: Increasing knowledge about qualification and vocational needs in individual sectors of the economy** | | | | | | | | | | |
| 3. | Number of the economy sectors for which qualification and vocational needs were identified with the participation of entrepreneurs | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | ~~15~~  15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Annual |
| **Specific objective 4: Improving access to various forms of lifelong learning for adults** | | | | | | | | | | |
| 4. | Percentage of schools and facilities offering extracurricular educational forms for adults, using model curricula for courses developed under the programme | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 20%, of which:  - less developed regions: 20%  - more developed regions: 20% | Evaluation study | Every two years |
| 5. | Number of schools performing the role of Local Knowledge and Education Centres after leaving the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 118, of which:  - less developed regions: 102  - more developed regions: 16 | Evaluation study | Once |
| **Specific objective 5: Improving access to high quality services in the scope of lifelong educational and vocational counselling** | | | | | | | | | | |
| 6. | Percentage of schools and facilities for youth and adults, where educational and vocational counselling functions in accordance with the developed models | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 50%, of which:  - less developed regions: 50%  - more developed regions: 50% | Evaluation study | Twice |

#### Description of actions to be implemented under IP 10iii

**Types of projects and examples of actions under IP 10iii:**

**Under objective 1 *Ensuring the functioning of the Integrated Qualifications Register containing all full qualifications:***

* Running the Integrated Qualifications Register:
* making entries on established qualifications based on the relevant minister’s decision;
* introducing changes to entries on qualifications;
* making entries on certifying institutions and those ensuring qualifications quality;
* introducing changes to entries on certifying institutions and those ensuring qualifications quality;
* running a IQR portal constituting an element of the IQS portal, including ensuring communication between IQR systems of relevant ministries.

**Under objective 2 *Inclusion of qualifications acquired outside the education and higher education systems into integrated qualifications system:***

* Implementing and supporting the functioning of the Integrated Qualifications System to include qualifications acquired outside the education and higher education systems in the system through the following actions:
* preparing the entities establishing qualifications (ministers) to implement systemic solutions (including work in the framework of expert groups, preparation of textbooks and information materials, organisation of seminars, workshops, work on IQS terminology). Monitoring and evaluation as well as developing recommendations on coherence of the applied solutions;
* preparing certifying and validating institutions to implement solutions in terms of granting qualifications, compliant with the Integrated Qualifications System standards, and support for this implementation, including by preparing competition projects (i.a. creating internal and external quality assurance systems, analyses of their functioning and development, creation of the database of good practices in terms of internal and external quality assurance systems). Development and implementation of the list of methods for verification of learning outcomes;
* preparing solutions and methods for identification and documentation of competences of persons applying for qualifications, including the recognition of prior learning (RPL) methods, creation of a database of good practices and preparing specialists in this area for certifying and validating institutions operating within the IQS as well as for training institutions and labour market institutions;
* preparing institutions of external quality assurance to conduct external evaluation (i.a. preparing examples of evaluation methods and tools used in external and internal quality assurance systems, including developing a “model” external evaluation procedure to be implemented by external quality assurance institutions, preparation of manuals and guides, monitoring of conducted evaluations;
* coordination of work on preparing descriptions of 200 qualifications granted outside the education and higher education systems, compliant with the IQS standard (preparation and support for entities submitting qualifications, i.a. in describing qualifications, proposals for assigning the Polish Qualifications Framework levels, analysis of relevance, compatibility and reality, including preparation of competition projects for development of qualifications in line with the IQS assumptions). The qualifications to be entered will be selected taking into account the opinions of the councils for competences (where they will be established);
* developing sectoral qualifications frameworks linked to the Polish Qualifications Framework in 16 sectors, taking into account opinions and expectations of sectoral councils for competences (where they have been established);
* monitoring and evaluation of the Integrated Qualifications System (collecting data, analyses, preparing recommendations for improving and increasing its efficiency at the systemic level) and monitoring of foreign solutions (including analysis of legislative and organisational solutions in European countries, analysis of European recommendations and initiatives: EQF, validation, ECVET, EQAVET, ESCO, etc.);
* dissemination of the Integrated Qualifications System, especially among learners (including among persons with low qualifications), employers, educational and vocational counsellors, as well as institutions (schools, training companies, labour market institutions, etc.).

Information activities will not be implemented as a separate project. At the same time, constituting a part of the project, they will not exceed 10% of its value. Potential additional costs of information activities will be financed from technical assistance.

**Under objective 3 *Increasing knowledge about qualification and vocational needs in individual sectors of economy:***

* Establishment of and support for the functioning of the Programme Council for Competences and sectoral councils for competences by means of:
* Establishment and operation of the Programme Council for Competences, the tasks of which will include:

1. Coordination and monitoring of the work of sectoral councils for competences;
2. Implementing actions for introducing legislative changes in the area of science, education and other non-formal education, and its adjustment to labour market needs, including changes that may improve the situation of employees particularly disadvantaged on the labour market (i.a. employees over 50 years of age, employees with low qualifications);
3. Ensuring wide access to the results of labour market monitoring

* Establishment and operation 15 sectoral councils for competences, the tasks of which will include:

1. Recommending legislative solutions/changes in the area of education and its adjustment to labour market needs in a given sector, including changes that may improve the situation of employees particularly disadvantaged on the labour market (i.a. employees over 50 years of age, employees with low qualifications);
2. Cooperation in the area of educational arrangements to integrate education and employers;
3. Defining research areas related to competence in a given sector, especially taking into account the situation of employees particularly disadvantaged on the labour market, including employees over 50 years of age or with low qualifications, and commissioning the above-mentioned research;
4. Identifying the needs for creation of sectoral qualifications framework and qualifications;
5. Transfer of information on demand for competences to labour market institutions, including employment agencies and poviat labour offices, which, in consequence, should increase the efficiency of actions in the field of job placement and career counselling;
6. Transfer of information on special needs of a given sector in terms of competences to social partners identifying development needs of enterprises in the sector.

Implementation of such operations will be preceded by pilot projects of the above-mentioned solutions.

* Monitoring of the needs of enterprises and employees in terms of demand for competences, including analysis of competence structure on the labour market, in particular in terms of needs reported by sectoral councils for competences, as well as analysis of demand for competences in the industries classified as smart specialisations.

**Under objective 4 *Improving access to various forms of lifelong learning for adults:***

* Extending the offer of extracurricular education and adult-learning forms, including:
* development of model programmes for vocational qualifications courses;
* development of model programmes for vocational skills courses;
* development of example programmes for general competence courses;
* development of multimedia courses allowing to conduct the theoretical part of courses for adults using distance education methods and techniques.
* Preparing schools to perform the role of Local Knowledge and Education Centres in cooperation with the management body and local community, i.e. to conduct actions for educational activity of adults, in the area of developing key competences needed on the labour market, as well as developing methods and tools used by teachers in those schools for work with adults, particularly in rural areas and in small towns as well as in less favoured areas.

**Under objective 5 *Improving access to high quality services in the scope of lifelong educational and vocational counselling:***

* Developing framework programmes and organisational solutions for educational and vocational counselling within the education system, including:
* developing educational and vocational counselling standards, taking into account the needs of students and adults learning at various levels of education and in various types of schools and establishments, in cooperation with key stakeholders, i.e. representatives of schools and establishments, management bodies, employers and trade unions, labour market institutions (defining the recommended subjects of educational classes, proposed tools and work methods, expected results of counselling services);
* preparing model organisational solutions on the functioning of intra-school counselling systems, taking into account the cooperation of all persons having influence on efficiency of counselling at schools;
* Preparing educational and vocational counsellors to implement the developed solutions, including:
* developing tools and instruments for diagnosis of the local labour market and qualifications market for educational and vocational counsellors, taking into account cooperation and exchange of experience between labour market institutions, including public employment services;
* preparing training programmes, including e-learning programmes, for educational and vocational counsellors (in relation to launch of new instruments and tools for collection and sharing of information on qualifications that may be acquired);
* preparing instructors who will conduct trainings for persons implementing educational and vocational counselling tasks at schools and establishments;
* preparing staff implementing educational and vocational counselling tasks at schools and educational establishments to apply new organisational and legal solutions in the work with students and adults, with a particular focus on integrated qualifications system solutions;
* Preparing and sharing multimedia resources supporting counselling process for all age groups (data on occupations and qualifications, films with information on occupations, statistics concerning students and graduates, tools and materials enriching the work methods of vocational counsellors and resources to be used directly by students, their parents and other adult users of the system).

The above-mentioned actions will include the development of standards for educational and vocational counselling at the national level. Actions at the national level will be supplemented with support for vocational counselling in the regions, also with the use of solutions developed at the national level.

**Main types of beneficiaries under IP 10iii:**

* Polish Agency for Enterprise Development;
* minister responsible for economy;
* minister responsible for education and upbringing;
* National Centre for Supporting Vocational and Continuing Education;
* Educational Research Institute.

**Main target groups of actions implemented under IP 10iii:**

* schools and educational establishments conducting continued education and their managing bodies;
* entities providing development services for enterprises and their employees (including i.a. training institutions and training and counselling institutions, schools conducting vocational courses, educational and advanced vocational training centres, continued education centres, practical training centres, vocational and continued education centres, non-governmental organisations);
* labour market institutions;
* social partners;
* ministers responsible for qualifications;
* certifying or validating institutions or institutions that apply for such status;
* competent ministers (including their reporting entities) supervising schools and educational establishments.

As regards ex-ante conditionality for IP 10.3: Lifelong learning, the OP KED managing authority undertakes to transfer to the European Commission, by the end of 2014, in consultation with the minister responsible for education, a formal letter responding comments formally submitted by the European Commission on issues related to sub-criteria of the above-mentioned ex-ante conditionality. The formal letter will in particular include and specify the detailed schedule for implementation of all relevant obligations of Poland under the “Lifelong Learning Perspective”.

The formal letter will in particular explain and specify the full commitment of Poland to timely implementation of all actions provided for in the lines of intervention concerning operational objectives defined in the “Lifelong Learning Perspective” strategy, that is by the end of 2016. The obligations listed below, regardless of the situation, should constitute key obligations among all those undertaken by Poland in the context of actions planned under the “Lifelong Learning Perspective”:

• development of the legal basis for the functioning of the integrated qualifications system by the end of 2015 at the latest;

• achieving the functionality of the integrated qualifications system in terms of full and partial qualifications by the end of 2016 at the latest;

• development, provision and implementation of the uniform system for data collection, monitoring and evaluation of needs for qualifications on the labour market by the end of 2016, which will allow to adjust the life-long learning system to labour market needs.

#### Description of the planned use of financial instruments under IP 10iii

The use of financial instruments is not planned under IP 10iii.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Operating Integrated Qualifications Register | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 2. | Number of partial qualifications outside the education and higher education systems entered into the IQR | Number | ESF | Less developed regions  More developed regions | 200, of which:  - less developed regions:   173  - more developed regions: 27 | SL2014 | Ongoing monitoring |
| 3. | Number of the operating Programme Councils for Competences | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 4. | Number of entrepreneurs involved in identification and forecasting of needs for qualifications and occupations on the labour market thanks to the ESF | Person | ESF | Less developed regions  More developed regions | 525, of which:  - less developed regions: 454  - more developed regions: 71 | SL2014 | Ongoing monitoring |
| 5. | Number of editions of monitoring with regard to the needs of enterprises and employees in terms of demand for competences | Number | ESF | Less developed regions  More developed regions | 5, of which: - less developed regions: 4  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 6. | Number of courses for adults for which model curricula were developed | Number | ESF | Less developed regions  More developed regions | 735, of which:  - less developed regions: 635  - more developed regions: 100 | SL2014 | Ongoing monitoring |
| 7. | Number of developed multimedia courses for continued education of adults | Number | ESF | Less developed regions  More developed regions | 588, of which:  - less developed regions: 508  - more developed regions: 80 | SL2014 | Ongoing monitoring |
| 8. | Number of schools prepared to perform the role of Local Knowledge and Education Centres | Number | ESF | Less developed regions  More developed regions | 118, of which:  - less developed regions: 102  - more developed regions: 16 | SL2014 | Ongoing monitoring |
| 9. | Number of developed framework programmes for educational and vocational counselling and organisational solutions | Number | ESF | Less developed regions  More developed regions | 5, of which:  - less developed regions: 4  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 10 | Number of persons prepared to implement framework programmes for educational and vocational counselling developed under the programme | Person | ESF | Less developed regions  More developed regions | 13,221, of which:  - less developed regions:    11,423  - more developed regions:    1,798 | SL2014 | Ongoing monitoring |
| 11. | Number of occupations for which educational and vocational information for children, youth and adults was prepared | Number | ESF | Less developed regions  More developed regions | 230, of which:  - less developed regions: 199  - more developed regions: 31 | SL2014 | Ongoing monitoring |

#### Investment Priority 10iv Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes

#### Specific objectives of IP 10iv

1. Adjusting vocational education and training to labour market needs by involving the representatives of employers and employees at all programming stages.
2. Increasing the use of modernised content, tools and resources supporting the vocational education process.
3. Developing the model of sustainable cooperation between universities and vocational schools (technical schools, vocational schools).
4. Providing feedback to the vocational education system on the careers of vocational school graduates.

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iv Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Adjusting vocational education and training to labour market needs by involving the representatives of employers and employees at all programming stages** | | | | | | | | | | |
| 1. | Percentage of public upper secondary vocational schools for youth which educate in occupations subject to modernisation based on the core curricula modernised in cooperation with employers | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | Evaluation study | Twice |
| 2 | Percentage of social partners who are representative of vocational education occupations and who are permanently involved in activities aimed at adjusting such education to labour market needs | Less developed regions  More developed regions | per cent | Not applicable | 40%, of which:  - less developed regions: 40%  - more developed regions: 40% | per cent | 2014 | 80%, of which:  - less developed regions: 80%  - more developed regions: 80% | SL2014 | Annual |
| 3. | Percentage of qualifications for which the examination was held using the examination tasks developed under the programme | Less developed regions  More developed regions | per cent | Not applicable | 30%, of which:  - less developed regions: 30%  - more developed regions: 30% | per cent | 2014 | 45%, of which:  - less developed regions: 45%  - more developed regions: 45% | SL2014 | Annual |
| 4. | Percentage of public upper secondary vocational schools for youth educating at technician qualification level, using organisational solutions for practical vocational training developed under the Programme | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 45%, of which:  - less developed regions: 45%  - more developed regions: 45% | Evaluation study | Twice |
| 5. | Number of entrepreneurs who obtained recommendations, developed under the programme, for cooperation with schools and education system institutions providing vocational education | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 1,900, of which:  - less developed regions: 1,642  - more developed regions: 258 | SL 2014 | Annual |
| **Specific objective 2: Increasing the use of modernised content, tools and resources supporting the vocational education process.** | | | | | | | | | | |
| 6. | Percentage of public upper secondary schools providing vocational education using e-materials created under the programme | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 75%, of which:  - less developed regions: 75%  - more developed regions: 75% | Evaluation study | Twice |
| **Specific objective 3: Developing the model of sustainable cooperation between universities and vocational schools (technical schools, vocational schools)** | | | | | | | | | | |
| 7. | Percentage of schools providing vocational education in supported occupations, which use the developed solutions on cooperation with universities | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 10%, of which:  - less developed regions: 10%  - more developed regions: 10% | SL 2014 | Annual |
| **Specific objective 4: Providing feedback to the vocational education system on the careers of vocational school graduates** | | | | | | | | | | |
| 8. | Percentage of vocational schools in which studies on the careers of graduates were carried out | Less developed regions  More developed regions | per cent | Not applicable | 0% | per cent | 2014 | 100%, of which:  - less developed regions: 100%  - more developed regions: 100% | SL 2014 | Annual |

#### Description of actions to be implemented under IP 10iv

Types of projects and examples of actions under IP 10iv:

**Under objective 1 *Adjusting vocational education and training to labour market needs by involving the representatives of employers and employees at all programming stages.***

* Implementation of mechanisms for strategic cooperation with the representatives of social partners for adjustment of vocational education to labour market needs, including:
* Establishment of social partner teams representative for vocational education areas, composed of representatives of professional associations, employer organisations and trade unions relevant for 25 groups of occupations, within which the following actions will be undertaken with the participation of sectoral councils’ representatives:

1. Obtaining information from sectoral councils on demand for occupations and qualifications (identification of labour market needs in terms of occupations and qualifications, based on which education in vocational schools should be provided);
2. Preparing career development paths in a given industry/occupation of vocational education (identification of the desired types of schools and the expected profile of their graduates);
3. Review of the classification of vocational education occupations to take into account the expectations of social partners relevant for vocational education occupations and drawing up guidelines for changes in the classification of vocational education occupations;

* Review and update (in cooperation with social partners) of core curricula for vocational education and other content of vocational education and training, in order to take into account employers’ expectations regarding knowledge, skills and competences, including:

1. modernisation of core curricula for vocational education in cooperation with social partners, including employers;
2. modification of curricula, teaching plans, diploma and qualifications supplements to include changes in core curricula introduced in cooperation with employers;
3. monitoring the implementation of the modified core curriculum in vocational education;

* Improving the system of vocational examinations in cooperation with employers, including:
* preparing the examination tasks for new and modernised occupations in vocational education, according to employers’ guidelines;
* methodological training for employers participating in the process of preparing and performing examinations;
* Development of solutions in the field of involvement of employers in organisation of practical vocational training, including:
* preparing the quality framework for apprenticeships and traineeships for students undergoing practical training in enterprises, taking into account the European quality framework for traineeships;
* developing model programmes of practical vocational training for occupations at the technician qualification level;
* developing the model of incentives for employers involved in vocational education process, with a particular focus on practical education;
* evaluation of the developed solutions on practical vocational training.
* Creation and dissemination of the model of cooperation between employers operating in special economic zones and schools and educational system institutions providing vocational education.

***Under objective 2* Increasing the use of modernised content, tools and resources supporting the vocational education process**

* Creation and dissemination of e-resources and e-textbooks for vocational education

***Under objective 3* Developing the model of sustainable cooperation between universities and vocational schools (technical schools, vocational schools)**

* Development and dissemination of example solutions on cooperation between vocational schools and universities, including:
* example of curriculum for a given occupation, taking into account the cooperation between vocational schools and universities in its implementation;
* example of organisation of classes by academic teachers for students, using the educational facilities of a vocational school or a university;
* proposals for actions aimed at acquainting students and teachers of vocational education with new techniques and technologies used in a given industry/occupation;
* examples of forms of training for teachers of vocational education.

**Under objective 4** ***Providing feedback to the vocational education system on the careers of vocational school graduates***

* Monitoring the careers of graduates, including:
* Developing systemic tools for monitoring of careers of school graduates at the national, regional and local level, including:

1. Tools for quantitative studies on graduates’ careers allowing to draw representative conclusions on professional careers of graduates;
2. The system for monitoring professional careers of graduates based on administrative data (including recommendations for legal solutions to implement such monitoring);
3. Development of tools for monitoring graduates’ careers for headmasters in the form of: on-line questionnaire, reporting programme along with support tools (manual, on-line course);

* Three editions of monitoring of professional careers of vocational school graduates in the period 2015–2022, using the developed solutions, including:

1. A qualitative study of vocational education stakeholders (employers, vocational schools, educational and vocational counsellors, local governments) on possibilities, needs and expectations in the field of monitoring of careers of vocational schools graduates;
2. A quantitative longitudinal study (two stages of the study: first – in the last year of education, second – half a year after completing education), representative at the level of occupations and voivodeships, aimed at analysing the expectations of last grade students and evaluating the situation of graduates on the labour market;
3. A quantitative study: auditorium questionnaire aimed at providing the possibility to use the administrative data (derived from the Education Information System 2, Regional Examination Boards and the Social Insurance Institution) for monitoring of the labour market situation.

**Main types of beneficiaries under IP 10iv:**

* minister responsible for economy;
* minister responsible for education and upbringing;
* National Centre for Supporting Vocational and Continuing Education;
* Educational Research Institute.

**Main target groups of actions implemented under IP 10iv:**

* schools and educational establishments, including those providing vocational and continued education and their managing bodies;
* teachers,
* social partners,
* competent ministers (including their reporting entities) supervising schools and educational establishments.

**Description of the planned use of financial instruments under IP 10iv**

The use of financial instruments is not planned under IP 10iv.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iv Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of social partner teams for vocational education established thanks to the ESF | Number | ESF | Less developed regions  More developed regions | 25, of which:  - less developed regions: 22  - more developed regions: 3 | SL2014 | Ongoing monitoring |
| 2. | Number of occupations for which core curricula were modernised as a result of the ESF support | Number | ESF | Less developed regions  More developed regions | 190, of which:  - less developed regions: 164  - more developed regions: 26 | SL2014 | Ongoing monitoring |
| 3. | Number of examination tasks for vocational examinations, developed in cooperation with employers | Number | ESF | Less developed regions  More developed regions | 163,059, of which:  - less developed regions:    140,883  - more developed regions:    22,176 | SL2014 | Ongoing monitoring |
| 4. | Number of occupations for which organisational solutions in the field of practical vocational training were developed | Number | ESF | Less developed regions  More developed regions | 100, of which:  - less developed regions: 86  - more developed regions: 14 | SL2014 | Ongoing monitoring |
| 5. | Model of cooperation between employers operating in special economic zones developed thanks to the ESF | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 6. | Number of developed and disseminated e-textbooks for vocational education | Number | ESF | Less developed regions  More developed regions | 150, of which:  - less developed regions: 130  - more developed regions: 20 | SL2014 | Ongoing monitoring |
| 7. | Number of developed and disseminated e-resources for vocational education | Number | ESF | Less developed regions  More developed regions | 800, of which:  - less developed regions: 691  - more developed regions: 109 | SL2014 | Ongoing monitoring |
| 8. | Number of occupations for which examples of solutions on cooperation between vocational schools and universities were developed | Number | ESF | Less developed regions  More developed regions | 33, of which:  - less developed regions: 29  - more developed regions: 4 | SL2014 | Ongoing monitoring |
| 9. | Number of editions of the programme for monitoring professional careers of vocational school graduates carried out using the ESF funds | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |

**Investment Priority: 11i Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance**

**Specific objectives of IP 11i**

1. **Enhancing the capacity of entities involved in law-making at the national level**

Given that regulations largely determine the activity and productivity of enterprises, the emphasis under investment priority 11i will be placed on further reform of law-making. The strategic dimension of intervention in this regard is determined by the ESS (line of intervention 4.2. *Target-oriented procedures*) which highlights the need to strengthen legislative services and to further develop the system of regulatory impact assessment.

In addition, the process of public action programming will be improved to ensure that decisions at the central level on the form of a given policy are made with the broadest possible involvement of and in cooperation with stakeholders. Intervention in this area is determined, in particular, by line of intervention 1.2. *Improvement of the public consultation process and other forms of involvement of citizens in governance* of the ESS where the need to create efficient and transparent model of public consultation, support citizens’ involvement in the governance process, develop modern mechanisms for social participation, improve communication, social and civil dialogue and develop cooperation between public administration and non-governmental organisations was identified.

1. **Improving the management and communication processes in the judiciary and prosecution service**
2. **Improving the quality of decisions issued and increasing the efficiency of their enforcement**

Actions to be taken under specific objectives 2 and 3 are consistent with objective 6. *Effective judiciary and prosecution* of the Efficient State Strategy, particularly with lines of intervention:

* 6.1 *Improving the functioning of the judiciary* (organisational activities aimed to achieve a rational structure of organisational units of judiciary and rational deployment of human resources)
* 6.2 *Improving the efficiency and effectiveness of judicial enforcement*
* 6.5 *Popularisation of alternative methods of dispute resolution* (increasing the availability of mediation services)
* 6.6 *Effective prosecution service*

The planned actions are also consistent with the Strategy for modernisation of the area of justice in Poland for 2014–2020 adopted by the Minister of Justice and the Prosecutor General, aimed at improving the customer service, improving the accessibility and openness of the judiciary, improving the efficiency and quality of judicial decisions, improving the efficiency and quality of activities of the prosecution service and improving the efficiency and quality of internal processes in the Ministry of Justice.

1. **Improving the quality and monitoring of the process of providing administrative services of importance for conducting economic activity**

The planned actions are reflected in the Efficient State Strategy. Line of intervention 2.3 *Effective and functional public administration offices* under objective 2 *Enhancing institutional efficiency of the state* assumes improvement of management standards in administration, introduction of tools for customer satisfaction monitoring in administration offices.

1. **Enhancing institutional capacity of public administration in terms of spatial planning and development and improving investment and construction processes**

The context of intervention for simplifying requirements for construction permits is determined   
particularly by the Efficient State Strategy 2020 (ESS) and the National Spatial Development Concept 2030 (NSDC) with implementing documents.

According to line of intervention 3.2 *Effective system for managing the development of the state* of the ESS, key tasks in the context of improving the investment processes include the introduction of mechanisms ensuring consistency of socio-economic and spatial programming, ensuring spatial order, including improvement of space management principles, protection of the public interest, linking the process of adopting the spatial development plans and the implementation of investments, introduction of planning in functional areas, including maritime areas, as well as support for using spatial information available thanks to digital technologies.

With regard to investment processes, the ESS underlines the need to link the procedures for issuing individual decisions on urban development with the local spatial policy, ensuring social control, elimination of redundant procedures for administrative proceedings and removal of inconsistent provisions.

In order to obtain a fuller picture of the progress in terms of implemented changes in the above-mentioned problem areas, apart from monitoring data, the cyclical evaluation of actions implemented under the projects will be carried out. The methodology of measuring investment priority 11i effects will be developed in the first report and at the next stages of the evaluation process the measurement of effectiveness and usability of support, as well as the impact of the ESF intervention on changing the situation in the above-mentioned areas, will be carried out at least twice.

In addition, taking into account the significance of threats related to transparency of the public sector institutions’ functioning, the update of the scope of support under individual specific objectives of the investment priority 11i will take into account the conclusions and recommendations included in the cyclical reports of the European Commission to the Council and the European Parliament on combating corruption in the EU.

**Result indicators of IP 11i**

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 11i Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Enhancing the capacity of entities involved in law-making at the national level** | | | | | | | | | | |
| 1. | Number of public administration employees who acquired competences in the area of regulatory impact assessment | Less developed regions  More developed regions | Person | Not applicable | 150, of which:  - less developed regions: 130  - more developed regions: 20 | Person | 2014 | 220, of which:  - less developed regions: 190  - more developed regions: 30 | SL2014 | Annual |
| 2. | Number of public administration units where improvements of the legislative process were introduced | Less developed regions  More developed regions | Number | Not applicable | 20, of which:  - less developed regions: 17  - more developed regions: 3 | Number | 2014 | 20, of which:  - less developed regions: 17  - more developed regions: 3 | SL2014 | Annual |
| 3. | Number of representatives of social partners who acquired competences in terms of legislation and law-making | Less developed regions  More developed regions | Person | Not applicable | 10,495, of which:  - less developed regions: 9,068  - more developed regions: 1,427 | Person | 2014 | 1,626, of which:  - less developed regions: 1,405  - more developed regions: 221 | SL2014 | Annual |
| 4. | Number of representatives of non-governmental organisations who acquired competences in terms of legislation and law-making | Less developed regions  More developed regions | Person | Not applicable | 21,480, of which:  - less developed regions: 18,559  - more developed regions: 2,921 | Person | 2014 | 8,913, of which:  - less developed regions: 7,701  - more developed regions: 1,212 | SL2014 | Annual |
| 5. | Number of watchdog organizations that participated in the law monitoring process after leaving the programme | Less developed regions  More developed regions | Number | Not applicable | 25, of which:  - less developed regions: 22  - more developed regions: 3 | Number | 2014 | 7, of which:  - less developed regions: 6  - more developed regions: 1 | SL2014 | Annual |
| 6. | Number of social partner organisations that participated in the law monitoring process after leaving the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 26, of which:  - less developed regions: 22  - more developed regions: 4 | SL2014 | Annual |
| 7. | Number of institutions that used active forms of public consultation during the project or within 6 months from its completion | Less developed regions  More developed regions | Number | Not applicable | 1, of which:  - less developed regions: 1  - more developed regions: 1 | Number | 2014 | 36, of which:  - less developed regions: 31  - more developed regions: 5 | SL2014 | Annual |
| **Specific objective 2: Improving the management and communication processes in the judiciary and prosecution service** | | | | | | | | | | |
| 8. | Number of courts and organisational units of the prosecution service where improvements in management and communication were implemented | Less developed regions  More developed regions | Number | Not applicable | 60, of which:  - less developed regions: 52  - more developed regions: 8 | Number | 2014 | 712, of which:  - less developed regions: 615  - more developed regions: 97 | SL2014 | Annual |
| **Specific objective 3: Improving the quality of decisions issued and increasing the efficiency of their enforcement** | | | | | | | | | | |
| 9. | Number of employees of the judiciary who increased their competences in the field of civil and economic law | Less developed regions  More developed regions | Person | Not applicable | 4,374, of which:  - less developed regions: 3,779  - more developed regions: 595 | Person | 2014 | 12,707, of which:  - less developed regions: 10,979  - more developed regions: 1,728 | SL2014 | Annual |
| 10. | Number of established and modernised central court registers | Less developed regions  More developed regions | Number | Not applicable | 2, of which:  - less developed regions: 1  - more developed regions: 1 | Number | 2014 | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Annual |
| 11. | Number of Arbitration and Mediation Centres operating for 2 years after the project completion based on uniform operational standards | Less developed regions  More developed regions | Number | Not applicable | 6, of which:  - less developed regions: 5  - more developed regions: 1 | Number | 2014 | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Annual |
| 12. | Number of cases received through the ADR platform by entities providing services in the field of alternative dispute resolution | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 10,000, of which:  - less developed regions: 8,640  - more developed regions: 1,360 | SL2014 | Annual |
| **Specific objective 4: Improving the quality and monitoring of the process of providing administrative services of importance for conducting economic activity** | | | | | | | | | | |
| 13. | Operating general system for monitoring of public services | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Annual |
| 14. | Number of local government units that implemented solutions improving the office work in the field of tax services for entrepreneurs | Less developed regions  More developed regions | Number | Not applicable | 547, of which:  - less developed regions: 473  - more developed regions: 74 | Number | 2014 | 562, of which:  - less developed regions: 486  - more developed regions: 76 | SL2014 | Annual |
| 15. | Number of local government units that implemented solutions improving the office work in the field of real estate management | Less developed regions  More developed regions | Number | Not applicable | 547, of which:  - less developed regions: 473  - more developed regions: 74 | Number | 2014 | 562, of which:  - less developed regions: 486  - more developed regions: 76 | SL2014 | Annual |
| 16. | Number of local government units which have implemented or modernised the investor support procedures | Less developed regions  More developed regions | Number | Not applicable | 16, of which:  - less developed regions: 14  - more developed regions: 2 | Number | 2014 | 562, of which:  - less developed regions: 486  - more developed regions: 76 | SL2014 | Annual |
| 17. | Number of tax administration units which implemented the tools for improving the quality of functioning and services for entrepreneurs | Less developed regions  More developed regions | Number | Not applicable | 890, of which:  - less developed regions: 769  - more developed regions: 121 | Number | 2014 | 432, of which:  - less developed regions: 373  - more developed regions: 59 | SL2014 | Annual |
| 18. | Number of public administration units which implemented the tools for improving the quality of functioning of the administrative supervision | Less developed regions  More developed regions | Number | Not applicable | 237, of which:  - less developed regions: 205  - more developed regions: 32 | Number | 2014 | 350, of which:  - less developed regions: 302  - more developed regions: 48 | SL2014 | Annual |
| 19. | Number of employees of central and local government administration and its subordinate units and control institutions who have increased their knowledge on public procurement | Less developed regions  More developed regions | Person | Not applicable | 1,000, of which:  - less developed regions: 864  - more developed regions: 136 | Person | 2014 | 3,279, of which:  - less developed regions: 2,833  - more developed regions: 446 | SL2014 | Annual |
| 20. | Number of institutions in which the employees have increased their knowledge on public-private partnership | Less developed regions  More developed regions | Number | Not applicable | 51, of which:  - less developed regions: 44  - more developed regions: 7 | Number | 2014 | 610, of which:  - less developed regions: 527  - more developed regions: 83 | SL2014 | Annual |
| **Specific objective 5: Enhancing institutional capacity of public administration in terms of spatial planning and development and improving investment and construction processes** | | | | | | | | | | |
| 21. | Number of public administration units whose employees have been prepared to develop planning acts and to monitor spatial phenomena based on data in the spatial information systems | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 2,000, of which:  - less developed regions: 1,728  - more developed regions: 272 | SL2014 | Annual |
| 22. | Number of local government units which submitted the documents on spatial planning, developed together with NGO, for approval | Less developed regions  More developed regions | Number | Not applicable | 104, of which:  - less developed regions: 90  - more developed regions: 14 | Number | 2014 | 500, of which:  - less developed regions: 432  - more developed regions: 68 | SL2014 | Annual |
| 23. | Number of architecture and construction administration units and building control authorities whose employees have been prepared to apply the provisions of Building Law or the provisions concerning construction products or to operate the newly-established/modernised electronic registries | Less developed regions  More developed regions | Number | Not applicable | 146, of which:  - less developed regions: 126  - more developed regions: 20 | Number | 2014 | 1,089, of which:  - less developed regions: 941  - more developed regions: 148 | SL2014 | Annual |
| 24. | Percentage of Polish maritime areas covered with spatial development plans as a result of the ESF support | Not applicable | per cent | Not applicable | 0 | per cent | 2014 | 100% | Spatial development plans of Polish maritime areas | Annual |

**Description of actions to be implemented under IP 11i**

Types of projects and examples of actions under IP 11i:

**Under objective 1 *Enhancing the capacity of entities involved in law-making at the national level***

* Trainings for analytical services to ensure appropriate expert support in terms of regulatory impact assessment
* Trainings for legislative course participants and employees providing services to public authorities in terms of standardisation of legislative techniques and improving legislative methodology, as well as enhancing management skills of persons supporting the legislative process
* Developing and implementing tools allowing to improve the coordination of work on draft acts and to facilitate the analysis of impact of the proposed amendment on the existing system of legal acts and generating texts of consolidated acts, taking into account the proposed amendments
* Developing information materials concerning the application of legislative techniques, rules of law-making, the correct use of language in normative acts
* Improving expert skills of representatives of non-governmental organisations and social partners in the scope necessary for appropriate participation in the law-making process, in particular in the field of economic law, economy with elements of industrial policy, labour law, economics of enterprise, financial analysis
* Conducting actions in the field of law monitoring at the national level by watchdog organisations
* Conducting actions in the area of monitoring of economic law and labour law at the national level by watchdog organisations
* Extending the public consultation process by means of implementing active forms of public consultation (i.a. standing conferences, deliberative opinion poll, citizens' panels) based on public consultation principles.

**Under objective 2 *Improving the management and communication processes in the judiciary and prosecution service***

* Trainings for judges, civil servants and other employees of common courts, public prosecutors, officials and other employees of common organisational units of the prosecution service and the Ministry of Justice supporting the implementation of management models for human resources, finance, information and communication, the provision of IT services, as well as the management control and the customer service
* Introducing the model for financial management of organisational units of the prosecution service based on budgeting of processes and results
* Developing the methodology for managing specific categories of cases in order to support the public prosecutor at the stage of preparatory and court proceedings
* Developing work standards for administrative staff of prosecution service – the system of periodic assessment, as well as description and evaluation of job positions
* Developing an instrument for assessing the impact of legislative changes on judicial and prosecutorial practice, as well as identifying training needs
* Creating and developing service centres in the field of financial and human resources management, services management and information technology management in common courts
* Implementing standards and procedures for customer service in common courts
* Implementing standards and procedures for submitting offices in organisational units of the prosecution service
* Creating and developing the Customer Service Offices in courts

**Under objective 3 *Improving the quality of decisions issued and increasing the efficiency of their enforcement***

* Trainings and post-graduate studies for judges, officials and other employees of common courts, public prosecutors, officials and other employees of common organisational units of the prosecution service in the field of economic law, business mediation, computer forensics, consumer protection, combating and preventing economic and fiscal crime, intellectual property rights, insolvency law
* Creating and modernising central court registers
* Establishing the Arbitration and Mediation Centres and standardising the functioning of the existing Centres
* Creating and supporting the functioning of a digital platform for alternative resolution of consumer disputes
* Creating and supporting the functioning of a contact point for alternative resolution of consumer disputes
* Trainings for the participants of the system for alternative resolution of consumer disputes in the field of digital platform for alternative dispute resolution, new legal regulations on alternative dispute resolution and operation of the online dispute resolution system

**Under objective 4** *Improving the quality and monitoring the process of providing administrative services of importance for conducting an economic activity*

* Implementing a common monitoring system of public service provision by local governments in the areas concerning i.a.:

(a) local taxes and fees;

(b) real estate management;

(c) road building and transport;

(d) environmental protection;

(e) investment and construction;

(f) geodesy and cartography,

as well as creating the inventory of good practices in management of public services in LGU to be monitored under the system, promoting the best solutions

* Implementing training and information actions in LGU aimed at practical possibilities of using the monitoring system to undertake modernisation efforts in local governments, using benchmarking and benchlearning in the form of organising groups for exchanging experiences
* Implementing the solutions in public administration that improve the specialised services management in the areas of importance for conducting economic activity

(a) local taxes and fees;

• electronisation of tax-related services in the offices of local government units, the automation of settlements and the improvement of access to information on the manner of handling a case and case progress;

• improving competences of LGU staff in the field of i.a. tax-related services, using electronic tools, customer service, satisfaction management, case-law

• implementing management solutions in the LGU offices to improve the quality of services for entrepreneurs, in particular in respect to customer satisfaction management, quality management, process management, access to public information

* Implementing the solutions in public administration that improve the specialised services management in the areas of importance for conducting economic activity

(b) real estate management, in particular in the area of the management of used premises:

• implementing solutions in the LGU that improve access to administrative services and information on commercial premises and land properties intended for investments, improving customer service, using i.a. satisfaction management tools;

• improving competences of local government staff in the field of i.a., management of real estate resources of the local government, real estate resources of the State Treasury, customer service, satisfaction management, case-law;

• supporting the local government administration in development of plans of using the real estate resources, adaption of uninhabited buildings, successful execution of lease contracts, electronisation of the process of providing services and registration of real estate and improving the process of cooperation and control of real estate resources managers

* Implementing the solutions in public administration that improve the specialised services management in the areas of importance for conducting economic activity

(c) investor support:

• developing and implementing in the LGU the minimum rules (procedures) on cooperation with investor;

• improving competences of LGU staff in the field of developing investment propositions and investor support;

• building local cooperation networks for investor support involving business environment institutions and public employment services;

• electronisation of the investment support process, in particular the access to information on investment propositions;

• training activities promoting the strategic approach to management of economic development in the LGU

* Implementing organisational solutions in the tax administration units (in particular in the area of the process management and allocation of resources in process implementation, management by objectives, communication, benchmarking of management tools, skills management)
* Organising and delivering specialised training for tax administration employees involved in issuing administrative decisions on legal and procedural issues
* Implementing organisational solutions in the public administration units (in particular in the area of the process management and allocation of resources in process implementation, management by objectives, communication, benchmarking of management tools, skills management)
* Organising and conducting specialised training for public administration employees (i.e. control and supervisory officers) on legal and procedural issues
* Conducting trainings and workshops for contracting authorities (including internal auditors) and control institutions in terms of selected issues connected with public procurement, including using electronic tools, non-price tender evaluation criteria, clauses awarding bonuses to innovative products and services, socially responsible procurement, green public procurement, non-competitive procurement, risk of corruption etc.
* Organising conferences, seminars, meetings for representatives of contracting authorities and control institutions allowing to exchange knowledge, experience, present good practices, discuss the selected issues connected with public procurement
* Developing a tool for analysing data on the functioning of the public procurement market and preparing publications addressing all relevant issues concerning the public procurement system in Poland and other countries, extended study on the level of sustainable public procurement
* Preparing and making available on the website of Public Procurement Office:

(1) a repository of knowledge on public procurement involving examples of good practices, templates of documents, examples of specification of essential terms of the contract, in which social clauses have been applied, or reserved contracts, examples of control results, interpretation of legal provisions, recommendations, guidelines, etc.;

(2) a database of judgements concerning public procurement including case-law of the National Chamber of Appeal, courts, the Constitutional Tribunal, the Court of Justice of the European Union, and extension of this database while maintaining its operation;

(3) an electronic tool which contracting authorities could use in the process of planning public procurement, along with its modification and maintaining its operation;

(4) materials promoting solutions related to sustainable public procurement resulting from new EU directives, with examples of their effective application in public procurement procedures

* Conducting a feasibility study and an analysis of benefits and threats related to implementation of the largest public procurement procedures along with preparing recommendations in this regard, as well as developing two guides (one concerning anticorruption issues in public procurement and the other on conflicts of interest in public procurement) and their dissemination at the conference
* Organising trainings, workshops for public administration employees in Poland, on i.a. the preparation and implementation of PPP projects, risk assessment in PPP projects, etc.
* Organising trainings, workshops and seminars for public administration employees abroad in order to exchange experience with other countries on supporting the PPP development
* Creating standards for procedures and information materials, including i.a. PPP contract templates, guidelines on the preparation of PPP projects, preparation of offers, examples of effective preparation and implementation of PPP projects (the best practices)
* Promoting the knowledge on PPP i.a. through participation in economic events in the country and abroad, promotion activities, including the maintenance of a PPP website
* Preparing analyses relating to the announced projects and signed contracts (concerning i.a. the number of PPP projects, their value, sectors in which PPP is implemented), models of project funding, barriers to the development of PPP and identification of sectors in which PPP could be used
* Organising and delivering trainings in the field of competition law for public administration employees (central and local government authorities) involved in conducting public procurement proceedings
* Developing and launching an e-learning platform facilitating the access to knowledge regarding the nature of collusive tendering and ways of detecting them in public procurement procedures

**Under objective 5 *Enhancing institutional capacity of public administration in terms of spatial planning and development and improving investment and construction processes***

* Developing training and educational programmes aimed at improving competences and knowledge of central and local administration employees in the field of infrastructure for spatial information and spatial planning
* Improving competences of staff responsible for spatial planning in respect to: (1) methods of recording local spatial development plans and forecasting the demand for land and their forms of land use; (2) analysing, processing and presenting spatial data; (3) an uniform national integrated system for monitoring spatial processes
* Preparing and developing solutions (legal, organisational, technical) in the field of building a uniform national integrated system for monitoring and assessment of spatial processes
* Strengthening analytical capacities of public administration services in the area of (4) further development of geoinformatics techniques
* Training support for the voivode services as a control authority for LGU in the field of (5) verifying the compliance of gmina councils’ resolutions on spatial planning with the law and as an architecture and construction administration authority of higher instance in the cases concerning the verification of compliance of construction projects with the provisions of local spatial development plans
* Preparing publications with examples of good practices in spatial planning and use of ICT in the field of geoinformatics, monitoring of Spatial Information Infrastructure and provision of spatial data, as well as their promotion
* Strengthening the process of public consultation and social monitoring with respect to actions of local government units in the area of spatial planning and development
* Introducing public access to the register of building permit applications and building permit decisions
* Creating an information website of the General Office of Building Control
* Creating a central system for supervision of the construction product market, along with a website to operate the “Contact point for construction products”
* Launching the system of registers in the area of energy performance of buildings
* Preparing and distributing a practical handbook for investors on the Building Law
* Increasing the competences of employees of architecture and construction administration authorities and building control authorities in the field of applicable provisions of Building Law, provisions concerning construction products and operation of newly-established or modernised electronic registers
* Preparing expert opinions and analyses on legal regulations in the area of investment and construction process (e.g. concerning technical and construction standards, introducing a possibility of handling the cases resulting from the Building Law provisions online)
* Preparing plans of spatial development of Polish maritime areas, including the environmental report and all public consultation required by law, as well as national and international arrangements

**Main types of beneficiaries under IP 11i:**

* minister responsible for public administration
* minister responsible for justice
* minister responsible for economy;
* minister responsible for labour, family and social security
* minister responsible for regional development
* minister responsible for construction
* minister responsible for maritime economy
* Head of the Chancellery of the Prime Minister
* Head of the Civil Service
* local government units and their organisational units
* nationwide unions and associations of local government units;
* non-governmental organisations
* social partners
* Government Legislation Centre
* General Prosecutor’s Office
* Head Office of Geodesy and Cartography
* National School of Public Administration
* Public Procurement Office
* General Office of Building Control
* Office for Competition and Consumer Protection

**Main target groups under IP 11i:**

* employees of public administration, in particular civil service corps and local government employees
* employees of the judiciary
* non-governmental organisations and social partners

**Description of the planned use of financial instruments under IP 11i**

The use of financial instruments is not planned under IP 11i.

**Table:** **Common and programme-specific output indicators for ERDF, ESF and CF, by investment priority and category of region[[101]](#footnote-101) and direct result indicators in case of ERDF/CF**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 11i Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of public administration employees who received training support in the area of regulatory impact assessment | Person | ESF | Less developed regions  More developed regions | 294, of which:  - less developed regions: 254  - more developed regions: 40 | SL2014 | Ongoing monitoring |
| 2. | Number of public administration employees who received training support in the area of the law-making system | Person | ESF | Less developed regions  More developed regions | 771, of which:  - less developed regions: 666  - more developed regions: 105 | SL2014 | Ongoing monitoring |
| 3. | Number of developed tools facilitating the legislative process | Number | ESF | Less developed regions  More developed regions | 2, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 4. | Number of social partner representatives who received support in terms of legislation and participation in the law-making process | Person | ESF | Less developed regions  More developed regions | 2,033, of which:  - less developed regions: 1,756  - more developed regions: 276 | SL2014 | Ongoing monitoring |
| 5. | Number of representatives of non-governmental organisation who received support in terms of legislation and law-making | Person | ESF | Less developed regions  More developed regions | 11,142, of which:  - less developed regions: 9,626  - more developed regions: 1,515 | SL2014 | Ongoing monitoring |
| 6. | Number of watchdog organisations which received support in terms of law monitoring | Number | ESF | Less developed regions  More developed regions | 7, of which:  - less developed regions: 6  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 7. | Number of social partner organisations which received support in terms of law monitoring | Number | ESF | Less developed regions  More developed regions | 26, of which:  - less developed regions: 22  - more developed regions: 4 | SL2014 | Ongoing monitoring |
| 8. | Number of in-depth public consultation conducted as a result of the ESF support | Number | ESF | Less developed regions  More developed regions | 36, of which:  - less developed regions: 31  - more developed regions: 5 | SL2014 | Ongoing monitoring |
| 9. | Number of employees of the judiciary who received support in the area of management and communication | Person | ESF | Less developed regions  More developed regions | 20,700, of which:  - less developed regions: 17,885  - more developed regions: 2,815 | SL2014 | Ongoing monitoring |
| 10. | Number of service centres for common courts co-financed from the ESF funds | Number | ESF | Less developed regions  More developed regions | 12, of which:  - less developed regions: 10  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 11. | Number of Customer Service Offices in courts and Submitting Offices in organisational units of the prosecution service which received the ESF support | Number | ESF | Less developed regions  More developed regions | 712, of which:  - less developed regions: 615  - more developed regions: 97 | SL2014 | Ongoing monitoring |
| 12. | Number of employees of the judiciary who received training support in the field of civil and economic law | Person | ESF | Less developed regions  More developed regions | 13,782, of which:  - less developed regions: 11,908  - more developed regions: 1,874 | SL2014 | Ongoing monitoring |
| 13. | Number of central court registers co-financed from the ESF funds | Number | ESF | Less developed regions  More developed regions | 3, of which:  - less developed regions: 2  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 14. | Number of newly created or existing Arbitration and Mediation Centres co-financed from the ESF funds | Number | ESF | Less developed regions  More developed regions | 16, of which:  - less developed regions: 14  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 15. | Functioning digital platform for alternative resolution of consumer disputes (ADR) | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 16. | Number of service areas included in the monitoring process within the framework of the common monitoring system for public services | Number | ESF | Less developed regions  More developed regions | 6, of which:  - less developed regions: 5  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 17. | Number of public administration units which received support in terms of using the monitoring system for public services | Number | ESF | Less developed regions  More developed regions | 617, of which:  - less developed regions: 533  - more developed regions: 84 | SL2014 | Ongoing monitoring |
| 18. | Number of local government units which received support for tax-related services for entrepreneurs | Number | ESF | Less developed regions  More developed regions | 1,405, of which:  - less developed regions: 1,214  - more developed regions: 191 | SL2014 | Ongoing monitoring |
| 19. | Number of local government units which received support in terms of modernisation of real estate management | Number | ESF | Less developed regions  More developed regions | 1,405, of which:  - less developed regions: 1,214  - more developed regions: 191 | SL2014 | Ongoing monitoring |
| 20. | Number of local government units which received support in terms of investor support | Number | ESF | Less developed regions  More developed regions | 1,405, of which:  - less developed regions: 1,214  - more developed regions: 191 | SL2014 | Ongoing monitoring |
| 21. | Number of tax administration units which received support to improve their functioning and entrepreneurs support | Number | ESF | Less developed regions  More developed regions | 432, of which:  - less developed regions: 373  - more developed regions: 59 | SL2014 | Ongoing monitoring |
| 22. | Number of public administration units which received support to improve the functioning of administrative supervision | Number | ESF | Less developed regions  More developed regions | 350, of which:  - less developed regions: 302  - more developed regions: 48 | SL2014 | Ongoing monitoring |
| 23. | Number of employees of central and local government administration and its subordinate units and control institutions who received training support in the area of public procurement | Person | ESF | Less developed regions  More developed regions | 3,643, of which:  - less developed regions: 3,148  - more developed regions: 495 | SL2014 | Ongoing monitoring |
| 24. | Number of developed and available information and educational materials and tools facilitating the access to knowledge on issues related to public procurement and on conducting public procurement procedures | Number | ESF | Less developed regions  More developed regions | 77, of which:  - less developed regions: 67  - more developed regions: 10 | SL2014 | Ongoing monitoring |
| 25. | Number of employees of public administration units who received training support in the area of implementing public-private partnership projects | Person | ESF | Less developed regions  More developed regions | 1,388, of which:  - less developed regions: 1,199  - more developed regions: 189 | SL2014 | Ongoing monitoring |
| 26. | Number of public administration employees, performing tasks in the area of spatial planning and development or architectural and construction issues, who received training support | Person | ESF | Less developed regions  More developed regions | 12,287, of which:  - less developed regions: 10,616  - more developed regions: 1,671 | SL2014 | Ongoing monitoring |
| 27. | Number of prepared and published publications of good practices in spatial planning and use of ICT in geoinformatics, monitoring of Spatial Information Infrastructure and provision of spatial data | Number | ESF | Less developed regions  More developed regions | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 28. | Number of consultations on spatial planning documents conducted in cooperation with NGO | Number | ESF | Less developed regions  More developed regions | 500, of which:  - less developed regions: 432  - more developed regions: 68 | SL2014 | Ongoing monitoring |
| 29. | Number of newly-established or modernised registers / information websites providing access to current investment and construction information | Number | ESF | Less developed regions  More developed regions | 4, of which:  - less developed regions: 3  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 30. | Prepared and distributed practical handbook for investors on the Building Law | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 31. | Number of employees of architecture and construction administration authorities and building control authorities who received training support | Person | ESF | Less developed regions  More developed regions | 5,599, of which:  - less developed regions: 4,838  - more developed regions: 761 | SL2014 | Ongoing monitoring |
| 32. | Number of thematic areas in the investment and construction process for which expert opinions, analyses, strategies and studies were prepared | Number | ESF | Less developed regions  More developed regions | 5, of which:  - less developed regions: 4  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 33. | Number of developed spatial development plans of Polish maritime areas, including detailed plans | Number | ESF | Less developed regions  More developed regions | 37, of which:  - less developed regions: 32  - more developed regions: 5 | SL2014 | Ongoing monitoring |

#### Performance framework of priority axis II

**Table: Performance framework of the priority axis, by fund and category of region**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **PRIORITY AXIS II: EFFECTIVE PUBLIC POLICIES FOR THE LABOUR MARKET, ECONOMY AND EDUCATION** | | | | | | | | | |
| **Indicator type** | **No.** | **Indicator or key implementation step definition** | **Measurement unit**  (where appropriate) | **Fund** | **Category of region** | **Milestone**  (2018) | **Final target**  (2023) | **Source of data** | **Explanation of relevance of indicator**  (where appropriate) |
| **Investment Priority 8iv** | | | | | | | | | |
| Output indicator | 1. | Number of representatives of entities establishing and operating care facilities for children up to 3 covered by training support, in terms of forms of care for children aged up to 3 | Person | ESF | Total | 3,173 | 15,864 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 2,741 | 13,706 |
| More developed regions | 432 | 2,158 |
| **Investment Priority 8v** | | | | | | | | | |
| Output indicator | 1. | Number of small and medium-sized enterprises supported by social partners in preparing the analysis of development needs | Number | ESF | Total | 3,670 | 12,229 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 3,171 | 10,566 |
| More developed regions | 499 | 1,663 |
| **Investment Priority 8vii** | | | | | | | | | |
| Output indicator | 1. | Number of employees of public employment services supported under the programme | Person | ESF | Total | 917 | 4,583 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 792 | 3,960 |
| More developed regions | 125 | 623 |
| Output indicator | 2. | Number of employees of labour market institutions other than PES, supported under the programme | Person | ESF | Total | 400 | 2,000 | SL2014 |
| Less developed regions | 346 | 1,728 |
| More developed regions | 54 | 272 |
| Output indicator | 3. | Number of occupations for which information resources were developed under the programme | Number | ESF | Total | 250 | 1,000 | SL2014 |
| Less developed regions | 216 | 864 |
| More developed regions | 34 | 136 |
| Output indicator | 4. | Number of developed sets of recommendations for the policy for promoting labour force participation and employment of persons over 50 years of age | Number | ESF | Total | 1 | 3 | SL2014 |
| Less developed regions | 1 | 2 |
| More developed regions | 1 | 1 |
| **Investment Priority 9i** | | | | | | | | | |
| Output indicator | 1. | Number of key employees of social assistance and social integration institutions who received support under the programme | Person | ESF | Total | 1,963 | 6,134 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities.* *During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 1,696 | 5,300 |
| More developed regions | 267 | 834 |
| Output indicator | 2. | Number of social assistance organisational units supported with the aim to change the organisational system | Number | ESF | Total | 70 | 200 | SL2014 |
| Less developed regions | 61 | 173 |
| More developed regions | 9 | 27 |
| Output indicator | 3. | Number of prisoners supported under the programme | Person | ESF | Total | 9,298 | 23,244 | SL2014 |
| Less developed regions | 8,033 | 20,083 |
| More developed regions | 1,264 | 3,161 |
| **Investment Priority 9iv** | | | | | | | | | |
| Output indicator | 1. | Number of employees of the institutions of the family and foster care support system who received support in terms of family and foster care system support | Person | ESF | Total | 4,000 | 20,000 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 3,456 | 17,280 |
| More developed regions | 544 | 2,720 |
| Output indicator | 2. | Number of developed standards for assistance and nursing services for persons with various degree of dependency | Number | ESF | Total | 1 | 7 | SL2014 |
| Less developed regions | 1 | 6 |
| More developed regions | 1 | 1 |
| **Investment Priority 9v** | | | | | | | | | |
| Output indicator | 1. | Number of social economy entities which benefited from repayable financial instruments under the programme | Number | ESF | Total | 406 | 2,030 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 351 | 1,754 |
| More developed regions | 55 | 276 |
| **Investment Priority 10i** | | | | | | | | | |
| Output indicator | 1. | Number of employees of the school support system and instructors supported in the scope defined in the programme | Person | ESF | Total | 2,314 | 4,627 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 1,999 | 3,998 |
| More developed regions | 315 | 629 |
| Output indicator | 2. | Number of education system managers supported in the scope defined in the programme | Persons |  | Total | 3,526 | 11,752 | SL 2014 |
| Less developed regions | 3,046 | 10,154 |
| More developed regions | 480 | 1,598 |
| Output indicator | 3. | Number of e-textbooks and accompanying didactic e-materials developed under the programme | Person | ESF | Total | 3,380 | 13,519 | SL2014 |
| Less developed regions | 2,920 | 11,680 |
| More developed regions | 460 | 1,839 |
| **Investment Priority 10iii** | | | | | | | | | |
| Output indicator | 1. | Number of partial qualifications outside the education and higher education systems entered into the IQR | Number | ESF | Total | 40 | 200 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 35 | 173 |
| More developed regions | 5 | 27 |
| Output indicator | 2. | Number of schools prepared to perform the role of Local Knowledge and Education Centres | Number | ESF | Total | 20 | 118 | SL2014 |
| Less developed regions | 17 | 102 |
| More developed regions | 3 | 16 |
| **Investment Priority 10iv** | | | | | | | | | |
| Output indicator | 1. | Number of occupations for which core curricula were modernised as a result of the ESF support | Number | ESF | Total | 50 | 190 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 43 | 164 |
| More developed regions | 7 | 26 |
| Output indicator | 2. | Number of examination tasks for vocational examinations, developed thanks to the ESF in cooperation with employers | Number | ESF | Total | 50,000 | 163,059 | SL2014 |
| Less developed regions | 43,200 | 140,883 |
| More developed regions | 6,800 | 22,176 |
| Output indicator | 3. | Number of developed and disseminated  e-resources for vocational education | Number | ESF | Total | 150 | 800 | SL2014 |
| Less developed regions | 130 | 691 |
| More developed regions | 20 | 109 |
| **Investment Priority 11i** | | | | | | | | | |
| Output indicator | 1. | Number of employees of the judiciary who received support in the area of management and communication | Person | ESF | Total | 3,105 | 20,700 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 2,683 | 17,885 |
| More developed regions | 422 | 2,815 |
| Output indicator | 2. | Number of employees of the judiciary who received training support in the field of civil and economic judicature | Person | ESF | Total | 2,067 | 13,782 | SL2014 |
| Less developed regions | 1,786 | 11,908 |
| More developed regions | 281 | 1,874 |
| Output indicator | 3. | Number of public administration units which received support to improve functioning of administrative supervision | Number | ESF | Total | 35 | 350 | SL2014 |
| Less developed regions | 30 | 302 |
| More developed regions | 5 | 48 |
| Output indicator | 4. | Number of local government units which received support for tax-related services for entrepreneurs | Number | ESF | Total | 211 | 1,405 | SL2014 |
| Less developed regions | 182 | 1,214 |
| More developed regions | 29 | 191 |
| Output indicator | 5. | Number of local government units which received support in terms of modernisation of real estate management | Number | ESF | Total | 211 | 1,405 | SL2014 |
| Less developed regions | 182 | 1,214 |
| More developed regions | 29 | 191 |
| Output indicator | 6. | Number of consultations on spatial planning documents conducted in cooperation with NGO | Number | ESF | Total | 100 | 500 | SL2014 |
| Less developed regions | 86 | 432 |
| More developed regions | 14 | 68 |
| Output indicator | 7. | Number of public administration employees, performing tasks in the area of spatial planning and development or architectural and construction issues, who received training support | Person | ESF | Total | 2,900 | 12,287 | SL2014 |
| Less developed regions | 2,506 | 10,616 |
| More developed regions | 394 | 1,671 |
| Output indicator | 8. | Number of tax administration units which received support to improve their functioning and entrepreneurs support | Number | ESF | Total | 45 | 432 | SL2014 |
| Less developed regions | 39 | 373 |
| More developed regions | 6 | 59 |
| Output indicator | 9. | Number of public administration employees who received training support in the area of regulatory impact assessment | Person | ESF | Total | 165 | 294 | SL2014 |
| Less developed regions | 143 | 254 |
| More developed regions | 22 | 40 |
| **PRIORITY AXIS II: EFFECTIVE PUBLIC POLICIES FOR THE LABOUR MARKET, ECONOMY AND EDUCATION – financial indicator** | | | | | | | | | |
| Financial progress indicator | 1. | Total amount of certified eligible expenditure | EUR | ESF | Less developed regions  More developed regions | 136,154,660  25,189,278 | 751,993,539  125,660,418 | SL2014 | *Pursuant to the n+3 rule* |

#### Categories of intervention under priority axis II

**Tables 7–11: Tables presenting categories of intervention used under the priority axis**

Code

Amount (EUR)

Code

Amount

(EUR)

Code

Amount (EUR)

Code

Amount (EUR)

Code

Amount

(EUR)

105

7,861,329

01

608,405,668

08

637,548,206

106

55,691,270

108

18,943,949

109

103,434,517

112

37,887,899

113

46,521,968

115

94,389,352

117

85,596,204

118

56,684,304

119

132,183,716

Code

Amount (EUR)

Code

Amount

(EUR)

Code

Amount (EUR)

Code

Amount (EUR)

Code

Amount

(EUR)

105

1,236,379

01

95,686,066

08

100,269,414

106

8,758,759

108

2,979,381

109

16,267,505

112

5,958,761

113

7,316,671

115

14,844,940

117

13,462,011

118

8,914,937

119

20,788,990

100,528,334

07

258,920

04

4,842,268

07

100,528,334

07

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

***European Social Fund***

***Less developed regions***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Form of

Territory

Territorial

ESF

***European Social Fund***

07

field

type

delivery mechanisms

secondary theme

finance

Intervention

07

1,646,302

07

639,194,508

Dimension 3

Dimension 4

Dimension 6

639,194,508

Table 9:

***More developed regions***

Table 7:

Table 8:

Table 10:

Table 11:

04

30,788,840

Dimension 1

Dimension 2

ESF

field

finance

type

delivery mechanisms

secondary theme

Intervention

Form of

Territory

Territorial

### Axis III Higher education for economy and development

Support under priority axis III *Higher education for economy and development* will be addressed to two categories of regions: less developed (15 voivodeships excluding Mazowieckie Voivodeship) and more developed (Mazowieckie Voivodeship). The universities have a supra-regional impact. The didactic activity of universities is not limited only to the region where they are located. Universities may conduct activities on any area and address its educational offer to persons from outside the region and to foreigners. As a result, these undertakings have a nationwide impact and it is not justified to separate specific actions by region category.

Considering the existing specific regional needs, under specific objective *Increasing the competences of persons participating in higher education to match the needs of the economy, labour market and the society*, a separate amount of funds (approx. EUR 150 million) will be allocated for actions under regional smart specialisations. Appropriate mechanisms taking into account specific needs of regional labour markets and regional smart specialisations will be applied in the implementation processes.

#### Investment Priority 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

#### Specific objectives of IP 10ii

1. Increasing the competences of persons participating in higher education to match the needs of the economy, labour market and the society
2. Improving education quality and efficiency at PhD studies
3. Improving accessibility of international education programmes for   
   Poles and foreigners participating in higher education
4. Support for organisational changes and increasing the competences of higher education system staff

#### Result indicators of IP 10ii

Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Increasing the competences of persons participating in higher education to match the needs of the economy, labour market and the society** | | | | | | | | | | |
| 1. | Percentage of university graduates supported under the ESF who took up employment within 12 months after graduation[[102]](#footnote-102) | Less developed regions  More developed regions | Person | Not applicable | 69.75%[[103]](#footnote-103), of which:  - less developed regions: 69.75%  - more developed regions: 69.75% | Per cent | 2013 | 80%, of which:  - less developed regions: 80%  - more developed regions: 80% | Evaluation study | Every two years |
| 2. | Number of persons who improved their competence in the framework of university activities supported under the ESF | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | 75,000, of which:  - less developed regions: 64,800  - more developed regions: 10,200 | SL2014 | Annual |
| **Specific objective 2: Improving education quality and efficiency at PhD studies** | | | | | | | | | | |
| 3. | Number of graduates of PhD study programmes co-financed from the ESF funds | Less developed regions  More developed regions | Person | Not applicable | 561, of which:  - less developed regions: 485  - more developed regions: 76 | Person | 2014 | 2,074, of which:  - less developed regions: 1,792  - more developed regions: 282 | SL2014 | Annual |
| **Specific objective 3: Improving accessibility of international education programmes for Poles and foreigners participating in higher education** | | | | | | | | | | |
| 4. | Number of persons who completed international education programmes launched thanks to the ESF support | Less developed regions  More developed regions | Person | Not applicable | 1,583, of which:  - less developed regions: 1,368  - more developed regions: 215 | Person | 2014 | 3,600, of which:  - less developed regions: 3,110  - more developed regions: 490 | SL2014 | Annual |
| 5. | Number of foreign accreditations received by main organisational units of universities under the process supported from the ESF | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 73, of which:  - less developed regions: 63  - more developed regions: 10 | SL2014 | Annual |
| **Specific objective 4: Support for organisational changes and increasing the competences of higher education system staff** | | | | | | | | | | |
| 6. | Number of universities which implemented changes in terms of educational process management | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 85, of which:  - less developed regions: 73  - more developed regions: 12 | SL2014 | Annual |
| 7. | Number of established inter-university associations or completed processes of consolidation of universities thanks to the ESF support | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Annual |
| 8. | Number of university employees who improved their didactic competence thanks to the ESF support | Less developed regions  More developed regions | Person | Not applicable | 1,234, of which:  - less developed regions: 1,066  - more developed regions: 168 | Person | 2014 | 6,475, of which:  - less developed regions: 5,594  - more developed regions: 881 | SL2014 | Annual |
| 9. | Number of university employees who improved their management skills thanks to the ESF support | Less developed regions  More developed regions | Person | Not applicable | 1,234, of which:  - less developed regions: 1,066  - more developed regions: 168 | Person | 2014 | 9,450, of which:  - less developed regions: 8,165  - more developed regions: 1,285 | SL2014 | Annual |

#### Description of actions to be implemented under IP 10ii

Types of projects and examples of actions under IP 10ii:

**Under objective 1 *Increasing the competences of persons participating in higher education to match the needs of the economy, labour market and the society***

* Implementation of education programmes with general academic or practical profile, adjusted, based on analyses and forecasts[[104]](#footnote-104), to the needs of economy, labour market and society, including in particular:
  + creating and implementing new study faculties corresponding to current social and economic needs;
  + adjusting and implementing education programmes to social and economic needs;
  + actions involving employers in development and implementation of education programmes;
  + high quality traineeship programmes (this type of actions may constitute a separate project type).
* Improving competence of persons participating in higher education, in the areas of key importance for the economy and country development, defined based on analyses and forecasts confirming the need to develop specific competences in specific areas and based on demand reported by employers / organisations of employers, implemented (excluding traineeships) e.g. by means of:
  + certified trainings and workshops improving competence;
  + additional courses implemented in cooperation with employers;
  + additional practical tasks for students in the form of projects, including in the framework of project teams;
  + study visits hosted by employers.
* Supporting the provision of high quality services by institutions (e.g. academic career centres) which support students in beginning their careers on the labour market.
* Extending the university offer in terms of the third mission implementation, as a social activity forum, e.g. by programmes implemented in cooperation with non-governmental organisations, contributing to development of key competences corresponding to labour market, economic and social needs.

**Under objective 2 *Improving education quality and efficiency at PhD studies***

Development and implementing of high quality[[105]](#footnote-105):

* interdisciplinary PhD programmes with a national or international range;
* international PhD programmes, by basic organisational units of universities in cooperation with other scientific units;
* PhD programmes essential for the economy and the society, supporting country’s innovation and ensuring possibility of transfer/commercialisation of PhD studies’ results.

**Under objective 3 *Improving accessibility of international education programmes for Poles and foreigners participating in higher education***

* Offering education programmes in foreign languages, addressed to both Polish and foreign students.
* Implementing international study programmes and international summer schools enabling foreigners to study in Poland and Poles participating in higher education to study in the international environment.
* Involving foreign academic teachers with scientific, professional or artistic achievements in delivering education programmes at Polish universities.
* Support for Polish universities or education programmes in acquiring foreign accreditation.
* Support for highly gifted students participating in international competitions or contests.

**Under objective 4 *Support for organisational changes and increasing the competences of higher education system staff***

* Implementing changes in the scope of educational process management on universities:
  + IT tools for university management: establishment of a central system of dissertation repositories[[106]](#footnote-106), operation of the so-called plagiarism checkers, creation of open educational resources;
  + tools for sharing information and data on higher education, i.e. support for extending the scope of information submitted by universities to the higher education information system, implementation of systems for financial management support and IT support for innovative didactic process.[[107]](#footnote-107)
* Support for universities consolidation processes.
* Actions improving the university staff’s teaching competences in the scope of innovative didactic skills, IT skills, including using the professional databases and their application in education process, teaching in foreign languages, information management.[[108]](#footnote-108)
* Actions aimed at increasing management skills of managers and administrators at universities, such as team management, financial management, supporting the creation of university structures to absorb financial resources, e.g. in the framework of Horizon 2020.[[109]](#footnote-109)

**Main types of beneficiaries under IP 10ii:**

* minister responsible for higher education
* universities and other institutions offering higher education

**Main target groups under IP 10ii:**

* universities and institutions providing higher education
* individuals participating in higher education
* employers / employer organisations
* Minister responsible for higher education
* other ministers responsible for controlling universities

As regards *ex-ante* conditionality for IP 10.2: Higher education, the Managing Authority of the OP KED shall transfer to the European Commission, by the end of 2014, in consultation with the minister responsible for science and higher education, a formal letter answering to comments formally submitted by the European Commission with regard to the issues related to sub-criteria of the above-mentioned ex-ante conditionality. The formal letter will in particular contain and specify the detailed schedule for implementation of all relevant obligations undertaken by Poland.

The formal letter will explain in particular the following issues relating to the adopted strategic framework with regard to the field of higher education:

* the lack of the analysis relating to the increase of higher education participation among low income groups and other underrepresented groups, with a particular focus on disadvantaged persons and inclusion of persons from marginalised communities;
* insufficient analysis relating to the reduction of early school leaving / increasing the number of people completing education;
* insufficient analysis relating to the promotion of designing innovative educational content and programmes.

These commitments mean that comprehensive analyses of all the above-mentioned issues will be carried out and delivered. If new challenges are identified, appropriate tools will be used to consistently address them.

#### Description of the planned use of financial instruments under IP 10ii

The use of financial instruments is not planned under IP 10ii.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of persons who received the ESF support under education programmes with a general academic or practical profile, adjusted to the needs of the economy, labour market and society | Person | ESF | Less developed regions  More developed regions | 42,000, of which:  - less developed regions: 36,288  - more developed regions: 5,712 | SL2014 | Ongoing monitoring |
| 2. | Number of students who participated in traineeships supported from the ESF funds | Person | ESF | Less developed regions  More developed regions | 35,000, of which:  - less developed regions: 30,240  - more developed regions: 4,760 | SL2014 | Ongoing monitoring |
| 3. | Number of persons who received the ESF support to improve competences in the areas of key importance for the economy and the development of the country | Person | ESF | Less developed regions  More developed regions | 43,000, of which:  - less developed regions: 37,152  - more developed regions: 5,848 | SL2014 | Ongoing monitoring |
| 4. | Number of persons covered by services of the institutions supporting students in starting their careers on the labour market | Person | ESF | Less developed regions  More developed regions | 34,000, of which:  - less developed regions: 29,376  - more developed regions: 4,624 | SL2014 | Ongoing monitoring |
| 5. | Number of persons who participated in education courses as part of the third mission of universities | Person | ESF | Less developed regions  More developed regions | 58,760, of which:  - less developed regions: 50,769  - more developed regions: 7,991 | SL2014 | Ongoing monitoring |
| 6. | Number of persons who received the ESF support under PhD programmes | Person | ESF | Less developed regions  More developed regions | 3,400, of which:  - less developed regions: 2,938  - more developed regions: 462 | SL2014 | Ongoing monitoring |
| 7. | Number of international education programmes launched by the universities as a result of the ESF support | Number | ESF | Less developed regions  More developed regions | 120, of which:  - less developed regions: 104  - more developed regions: 16 | SL2014 | Ongoing monitoring |
| 8. | Number of lecturers from abroad delivering the education module | Person | ESF | Less developed regions  More developed regions | 450, of which:  - less developed regions: 389  - more developed regions: 61 | SL2014 | Ongoing monitoring |
| 9. | Number of basic organisational units of universities supported from the ESF in terms of obtaining foreign accreditations | Number | ESF | Less developed regions  More developed regions | 73, of which:  - less developed regions: 63  - more developed regions: 10 | SL2014 | Ongoing monitoring |
| 10. | Number of persons covered by programmes supporting their participation in international competitions or contests | Person | ESF | Less developed regions  More developed regions | 250, of which:  - less developed regions: 216  - more developed regions: 34 | SL2014 | Ongoing monitoring |
| 11. | Number of universities which received the ESF support in implementing the IT management tools and provision of information on higher education | Number | ESF | Less developed regions  More developed regions | 85, of which:  - less developed regions: 73  - more developed regions: 12 | SL2014 | Ongoing monitoring |
| 12. | Number of universities which received the ESF support in the process of creating associations of universities or in the consolidation process | Number | ESF | Less developed regions  More developed regions | 30, of which:  - less developed regions: 26  - more developed regions: 4 | SL2014 | Ongoing monitoring |
| 13. | Number of employees of the university teaching staff who received the ESF support in terms of the education process | Person | ESF | Less developed regions  More developed regions | 7,190, of which:  - less developed regions:   6,212  - more developed regions:  978 | SL2014 | Ongoing monitoring |
| 14. | Number of employees of the management and administrative staff who received the ESF support in the area of university management | Person | ESF | Less developed regions  More developed regions | 10,500, of which:  - less developed regions:  9,072  - more developed regions:  1,428 | SL2014 | Ongoing monitoring |

#### Performance framework of priority axis III

Table: Performance framework of the priority axis, by fund and category of region

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority axis III: HIGHER EDUCATION FOR ECONOMY AND DEVELOPMENT** | | | | | | | | | |
| **Indicator type**  (key implementation step, financial, output or result indicator) | **No.** | **Name of indicator**  **or key implementation step** | **Measurement unit**  (where appropriate) | **Fund** | **Category of region** | **Milestone**  (2018) | **Final target** (2023) | **Source of data** | **Explanation of relevance of indicator**  (where appropriate) |
| **Investment Priority 10ii** | | | | | | | | | |
| Output indicator | 1. | Number of persons who received the ESF support under education programmes with a general academic or practical profile, adjusted to the needs of economy, labour market and society | Person | ESF | Total | 16,800 | 42,000 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities.* |
| Less developed regions | 14,515 | 36,288 |
| More developed regions | 2,285 | 5,712 |
| Output indicator | 2. | Number of persons who received the ESF support to improve competences in the areas of key importance for the economy and the development of the country | Person | ESF | Total | 20,000 | 43,000 | SL2014 |
| Less developed regions | 17,280 | 37,152 |
| More developed regions | 2,720 | 5,848 |
| Output indicator | 3. | Number of persons who received the ESF support under PhD programmes | Person | ESF | Total | 1,360 | 3,400 | SL2014 |
| Less developed regions | 1,175 | 2,938 |
| More developed regions | 185 | 462 |
| Financial progress indicator | 4. | Total amount of certified eligible expenditure | EUR | ESF | Less developed regions  More developed regions | 194,429,010  35,970,318 | 1,073,847,633  179,443,220 | SL2014 | *Pursuant to the n+3 rule* |

#### Categories of intervention under priority axis III

Tables 7–11: Tables presenting categories of intervention used under the priority axis

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

116

912,770,488

01

912,770,488

07

912,770,488

07

912,770,488

08

912,770,488

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

A(mount

EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

116

143,554,576

01

143,554,576

07

143,554,576

07

143,554,576

08

143,554,576

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

***More developed regions***

***European Social Fund***

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

***Less developed regions***

***European Social Fund***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Intervention

Form

Territory

Territorial

ESF

field

of finance

type

delivery mechanisms

secondary theme

Intervention

Form

Territory

Territorial

ESF

field

of finance

tyoe

delivery mechanisms

secondary theme

### 

### Axis IV Social innovation and transnational cooperation

Innovative and transnational projects under the Programme will be implemented in the framework of priority axis IV *Social innovation and transnational cooperation* which is dedicated only to those issues. The priority axis provides for implementation of all thematic objectives for a number of reasons.

This type of undertakings is a tool for modernising the selected aspects of public policies in the areas of the ESF impact – in Poland there is a need to develop new solutions in innovative and transnational projects, as well as to increase the transnational mobility and to exchange experience, in every area. Moreover, the efficiency of implementation, in particular of social innovation, is directly linked with acting at the cross-roads of different areas – the most valuable innovations result from combining practice and experience of numerous sectors. Due to the fact that Poland adopted the model provided for in Article 96 of the General Regulation, aimed at implementing social innovation and transnationalism under a separate priority axis, it adopted an approach based on combining multiple themes, i.e. the possibility to combine investment priorities from different thematic objectives. The adopted solution results from experience gained from implementation of the Operational Programme Human Capital 2007–2013, as well as experience of other Member States in this area. The dedicated axis increases the visibility of these undertakings, their actual implementation in the planned amount and their effectiveness. These projects require also sufficient capacity of beneficiaries, as well as coordination at different stages.

The priority axis IV *Social innovation and transnational cooperation* will be addressed to two categories of regions: less developed (15 voivodeships excluding Mazowieckie Voivodeship) and more developed (Mazowieckie Voivodeship). The objective of innovative projects and transnational undertakings is to develop new solutions, which will be applied and used in the whole country. These instruments will not be used exclusively in the Mazowieckie Voivodeship or exclusively in 15 regions qualified as less developed. As a result, these undertakings have a supra-regional impact and it is not possible to isolate specific actions by category of region.

#### Investment priorities implemented as part of social innovation:

All investment priorities provided for in thematic objectives 8–11, in line with the thematic approach provided for in Article 9 of the ESF Regulation. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the areas of social innovation. The themes, under which the innovative projects will be implemented, will be determined in accordance with challenges of CSR and will be approved by the programme monitoring committee.

The specific areas indicating the scope of intervention will be determined at the implementation stage, subject to the consultation with the entities responsible for implementing individual sectoral policies and social partners, as well as non-governmental organisations. The scope of support may also depend on the arrangements of Member States interested in a coordinated approach to transnational cooperation at the EU level.

#### Specific objectives (for social innovation)

Increasing the use of social innovation in order to improve the efficiency of selected aspects of public policies in the area of the ESF impact

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for in thematic objectives 8–11.** **Their list will be specified by the Managing Authority at the implementation stage and will be linked with the areas of social innovation.** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective: Increasing the use of social innovation in order to improve the efficiency of selected aspects of public policies in the area of the ESF impact** | | | | | | | | | | |
| 1 | Number of tested social innovations at the micro-level | Less developed regions  More developed regions | Number | Not applicable | 340, of which:  - less developed regions: 301  - more developed regions: 39 | Number | 2014 | 353, of which:  - less developed regions: 305  - more developed regions: 48 | SL2014 | Annual |
| 2 | Number of tested social innovations at the macro-level | Less developed regions  More developed regions | Number | Not applicable | 5, of which:  - less developed regions: 4  - more developed regions: 1 | Number | 2014 | 42, of which:  - less developed regions: 36  - more developed regions: 6 | SL2014 | Annual |

#### Description of actions to be implemented as part of social innovation

The objective of intervention will be to use social innovation for testing and developing new more effective solutions of the problems in the area of i.a. employment, social inclusion, lifelong learning, health and modernisation of public administration functioning, in case of which the current actions are insufficient or which require a new approach. At the same time, they will focus on the most difficult and key problems, supporting achieving objectives resulting from strategic documents. The outputs of innovative projects will be integrated into national policies at various levels – not only in the created legal acts, but also as e.g. new implemented models or operational standards of institutions. Depending on the subject matter of instruments, it will also be possible to use other priorities of the national ESF programme and non-programme channels for their integration into policy and practice.

Depending on the identified needs, actions to develop new solutions may also use transnational cooperation as an instrument allowing to benefit from experience and knowledge of foreign partners, as well as to cooperate in solving the identified problems.

The actions in the above-mentioned scope will be implemented at various stages of creating social innovation and using various schemes of their implementation, as well as taking into account experience and mechanisms adopted in the EQUAL CIP 2004–2006 and the OP HC 2007–2013.

**Types of projects and examples of actions:**

* Micro-innovation – incubation of new initial ideas, including their development and improvement, testing and dissemination, as well as undertaking actions aimed at integrating them into policy and practice.

The objective of micro-innovation is the incubation of ideas enabling to tackle more effectively the problems which have been the subject of the ESF intervention. Under this type of projects, it is important to reach the potential social innovators, to support them in developing and advancing new initial ideas and then testing the finished solutions and disseminating them, as well as to undertake actions aimed at integrating them into policy and practice (understood as ensuring common access to information on project outputs, as well as providing this information to the representatives of institutions deciding about using new solutions on a wider scale and attempting to persuade them to use the developed solution).

* Macro-innovation – developing (if necessary), testing, disseminating and integrating the new solutions into policy and practice.

The objective of macro-innovation is to ensure the possibility to introduce changes into the existing practice by the entities with a greater potential and to implement projects allowing to develop policy innovation.

**Main types of beneficiaries:**

* entities responsible for creating, implementing and monitoring public policies, as well as controlling and supervising these policies
* public administration
* public and non-public labour market institutions
* public and non-public assistance institutions and social inclusion institutions
* schools and educational establishments
* universities
* enterprises
* social partners
* non-governmental organisations

**Main target groups:**

* entities using the developed solutions
* entities and individuals supported through the developed solutions, in line with target groups covered by the actions under the ESIF Operational Programmes in the framework of individual thematic objectives

#### Description of the planned use of financial instruments (for social innovation)

The possibility of using financial instruments when implementing social innovation is not excluded, provided that it will be necessary in order to develop new, more effective solutions of problems in the area covered by innovation. The potential support of financial instruments under social innovation will be, however, based on *ex ante* assessment referred to in Article 37 of the General Regulation.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the areas of social innovation.** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of innovations approved for financing at the micro-level | Number | ESF | Less developed regions  More developed regions | 3,526, of which:  - less developed regions: 3,046  - more developed regions: 480 | SL2014 | Ongoing monitoring |
| 2. | Number of innovations approved for financing at the macro-level | Number | ESF | Less developed regions  More developed regions | 45, of which:  - less developed regions: 39  - more developed regions: 6 | SL2014 | Ongoing monitoring |

#### Investment priorities implemented under transnational mobility programmes:

All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation. Due to the possible nature of granted support, the scholarship and transnational mobility programmes for people involved in creating and implementing public policies will be implemented under investment priority 10.3.

The specific themes for transnational mobility programmes will be identified at the implementation stage, taking into account the scope of support under the EU Erasmus+ programme and the possibility to cooperate with other Member States in this regard.

#### Specific objectives (for transnational mobility programmes)

Strengthening professional and key competences of persons through transnational mobility programmes

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective: Strengthening professional and key competences of persons through transnational mobility programmes** | | | | | | | | | | |
| 1. | Number of persons who acquired professional or key competences after leaving the programme | Less developed regions  More developed regions | Person | Not applicable | 90%, of which:  - less developed regions: 90%  - more developed regions: 90% | Per cent | 2014 | 90%, of which:  - less developed regions: 90%  - more developed regions: 90% | SL2014 | Annual |

#### Description of actions to be implemented under transnational mobility programmes

Transnational mobility programmes will serve to acquire new skills and competences and improve them, as well as to obtain work experience by persons at various stages of education and career. They will also contribute to improving the quality of functioning, including improving the work and management methods, of private and public entities. Particular attention will be paid to the possibility of using the mobility programmes in implementing the EU Strategy for the Baltic Sea Region.

**Types of projects and examples of actions:**

Transnational mobility is implemented i.a. through:

* Transnational mobility programmes pursuant to the rules specified for the Erasmus+ programme.[[110]](#footnote-110)

These actions will be complementary to actions under the Erasmus+ programme and will be compatible with the nature of the European Social Fund – the support will be granted i.a. to students, pupils and graduates of vocational schools, as well as staff of educational institutions. The support will be also addressed to disadvantaged persons from the above-mentioned groups, including disabled persons and persons in a difficult financial situation.

* Transnational mobility programmes aimed at professional activation of young persons at risk of social exclusion, combined with the possibility to use a competition coordinated at the EU level.

The objective of these actions is employment, professional training or further education by participants of the mobility programmes. This objective will be achieved through improving knowledge, skills and competences acquired during a foreign traineeship.

* Scholarship and transnational mobility programmes for people involved in creating and implementing public policies.

The objective of such actions is to introduce the best practices (most effective) in the area of organisation, administration, financing and management of public affairs into the practice of Polish institutions providing public services, their subordinate and supervised units, by creating a possibility of learning about solutions applied in other countries in terms of problems and challenges they encounter in their work place and then to implement changes to their own practice. These programmes will cover such areas as scholarships at universities abroad, traineeships, apprenticeships, exchange of staff, job shadowing. They are addressed to both the employees of public administration and the representatives of non-governmental organisations, employer organisations, trade unions, etc.

* Transnational mobility programmes for people who want to increase their competences and skills necessary to maintain or take up employment.

**Main types of beneficiaries:**

* National School of Public Administration
* Foundation for the Development of the Education System
* public administration
* public and non-public labour market institutions
* public and non-public assistance institutions and social inclusion institutions
* schools and educational establishments
* universities
* enterprises
* social partners
* non-governmental organisations

**Main target groups:**

* institutions and organisations, including i.a. entities responsible for implementing public policies
* individuals, including i.a. pupils from schools and institutions providing vocational education, students, young unemployed or inactive persons at risk of social exclusion, employees of entities responsible for implementing public polices

#### Description of the planned use of financial instruments (for transnational mobility programmes)

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of persons who received support under transnational mobility programmes | Person | ESF | Less developed regions  More developed regions | 71,422, of which:  - less developed regions: 61,709  - more developed regions: 9,713 | SL2014 | Ongoing monitoring |

#### Investment priorities implemented under actions related to transnational cooperation:

All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.

The specific themes for transnational cooperation identifying the scope of intervention will be defined at the implementation stage and will target these areas of sectoral policies, where exchange of experience with foreign partners and the process of mutual learning at the transnational level may generate considerable added value. The choice will also depend on the possibilities of cooperation with other Member States, including under the coordinated approach to transnational cooperation at the EU level.

#### Specific objectives (for actions related to transnational cooperation)

Implementing new solutions, in particular in the area of promoting labour force participation, lifelong learning, creation and implementation of public policies, thanks to cooperation with foreign partners.

**Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Implementing new solutions, in particular in the area of promoting labour force participation, lifelong learning, creation and implementation of public policies, thanks to cooperation with foreign partners** | | | | | | | | | | |
| 1. | Number of institutions which have implemented new solutions thanks to cooperation with a foreign partner | Less developed regions  More developed regions | Number | Not applicable | 189, of which:  - less developed regions: 172  - more developed regions: 17 | Number | 2013 | 182, of which:  - less developed regions: 157  - more developed regions: 25 | SL2014 | Annual |

#### Description of actions to be implemented under transnational cooperation actions

The objective of intervention will be to promote transnational cooperation as an effective tool for supporting actions i.a. in the area of promoting labour force participation, lifelong learning, creation and implementation of public policies. Cooperation with foreign partners will contribute to exchange of experience, use of solutions not previously applied in Poland, as well as to development of new solutions at the EU level, which will increase the quality of intervention. It will be implemented by means of various schemes, i.a. twinning concentrated mostly on building cooperation networks, possibility to extend projects implemented under the ESF to include transnational cooperation and initiation of such undertakings. The final scope and nature of cooperation will depend on the possibility of cooperation with other Member States. Particular attention will be paid to the possibility of using transnational cooperation to implement the EU Strategy for the Baltic Sea Region.

**Types of projects and examples of actions:**

Transnational cooperation is implemented i.a. through:

- projects implemented under the Common Framework, i.e. the coordinated contest at the European level, which will define the main principles and areas of action;

- projects including a transnational component implemented outside the Common Framework;

- extension of standard projects (implemented also under regional operational programmes) to include a transnational component;

- functioning of cooperation networks in the ESF support areas, enabling exchange of experience and mutual learning.

The above-mentioned projects may include:

* development of new solutions in cooperation with a foreign partner (implementation should also be included);
* import and export of new solutions and their adaptation (implementation should also be included);
* exchange of information and experience;
* parallel development of new solutions (implementation should also be included).

**Main types of beneficiaries:**

* entities responsible for creating, implementing and monitoring public policies, as well as controlling and supervising these policies
* public administration
* public and non-public labour market institutions
* public and non-public assistance institutions and social inclusion institutions
* schools and educational establishments
* universities
* enterprises
* social partners

**Main target groups:**

* institutions and organisations, including i.a. public and non-public labour market institutions, assistance institutions and social inclusion institutions, public administration, social partners, NGOs;
* entrepreneurs;
* individuals, including i.a. unemployed or inactive, persons at risk of social exclusion, students of different types of schools, employees in enterprises and in public administration

#### Description of the planned use of financial instruments (for transnational cooperation actions)

The use of financial instruments is not planned.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of institutions which established cooperation with a foreign partner under the programme | Number | ESF | Less developed regions  More developed regions | 205, of which:  - less developed regions: 177  - more developed regions: 28 | SL2014 | Ongoing monitoring |

#### Performance framework of priority axis IV

Table 6: Performance framework of the priority axis, by fund and category of region

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority axis IV: SOCIAL INNOVATION AND TRANSNATIONAL COOPERATION** | | | | | | | | | |
| **Indicator type**  (key implementation step, financial, output or result indicator) | **No.** | **Name of indicator**  **or key implementation step** | **Measurement unit**  (where appropriate) | **Fund** | **Category of region** | **Milestone** (2018) | **Final target** (2023) | **Source of data** | **Explanation of relevance of indicator**  (where appropriate) |
| **Investment priorities:**  **All investment priorities provided for under thematic objectives 8–11. Their list will be specified by the Managing Authority at the implementation stage and will be linked with the themes of transnational cooperation.** | | | | | | | | | |
| Output indicator | 1 | Number of persons who received support under transnational mobility programmes | Person | ESF | Total | 21,427 | 71,422 | SL2014 | *Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. During the selection process, the managing authority was also guided by uniform distribution of financial liability between institutions responsible for implementation and achievement of programme objectives.* |
| Less developed regions | 18,513 | 61,709 |
| Less developed regions | 2,914 | 9,713 |
| Financial progress indicator | 2 | Total amount of certified eligible expenditure | EUR | ESF | Less developed regions  More developed regions | 110,362,948  20,417,685 | 610,114,712  101,285,679 | SL2014 | *Pursuant to the n+3 rule* |

#### Categories of intervention under priority axis IV

Tables 7–11: Tables presenting categories of intervention used under the priority axis

Code

Amount (EUR)

Code

Amount

(EUR)

Code

Amount (EUR)

Code

Amount (EUR)

Code

Amount

(EUR)

102

16,703,328.0

06

81,794,111

02

185,459,131

103

16,703,328.0

105

16,703,328.0

106

16,703,328.0

107

16,703,328.0

108

16,703,328.0

109

16,703,328.0

110

16,703,328.0

111

16,703,328.0

112

16,703,328.0

113

16,703,328.0

115

16,703,328.0

116

16,703,328.0

117

16,703,328.0

118

329,059,056.0

119

16,703,328.0

Code

Amount (EUR)

Code

Amount

(EUR)

Code

Amount (EUR)

Code

Amount (EUR)

Code

Amount

(EUR)

102

2,626,990.0

06

12,864,043

02

29,167,800

103

2,626,990.0

105

2,626,990.0

106

2,626,990.0

107

2,626,990.0

108

2,626,990.0

109

2,626,990.0

110

2,626,990.0

111

2,626,990.0

112

2,626,990.0

113

2,626,990.0

115

2,626,990.0

116

2,626,990.0

117

2,626,990.0

118

51,752,261.0

119

2,626,990.0

61,989,311

07

579,608,976

08

01

91,157,111

07

91,157,111

08

Territorial

ESF

finance

field

Intervention

Dimension 1

01

579,608,976

Table 7:

Table 8:

Dimension 2

***European Social Fund***

***More developed regions***

394,149,845

Table 10:

Table 11:

Dimension 4

Dimension 6

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

***European Social Fund***

***Less developed regions***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Intervention

Form of

Territory

Territorial

ESF

field

finance

type

delivery mechanisms

secondary theme

delivery mechanisms

secondary theme

Form of

07

497,814,865

07

78,293,068

Territory

Dimension 3

Table 9:

type

### Axis V Support for healthcare

Under priority axis V Support for healthcare, the actions will be addressed to two categories of regions: less developed (15 voivodeships excluding Mazowieckie Voivodeship) and more developed (Mazowieckie Voivodeship). The undertakings have a nationwide impact and it is not justified to distinguish specific actions by category of region.

Thematic concentration of projects will be accompanied by principles defined in detail i.a. at the level of criteria for project selection, which will ensure the selection of intervention targeted at improvement of effectiveness, including cost-effectiveness, effectiveness of beneficiaries (health care facilities) and of the entire healthcare system in accordance with the CSR 2014 for Poland and with the objective of implemented and planned reforms of the healthcare system.

Document entitled “Policy Paper for healthcare for years 2014-2020” (PP) constitutes a national strategic framework for all undertakings implemented in the healthcare area in the 2014–2020 perspective.

The main instrument for coordination of intervention in the healthcare sector financed from the EU funds is the Steering Committee for coordination of ESIF interventions in the health care sector, chaired by the minister responsible for health. To ensure the proper coordination mechanism, the Committee examines issues associated with health care on an ongoing basis, in particular in terms of ensuring efficiency and effectiveness of intervention using the EU funds, achievement of the expected results and the impact of the Action Plan implementation on the objectives of the Policy Paper for healthcare of and the objectives of the PA and the OP.

A prerequisite for intervention in the healthcare sector from the ESIF funds is their compliance with the Action Plan for the healthcare sector agreed by the Steering Committee.

The Action Plan (AP) – directly linked with the PA and including investments from national funds (including under competitions for tasks financed from public funds and contracts for services), includes, i.a. a list of potential projects implemented at the national and the regional level, created after the analysis of proposals presented by MA in terms of complementarity and cost-effectiveness, principles concerning methods and criteria for project selection in the framework of call for proposals announced under central and regional programmes. The investments will be implemented only by entities performing healthcare activity (public and private), providing healthcare services financed from public funds. If the activity of the entity performing healthcare activity is extended, it will be necessary to sign a contract for providing healthcare services, financed from the public funds, for the contracting period following the project completion at the latest.

Funds will be granted only to projects justified from the point of view of needs and deficits in the context of epidemiological and demographic situation and supply of healthcare services in the given area, as well as from the point of view of their positive influence on rational rules of management and effectiveness of health care facilities.

#### Investment Priority 8vi Active and healthy ageing

#### Specific objectives of IP 8vi

**Implementation and development of preventive programmes for diseases having a negative impact on labour resources, dedicated to working age population.**

The analysis of expenditure of the National Health Fund shows that 5% of the insured population uses 60% of funds for healthcare in Poland, while 28.7% of funds are allocated for treatment of most serious diseases (1% of population).[[111]](#footnote-111) The above-mentioned data show that one of the basic problems of the Polish healthcare system is the significant disproportion between expenditure on preventive healthcare[[112]](#footnote-112) and those on the treatment of advanced forms of disease. Meanwhile, a modern and economically effective model of the healthcare system should be based on intensive and long-term preventive actions which will reduce the number of people diagnosed at the advanced stage (and thus difficult to treat and expensive) of diseases. The above-mentioned data show that actions targeted on finding new organisational and medical solutions improving the health of citizens need to be enhanced, particularly in the scope of primary healthcare, including preventive actions.

Actions under the OP KED will be compliant with the measures under the ROP (i.a. facilitating return to the labour market by supporting rehabilitation medicine, **implementing preventive healthcare projects concerning diseases constituting an important health problem in the region, implementing programmes targeted at eliminating health risk factors at workplace, development of cancer prevention targeted at detection of colorectal cancer, cervical cancer and breast cancer).** **Preventive healthcare activities financed from the ESF should focus on the highest risk groups. The pilot projects of preventive healthcare activities should be implemented using comparative studies.**

#### Result indicators of IP 8vi

Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8vi Active and healthy ageing** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Implementation of preventive healthcare programmes for diseases having a negative impact on labour resources, dedicated to working age population.** | | | | | | | | | | |
| 1. | Number of implemented preventive healthcare programmes for diseases having a negative impact on labour resources | Less developed regions  More developed regions | Number | Not applicable | 9, of which:  - less developed regions: 8  - more developed regions: 1 | Number | 2014 | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Annual |
| 2. | Number of persons who used a medical service under a preventive healthcare programme co-financed from the ESF | Less developed regions  More developed regions | Person | Not applicable | 8,680, of which:  - less developed regions: 7,500  - more developed regions: 1,180 | Person | 2014 | 65,000, of which:  - less developed regions: 56,160  - more developed regions: 8,840 | SL2014 | Annual |
| 3. | Number of persons cooperating with or working for primary healthcare centres, who, thanks to the ESF, improved their competences in implementing preventive healthcare programmes developed using the ESF funds | Less developed regions  More developed regions | Person | Not applicable | 3,896, of which:  - less developed regions: 3,366  - more developed regions: 530 | Person | 2014 | 10,403, of which:  - less developed regions: 8,988  - more developed regions: 1,415 | SL2014 | Annual |

#### Description of actions to be implemented under IP 8vi

Types of projects and examples of actions under IP 8vi:

**Under objective *Implementation and development of preventive healthcare programmes for diseases having a negative impact on labour resources, dedicated to working age population*.**

* Pilot and testing projects for preventive healthcare programmes including i.a. research and education components, as well as the component supporting cooperation between highly specialised centres and primary healthcare physicians and general hospitals in order to prevent the fragmentation of care over patient.

**All actions undertaken as part of preventive activities will be implemented with respect to rights of patients and applicable law.** Moreover, the opinion providing process concerning particular preventive healthcare programmes will involve the Agency for Health Technology Assessment. The role of the Agency for Health Technology Assessment will consist in assessing the clinical performance and safety of the planned actions, particularly of health benefits planned in the health policy programme in relation to health risk (clinical effectiveness assessment) and to costs of expected health outcomes (economic viability assessment) in the context of defined health needs covered by the health policy programme. The recommendations of the Agency for Health Technology Assessment will have to be implemented before the beginning of implementation of preventive healthcare programmes co-financed under the ESF. **All preventive healthcare programmes will be implemented based on the continuous monitoring of health needs.**

Actions under IP 8vi will focus on implementation of preventive actions to counteract diseases constituting the most frequent causes of professional deactivation for health reasons, i.e. cardio-vascular diseases, cancer, mental illnesses (disorders), diseases of musculoskeletal system and joints, respiratory diseases. In order to guarantee the efficient use of European funds dedicated to healthcare, far-reaching coordination of preventive programmes’ implementation will be ensured at the central level, including in terms of efficiency of preventive healthcare programmes (also at the regional level). The main tool for coordination of intervention from the ESIF in the health care sector is **the Steering Committee for coordination of ESIF intervention in the health care sector and** the Action Plan **it approves**. This document includes, i.a. a list of potential projects implemented **at the national and the regional level** and principles concerning methods and criteria for project selection in the framework of call for proposals announced **under central and regional programmes**. The Action Plan also includes **investments implemented using other funds than the ESIF** (national, including those in the framework of contests for tasks financed from public funds and contracts for provided services, EIB, aid programmes, etc.).

**Main types of beneficiaries under IP 8vi:**

* medical universities;
* teaching hospitals;
* research institutes supervised by the Ministry of Health;
* National Health Fund;
* minister responsible for health.

**Main target groups under IP 8vi:**

* working age population, mostly from the identified highest risk groups;
* entities providing primary healthcare services;
* employees in entities providing primary healthcare services / their partners

Preventive healthcare programmes implementation will be implemented by supporting the primary healthcare capacity, and these entities will be the key to reach to persons eligible for the programme with the offer of preventive activities. To this end, support will also be provided, apart from patients, to employees in entities providing primary healthcare services / their partners.

#### Description of the planned use of financial instruments in IP 8vi

The use of financial instruments is not planned under IP 8vi.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 8vi Active and healthy ageing** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of developed preventive healthcare programmes for diseases having a negative impact on labour resources | Number | ESF | Less developed regions  More developed regions | 15, of which:  - less developed regions: 13  - more developed regions: 2 | SL2014 | Ongoing monitoring |
| 2. | Number of persons cooperating with or working for primary healthcare facilities, who received training in preventive healthcare programmes implementation developed using the ESF funds | Person | ESF | Less developed regions  More developed regions | 12,238, of which:  - less developed regions: 10,574  - more developed regions: 1,664 | SL2014 | Ongoing monitoring |

#### Investment Priority 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest

#### Specific objectives of IP 9iv

**Implementing actions enhancing quality and organisational solutions in the healthcare system, facilitating access to affordable, sustainable and high-quality services.**

The increase in the number of elderly people and the continuing process of life expectancy increase translate directly into the necessity of providing more healthcare services. This means that in the coming years the healthcare system will have to be adjusted in order to satisfy increasing social needs, both in organisational and in financial terms.

#### Result indicators of IP 9iv

Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority:** **9iv** **Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Implementing actions enhancing quality and organisational activities in the healthcare system, facilitating access to affordable, sustainable and high-quality services.** | | | | | | | | | | |
| 1. | Number of entities performing hospital healthcare activity which implemented quality-enhancing actions under the programme | Less developed regions  More developed regions | Number | Not applicable | 245, of which:  - less developed regions: 212  - more developed regions: 33 | Number | 2014 | 128, of which:  - less developed regions: 111  - more developed regions: 17 | SL2014 | Annual |
| 2. | Number of entities providing primary healthcare services which implemented quality-enhancing actions under the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 527, of which:  - less developed regions: 455  - more developed regions: 72 | SL2014 | Annual |
| 3. | Number of entities (process coordinators) performing healthcare activity which implemented a managed healthcare model under the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 45, of which:  - less developed regions: 39  - more developed regions: 6 | SL2014 | Annual |
| 4. | Number of deinstitutionalised facilities providing care to dependent persons, which were created under the programme | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 400, of which:  - less developed regions: 346  - more developed regions: 54 | SL2014 | Annual |
| 5. | Number of employees of healthcare institutions, including the administration of the healthcare system, who, thanks to the ESF, improved their competences in the field of management and control | Less developed regions  More developed regions | Person | Not applicable | 20,403, of which:  - less developed regions: 17,628  - more developed regions: 2,775 | Person | 2014 | 9,000, of which:  - less developed regions: 7,776  - more developed regions: 1,224 | SL2014 | Annual |
| 6. | Number of non-governmental organisations representing patients, which were involved in the process of public consultation on actions undertaken by state administration in the area of healthcare | Less developed regions  More developed regions | Number | Not applicable | 15, of which:  - less developed regions: 13  - more developed regions: 2 | Number | 2014 | 45, of which:  - less developed regions: 39  - more developed regions: 6 | SL2014 | Annual |
| 7. | Number of implementations of analytical models for healthcare, necessary for the correct mapping of healthcare needs | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 528, of which:  - less developed regions: 456  - more developed regions: 72 | SL2014 | Annual |

#### Description of actions to be implemented under IP 9iv

Types of projects and examples of actions under IP 9iv:

**Under objective *Implementing actions enhancing quality and organisational solutions in the healthcare system, facilitating access to affordable, sustainable and high-quality services***

* Quality-enhancing actions dedicated to healthcare entities which provide hospital healthcare services
* Quality-enhancing actions dedicated to entities providing primary healthcare
* Preparing, testing and implementing the managed care organisation into healthcare system to enhance quality and efficiency of public healthcare services (pilot project of the new organisation form, process and technological solutions)
* Supporting deinstitutionalisation of care for dependent persons by developing alternative forms of care for dependent persons (including elderly people)
* Trainings for employees of administration and management of healthcare centres, as well as for representatives of payers and founding entities, to improve efficiency of the healthcare system functioning, in particular to develop analytical capacity and internal audit in healthcare system units
* Actions for development of social dialogue and the concept of social responsibility of healthcare system institutions by i.a. supporting cooperation between healthcare system administration and patient organisations
* Creation of the system for mapping healthcare needs (improvement of the quality of data concerning i.a. information about medical infrastructure condition, medical registers dedicated to specific diseases and identification of “blank spots” in healthcare)

To enable satisfying healthcare needs, activities **contributing to implementation of quality-enhancing activities** will be undertaken at all levels of medical service provision, particularly at the **primary healthcare** level, as well as activities contributing to healthcare deinstitutionalisation and support for continuous monitoring of health needs (mapping of healthcare needs). Regional maps are to be developed by voivodes, who will cooperate in this regard with Voivodeship Councils for Healthcare Needs, based on projects provided by the National Institute of Public Health – National Institute of Hygiene. Voivodeship Councils for Healthcare Needs consist of voivodeship consultants and members with extensive knowledge in the field of public healthcare, appointed by a voivode, including: one representative of the Marshal of the Voivodeship; one representative of the director of the voivodeship branch of the Fund; one representative of the National Institute of Public Health – National Institute of Hygiene; one representative of the Voivodeship Statistical Office; one representative of medical universities with headquarters in the voivodeship; one representative of Poviats’ Convention of a given Voivodeship; one representative of the representative employers organisations. The national map will be developed in its entirety by the National Institute of Public Health – National Institute of Hygiene (based on the data from regional maps). These maps will be used by voivodes to define the so-called healthcare policy priorities, specifying which health needs included in the maps are of priority importance; these priorities are binding for all stakeholders in the healthcare system. One of the **key elements to improve the efficiency of the healthcare system** is to support the system of quality accreditation at all stages of providing medical services, including particularly at the primary healthcare level, and to mainstreaming the quality-enhancing actions within the healthcare policy. Improvement in the efficiency of the modern healthcare system by promoting the system of quality accreditation consists mainly in finding issues which influence the level of services and patient safety to the greatest extent. Measurable criteria for assessment of facilities providing specific types of healthcare are developed in these areas. Introduction and use of managed care organisation to enhance the quality and efficiency of the public healthcare provision will constitute an important element of improving the efficiency of the healthcare system. Actions under the programme will concern the development of managed care models as well as their testing and implementation, with the conceptual period being as short as possible.

**Main types of beneficiaries under IP 9iv:**

* minister responsible for health;
* National Health Fund;
* Centre for Quality Control in Healthcare;
* universities;
* non-governmental organisations active in the field of patients health protection;
* entities providing services for dependent persons;
* healthcare facilities;
* local government units and their organisational units

**Main target groups under IP 9iv:**

* health care sector employees;
* employees of the healthcare centres founding bodies;
* employees of the administrators of public funds dedicated to healthcare;
* employees of local government units;
* members of non-governmental organisations active in the field of patients health protection

#### Description of the planned use of financial instruments in IP 9iv

The use of financial instruments is not planned under IP 9iv.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 9iv Enhancing access to affordable, sustainable and high-quality services, including health care and social services of general interest** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of entities performing hospital healthcare activity which received support under the programme | Number | ESF | Less developed regions  More developed regions | 150, of which:  - less developed regions: 130  - more developed regions: 20 | SL2014 | Ongoing monitoring |
| 2. | Number of entities providing primary healthcare services which were covered by quality-enhancing actions under the programme | Number | ESF | Less developed regions  More developed regions | 620, of which:  - less developed regions: 536  - more developed regions: 84 | SL2014 | Ongoing monitoring |
| 3. | Number of entities (process coordinators) performing healthcare activity covered by the pilot implementation of the managed care model | Number | ESF | Less developed regions  More developed regions | 45, of which:  - less developed regions: 39  - more developed regions: 6 | SL2014 | Ongoing monitoring |
| 4. | Number of health care facilities covered by the tools for deinstitutionalisation of care for dependent persons | Number | ESF | Less developed regions  More developed regions | 40, of which:  - less developed regions: 35  - more developed regions: 5 | SL2014 | Ongoing monitoring |
| 5. | Number of employees of healthcare institutions, including the administration of the healthcare system, supported from the ESF to improve its functioning | Person | ESF | Less developed regions  More developed regions | 10,000, of which:  - less developed regions: 8,640  - more developed regions: 1,360 | SL2014 | Ongoing monitoring |
| 6. | Number of non-governmental organisations dealing with patient rights which received support under the programme | Number | ESF | Less developed regions  More developed regions | 45, of which:  - less developed regions: 39  - more developed regions: 6 | SL2014 | Ongoing monitoring |
| 7. | Number of developed analytical sectoral models of prevalence for major groups of diseases[[113]](#footnote-113) | Number | ESF | Less developed regions  More developed regions | 30, of which:  - less developed regions: 26  - more developed regions: 4 | SL2014 | Ongoing monitoring |
| 8. | Number of developed analytical models for forecasting the prevalence[[114]](#footnote-114) | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 9. | Number of developed analytical multisectoral models of planning medical resources and infrastructure | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |
| 10. | Number of developed models for analysis of data on the medical labour market | Number | ESF | Less developed regions  More developed regions | 1, of which:  - less developed regions: 1  - more developed regions: 1 | SL2014 | Ongoing monitoring |

#### Investment Priority 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

#### Specific objectives of IP 10ii

**Improving the quality of higher education at medical faculties**

The development of healthcare sector is very important for economic development of Poland. This sector constitutes a significant part of the labour market and employs almost 1,000,000 persons in Poland. In addition, healthcare is the market area with a significant development potential in terms of creating new jobs. According to the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the regions on An Agenda for new skills and jobs: A European contribution towards full employment, constituting the so-called flagship initiative of the Europe 2020 strategy, by 2020 in the health sector a shortage of about 1 million professionals is estimated– and up to 2 million if ancillary healthcare professions are taken into account. This figure constitutes 15% of needs in terms of medical care in the EU. In the context of the ongoing discussion on the lack of sustainability of employment contracts, it is important that “white jobs” are characterised by relatively high stability and the healthcare sector itself is one of the most innovative branches. The medical labour market will develop along with the development of innovative technologies, but also along with the progressing ageing of the population. In the coming years, a dramatic growth in the demand for medical services is envisaged, including nursing and care services related to the increase in number of elderly and dependent people. The healthcare sector constitutes the key element of the so-called **“silver economy”**.

#### Result indicators of IP 10ii

Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Improving the quality of higher education at medical faculties** | | | | | | | | | | |
| 1. | Number of implemented development programmes at medical universities, developed as a result of the ESF support | Less developed regions  More developed regions | Number | Not applicable | 0 | Number | 2014 | 42, of which:  - less developed regions: 36  - more developed regions: 6 | SL2014 | Annual |
| 2. | Number of people who, thanks to the support under the programme, obtained the license to practice the profession of a nurse or a midwife | Less developed regions  More developed regions | Person | Not applicable | 0 | Person | 2014 | 10,625, of which:  - less developed regions: 9,180  - more developed regions: 1,445 | SL2014 | Annual |

#### Description of actions to be implemented under IP 10ii

Types of projects and examples of actions under IP 10ii:

**Under the objective *Improving the quality of higher education at medical faculties***

* implementing development programmes for medical universities participating in the process of practical education of students, including creating centres of medical simulation;
* implementing development programmes for medical universities participating in the process of educating nurses and midwives to increase the number of graduates of the above-mentioned faculties.

An important element of support under IP 10ii will be the support for reform of the system of undergraduate and postgraduate education at medical faculties and in the areas relevant to health care functioning, with a particular focus on **development of practical skills of medical students,** using i.a. medical simulation techniques. Moreover, actions under the above-mentioned priority will serve to **prevent the generation gap[[115]](#footnote-115)**, i.a. by covering the faculties of nursing and midwifery with the so-called development programme to increase the number of students and graduates of the above-mentioned faculties.

In order to increase the quality and accessibility of medical services, actions with long-term effects should be taken. This includes **supporting the system of undergraduate education of medical staff.** The higher medical studies at the Medicine Faculty in Poland are provided by twelve universities with cooperation of 44 teaching hospitals, in which practical training takes place. Studies at the Medicine Faculty last 6 years and finish with obtaining a degree and title of a physician. In 2012, 2,823 students have received the degree. Currently, all graduates of medicine must complete postgraduate traineeship. This requirement will be in force until 2017 (the last edition of postgraduate traineeship will begin on 1 October 2017). Students who began their education in 2012 are already educated according to new standards, taking into account the practical clinical training on the sixth year of studies. For practical clinical training of students, it is essential to use modern centres of medical simulation (which are common in Western Europe), equipped with manikins, simulators of operating theatres, ambulances, etc. It should be emphasised that currently only four out of twelve medical universities in Poland have medical simulation centres. Therefore, the key task to be supported from structural funds is to create new centres and develop the existing ones. The tool to improve the quality of education at medical faculties will be the **development programmes for medical universities**. The establishment of medical simulation centres will be the mandatory element of those programmes. The development programmes will serve the implementation of practical educational projects. They will also contribute to increasing the number of nursing and midwifery graduates.

**Main types of beneficiaries under IP 10ii:**

* minister responsible for health
* universities

**Main target groups under IP 10ii:**

* universities and institutions providing higher education, including academics
* individuals participating in higher education
* employers / employer organisations
* minister responsible for health

#### Description of the planned use of financial instruments under IP 10ii

The use of financial instruments is not planned under IP 10ii.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10ii Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of development programmes at medical universities created as a result of the ESF support | Number | ESF | Less developed regions  More developed regions | 42, of which:  - less developed regions: 36  - more developed regions: 6 | SL2014 | Ongoing monitoring |
| 2. | Number of nursing or midwifery students who received support under the programme | Person | ESF | Less developed regions  More developed regions | 12,500, of which:  - less developed regions: 10,800  - more developed regions: 1,700 | SL2014 | Ongoing monitoring |

#### Investment Priority 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

#### Specific objectives of IP 10iii

**Developing professional competences and qualifications of medical staff, responding to the epidemiological and demographic needs of the country.**

The observed increase in average life expectancy is connected with the increase of incidence rate of diseases which already constitute an important epidemiological problem. This means that the number of patients with coexisting age-related illnesses will increase. The increase in demand for medical services, resulting from the ageing population, is a challenge for the whole healthcare system, in particular at the level of primary healthcare. An important element of supported education programmes is the improvement of competences and skills of physicians and nurses in terms of preventive actions with respect to diseases and conditions that are most common in the Polish society. The threats resulting from demographic and epidemiological changes result also from the existing demand barriers on the market of healthcare services. The necessity to support staff is also connected with the problem of ‘ageing’ of medical professionals. An analysis of the age structure of physicians of different specialisations revealed that in 13 medical fields over 25% professionals are over 70 years old and in 10 medical fields approx. 13% professionals are aged between 61 and 65, while in 18 fields over 50% of physicians are over 56 years old. The problem of medical staff ageing concerns also nurses and midwives. The reasons for this vary depending on the specialisation, however, the main barriers include: (a) financial barrier / budgetary restrictions, (b) organisational barrier / an insufficient number of places for specialisation and an insufficient number of specialisation courses. It is necessary to provide comprehensive support to overcome barriers in access to specialist education for physicians in Poland through i.a. increasing the number of places for resident and other physicians and the support for financing traineeships and specialisation courses.

#### Result indicators of IP 10iii

Table: Common result indicators for the ESF for which a target value has been set and programme-specific result indicators for the ESF, by investment priority and category of region

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences** | | | | | | | | | | |
| **No.** | **Name of indicator** | **Category of region** | **Measurement unit for indicator** | **Reference output indicator**  **(from the CI list)** | **Baseline value** | **Measurement unit for baseline and target** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective 1: Developing professional competences and qualifications of medical staff, responding to the epidemiological and demographic needs of the country** | | | | | | | | | | |
| 1. | Number of nurses and midwives who, after leaving the programme, obtained qualifications in the areas related to epidemiological and demographic needs | Less developed regions  More developed regions | Person | Not applicable | 59,510, of which:  - less developed regions: 51,417  - more developed regions: 8,093 | Person | 2014 | 17,000, of which:  - less developed regions: 14,688  - more developed regions: 2,312 | SL2014 | Annual |
| 2. | Number of physicians who increased their professional qualifications in the areas related to epidemiological and demographic needs, thanks to the ESF | Less developed regions  More developed regions | Person | Not applicable | 8,520, of which:  - less developed regions: 7,361  - more developed regions: 1,159 | Person | 2014 | 13,345, of which:  - less developed regions: 11,530  - more developed regions: 1,815 | SL2014 | Annual |
| 3. | Number of representatives of other professions relevant to the functioning of the healthcare system who increased their professional qualifications in the areas related to epidemiological and demographic needs, thanks to the ESF | Less developed regions  More developed regions | Person | Not applicable | 12,440, of which:  - less developed regions: 10,748  - more developed regions: 1,692 | Person | 2014 | 6,120, of which:  - less developed regions: 5,288  - more developed regions: 832 | SL2014 | Annual |

#### Description of actions to be implemented under IP 10iii

Types of projects and examples of actions under IP 10iii:

**Under the objective *Developing professional competences and qualifications of medical staff, responding to the epidemiological and demographic needs of the country***

* post-graduate training of nurses and midwives in the areas related to epidemiological and demographic needs
* medical specialisation education of physicians in the areas relevant to epidemiological and demographic needs of the country,
* post-graduate training of physicians in other forms than specialisations in the areas relevant to epidemiological and demographic needs of the country, with a particular focus on physicians cooperating with primary healthcare facilities;
* professional development of representatives of other professions relevant to the functioning of the healthcare system in the areas important for meeting demographic and epidemiological needs

Under IP 10iii, the support will be granted for the development of the system for post-graduate training of medical staff in the areas important for epidemiological and demographic needs of the country. It will be crucial to support education in medical specialisation based on the reformed education programmes, including i.a. modular education. The key element of the planned support will be the implementation of education projects improving the competences of medical staff by their participation in training activities in the form of training courses. Under the support for post-graduate training of medical staff the training courses will be co-financed addressed in particular to employees of primary health care facilities i.a. in the field of oncology, cardiology or geriatrics with the focus on prevention. Moreover, the project selection criteria under the priority will take into account regional deficits in terms of individual competences and medical skills.

**Main types of beneficiaries under IP 10iii:**

* minister responsible for health
* institutions authorised to provide training for medical staff
* Medical Postgraduate Training Centre
* Centre for Postgraduate Training of Nurses and Midwives

**Main target groups under IP 10iii:**

* medical staff
* health sector employees pursuing the occupations important for ensuring health safety.

#### Description of the planned use of financial instruments under IP 10iii

The use of financial instruments is not planned under IP 10iii.

**Table: Common and programme-specific output indicators for the ESF, by investment priority and category of region**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Investment Priority: 10iii Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences** | | | | | | | |
| **No.** | **Name of indicator** | **Measurement unit for indicator** | **Fund** | **Category of region** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of nurses and midwives covered by postgraduate training under the programme in the areas related to epidemiological and demographic needs | Person | ESF | Less developed regions  More developed regions | 20,000, of which:  - less developed regions: 17,280  - more developed regions: 2,720 | SL2014 | Ongoing monitoring |
| 2. | Number of physicians covered by postgraduate training under the programme in the areas related to epidemiological and demographic needs | Person | ESF | Less developed regions  More developed regions | 15,700, of which:  - less developed regions: 13,565  - more developed regions: 2,135 | SL2014 | Ongoing monitoring |
| 3. | Number of representatives of other professions relevant to the functioning of the healthcare system who, thanks to the ESF, received support under the programme in the areas related to epidemiological and demographic needs | Person | ESF | Less developed regions  More developed regions | 7,200, of which:  - less developed regions: 6,221  - more developed regions: 979 | SL2014 | Ongoing monitoring |

#### Performance framework of priority axis support for healthcare

Table: Performance framework of the priority axis, by fund and category of region

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority axis V SUPPORT FOR HEALTHCARE** | | | | | | | | | |
| **Indicator type**  (key implementation step, financial, output or result indicator) | **No.** | **Name of indicator**  **or key implementation step** | **Measurement unit**  (where appropriate) | **Fund** | **Category of region** | **Milestone**  (2018) | **Final target** (2023) | **Source of data** | **Explanation of relevance of indicator**  (where appropriate) |
| **Investment Priority 8vi** | | | | | | | | | |
| Output indicator | 1. | Number of developed preventive healthcare programmes for diseases having a negative impact on labour resources | Number | ESF | Total | 8 | 15 | SL2014 | Indicators selected for performance assessment cover more than 50% of allocation provided for the priority axis and constitute a subset of measures selected from among output indicators for individual investment priorities. |
| Less developed regions | 7 | 13 |
| More developed regions | 1 | 2 |
| **Investment Priority 9iv** | | | | | | | | |
| Output indicator | 2. | Number of health care facilities covered by the tools for deinstitutionalisation of care for dependent persons | Number | ESF | Total | 40 | 40 | SL2014 |
| Less developed regions | 35 | 35 |
| More developed regions | 5 | 5 |
| **Investment Priority 10ii** | | | | | | | | |
| Output indicator | 3. | Number of development programmes at medical universities created as a result of the ESF support | Number | ESF | Total | 12 | 42 | SL2014 |
| Less developed regions | 10 | 36 |
| More developed regions | 2 | 6 |
| **Investment Priority 10iii** | | | | | | | | |
| Output indicator | 4. | Number of nurses and midwives covered by postgraduate training under the programme in the areas related to epidemiological and demographic needs | Person | ESF | Total | 10,000 | 20,000 | SL2014 |
| Less developed regions | 8,640 | 17,280 |
| More developed regions | 1,360 | 2,720 |
| Output indicator | 5. | Number of physicians covered by postgraduate training under the programme in the areas related to epidemiological and demographic needs | Person | ESF | Total | 7,850 | 15,700 | SL2014 |
| Less developed regions | 6,782 | 13,565 |
| More developed regions | 1,068 | 2,135 |
| Financial progress indicator | 6. | Total amount of certified eligible expenditure | EUR | ESF | Less developed regions  More developed regions | 55,438,055  10,256,311 | 306,188,998  51,165,118 | SL2014 | *Pursuant to the n+3 rule* |

#### Categories of intervention under priority axis V

Tables 7–11: Tables presenting categories of intervention used under the priority axis

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

107

35,519,905

112

63,505,037

116

123,408,902

117

37,826,804

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

107

5,586,339

112

9,987,657

116

19,408,945

117

5,949,153

08

40,932,094

***European Social Fund***

***Less developed regions***

***European Social Fund***

***More developed regions***

01

40,932,094

07

40,932,094

07

40,932,094

field

of finance

type

delivery mechanisms

secondary theme

Intervention

Form

Territory

Territorial

ESF

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

08

260,260,648

01

260,260,648

07

260,260,648

07

260,260,648

field

of finance

type

delivery mechanisms

secondary theme

Intervention

Form

Territory

Territorial

ESF

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

**Description of the guiding principles for project selection (under priority axes I-V)**

The possibility to select a project for co-financing will depend on fulfilling the criteria approved by the Monitoring Committee (pursuant to Article 110(2)(a) and Article 125(3)(a) of the General Regulation) and on it being recommended for co-financing by the Managing Authority or the Intermediate Body.

Project selection procedures will meet the requirements set out in the General Regulation, in particular in Article 125(3). Evaluation criteria applied will be non-discriminatory, transparent and will take into account the principles set out in Articles 7 and 8 of the General Regulation. The criteria will ensure co-financing only for the projects which implement the objectives set out in the programme and will be uniform for all potential beneficiaries of all projects concerning a given category of the OP KED operations.

Pursuant to the Partnership Agreement, the contest procedure will be the main method for selecting projects for co-financing under the OP KED. The non-contest procedure will be limited only to justified cases, including the implementation or coordination of tasks specified in legal regulations applicable to a given entity or group of entities. Non-contest projects will be implemented according to the principles set out for the ESF in the subchapter 5.2.1 of the Partnership Agreement and will be limited to two types: conceptual and implementing.

The decision to apply a given project selection procedure will each time be preceded by the analysis of the situation in a given area of the OP KED intervention and will take into account the necessity to ensure the highest possible level of achieving the objectives, which are assumed under a given type of support, and specific objectives of individual OP KED priority axes.

The details concerning the use of a given procedure under a specific priority axis and the institutions participating in the project selection procedure will be defined in the OP implementation documents.

The project selection system will focus in particular on ensuring following elements:

* effectiveness of the selection process to ensure that project selected for co-financing projects meet the condition of optimal relation between expenditure and result and best respond to the current socio-economic needs. Emphasis will also be put on monitoring the effectiveness of project implementation;
* transparency – decisions on recommending projects for co-financing will result from objective reasons verifiable by all interested and authorised parties;
* impartiality – the system will include mechanisms to ensure impartiality of evaluators (i.a. the obligation for evaluators to submit declarations of impartiality);
* procedural efficiency – the system will take into account the need to ensure for balance between the necessity to ensure in-depth qualitative evaluation of projects and the quickness and efficiency of the process of substantive evaluation of a large number of applications.   
  The necessity to reduce administrative burden will be also taken into account in the programming process.

The same operational principles for project selection as identified in other priority axes apply to axis V. Apart from the above-mentioned operational principles for project selection, applied to all priority axes of the programme, under which the individual investment priorities are implemented, the following additional conditions were set out for projects implemented in the area of healthcare from the ESIF resources:

(a) Projects are eligible, if they are compatible with the Action Plan for the healthcare sector, agreed by the Steering Committee, and if their implementation is justified by the maps of needs. The projects will be selected according to the selection criteria based on recommendations in AP.

(b) Expenditure incurred under projects concerning the hospital infrastructure (including preparation and incurring expenditure under the projects) may be certified after introducing the maps of needs in the field of medicine and the type of services with the same thematic scope to that of a given project.

(c) As an exception from the condition laid down in point (b), investments relating to infrastructure in the context of managed care, aimed at strengthening primary healthcare, outpatient specialist care and community forms of care (both in the context of deinstitutionalisation and creating community forms of care) may be co-financed right after adoption of the Action Plan by the Steering Committee, provided that the diagnosis or data in the available registers allow to verify whether their implementation was reasonable.

(d) Preference will be given to projects supporting the shift of focus from services requiring hospitalisation to primary healthcare and outpatient specialist care, as well as the development of managed care, including community forms of care.

(e) Investments consisting in the adaptation of existing infrastructure to the applicable provisions are ineligible, unless their implementation is justified from the perspective of improving the effectiveness (including the cost efficiency) and access to healthcare services.

(f) The following projects will be promoted:

* cost-efficient and implemented by entities with the greatest financial efficiency,
* providing for consolidation measures and other forms of cooperation between healthcare facilities,
* as well as actions aimed at reorganisation and restructuring within healthcare facilities in order to maximise the use of infrastructure, including the neighbouring infrastructure, and the level of its adjustment to the existing deficits.

The above-mentioned additional conditions will be applied, if they are justified due to the nature of projects implemented from the European Social Fund.

### Axis VI – Technical assistance

The intervention under other OP KED axes has a nationwide impact. The nature of actions to be implemented under the programme results in the fact that they will concern all regions of Poland equally. In view of the adopted intervention system under the programme and the need to ensure its effectiveness, there is no justification and real possibility to distinguish undertakings under the axes for individual categories of regions. Therefore, one Technical Assistance axis should be also established to cover two categories of regions.

Support under priority axis concerning Technical Assistance under the OP KED will be complementary to actions implemented under the horizontal programme of technical assistance, while maintaining the division of tasks resulting from the adopted specific demarcation line between the programmes, presented in the OP TA 2014–2020.

#### Specific objectives and expected results

1. Providing effective support for all OP KED processes and use of OP KED funding.
2. Ensuring the efficiency of coordination activities in terms of implementing thematic objectives 8–10 financed under the ESF in the area of programming, monitoring, evaluation, project selection system and eligibility of expenditure under the ESF.

#### Results

The implementation of the priority axis Technical Assistance will result in:

Under specific objective 1:

* administrative capacity adequate to OP KED challenges and needs;
* efficiency of processes adequate to OP KED needs;
* appropriate level of information and promotion of the Programme, in particular among its beneficiaries and potential beneficiaries, as well as project participants and potential participants;
* evaluation adequate to management and assessment needs of the Programme;
* mechanism for exchange of experience between all entities involved in the Programme implementation.

Under specific objective 2:

* a common ESF monitoring system in Poland;
* developed comparative analyses of voivodeships in the areas of the ESF impact, supporting the ROP coordination;
* coordinated evaluation process at the level of the entire ESF and the high quality of conducted studies;
* coherent rules and high quality of the project selection process under the ESF;
* a common catalogue of eligible expenditure covered by the ESF funds;
* mechanism for exchange of experience between all institutions involved in the ESF implementation.

**Table:** **Result indicators by specific objective.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Name of indicator** | **Measurement unit** | **Baseline value** | **Baseline year** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| **Specific objective I: Providing effective support for all OP KED processes and use of OP KED funding** | | | | | | | |
| 1. | Fluctuation of employees in institutions involved in the cohesion policy | % | 4% | 2013 | 4% | Survey | Annual |
| 2 | Annual average number of trainings per one employee of an institution of the EF implementation system | Number | 1.7 | 2013 | 2 | Technical Assistance reporting | Annual |
| 3 | Average time for project approval (from submission of application for co-financing to signing of a contract) | Number of days | 194 | 2013 | 170 | SL2014 | Annual |
| **Specific objective 2: Ensuring the efficiency of coordination activities in terms of implementing thematic objectives 8–10 financed under the ESF in the area of programming, monitoring, evaluation, project selection system and eligibility of expenditure under the ESF** | | | | | | | |
| 1 | Percentage of implemented operational recommendations | % | 50% | 2013 | 60% | recommendation implementation system | Annual |
| 2 | Guidelines coordinating the ESF implementation in Poland | Number | 2 | 2013 | 7 | Official Gazette of the Republic of Poland “Monitor Polski” (communications from the minister responsible for regional development) | Annual |

#### Actions to be implemented and their expected contribution to specific objectives

Actions implemented under priority axis Technical Assistance will be focused on ensuring support for processes influencing the implementation of the Operational Programme Knowledge Education Development and on actions relating to coordination of the European Social Fund implementation in Poland in 2014–2020.

Specific objective 1 will be implemented in particular through the following actions:

* supporting the human potential of institutions responsible for the implementation of OP KED actions in the regions; analogous support for OP KED Managing Authority and institutions performing the function of intermediate bodies, which are at the same time central government administration bodies, will be granted under the Operational Programme Technical Assistance in 2014–2020;
* ensuring technical facilities necessary for performing tasks under the Programme;
* continuous improvement of competences and skills of staff involved in managing and implementing priority axes co-financed under the OP KED i.a. through trainings, seminars, workshops, courses, as well as studies and continuation of education, traineeships, apprenticeships and study visits in other countries participating in the ESF implementation;
* preparing counselling and translations, as well as expert opinions, analyses, studies, reports and concepts for the purpose of the Programme implementation, necessary for the effective Programme implementation;
* monitoring, control and audit of projects implemented under the Programme;
* evaluation of the Programme and projects implemented under the Programme;
* organising meetings of the Monitoring Committee, working groups, workshops or seminars to continuously monitor and verify the OP KED implementation, as well as to exchange experience, knowledge and information;
* ensuring high quality of the project selection process under the Programme, including trainings for evaluators, support for experts, counselling, expert opinions and analyses;
* constructing electronic tools, which will support tasks connected i.a. with management, implementation, monitoring and trainings;
* implementation of actions addressed to partners referred to in Article 5 of the General Regulation, including social partners and non-governmental organisations, whose participation in the Programme implementation follows the partnership principle;
* exchanging information and experience between the entities involved in the Programme implementation;
* selection of grant operators for innovative projects at the micro-level;
* implementation of obligations that concern information and promotion activities of Member States relating to the support granted under the Programme.

Specific objective 2 will be implemented in particular through the following actions:

* funding tools necessary for exchanging knowledge and experience related to the ESF implementation;
* organising meetings of working groups and conferences;
* ensuring high quality of the project selection process under the ESF, including trainings for evaluators, the support for experts, counselling, expert opinions and analyses;
* evaluation of the ESF and projects implemented under the Fund;
* preparing expert opinions, analyses, publications, studies, reports and concepts for the purpose of the ESF implementation in Poland,
* implementation of actions addressed to partners referred to in Article 5 of the General Regulation, including social partners and non-governmental organisations, whose participation in the ESF implementation follows the partnership principle;
* exchanging information and experiences between the entities involved in the ESF implementation.

In order to enable the implementation of above-mentioned actions, it is necessary to ensure adequate funding. Such funds are allocated under Technical Assistance priority axis and constitute 3.5% of allocation available under the national programme financed from the ESF. Technical Assistance provides means and instruments to implement the described objectives.

**Main types of beneficiaries and target groups:**

* OP KED intermediate bodies,
* OP KED Managing Authority,
* operators selected by OP KED Managing Authority,
* social partners,
* non-governmental organisations,
* OP KED beneficiaries.

**Table: Output indicators.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.** | **Name of indicator** | **Measurement unit** | **Target value (2023)** | **Source of data** | **Frequency of reporting** |
| 1. | Number of FTE-months financed from technical assistance funds | Number | not specified | SL2014 | Annual |
| 2. | Number of participants of trainings for institutions | Person | not specified | SL2014 | Annual |
| 3. | Number of conducted evaluations | Number | not specified | SL2014 | Annual |
| 4. | Number of participants of trainings for beneficiaries | Number | not specified | SL2014 | Annual |
| 5. | Number of wide-scale information and promotion actions | Number | not specified | SL2014 | Annual |
| 6. | Number of visits to the information portal/website | Number | not specified | SL2014 | Annual |
| 7. | Number of information or promotion materials published in an electronic form | Number | not specified | SL2014 | Annual |
| 8. | Number of meetings of thematic networks, working groups, committees and other bodies that involve partners from outside public administration | Number | not specified | SL2014 | Annual |

#### Categories of intervention

Tables 7–11: Tables presenting categories of intervention used under the priority axis

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

121

130,478,638

122

3,545,615

123

7,800,353

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

Code

Amount

(EUR)

121

20,520,827

122

557,631

123

1,226,789

22,305,247

08

22,305,247

01

22,305,247

07

22,305,247

07

141,824,606

08

141,824,606

01

141,824,606

07

141,824,606

07

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

***European Social Fund***

***Less developed regions***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Intervention

Form

Territory

Territorial

ESF

field

of finance

type

delivery mechanisms

secondary theme

***European Social Fund***

***More developed regions***

Dimension 1

Dimension 2

Dimension 3

Dimension 4

Dimension 6

Table 7:

Table 8:

Table 9:

Table 10:

Table 11:

Intervention

Form

Territory

Territorial

ESF

field

of finance

type

delivery mechanisms

secondary theme

### 

### Description of ESF actions related to social innovation, cross-border cooperation and ESF contribution to the implementation of TO 1-7

Social innovation and transnational cooperation in the framework of the OP KED are implemented under a separate priority axis. Detailed description of actions implemented in this area in the framework of ESF is included under axis IV *Social innovation and transnational cooperation*.

The OP KED implements 4 thematic objectives specified in the General Regulation: promoting employment and supporting labour mobility, investing in education, skills and lifelong learning, promoting social inclusion and combating poverty, enhancing institutional capacity and efficient public administration. At the same time, the proposal for the ESF Regulation identifies the so-called secondary themes, which are to contribute to implementation of thematic objectives 1–7, listed in the General Regulation, were indicated. They concern: supporting the shift towards a low-carbon, climate-resilient, resource-efficient and environmentally sustainable economy; enhancing the accessibility of, and use and quality of, information and communication technologies through the development of digital literacy, investment in e-inclusion, e-skills and related entrepreneurial skills; strengthening research, technological development and innovation through the development of post-graduate studies, the training of researchers, networking activities and partnerships between higher education institutions, research and technological centres and enterprises; enhancing the competitiveness of small and medium-sized enterprises, through promoting the adaptability of enterprises and workers and increased investment in human capital.

It should be emphasised that OP KED objectives are focused on the development and implementation of actions reforming the policies supported under the ESF and on intervention which is more efficient if implemented at the national level. However, in principle, the actions to directly improve the situation of people on the labour market in the years 2014–2020 will be implemented under 16 regional operational programmes co-financed from the ESF. The overall impact of the European Social Fund on the implementation of thematic objectives 1–7 may thus be presented taking into account the provisions of all operational programmes co-financed from the ESF in Poland.

Regardless of the above, it should be emphasised that the Operational Programme Knowledge Education Development will contribute to achieving the objective related to research and development (thematic objective 1) through the implementation of actions aimed at supporting higher education, including adjusting education programmes to the needs of the economy and implementation of high quality, interdisciplinary programmes of postgraduate studies at the national and international level, support for exceptionally talented students by promoting their participation in international competitions or contests, as well as actions aimed at improving the quality of university management. Although the above-mentioned actions concern teaching and not research, they will be important for preparing universities and students for the cooperation between universities and the business and developing (depending on the potential and needs of university) the research aspect of their operation.

The OP KED will also contribute to the implementation of thematic objective related to the development of information and communication technologies (thematic objective 2) by means of creating e-textbooks and developing electronic teaching materials for general education and vocational education. The objective concerning information and communication technologies is therefore indirectly supported, since in the implementation of objectives laid down for the European Social Fund it constitutes a tool for achieving certain social objectives (e.g. improving the quality of education). Moreover, the integration of databases of the education system is planned under the OP KED.

The Operational Programme Knowledge Education Development will also contribute to the implementation of the objective related to development of entrepreneurship (thematic objective 3) through support for adaptability of employees and enterprises to improve the quality of the management of enterprise development. At the national level, actions to identify development needs and draw up development plans for individual enterprises and groups of enterprises, including e.g. industries, territories, groups cooperating within the supply chain, clusters and in relation to the smart specialisations, will be undertaken. These actions will help increase awareness among entrepreneurs in terms of benefits of investing in human capital and long-term planning in business activity.

Section 3. FinanciNG plan of the Programme

The Operational Programme Knowledge Education Development 2014–2020 is a national operational programme financed from the European Social Fund (ESF) and under the *Youth Employment Initiative (YEI).* The programme is implemented in the entire Poland, i.e. in 15 regions classified as less developed and in Mazowieckie Voivodeship as a more developed region with a special status, resulting from the Framework Regulation, as a former less developed region.

Pursuant to the Partnership Agreement, the allocation of the ESF funds for the Programme amounts to EUR 4,436.8 million and EUR 252.4 million under the special budget line of *Youth Employment Initiative.* The minimum level of national financing, determined based on Article 120 of the Framework Regulation that stipulates the maximum co-financing rate under each priority axis in less developed regions at 85% and at 80% for Mazowieckie Voivodeship, amounts to EUR 740.3 million at the time of programming.

Programme implementation will involve public and private national funds. It is assumed   
that the final amount of national funds, mainly private funds, upon the programme closure may be higher, depending on the scope and level of state aid granted   
under the programme.[[116]](#footnote-116)

### Certification basis

Total eligible expenditure constitutes the basis for calculating the EU contribution under the Operational Programme Knowledge Education Development 2014–2020.

### Categories of regions

Each priority axis of the Programme[[117]](#footnote-117) has two financial envelopes: one for 15 less developed regions and the other one for Mazowieckie Voivodeship (as a more developed region) with co-financing rates amounting to 85% and 80%, respectively. For the priority axis relating to social innovation the level of co-financing was increased by 10 pp, i.e. to 95%, in the category of less developed regions and 90% for the envelope of more developed regions, respectively. According to the principles stipulated by the Partnership Agreement, due to the fact that the Programme covers the whole country, there are only “pro-rata axes”. Projects implemented under individual priority axes concern the entire Poland, not individual categories of regions. The relation of the EU contribution between the envelopes for less and more developed regions under those axes is 86.41% (15 less developed regions) and 13.59% (Mazowieckie Voivodeship – a more developed region), which corresponds to the relation between population in less developed regions and in Mazowieckie Voivodeship. Projects implemented under the axes will use the allocations from both envelopes at the above proportion (not applicable to YEI funds).

### Performance reserve

The Operational Programme Knowledge Education Development 2014–2020 provides for a performance reserve of 6% of its total ESF allocation, reduced by the funds of *Youth Employment Initiative*, of which 6% for each region category. The share of the performance reserve by year for each year amounts to 6% (Table 17).

The performance reserve is established for each priority axis of the Programme at a similar proportion to its value, with the exception of axis VI Technical Assistance and funds under axis I *Young people on the labour market* in the part of funds from the *Youth Employment Initiative* for which according to provisions no reserve has been established (exclusion of the Technical Assistance axis requires increasing the reserve for other axes to maintain the required reserve level for funds) (Table 18a).

### Thematic concentration

The levels of thematic concentration envisaged under the Programme result from the Partnership Agreement and allow to maintain the levels of concentration required by the EU regulations through the PA.

As far as the European Social Fund is concerned, at least 60% of its funds were allocated under the operational programme financed from this Fund in two investment priorities 8.ii and 10.ii.

### Joint support from the Funds

Expenditure related to the implementation of projects under the OP KED is, in accordance with applicable Union law, co-financed by the European Social Fund (ESF). Nevertheless, pursuant to   
 Article 98 CPR, the Funds, i.e. the European Regional Development Fund (ERDF) and the ESF may finance, in a complementary manner and subject to a limit of 10% of Union funding for each priority axis of an operational programme, actions eligible for support from the other Fund, provided that they are necessary for the satisfactory implementation of the operations and are directly linked to it.

Therefore, in justified cases at the project level there is a possibility to extend the catalogue of expenditure co-financed from the ESF to include eligible costs under the ERDF. The Managing Authority shall ensure that a given project is supported under one OP at a given time. Double financing of the same operation under different OP is excluded.

The level of the joint support from the Funds will be verified by establishing an appropriate system at the two stages:

1. applying for ESF funds – the applicant will have an obligation to estimate, in the part of the application for project co-financing concerning the budget, the costs eligible for the support from the ERDF funds under the project; these costs will be verified by the Intermediate Body during the assessment of the application for project co-financing;
2. settlement of funds under the project – the beneficiary will have an obligation to present the level of expenditure incurred under the joint support from the Funds in the payment application submitted during the project implementation this solution will allow Intermediate Bodies to monitor the level of this support for a single project, as well as the entire priority axis.

Joint support from different Funds is possible in projects implemented under all OP KED priorities and a specific maximum Community financing level will be applied at the level of each priority axis of the operational programme and not the project.

Taking into account the demarcation between a national programme and regional programmes, results of the ex-ante evaluation show that financial allocation under the OP KED is adequate and justified, in particular in the context of actions supporting the education in terms of higher education, which will be implemented only at the central level.

Table 17: Financial appropriation from each fund and amounts for performance reserve (EUR)

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**Main**

**allocation**

**Performance**

**reserve**

**1**

**2**

**3**

**4**

**5**

**6**

**7**

**8**

**9**

**10**

**11**

**12**

**13**

**14**

**15**

**16**

**17**

**18**

**Total**

**522 862 504**

**24 321 926**

**548 613 544**

**27 957 110**

**570 380 136**

**36 407 243**

**596 655 662**

**38 084 404**

**622 877 734**

**39 758 154**

**649 206 714**

**41 438 726**

**675 172 086**

**43 096 090**

**4 185 768 380**

**251 063 653**

YEI-specific

allocation

Not applicable

141 819 001

0

110 618 821

0

0

0

0

0

0

0

0

0

0

0

**252 437 822**

**0**

Cohesion

Fund

Not applicable

0

0

0

0

0

0

0

0

0

0

0

0

0

0

**0**

0

**Total**

**664 681 505**

**24 321 926**

**659 232 365**

**27 957 110**

**570 380 136**

**36 407 243**

**596 655 662**

**38 084 404**

**622 877 734**

**39 758 154**

**649 206 714**

**41 438 726**

**675 172 086**

**43 096 090**

**4 438 206 202**

**251 063 653**

In transition

regions

In more developed

regions

ESF

ESF

5 070 165

5 172 524

76 332 258

74 782 093

73 285 383

77 828 969

**Fund**

ESF

In less developed

regions

**Category of region**

**Total**

**2014**

**2015**

**2016**

**2017**

**2019**

**34 119 551**

**0**

**2020**

0

0

0

**2018**

4 585 668

71 842 125

**0**

0

0

0

0

**534 539 623**

81 036 207

79 432 588

4 677 790

**216 944 102**

475 328 161

19 736 258

594 135 879

**3 651 228 757**

0

0

0

37 923 566

569 774 126

36 368 561

451 020 379

23 279 320

31 633 918

495 598 043

520 323 404

0

0

0

0

545 048 765

4 773 325

33 212 132

4 872 272

4 967 807

34 790 347

Table 18a: Financing plan (EUR)

**National public**

**funding**

**National private**

**funding**

**Union support**

**National   
counterpart**

**Union support**

**National   
counterpart**

**1**

**2**

**3**

**4=5+6**

**5**

**6**

**7=3+4**

**8=3/7**

**9**

**10=3-12**

**11=4-13**

**12**

**13=4\*(12/3)**

**14=12/3\*100**

EFS

Less developed

1 273 030 366

1 082 075 811

190 954 555

185 840 528

5 114 027

1 273 030 366

84.9999999921%

NA

1 012 896 524

178 746 446

69 179 287

12 208 109

6.4%

EFS

More developed

212 727 265

170 181 812

42 545 453

41 690 883

854 570

212 727 265

80.0000000000%

NA

159 301 746

39 825 436

10 880 066

2 720 017

6.4%

YEI

Not applicable

549 423 495

504 875 644

44 547 851

41 846 742

2 701 109

549 423 495

91.8918918821%

NA

504 875 644

44 547 851

0

0

0.0%

EFS

Less developed

751 993 539

639 194 508

112 799 031

111 963 629

835 402

751 993 539

84.9999999801%

NA

600 842 838

106 031 089

38 351 670

6 767 942

6.0%

EFS

More developed

125 660 418

100 528 334

25 132 084

24 992 486

139 598

125 660 418

79.9999996817%

NA

94 496 634

23 624 159

6 031 700

1 507 925

6.0%

EFS

Less developed

1 073 847 633

912 770 488

161 077 145

154 249 342

6 827 803

1 073 847 633

84.9999999953%

NA

853 749 521

150 661 680

59 020 967

10 415 465

6.5%

EFS

More developed

179 443 220

143 554 576

35 888 644

34 747 697

1 140 947

179 443 220

80.0000000000%

NA

134 272 144

33 568 036

9 282 432

2 320 608

6.5%

EFS

Less developed

610 114 712

579 608 976

30 505 736

22 069 057

8 436 679

610 114 712

94.9999999344%

ND

544 832 437

28 675 392

34 776 539

1 830 344

6.0%

EFS

More developed

101 285 679

91 157 111

10 128 568

8 727 987

1 400 581

101 285 679

89.9999999013%

NA

85 687 684

9 520 854

5 469 427

607 714

6.0%

EFS

Less developed

306 188 998

260 260 648

45 928 350

42 100 988

3 827 362

306 188 998

84.9999999020%

NA

244 645 009

43 172 649

15 615 639

2 755 701

6.0%

EFS

More developed

51 165 118

40 932 094

10 233 024

9 593 460

639 564

51 165 118

79.9999992182%

NA

38 476 168

9 619 042

2 455 926

613 982

6.0%

EFS

Less developed

166 852 478

141 824 606

25 027 872

22 664 019

2 363 853

166 852 478

84.9999998202%

NA

141 824 606

25 027 872

0

0

0.0%

EFS

More developed

27 881 559

22 305 247

5 576 312

5 181 305

395 007

27 881 559

79.9999992827%

NA

22 305 247

5 576 312

0

0

0.0%

**Less developed**

**4 182 027 726**

**3 615 735 037**

**566 292 689**

**538 887 562**

**27 405 127**

**4 182 027 726**

**86.46%**

**NA**

3 398 790 935

532 315 128

216 944 102

33 977 561

6.0%

**More developed**

**698 163 259**

**568 659 174**

**129 504 085**

**124 933 818**

**4 570 267**

**698 163 259**

**81.45%**

**NA**

534 539 623

121 733 839

34 119 551

7 770 246

6.0%

**Total**

**YEI**

**h**

**Not applicable**

**549 423 495**

**504 875 644**

**44 547 851**

**41 846 742**

**2 701 109**

**549 423 495**

**91.89%**

**NA**

504 875 644

44 547 851

0

0

0.0%

**Grand total**

**5 429 614 480**

**4 689 269 855**

**740 344 625**

**705 668 123**

**34 676 502**

**5 429 614 480**

**86.36%**

**NA**

**4 438 206 202**

**698 596 818**

**251 063 653**

**41 747 807**

**5.4%**

**Performance**

**reserve amount**

**as proportion**

**of total**

**Union support**

**Total**

**EFS**

Priority axis 1

**Main allocation (total**

**funding less**

**performance reserve)**

**Performance reserve**

**Fund**

**Category of region**

Priority axis 2

**Priority axis**

**Indicative breakdown of**

**national counterpart**

**National   
counterpart**

Priority axis 3

**Co-financing**

**rate**

**For**

**information**

**EIB**

**contributions**

Priority axis 6

**Total funding**

**Basis for**

**calculation of**

**Union support**

**(total**

**eligible**

**cost**

**Union support**

Priority axis 5

Priority axis 4

Table 18b: Youth Employment Initiative – special allocation (EUR)

**1**

**2**

**3**

**4=5+6**

**5**

**6**

**7=3+4**

**8=3/7**

1

YEI-specific

allocation

Not applicable

252 437 822

252 437 822

0

0

0

252 437 822

100.00%

2

ESF matching

support

less developed

296 985 673

252 437 822

44 547 851

41 846 742

2 701 109

296 985 673

85.00%

3

ESF matching

support

transition

0

0

0

0

0

0

-

4

ESF matching

support

more developed

0

0

0

0

0

0

-

6

Ratio of ESF

for less

developed regions

2/sum

(2:4)

1

7

Ratio of ESF

for transition

regions

3/sum

(2:4)

0

8

Ratio of ESF

for more

developed regions

4/sum

(2:4)

0

5

[Must equal [part ofi]

Priority axis 3]

549 423 495

504 875 644

**National private**

**funfding**

**Category of region**

**Union  
 support**

**Indicative breakdown of**

**national counterpart**

91.89%

2 701 109

**National  
counterpart**

**Co-financing**

**rate**

**Total**

**funding**

44 547 851

TOTAL: YEI

[part of]

Priority axis

]

549 423 495

**Fund**

**National public**

**funding**

**Basis for calculation**

**of Union support**

**Total eligible**

**cost or**

**public eligible**

**cost**

41 846 742

Table 18c: Financial plan by priority axis, fund, category of region and thematic objective (EUR)

**1**

**2**

**3**

**4**

**5**

**6**

**7=5+6**

Less developed

1 082 075 811

190 954 555

1 273 030 366

More developed

170 181 812

42 545 453

212 727 265

YEI

Nie dotyczy

504 875 644

44 547 851

549 423 495

**1 757 133 267**

**278 047 859**

**2 035 181 126**

Less developed

82 496 549

14 558 215

97 054 764

More developed

12 974 518

3 243 630

16 218 148

Less developed

187 844 383

33 149 009

220 993 392

More developed

29 542 937

7 385 734

36 928 671

Less developed

236 669 860

41 765 269

278 435 129

More developed

37 221 888

9 305 472

46 527 360

Less developed

132 183 716

23 326 538

155 510 254

More developed

20 788 991

5 197 248

25 986 239

**739 722 842**

**137 931 115**

**877 653 957**

Less developed

912 770 488

161 077 145

1 073 847 633

More developed

143 554 576

35 888 644

179 443 220

**1 056 325 064**

**196 965 789**

**1 253 290 853**

Less developed

100 219 966

5 274 735

105 494 701

More developed

15 761 941

1 751 327

17 513 268

Less developed

83 516 638

4 395 613

87 912 251

More developed

13 134 951

1 459 439

14 594 390

Less developed

379 169 044

19 956 265

399 125 309

More developed

59 633 229

6 625 914

66 259 143

Less developed regions

16 703 328

879 123

17 582 451

Mazowsze

2 626 990

291 888

2 918 878

**670 766 087**

**40 634 304**

**711 400 391**

Less developed

35 519 905

6 268 219

41 788 124

More developed

5 586 339

1 396 585

6 982 924

Less developed

63 505 037

11 206 771

74 711 808

More developed

9 987 657

2 496 914

12 484 571

Less developed

161 235 706

28 453 360

189 689 066

More developed

25 358 098

6 339 525

31 697 623

**301 192 742**

**56 161 374**

**357 354 116**

Less developed

141 824 606

25 027 872

166 852 478

More developed

22 305 247

5 576 312

27 881 559

**164 129 853**

**30 604 184**

**194 734 037**

**Total**

**4 689 269 855**

**740 344 625**

**5 429 614 480**

8. Promoting sustainable and quality employment

and supporting labour mobility

8. Promoting sustainable and quality employment

and supporting labour mobility

9. Promoting social inclusion, combating poverty

and any discrimination

10. Investing in education, training

and vocational training for skills

and lifelong learning

11. Enhancing institutional capacity of public

authorities and stakeholders and efficient

public administration

ESF

10. Investing in education, training

and vocational training for skills

and lifelong learning

**National counterpart**

11. Enhancing institutional capacity of public

authorities and stakeholders and efficient

public administration

**Priority axis**

**Fund**

**Category of region**

**Thematic objective**

**Union support**

Total Priority axis 1

Priority axis 1

ESF

Priority axis 6

ESF

Technical assistance

Total Priority axis 6

**Total funding**

Priority axis 2

ESF

8. Promoting sustainable and quality employment

and supporting labour mobility

9. Promoting social inclusion, combating poverty

and any discrimination

Total Priority axis 4

Total Priority axis 2

Priority axis 3

ESF

10. Investing in education, training

and vocational training for skills

and lifelong learning

Total Priority axis 3

Priority axis 4

Total Priority axis 5

Priority axis 5

ESF

8. Promoting sustainable and quality employment

and supporting labour mobility

9. Promoting social inclusion, combating poverty

and any discrimination

10. Investing in education, training

and vocational training for skills

and lifelong learning

Table 19: Estimated amount of support for objectives related to climate change (EUR)[[118]](#footnote-118)

|  |  |  |
| --- | --- | --- |
| Priority axis | Estimated amount of funds for objectives related to climate change (EUR) | Proportion of the total allocation for the Programme (%) |
| Not applicable to the OP KED | Not applicable to the OP KED | Not applicable to the OP KED |
| Total | Not applicable to the OP KED | Not applicable to the OP KED |

Not applicable to the Operational Programme Knowledge Education Development.

Section 4. Integrated territorial approach

## Description of the territorial dimension

The territorial dimension is one of the main programming principles for the years 2014-2020 and helps to ensure more efficient use of funds from structural funds, including ESF. However, this approach does not replace the horizontal approach. The majority of actions implemented under the ESF at the national will be of horizontal nature. The effects of the OP KED support will have an impact on the whole country and not individual territories. The exceptions where the territorial approach may be applied include:

1. **Higher education** (axis III) – universities have a specific impact: regional, since they constitute a significant development potential for the region, in which they are established, as well as national (and in some cases international) due to the fact that people from the entire country and foreign nationals participate in the education process. Appropriate mechanisms, taking into account specific needs of regional labour markets and regional smart specialisations, will be applied under implementation processes;
2. **Support for people aged under 29 years** (axis I) – territorial diversification of problems on the labour market should be reflected in intensification of support, as well as selection of instruments for promoting labour force participation of persons from this group;
3. **Innovative actions** (axis IV).

The OP KED is aimed at solving many social problems occurring in the country, including in rural areas. The objective of the ESF intervention is to solve specific problems of individual target groups and thus to address intervention directly to the persons concerned. Actions implemented under the OP KED may indirectly affect:

1. **Rural areas**, especially in terms of support for higher education of persons residing in rural areas and intervention addressed to young people on the labour market, also those residing in these areas. The social problems are common in rural areas and therefore ESF support will be addressed to target groups residing in those areas in order to solve the identified problems. In the case of higher education, the main beneficiaries of support will be universities and individuals participating in higher education. Therefore, people living in rural areas will be able to benefit from the support offered under the Programme in line with the rules specified in implementation documents.

It is also envisaged that young unemployed people living in rural areas will largely benefit from the intervention under axis I. Based on current experience from the implementation of the ESF support (through equivalent actions under priority VI OP HC), which shows that more than a half of project participants in the category of young people came from rural areas, it can be assumed that similar participation will be achieved in the case of support for this group under the OP KED.

Apart from the two above-mentioned main areas, under which people from rural areas may receive the support, it should be emphasised that actions under the Programme will also have an impact on the situation of people living in rural areas, and will concern e.g. improving the quality of work of schools, labour market institutions, entities acting for social inclusion and reduction of poverty, the clients of which may be persons from rural areas.

Approximately EUR 500 million may be allocated for those actions in a form of special instruments, actions, preferences in the criteria, in line with the regulations applicable to the ESF;

1. **Metropolitan areas**, which – as the main academic centres – will be also indirectly supported under the OP KED intervention.
2. Key challenges for **Eastern Poland**, resulting from the *Strategy for Socio-Economic Development of Eastern Poland until 2020* (related to enhancing the potential of modern personnel for knowledge-based economy, strengthening cooperation between universities and the business sector, popularising and improving the quality of various forms of distance education and promotion of lifelong learning, improving the effectiveness of career counselling system). The OP KED intervention may cover the target groups from the areas of Eastern Poland.

Moreover, due to the horizontal nature of the OP KED, it will have an significant impact on the implementation of supraregional actions in the areas supported under the ESF.

## Mazowieckie Voivodeship

The intervention implemented under the national programme will in principle have a nationwide impact. Despite the fact that the majority of beneficiaries will be central institutions with their seats in the Mazowieckie Voivodeship, the supported undertakings will have a nationwide importance and thus the conditions specific for the Mazowieckie Voivodeship will not apply.

In the case of priority axes of the national operational programme, under which due to the nature of intervention of a given action, it will not be possible to assign them to the appropriate category of region (it will apply to all OP KED actions), it will be proposed to use the principle of *pro rata* share of funds for the Mazowieckie Voivodeship, the level of which has been estimated in the Programme at 13.59%. This mechanism will apply to all projects implemented under the axis, which have a national dimension, regardless of their place of implementation.

## Complementarity of the support with the EU Strategy for the Baltic Sea Region

The priority axes I–V of the Programme cover ESF investment priorities, the scope of which is compatible with following priority areas of the EUSBSR, specified in the revised action plan of the Strategy.

|  |  |
| --- | --- |
| **Priority axis of the Programme** | **Priority area of EUSBSR:** |
| Priority axis I  **Young people on the labour market** | **Priority area SMEs –** *To promote entrepreneurship and strengthen development of small and medium-sized enterprises*  **Priority area Education –** *Development of innovative education and development of young people* |
| Priority axis II  **Effective public policies for the labour market, economy and**  **education** | **Priority area SMEs –** *To promote entrepreneurship and strengthen development of small and medium-sized enterprises*  **Priority area Education –** *Development of innovative education and development of young people* |
| Priority axis III  **Higher education for economy and development** | **Priority area Innovation** – *Full use of the potential of the region in research and innovation* |
| Priority axis IV  **Social innovation**  **and transnational cooperation** | **Priority area SMEs –** *To promote entrepreneurship and strengthen development of small and medium-sized enterprises*  **Priority area Health –** *improving and promoting public health, including its social aspects*  **Priority area Education –** *Development of innovative education and development of young people*  **Priority area Innovation** – *Full use of the potential of the region in research and innovation* |
| Priority axis V  **Support for healthcare** | **Priority area Health –** *improving and promoting public health, including its social aspects* |

Therefore, a part of intervention planned under the Programme will contribute to the achievement of the EUSBSR objectives. A separate priority axis of the Programme is dedicated to social innovation and transnational cooperation. Transnational cooperation projects will be implemented under this axis, under selected investment priorities, including those compliant with certain priority areas of the EUSBSR.

The scope of support will depend on the possibilities of cooperation with other Member States, in the context of their decision on coordinated approach to transnational cooperation at the EU level. If individual countries of the region adopt the coordinated approach in the ESF operational programme, it will be possible to enhance cooperation and synchronise calls for proposals for transnational projects in the entire region, which in turn will facilitate establishment of partnerships. Under calls for proposals offering support for projects fulfilling the assumptions of the EUSBSR, the criteria will be introduced to promote establishment of partnerships with partners from the Baltic Sea region, or the entire calls for proposals will be targeted at cooperation in the Baltic region.

Experience obtained under the 2007-2013 financial perspective in the process of implementing the Operational Programme Human Capital, including experience related to organisation of partner fora and building and operating a database of potential transnational partners, will be used. If there is interest on the part of countries from the Baltic Sea region, a part of partner fora will be dedicated to support for establishment of project partnerships between the entities from the Baltic region.

Section 5. Focusing support on poverty, discrimination and social exclusion

Areas most affected by poverty or target groups at highest risk of discrimination

In principle, the OP KED supports policy and structure frameworks, including in the area of poverty, discrimination and social exclusion. Therefore, intervention under the OP KED may, indirectly and in the long-term, support the policy with regard to poverty, discrimination and social exclusion. This will have the form of actions planned under the following investment priorities: 8ii, 9i, 9iv, 9v. The actions will be nationwide and universal, and will not be targeted at specific territories.

Regardless of the above, attention should be paid to target groups that are at risk of poverty and will be supported under the Programme. Those groups include the Roma community, prisoners and unemployed youth, in particular young people not in employment, education or training. The persons from those groups will receive comprehensive support under the Programme to enter or return to the labour market.

Contribution of the strategy laid down in the operational programme to areas/groups most affected by poverty

Table 22: Overview of the programme’s contribution to addressing specific needs of geographical areas / target groups most affected by poverty

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Target group /  Area | Main types of planned actions as part of integrated approach | Priority axis | Investment priority | Fund |
| Socially excluded persons and persons at risk of social exclusion, including disabled persons | Types of actions planned under priority axis I and II under investment priorities 8ii, 9i, 9iv, 9v. | I, II | 8ii,9i, 9iv, 9v | ESF |
| Women and men, in terms of anti-discrimination actions and reconciliation of work and private life | Types of actions planned under priority axis II under investment priority 8iv. | II | 8iv | ESF |

Section 6. Specific needs of areas affected by severe and permanent natural or demographic handicaps

Not applicable to the OP KED.

Actions under the OP KED will be nationwide. The solutions developed will be universal and will not be targeted at specific territories.

Section 7. Institutional system

The institutional system under the Programme corresponds to the institutional system for the cohesion policy, described in the Partnership Agreement.

The Managing Authority is the minister responsible for regional development. The Managing Authority is also the Certifying Authority.

Due to the fact that the minister responsible for regional development is both the Designating Authority and the Managing or Certifying Authority, procedures and organisational solutions will be introduced to ensure independence of the Designating Authority and the separation of functions of the Designating Authority and the Managing or Certifying Authorities.

Some tasks will be delegated to Intermediate Bodies (without further delegation to Implementing Authorities), whose roles and functions are defined by relevant inter-institutional arrangements. Tasks will be delegated only if it would result in improving the Programme implementation effectiveness and efficiency.

Detailed rules of the management, control, monitoring, evaluation, information, promotion and IT systems under the Programme result from the Partnership Agreement and the provisions of relevant Regulations.

Authorities/bodies involved in the Programme implementation

Table 23: MA, CA, AA, IB and their contact details

|  |  |  |
| --- | --- | --- |
| **Authority/body** | **Name of authority/body, department or other organisational unit** | **Head of authority/body**  **(position)** |
| Designating Authority | The ministry supporting by the minister responsible for regional development | minister responsible for regional development |
| Managing Authority,  which delegates a part of tasks to Intermediate Bodies (IB) | The ministry supporting by the minister responsible for regional development  Ministry of Labour  and Social Policy  Ministry of Health  Ministry of Administration  and Digitization  Chancellery of the Prime Minister  Ministry of Justice  Ministry of National Education  National Centre for Research and Development  Polish Agency for Enterprise Development  Center of European Projects  16 Voivodeship Labour Offices (VLO) | minister responsible for regional development  Minister of Labour  and Social Policy  Minister of Health  Minister of Administration  and Digitization  Head of the Chancellery of the Prime Minister  Minister of Justice  Minister of National Education  Director of the National Centre for Research and Development  President of the Polish Agency for Enterprise Development  Director of the Center of European Projects  Heads of 16 VLO |
| Certifying Authority (if applicable) | The ministry supporting by the minister responsible for regional development | minister responsible for regional development |
| Audit Authority | Ministry of Finance | Minister of Finance |
| Authority responsible for receiving payments from the European Commission | Ministry of Finance | Minister of Finance |

Actions involving the relevant partners in the preparation of the programme, and the role of those partners in the implementation, monitoring and evaluation of the programme

The success of actions planned under the OP KED will depend on numerous factors and one of the key conditions for achieving the assumed objectives will be the appropriate programming of the use of the ESF funds, with involvement of partners from different groups, referred to in Article 5 of the General Regulation, including social partners and non-governmental organisations. This will increase the effectiveness of programming and will allow to prepare an appropriate diagnosis of the socio-economic situation, which is necessary to achieve the adopted objectives.

The partnership principle is thus implemented consistently from the very beginning of the OP KED programming process. The adoption of the *Assumptions for the Partnership Agreement,* determining the main areas and institutional framework of support from the EU funds under the 2014-2020 perspective, by the government on 15 January 2013 allowed to formally initiate the work on new operational programmes of the cohesion policy. One of key elements of the process was to involve a wide range of stakeholders, including social partners and non-governmental organisations.

By Order No 4 of 11 February 2013, the minister responsible for regional development established special working groups to prepare operational programmes, including **the working group for preparing an operational programme on development of competences and skills, social inclusion, good governance and coordination of thematic objectives 8-11.**

Due to the scope of intervention planned under the OP KED in line with the assumptions of the Partnership Agreement, the said working group comprises the representatives of:

* competent ministers and agencies;
* social partners (representatives of employers and trade unions participating in the work of the Tripartite Commission for Socio-Economic Affairs);
* non-governmental organisations (representatives of non-governmental organisations appointed by the Public Benefit Works Council);
* voivodeship governments (representatives of the Council of Marshals of the Polish Voivodeships, the Council of the Heads of Voivodeship Labour Offices, the Council of the Heads of Regional Centres of Social Policy);
* academic circles;
* experts in fields relevant to the scope of the appropriate operational programme;
* relevant organisational units of the ministry supporting the minister responsible for regional development;
* other entities.

A detailed list of entities cooperation in preparing the programme is presented in an annex to the Programme.

The above composition of the working group complies with Article 5(1) of the General Regulation which stipulates that for each operational programme, each Member State shall in accordance with its institutional and legal framework organise a partnership with the competent regional and local authorities. The partnership shall also include the following partners:

1. competent urban and other public authorities;
2. economic and social partners; and
3. relevant bodies representing civil society, including environmental partners, non-governmental organisations, and bodies responsible for promoting social inclusion, gender equality and non-discrimination.

At the stage of programming the support under the OP KED, those institutions had an opportunity to participate in social consultation on the draft programme and to submit their comments and proposals. The proposals submitted by social partners to the draft programme resulted in the introduction of the following changes:

* inclusion of actions related to monitoring of implementation of the UN Convention on the Rights of Persons with Disabilities;
* increase of allocation for actions supporting employment of young people on the labour market;
* decision on providing support under the OP KED for integration of the Roma community and actions addressed to prisoners;
* more precise definitions of certain types of operations;
* extension of the lists of potential beneficiaries and target groups;
* more precise formulation of provisions and updated statistical data in the programme diagnosis;
* reformulation of some specific objectives under individual investment priorities;
* modified wording of some indicators defined in the programme and adding of their target values.

Regardless of the involvement of social partners in the programming, partners referred to in Article 5 of the General Regulation, including social partners and non-governmental organisations, will be involved in the programme implementation, monitoring and evaluation. Partnership will thus happen as a process, since social partners will be involved in the OP KED implementation at all stages.

**Implementation**

The partners referred to in Article 5 of the General Regulation will have a real impact on the OP KED implementation, mainly by means of participating in the work of the Monitoring Committee as its full members with the right to vote. Pursuant to Article 110 of the General Regulation, monitoring committees have a very wide range of competences under the 2014-2020 financial perspective, which include examination of issues that affect:

* the performance of the operational programme;
* progress made in implementation of the evaluation plan and the follow-up given to findings of evaluations;
* examination and approval of the methodology and criteria used for selection of operations and the annual and final programme implementation reports.

The partners referred to in Article 5 of the General Regulation may also be entrusted with chairing the relevant working groups established at the Monitoring Committee.

The partners will also have an opportunity to actively participate in determining the rules of applying for co-financing and granting co-financing under the OP KED, including those on non-contest projects and the procedures for programme implementation supervision and evaluation.

In addition, social partners may be appointed to evaluate the projects as external experts, provided that they meet the applicable statutory requirements.

**Monitoring and evaluation**

The partners referred to in Article 5 of the General Regulation, participating in the work of the Monitoring Committee, will be involved, to a significant extent, in monitoring and evaluation of the OP KED, at various stages of its implementation. The representatives of partners referred to in Article 5 of the General Regulation were involved in ex ante evaluation. In the years 2014-2020, the ESF Evaluation Steering Group (ESF ESG) will be established and its participants will include the representatives of social partners. The partners referred to in Article 5 of the General Regulation will be able to participate in regular meetings of the ESF ESG and to submit their own proposals for studies and analyses to evaluate and improve the OP KED implementation system and to consult i.a. the assumptions for subsequent evaluation studies, recommendation tables and final reports from evaluations under the ESF. In addition, the participation of partners referred to in Article 5 of the General Regulation in the Monitoring Committee will allow them to vote on approval of resolutions with recommendations from individual evaluations, to approve annual update on progress in implementation of all recommendations and to consider possible changes to the OP KED evaluation plan.

It should be stressed that the implementation of the partnership principle at all stages of the OP KED implementation will contribute to achieving a substantial added value as a result of participation of entities with various characteristics in the OP KED implementation, development of joint solutions to problems and transition from dispersed and often impermanent actions taken by various actors in the same areas to coordinated and comprehensive activities. The added value will also be achieved thanks to extensive knowledge of partners on specific characteristics of individual areas of support defined in the OP KED and the possibility to identify the best implementation schemes for individual actions.

The implementation of the partnership principle will also allow to enhance coordination of implemented actions by introducing the multi-level management model, involving partners referred to in Article 5 of the General Regulation in decision-making. Furthermore, taking into account the position of partners referred to in Article 5 of the General Regulation and involving them in implementation of specific actions will ensure greater legitimization of the decisions made.

ESF global grants for social partners and stakeholders of the programme implementation

There are no plans to entrust the management of part of the OP KED in the form of a global grant, referred to in Article 123(7) of the General Regulation.

Earmarking of the ESF for strengthening institutional capacity of social partners and building the capacity of non-governmental organisations

Numerous actions planned under the OP KED provide for a partner approach. It means that social partners and non-governmental organisations will be involved in implementation of projects under specific investment priorities. The actions will also contribute to increasing the capacity of those entities and implementing the partnership principle to a greater extent. This applies in particular to the following investment priorities:

* *IP 8i. Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility;*
* *IP 8ii. Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee;*
* *IP 8v. Adaptation of workers, enterprises and entrepreneurs to change;*
* *IP 9v. Promoting social entrepreneurship and vocational integration in social enterprises and the social and solidarity economy in order to facilitate access to employment;*
* *IP 10ii. Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels;*
* *IP 10iii. Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences;*
* *IP 10iv. Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes;*
* *IP 11i. Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance.*

A specific allocation under the relevant actions will be earmarked for strengthening institutional capacity of social partners and building the capacity of non-governmental organisations.

Funds for strengthening institutional capacity of social partners and building the capacity of non-governmental organisations will also be ensured under priority axis VI *Technical Assistance.*

It should be emphasized that social partners and non-governmental organisations will have a double role – of recipients of the support provided under the OP KED and of beneficiaries.

Section 8. Coordination system

As one of the programmes for implementing the Partnership Agreement (PA), the OP KED is covered by the coordination system described in detail in section 2 of the Partnership Agreement.

Close coordination was ensured already at the stage of preparing the intervention of operational programmes implementing the Partnership Agreement i.a. within the Interministerial Team for the Programming and Implementation of the EU Funds, which consists of all national and regional CP Managing Authorities, Managing Authorities of the EAFRD and the EMFF programmes and ministries acting usually as Intermediate Bodies; while internal coordination within the ministry supporting the minister responsible for regional development is carried out by the Coordinating Authority of the Partnership Agreement. Coordination will also be ensured at the stage of programme implementation, both at the management and at the operational level, in line with and by means of mechanisms provided for in the Partnership Agreement. In line with the PA provisions, the minister responsible for regional development plays the leading role in coordinating the actions between the OP KED and other operational programmes of the cohesion policy, the common agricultural policy and common fisheries policy. The tasks and functions of the Coordination Committee of the Partnership Agreement are described in the Partnership Agreement. The above-mentioned Interministerial Team ensures coordination at the level of implementation and at the operational level.

The Monitoring Committee will play a key role in coordinating the support provided under the programme and its main task will consist in carrying out a review of the programme implementation and progress towards achieving its goals. The Monitoring Committee is appointed by the Managing Authority within three months from the date of notifying the Member State about the decision on the adoption of programme in line with existing horizontal rules.

Furthermore, pursuant to the Partnership Agreement, the coordination of actions in the area of health care is ensured by the Steering Committee for coordination of ESIF intervention in the health care sector. Projects in the area of health care must comply with the relevant recommendations of the said Steering Committee.

The Territorial Contract, which allows to ensure complementarity and synergy of actions implemented in regions and financed by various operational programmes, is also an important mechanism for support coordination.

**COMPLEMENTARITY OF INVESTMENT PRIORITIES UNDER OP KED WITH ACTIONS OF OTHER OPERATIONAL PROGRAMMES OF THE 2014-2020 FINANCIAL PERSPECTIVE**

The scope of support provided under OP KED is complementary to support from other programmes implementing the PA objectives and other national and EU instruments. If there is a risk that areas of support will overlap, a demarcation line agreed between individual programmes is used. Complementarity of interventions was a significant factor at the stage of programming, but its ensuring in practice at the stage of programme implementation will be equally important. Therefore, actions will be taken to ensure actual complementarity at the stage of project selection and implementation. These mechanisms were described in greater detail in the Partnership Agreement and may be specified further in the programme documents, i.e. the Detailed Description of Priority Axes.

The main areas with the greatest capacity in terms of complementarity of intervention are presented below.

Support to be provided under the Operational Programme Smart Growth is complementary to support under the OP KED, with the division of competences resulting from the so-called demarcation line is maintained. Complementarity of actions of both Programmes refers primarily to increasing the innovation of enterprises and creating sustainable and better jobs. The OP SG will provide support for i.a. development of knowledge-based economy, research and development of modern technologies, R&D investments in enterprises, investments in innovation, and support for establishing cooperation between groups of entrepreneurs or institutions cooperation with entrepreneurs. The OP KED will provide financing, in particular, for supporting higher education, including adjusting the curricula to the needs of the economy, implementation of high quality, interdisciplinary programmes of doctoral studies at the national and international level, support for exceptionally talented students through promoting their participation in international competitions or contests, as well as actions aimed at improving the quality of university management.

The actions under the OP KED are also complementary to the actions planned under the Operational Programme Digital Poland which concern building of broadband network, popularising the use of information and communication technologies and developing e-government. The OP KED will include creation of solutions for using the information and communication technologies in education. In addition, thematic objective 11 assumes the introduction of a universal system for monitoring the provision of public services and improving the quality of administration services, as well as improvement of the qualifications of public administration employees who participate in issuing administrative decisions.

The OP KED actions will also be compliant with the measures under the Operational Programme Infrastructure and Environment, in particular due complementarity of actions for increasing the safety and effectiveness of the health care system to the OP I&E actions for the development of the medical rescue system and investments in health care infrastructure of supraregional importance.

The OP KED actions will be complementary to actions implemented under 16 dual-fund Regional Operational Programmes. Numerous solutions developed under the OP KED will be directly applied in the ROP. In line with the Partnership Agreement, the national programme will focus on actions for preparation and support for implementation of reforms in the area of employment, social integration, education and functioning of public administration and in the areas where the support at the national level will be the most effective (support for young people, the Roma community, persons serving a prison sentence, repayable instruments for social economy entities, higher education, social innovation and transnational cooperation). Regional Operational Programmes will focus on direct support for individual beneficiaries to increase their activity on the labour market or to solve other individual problems (apart from those who will receive support under the OP KED).

The support for persons provided for under IP 9i. of the OP KED will be provided by institutions involved in the OP KED implementation in complementarity to the Operational Programme Food Aid, co-financed from the Fund for European Aid to the Most Deprived.

The projects under the OP KED will aim at i.a. creating and strengthening the framework for the labour market policy functioning. The actions will include developing models and standards of providing support to persons most disadvantaged on the labour market and strengthening the capacity of employment services by means of i.a. professionalization of provided services and upgrading of employees’ qualifications. The actions under regional operational programmes will provide for direct support for persons aged over 29 who are most disadvantages on the regional labour market. The ROP will include a comprehensive offer of actions in the area of promoting labour force participation, also in the context of reconciling work and private life.

The system for development (advisory and training) services quality assurance will be built at the national level and will complement the regional systems distributing funds for development of entrepreneurs and employees. The actions under the OP KED will include the establishment of the national Register of Development Services, including all entities providing development services financed from public funds, while under the ROP complementary systems for distribution of funds, based on a demand approach, will be designed.

In the area of active integration, work with persons at risk of poverty and social exclusion, which is aimed at achieving economic and social independence of those persons, will be conducted under intervention from regional operational programmes. To ensure the highest quality of active integration services, and thus their effectiveness, efficiency and accuracy, actions will be carried out at the OP KED level to ensure the best possible preparation of personnel to provision of those services.

The OP KED will also include actions aimed at extending the national qualifications system – an Integrated Qualification Register will be kept and systemic actions supporting the development of validating institutions and institutions of external quality assurance for qualifications obtained in non-formal education will be implemented. Those actions will contribute to higher effectiveness of the state policy for lifelong learning which will be pursued mainly at the regional level as direct support for individual beneficiaries. The introduction of the National Qualifications System will facilitate the obtaining of qualifications by learners and will allow to establish better links between the educational offer and the needs of the economy and the labour market.

Actions under the OP KED will improve the functioning framework of educational policy. Systemic actions at the national level will be aimed at improving the quality of work of schools and educational establishments by means of i.a. enhancing the school support system and development or modernisation of content, tools and resources supporting the general and vocational education. At the same time, mechanisms will be developed under the OP KED to ensure a closer link between vocational training and education systems and the labour market covering, i.a. standards of cooperation between schools and their environment, programmes of practical vocational training, incentive schemes for employers or a monitoring system for the professional careers of graduates. Actions provided for under ROP will ensure direct support for schools and educational establishments to use the solutions developed under the educational policy and allowing to adjust their educational offer to regional needs.

In the area of healthcare, the OP KED will support improving the qualifications of medical staff, quality of healthcare, as well as pilot and testing actions in the area of preventive healthcare. On the other hand, the intervention under ROP will allow to implement preventive actions regarding specific diseases on a wider scale and health-promoting actions addressed directly to persons, which will extend the time of their professional activity.

Within the scope and in line with the rules stipulated in Policy Paper, support will be provided, inter alia, to projects relating to construction and renovation works necessary for the provision of healthcare services, including in terms of adaptation of infrastructure to the needs of elderly and disabled persons, as well as provision of medical equipment and, as a part of project, IT solutions (software, hardware). Due to the nature of services provided under primary healthcare, investments under this type of projects may focus on all health problems of adults and children addressed by services provided in the framework of the primary healthcare; at the same time they should contribute to the development of managed care, taking into account integrated forms of community care. Complementarily, the OP KED will include actions to improve the competences of physicians, including those working in primary healthcare. The scope of intervention should result from the diagnosis or data in available registers, which identify the needs.

The development of social and healthcare services for persons at risk of poverty and social exclusion, supported from the ERDF funds, is compliant with the assumptions of European rules of transition from institutional care to community care and with the objectives defined in the National Programme against Poverty and Social Exclusion 2020. The OP KED will include development of solutions for deinstitutionalisation of care over dependent persons by means of developing alternative forms of care for dependent persons (including elderly people).

Apart from the strong link between actions under the OP KED and under ROP within the framework of European Social Fund, it should be emphasised that the Programme is also complementary in terms of actions under ROP in thematic objectives 8–10 co-financed from the European Regional Development Fund. Due to the fact that in the above-mentioned thematic objectives the ERDF supplements actions implemented from the ESF funds and should address social objectives, the complementarily in this regard is slightly narrower than in actions co-financed under the ESF in ROP and under the OP KED. The examples of complementarily of support include the implementation of actions from the area of healthcare infrastructure referring to deficit areas identified at the national level and reflecting specific regional needs. On the other hand, in the framework of social infrastructure under ROP the investments may be financed that are directly used by persons at risk of social exclusion and relate to the process of social and professional activation and deinstitutionalisation of services.

Section 9. Ex-ante conditionalities

Identification of applicable ex ante conditionalities and assessment of their fulfilment

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Applicable ex ante conditionality** | **Priority axis (or priority axes)**  **to which conditionality applies** | **Fulfilment of ex ante conditionality:**  **Yes/No/Partially** | **Criteria** | **Criteria fulfilled:**  **Yes/No** | **Reference to the documents**  **(strategies, other relevant documents with appropriate chapters, articles, sections together with links to the full text document)** | **Additional information/explanation** |
| **GENERAL CONDITIONALITIES** | | | | | | |
| 1. Preventing discrimination  The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds |  | Partially | Arrangements in accordance with the institutional and legal framework of Member States for the involvement of bodies responsible for the promotion of equal treatment of all persons throughout the preparation and implementation of programmes, including the provision of advice on equality in ESI fund-related activities  Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union anti-discrimination law and policy | Yes  No | *Act of 3 December 2010 on the implementation of certain provisions of the European Union on equal treatment*  [*http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700*](http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700)  *Agenda for equal opportunities and non-discrimination under the 2014-2020 EU funds* | The Agenda was submitted to the European Commission by the Ministry of Infrastructure and Development on 12 August 2014. |
| 2. Gender equality  The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds |  | Partially | Arrangements in accordance with the institutional and legal framework of Member States for the involvement of bodies responsible for gender equality throughout the preparation and implementation of programmes, including the provision of advice on gender equality in ESI Fund-related activities  Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union gender equality law and policy | Yes  No | *Act of 3 December 2010 on the implementation of certain provisions of the European Union on equal treatment*  [*http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700*](http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700)  *Agenda for equal opportunities and non-discrimination under the 2014-2020 EU funds* | The Agenda was submitted to the European Commission by the Ministry of Infrastructure and Development on 12 August 2014. |
| 3. Disability  The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC |  | Partially | Arrangements in accordance with the institutional and legal framework of Member States for the consultation and involvement of bodies in charge of protection of rights of persons with disabilities or representative organisations of persons with disabilities and other relevant stakeholders throughout the preparation and implementation of programmes  Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of applicable Union and national disability law and policy, including accessibility and the practical application of the UNCRPD as reflected in Union and national legislation, as appropriate  Arrangements to ensure monitoring of the implementation of Article 9 of the UNCRPD in relation to the ESI Funds throughout the preparation and the implementation of the programmes | Yes  No  Yes | *Act of 3 December 2010 on the implementation of certain provisions of the European Union on equal treatment*  [*http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700*](http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700)  *Agenda for equal opportunities and non-discrimination under the 2014-2020 EU funds*  *Act of 3 December 2010 on the implementation of certain provisions of the European Union on equal treatment*  [*http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700*](http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700) | The Agenda was submitted to the European Commission by the Ministry of Infrastructure and Development on 12 August 2014. |
| 4. Public procurement  The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds |  | Yes | Arrangements for the effective application of Union public procurement rules through appropriate mechanisms  Arrangements which ensure transparent contract award procedures  Arrangements on training and dissemination of information for staff involved in the implementation of the funds  Arrangements to ensure administrative capacity for implementation and application of Union public procurement rules | Yes  Yes  Yes  Yes | **Act amending the Act - Public Procurement Law, including the adjustment to the judgment of the Court of Justice of the EU in case C-465/11, i.e. amendment of Article 24(1)(1) and Article 24(1a) of the PPL**  <http://www.uzp.gov.pl/cmsws/page/?F;248;ustawa_pzp.html> |  |
| 5. State aid  The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds |  | Yes | Arrangements for the effective application of Union State aid rules  Arrangements for training and dissemination of information for staff involved in the implementation of the funds  Arrangements to ensure administrative capacity for implementation and application of Union State aid rules | Yes  Yes  Yes | The so-called SHRIMP database (System for Scheduling, Registration and Monitoring of State Aid), <http://www.uokik.gov.pl/kompetencje_prezesa_uokik_w_zakresie_pomocy_publicznej.php>  Act of 30 April 2004 on the procedural issues regarding State aid (i.e. Dz.U. of 2007 No 59, item 404, as amended) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20070590404> |  |
| 6. Environmental legislation  relating to Environmental Impact Assessment (EIA) and Strategic Environmental Assessment (SEA)  The existence of arrangements for the effective application of Union environmental legislation related to Environmental Impact Assessment (EIA) and Strategic Environmental Assessment (SEA) |  | Yes | Arrangements for the effective application of directives with respect to environmental impact assessments (EIA) and strategic environment impact assessments (SEA)  Arrangements for training and dissemination of information for staff involved in the implementation of the EIA and SEA Directives  Arrangements to ensure sufficient administrative capacity | Yes  Yes  Yes | 1. Act amending the Act - Water Law and certain other acts 2. Act on providing information on the environment and its protection, the participation of the society in environmental protection and on environmental impact assessments 3. Regulation of the Council of Ministers on the types of projects likely to have significant effects on the environment 4. Act amending the Act – Geological and Mining Law and certain other acts (Dz.U. item 1238) | 1. <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20140000850> 2. <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20081991227> 3. <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20130000817> 4. <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20130001238> |
| 7. Statistical systems and result indicators  The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes  The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation | I-VI | Yes | Arrangements for timely collection and aggregation of statistical data with the following elements are in place:  - the identification of sources and mechanisms to ensure statistical validation  - arrangements for publication and public availability of aggregated data  - An effective system of result indicators including:   * the selection of result indicators for each programme providing information on what motivates the selection of policy actions financed by the programme, * the establishment of targets for these indicators, * fulfilling the following requirements with respect to each indicator: robustness and statistical validation, clarity of normative interpretation, responsiveness to policy, timely collection of data, * Procedures in place to ensure that all operations financed by the programme adopt an effective system of indicators. | Yes  Yes  Yes  Yes | Act on official statistics of 29 June 1995 (as amended) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU19950880439> |  |

Fulfilment of thematic conditionalities

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| --- | --- | --- | --- | --- | --- | --- |
| **THEMATIC CONDITIONALITIES** | | | | | | |
| 8.1. Active labour market policies are designed and delivered in the light of the employment guidelines | II | **Yes** | Employment services have the capacity to, and do, deliver personalised services and active and preventive labour market measures at an early stage, which are open for all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities.  Employment services have the capacity to, and do, deliver comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market.  Employment services have set up formal or informal cooperation arrangements with relevant stakeholders. | Yes  Yes  Yes | Act on employment promotion and labour market institutions (Dz.U. of 2004, No 99, item 1001, as subsequently amended) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20040991001>  Implementing regulation to the above-mentioned Act  http://www.psz.praca.gov.pl/main.php?do=ShowPage&nPID=867685&pT=details&sP=CONTENT,objectID,873075 |  |
| 8.3. Labour market institutions are modernised and enforced in the light of the employment guidelines.  The reform of labour market institutions will be preceded by a transparent strategic framework and ex-ante assessment including, inter alia, the gender issue. | II | **Yes** | Actions aimed at reforming employment services in order to enable them to deliver personalised services, counselling and active and preventive labour market measures at an early stage, which are open for all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities.  Actions aimed at reforming employment services in order to enable them to provide comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market.  Reforms of employment services will involve setting up formal or informal cooperation networks with relevant stakeholders. | Yes  Yes  Yes | Poland 2030. Development challenges https://mac.gov.pl/files/wp-content/uploads/2011/12/Polska2030\_final\_november2012.pdf  National Development Strategy 2020 http://isap.sejm.gov.pl/DetailsServlet?id=WMP20120000882  Europe 2020 strategy  http://ec.europa.eu/eu2020/pdf/COMPLET%20EN%20BARROSO%20%20%20007%20-%20Europe%202020%20-%20EN%20version.pdf  Human Capital Development Strategy <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2> | **Further references to the documents:**  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2012/2013.  http://ec.europa.eu/europe2020/pdf/nd/nrp2012\_poland\_pl.pdf  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2013/2014.  http://ec.europa.eu/europe2020/pdf/nd/nrp2013\_poland\_pl.pdf  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2014/2015.  http://ec.europa.eu/europe2020/pdf/csr2014/nrp2014\_poland\_pl.pdf  National Action Plan for Employment for the years 2012–2014 <http://www.mpips.gov.pl/gfx/mpips/userfiles/_public/1_NOWA%20STRONA/rynek%20pracy/programy/KPDZ%202012-2014.pdf>  Implementing regulation to the above-mentioned Act  http://www.psz.praca.gov.pl/main.php?do=ShowPage&nPID=867685&pT=details&sP=CONTENT,objectID,873075 |
| 8.4 Active and healthy ageing Active ageing policies are designed in the light of employment guidelines. | V | **PARTIALLY** | Relevant stakeholders are involved in the design and follow-up of active ageing policies with a view to retaining elderly workers on the labour market and promote their employment.  A Member State has measures in place to promote active ageing. | Yes  No | Solidarity across generations. Measures aiming at increasing the economic activity of people over 50 (adopted by the Council of Ministers on 24 December 2013). <http://www.mpips.gov.pl/seniorzyaktywne-starzenie/program-solidarnosc-pokolen/>  Human Capital Development Strategy <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2>  Assumptions for the long-term policy for seniors (adopted by the Council of Ministers on 24 December 2013). <http://www.mpips.gov.pl/seniorzyaktywne-starzenie/zalozenia-dlugofalowej-polityki-senioralnej-w-polsce-na-lata-20142020/> | **Further references to the documents:**  Policy Paper for healthcare for years 2014-2020 – national strategic framework  Government Programme for Senior Citizens Social Activity 2012–2013 <http://www.mpips.gov.pl/seniorzyaktywne-starzenie/rzadowy-program-asos/>  Social Capital Development Strategy 2020 <http://isip.sejm.gov.pl/Download?id=WMP20130000378&type=2> |
| 8.5 Adaptation of workers, enterprises and entrepreneurs to change: The existence of policies aimed at anticipation and good management of change and restructuring. | II | **Yes** | Instruments are in place to support social partners and public authorities to develop proactive approaches towards change and restructuring, which include measures:  – to promote anticipation of change;  – to promote the preparation and management of the restructuring process. | Yes  Yes  Yes | Programme “New chance policy” http://bip.mg.gov.pl/node/20367 |  |
| 8.6. The existence of a strategic policy framework for promoting youth employment including through the implementation of the Youth Guarantee.  This conditionality applies only for implementation of the Youth Employment Initiative. | I | **Yes** | A strategic policy framework for promoting youth employment is in place that:  – is based on evidence that measures the results for young people not in employment, education or training and that represents a base to develop targeted policies and monitor developments;  – identifies the relevant public authority in charge of managing the youth employment measures and coordinating partnerships across all levels and sectors;  – involves stakeholders that are relevant for addressing youth employment;  – allows early intervention and activation;  – comprises supportive measures for access to employment, enhancing skills, labour mobility and sustainable integration of young people not in employment, education or training into the labour market. | Yes  Yes  Yes  Yes  Yes | Human Capital Development Strategy <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2>  The National Reform Programme for the implementation of the Europe 2020 strategy  http://ec.europa.eu/europe2020/pdf/nrp/nrp\_poland\_pl.pdf  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2012/2013.  http://ec.europa.eu/europe2020/pdf/nd/nrp2012\_poland\_pl.pdf | **Further references to the documents:**  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2013/2014.  http://ec.europa.eu/europe2020/pdf/nd/nrp2013\_poland\_pl.pdf  The National Reform Programme for the implementation of the Europe 2020 strategy. Update 2014/2015.  http://ec.europa.eu/europe2020/pdf/csr2014/nrp2014\_poland\_pl.pdf  Act of 20 April 2004 on employment promotion and labour market institutions (Dz.U. of 2004, No 99, item 1001) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20040991001>  Amendment of the Act on employment promotion and labour market institutions (Dz.U. of 2008, No 6, item 33) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20090060033> |
| 9.1. The existence and implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment Guidelines. | II | **Yes** | A national strategic policy framework for poverty reduction, aiming at active inclusion, is in place that:  – provides a sufficient evidence base to develop policies for poverty reduction and monitor developments;  – contains measures supporting the achievement of the national poverty and social exclusion target (as defined in the National Reform Programme), which includes the promotion of sustainable and quality employment opportunities for people at highest risk of social exclusion, including people from marginalised communities;  – involves relevant stakeholders in combating poverty;  – depending on the identified needs, includes measures for the shift from institutional to community based care.  Upon request and where justified, relevant stakeholders will be provided with support for submitting project applications and for implementing and managing the selected projects. | Yes  Yes  Yes  Yes  Yes | National Programme against Poverty and Social Exclusion 2020: New Dimension of Active Integration *isip.sejm.gov.pl/Download?id=WMP20140000787&type=2* |  |
| 9.2. A national Roma inclusion strategic policy framework is in place | II | **Yes** | A national Roma inclusion strategy is in place that:  – sets achievable national goals for Roma integration to bridge the gap with the general population. These targets should address the four EU Roma integration goals relating to access to education, employment, healthcare and housing;  – identifies where relevant those disadvantaged micro-regions or segregated neighbourhoods, where communities are most deprived, using already available socio-economic and territorial indicators (i.e. very low educational level, long-term unemployment, etc.);  – includes strong monitoring methods to evaluate the impact of Roma integration actions and a review mechanism for the adaptation of the strategy;  – is designed, implemented and monitored in close cooperation and continuous dialogue with Roma civil society, regional and local authorities.  Upon request and where justified, relevant stakeholders will be provided with support for submitting project applications and for implementing and managing the selected projects. | Yes  Yes  Yes  Yes  Yes | The Programme for Roma integration in Poland 2014-2020  http://mniejszosci.narodowe.mac.gov.pl/mne/romowie/program-integracji-spol/8303,Program-integracji-spolecznosci-romskiej-w-Polsce-na-lata-2014-2020.html |  |
| **9.3.** Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | V | **No** | A national or regional strategic policy framework for health is in place that contains:  – coordinated measures to improve access to health services;  – measures to stimulate efficiency in the health sector, through deployment of service delivery models and infrastructure;  – a monitoring and review system.  A Member State or region has adopted a framework outlining available budgetary resources on an indicative basis and a cost-effective concentration of resources on prioritised needs for health care. | No  No  No  No  No | Policy Paper for healthcare for years 2014-2020 – national strategic framework |  |
| **10.1.** Early school leaving: The existence of a strategic policy framework to reduce early school leaving within the limits of Article 165 TFEU. | II | **Yes** | A system for collecting and analysing data and information on early school leaving at relevant levels is in place that:  – provides a sufficient evidence-base to develop targeted policies and monitors developments;  A strategic policy framework on early school leaving is in place that:  – is based on evidence;  – covers relevant educational sectors, including early childhood development, targets in particular vulnerable groups that are most at risk of early school leaving, including people from marginalised communities, and addresses prevention, intervention and compensation measures;  – involves all policy sectors and stakeholders that are relevant to addressing early school leaving. | Yes  Yes  Yes  Yes | Human Capital Development Strategy  <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2> Lifelong learning perspective  <http://www.men.gov.pl/index.php/uczenie-sie-przez-cale-zycie/770-perspektywa-uczenia-sie-przez-cale-zycie>  Social Capital Development Strategy 2020  <http://isip.sejm.gov.pl/Download?id=WMP20130000378&type=2> |  |
| **10.2** Higher education: The existence of a national or regional strategic policy framework for increasing tertiary education attainment, quality and efficiency within the limits of Article 165 TFEU. | III | **Yes** | A national or regional strategic policy framework for higher education is in place with the following elements:  - when necessary, measures to increase higher education participation and attainment that:  increase higher education participation among low income groups and other under-represented groups, with special regard to disadvantaged people, including people from marginalised communities;  reduce drop-out rates/improve completion rates;  measures to encourage innovative content and programme design;  – measures to increase employability and entrepreneurship that:  encourage to the development of “transversal skills”, including entrepreneurship, in relevant higher education programmes;  (reduce gender differences in terms of academic and vocational choices). | Yes  Yes  Yes  Yes  Yes  Yes  Yes  Yes | Human Capital Development Strategy  <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2> Implementing Document for HCDS  <http://www.mpips.gov.pl/praca/strategie-i-dokumenty-programowe/strategia-rozwoju-kapitalu-ludzkiego-srkl---projekt-z-31072012-r/> |  |
| **10.3**. Lifelong learning: The existence of a national or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU. | II | **Yes** | A national or regional strategic policy framework for lifelong learning is in place that contains measures:  – to support the developing and linking services for lifelong learning, including their implementation and skills upgrading (i.e. validation, guidance, education and training) and providing for the involvement of, and partnership with relevant stakeholders;  – or the provision of skills development for various target groups where these are identified as priorities in national or regional strategic policy frameworks (for example young people in vocational training, adults, parents returning to the labour market, low-skilled and older workers, migrants and other disadvantaged groups, in particular people with disabilities);  – to widen access to lifelong learning including through efforts to effectively implement transparency tools (for example the European Qualifications Framework, National Qualifications Framework, European Credit System for Vocational Education and Training, European Quality Assurance in Vocational Education and Training);  – improve the labour market relevance of education and training and to adapt it to the needs of identified target groups (for example young people in vocational training, adults, parents returning to the labour market, low-skilled and older workers, migrants and other disadvantaged groups, in particular people with disabilities). | Yes  Yes  Yes  Yes | Human Capital Development Strategy  <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2>  Implementing Document for HCDS  <http://www.mpips.gov.pl/praca/strategie-i-dokumenty-programowe/strategia-rozwoju-kapitalu-ludzkiego-srkl---projekt-z-31072012-r/>  Lifelong learning perspective  <http://www.men.gov.pl/index.php/uczenie-sie-przez-cale-zycie/770-perspektywa-uczenia-sie-przez-cale-zycie> |  |
| **10.4** The existence of a national or regional strategic policy framework for increasing the quality and efficiency of vocational education and training systems within the limits of Article 165 TFEU. | II | **Yes** | A national or regional strategic policy framework is in place for increasing the quality and efficiency of vocational education and training systems within the limits of Article 165 TFEU which includes measures:  – to improve the labour market relevance of vocational education and training systems in close cooperation with relevant stakeholders including through mechanisms for skills anticipation, adaptation of curricula and the strengthening of work-based learning provision in its different forms;  – to increase the quality and attractiveness of vocational education and training including through establishing a national approach for quality assurance for vocational education and training (for example in line with the European Quality Assurance Reference Framework for Vocational Education and Training) and implementing the transparency and recognition tools for example European Credit system for Vocational Education and Training (ECVET). | Yes  Yes  Yes | Human Capital Development Strategy  <http://isip.sejm.gov.pl/Download?id=WMP20130000640&type=2> Lifelong learning perspective  <http://www.men.gov.pl/index.php/uczenie-sie-przez-cale-zycie/770-perspektywa-uczenia-sie-przez-cale-zycie>  Long-term National Development Strategy. Poland 2030. Third wave of modernity.  <http://isap.sejm.gov.pl/DetailsServlet?id=WMP20130000121>  National Development Strategy 2020  http://isap.sejm.gov.pl/DetailsServlet?id=WMP20120000882 |  |
| 11. Member States administrative efficiency:  – The existence of a strategic policy framework for reinforcing the Member States' administrative efficiency including public administration reform | II | **Yes** | A strategic policy framework for reinforcing a Member State’s public authorities’ administrative efficiency and their skills with the following elements is in place and in the process of being implemented:  – an analysis and strategic planning of legal, organisational or procedural reform actions;  – the development of quality management systems;  – integrated actions for simplification and rationalisation of administrative procedures;  – the development and implementation of human resources strategies and policies covering identified main gaps in this field;  – the development of skills at all levels of the professional hierarchy within public authorities;  – the development of procedures and tools for monitoring and evaluation. | Yes  Yes  Yes  Yes  Yes  Yes | Efficient State 2020 strategy  <http://isap.sejm.gov.pl/DetailsServlet?id=WMP20130000136>  Action plan for the implementation of the Efficient State 2020 strategy with perspective by 2020  https://administracja.mac.gov.pl/adm/departament-administra/strategia-sprawne-panst/8085,Strategia-Sprawne-Panstwo-2020.html |  |

Description of measures to fulfil ex-ante conditions, responsible bodies and timetable

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| --- | --- | --- | --- | --- |
| **General ex-ante conditionality applicable to the programme, which is unfulfilled completely or partly** | **Criteria not fulfilled** | **Measures to be taken** | **Deadline** | **Institutions responsible for fulfilling the condition** |
| 1. Preventing discrimination | Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union anti-discrimination law and policy | Adoption of the *Agenda for equal opportunities and non-discrimination under the 2014-2020 EU funds* by the PA Coordination Committee | 31 March 2015 | Ministry of Infrastructure and Development |
| 2. Gender equality | Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union gender equality law and policy |
| 3. Disability | Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of applicable Union and national disability law and policy, including accessibility and the practical application of the UNCRPD as reflected in Union and national legislation, as appropriate |

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| --- | --- | --- | --- | --- |
| **Thematic ex-ante condition applicable to the programme, which is unfulfilled completely or partly** | **Criteria not fulfilled** | **Measures to be taken** | **Deadline** | **Institutions responsible for fulfilling the condition** |
| 8.4 Active and healthy ageing: Active ageing policies are designed in the light of employment guidelines. | 2 A Member State has measures in place to promote active ageing. | Action plan for preparing a document: Policy Paper for healthcare area in Poland for years 2014-2020. National strategic framework.  – Supplement to Policy Paper for health care for years 2014-2020. National strategic framework. The document will be verified in the context of comments submitted by the EC during the meeting on 16 October 2014, Deadline: 31 January 2015  – Adoption of the Policy Paper by competent authorities at the national level, Deadline: 30 June 2015  Description of fulfilling the criteria containing detailed action plan as well as timetable and competent institutions were presented in Self-assessment of fulfilling the ex-ante conditionality, which constitutes an annex to the programme. | **30.06.2015** | **Ministry of Health** |
| 9.3. Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | 1) A national or regional strategic framework for health is in place that contains: | The condition will be deemed fulfilled when the following criteria are satisfied: | **31 December 2016** | **Ministry of Health** |
| 9.3. Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | 2) Coordinated measures to improve access to health services; | Action plan for preparing a document: Policy Paper for health care area in Poland for years 2014-2020. National strategic framework.  – Supplement to Policy Paper for health care for years 2014-2020. National strategic framework. The document will be verified in the context of comments submitted by the EC during the meeting on 16 October 2014, Deadline: 31 January 2015  – Adoption of the Policy Paper by competent authorities at the national level, Deadline: 30 June 2015  Description of fulfilling the criteria containing detailed action plan as well as timetable and competent institutions were presented in Self-assessment of fulfilling the ex-ante conditionality, which constitutes an annex to the programme. | **30 June 2015** | **Ministry of Health** |
| 9.3. Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | 3) Measures to stimulate efficiency in the health sector, through deployment of service delivery models and infrastructure; | Action plan for maps of health care needs  – Preparing “maps of needs” in the field of oncology and cardiology, describing system elements on the level of primary health care, outpatient specialist care, hospitals. Deadline: 31/12/2015  – Preparing “maps of needs” for other diseases on the level of primary health care, outpatient specialist care, hospitals. Deadline: 31/12/2016  Description of fulfilling the criteria containing detailed action plan as well as timetable and competent institutions were presented in Self-assessment of fulfilling the ex-ante conditionality, which constitutes an annex to the programme. | **31 December 2016** | **Ministry of Health** |
| 9.3. Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | 4) A monitoring and review system. | Action plan for preparing a document: Policy Paper for health care area in Poland for years 2014-2020. National strategic framework.  – Supplement to Policy Paper for health care for years 2014-2020. National strategic framework. The document will be verified in the context of comments submitted by the EC during the meeting on 16 October 2014, Deadline: 31 January 2015  – Adoption of the Policy Paper by competent authorities at the national level, Deadline: 30 June 2015  Description of fulfilling the criteria containing detailed action plan as well as timetable and competent institutions were presented in Self-assessment of fulfilling the ex-ante conditionality, which constitutes an annex to the programme. | **30 June 2015** | **Ministry of Health** |
| 9.3. Health: The existence of a national or regional strategic policy framework for health within the limits of Article 168 TFEU ensuring economic stability. | 5) A Member State or region has adopted a framework outlining available budgetary resources on an indicative basis and a cost-effective concentration of resources on prioritised needs for health care. | Action plan for preparing a document: Policy Paper for health care area in Poland for years 2014-2020. National strategic framework.  – Supplement to Policy Paper for health care for years 2014-2020. National strategic framework. The document will be verified in the context of comments submitted by the EC during the meeting on 16 October 2014, Deadline: 31 January 2015  – Adoption of the Policy Paper by competent authorities at the national level, Deadline: 30 June 2015  Description of fulfilling the criteria containing detailed action plan as well as timetable and competent institutions were presented in Self-assessment of fulfilling the ex-ante conditionality, which constitutes an annex to the programme. | **30 June 2015** | **Ministry of Health** |

Section 10. Reduction of administrative burden from the beneficiary perspective

During the implementation of the ESF 2007–2013 support, considering the experience from the OP HC contests carried out, the evaluation studies results and the suggestions for simplification put forward by beneficiaries, a number of improvements reducing administrative burden for entities applying for ESF funds and implementing projects under OP HC were introduced. These improvements will be maintained in the framework of the OP KED implementation system.

During the OP HC implementation, the requirement for project initiators to submit additional annexes together with a co-financing application was dropped. Information given in the application form was confirmed by the project initiator only by submitting an appropriate statement and verified only at the stage of signing a co-financing contract. The introduced solution reduced the project initiators’ costs and burden at the stage of applying for ESF funds.

The obligation of Contest Organizing Institutions to enable the applicants, as a minimum, to supplement or change the submitted application to the extent not changing its content (e.g. when an appropriate stamp or signature is missing from the application) was also introduced. In its contest documentation, the Contest Organizing Institutions could also enhance the possibility of supplementation or change in the application at the stage of formal assessment to the extent enabling changing its content. This possibility eliminated the situations in which applications were rejected due to some slight procedural shortcomings and in which the project initiators had to repeat the application procedure.

Contest Organizing Institutions were given the possibility to state in the given contest documentation that the application for co-financing may be submitted electronically via electronic platform of public administration services (ePUAP) or by any other equivalent medium allowing to identify the person/persons submitting the application. Enabling to submit applications electronically, which depends on the Competent Contest Organizing Institutions’ decision which is related to the proper potential of managing the electronic applications, will be introduced also under OP KED.

It is worth to quote the results of the research entitled “Evaluation of management and implementation of OP HC 2007–2013”, commissioned by the Minister responsible for regional development, which show, that according to the majority – almost ¾ – of those under research, the changes introduces into OP HC has improved significantly the management and the implementation.

Another implemented change consisted in simplification of the methodology of settling overheads through a lump sum. The introduced simplification facilitates developing project budget at the stage of applying for ESF funds.

Moreover, a detailed catalogue of errors which a reviewer of a payment application can correct without consultation was developed and submitted to institutions engaged in the implementation of OP HC. Thanks to the possibility of correction of evident procedural and arithmetic errors, the applications for payment can be approved without the need of returning them to the beneficiary, which in turn results in accelerating and improving the payment application verification process.

Institutions engaged in the implementation of OP HC were also allowed to exempt the beneficiaries from the obligation to submit bank statements together with the payment application. The introduced possibility accelerated significantly the process of verification of payment applications.

Moreover, it is planned to decrease the administrative burden for beneficiaries with lower potential by introducing the possibility of carrying out microprojects, governed by simplified rules as compared to standard procedures, in the field of social innovation under IV priority axis *Social innovation and transnational cooperation*.

Given specific needs for monitoring and evaluation of the operational programme co-financed from the European Social Fund, the processing of personal data of participants of the projects under this programme is necessary. These obligations stem directly from the Union law. Pursuant to national provisions, entities processing personal data are subject to certain legal and administrative obligations. The personal data protection act of 29 August 1997 (consolidated text: Dz.U. 2002 r. No 101, item 926, as amended) contains obligations of using technical and organisational means ensuring personal data protection adequate to the category of risk and the category of data under control, especially the protection of data against sharing with unauthorised persons, taking by a person not entitled to it, processing with infringement of the act, as well as changing, loosing, damaging or destroying them. It is necessary to keep proper documentation describing personal data processing and to appoint an information safety administrator supervising compliance with the protection rules. Only persons having an appropriate authorisation can have access to personal data processing. It is necessary to keep the evidence of such persons authorised to process personal data. Moreover, a beneficiary has an obligation, stemming from the personal data protection act, to inform each person whose data are being processed directly after recording collected data about the full name of the data administrator, purpose and scope of collecting data, as well as about the persons right to access and correct their data. Given the legal and administrative obligation of applying the provisions of the personal data protection act of 29 August 1997, there is no possibility to decrease the administrative burden from the beneficiary perspective.

Section 11. Horizontal principles

The OP KED will be implemented according to the horizontal principles described in Section 1.B of the PA.

In particular, due to the thematic objectives pursued, the OP KED contributes directly to the implementation of the following principles:

Sustainable development

According to EU regulations for cohesion policy, the objectives of funds included under the common strategic framework shall be attained in the scope of sustainable development and in the scope of Union support for the natural environment protection and quality improvement objective, pursuant to Article 11 of the Treaty, and taking into account the “polluter pays” principle. During preparation and implementation of the operational programme, it is necessary to take into account the obligations of environment protection, resource efficiency, adjustment to climate change and climate change mitigation, disaster resilience as well as risk prevention and risk management. Sustainable development principle is horizontal in its nature, therefore it will be taken into account during the programme implementation.

Given the nature of intervention to be implemented under the national operational programme, as a rule, it will be, neutral in relation to this principle. It is reflected, inter alia, in the fact of exemption by competent authorities: Chief Sanitary Inspector and General Director for Environmental Protection, from carrying out the environmental impact assessment. Where necessary, sustainable development principle will however be implemented by including the related issues into the thematic scope of support implemented with the ESF co-funding.

Equal opportunities and preventing discrimination

According to EU regulations for cohesion policy, Member States and Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes. This principle is respected under the Operational Programme Knowledge Education Development and in other documents for its implementation. It is taken into account at the stage of preparation of the programme and implementation documents, as well as at the stage of implementation of the programme.

The implementation of the above-mentioned principle at the preparation stage was ensured i.a. by including representatives of entities active in the field of non-discrimination, disability and gender equality into the work on programme and into the process of social consultation. Representatives of these institutions will be engaged into the work on detailed implementation documents and on solutions guaranteeing equal opportunities, non-discrimination, accessibility and full participation in the programme of all persons irrespective of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

Non-discrimination principle is applicable also during the programme implementation, particularly during the assessment and choice of the projects under OP KED, notably for the undertakings the aim of which is a direct support for persons, therefore in the scope of priority axes III *Higher education for economy and development* and I *Young people on the labour market.* In the framework of projects addressed to persons, the principle of eliminating discrimination, ensuring accessibility, using rational improvements and respect for diversity and difference due to sex, age, disability, racial or ethnic origin, belief or religion will be applied. These principles will also be applied under priority axes in which the support for reform in the scope of employment, education, social inclusion and combating poverty as well as administration is assumed, and under priority axis concerning social innovation.

Regulations at the European level are particularly focused on the necessity of ensuring accessibility to operational programmes for persons with disabilities. Therefore during the project development and implementation the *Convention on the Rights of Persons with Disabilities, European Disability Strategy (2010-2020)*, and experiences of organisations acting for disabled persons, will be taken into account. OP KED will popularise and simplify the implementation of provisions stemming from the above-mentioned documents, i.a. by development of systemic solutions and standards of services conducive to full inclusion of disabled persons into social and professional life. According to Operational Programme Knowledge Education Development, the key issues for the ESF intervention in the context of social and professional integration of persons with disabilities include:

* actions for monitoring of situation and needs of disabled persons as well as monitoring and testing the efficiency of particular instruments and overall policy in the scope of disability (IP 9i);
* actions allowing to precisely identify the persons to whom, due to their disability, the support instruments should be addressed (IP 9i, IP 9iv);
* actions for standardisation and popularisation of assistant services provided to disabled persons (IP 9iv);
* actions for monitoring and formulation of recommendations in the context of implementation of provisions of the UN Convention on the Rights of Persons (IP 9i).

Other groups at risk of discrimination include young people, elderly people, Roma, persons serving a prison sentence. In order to monitor the horizontal principle on non-discrimination it is necessary to ensure the possibility of representation of circles of persons from the groups that are most susceptible to discrimination in the MC. The participation of persons from groups susceptible to discrimination in projects under OP KED will also be subject to monitoring, which will be enabled by such indicators as the number of disabled persons who received support; number of inactive persons seeking for a job after leaving the programme; number of prisoners employed 12 months after release from prison or the number of persons under 24 who took up employment six months after leaving the programme.

Moreover, the evaluation devoted entirely or partly to the assessment of the equal opportunities and non-discrimination principle implementation will be carried out at least once in the programming period. In the framework of the study, a recommendation table will be developed that will determine both the nature and addressees of the recommendations as well as how and when they are to be implemented. These recommendations will be subject to consultation and after the approval of the OP KED by the MC they will be included in the recommendation database from all the studies and thus their implementation will be systematically monitored. The recommendations will also be subject to annual reviews aimed at updating the state of their implementation. Conclusions and recommendations from the studies on the principle of equal opportunities and non-discrimination will serve to introduce the necessary changes in order to enhance the effectiveness of implementing this principle in the framework of the OP KED.

Gender equality

Principle of gender equality is one of the main horizontal policies of the European Union and respecting it ensures that men and women are given equal rights and obligations as well as equal access to resources (financial resources, development opportunities) they could use. This approach is reflected in EU regulations for cohesion policy, according to which Member States have the obligation under the implemented programmes to take measures for gender equality and for prevention of all discrimination in this scope. Taking care for respecting the gender equality principle, apart from being a legal obligation, brings also actual and real economic and social benefits, and it constitutes a necessary condition of the implementation of strategic objectives of Europe 2020 concerning creation of sustainable economic growth and social development.

Therefore, given the current challenges in the scope of gender equality in Poland and the systemic nature of measures to be implemented under OP KED, the following issues were considered to be of key importance to ESF interventions in the context of gender equality:

* creating appropriate solutions for preventing discrimination in access to employment and in the workplace, as a necessary factor for increasing the labour force participation – particularly among women;
* creating appropriate conditions conducive to improvement in accessibility and quality of care for children and dependent persons;
* enhancing economic independency and improving entrepreneurial skills, particularly among women;
* raising awareness of the gender equality;
* producing and development of systemic solutions for monitoring the gender equality implementation process;
* producing and development of systemic solutions for enhancing intersectoral cooperation in the context of gender equality.

Actions to achieve the above-mentioned objectives will be implemented under OP KED based on a dual approach, which means both planning specific actions for equal opportunities, and implementation of the principle in a cross-cutting manner by considering the gender equality perspective in all ESF interventions.

An example of specific actions are interventions planned under the investment priority 8iv Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life.

The horizontal approach to gender equality principle in the programme will be based mainly on planning activities in individual thematic objectives, e.g. ensuring equal access to high quality early-childhood education, primary and secondary education or improving quality standards of care services for dependent persons.

Apart from applying the above-mentioned dual approach, the gender equality principle will also be implemented (pursuant to the General Regulation) at each stage of the programme implementation. In the case of choosing projects – pursuant to Partnership Agreement – special evaluation criteria will be applied in the form of checklist (so called standard minimum) to verify if the gender equality was respected in the framework of the given intervention. The manner of actual implementation of this principle in practice will also be verified at the stage of project implementation and in the monitoring, evaluation and control process. At the monitoring and reporting stage all indicators of the project/programme implementation concerning the number of persons will be gathered according to the gender. The progress in the gender equality implementation and the description of problems in this scope as well as implemented remedial actions will be presented in the annual reports. As for the evaluation process, the study of the gender equality principle implementation will be planned, thanks to which the MA will be able to assess the effectiveness of implementation of this principle under the programme (it is possible to carry out one evaluation study including also other horizontal policies, i.e. equal opportunities and non-discrimination principle or partnership principle). Pursuant to the rules of applications and evaluation study recommendations management system, in order to use the evaluation results in the best possible way, all recommendations from studies are gathered, implemented and monitored. Also in the framework of the study evaluating the gender equality principle implementation, a recommendation table will be developed that will determine both the nature and addressees of the recommendations as well as how and when they are to be implemented. The recommendations will be subject to consultation and after the approval of the MC they will be included in the recommendation database from all the studies and thus their implementation will be systematically monitored. The recommendations will also be subject to annual reviews aimed at updating the state of their implementation. Conclusions and recommendations from the studies on the gender equality implementation will serve to introduce the necessary changes in order to enhance the effectiveness of implementing this principle in the framework of the programme.

Moreover, MC and all thematic groups acting under MC will be composed based on the need for participation of the representatives of the circles active in the gender equality field.

Section 12. Additional elements

List of major projects

Not applicable to the OP KED

Performance framework

*[Data generated automatically based on the data in the previous sections of the document]*

The list of partners involved in the preparation of the programme

**List of entities and partners participating in the work of the working group for preparing an operational programme on development of competences and skills, social inclusion, good governance and coordination of thematic objectives 8-11**

**Ministries and agencies**

1. Ministry of Science and Higher Education
2. Ministry of Administration and Digitisation
3. Ministry of Economy
4. Ministry of Agriculture and Rural Development
5. Ministry of Health
6. Ministry of Labour and Social Policy
7. Ministry of National Education
8. Ministry of Justice
9. Ministry of Culture and National Heritage
10. Ministry of Sport and Tourism
11. Ministry of the Interior
12. The ministry supporting by the minister responsible for regional development
13. Chancellery of the Prime Minister
14. Office of the Plenipotentiary for Equal Treatment, KPRM
15. National Centre for Research and Development
16. Polish Agency for Enterprise Development
17. Government Legislation Centre
18. Center of European Projects
19. Representatives of the Pact for Culture (Polish Film Institute)

**Local government administration**

1. Voivodeship labour office in Opole
2. Voivodeship labour office in Kraków
3. Masovian Social Policy Centre in Warsaw
4. Regional Centre of Social Policy in Poznań
5. Marshal’s Office of the Śląskie Voivodeship
6. Voivodeship labour office in Rzeszów

**Social partners**

1. Trade Unions Forum
2. Business Centre Club
3. Polish Craft Association
4. NSZZ “Solidarność”
5. All-Poland Alliance of Trade Unions (OPZZ)
6. Polish Confederation Lewiatan
7. Employers of Poland

**Non-governmental organisations**

1. Foundation for Social and Economic Initiatives
2. Working Community of Associations of Social Organisations (WRZOS)
3. Foundation in Support of Local Democracy
4. Public Benefit Works Council
5. SPLOT network
6. St. Brother Albert’s Aid Society
7. The Polish Committee of the European Anti-Poverty Network (EAPN)
8. Educational Initiatives Forum
9. The Polish Scouting and Guiding Association (ZHP)
10. National Federation of Polish NGOs (OFOP)
11. AUTYZM-POLSKA Agreement

**Academic circles**

1. Conference of Rectors of Academic Schools in Poland
2. Main Council of Science and Higher Education
3. University representatives

**Other institutions**

1. Polish Bank Association

Annexes to the programme

* + - 1. Information on the Operational Programme Knowledge Education Development 2014-2020 performance framework establishment
      2. Final report of the evaluation study entitled “Ex-ante evaluation of the Operational Programme Knowledge Education Development (OP KED)”
      3. Description of including the ex-ante evaluation conclusions
      4. Information on result indicators with the baseline value below zero
      5. Fulfilment of ex-ante conditions for the European funds 2014-2020 by Poland – Description of ex-ante conditions applicable for OP KED



1. *HoPES Assessment Report on PES capacities to implement the Youth Guarantee.* *Annex: Country/PES fiches & ranking by area;* European Commission, 2013. [↑](#footnote-ref-1)
2. The tasks of the EURES network are performed by approximately 900 advisers (in Poland by approx. 40), supported by assistants, but it is not a well-known or effective form of cooperation – according to Eurobarometer survey, only 12% of Europeans heard about it and only 2% have used it so far. [↑](#footnote-ref-2)
3. Conference on *PROMOTING LABOUR MARKET PARTICIPATION — NEW PERSPECTIVE Cooperation between the private sector and labour offices for increasing employment,* Warsaw, 11-12 April 2011. [↑](#footnote-ref-3)
4. Whenever the document refers to social partners, this shall mean representative organisations of employers and employees within the meaning of the Act of 6 July 2001 *on Tripartite Commission for Socio-Economic Affairs and voivodeship social dialogue commissions* (Dz.U. No 100, item 1080, as amended) and sectoral and regional organisations of employers and employees within the meaning of the Act of 23 May 1991 *on organisations of employees* (Dz.U. No 55, item 235, as amended), the Act of 22 March 1989 *on craft* (Dz.U. of 2002 No 112, item 979, as amended) and Act of 23 May 1991 *on trade unions* (Dz.U. of 2014 item 167). [↑](#footnote-ref-4)
5. *Diagnoza Społeczna 2013*, Czapiński J. et al., Warsaw, 2013. [↑](#footnote-ref-5)
6. *Ewaluacja lokalnych (gminnych/powiatowych) strategii rozwiązywania problemów społecznych przyjętych do realizacji przez władze samorządowe w województwie dolnośląskim*. DOPS Wrocław, 2012. [↑](#footnote-ref-6)
7. In the years 2005-2011, the number of persons employed at regional centres of social policy tripled, while the number of social workers grew from 14,800 in 2001 to 19,400 in 2012, thus meeting the requirement of proportionality of social assistance centres’ personnel to population. [↑](#footnote-ref-7)
8. *Pomoc społeczna w liczbach*, 2010, Hryniewicka A., Institute for the Development of Social Services, 2010. [↑](#footnote-ref-8)
9. The standard of supervision was developed under the systemic project of OP HC 2007-2013. In order to standardise social work supervision and make it available to all social workers in line with the same conditions, the Act on social assistance introduced a possibility for the Minister of Labour and Social Policy to issue an ordinance regulating specific issues related to supervision. The personnel must undergo training in social work methodology, theoretical background of social work supervision, supervision training, supervision practice and supervision of own work, as well as issues related to improvement of interpersonal and social skills. [↑](#footnote-ref-9)
10. Not all employees of social assistance and social integration institutions, who were interested in upgrading their qualifications, received support under OP HC 2007-2013. Furthermore, as a result of developing new standards of actions in social assistance, the qualifications must be improved by means of post-graduate studies and trainings in management and control. Those specialties were not co-financed under the 2007-2013 perspective. [↑](#footnote-ref-10)
11. Pursuant to applicable legal regulations, social workers must be holders of a bachelor’s or master’s degree. Therefore, appropriate preparation of qualified personnel employed at social assistance centres and poviat family assistance centres, as well as at social integration centres, social integration clubs and non-governmental organisations, is necessary. [↑](#footnote-ref-11)
12. *Evaluation of actions taken to support the institutional system of the labour market and social assistance*, Institute for Structural Research, Warsaw 2008 and *Evaluation of the indicator of the ESF impact on the functioning of Public Employment Services and the indicator of the ESF impact on the functioning of social assistance institutions*, COFFEY 2011. [↑](#footnote-ref-12)
13. *Założenia Długofalowej Polityki Senioralnej w Polsce na lata 2014-2020,* Warsaw 2013 and *Społeczeństwo, demokracja, edukacja.* *Nowe wyzwania w pracy socjalnej*, K. Marzec-Holka (ed.), Bydgoszcz, 2000. [↑](#footnote-ref-13)
14. The ratio of non-working age population to the working age population. [↑](#footnote-ref-14)
15. Statistical data from the MPiPS-05 report show that the percentage indicator of fulfilment of the needs of persons waiting for a place in supra-gmina social welfare homes amounts to 57.5% on average in Poland, which means that within a year over a half of those persons are placed in such homes. The difficult financial situation of some poviats and gminas does not allow to develop the network of social welfare homes faster, and in some cases may limit the number of persons referred by gminas to social welfare homes. It is expected that the number of social welfare homes will not increase substantially in the near future. [↑](#footnote-ref-15)
16. According to the data from the MPiPS-03 report, in 2011 there were 133 places in family assistance homes and 120 persons used the services of those homes. [↑](#footnote-ref-16)
17. *Domy pomocy społecznej w Polsce.* Z. Grabusińska, 2013 [↑](#footnote-ref-17)
18. *Informacja o funkcjonowaniu centrów i klubów integracji społecznej dla Sejmu i Senatu Rzeczpospolitej Polskiej*, Ministry of Labour and Social Policy, 2014. [↑](#footnote-ref-18)
19. According to the data of the Ministry of Labour and Social Policy, in 2012 there were 92 centres of social integration, of which 68 established by civil society organisations. The services of those centres were used by approx. 5,400 persons from socially excluded groups.

    At the end of the first quarter of 2014, the number of registered social cooperatives exceeded 1,000. However, it is difficult to estimate how many of them are really active. *Spółdzielnie socjalne. Skuteczny mechanizm walki z wykluczeniem społecznym czy ślepa uliczka?,* anthology edited by Jacek Tittenbrun, Poznań 2010, p. 84.

    According to REGON business activity register as of 31 December 2011, the NGO sector comprises 89,888 associations and 12,763 foundations, 14,271 of the Catholic Church organisational units, 1,508 units of other churches and religious associations and 3,784 social organisations not specified separately. Data cited from: *Sprawozdanie z funkcjonowania ustawy o działalności pożytku publicznego i o wolontariacie za lata 2010 i 2011*, Ministry of Labour and Social Policy, Warsaw 2012, pp. 9-12.

    There are no collective statistics on non-profit companies operating as social economy enterprises. Their number in Poland is estimated at 20-30, although the official register of such entities does not exist. [↑](#footnote-ref-19)
20. According to the National Programme for Social Economy Development, by 2020 the employment in the economic (public benefit) sector is to increase by 40,000 and in social enterprises by 35,000. [↑](#footnote-ref-20)
21. *Ocena wsparcia w obszarze ekonomii społecznej udzielonego ze środków EFS w ramach PO KL,* Coffey International Development, 2013. [↑](#footnote-ref-21)
22. *Ocena ex-ante instrumentów finansowych w zakresie wsparcia podmiotów ekonomii społecznej i osób młodych*, Warsaw 2013 and http://fundusz.przedsiebiorczoscspoleczna.pl/media/upload/dokumenty/5178f3eb9ff7ffunduszu-pozyczkowo-poreczeniowy-konsultacje-20-03-2013.pdf [↑](#footnote-ref-22)
23. Including 19.8% for women and 21.8% for men. Source: LFS, 2013. [↑](#footnote-ref-23)
24. Under the 2007–2013 financial perspective, no actions to improve competences of the members of disability assessment teams were implemented. [↑](#footnote-ref-24)
25. In 2007, the economic activity rate of disabled persons in working age amounted to 22.6%, by the end of 2011 it increased to 26.4% and in the third quarter of 2013 it totalled 27.6%. [↑](#footnote-ref-25)
26. *Wpływ polityki spójności na poziom i jakość zatrudnienia w Polsce, Pag Uniconsult, 2010.* [↑](#footnote-ref-26)
27. *Badanie adekwatności i efektywności realizowanego wsparcia w ramach Poddziałania 1.3.6 oraz w komponencie regionalnym PO KL w kontekście potrzeb osób niepełnosprawnych,* Collect Consulting S.A., Warsaw, 2013. [↑](#footnote-ref-27)
28. *Badanie osiągniętych wartości wskaźników rezultatu komponentu regionalnego PO KL*, Pag Uniconsult, 2012. [↑](#footnote-ref-28)
29. *Niepubliczne agencje zatrudnienia osób niepełnosprawnych. Możliwości i dylematy rozwoju w sektorze pozarządowym*, a collective publication issued by the Foundation for Supporting Physically Disabled Mathematicians and Computer Specialists on the basis of surveys co-financed by the State Fund for Rehabilitation of Disabled Persons (PFRON), 2013. [↑](#footnote-ref-29)
30. The data from the Ministry of Administration and Digitization, the Department of Religious Institutions and National and Ethnic Minorities. [↑](#footnote-ref-30)
31. *Ocena skuteczności i trafności wsparcia realizowanego na rzecz społeczności romskiej oraz efektów działań podejmowanych w projektach wdrażanych w ramach Poddziałania 1.3.1 POKL.* Ośrodek Ewaluacji sp. z o.o., 2013. [↑](#footnote-ref-31)
32. The reporting data from the Ministry of Labour and Social Policy, 2013. [↑](#footnote-ref-32)
33. *Ocena skuteczności projektów przeciwdziałających zjawisku wykluczenia społecznego w kontekście wdrażania Poddziałań 1.3.3, 1.3.4, 1.3.5 oraz 1.3.6 PO KL*, Grupa Gumułka Sp. z o.o. [↑](#footnote-ref-33)
34. According to data from the Central Statistical Office, in 2011, 1,784,603 enterprises conducted economic activity (micro – 95.9%, small – 3.0%, medium-sized – 0.9%, large – 0.2%). [↑](#footnote-ref-34)
35. *Inteligentne organizacje – zarządzanie wiedzą i kompetencjami pracowników* PARP, 2010 and *Procesy inwestycyjne i strategie przedsiębiorstw w czasie kryzysu* PARP, 2010. [↑](#footnote-ref-35)
36. The studies carried out by the Polish Agency for Enterprise Development at the turn of 2011 and 2012 under a systemic project. *Public-private partnership.* [↑](#footnote-ref-36)
37. *Raport z badania rynku PPP wśród przedsiębiorców, firm doradczych i instytucji finansowych* PARP, Warsaw 2013. [↑](#footnote-ref-37)
38. *Bilans Kapitału Ludzkiego* – *badanie firm i instytucji szkoleniowych* [Study of Human Capital (BLK) – survey of enterprises and training institutions], Warsaw, 2013. [↑](#footnote-ref-38)
39. Leveraging Training Skills Development in SMEs, OECD, 2010. [↑](#footnote-ref-39)
40. The analysis of external examination results shows a growing phenomenon of selectivity of education, in particular in big cities, where pupils with better educational results choose institutions with the above-standard educational offer. On the other hand, data from the PISA study for the years 2000–2009, which allow to compare educational achievements of Polish 15-year-olds over the last decade, point to a significant improvement in the education quality in Poland, although the distribution of results is strongly concentrated around average values, which means that relatively few students have very low achievements, but also few students achieve very high results. [↑](#footnote-ref-40)
41. *Jak najlepiej doskonalone systemy szkolne stają się jeszcze lepsze*, Centre for Citizenship Education, Warsaw 2012. [↑](#footnote-ref-41)
42. Study of Human Capital (BKL), Polish Agency for Enterprise Development, 2012. [↑](#footnote-ref-42)
43. The National Study of Third Graders' Skills (OBUT), TIMSS-2011 and TEDS-M, IBE. [↑](#footnote-ref-43)
44. PISA 2009 and 2012. [↑](#footnote-ref-44)
45. European Survey on Language Competences (ESLC), National report, IBE, 2011. [↑](#footnote-ref-45)
46. The key competences and attitudes/skills necessary on the labour market should be understood as following competences from the catalogue defined in the Recommendation of the European Parliament and of the Council (2006/962/EC of 18 December 2006) on key competences for lifelong learning: communication in foreign languages; mathematical competence and basic competences in science and technology; digital competence; learning to learn; social competences; sense of initiative and entrepreneurship. [↑](#footnote-ref-46)
47. *Raport o stanie edukacji 2011. Kontynuacja przemian,* IBE, 2012. [↑](#footnote-ref-47)
48. *Monitorowanie losów absolwentów uczelni wyższych z wykorzystaniem danych administracyjnych zakładu ubezpieczeń społecznych*, IBE, 2014. [↑](#footnote-ref-48)
49. According to employers, in order to better adjust competences of graduates to the needs of the labour market, the universities should first of all increase the number of practical classes, mandatory traineeships/internships, as well as the scope of cooperation with employers in this area. The employers suggested also increasing their influence on the possibility of developing study curricula. Source: *Analiza kwalifikacji i kompetencji kluczowych dla zwiększenia szans absolwentów na rynku pracy*, Agrotec, 2014. It is also necessary to put more emphasis on the activity of universities in the area of analyses and identification of business environment needs in order to appropriately develop and modify the curricula. Source: *Ocena jakości i skuteczności wybranych form wsparcia w ramach Działania 4.1 PO KL, PSDB, 2013.*  [↑](#footnote-ref-49)
50. *Analiza kwalifikacji i kompetencji kluczowych dla zwiększenia szans absolwentów na rynku pracy,* Agrotec, 2014. [↑](#footnote-ref-50)
51. For example, approximately 108,000 students of Polish universities in total benefitted from the Erasmus programme so far, which accounts for only 0.86% of all students in Poland – in this regard Poland is ranked 23rd among the EU countries (average for the EU is 0.98%). [↑](#footnote-ref-51)
52. There are no data available on the percentage of persons completing PhD studies. Universities submit only the aggregated data to the Central Statistical Office, and as a result the Ministry of Science and Higher Education do not even have information about the number of persons beginning PhD studies (these data will be collected starting from 1 October 2014). Similarly, the data on defended PhD theses include not only PhD students, but also persons, who defended their PhD theses without studies (which is possible in Polish system). As a result, a reliable answer to the question about the percentage of persons who complete PhD studies, is impossible. Nonetheless, the increasing number of PhD students combined with a relatively stable number of defended PhD theses is an extremely disturbing phenomenon. [↑](#footnote-ref-52)
53. *Modele zarządzania uczelniami w Polsce,* Jagiellonian University Higher Education Research Centre, Kraków 2011and *Diagnoza stanu szkolnictwa wyższego w Polsce,* Ernst and Young 2009. [↑](#footnote-ref-53)
54. E.g. Horizon 2020. [↑](#footnote-ref-54)
55. *Demographic transition and an ageing society: Implications for local labour markets in Poland,* OECD, 2013. [↑](#footnote-ref-55)
56. Including the cooperation of universities with the external environment, including providing training and advisory services for adults or other entities. [↑](#footnote-ref-56)
57. *Sustainable Governance Indicators 2014*, report by the Bertelsmann Foundation – The survey covered 41 countries of the world, the EU or OECD Member States. The SGI.2014 edition concerned period between May 2011 and May 2013. Previous editions of the study included exclusively the OECD members and covered the to period from May 2008 to April 2010 (SGI.2011) and from January 2005 to March 2007 (SGI.2009). [↑](#footnote-ref-57)
58. A comprehensive analysis of the public procurement market in Poland was carried out in the years 2010–2013 under the OP HC project entitled *Nowe podejście do zamówień publicznych – szkolenia i doradztwo*, PARP, 2011. [↑](#footnote-ref-58)
59. Only 46 such agreements have been concluded in Poland so far – difficulties in implementing projects in this formula result mainly from the lack of complete knowledge about PPP, legal and financial barriers, the lack of uniform standards and procedures. [↑](#footnote-ref-59)
60. *Ocena skuteczności i efektów działań PO KL, podjętych na rzecz wzmocnienia potencjału partnerów społeczno-gospodarczych*, IBiA Grupa OSB, 2014. [↑](#footnote-ref-60)
61. Civil mediation was introduced in Poland in 2005, but it is not very popular, although, according to ADR estimates, mediation is effective in as many as 70%–80% of all cases. This procedure could reduce the average time needed to resolve an economic dispute in Poland (worth EUR 200,000) by almost a year and the related costs by approximately EUR 33,000. *The Cost of Non ADR: Surveying and Showing the Actual Costs of Intra-Community Commercial Litigation, The Association for Democratic Reforms, 2010.* [↑](#footnote-ref-61)
62. Information from audits carried out by the Directorate General for Health and Consumers – the Food and Veterinary Office (FVO) in 2012 and 2013. [↑](#footnote-ref-62)
63. *Raport o ekonomicznych stratach i społecznych kosztach niekontrolowanej urbanizacji w Polsce,* 2013. [↑](#footnote-ref-63)
64. The following issues are to be addressed: including regulations in the comprehensive spatial planning system – improving the organisation of the system, including simplification of excessively complicated elements and regulations, as well as closing loopholes. Major system rules will be formulated, addressing current problems and acceptable for different social groups and communities. *National Spatial Development Concept 2030, adopted by the Council of Ministers on 13 December 2011.* [↑](#footnote-ref-64)
65. *Ibid.* [↑](#footnote-ref-65)
66. *Administracyjno – prawne aspekty procesu budowlanego w Polsce analiza identyfikująca bariery dla przedsiębiorców, obszary nieefektywne i uciążliwe w ramach procesu inwestycyjnego oraz zawierająca studium przypadku uzyskiwania pozwolenia na budowę.* Report from December 2011. [↑](#footnote-ref-66)
67. At the end of the 4th quarter of 2013, approximately 705,000 people under the age of 30 in Poland were registered as unemployed. The unemployment rate in this age group amounted to 18.9%, and in the group of people under the age of 25 – to 22.5% (the EU average – 23.1%). [↑](#footnote-ref-67)
68. Entry of Young People into the Labour Market in Poland, CSO. [↑](#footnote-ref-68)
69. LFS, Eurostat, 2013. [↑](#footnote-ref-69)
70. LFS, 2014. [↑](#footnote-ref-70)
71. *Better Skills, Better Jobs, Better Lives* Strategy, OECD, 2012. [↑](#footnote-ref-71)
72. *Youth 2011,* M. Boni (ed.), KPRM, Warsaw, 2011. [↑](#footnote-ref-72)
73. *Badanie osiągniętych wartości wskaźników rezultatu komponentu regionalnego PO KL*, PAG Uniconsult, stage II, III, IV, V. *2010, 2011, 2012; Ocena jakości i skuteczności wybranych form wsparcia w ramach Działania 4.1 PO KL,* PAG Uniconsult 2013. [↑](#footnote-ref-73)
74. *Badanie osiągniętych wartości wskaźników rezultatu komponentu regionalnego PO KL*, PAG Uniconsult, stage V, 2012. [↑](#footnote-ref-74)
75. *Analiza kwalifikacji i kompetencji kluczowych dla zwiększenia szans absolwentów na rynku pracy,* Agrotec, 2014. [↑](#footnote-ref-75)
76. *First steps into the labour market International survey of students and graduates*, Deloitte, 2013. [↑](#footnote-ref-76)
77. *Supporting Entrepreneurship in Poland*, OECD, 2013. [↑](#footnote-ref-77)
78. *Economic Survey of Poland*, OECD, 2010. [↑](#footnote-ref-78)
79. *Health 2020.* *A European policy framework and strategy for the 21st century.*  [↑](#footnote-ref-79)
80. *Improving the financial sustainability of the hospital sector: towards a systemic approach,* Strategic Report, World Bank, 2014. [↑](#footnote-ref-80)
81. *Labour force survey in Poland IV quarter 2012,* CSO, Warsaw 2013, p. 139. [↑](#footnote-ref-81)
82. **Communication from the Commission to the European Parliament and the Council on patient safety, including the prevention and control of healthcare-associated infections** (COM(2008) 837 final). [↑](#footnote-ref-82)
83. CBOS (BS/34/2012), *Opinie o funkcjonowania systemu opieki zdrowotnej*, Warsaw, March 2012. [↑](#footnote-ref-83)
84. Involvement in the project may have the form of e.g. National Health Fund participation in the project steering group. [↑](#footnote-ref-84)
85. European health for all [online database], WHO Regional Office for Europe, 2011, http://www.euro.who.int/hfadb. [↑](#footnote-ref-85)
86. Lower by 1.3 than the average for those countries. [↑](#footnote-ref-86)
87. The average age of a nurse in Poland is 50, and one fifth of 156,900 practising physicians and dentists are people over 60 years of age, 7.5% of whom are over 70 years of age. The average age of physicians in Poland today is almost 50, and in some specialisations, e.g. among paediatricians, it is 59 years of age. *Wstęp do analizy demograficznej lekarzy i lekarzy dentystów, Naczelna Rada Lekarska, 2008.* [↑](#footnote-ref-87)
88. The reform of the post-graduate education system at the medicine faculty is mainly aimed at reducing the time needed to acquire the full right to practice the profession. According to the new education standard, medical students acquire practical skills during their last year of studies. Thanks to this reform graduates of medical faculties will acquire the full right to practice the profession directly after graduating and passing the Physician Final Examination, which will facilitate significantly the elimination of the medical staff deficit. Reduction of the time needed to acquire the right to practice the physician’s profession constitutes the priority challenge for the Polish education system at the faculty of medicine. [↑](#footnote-ref-88)
89. *Ocena systemu zarządzania i wdrażania Programu Operacyjnego Kapitał Ludzki 2007-2013,* PSDB, 2010. [↑](#footnote-ref-89)
90. *Flash Eurobarometer on Youth on the Move,* Brussels, 2011. [↑](#footnote-ref-90)
91. Names of the investment priorities included in the programme are provisional. Their final wording depends on finalising of legislative work on the EU regulations defining names and scope of individual IP. This footnote refers to the names of all IP. [↑](#footnote-ref-91)
92. Target values of indicators (result and output indicators) defined in this Operational Programme (for all priority axes) were determined based on such information as unit costs, allocation, historical data, thematic evaluation studies. In the case of applying the method of unit costs, allocation and costs were calculated taking into account the level of inflation and the estimated future EUR/PLN exchange rate. Detailed information on the method of estimating target values, as well as information on determination of baseline values, were presented to the European Commission during the negotiation stage in the form of the logical frameworks of intervention under individual investment priorities. [↑](#footnote-ref-92)
93. In the case of projects of poviat labour offices, the time limit of four months during which support should be granted to persons up to 25 years of age is calculated according to the *Youth Guarantee Implementation Plan in Poland*, i.e. from the date of registration in the labour office, and for persons aged above 25 – from the date of accession to the project. [↑](#footnote-ref-93)
94. A young person aged 15-29 who jointly meets the three requirements, i.e. is not in employment (i.e. is unemployed or inactive), not in education (i.e. not in formal, full-time education) and not in training (i.e. does not participate in out of school classes aimed at obtaining, supplementing or improving professional or general skills and qualifications required to work; the assessment of whether a given person is not in training and thus is classified as NEET must include verification of whether the person participated in this form of activation, financed from public funds, within the last 4 weeks). [↑](#footnote-ref-94)
95. Depending on availability of data at the stage of the Programme implementation, in the interim review the indicator will be replaced by two separate measures for representatives of local government units and representatives of other institutions. Based on data from projects, the Intermediate Body will provide information broken down by the above target groups, which will be included in annual reports on the OP KED implementation. [↑](#footnote-ref-95)
96. Pursuant to the provisions of Section III of Act *on care of children up to 3 years of age*, this concerns institutions entered into the register of day care centres and child clubs. [↑](#footnote-ref-96)
97. Pursuant to Article 46 of Act on care of children up to 3 years of age, this concerns day carers entered into the register of day carers. [↑](#footnote-ref-97)
98. Depending on availability of data at the stage of the Programme implementation, in the interim review the indicator will be replaced by two separate measures for representatives of local government units and representatives of other institutions. Based on data from projects, the Intermediate Body will provide information broken down by the above target groups, which will be included in annual reports on the OP KED implementation. [↑](#footnote-ref-98)
99. Universal EURES services are listed in the National EURES Service Catalogue, compliant with Annex IV of Guidance and technical standards for the implementation of Regulation 492/2011 and Commission Decision 2012/733/EU (the so-called “EURES Charter”). [↑](#footnote-ref-99)
100. Pursuant to subparagraph 5.1 of the EURES Charter, the National Coordination Office is responsible for planning, coordination and monitoring of activities and EURES services of the national network of EURES partners   
     and associated EURES partners. [↑](#footnote-ref-100)
101. Division into categories of region does not apply to the CF data [↑](#footnote-ref-101)
102. Refers to graduates who joined the project co-financed from the ESF and received direct support during their studies. Excluding persons continuing higher education. [↑](#footnote-ref-102)
103. Figures based on data from the CSO publication: *Labour force survey in Poland* in I–IV quarter 2013. [↑](#footnote-ref-103)
104. The basis for assessment will be a cyclical analysis of demand for competences, commissioned from an external entity at least once for 3 years. Additionally, available analyses on the national level (such as the Study of Human Capital) and on the regional level, as well as results of ongoing monitoring of graduates’ careers, will be taken into account. [↑](#footnote-ref-104)
105. High quality of implemented PhD studies will be ensured by means of appropriate criteria that will serve as the basis for project selection. These criteria will be based on conclusions reached in the framework of the so-called Salzburg II initiative, published in 2010 (“Salzburg II Recommendations: European universities’ achievements since 2005 in implementing the Salzburg Principles”) and on “Principles for Innovative Doctoral Training” developed by the ERA Steering Group and recommended in the Council conclusions on the modernisation of higher education, 28 and 29 November 2011 (<http://ec.europa.eu/euraxess/pdf/research_policies/Principles_for_Innovative_Doctoral_Training.pdf>). Moreover, they will be compliant with the European Charter for Researchers. In particular, the criteria will address the following issues: open and transparent recruitment process subject to verification; development of scientists’ careers (development of skills, employability); work and employment conditions (social insurance, pension system, equal treatment); high quality research (publications, awards, participation in most important international conferences, interdisciplinarity); intersectoral cooperation (commercialisation, cooperation between scientists and potential employers, including commercial sector entities, trainings crucial for innovation); international cooperation (contacts, networking, cooperation); supervision quality; social impact and interactions. [↑](#footnote-ref-105)
106. The central system of dissertation repositories will not be financed under the programme until the entry into force of the relevant legal regulations introducing requirements for entering PhD dissertations into repositories and ensuring public access to all dissertations in compliance with the COAR standards. If the above-mentioned legal requirement does not enter into force until 31 December 2019, the OP KED will withdraw the possibility of financing the establishment of repositories under the programme. [↑](#footnote-ref-106)
107. The catalogue may be changed as a result of mid-term evaluation, which will be carried out at least once in three years. [↑](#footnote-ref-107)
108. The catalogue may be changed as a result of mid-term evaluation, which will be carried out at least once in three years. [↑](#footnote-ref-108)
109. The catalogue may be changed as a result of mid-term evaluation, which will be carried out at least once in three years. [↑](#footnote-ref-109)
110. Including in terms of the scope and forms of expenditure eligibility under the Erasmus+ programme. [↑](#footnote-ref-110)
111. J. Ruszkowski, *Zwiększenie bezpieczeństwa zdrowotnego – projekt, Expert opinion financed from the means of the POPT.03.04.00-00-019/07 project under the Operational Programme Technical Assistance 2007-2013, commissioned by the Ministry of Regional Development, Agreement:* *DKS/POPT/BDG –VII- 119/05/2010, Ministry of Regional Development,* Warsaw September 2010. [↑](#footnote-ref-111)
112. The overall amount (including the National Health Fund budget, national budget and LGU) for preventive healthcare activities in 2014 amounts to PLN 1,774.5 million, which constitutes 3% of all healthcare expenditure. Most of funds are allocated for inpatient care (42%), medicine and medical device refund (10%) and the primary healthcare (10%). [↑](#footnote-ref-112)
113. An indicator necessary for the process of mapping medical services [↑](#footnote-ref-113)
114. An indicator necessary for the process of mapping medical services [↑](#footnote-ref-114)
115. The forecast of the Professional Self-government of Nurses and Midwives, developed based on data from the Central Register of Nurses and Midwives, shows that of actions are not taken to increase the number of nursing and midwifery graduates, there will be large deficits in these professions. According to the data from the Professional Self-government of Nurses and Midwives, the greatest number of registered nurses are aged between 41 and 65 and an average age in this profession is 47 years. [↑](#footnote-ref-115)
116. The provisions of the Framework Regulation, in particular Article 129, guarantee that regardless of the co-financing rate adopted for the priority axis in Table 18a, the amount of funds ultimately paid out by the European Commission by the closure of the programme will never be higher than the public contribution provided to beneficiaries. Article 130(2) additionally stipulates that in the framework of interim payments, the Commission shall always pay out the lower of the two amounts: the amount resulting from multiplying the certification basis from the payment application by the co-financing rate for the priority axis from Table 18a or the amount of public expenditure indicated in the application. The amount of interim payments will also take into account the rules related to the system of annual account audit and approval, which consists inter alia in granting annual advance payments, paying out only 90% of due payments in a year and annual account settlement by balancing the annual advance of the funds paid out and 10% of withheld interim payments. [↑](#footnote-ref-116)
117. The envelopes are not specified for funds under the special budget line of the *Youth Employment Initiative*. [↑](#footnote-ref-117)
118. Article 27.6 CPR [↑](#footnote-ref-118)