

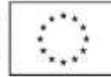


HUMAN CAPITAL
NATIONAL COHESION STRATEGY



MINISTRY
OF REGIONAL
DEVELOPMENT

EUROPEAN UNION
EUROPEAN
SOCIAL FUND



**DETAILED DESCRIPTION OF THE PRIORITIES OF
HUMAN CAPITAL
OPERATIONAL PROGRAMME 2007 - 2013**

Warsaw, 1 June 2009

LIST OF CONTENTS

I. Information on the human capital operational programme.....	8
1. Status of the document	8
2. Description of the Human Capital Operational Programme	9
3. Information on the financing of the Human Capital Operational Programme	10
4. List of key projects	13
5. Description of the project selection system under the Human Capital OP	14
5.1. Projects under the call for proposals procedure	14
5.2. Systemic projects	15
5.3. Individual projects	16
5.4. Selection of transnational cooperation projects and innovative projects.....	16
6. Complementarity of support under HC OP Priorities with other funds and Operational Programmes	17
7. Annexes to the Human Capital OP	21
II. Information on HC OP Priorities and Measures.....	21
PRIORITY I Employment and social integration	23
1.1 System support to labour market institutions	26
1.2 System support to institutions of social assistance and social integration	31
1.3 National programmes for vocational integration and activation	35
Sub-measure 1.3.1 Projects for Roma community – Call for proposals projects	38
Sub-measure 1.3.2 Promoting equal chances of men and women and reconciliation of professional life and family life – Call for proposals projects.....	39
Sub-measure 1.3.3 Voluntary Labour Corps (OHP) – systemic projects	41
Sub-measure 1.3.4 Central Management of Prison Service – systemic projects.....	42
Sub-measure 1.3.5 Ministry of Justice – systemic projects	44
Sub-measure 1.3.6 National Disabled People Rehabilitation Fund (PFRON) – systemic projects	45
Sub-measure 1.3.7 Projects aimed at migrating workers – <i>systemic projects</i>	46
Indicative division of financial allocation within the framework of Priority I.....	47
PRIORITY II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working people	50

2.1 Development of human resources for modern economy	52
Sub-measure 2.1.1 Development of human capital in enterprises – call for proposals projects	55
Sub-measure 2.1.2 Partnership for increasing adaptability – call for proposals projects implemented by social partners.....	56
Sub-measure 2.1.3 System support for increasing the adaptation potential of employees and entrepreneurs – <i>systemic projects</i>	57
2.2 Support for the human resources adaptation system	59
Sub-measure 2.2.1 Improvement of the quality of services provided by institutions supporting the development of entrepreneurship and innovativeness – systemic projects	61
Sub-measure 2.2.2 Improvement of the quality of provided training services – systemic projects	62
2.3 Strengthening the health potential of the working persons and quality improvement of the healthcare system functioning	64
Sub-measure 2.3.1 Development of complex healthcare programmes – systemic projects	67
Sub-measure 2.3.2 In-service training of medical personnel – systemic projects	68
Sub-measure 2.3.3 Enhancement of the healthcare management quality – <i>systemic projects</i>	69
Indicative division of the financial allocation under Priority II	71
PRIORITY III High quality of the education system	73
3.1. Modernisation of the management and supervision system in education	75
Sub-measure 3.1.1 Creating conditions and tools for education system monitoring, evaluation and research – systemic projects	76
Sub-measure 3.1.2 Modernisation of pedagogical supervision system – systemic projects	78
3.2 Development of the external exams system	79
3.3 Increasing quality of education.....	83
Sub-measure 3. 3.1 Effective systems of teachers education and in-service training - systemic projects	85
Sub-measure 3. 3.2 Effective systems of teachers education and in-service training - <i>call for proposals projects</i>	85
Sub-measure 3.3.3 Modernisation of education’s content and methods – systemic projects	86

Sub-measure 3.3.4 Modernisation of education’s content and methods – call for proposals projects	88
3.4 Education system openness in the context of lifelong learning.....	89
Sub-measure 3.4.1 Development and implementation of the National Qualification System – <i>systemic projects</i>	91
Sub-measure 3.4.1 Popularisation of lifelong learning – <i>systemic projects</i>	92
Sub-measure 3.4.1 Popularisation of lifelong learning – call for proposal projects.....	93
Indicative distribution of financial allocation under Priority III	95
PRIORITY IV Tertiary education and science.....	97
4.1 Strengthening and development of didactic potential of universities and increasing the number of graduates from faculties of key importance for knowledge-based economy.....	98
Sub-measure 4.1.1 Strengthening and development of didactic potential of universities – call for proposals projects	101
Sub-measure 4.1.2 Increasing the number of graduates from faculties of key importance for knowledge-based economy – call for proposals projects.....	101
Sub-measure 4.1.3 Strengthening system instruments for higher education management – systemic projects	102
4.2. Development of r&d system staff qualifications and improving the awareness of the role of science in economic growth	104
Indicative division of the financial allocation under Priority IV	107
PRIORITY V Good governance.....	109
5.1 Strengthening potential of government administration	111
Sub-measure 5.1.1 Modernisation of management systems and improvement of human resources competence – systemic projects.....	112
Sub-measure 5.1.2 Implementation of financial management system in terms of tasks – systemic project	114
Sub-measure 5.1.3 Internships and practical trainings for NSPA students – <i>systemic project</i>	115
5.2 Strengthening potential of local government administration	116
Sub-measure 5.2.1 Modernisation of management in local administration - <i>Call for proposals projects</i>	118
Sub-measure 5.2.2 System support of local administration functioning – systemic projects	119
Sub-measure 5.2.3 Improvement of public services human resources competence – call for proposals projects	121

5.3 Support for implementation of the Lisbon Strategy	122
5.4 Development of the third sector's potential	129
Sub-measure 5.4.1 System support for the third sector – <i>systemic projects</i>	131
Sub-measure 5.4.2 Development of civic dialogue – call for proposals projects.....	132
5.5 Development of social dialogue	133
Sub-measure 5.5.1 System support for social dialogue – <i>systemic projects</i>	135
Sub-measure 5.5.2 Strengthening of social dialogue participants – <i>call for proposals projects</i>	136
Indicative division of the financial allocation under Priority IV	137
PRIORITY VI The labour market open for all	139
6.1 Improvement of access to employment and support for professional activity in the region	141
Sub-measure 6.1.1 Support for the unemployed on the regional labour market - call for proposals projects.....	144
Sub-measure 6.1.2 Support for Poviats and Voivodeship Offices of Employment in the area of implementation of tasks for professional activation of the unemployed in the region – call for proposals projects solely for Poviats and Voivodeship Offices of Employment.....	146
Sub-measure 6.1.3 Improvement of employment ability and increase of the level of professional activity of the unemployed – systemic projects	148
6.2 Support and promotion of entrepreneurship and self-employment	149
6.3 Local initiatives for the increase of the level of professional activity within the rural areas	152
Indicative division of financial allocation as part of Priority VI.....	155
PRIORITY VII Promoting of social integration	158
7.1 Development and dissemination of active integration	160
Sub-measure 7.1.1 Development and dissemination of active integration by social assistance centres - systemic projects	162
Sub-measure 7.1.2 Development and dissemination of active integration by poviat centres for family support - systemic projects	163
Sub-measure 7.1.3 Advancing qualifications of social assistance and social integration personnel - systemic projects	164
7.2 Counteracting exclusion and strengthening the social economy sector	166
Sub-measure 7.2.1 Social and vocational activation of persons threatened by social exclusion - call for proposals projects	168

Sub-measure 7.2.2 Support to social economy - call for proposals projects	170
7.3. Local initiatives for social integration	172
Indicative division of financial allocation within the framework of Priority VII	176
PRIORITY VIII Regional human resources for the economy	178
8.1 Developing a workforce and enterprises in the region	179
Sub-measure 8.1.1 Support to developing professional qualifications and counselling for enterprises - call for proposals projects	181
Sub-measure 8.1.2 Support to adaptation and modernization processes in the region - call for proposals projects	183
Sub-measure 8.1.3 Strengthening local partnership for adaptiveness - call for proposals projects implemented by social partners	185
Sub-measure 8.1.4 Predicting economic change – systemic projects.....	187
8.2 Transfer of knowledge.....	188
Sub-measure 8.2.1 Support to cooperation of scientific environment and enterprises - call for proposals projects	190
Sub-measure 8.2.2 Regional Innovation Strategies - systemic projects	192
Indicative division of financial allocation within the framework of Priority VIII	194
PRIORITY IX Development of education and competencies in the regions.....	196
9.1 Equalization of educational chances and providing high quality of educational services performed within the framework of the educational system	198
Sub-measure 9.1.1 Minimalizing inequalities in level of popularization of pre-school education – Call for proposals projects.....	201
Sub-measure 9.1.2 Equalization of educational chances of students from groups with hindered access to education and diminishing the disproportion in the quality of educational services – Call for proposals projects	202
Sub-measure 9.1.3 Scholarship assistance for particularly gifted students – <i>systemic projects</i>	204
9.2 Improvement of attractiveness and quality of vocational education	206
9.3 Popularization of formal lifelong learning in school forms	210
9.4 Highly qualified personnel of the educational system.....	214
9.5 Independent local educational initiatives on rural areas.....	218
Indicative division of financial allocation within the framework of Priority IX.....	222
PRIORITY X Technical Assistance	224
10.1. Technical assistance	226

Indicative division of the financial allocation under Priority X	229
IV. ANNEXES	230
ANNEX I Table Division of total allocation to voivodeships within the Regional Component of HC OP by Priorities and Measures (EUR)	230
ANNEX II Indicative Financial Table of financial obligations for the OP by Priority and Measure	231
ANNEX III List of institutions involved in HC OP implementation	244
ANNEX IV. Values of product indicators for actions within HC OP.....	248
ANNEX V. Glossary of terms used in the detailed description of the priorities of Human Capital Operational Programme	263

I. INFORMATION ON THE HUMAN CAPITAL OPERATIONAL PROGRAMME

1. Status of the document

Human Capital Operational Programme was drawn up on the basis of the *Commission Regulation (EC) No 1083/2006 laying down general provisions on the European Regional Development Fund, the European Social Fund and the Cohesion Fund and repealing Regulation (EC) No 1260/1999*, hereinafter referred to as “Regulation No 1083/2006/EC”, Act of 6 December 2006 on the principles of development policy (Dz. U. no. 227, item 1658, as amended), hereinafter referred to as the “Act” and the *Regulation (EC) No 1081/2006 of the European Parliament and of the Council of 5 July 2006 on the European Social Fund and repealing Regulation (EC) No 1784/1999*, hereinafter referred to as “Regulation No 1081/2006/EC.” Pursuant to Article 37 of the Regulation No 1083/2006/EC the Operational Programme consists of the following elements:

1. socio-economic diagnosis developed considering the division into individual support areas, i.e. employment, education, adaptability, social integration, administration and healthcare;
2. SWOT analysis;
3. information on foreign aid granted so far within the scope of human resources development;
4. Programme implementation strategy divided into individual support areas;
5. description of priorities, expected effects of support and implementation indicators;
6. description of the implementation system;
7. information on the extent of complementarity with other funds and operational programmes;
8. financing plan.

Operational Programmes are established to implement development strategies, including the National Development Strategy and sector strategies. HC OP scope of implementation was established – as in the case of other Operational Programmes – for 2007-2013, however, in line with the principles of settling structural funds the expenditure incurred for the projects under the Operational Programme are eligible if they were actually incurred in the period between submitting the Operational Programme to the European Commission and 31 December 2015. Human Capital Operational Programme was officially forwarded to the European Commission on 12 December 2006, which means that the expenditure incurred from this moment onwards can be recognised as eligible. As regards the issue of their refund, it depends on the decision of the Intermediate Body, hereinafter referred to as “IB”, responsible for implementation of specific Priorities.

The content of the HC OP may be amended both on the initiative of the Member State, as well as on the initiative of the European Commission after re-analysing the content of the programme, in one of the following cases:

1. after some significant socio-economic changes occur;
2. in order to more fully consider or change the approach to some important changes in the Community, national or regional priorities;
3. as a result of the Programme monitoring evaluation;
4. as a result of difficulties in its implementation.

Operational Programmes, if need be, may be also amended after allocating the national performance reserve (which should be made not later than on 31 December 2011).

Given the general nature of the Operational Programmes forwarded to the European Commission, each institution in charge of the Operational Programme prepares an additional document specifying its provisions. For HC OP it is the *Detailed description of the priorities of Human Capital Operational Programme*. Pursuant to Article 26(1) point 2 of the Act the Operational Programme Managing Authority is responsible for preparing this document. This document, because of the detailed information included in it, is a compendium of knowledge for potential Operational Programme beneficiaries giving information on the possibilities and methods of implementing projects co-financed from the European Social Fund. Information covered in this document concern detailed types of projects, lists of potential beneficiaries, target support groups and the implementation system, they will also facilitate project preparation and proper filling in of the application for its financing. According to Article 26 of the Act the Operational Programme Managing Authority, hereinafter referred to as “MA”, is responsible for preparation of the *Detailed description of the priorities of Human Capital Operational Programme*. For the purpose the MA cooperates with IB both on central and regional levels.

2. Description of the Human Capital Operational Programme

The main objective of the Human Capital Operational Programme is increase in the employment level and social cohesion. The objective will be implemented, *inter alia*, by professional activation, development of adaptation potential of enterprises and its employees, increasing the education level of society, limiting the social exclusion areas and support to mechanisms of efficient management in State administration. Under the Programme support shall be given to the following areas: employment, education, social integration, adaptability of employees and enterprises, issues related to development of human resources on rural areas, construction of efficient and effective public administration and partnership State, as well as to promotion of healthy behaviours among working people.

Activities undertaken under the Programmes aim at increasing and developing the potential of entities operating within the areas covered with ESF support and popularisation of programmes providing support to employment and social integration. The implemented initiatives will be targeted at activation of the unemployed and professionally inactive, preventing social exclusion and ensuring equal access to employment to people and social groups subject to discrimination on the labour market, *inter alia*, by developing alternative forms of employment, increasing or changing professional qualifications, support to employment in the social economy sector and promotion of entrepreneurship and self-employment.

In order to adapt Polish enterprises to the changes in the process of carrying out the modernization of the economy the support will be also provided to development of their adaptation potential through investments in further training for staff and improvement of the quality of actions supporting development of training and advisory services in enterprises. In a broader perspective, the support shall be ensured to enterprises and their employees, especially to persons with low or out-dated professional qualifications, in order to strengthen their potential and adapt their qualifications, including support to knowledge transfer within the frameworks of cooperation between employees in enterprises and scientific units.

Under educational priorities the implemented support shall cover support for modernisation of educational system and implementation of reforms in the system, which shall be targeted at increasing the quality and efficiency of education and that will be relevant for the conditions of the knowledge-based economy. The support granted in that area shall contribute to: efficient management of the education system, improvement of the curriculums and supplementing them with innovative elements, increasing the efficiency of the training system and further training to education staff. Moreover, the plan also covers adapting the teaching programmes and directions to the requirements of the labour market, increasing the pupils and students competences and level of knowledge within the scope of sciences of key significance to economy, cooperation between education system institutions, enterprises and the research and development sector, as well as exchange of information on

qualifications obtained under the given direction of studies. Because the situation of individuals on the labour market to a large extent depends on the access to adequate quality of education and possibilities of using its services, one of the major directions of action will cover levelling the chances for education at all stages of education and increasing the quality of education services. The implemented activities will also cover initiatives aimed at popularisation of life-long-learning of adults, who increase their qualifications or supplement their education under school or non-school forms, as well as specific activities aimed at developing the didactic potential of higher education establishments. The above scope of action will especially cover higher level education at mathematical, life sciences and technical faculties given their priority significance for the needs of the labour market and competitiveness of economy. The activities aimed at strengthening the capacity of Polish administration to carry out its functions in an innovative and partnership manner, shall be implemented by providing regulatory support to State and regional administration, perfecting the law-making processes, improving the quality and availability of public services especially for enterprises, increasing the competencies of the staff from the public sector, as well as support and popularisation of cooperation between this sector and socio-economic partners. At the same time, it is necessary to provide support to the organisational capacity of the third sector, in a manner enabling its efficient and professional participation in the different forms of cooperation with the public sector.

As regards better use of the human resources potential, preventive measures remain a significant issue together with promotion and health education targeted at limiting the general vulnerability of employees to diseases and prevention of occupational diseases. Another major issue is support to development of human resources on rural areas, which shall be implemented by support to the inhabitants of rural areas aimed at development of the educational offer, self-organisation and undertaking bottom-up initiatives for solving problems of rural communities, especially within the field of employment and social integration.

Human Capital Operational Programme consists of 10 priorities implemented simultaneously at the central and regional level. The centrally implemented Priorities cover:

- Priority I Employment and social integration;
- Priority II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working persons;
- Priority III High quality of the education system;
- Priority IV Higher education and science;
- Priority V Good governance.

Priorities implemented at the regional level cover:

- Priority VI The labour market open for all;
- Priority VII Promotion of social integration;
- Priority VIII Regional human resources of the economy;
- Priority IX Development of education and competencies in the regions.

Priority X Technical Assistance shall be also implemented and its aim is to ensure proper management, implement and promote the European Social Fund.

3. Information on the financing of the Human Capital Operational Programme

The total amount of financial resources involved in implementation of the Human Capital Operational Programme 2007-2013 will amount to approx. 14.43% of all resources allocated to implementation of Operational Programmes, i.e. EUR 11,420, 207,059. The amount shall cover the allocation from the European Social Fund amounting to approx. EUR 9,707,176,000 and the national contribution will consist in approx. EUR 1,713,031,059. National co-financing was estimated at the minimum level, i.e. 15%. Approximately 60% of

Programme resources shall be allocated to support implemented by individual regions, while the remaining amount (approx. 40%) will be implemented in sectors by relevant departments.

Within the frameworks of the Programme 83% of expenditure from the Community resources, which is EUR 8,056,956,080 shall be allocated to implementation of the Lisbon Strategy in 2007-2013. From 1% to 5% from the allocation of financial resources shall be designated for implementation of the transnational cooperation and innovative approach under each Priority Axis. IB obligations cover ensuring implementation of projects on transnational cooperation and innovative approach under each Priority Axis. The resources transmitted by the European Commission for the HC OP as advance payments, interim payments and payments of the final balance shall be paid to the separate bank account in EUR run by the MF. Following conversion into PLN of the resources from this account shall be transferred to a central bank account of the State budget income on the basis of an order of the ministry competent for finance. They shall be covered by a separate budget part including payments for the State budget, which are at the disposal of the minister competent for public finance.

Financial engineering under the HC OP concerning the level of resources from European Social Fund in relation to the national co-financing consists in 85%-15%. As regards the national co-financing the resources shall be taken from the following sources:

- State budget,
- local or regional authorities budget, hereinafter referred to as “local or regional authorities”,
- other public resources (Labour Fund, National Disabled Persons Rehabilitation Fund – PFRON)

Under the HC OP the contribution from the European Union resources consists in 85% and it is calculated in proportion to the total amount of public eligible expenditure, which form a basis for certification. As a result, the National Information System SIMIK 07-13 (hereinafter referred to as “KSI”) shall not indicate the level of financing from the EU at the stage of project, as well as at the stage of Measures and Priorities. Hence, the value of the EU contribution certified by the MA shall be calculated at the Programme level on the basis of KSI data and the existing percentage of the EU contribution (85%).

Resources for project financing under the Programme will be transferred in the form of development grant originating in the State budget. The development grant does not exist for State budget units and the resources for projects implementation must be secured in the financing plans of these units or will be taken from the State budget dedicated reserve.

The development grant shall be transferred to the amount of at least 85% of public resources under a given project, while on many occasions it can even reach the level of 100% public resources of a given project – it pertains to projects, which additionally receive resources corresponding to the national co-financing contribution. As for projects implemented by the beneficiaries under both the central, as well as the regional component, own contribution may be required, while its level shall not be higher than 15% of the value of the public contribution. If the required own contribution is lower than the 15%, additional resources shall be paid under the development grant, which will correspond to the national co-financing. Therefore the development grant will be accordingly higher, i.e. it will amount to more than 85% of the public contribution.

a) central component

The expenditure for performance of Measures implemented by the Implementing Body (2nd level Intermediate Body), hereinafter referred to as “IB2”, which is a State budget unit, are planned under a budget part administered by the given unit. In such circumstance, IB does not transmit to IB2 the resources for Measure implementation. If IB2 is not a State budget unit it receives from the IB the development grant for implementation of Measures/projects of its own IB2 on the basis of project financing agreement for a relevant Measure/Measures of a given Priority. The beneficiaries receive the resources for projects performance from IB2/IB as advance payments in the form of development grants on the basis of financing agreement for project implementation. Beneficiaries being State budget units ensure resources for project implementation under their own limits of State budget expenditure which is established in the financing plan of a given unit (in its budget part) or from the resources available under the State budget dedicated reserve, and as a result they are not granted financial resources from the IB2/IB.

Moreover, the central component plans to implement systemic projects for disabled persons, which will be performed and financed by the National Disabled Persons Rehabilitation Fund.

In the tables included in the Detailed description of the priorities of HC OP, which pertain to the central component and concern individual HC OP Measures and Sub-measures, in the field nr 12 (NUTS territorial scope) the area of the whole country was indicated (NUTS 0 - PL), which means that the projects implemented under the component have a nationwide dimension.

b) regional component

The voivodeship self-government acts as the IB under individual Priorities of the regional component. Resources for implementation of HC OP regional component Priorities (Priority VI-IX) are planned in the budget part of the Ministry of Regional Development. The voivodeship self-government receives the resources for the Priorities implementation as an advance payment in the form of the development grant. The rules of transmitting financial resources under individual Measures are set out in an agreement concluded between the MA and IB. The beneficiaries receive the resources for projects performance from IB2/IB as an advance payment in the form of development grants on the basis of financing agreement for project implementation (a framework agreement under HC OP Sub-measure 7.1.1 and 7.1.2).

Beneficiaries being State budget units are not awarded financial resources from the IB2/IB because they can finance project implementation under their own limits of expenditure defined in the unit's financing plan or from the resources of the State budget dedicated reserve.

At the same time, the regional component foresees the implementation of systemic projects for activation of the unemployed, which will be performed by the Poviats Labour Offices under HC OP Sub-measure 6.1.3. These projects will be entirely financed from the Labour Funds resources.

The table below shows the level of public resources allocated to financing of the HC OP regional component broken down into individual voivodeships.

Voivodeship	Priority VI	Priority VII	Priority VIII	Priority IX	total
Dolnośląskie	154,250,306.87	106,133,694.90	108,564,977.36	116,420,974.87	485,369,954.00
Kujawsko-Pomorskie	127,265,283.64	87,566,339.79	89,572,286.22	96,053,931.35	400,457,841.00
Lubelskie	162,699,366.72	111,947,167.55	114,511,623.50	122,797,933.23	511,956,091.00
Lubuskie	56,833,041.07	39,104,626.52	40,000,424.91	42,894,942.51	178,833,035.00
Łódzkie	160,203,271.29	110,229,700.42	112,754,813.09	120,913,996.20	504,101,781.00
Małopolskie	187,691,910.69	129,143,574.40	132,101,961.08	141,661,145.83	590,598,592.00
Mazowieckie	288,268,283.59	198,346,302.69	202,889,967.07	217,571,525.65	907,076,079.00
Opolskie	55,403,840.67	38,121,248.77	38,994,520.20	41,816,248.36	174,335,858.00
Podkarpackie	137,388,741.10	94,531,900.95	96,697,412.60	103,694,647.35	432,312,702.00
Podlaskie	82,755,794.20	56,941,074.48	58,245,465.48	62,460,233.84	260,402,568.00
Pomorskie	119,334,625.25	82,109,559.22	83,990,503.17	90,068,238.36	375,502,926.00
Śląskie	234,555,741.11	161,388,771.07	165,085,822.13	177,031,790.69	738,062,125.00
Świętokrzyskie	100,898,456.29	69,424,341.47	71,014,695.82	76,153,473.42	317,490,967.00
Warmińsko-Mazurskie	99,405,388.37	68,397,018.94	69,963,839.66	75,026,575.02	312,792,822.00
Wielkopolskie	192,564,695.73	132,496,350.11	135,531,541.27	145,338,897.89	605,931,485.00
Zachodniopomorskie	97,410,454.41	67,024,381.72	68,559,758.44	73,520,891.43	306,515,486.00
POLAND	2,256,929,201.00	1,552,906,053.00	1,588,479,612.00	1,703,425,446.00	7,101,740,312.00

In the tables included in the Detailed description of the priorities of HC OP, which pertain to the regional component and concern individual HC OP Measures and Sub-measures, in the field nr. 12 (NUTS territorial scope) 16 voivodeships were indicated separately (NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42 PL43., PL51, PL52, PL61, PL62, PL63), which means that the projects implemented under this component have a regional dimension. The provision does not provide for a territorial limitation of the project implementation to the area of a specific voivodeship, and it does not also limit the target group to the

inhabitants of the given voivodeship, but it indicates that the support granted under the HC OP regional component should contribute to solving specific socio-economic problems occurring within a given voivodeship. The Intermediate Body for regional Priorities may also suggest to the Monitoring Committee to establish detailed access or strategic criteria limiting the possibilities of project implementation (or its target group) to a given voivodeship.

Expenditure eligibility under the Programme

The basic document establishing the rules of expenditure eligibility under the Human Capital Operational Programme is the document entitled *Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme* which were developed by MA on the basis of Article 26(1) point 6 and Article 35(3) point 11 of the Act and on the grounds of the *National guidelines on eligibility of expenditure under Structural Funds and the Cohesion Fund within the programming period 2007-2013*. The National guidelines were prepared in line with Article 56 of the Regulation No. 1083/2006/EC, which states that the rules on the eligibility of expenditure shall be laid down at national level.

Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme cover detailed information and rules on eligibility of expenditure for projects co-financed from the European Social Fund under the HC OP Priorities I-IX. Rules on eligibility of expenditure and eligible expenditure categories under Priority X Technical assistance were defined in the *Guidelines of the Minister of Regional Development in the scope of using technical assistance*.

Cross-financing

According to Article 34(2) of the Regulation No. 1083/2006/EC the activities co-financed from the ESF may be in a complementary manner and subject to a limit of 10 % (for priority axis social integration – 15%) of Community funding for each priority axis of an operational programme, covered within the scope of assistance from the other Fund, provided that they are necessary for the satisfactory implementation of the operation and are directly linked to it. As a result, under individual actions for which the cross-financing area was indicated it will be possible to co-finance from the ESF some operations, which meet the eligibility criteria for the European Regional Development Fund. Cross-financing can be used in projects implemented under all HC OP Priorities. Under the HC OP cross-financing may refer solely to such expenditure categories which were incurred as a result of the need to implement a given project and constitute a logical supplement of measures co-financed from the ESF. Moreover, cross-financing must also be directly connected with the main tasks implemented under a given project. The eligible expenditure categories under the support granted in Priorities I-IX, covered with cross-financing, concern in particular:

- a. devices and equipment purchase or leasing, and
- b. adjustment of facilities, rooms and workplaces.

HC OP investments fail to cover construction of new facilities, major construction works, renovation of buildings, they only cover equipment and minor adjustment works related to the implemented ESF projects.

The entity incurring the above-mentioned expenditure under cross-financing should make all efforts to ensure the implementation of the equal opportunities principle, especially as regards the needs of disabled persons.

Detailed cross-financing rules were included in the Programme and in the *Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme*.

4. List of key projects

Human Capital Operational Programme does not provide implementation of key projects.

5. Description of the project selection system under the Human Capital OPI

Human Capital Operational Programme foresees the implementation of support from the European Social Fund, especially by means of two procedures: **selection procedure in respect to call for proposals projects and systemic projects co-financing procedure**, which are laid down in Article 28 of the Act.

Information on project selection procedures are included in the **Action Plan**², which is prepared on an annual basis by the IB for each Priority. The Action Plan is a document with planning and operational nature, which covers the period of one budget year and, as in the case of Measure Framework Implementation Plan (operating under the Sectoral Operational Programme Human Resources Development for 2004-2006), it aims at presenting the goals of the IB in a given year concerning the preferred forms of support (types of projects), division of financial resources into selected types of projects and deadlines for projects selection. The information included in the approved Action Plan, which concern the types of operations foreseen to be implemented, detailed access and strategic criteria on project selection, call for proposals schedule, systemic projects planned to be implemented, as well as the implementation strategy for innovative and transnational projects are communicated to the general public, especially by placing them on the website of the IB and IB2.

5.1. Projects under the call for proposals procedure

Calls for proposals under the given Measure (or Sub-measure) are organised and run by the IB2 or IB – hereinafter referred to as the Call for Proposals Organising Committee (COC), in line with the Action Plan. The call for applications is open to public. In order to identify projects to be financed COC announces a call for proposals at least: at its own website, in its registered office in a place open to the public, in press, as well as – if COC is at the same time IB2 – on the website of the IB. The call for applications under the HC OP has the nature of **an open or restricted call for proposals**. Under the open call for proposals the call for applications and the applications assessment are carried out in a continuous manner until the closing of the call for proposals, which is justified by a relevant COC decision (e.g. because of exhausting the available amount of resources). The restricted call for proposals is organised periodically. One (if the call for proposals will be organised only once) or several subsequent dates of calls for applications are determined in advance under the restricted call for proposals. Between the date of announcing the call and the final date for submitting applications no less than 21 working days may elapse. Selection of the type of procedure (open or restricted call for proposals) depends on the COC and is determined in the Action Plan. The call for proposals is announced for selected or all types of projects under a Sub-measure or Measure.

In especially justified cases there is a possibility of accepting for implementation under a system mode certain types of projects, which were indicated in the following document as support implemented under a call for proposal procedure. At the same time, for the purpose the IB must indicate this type of solution in a relevant Action Plan for a given year together with a proper justification. Each time the implementation mode of some part of a given project types changes from the call for proposals mode into the system mode the change must be accepted by the MA (and opinion must be issued by the KM) under the process of approving the Action Plan.

The application for project financing should be submitted to the institution indicated in the announcement on call for proposals. The submitted application is subject to formal and substantive assessment. The project assessment procedure applies the project assessment criteria, which constitute a part of the *HC OP Implementation System*.

1 Detailed information on the project selection system shall be presented in the document entitled “The rules of project selection under the HC OP”, which are a part of the “HC OP Implementation System”, referred to in Article 26(1) point 8 of the Act of 6 December 2006 on the principles of development policy (Dz. U. no. 227, item 1658, as amended).

2 The Action Plan is a document, which is prepared by the Intermediate Body for each Priority separately and it is approved by the HC OP Managing Authority on the basis of recommendations of the Monitoring Committee (or the Monitoring Sub-Committee – for regional Priorities).

Project Assessment Committee (PAC) placed within the frameworks of the IB2 (IB) handle the substantive assessment of projects. The project may be accepted for financing if it obtains at least 60 points in the course of the assessment of meeting general substantive criteria, as well as at least 60% of points in respect to individual items of substantive assessment. The assessment performed by the Project Assessment Committee forms a basis for working out a ranking list of applications forwarded to substantive assessment. The beneficiary whose application has gone through the process of substantive verification with a positive result may undertake negotiations with the COC. Negotiations may concern both the substantive issues, as well as the project budget, including the amount of financing. If the project provider received the letter on accepting the application for implementation or completed negotiations with the COC with a positive result, the project provider submits all required documents (annexes) to the project financing agreement on COC request and within the period established by it. COC verifies all required and correctly prepared annexes after their submission and COC sends to the project provider two copies of the project financing agreement together with a request to sign then and send them back. After receiving the copies of the agreement sent by COC the project provider sends back signed copies to COC. After receiving the copies of the agreement signed by the beneficiary, both copies of the agreement are signed by COC and one copy is immediately sent to the beneficiary. The agreement may be also signed in the COC registered office.

5.2. Systemic projects

According to the provisions set out in the Act systemic projects consist in implementation of public tasks by entities operating on the basis of separate provisions within the scope defined by rules of law and strategic and programme documents adopted by the Council of Ministers. Systemic projects (not involving technical assistance) under HC OP may be implemented by the Beneficiaries indicated in the following document and/or a relevant Action Plan. The function of a system beneficiary may be performed by a designated separate organisational unit or body (e.g. department) in the given institution or office. The systemic projects may be also implemented by:

- organisational unit or body fulfilling the obligations of IB2 – if it was appointed or
 - organisational unit or body fulfilling the obligations of IB
- if it is impossible to implement the systemic project by other organisational unit or body.

Without prejudice to fulfilling their obligations as IB2/IB in such circumstances they act as beneficiaries.

Systemic project will be accepted for implementation on condition that the type of project (operation) is compliant with the relevant Action Plan and that the Action Plan covers information on systemic project results. The entity which will be implementing the systemic project fills in the application for HC OP project financing in which it includes the data concerning the given project. The application shall be filled in according to the instruction on filling in the application drawn up by the MA. The application is submitted to IB2/IB (or MA for systemic projects implemented under HC OP Priority V, in which the IB2 is the beneficiary and for Measure 5.3), which carries out its assessment. The project assessment process applies the project assessment criteria adopted by the Monitoring Committee. Failure to meet any of the criteria implies the need to correct or supplement the application.

The beneficiary implementing a systemic project concludes a project financing agreement with the IB2 handling the entire Measure (or IB, if the IB2 was not designated)³. For HC OP Measure 5.3 the project financing agreement is concluded directly between the beneficiary and MA. The agreement covers regulations, which concern, *inter alia*, the object of the agreement, financial resources, ensuring monitoring and supervision over

³ It does not apply to systemic projects/systemic projects implemented under Measure 6.1 and 7.1, for which framework agreements with the beneficiaries are concluded. Detailed rules on the implementation of this projects are included in separate regulations issued by the Managing Authority.

the project implementation. If it is impossible to conclude the agreement because of the legal and organisational relationships between the beneficiary and IB2 (IB) or MA, the systemic project is implemented on the basis of a decision or a resolution issued by a relevant authority. The competencies of the authority are established on the basis of the provisions of the agreement concluded in line with Article 32(1) of the Act.

The approved application for project financing constitutes an Annex to the agreement (or other document).

If the systemic project is to be implemented by an organisational unit of an office performing the tasks of IB2, the application for project financing is submitted to IB, which carries out its assessment. In such circumstance, an agreement or a decision (resolution) issued by a relevant authority shall be the basis for project financing. If the systemic project is to be implemented by an organisational unit of an office other than the unit performing the tasks of IB2 (but nonetheless placed within the frameworks of the office), the application for project financing is submitted to an organisational unit performing the tasks of the IB2, which assesses it maintaining, at the same time, the functional separation of tasks. In such circumstance, a decision (resolution) issued by a relevant authority shall be the basis for project financing. An agreement or a decision (resolution) includes regulations, which are in line with the model of the project financing agreement defined by the MA. Approved application for project financing constitutes an Annex to the above-mentioned agreement or decision (resolution). If the systemic project is implemented by IB2 under HC OP Priority V the application is submitted to MA, which carries out its assessment. IB2 concludes the project financing agreement with the MA.

If the systemic project is to be implemented by IB under a Measure, which failed to appoint IB2, than the project is submitted to IB, which assesses it maintaining, at the same time, the functional separation of tasks. Project financing is implemented on the basis of a decision (resolution) issued by a relevant authority. If the IB systemic project is implemented under a Measure, under which IB2 has been appointed, than the application for project financing is submitted to IB2, which carries out its assessment. In such circumstances, project financing is implemented on the basis of an agreement or decision (resolution) issued by a relevant authority. The agreement concluded between IB and IB2 or a decision (resolution) includes elements, which are in line with the model of the project financing agreement defined by MA. Approved application for project financing constitutes an Annex to the above-mentioned agreement or decision (resolution).

5.3. Individual projects

According to Article 28(1) point 1 of the Act it is possible to implement individual projects under the HC OP in order to implement the strategic and detailed objectives of the HC OP, as well as to target the support at selected areas. Individual projects are projects of strategic significance for the Programme implementation, indicated by the Managing Authority (MA) according to the criteria approved by the Monitoring Committee. Individual projects may be implemented under each of the HC OP Priority. The MA is responsible for selecting such projects and appointing their potential contractors. Detailed information on the procedure of selecting projects to be implemented – both under the call for proposals procedure, as well as under individual procedure - are covered in *The rules of project selection under the Human Capital Operational Programme*, which is part of the *HC OP Implementation System*.

5.4. Selection of transnational cooperation projects and innovative projects

Within the frameworks of the HC OP it was assumed that the innovative projects and transnational cooperation projects will be implemented under each HC OP Priority, excluding the possibility of implementing the transnational cooperation projects in projects targeted at support to local initiatives at rural areas in Priority VI, VII and IX. For Priority X “Technical Assistance” it is possible to implement transnational cooperation projects by competent institutions involved in HC OP implementation provided that the project objective is in line with the Priority X objectives.

Call for proposals procedure or system procedure, discussed in this chapter, apply to the selection procedure of innovative projects and transnational cooperation projects implemented under the central and regional components.

IB in charge of HC OP Priorities management performs all tasks related to the selection and implementation of innovative projects and transnational cooperation projects. At the same time, IB may ensure to selected 2nd level IB the tasks related to selection, control, monitoring and settlement of innovative projects and transnational cooperation projects.

Detailed rules concerning performance of innovative activities and transnational cooperation activities are included in the Programme and in the *Guidelines within the scope of implementing the innovative projects and transnational cooperation projects under the Human Capital Operational Programme*.

6. Complementarity of support under HC OP Priorities with other funds and Operational Programmes

Number of the Priority	NCS	EFF / EAFRD	Other
HC OP Priority I	1. Priority I of the INTERREG IVC Programme “Innovation and Knowledge economy” - <i>complementarity within the scope of counteracting unemployment.</i> 2. 16 Regional Operational Programmes - <i>complementarity within the scope of support to structures providing local services as regards creation of new jobs and support to social infrastructure.</i>		

HC OP Priority II	<p>1. Operational Programme Innovative Economy - <i>complementarity within the scope of increasing the innovation of enterprises, research and development of information society, use of information and communication techniques in the education, entrepreneurship processes.</i></p> <p>2. Priority XII of the Infrastructure and Environment Operational Programme “Health security and improving the efficiency of the healthcare system” – <i>complementarity within the scope of support to healthcare infrastructure.</i></p> <p>3. Priority I of the Operational Programme Development of Eastern Poland 2007-2013 “Modern Economy” – <i>complementarity within the scope of information society and support to innovation and entrepreneurship.</i></p> <p>4. Priority I of the INTERREG IVC Programme “Innovation and Knowledge economy” - <i>complementarity within the scope of research and development, entrepreneurship promotion.</i></p> <p>5. 16 Regional Operational Programmes - <i>complementarity within the scope of research and development, innovation and entrepreneurship, development of information society, support to healthcare infrastructure.</i></p>		
HC OP Priority III	<p>1. Priority I of the Operational Programme Innovative Economy “Research and development of new technologies” - <i>complementarity within the scope of strengthening the competencies of the society within the field of mathematic and life sciences and technical sciences.</i></p> <p>2. Priority XI of the Infrastructure and Environment Operational Programme “Culture and cultural heritage” – <i>complementarity within the scope of education infrastructure.</i></p> <p>3. 16 Regional Operational</p>		<p>1. Leonardo da Vinci Programme – <i>complementarity within the scope of innovative education solutions, increasing the quality of education.</i></p>

	Programmes - <i>complementarity within the scope of investment in education.</i>		
HC OP Priority IV	<p>1. Priority I of the Operational Programme Innovative Economy “Research and development of new technologies” - <i>complementarity within the scope of strengthening the competencies of the society within the field of mathematic and life sciences and technical sciences.</i></p> <p>2. Priority II of the Operational Programme Innovative Economy “R&D infrastructure” - <i>complementarity within the scope of research and development.</i></p> <p>3. Priority I of the Operational Programme Development of Eastern Poland 2007-2013 “Modern Economy” – <i>complementarity within the scope of support to education infrastructure.</i></p> <p>4. Priority XIII of the Infrastructure and Environment Operational Programme “Infrastructure of higher education” – <i>complementarity within the scope of infrastructure of higher education.</i></p> <p>5. Priority I of the INTERREG IVC Programme “Innovation and Knowledge economy” - <i>complementarity within the scope of support to infrastructure of higher education.</i></p> <p>6. 16 Regional Operational Programmes - <i>complementarity within the scope of research and development, investment in education, support to education infrastructure.</i></p>		1. ERASMUS-LLP - <i>complementarity within the scope of education.</i>

HC OP Priority V	<p>1. Priority VII of the Operational Programme Innovative Economy “Information society – establishment of electronic administration” - <i>complementarity within the scope of e-government.</i></p> <p>2. Priority II of the Operational Programme Development of Eastern Poland 2007-2013 “Infrastructure of the information society” – <i>complementarity within the scope of increasing the quality of public services rendered via electronic channels and improved data exchange.</i></p> <p>3. Technical Assistance Operational Programme - <i>complementarity within the scope of quality of services rendered by the public administration.</i></p> <p>4. 16 Regional Operational Programmes - <i>complementarity within the scope of implementing IT systems under the e-government.</i></p>		
HC OP Priority VI	<p>1. Operational Programme Innovative Economy - <i>complementarity within the scope of support to entrepreneurship development and enhancing the creation of new jobs, including in particular, new jobs in innovative economy branches.</i></p> <p>2. 16 Regional Operational Programmes - <i>complementarity within the scope of support to structures rendering local services as regards creation of new jobs, entrepreneurship and development of social infrastructure.</i></p>	1. EFF and EAFRD - <i>complementarity within the scope of assistance for the unemployed, education, trainings, activation of rural areas.</i>	
HC OP Priority VII	1. 16 Regional Operational Programmes - <i>complementarity within the scope of support to investments in social infrastructure.</i>	1. EFF and EAFRD - <i>complementarity within the scope of social integration, activation of rural areas.</i>	
HC OP Priority VIII	<p>1. Operational Programme Innovative Economy - <i>complementarity within the scope of increasing the innovation, entrepreneurship, information society, research and development.</i></p> <p>2. Priority I of the INTERREG IVC Programme “Innovation and Knowledge economy” <i>complementarity within the scope of knowledge transfer.</i></p>	1. EFF and EAFRD - <i>complementarity within the scope of adaptability.</i>	

	3. 16 Regional Operational Programmes - <i>complementarity within the scope of entrepreneurship, information society, research and development, support to investments in education.</i>		
HC OP Priority IX	1. 16 Regional Operational Programmes - <i>complementarity within the scope of support to investments in education infrastructure.</i>	1. EFF and EAFRD - <i>complementarity within the scope of education.</i>	1. Leonardo da Vinci Programme – <i>complementarity within the scope of innovative education solutions, increasing the quality of education.</i>

7. Annexes to the Human Capital OP

Programming the interventions of the European Social Fund in Poland is a complex and long-term process, which requires many changes of legislative, financial and organisational nature. For the purpose it is necessary to draw up a number of programme documents aimed at entities involved in the ESF implementation, which cover information of varying degrees of detail and on a variety of topics. From the perspective of the potential HC OP project providers, it is necessary to be familiar with the following documents:

- 1) Human Capital Operational Programme;
- 2) Detailed description of the Priorities of the HC OP;
- 3) HC OP Implementation System;
- 4) Model of the application for project financing;
- 5) Model of the project financing agreement;
- 6) Model of the application for payments.

Moreover, in order to carry out the Human Capital OP implementation process in an efficient manner other programme documents shall be developed, and the knowledge of them will facilitate the process of applying for ESF resources. It especially pertains to the annual Action Plan prepared by the IB for each Priority and the detailed call for proposals documentation, which forms additional materials for beneficiaries applying for granting project financing. All documents (or their projects) will be placed at the website of the Ministry of Regional Development: www.mrr.gov.pl, and at the website of the HC OP Managing Authority: www.efs.gov.pl.

II. Information on HC OP Priorities and Measures

Below there are information necessary for proper implementation of the scope of support foreseen under the Human Capital Operational Programme, which were arranged in the form of a table, divided into individual Measures and Sub-measures.

Priority I
EMPLOYMENT AND SOCIAL
INTEGRATION

PRIORITY I

EMPLOYMENT AND SOCIAL INTEGRATION

Description of Priority I

The specific nature of changes which are taking place on the national labour market, correlated with the dynamics of socio-demographic transformations, as well as the maintained high level of unemployment and economic diversification of the society pose new challenges for the labour market institutions, assistance and social integration. This leads to the necessity of seeking new and more adequate system solutions, in conformity to guidelines of the revised Lisbon Strategy and provisions of the national employment and social policy strategies.

Poverty and social exclusion in Poland are strictly correlated with being left jobless and lack of professional activity, while unemployment is one of the main reasons for using social assistance. In such a context the creation of conditions for wider access to employment and obtaining income persons in milieus threatened by social exclusion acquires special significance. Combining active instruments of the labour market and tools conducive to social integration is an effective way of counteracting the phenomenon of social exclusion and overcoming a situation of social and professional helplessness.

A particularly important role in improving opportunities for employment of people who are either unemployed or seeking jobs is played by public employment services, while enhancing their human resources and organisational potential is of key importance for improving the effectiveness of tasks undertaken by them. Furthermore, a serious problem, both related to the labour market institutions and the social assistance institutions, is the lack of an integrated system of human resources training, considerable rotation of employees and insufficient level of substantial competencies in implementation of tasks with respect to professional and social activation. The role of non-public institutions in the labour market is rising. Thus it is necessary to develop nationwide training system for the staff of these institutions and systematically increase their competences in delivering services to unemployed and seeking job persons. Consequently it becomes necessary to advance the competencies of personnel working in the labour market institutions that handle prevention services, including especially job placement and vocational counselling, and also to implement extensive trainings and other forms of training for employees who directly handle activation of persons benefiting from the social assistance allowances. In addition there is a necessity of assuring instructions related to more extensive application of social contracts, and programmes and instruments aimed at activation of persons with disabilities, which effectively links vocational activation and social inclusion instruments.

Furthermore, a vital issue is to work out new mechanisms and improve the ones that already exist with respect to rationalisation of the professional activation system addressed at persons who are unemployed and persons threatened by social exclusion. This would be possible thanks to extending the scope of the Active Labour Market Policy, inter alia through assuring a high level of coordination and cohesion of undertaken measures, expansion of the information and experience exchange system

between units that provide assistance and introduction of harmonised standards of provided services and integrated training programs leading to development harmonised methods in the employment and social inclusion area. Under the Priority the partnerships between different entities working in aid of social inclusion will be supported.

The transregional level of tasks implementation anticipated within Priority I is conducive to better use of the potential of Polish institutions that operate in support of the unemployed and disadvantaged persons. Those entities, which have human resources with appropriate qualifications, institutional capabilities and experience in implementation of tasks aimed at assisting disadvantaged persons, will assure the desired conditions for execution of complex projects for social and professional activation of groups that require special support on a nationwide level (including: the Roma people, some groups of persons with disabilities, youth threatened by social exclusion and persons in penitentiary units). Consequently a part of tasks addressed at persons coming from those social groups would be implemented on a central level by specialised institutions with substantial background.

In addition within Priority I there are plans of implementing projects aimed at propagation of concepts of equality for women and men in access to employment, reconciliation of work with family life, as well as elimination of all symptoms of discrimination in the field of employment. Within the Priority assistance will also be oriented at creation of specific system solutions of a national and transregional rank, aimed at promotion of geographical and occupational mobility and assuring an advantageous migration balance of labour resources in the context of intensifying migration movements.

As regards to ensure complete monitoring of two individual political areas covered under the Priority I, the construction of Priority envisages to define separated objectives and indicators for employment and social inclusion. Poland accept the obligation for separately monitoring and reporting achieved targets, including annual reports of ESF support within this two areas. The classification of measures under the Priority is coherent with the classification of expenditures in Regulation No 1828/2006.

Activities undertaken under the Priority I will be complementary with instruments under Priority VI and VII. Enhancing qualifications of the employees of labour market institutions and social assistance institutions envisaged in Priority I (i.a. through I and II level studies, postgraduates studies, PhD studies, vocational courses, including I and II level of specialization of social worker profession) will be completed by different forms of raising skills in non-school system through training, counseling conducted at the regional level. Additionally, the development and dissemination of active labour market policies and active social integration instruments as well as technical and methodical support for PES and SAI under Priority I will enable above services to implement tasks envisaged under regional Priorities.

Specific projects realized within activities of Priority I should contribute to achieving appropriate performance targets specified for Priority I:

1. Implementing service standards in 100 % of Public Employment Services (PES) on the entire area of Poland.
2. Covering all key PES employees with training or other form of professional advancement, including as regards services for unemployed persons and persons seeking jobs.
3. To cover with assistance 100 thousand persons from groups requiring special assistance.
4. Implementation of service standards in 90% of social assistance institutions.

5. To cover 70% of key⁴ staff of social assistance institutions (which handle directly active integration issues) by trainings and other forms of qualification improving (e.g. studies of the first and second degree post-graduate studies, doctoral studies, and occupational training courses including first and second degree specialisation in the profession of social worker).
6. 25% social assistance institutions who have concluded social contracts with over 10% of all their clients.
7. 50% of projects oriented at persons excluded socially would be implemented within the partnership.

⁴ Key PES employees within the Programme are persons employed at position of social employee (also including: chief specialist, senior specialist of social service – coordinator, senior specialist of social service, specialist of social service, senior social worker, social worker, social work aspirant).

1.1 SYSTEM SUPPORT TO LABOUR MARKET INSTITUTIONS

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority I Employment and Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent in labour issues – Department for European Social Fund Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Human Resource Development Centre
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	Activity 1.1 System support to labour market institutions
16.	Objective and justification of the measure	Objective of Activity: Improving effectiveness of functioning of labour market institutions and improving quality of services performed by them
		Justification of Activity: Dynamic of changes occurring in the labour market involves need to introduce solutions of system nature, which will allow to build efficient apparatus of labour market institutions, able to perform effectively tasks assigned to them. Appropriate preparation of staff of public and non-public labour market institutions, introducing organizational solutions enhancing

		<p>availability and scope of performed services, and also ensuring efficient information flows between specific entities are crucial for ensuring smooth functioning of the whole system. In this context special importance gains need for elaborating and implementing complex in-service training and training programmes for employees of labour market institutions, leading to unification of standards of services performed by them. Significant issue is also equipping personnel of labour market institutions with adequate instruments and tools, including those utilizing modern IT technologies for vocational activation of unemployed persons. Important element of system support is as well providing better coordination of undertaken activities and dissemination and promotion of best practices in the field of labour market services. System element reaching out to needs of customers of labour market institutions is enhancing access to labour market services and information about them. Additional challenge for labour market is growth of employees' international mobility. It requires introduction of appropriate system solutions, enabling adequate reactions of labour market institutions and other entities functioning in the field of migration policy. Moreover, in order to increase women's level of employment and professional activity it is necessary to create specific system solutions, facilitating reconciliation of professional life and family life, and also promoting equality of chances in access to employment.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>
18.	Financial allocation for the measure	112 892 605 euro
19.	EU resources contribution	95 958 714 euro
20.	National public resources contribution	16 933 891 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>When it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to / of de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August

		<p>2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3).</p> <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i> (OJ No. 90, item 557, with further amendments).</p>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	No payment (funds provided within the limit of state budget's expenditure)
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of key PES employees, who improved their qualifications as a result of granted support, - Number of PES institutions, which participated in projects aimed at implementation of services standards.

Systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Development of country-wide Polish system of training and in-service training of personnel of public employment services (including in particular those directed to key personnel), including among the others specialist courses, trainings – including module trainings, counselling, teaching, postgraduates studies, PhD studies and study visits). - Elaboration and realization of joint trainings and training programmes for personnel of labour market institutions and social assistance institutions. - Development of IT system and tools (for public employment services and integrated systems for public employment services and social assistance). - Designing and implementing system solutions, including methods and tools increasing effectiveness of services performed for beneficiaries of labour market institutions (inter alia perfecting organizational structures and making systems of managing labour market institutions more efficient).
----	---	--

		<ul style="list-style-type: none"> - Building and developing coordinated system of cooperation and exchanging information between public employment services and other institutions of the labour market on national, regional and local level (including, among the others, the field of international labour intermediation). - Improving access to labour market's programmes and services, inter alia by utilization of modern IT and communication technologies, creation of public net of access to databases about the labour market, and also implementation of new methods and instruments for vocational activation. - Creating and developing unified standards of services performed by labour market institutions, among the others by elaborating and disseminating information materials, popularizing good practices and solutions, and also introducing benchmarking system within Public Employment Services and other labour market institutions. - Creating and developing system for assessing and monitoring effectiveness of services performed by labour market institutions. - Creating and implementing system solutions and tools and methods for solving problems in the field of economic migrations - Development of country-wide Polish system of monitoring and forecasting situation in the labour market (inter alia by macro-economic and micro-economic surveys of the labour market, expertises and analyses). - Creation of monitoring and evaluation system for impact of conducted programmes on situation in the labour market. - Dissemination of idea of equality of chances (including, inter alia, organizing country-wide information-promotional campaigns with utilization of available mass-media and modern communication methods, identification and promotion of best practices and performing information-counselling activities in the field of equal access to employment).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	65, 69
4.	Types of beneficiaries	Human Resource Development Centre
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Labour market institutions, - Employees of labour market institutions as to system of training and perfecting personnel, - Institutions of social assistance and social integration and their employees (in regards to projects joint with labour market institutions).

6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent in labour issues – Department for European Social Fund Implementation
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent in labour issues – Department for European Social Fund Implementation
	Appeal procedure	Not applicable

1.2 SYSTEM SUPPORT TO INSTITUTIONS OF SOCIAL ASSISTANCE AND SOCIAL INTEGRATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority I Employment and Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent in labour issues – Department for European Social Fund Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Human Resource Development Centre
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	Activity 1.2 System support to institutions of social assistance and social integration
16.	Objective and justification of the measure	Objective of Activity: Improving quality and effectiveness of functioning of institutions working in the field of social assistance and social integration, by enhancing services performed by them, improving system for monitoring and assessing effectiveness of conducted activities, and investments for developing personnel's qualifications and competences.
		Justification of Activity:

		Poland's socio-economic development is accompanied by increasing level of poverty and social fragmentation, to huge extent resulting from long-lasting unemployment. Yet fighting against poverty and promotion of social integration requires existence of services professionally prepared to this, which effectively perform tasks for people threatened by social exclusion. In connection with that, one should pursue working out system solutions as to institutional reform of social assistance system and making comprehensive review of existing support systems, in order to coordinate them and give them pro-activational character in vocational, educational, health or social dimension. For this purpose necessary are actions aimed at increasing quality standards for social assistance services, expanding offer of available assistance, connecting and developing IT systems for institutions of social assistance and social integration, and also improving coordination and flow of information between social policy institutions.
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	152 000 000 euro
19.	EU resources contribution	129 200 000 euro
20.	National public resources contribution	22 800 000 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>When it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008</i></p>

		<i>on granting public aid within the framework of Human Capital Operational Programme (OJ No. 90, item 557, with further amendments).</i>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	No payment (funds provided within the limit of state budget's expenditure)
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of social assistance institutions, which participated in systemic projects, aimed at implementation of standards of services, - Number of key employees of social assistance institutions⁵, who improved their qualifications as a result of granted support.

Systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Development of system for monitoring and assessing effectiveness of activities, and also forecasting situation in the field of social assistance, inter alia by performing surveys, expertises and analyses and disseminating them. - Creation and development of quality standards for services of social assistance and social integration , - Development of national system of thematic and specialized trainings (trainings concerning issues of country-wide character) and perfecting personnel of institutions of social assistance and social integration (i.a. through trainings/courses, counselling, I and II level studies, postgraduates studies, PhD studies, study visits, specializations, coaching, supervision). - Realization of joint trainings for personnel of social assistance institutions and labour market institutions. - Expanding offer of institutions of social assistance and social integration as to services for vocational and social activation (including among the others building national counselling system on behalf of local initiatives in the field of social integration and counselling system for social economy).
----	---	---

⁵ Key social assistance institutions' employees within the Programme are persons employed at position of social employee (also including: chief specialist, senior specialist of social service – coordinator, senior specialist of social service, specialist of social service, senior social worker, social worker, social work aspirant).

		<ul style="list-style-type: none"> - Development of IT systems and tools (for social assistance institutions and integrated systems for Public Employment Services and social assistance institutions). - Dissemination of IT systems improving access to information on instruments and services of social assistance and integration system (including as well access for disabled persons). - Building and improving system of coordination and exchanging information and data between institutions working in the field of social policy and labour market. - Identification and promotion of best practices and solutions in the field of social assistance and social integration.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	65, 66
4.	Types of beneficiaries	Human Resource Development Centre
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Institutions of social assistance and social integration and their employees, - Labour market institutions and their employees (in regards to projects joint with social assistance and social integration entities), - Non-governmental organizations and social economy institutions with statutory duties in the field of problems of social assistance and social integration - and their employees, - Employees of public administration working directly in the field of social assistance and social integration.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent in labour issues – Department for European Social Fund Implementation
	Mode of project selection	Systemic projects
	Procedure of substantive assessment	Information on subject of the procedure is contained in Chapter

	of an application for project financing	I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent in labour issues – Department for European Social Fund Implementation
	Appeal procedure	Not applicable

1.3 NATIONAL PROGRAMMES FOR VOCATIONAL INTEGRATION AND ACTIVATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority I Employment and Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent in labour issues – Department for European Social Fund Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	As to projects for Roma community participating in contests – Implementing Authority for Community Programmes in the Ministry of Internal Affairs and Administration. As to remaining Sub-activities (with exception of Sub-activity 1.3.2) - Human Resource Development Centre.
14.	Body in charge of making payments for	As to projects for Roma community participating in contests –

	the beneficiaries	<p>Implementing Authority for Community Programmes in the Ministry of Internal Affairs and Administration.</p> <p>As to projects for promoting equality of chances of men and women in access to employment and reconciliation of professional life and family life - Minister competent in labour issues – Department for European Social Fund Implementation.</p>
15.	Measure name and number	Activity 1.3 Polish-wide programmes for vocational integration and activation
16.	Objective and justification of the measure	<p>Objective of Activity:</p> <p>Purpose of the Activity is elaboration, implementation and promotion of national and transregional solutions within the framework of vocational activation and social integration, directed to groups remaining in particularly difficult situation on the labour market, including in particular: youth threatened by social exclusion, imprisoned persons and members of Roma community, and also dissemination of solutions for reconciliation of professional life and family life and equalization of chances of men and women in access to employment.</p> <p>Justification of Activity:</p> <p>In accordance with Programme’s assumptions, conducting majority of projects aimed directly at persons and social groups encountering difficulties in access to the labour market or counted among threatened by social exclusion, should occur first of all on regional level. Nonetheless, one may identify certain groups which – due to their specificity and nature of problems which they are burdened with – should be covered by support from central level, realized by specialized institutions. For these social groups it is necessary to prepare system support, in form of complex programmes and undertakings in the field of vocational and social activation, enabling realization of more versatile and deepened activities on their behalf, including, among the others, through: surveys and analyses in the field of diagnosis of occurring needs and limitations, trainings and workshops developing skills necessary on the labour market and removing individual barriers in access to employment or to social integration.</p> <p>One of the main barriers impeding – especially as to women – return to the labour market and active participation in professional life is duty to provide care for children. That is why within the framework of the Activity will be supported as</p>

		well initiatives fostering reconciliation of professional life and family life and equalization of chances of men and women in access to employment, inter alia through pilot realization of complex projects for return to work after break connected with giving birth to children and raising them, and also through promotion of flexible and alternative methods of work organization and forms of employment – with simultaneous preserving social security of employees. Realization of above-mentioned kind of support shall allow to add to the main stream of programming positive experiences and good practices obtained during implementation of the EQUAL Community Initiative Programme in years 2004-2006, and also dissemination on national level solutions on equalization of chances of men and women in access to employment and introducing gender perspective to conducted activities (<i>gender mainstreaming</i>).
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	241 296 753 euro
19.	EU resources contribution	205 102 240 euro
20.	National public resources contribution	36 194 513 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>When it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008</i></p>

		<i>on granting public aid within the framework of Human Capital Operational Programme (OJ No. 90, item 557, with further amendments).</i>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	In case of Call for proposals projects - advance payment for beneficiary. In case of systemic projects of National Disabled Persons Rehabilitation Fund (PFRON) – reimbursement of expenditure in part co-financed by ESF In case of remaining systemic projects - no payment (funds provided within the limit of state budget's expenditure).
28.	Cross-financing share amount (%)	Up to 15%
29.	Measure implementation indicators	- Number of persons who completed their participation in projects conducted within the framework of the Activity (total/women/men), including: a) youth threatened by social exclusion (15 – 25 years of age), b) prisoners, c) persons remaining in approved schools, d) Roma people, e) disabled persons.

Sub-measure 1.3.1 Projects for Roma community – Call for proposals projects

1.	Type of conducted operations (projects)	- Projects comprising activities in the field of employment, education, social integration and health, contributing to social-vocational activation of Roma community.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>

3.	Category of structural funds intervention (priority theme dimension)	71
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Members of Roma community, - Institutions and entities working for Roma community in Poland, - Persons from neighbourhood of Roma community (in regards to joint projects leading to integration of Roma people with the society).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Implementing Authority for Community Programmes in the Ministry of Internal Affairs and Administration.
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Implementing Authority for Community Programmes in the Ministry of Internal Affairs and Administration.
	Appeal procedure	Implementing Authority for Community Programmes in the Ministry of Internal Affairs and Administration.

Sub-measure 1.3.2 Projects for promoting equal chances of men and women and reconciliation of professional life and family life – Call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Implementation and dissemination of solutions aimed at reconciliation of professional life and family life, including, inter alia, through: - pilot realization of complex projects for return to work after break connected with giving birth to children and raising them, fostering reconciliation of professional
----	---	--

		<p>life and family life,</p> <ul style="list-style-type: none"> - creation of children care centres at work and development of alternative forms of care for children (including, among the others, care services performed at home); - Dissemination and promotion of flexible and alternative methods of work organization and forms of employment and making employee's working time more flexible (including e-work, not working full time, rotational work, division of work within one work place [job sharing]).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	69
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Persons returning to work after break connected with giving birth to children and/or raising children, - Employers.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent in labour issues – Department for European Social Fund Implementation.
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent in labour issues – Department for European Social Fund Implementation.
	Appeal procedure	Minister competent in labour issues – Department for European Social Fund Implementation.

Sub-measure 1.3.3 Voluntary Labour Corps (OHP) – systemic projects

1.	Type of conducted operations (projects)	<p>Projects of vocational activation and social integration, aimed at youth between 15 and 25 years of age, eligible to be covered by OHP support, including:</p> <ul style="list-style-type: none"> - Support to youth threatened by social exclusion through: - trainings shaping skills to tackle difficult life situations and leading to increased independency and acquiring job, - workshops including diagnosis of work potential and possibilities of its enhancement, - labour counselling services (with taking into account individual action plans) and labour intermediation services. <ul style="list-style-type: none"> - Elaboration and dissemination of information on subject of the labour market, including: - job offers and forms of employment, - possibilities on increasing professional qualifications and obtaining work experience, - access to information on subject of initiatives aiding youth in entering the labour market. <p>Expertises, surveys and analyses diagnosing needs of youth as to vocational activation and examining effectiveness of realized forms of support.</p> <p>Enhancing qualifications of OHP personnel (inter alia through trainings, counselling, I and II level studies, postgraduates studies).</p>
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	66, 68, 71
4.	Types of beneficiaries	Voluntary Labour Corps.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - youth between 15 and 25 years of age, facing particular difficulties in adaptation to work and living conditions, eligible to be covered by OHP support, - OHP personnel.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General,

		<ul style="list-style-type: none"> - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Human Resource Development Centre.
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Human Resource Development Centre.
	Appeal procedure	Not applicable.

Sub-measure 1.3.4 Central Management of Prison Service – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Social-vocational activation and increasing professional qualifications of imprisoned persons. - Projects helping in modernization of system of vocational trainings for prisoners. - Information-promotional projects, inter alia in the scope of equality of chances, professional mobility, changing qualifications - promoting integration and employment of persons serving prison sentences. - Preparation and implementation of procedures and work standards for organizational units of Prison Service, in order to prepare them to employing and integrating with society persons serving prison sentences. - Enhancing qualifications of personnel of organizational units of Prison Service (among the others through trainings, counselling, I and II level studies and postgraduates studies) as to preparation of persons serving prison sentences to employment and integration with society. - Projects of cooperation of penitentiary units with labour market institutions, institutions of social assistance and social integration and socio-economic partners in order to prepare persons serving prison sentences to employment and integration with society.
----	---	---

2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	71
4.	Types of beneficiaries	Central Management of Prison Service.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Persons serving prison sentences no later than two years before leaving penitentiary unit (also in connection with release on licence before completing full sentence), - Prison Service's organizational units and officers and employees thereof. <p>In regards to cooperation projects also:</p> <ul style="list-style-type: none"> - Socio-economic partners, - Institutions and organizations working in the field of employment and social integration, - Institutions of labour market and social assistance institutions.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Human Resource Development Centre.
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Human Resource Development Centre.
	Appeal procedure	Not applicable.

Sub-measure 1.3.5 Ministry of Justice – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Projects supporting social and professional integration of persons remaining in approved schools and youth shelters. - Projects of cooperation of approved schools and youth shelters with institutions of labour market, institutions of social assistance and social integration and socio-economic partners in order to prepare for employment and integration with society persons remaining in these establishments. - Enhancing qualifications of key personnel of approved schools and youth shelters (inter alia through trainings, counselling, I and II level studies and postgraduates studies) in the field of preparing persons remaining in approved schools and youth shelters to employment and integration with society.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	71
4.	Types of beneficiaries	Ministry of Justice
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Persons remaining in approved schools and youth shelters, - Key personnel of approved schools and youth shelters. <p>In regards to cooperation projects also:</p> <ul style="list-style-type: none"> - Socio-economic partners, - Institutions and organizations working in the field of employment and social integration, - Institutions of labour market and social assistance institutions.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Human Resource Development Centre.

	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Human Resource Development Centre.
	Appeal procedure	Not applicable

Sub-measure 1.3.6 National Disabled Persons Rehabilitation Fund (PFRON) – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Expertises and surveys concerning diagnosing needs, effectiveness of forms of support and social and vocational integration - in regards to disabled persons, - Country-wide and transregional projects on vocational activation and social integration, directed to disabled persons and their closest environment (with particular consideration paid to utilization of modern technologies and projects promoting flexible and innovative forms of employment), - Identification and promotion of best practices in the field of assistance for disabled persons, - Information campaigns, directed inter alia to employers, in order to encourage them to employing disabled persons.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	71
4.	Types of beneficiaries	National Disabled Persons Rehabilitation Fund
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Disabled persons with rarely occurring disabilities and certain connected disabilities, - Families and closest environment of disabled persons, - Institutions and entities directly performing tasks for disabled persons, - Employers, - Socio-economic partners.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Specific.

		Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Human Resource Development Centre.
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Human Resource Development Centre.
	Appeal procedure	Not applicable

Sub-measure 1.3.7 Projects aimed at migrating workers – *systemic projects*

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Survey projects concerning systems of permitting migrants to the Polish labour market, - Information – promotional campaigns on subject of possibilities of working and living in Poland, directed to employees migrating from Poland and to Poland (including also persons who emigrated from Poland), covering inter alia media activities and elaboration of a number of information materials (including creation of internet portal).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	70
4.	Types of beneficiaries	Human Resource Development Centre.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Employees migrating to Poland, - Employees migrating from Poland.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed.

		Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent in labour issues – Department for European Social Fund Implementation.
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent in labour issues – Department for European Social Fund Implementation.
	Appeal procedure	Not applicable.

Indicative division of financial allocation within the framework of Priority I

Measure	Allocation (euro)		
	Total	European Social Fund	National funding
Measure 1.1 <i>SYSTEM SUPPORT TO LABOUR MARKET INSTITUTIONS</i>	112892605	95958714	16933891
Measure 1.2 <i>SYSTEM SUPPORT TO INSTITUTIONS OF SOCIAL ASSISTANCE AND SOCIAL INTEGRATION</i>	152000000	129200000	22800000
Measure 1.3 <i>POLISH-WIDE PROGRAMMES FOR VOCATIONAL INTEGRATION AND ACTIVATION</i>	241 296 753	205102240	36194513
including Sub-measure 1.3.1	22 000 000	18 700 000	3 300 000

<i>Projects for Roma community</i>			
including Sub-measure 1.3.2 <i>Projects for promoting equal chances of men and women and reconciliation of professional life and family life</i>	9 296 753	7 902 240	1 394 512
including Sub-measure 1.3.3 <i>Voluntary Labour Corps (OHP)</i>	50 000 000	42 500 000	7 500 000
including Sub-measure 1.3.4 <i>Central Management of Prison Service</i>	35 000 000	29 750 000	5 250 000
including Sub-measure 1.3.5 <i>Ministry of Justice</i>	30 000 000	25 500 000	4 500 000
including Sub-measure 1.3.6 <i>National Disabled Persons Rehabilitation Fund (PFRON)</i>	90 000 000	76 500 000	13 500 000
including Sub-measure 1.3.7 <i>Projects aimed at migrating workers</i>	5 000 000	4 250 000	750 000
TOTAL PRIORITY I	506 189 358	430 260 954	75 928 404

Priority II

DEVELOPMENT OF HUMAN
RESOURCES AND ADAPTATION
POTENTIAL OF ENTERPRISES AND
IMPROVEMENT IN THE HEALTH
CONDITION OF WORKING
PERSONS

PRIORITY II

DEVELOPMENT OF HUMAN RESOURCES AND ADAPTATION POTENTIAL OF ENTERPRISES AND IMPROVEMENT IN THE HEALTH CONDITION OF WORKING PERSONS

Description of Priority II

A transition from work- and capital-based economy to knowledge-based economy in which information, know-how as well as communication and information technologies play the key role causes the necessity of investing in knowledge and skills of the personnel of Polish enterprises. It is necessary to include social and economic partners and the employees themselves in this process as well as to adjust the training system to the needs of the labour market. It is also required to strengthen the adaptation potential of enterprises by means of support for new solutions as regards work organisation and forms of work provision. Furthermore, it is necessary to introduce a common planning of career paths of employees in enterprises. At the same time, the support for mobility between the sectors of science and economy should affect the development of human resources of the R&D field and an increase in the scale of knowledge transfer. Under the Priority there will also be a support provided for supra-regional and national projects of trainings (including postgraduate studies) and of counselling for employees and entrepreneurs as well as social partners operating for the increase in adaptation capabilities of employees and enterprises.

It is equally important to provide the necessary knowledge concerning development trends, implementation of innovation strategies, modern management methods and techniques, work organisation and to assure favourable conditions for the use of training services in accordance with the company development direction.

On the other hand the obstacles to the development of entrepreneurship require system actions to be undertaken that concern dissemination, quality improvement, evaluation thereof and development of training, information and counselling services provided by training institutions and entities providing services for the development of entrepreneurship and innovativeness of enterprises.

Simultaneous strengthening of the health potential of working persons constitutes an important element within the development of adaptation potential of these persons. The support in this regard is planned both for the development of health programmes that are adequately adjusted to the needs of employees as well as for strengthening the health protection system. This will occur on the basis of development of the potential of human resources system and quality enhancement in the healthcare institutions, in public and non-public hospitals in particular.

Relevant projects implemented under the measures of Priority II should contribute to the achievement of relevant implementation effects determined for Priority II:

1. Provision of counselling and training services or other forms of qualification enhancement for 90% of the consultants providing services for the development of entrepreneurship in accredited institutions.
2. Provision of counselling and training services or other forms of qualification enhancement (leading to the acquisition of commonly recognised certificates) for 4,000 people belonging to the training personnel.
3. Provision of services rendered for the development of entrepreneurship in accredited institutions for 350,000 enterprises and persons intending to establish an economic activity.
4. Provision of support for 60,000 enterprises that invest in training of their personnel (projects of supra-regional nature).

5. Enhancement of qualifications of 350,000 enterprise employees due to their participation in trainings (projects of supra-regional nature).
6. Development of an analysis of anticipated effects in branches "responsive"⁵ to the labour market.
7. Development of strategies and instruments of quick response in the case of economic changes that are adjusted to the branches affected by restructuring processes.
8. Provision of support for 1,800 representatives of social partners under the Priority.
9. Development of 10 complex preventive programmes and programmes supporting a return to the market for particular employee groups/ occupational groups.
10. Increase in the number of oncologists⁶ by 100%, the number of cardiologists by 50%, the number of occupational medicine physicians with completed specialisation by 35%.
11. Increase in the number of nurses that completed bridging courses under HC OP by 200% (from 12,000 to 36,000).
12. Increase in the share of healthcare system units⁷ with accreditation in the total number of healthcare system units by 300% (from 8% to 32%).
13. Management trainings for 1,500 representatives of the management personnel⁸ and authorising officers of public funds in the healthcare system⁹.

5 Mining, railway industry, agriculture, fisheries, as well as steel, shipbuilding, textile and defense industries.

6 Applicable in the case of a specialisation in the following fields: clinical oncology, radiation oncology, oncological surgery, oncological gynaecology as well as infantile oncology and haematology according to the register defined in the annex 1 to the ordinance of the Minister of Health of 20 October 2005 on the specialisation physicians and dentists (Dz.U. No. 213, item 1779 as amended).

7 A healthcare institution referred to in Article 2(1) and 2(2) of the Act of 30 August 1991 on healthcare institutions (Dz.U. 2007, No. 14, item 89) that have concluded an agreement on the provision of healthcare services with the voivodeship department of Narodowy Fundusz Zdrowia (National Healthcare Fund) or provide healthcare services financed by public funds on the basis of other agreements.

8 The representatives of the management personnel of hospitals that have concluded an agreement on the provision of health services with a department of Narodowy Fundusz Zdrowia or provide healthcare services financed by public funds on the basis of other agreements.

9 Management personnel of Narodowy Fundusz Zdrowia.

2.1 DEVELOPMENT OF HUMAN RESOURCES FOR MODERN ECONOMY

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working persons
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for labour – Department of ESF Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-returnable aid – 01
10.	Territory type	Not applicable – 00
11.	Economic activity area	Not applicable – 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	Polish Agency for Enterprise Development
14.	Body in charge of making payments for the beneficiaries	Polish Agency for Enterprise Development
15.	Measure name and number	Measure 2.1 Development of human resources for modern economy
16.	Objective and justification of the measure	<p>Measure objective: Improvement and adjustment to the requirements of an economy based on the knowledge of employees and entrepreneurs.</p>
		<p>Measure justification: Challenges regarding the technological changes occurring in the world and faced by the EU Member States cause the necessity of investment in knowledge and skills of the human resources of Polish enterprises, in the SME sector in particular. National and supra-regional training projects and training-counselling ones are implemented under the Measure. They are provided for companies, corporate groups or organisational structures thereof located in numerous regions of the country and the application thereof within particular voivodeship would be harder. An implementation of open trainings is provided for to a limited extent: firstly, when it serves the strengthening of the social partners' involvement in the implementation of measures for the enhancement of the adaptation potential of entrepreneurs and enterprise employees; secondly, when an implementation of trainings of significant territorial scale oriented at entrepreneurs and their employees is planned. It is required to introduce new work organisation forms and methods, strategic management and planning which will allow to make use of human resources in a better way and to increase the adaptation potential of enterprises. Actions in this respect serve both the strengthening of</p>

		<p>enterprise competitiveness and maintaining the existing jobs as well as the balance between flexibility and competitiveness and the employment security.</p> <p>It is necessary to increase the accessibility and adjustment of trainings to the enterprise needs, also by means of e-learning trainings and blended learning. This will positively affect the use of new technologies in enterprises which is in accordance with economic trends as well as with the stipulations of the Lisbon Strategy.</p> <p>Enterprise development, meeting the competition requirements or maintaining the position on the market increasingly depend on the quality of human capital and the identification of needs in this respect. Therefore it is necessary to implement system and research projects serving the forecast of development directions and changes in the economy and thus the demand for new occupations and qualifications. It will be served by promotion and training-counselling projects that will result from the conducted research and analyses regarding economic trends and the ones occurring on the labour market.</p> <p>A condition for the development of knowledge-based economy consists in the support for innovativeness. Improvement of awareness concerning the innovativeness among Polish entrepreneurs, in particular in the case of SME sector, will be implemented by national research, information, promotion and innovativeness dissemination projects.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are in compliance with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 504,224,045
19.	EU resources contribution	EUR 428,590,438
20.	National public resources contribution	EUR 75,633,607
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%

23.	Public aid	<p>Where applicable:</p> <ul style="list-style-type: none"> – Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to <i>de minimis</i> aid (OJ L 379, 28.12.2006, p. 5), – Commission Regulation (EC) No 800/2008 of 6 August 2008, declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General Block Exemption Regulation) (OJ L 214, 09.08.2008, p. 3), – Communication from the Commission – Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis (2009/C 83/01) (OJ C 83, 07.04.2009, p. 1) <p>The legal basis for granting public aid and <i>de minimis</i> aid is <i>the ordinance of the Minister of Regional Development of 20 June 2008 on granting financial aid by the Polish Agency for Enterprise Development under the Human Capital Operational Programme</i> (Dz.U. No. 111, item 710, as amended).</p> <p>The legal basis for granting temporary public aid (until 31 December 2010) to enterprises is <i>the ordinance of the Minister of Regional Development on granting financial aid in form of a limited amount of aid by the Polish Agency for Enterprise Development in accordance with the common market under the Human Capital Operational Programme</i>¹⁰.</p>
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 – unless stated otherwise by IB
26.	Minimum/maximum project value	Minimum PLN 50,000 – unless stated otherwise by IB
27.	Form of payment	<p>In case of call for proposals projects – advance payment for beneficiaries</p> <p>In the case of systemic projects – development grant for PARP (Polish Agency for Enterprise Development)</p>
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> – The number of enterprises that are covered by the support, – The number of enterprise employees who completed participation in training projects, including: <ul style="list-style-type: none"> ○ number of people aged above 50 years old, – The number of sectors (branches) for which an analysis of anticipated effects of restructuring has been carried out, – The number of employees endangered by negative consequences of the restructuring process (economic change) who are covered by the measure of fast response, – The number of social partners' representatives at the central level who are covered by support under the Measure.

¹⁰ Since the day of entering of the ordinance into force.

Sub-measure 2.1.1 Development of human capital in enterprises – call for proposals projects

1	Type of conducted operations (projects)	<ul style="list-style-type: none"> – supra-regional¹¹, closed projects of trainings (general and specialist ones) and counselling for entrepreneurs and enterprise employees, prepared on the basis of individual strategies of company development – national¹², open projects of trainings (general and specialist ones) and counselling for entrepreneurs and enterprise employees – postgraduate studies for natural persons running a business activity and for enterprise employees
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62
4.	Types of beneficiaries	<ul style="list-style-type: none"> – entrepreneur – entity operating for the benefit of employment, development of human resources or adaptation potential of entrepreneurs that is not an entrepreneur
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> – entrepreneurs¹³ – enterprise employees¹⁴
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> – general – detailed <p>Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Polish Agency for Enterprise Development
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Polish Agency for Enterprise Development
	Appeal procedure	Polish Agency for Enterprise Development

11 Applicable in the case of projects fulfilling jointly the following conditions: the aid beneficiaries are constituted by enterprises with organisational structures (e.g. representative offices, branches, local offices) in at least 2 voivodeships and the participants of trainings perform the work within the enterprise organisational structures found in at least 2 voivodeships.

12 Applicable in the case of projects fulfilling jointly the following conditions: the participants come from at least 5 voivodeships and the trainings are carried out in at least 5 voivodeships.

13 Within the meaning of Article 4 of the Freedom of Business Act of 2 July 2004 (Dz.U. of 2007 No. 155, item. 1095, as amended) – applicable in the case of entire Priority II whenever an entrepreneur is mentioned.

14 Any reference to "enterprise employees" the Measure shall mean (pursuant to Article 5 of Annex 1 to the Commission Regulation 800/2008): (1) the employees within the meaning of Polish labour law; 2) people working for an enterprise, subordinate to it and considered employees within the meaning of Polish laws; 3) owner-managers; 4) partners (members/shareholders) running a regular business activity in an enterprise and deriving financial benefits from it.

Sub-measure 2.1.2 Partnership for increasing adaptability – call for proposals projects implemented by social partners

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - supra-regional projects aiming at strengthening the adaptation potential of enterprises by means of support for new solutions as regards: <ul style="list-style-type: none"> - work organisation, - forms of work provision, - economic change management, - promotion of vocational qualifications enhancement, - corporate social responsibility <p>implemented by representative trade union organisations and representative employer associations</p>
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62
4.	Types of beneficiaries	social partners (representative trade union organisations and representative employer associations within the meaning of the Act of the Socio-Economic Trilateral Commission of 6 July 2001 and voivodship commissions of social dialogue)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - entrepreneurs and their employees (including people working on the basis of civil-law contracts) - representatives of employers associations - representatives of trade union organisations
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Polish Agency for Enterprise Development
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Polish Agency for Enterprise Development
	Appeal procedure	Polish Agency for Enterprise Development

Sub-measure 2.1.3 System support for increasing the adaptation potential of employees and entrepreneurs – *systemic projects*

1	Type of conducted operations (projects)	<ul style="list-style-type: none"> – analytical and research projects, promotion projects, training and counselling projects concerning: <ul style="list-style-type: none"> – competence gaps of enterprise employees and their training needs, – development trends and economic changes on the national scale serving a better development of training programmes, – defining the professions of the future, – new forms of employee training, including e-learning and blended learning trainings, – e-learning trainings, – creation, development and update of national programmes of e-learning trainings, – operation standards used during the process of enterprise restructuring, – standards of age management in enterprises, – promotion of professionalisation of human resources management in enterprises, – creation and implementation of innovative strategies in enterprises, – strategic planning, – information and knowledge management, – atypical work and alternative employment forms, – intersectoral mobility of supra-regional nature, – supra-regional training and counselling projects aiming at alleviating the negative outcomes of restructuring, – pilot projects of promotion, training and counselling nature resulting from research and analyses conducted under the Measure, – national projects of research, information, promotion and R&D disseminating nature as well as promotion of innovative and entrepreneurial attitudes, – national promotion and information projects serving the development of cooperation between the institutions operating for the benefit of innovativeness and the entrepreneurs as well as entrepreneurs alone.
2.	Scope of cross-financing	According to the provisions of <i>Guidelines on eligibility of</i>

	application	<i>expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	62, 63, 64
4.	Types of beneficiaries	<ul style="list-style-type: none"> – Polish Agency for Enterprise Development – Agencja Rozwoju Przemysłu S.A. (Agency for Industry Development JSC)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> – entrepreneurs – enterprise employees – supra-regional cooperation networks of enterprises and their employees – social and economic partners – regional development agencies – research centres, technological parks, technology transfer centres, business incubators, universities – entities running business activity concerning trainings and their employees (including people employed on the basis of civil-law) – media – institutions and centres supporting entrepreneurship – labour market institutions – government and self-government administration – people planning to establish a business activity
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> – general – detailed <p>Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for labour – Department of ESF Implementation
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for labour – Department of ESF Implementation
	Appeal procedure	Not applicable

2.2 SUPPORT FOR THE HUMAN RESOURCES ADAPTATION SYSTEM

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working persons
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for labour – Department of ESF Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-returnable aid – 01
10.	Territory type	Not applicable – 00
11.	Economic activity area	Not applicable – 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	Not applicable
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	Measure 2.2 Support for the human resources adaptation system
16.	Objective and justification of the measure	Measure objective: Increase in the accessibility and improvement of quality of services provided for entrepreneurs and people establishing business activity by means of business support institutions and training institutions

		<p>Measure justification:</p> <p>Development of a knowledge-based society as well as increased competition on the market make the need to enhance the quality of training and counselling services more visible. It covers not only the trainings and counselling oriented at companies but also the creation of a system for the improvement of enterprise personnel. Support provided by an institution granting loans, guarantees and warranties for entrepreneurs and people establishing business activity as well as institutions providing information and counselling services and informing about the training offer bases will allow for the offered services and aid to reach the enterprises in a better way.</p> <p>The Measure enables the development of existing networks supporting the development of entrepreneurship in Poland, providing services for people planning to establish a business activity, start-ups and enterprises. However, it is necessary to create and strengthen the system of complex services provided for entrepreneurs and people planning to establish business activity.</p> <p>On the national scale it is also exceptionally important to properly adjust the offer of training institutions so that they offer current knowledge and services and apply appropriate training methods and forms. It is necessary to constantly update and enhance the qualifications and skills of the employees of these institutions.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are in compliance with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 168,074,682
19.	EU resources contribution	EUR 142,863,480
20.	National public resources contribution	EUR 25,211,202
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where applicable:</p> <ul style="list-style-type: none"> – Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to <i>de minimis</i> aid (OJ L 379, 28.12.2006, p. 5) – Commission Regulation (EC) No 800/2008 of 6 August 2008, declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General Block Exemption Regulation) (OJ L 214, 09.08.2008, p. 3), Communication from the Commission – Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis (2009/C 83/01) (OJ C 83, 07.04.2009, p. 1) <p>The legal basis for granting public aid and <i>de minimis</i> aid is the <i>ordinance of the Minister of Regional Development of 20 June</i></p>

		<p>2008 on granting financial aid by the Polish Agency for Enterprise Development under the Human Capital Operational Programme (Dz.U. No. 111, item 710, as amended)</p> <p>The legal basis for granting temporary public aid (until 31 December 2010) to enterprises is <i>the ordinance of the Minister of Regional Development on granting financial aid in form of a limited amount of aid by the Polish Agency for Enterprise Development in accordance with the common market under the Human Capital Operational Programme</i>¹⁵.</p>
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless stated otherwise by IB
26.	Minimum/maximum project value	Minimum PLN 50,000 – unless stated otherwise by IB
27.	Form of payment	Development grant for PARP
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> – The number of consultants providing services for the development of entrepreneurship in accredited institutions that are covered by counselling or training services or other forms of qualifications enhancement, – The number of people belonging to the training personnel that enhanced their qualifications in a way leading to the acquisition of a commonly accepted certificate, – The number of enterprises and people planning to establish a business activity who used the services provided in accredited institutions.

Sub-measure 2.2.1 Improvement of the quality of services provided by institutions supporting the development of entrepreneurship and innovativeness – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> – support and development of institutions providing services for the development of entrepreneurship, including the ones providing financial support and networks thereof (e.g. a network of KSU – National System of Services for SMEs) <i>inter alia</i> by means of: <ul style="list-style-type: none"> – coordination of institution operations in order to assure a system cooperation and sharing the experience – development and dissemination of organisational standards of institutions providing services for the development of entrepreneurship and granting financial aid (including the monitoring of services) – development and dissemination of standards of services provided by such institutions, including those for drafted new service packages and the
----	---	--

¹⁵ Since the date of entering of this ordinance into force.

		<p>financing of the pilot implementation of these services</p> <ul style="list-style-type: none"> – enhancement of the qualifications and skills of the employees of these institutions (consultants) – supervision over the certification process – development and implementation of a common promotion and information strategy for disseminating the available offer of standard services – support for the creation and development of the national network of institutions providing complex services for entrepreneurs and people planning to establish business activity.
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62
4.	Types of beneficiaries	Polish Agency for Enterprise Development
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> – institutions providing services and financial support for the development of entrepreneurship, networks of such institutions and their employees, including people working on the basis of civil-law contracts
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> – general – detailed <p>Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for labour – Department of ESF Implementation
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for labour – Department of ESF Implementation
	Appeal procedure	Not applicable

Sub-measure 2.2.2 Improvement of the quality of provided training services – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> – enhancement of the qualifications and skills of the training personnel (including trainers and lecturers) for programme development, the provision of trainings and counselling for the management personnel and enterprise employees
2.	Scope of cross-financing	According to the provisions of <i>Guidelines on eligibility of</i>

	application	<i>expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	62
4.	Types of beneficiaries	Polish Agency for Enterprise Development
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> – entities running business activity concerning trainings and their employees (including people employed on the basis of civil-law) – enterprise employees conducting trainings (including internal trainers, advisors, mentors)
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> – general – detailed Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for labour – Department of ESF Implementation
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for labour – Department of ESF Implementation
	Appeal procedure	Not applicable

2.3 STRENGTHENING THE HEALTH POTENTIAL OF THE WORKING PERSONS AND QUALITY IMPROVEMENT OF THE HEALTHCARE SYSTEM FUNCTIONING

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working persons
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for labour – Department of ESF Implementation
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-returnable aid – 01
10.	Territory type	Not applicable – 00
11.	Economic activity area	Not applicable – 00
12.	NUTS location	NUTS 0 – PL
13.	Implementing Authority (2nd level Intermediate Body)	Minister competent for health – Department of European Funds
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	Measure 2.3 Strengthening the health potential of the working persons and quality improvement of the healthcare system functioning
16.	Objective and justification of the measure	<p>Measure objectives:</p> <ol style="list-style-type: none"> 1. Strengthening the health potential of working persons by means of development of complex prevention programmes and programmes supporting return to work (implementation of selected programmes) 2. Enhancement of the qualifications and skills of the medical personnel 3. Quality enhancement in the healthcare institutions

Measure justification:

Maintaining a good health condition of the working population is necessary in order to assure a proper economic development of the country. One of the major health factors obstructing the economic development is the occurrence of diseases with underlying occupational causes (both the occupational diseases defined in the annex to the ordinance of the Council of Ministers of 30 July 2002 on list of occupational diseases, detailed procedural rules concerning reporting of suspicion, identification and confirmation of occupational diseases and entities competent in such cases (Dz.U. No. 132 item 1115) as well as the diseases not included in the relevant annex to the ordinance yet the occurrence of which remains in a relationship of cause and effect with the existing work conditions). In the economic aspect they constitute a significant financial burden both for the state budget as well as for the budgets of households. In the social context they are often the cause of aborting the professional activity by employees. Therefore in order to reduce the occurrence of these adverse phenomena, complex programmes will be developed under ESF that are aimed at specific occupation/employee groups and oriented at both prevention as well as at support of return to work by people who suffered from occupational diseases and disease indirectly caused by work conditions. It is assumed that such programmes will contribute to prolonging the professional activity which is of great importance in the perspective of the current aging trend of the society.

The development of medicine, more and more specialisation and legal requirements cause the necessity of permanent personnel training. In the context of influence on the labour market and improvement of adaptation capabilities of healthcare employees the support will be oriented primarily at enhancement of professional qualifications of nurses and midwives under bridging courses (enabling the acquisition of necessary vocational qualifications certifying to exercise a profession) and to support specialised education of physicians as regards deficit specialisations i.e. cardiologists, oncologists and occupational medicine physicians. Since the diseases with underlying cardiological and oncological causes constitute the most common cause of death in Poland, an increase in the possibilities of improving the specialist vocational qualifications of physicians dealing with these diseases is exceptionally justified. Reaching a higher treatment efficiency of these diseases will also positively affect the health of the working population and thus will increase the possibilities of prolonging their activity in the labour market.

Simultaneously aiming at increasing functioning efficiency of the healthcare system in Poland, in particular in the situation of large debts of public healthcare institutions, including hospitals,

		it is necessary to undertake measures oriented at the best management of healthcare institutions and at quality enhancement of healthcare services provided by them. An increase in the rationality of funds management in healthcare will be supported under ESF due to the development of skills of hospital managing personnel as regards efficient management and knowledge of efficient medical technologies. The trainings will be also oriented at the authorising officers of public funds in the healthcare. On the other hand, standards improvement and quality enhancement of services provided by healthcare institutions, in particular by hospitals, will take place by means of support for the accreditation process of healthcare institutions conducted by the Healthcare Quality Monitoring Centre.
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are in compliance with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 105,713,179
19.	EU resources contribution	EUR 89,856,202
20.	National public resources contribution	EUR 15,856,977
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless stated otherwise by IB
26.	Minimum/maximum project value	Minimum PLN 50,000 – unless stated otherwise by IB
27.	Form of payment	In the case of systemic projects implemented by the Medical Centre of Postgraduate Education, the Nofer Institute of Occupational Medicine in Łódź, Narodowy Fundusz Zdrowia (national health fund), – a development grant; in the case of systemic projects implemented by the Minister competent for healthcare, Healthcare Quality Monitoring Centre – the funds provided under the state budget limit.
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	– the number of prevention programmes and programmes supporting return to the market developed under the Measure; – the number of nurses and midwives that completed

		<ul style="list-style-type: none"> bridging courses under the Measure; – the number of physicians with deficit specialisations (oncology, cardiology, occupational medicine) who have completed a full series of courses under the Measure under the implementation of the specialisation programme; – the number of representatives of managing personnel and authorising officers of public funds in the health sector who have completed the Measure management training. – the number of healthcare entities with accreditations of the Healthcare Quality Monitoring Centre
--	--	--

Sub-measure 2.3.1 Development of complex healthcare programmes – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> – development of complex prevention programmes adjusted to the needs of particular employee groups/ occupational groups, in particular the ones oriented at the reduction of occupational disease occurrence (implementation of selected programmes) – development of complex programmes oriented at return to the market of specified employee groups/ occupational groups with confirmed occupational diseases (implementation of selected programmes)
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	66, 67
4.	Types of beneficiaries	Nofer Institute of Occupational Medicine in Łódź
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<i>Inter alia</i> the following: <ul style="list-style-type: none"> – employee groups/ occupational groups exposed to the factors that cause occupational disease – people that suffered from occupational diseases due to work conditions (an occupational disease has been confirmed) or people declared unable to work
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> – general – detailed Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for health – Department of European Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment	Information on the procedure is included in Chapter I (point 5)

of an application for project financing	<i>Description of the project selection system under the Human Capital OP</i>
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for health – Department of European Funds
Appeal procedure	Not applicable

Sub-measure 2.3.2 In-service training of medical personnel – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> – education within the specialisation of deficit physicians, i.e. oncology, cardiology, occupational medicine and physicians from other selected medicine branches¹⁶ – vocational education of nurses and midwives, in particular under bridging courses¹⁷ – postgraduate and vocational education of the representatives of other medical professions¹⁸
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	<ul style="list-style-type: none"> – the Medical Centre of Postgraduate Education as regards the specialisation process of physicians with deficit specialisations, physicians from other selected medical branches and postgraduate education of the representatives of other medical professions; – the Minister competent for health – the Department of Nurses and Midwives or the Postgraduate Education Centre for Nurses and Midwives – as regards vocational education of nurses and midwives.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p><i>Inter alia</i> the following:</p> <ul style="list-style-type: none"> – physicians qualifying for the participation in the specialist education process in terms of cardiology, oncology in a broad sense (clinical oncology, radiation oncology, oncological surgery, oncological gynaecology, infantile oncology and haematology) as well as occupational medicine; – nurses and midwives qualify for the participation in bridging courses or specialist and qualification courses¹⁹;

16 Other selected medicine branches will be defined in the Action Plan.

17 Pursuant to Article 11 of the Act of 20 April 2004 on the amendment to the act on the professions of nurse and midwife and several other acts (Ustawa o zmianie ustawy o zawodach pielęgniarki i położnej oraz niektórych innych ustaw) (Dz.U. Nr 92, item 885) and the ordinance of the Ministry of Health of 11 May 2004 on detailed condition for conducting vocational nursing and midwifery studies (Rozporządzenie w sprawie szczegółowych warunków prowadzenia studiów zawodowych na kierunku pielęgniarstwo lub położnictwo) (Dz.U. No. 110, item 1170), the name "bridging courses" shall now read as follows: "vocational nursing and midwifery studies for nurses and midwives that have passed A-levels and graduated from medical secondary schools medical vocational schools providing vocational education for the profession of a nurse and midwife".

18 As defined in the Action Plan.

19 Financing of specialist and qualification courses will be possible exclusively in the case of having resources generated from the part allocated for financing of Sub-measure 2.3.2.

		– physicians qualifying for the participation in the specialisation process of other selected medical branches and/or the representatives of other medical professions ²⁰ .
6.	Suggestions of selection criteria for financed operations	Criteria: – general – detailed Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for health – Department of European Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for health – Department of European Funds
	Appeal procedure	Not applicable

Sub-measure 2.3.3 Enhancement of the healthcare management quality – *systemic projects*

1	Type of conducted operations (projects)	<ul style="list-style-type: none"> – support for the accreditation process of healthcare institutions, in particular hospitals, that have concluded an agreement on the provision of healthcare services with a voivodeship department of Narodowy Fundusz Zdrowia (NFZ) or provide medical services on the basis of other titles; – training for personnel, in particular the managing staff of healthcare institutions that have concluded an agreement on the provision of healthcare services with a voivodeship department of Narodowy Fundusz Zdrowia or provide medical services financed by public resources on the basis of other titles and authorising officers of public funds in the healthcare sector i.e. the NFZ managing personnel development of qualification standards for the managing personnel in the healthcare system
2.	Scope of cross-financing application	According to the provisions of <i>Guidelines on eligibility of expenditure under the Human Capital Operational Programme</i> .

²⁰ Financing of postgraduate education will be possible exclusively in the case of having resources generated from the part allocated for financing of Sub-measure 2.3.2.

3.	Category of structural funds intervention (priority theme dimension)	63, 72
4.	Types of beneficiaries	<ul style="list-style-type: none"> – Healthcare Quality Monitoring Centre in the case of projects supporting the accreditation process – Narodowy Fundusz Zdrowia – in the case of projects concerning the trainings for the employees of healthcare institutions and authorising officers of public funds in the healthcare sector and the development of qualification standards for the managing personnel in the healthcare sector – Minister competent for health – Department of European Funds – in the case of projects concerning the trainings for the employees of healthcare institutions and authorising officers of public funds in the healthcare sector and the development of qualification standards for the managing personnel in the healthcare sector
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p><i>Inter alia</i> the following:</p> <ul style="list-style-type: none"> – healthcare institutions, in particular hospitals, that have concluded an agreement on the provision of healthcare services with a voivodeship department of Narodowy Fundusz Zdrowia or provide medical services financed by public resources on the basis of other titles – employees, in particular the managing personnel of healthcare institutions that have concluded an agreement on the provision of healthcare services with a voivodeship department of Narodowy Fundusz Zdrowia or provide medical services financed by public resources on the basis of other titles – authorising officers of public funds in the healthcare i.e. the NFZ managing personnel
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> – general – detailed <p>Precise indication of selection criteria for financed operations will be developed in the Action Plan prepared for the IB for every Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for health – Department of European Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (point 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for health – Department of European Funds
	Appeal procedure	Not applicable

Indicative division of the financial allocation under Priority II

MEASURE	Allocation (EUR)		
	Total	ESF	National resources
Measure 2.1 <i>DEVELOPMENT OF HUMAN RESOURCES FOR MODERN ECONOMY</i>	504,224,045	428,590,438	75,633,607
including Sub-measure 2.1.1 <i>Development of human capital in enterprises</i>	373,970,602	317,875,011	56,095,591
including Sub-measure 2.1.2 Partnership for increasing adaptability	30,253,443	25,715,427	4,538,016
including Sub-measure 2.1.3 <i>System support for increasing the adaptation potential of employees and entrepreneurs</i>	100,000,000	85,000,000	15,000,000
Measure 2.2 <i>SUPPORT FOR THE HUMAN RESOURCES ADAPTATION SYSTEM</i>	168,074,682	142,863,480	25,211,202
including Sub-measure 2.2.1 <i>Improvement of the quality of services provided by institutions supporting the development of entrepreneurship and innovativeness</i>	142,433,656	121,068,607	21,365,049
including Sub-measure 2.2.2 <i>Improvement of the quality of provided training services</i>	25,641,026	21,794,873	3,846,153
Measure 2.3 <i>STRENGTHENING THE HEALTH POTENTIAL OF THE WORKING PERSONS AND QUALITY IMPROVEMENT OF THE HEALTHCARE SYSTEM FUNCTIONING</i>	105,713,179	89,856,202	15,856,977
including Sub-measure 2.3.1 <i>Development of complex healthcare programmes</i>	2,147,200	1,825,120	322,080
including Sub-measure 2.3.2 <i>In-service training of medical personnel</i>	100,444,979	85,378,232	15,066,747
including Sub-measure 2.3.3 <i>Enhancement of the healthcare management quality</i>	3,121,000	2,652,850	468,150
PRIORITY II IN TOTAL	778,011,906	661,310,120	116,701,786

Priority III
HIGH QUALITY OF THE
EDUCATION SYSTEM

PRIORITY III

HIGH QUALITY OF THE EDUCATION SYSTEM

Priority III description

Economic growth and employment improvement are not possible without the increase of the scale of investment in education system and increasing of training effectiveness. Increasingly closer links between economy and education system result in ever growing need as regards the modernisation of educational institutions and education programmes.

Priority III concentrates on increasing the quality of functioning of education system and provides for introduction of systemic solutions as regards monitoring and evaluation, development of educational research and linking them with education policy. New solutions also include activities aiming at greater effectiveness of pedagogical supervision exercised by Education Superintendents.

The system of collecting qualitative and quantitative data in the field of education is indispensable in order to ensure high quality of education. This task will be implemented through, among others, developing objectified tool for the evaluation of the results of activities in the area of education that will be used during comprehensive researches and analyses in support of the development of education system. Objective statistical data will be obtained by means of extended Educational Information System. At the same time, sound information on the training results and thus on the education system institutions' effectiveness will be provided by adequately strengthened system of external exams.

The results of researches and analyses will be utilised for shaping of the state education policy, at the same time contributing to the improvement of curricula. They will also serve as means of education financing system improvement, which will contribute to greater effectiveness of educational institutions management. Introduction of innovative solution (concerning, among others, modern forms of training) will be preceded by financing of pilot activities, according to existing needs.

Improvement of training quality will result from the modernisation of teachers education and system as well as elaboration and implementation of innovative transregional in-service training programmes for teachers, as well as progressive accreditation of teachers in-service training establishments.

The work on curricula updating and on innovative teaching systems and materials, especially materials intended for shaping the so-called key competences in the scope of mathematical and technical subjects and natural sciences. The development of educational web-portal called "Scholaris" will make it possible to disseminate innovative teaching programmes and methods among teachers.

It is also provided for the development of transregional programmes for the development of interest in mathematical, technical and natural sciences, which will serve as complementary element to school development projects to be implemented at the regional level under the Priority IX. The abovementioned activities will contribute to the improvement of trainees' ability to future employment.

Another form of adjusting school reality to labour market expectations will be innovative means of teachers in-service training in enterprises, including stages (internships) and apprenticeships, which shall consist of not less than 40 training hours.

Furthermore, adjustment of education system (education and training) to the needs of knowledge-based economy will be implemented through the development and implementation of National Qualification System to be preceded by the development of National Qualification Framework, which will be consistent with the European Qualification Framework. The activities will facilitate the confirmation (so-called validation) of general and professional skills gained outside of formal education system, e.g. as a result of trainings or professional work

and will ensure better comparativeness of different forms of training. As a result, this will facilitate citizens' functioning at the labour market – both national and international.

Relevant projects implemented as a part of Priority III activities should contribute to the achievement of appropriate effects of implementation as defined for the Priority III:

1. Reviewing all currently applicable curricula.
2. Implementation of 100 innovative teaching programmes, including these concerning entrepreneurship and subjects within the scope of mathematical, technical and natural sciences.
3. Covering 15% of vocational training teachers and in-service vocational training instructors with professional in-service training in cooperation with enterprises.
4. Application of new forms and rules of teachers training by 13% establishments training teachers (i.e. universities and teacher training colleges).
5. Covering 15% of in-service teacher education establishments with uniform accreditation system.
6. Implementing of 95% of Action Plan concerning the strengthening of education system's evaluation and research capabilities.
7. Implementing of 100% of Action Plan including the development of National Qualification Framework /consistent with the European Qualification Framework/ and the development and implementation of National Qualification System.

3.1. MODERNISATION OF THE MANAGEMENT AND SUPERVISION SYSTEM IN EDUCATION

1.	Operational programme name	'Human Capital' Operational Programme
2.	Priority name and number	Priority III High quality of the education system
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for education – Department for Structural Funds
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finances
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	not applicable - 00
11.	Economic activity area	not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	not applicable
14.	Body in charge of making payments for the beneficiaries	Minister competent for education – Department for Structural Funds
15.	Measure name and number	3.1 Modernisation of the management and supervision system in education
16.	Objective and justification of the measure	<p>Measure's objective: Strengthening education system's capacity in monitoring, evaluation and educational research and using them for the purposes of educational policy and education management.</p> <p>Measure's justification The Measure assumes elaboration and implementation of organisational and institutional solutions in order to carry out and co-ordinate research programmes in the field of functioning of the education system, in particular those aiming at evaluation of quality and effectiveness of education process and analysis of education system as regards preparing graduates to enter the labour market. Also the development of Educational Information System is provided for under the Measure, so as to transform it into richest possible source of data in the field of education, compatible with other IT systems of the education system. Implementation of Measure 3.1 will ensure coordination of data acquisition, which will allow to develop coherent recommendations for state's educational policy. Under the Measure, there are also planned programmes for strengthening quality and effectiveness of pedagogical supervision system perceived as evaluating the status, conditions and results of didactic, educational and tutelary activity</p>

		of schools, establishments and teachers and controls of compliance with applicable law. Measurable indicators will form a basis for such an evaluation. Also estimates as regards the Educational Value Added (EVA) will be used as a complementary way of evaluating the work of schools. This will provide considerably larger amounts of information than sole outcomes of exams. These activities will help to identify schools with particularly low quality of tuition, as well as high quality schools, which will provide a basis for launching corrective or best practice dissemination programmes, as appropriate. This way, the pedagogical supervision, as one of basic instruments of managing the education will allow to take reasonable decisions as regards this area.
17.	Expenditure eligibility as part of the measure	Eligibility criteria are in compliance with <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	EUR 226 000 000
19.	EU resources contribution	EUR 192 100 000
20.	National public resources contribution	EUR 33 900 000
21.	Anticipated amount of private resources	EUR 0.00
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	not applicable
24.	Minimum beneficiary's own contribution (%)	To be set by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the IB - unless the IB decides on a later date
26.	Minimum/maximum project value	minimum PLN 50 000, unless IB decides otherwise
27.	Form of payment	For projects run by the minister competent for education – no payment (funding provided within the limits of state budget expenditure) For projects run by Education Superintendent Offices - no payment (funding provided within the limits of state budget expenditure) For projects run by the Institute for Educational Research – development grant
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	- Number of analytical (study) and research programmes implemented under the Action Plan - Number of pedagogical supervision employees who completed their participation in a project under the Measure

Sub-measure 3.1.1 Creating conditions and tools for education system monitoring, evaluation and research – systemic projects

1.	Type of conducted operations (projects)	- research in the area of education system functioning, including: - development and implementation of institutional
----	---	---

		<p>research base concept</p> <ul style="list-style-type: none"> - research concerning training effectiveness and adjusting its scope to labour market needs, with particular account taken of social groups threatened by marginalisation <p>improvement of system for collection and analysis of data concerning the functioning of education system, among others through the development of the Educational Information System</p> <ul style="list-style-type: none"> - Preparation of research personnel in the field of educational research, through, <i>inter alia</i>, launching postgraduate and PhD studies
2.	Scope of cross-financing application	According to provisions of <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	<ul style="list-style-type: none"> - Minister competent for education - Institute of Educational Research - Education Information Centre
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - educational establishments - universities and scientific units - educational administration - authorities running schools and establishments - Education Superintendent Offices and other institutions performing pedagogical supervision - Central Examination Board - Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education - teacher training and development centres
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects

Procedure of substantive assessment of an application for project financing	Information on the procedure is available in Chapter I (point 5).of <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
Appeal procedure	not applicable

Sub-measure 3.1.2 Modernisation of pedagogical supervision system – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - developing of pedagogical supervision system and school functioning quality evaluation system modernisation concept - implementation of modernised pedagogical supervision system and school functioning quality evaluation system
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	<ul style="list-style-type: none"> - Minister competent for education - Education Superintendents
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - schools and educational establishments and their governing authorities - educational administration - Central and Regional Examination Boards - Minister competent for education
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is available in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .

Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
Appeal procedure	not applicable

3.2 DEVELOPMENT OF THE EXTERNAL EXAMS SYSTEM

1.	Operational programme name	Operational Programme 'Human Capital'
2.	Priority name and number	Priority III High quality of the education system
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for education – Department for Structural Funds
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finances
9.	Form of finance	Non-returnable/ repayable aid - 01
10.	Territory type	not applicable - 00
11.	Economic activity area	not applicable - 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	not applicable
14.	Body in charge of making payments for the beneficiaries	Minister competent for education - Department of Structural Funds
15.	Measure name and number	3.2 Development of the external exams system
16.	Objective and justification of the measure	<p>Measure's objective: Strengthening education system's capacity as regards monitoring, evaluation and educational research and using them for the purposes of educational policy and education management.</p> <p>Measure's justification A number of researches as regards quality and effectiveness of external exams system is planned under the Measure. The selected research themes will constitute a continuation of projects implemented with ESF support during the 2004-2006 period. The outcome of researches to be carried out will serve as a basis for the development of a system for analysing data on the results of external exams. The system will allow to extend the impact of external exams on increasing of the quality and effectiveness of schools. Information on the results of research implemented thanks to Measure 3.2 support will be widely propagated, through, among others, specialist publications. Under the Measure, there are also planned pilot programmes concerning modification of a system of exams at different stages of</p>

		education. This modification will contribute to better linkage between different levels of external exams and thus to greater coherence of the entire system. External exams state system personnel will also receive support under the Measure - among others through trainings and stages.
17.	Expenditure eligibility as part of the measure	Eligibility criteria are in compliance with <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme.</i>
18.	Financial allocation for the measure	EUR 230 587 266
19.	EU resources contribution	EUR 195 999 176
20.	National public resources contribution	EUR 34 588 090
21.	Anticipated amount of private resources	EUR 0.00
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	not applicable
24.	Minimum beneficiary's own contribution (%)	To be set by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the IB decides on a later date
26.	Minimum/maximum project value	minimum PLN 50 000, unless the IB decides otherwise
27.	Form of payment	No payment (funding provided within the limits of state budget expenditure)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	- Number of schools in which the EVA (educational added value) tool and methodology has been disseminated.

systemic projects

1.	Type of conducted operations (projects)	<p>Research on quality and effectiveness of external exams system, including:</p> <ul style="list-style-type: none"> - analysis of examination requirements standards, among other in the context of education in higher studies - research on accuracy of measurement tools used by the system - research on the quality and evaluation criteria concerning examination problems - study on conditions concerning results of exams - research on the EVA (educational added value) - pilot programmes concerning modification of the system of exams at different stages of education. <p>- pilotage of matriculation (matura) exam in maths and other subjects</p>
----	---	---

		<ul style="list-style-type: none"> - pilotage of gymnasium exam in foreign language - pilotage of a new formula of a test after sixth class - pilotage of on-line exams <p>Support aimed at increasing of examination boards' work effectiveness (with the use of international exchange of experiences), including:</p> <ul style="list-style-type: none"> - trainings and stages (internships) for the employees and persons cooperating with examination boards within the scope of among others: - methodology of research - educational diagnostics - education quality increase processes management - preparation of training programmes for the candidates for examiners, examiners-verifiers and examination teams' chairpersons - specialist publications on external exams
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	Central Examination Board
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - Central Examination Board - Local Examination Board - schools and educational establishments and their governing authorities - Minister competent for education - Minister competent for higher education - craftsmanship chambers and other craftsmanship organisations
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds

Appeal procedure	not applicable
------------------	----------------

3.3 INCREASING QUALITY OF EDUCATION

1.	Operational programme name	Operational Programme 'Human Capital'
2.	Priority name and number	Priority III High quality of the education system
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for education – Department for Structural Funds
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finances
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	not applicable - 00
11.	Economic activity area	not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	not applicable
14.	Body in charge of making payments for the beneficiaries	Minister competent for education - Economic Department
15.	Measure name and number	3.3 Increasing quality of education
16.	Objective and justification of the measure	<p>Measure's objective: Increasing system's ability to provide tuition- and learning results- oriented education</p> <p>Measure's justification Within the framework of the Measure it is planned to elaborate and launch study courses which will become a basic element of coherent teachers education system. It will also include development and implementation of uniform principles and procedures of acceptance of teachers in-service training establishments. Said principles shall be applicable in the entire country. Thanks to Measure's 3.3 support, selected schools will be prepared to run teaching practices for students – future teachers. Moreover, Measure 3.3 provides for using conclusions and implementing recommendations formulated as a result of research under Measure 3.1 in order to modernise education process through the improvement of curricula and development of new education programmes (including distance learning formula) so as to adjust them best to requirements put for graduates by the knowledge-based society and modern economy. Good practice thus developed will be popularised in the entire country, through, among others, the "Scholaris" educational website. The website is a valuable source of information as well as methodological and didactic materials which may be used by all participants of education process. For this reason, ESF support for extending of the website will continue during the 2007-2013 period.</p>

		The Measure will also include development and implementation of transregional programmes aiming at development in pupils and students of basic skills and competences of key importance for employment ability and for continuation of education. Also programmes for the development of pupils' scientific interests are provided for under the Measure. The programmes will contribute to improvement of schools' educational offer and hence to better learning results of students, who will obtain better chances to continue education or undertake employment.
17.	Expenditure eligibility as part of the measure	Eligibility criteria are in compliance with <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	EUR 482 287 705
19.	EU resources contribution	EUR 409 944 549
20.	National public resources contribution	EUR 72 343 156
21.	Anticipated amount of private resources	EUR 0.00
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	not applicable
24.	Minimum beneficiary's own contribution (%)	To be set by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the IB defines later date
26.	Minimum/maximum project value	minimum PLN 50 000, unless the IB decides otherwise
27.	Form of payment	For call for proposals projects – grant for beneficiaries (development grant) For systemic projects – no payment (funding provided within the limits of state budget expenditure)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of establishments providing education to teachers (i.e. universities and teacher training colleges) that applied new forms and principles of teachers training. - Number of establishments providing in-service teachers training that received support under the Measure in order to obtain accreditation - Number of curricula at the level of primary school, gymnasium and post-gymnasium (tertiary) school undergoing revision in order to orient them better according to labour market needs - Number of developed and disseminated innovative teaching programmes concerning entrepreneurship and subjects within the scope of mathematical, technical and natural sciences

**Sub-measure 3. 3.1 Effective systems of teachers education and in-service training
- systemic projects**

1.	Type of conducted operations (projects)	- standardisation and implementation of teachers in-service training system, with particular account being taken of accreditation of teachers in-service training establishments.
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	- Minister competent for education
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Among others: <ul style="list-style-type: none"> - schools and educational establishments - educational administration - authorities running schools and establishments - Education Superintendent Offices and other institutions performing pedagogical supervision - Central Examination Board - Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education - teachers' education and in-service training establishments
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Structural Funds Department
	Appeal procedure	not applicable

**Sub-measure 3. 3.2 Effective systems of teachers education and in-service training
- call for proposals projects**

1.	Type of conducted operations (projects)	- preparing selected schools to run teaching practices for students preparing themselves to work as teachers - launching a new type of higher and postgraduate
----	---	---

		studies aiming at preparation to perform a profession of a teacher
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	all entities except of natural persons (does not refer to persons running economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Among others: <ul style="list-style-type: none"> - schools and educational establishments - educational administration - authorities running schools and establishments - Education Superintendent Offices and other institutions performing pedagogical supervision - Central Examination Board - Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education - teachers' education and in-service training establishments
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - specific The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
	Appeal procedure	Minister competent for education – Department for Structural Funds

Sub-measure 3.3.3 Modernisation of education's content and methods – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - improvement of curricula aiming at ensuring education's conformity with the requirements of knowledge-based economy - development, implementation and dissemination of
----	---	---

		<p>innovative programmes, methods and best practice (didactic and organisational) i.a. through development of educational web portal - Scholaris preparation and pilot implementation of innovative programmes for schools working abroad and belonging to Polish education system and for pupils – children of Polish citizens temporarily living abroad - enabling them to continue learning in the Polish education system.</p>
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	<ul style="list-style-type: none"> - Minister competent for education - National Centre For Supporting Vocational And Continuing Education – Department of Teachers' In-Service Training
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - schools and educational establishments - universities and scientific units - educational administration - authorities running schools and establishments - Education Superintendent Offices and other institutions performing pedagogical supervision - Central Examination Board - Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education - teachers' education and in-service training establishments - children and youth living abroad
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the Project Selection System Description upon Operational Programme 'Human Capital'.

Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
Appeal procedure	not applicable

Sub-measure 3.3.4 Modernisation of education’s content and methods – call for proposals projects

1.	Type of conducted operations (projects)	- preparation and implementation of innovative didactic materials and educational methods concerning, among others, education in the field of mathematics, natural sciences, technology and entrepreneurship- transregional programmes to develop key competences of pupils, in particular within the scope of: - information and communication technologies, foreign languages, entrepreneurship, mathematics, and natural sciences
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	all entities except of natural persons (does not refer to persons running economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Among others: - schools and educational establishments - universities and scientific units - educational administration - authorities running schools and establishments - Education Superintendent Offices and other institutions performing pedagogical supervision - Central Examination Board - Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education - teachers’ education and in-service training establishments - children and youth living abroad
6.	Suggestions of selection criteria for financed operations	Criteria: - general - specific The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project	Minister competent for education – Department for Structural

selection	Funds
Mode of project selection	call for proposals projects
Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
Appeal procedure	Minister competent for education – Department for Structural Funds

3.4 EDUCATION SYSTEM OPENNESS IN THE CONTEXT OF LIFELONG LEARNING

1.	Operational programme name	Operational Programme 'Human Capital'
2.	Priority name and number	Priority III High quality of the education system
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Minister competent for education – Department for Structural Funds
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finances
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	not applicable - 00
11.	Economic activity area	not applicable - 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	not applicable
14.	Body in charge of making payments for the beneficiaries	Minister competent for education - Economic Department
15.	Measure name and number	3.4 Education system's openness in the context of lifelong learning
16.	Objective and justification of the measure	Measure's objective: Development and implementation of the National Qualification Framework and the National Qualification System and dissemination of lifelong learning
		Measure's justification Under the Measure, it is planned to provide support aiming at improving pupils' access to vocational counseling services. The scope of educational web-portal "Scholaris" will be extended by contents concerning, inter alia, educational and vocational

counseling. Popularisation of information concerning educational and vocational counseling will be also supported by publishing of a specialist bulletin for pupils and vocational advisors. Moreover, under the Measure it is planned to develop diagnostic tools and methodological materials to support the process of identifying professional predispositions and interests of pupils, including support for educational institutions providing educational and vocational counseling through equipping them with such materials and tools. This task will constitute a continuation of to-date support received from the ESF by educational institutions providing educational and vocational counseling.

There is also planned a pilot implementation of professional in-service training for teachers in enterprises (a teacher, who completed such in-service training course in an enterprise, will provide tuition, which will be better adjusted to the reality of modern economy). Implementation of the above project will allow to develop good practices as regards in-service training of vocational education teachers. Later on, dissemination of information concerning examples of good practice will contribute to the improvement of vocational education quality.

The National Qualification System implementation will be worked out in three stages. First stage consists of analytic and research activities. A substantial task to be implemented during this stage will be collecting information on all competences and qualifications that are present on Polish labour market, irrespective of the way of their acquisition. This stage will also include an analysis of legal acts and other documents establishing and describing formal and informal system of education and training. It is also planned to investigate and identify – among others, through representative surveys – competences acquired by employees in extra-formal and informal way and social expectations (benefits) related to their formal confirmation.

Identifying competences and qualifications acquired in formal (at school and on extramural basis), extra-formal and informal way will allow to move to second stage of the task implementation, which will consist of structuring and describing skills and competences that will result in formulation of the National Qualification Framework. It is assumed that the National Qualification Framework to be created thanks to Measure 3.4 support will be corresponding to European Qualification Framework, which will facilitate the comparability and recognisability at the international level. The third stage of task implementation will consist of development and implementation of principles and procedures as regards confirmation of competences and qualifications acquired in formal extra-formal and informal way, which will result in creation of the National Qualification System. During this stage it is also planned to perform activities of institutional nature, i.e. support for the creation of organisational structures enabling the implementation of the National Qualification System (new or formed on the basis

		of existing institutions that function in the framework of education system). The Measure will also include countrywide campaigns aiming at popularisation of lifelong learning model.
17.	Expenditure eligibility as part of the measure	Eligibility criteria are in compliance with <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	EUR 67 361 297
19.	EU resources contribution	EUR 57 257 103
20.	National public resources contribution	EUR 10 104 194
21.	Anticipated amount of private resources	EUR 0.00
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	not applicable
24.	Minimum beneficiary's own contribution (%)	To be set by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the IB defines later date
26.	Minimum/maximum project value	minimum PLN 50 000, unless the IB decides otherwise
27.	Form of payment	For call for proposals project – grant for beneficiaries (development grant) For systemic projects – no payment (funding provided within the limits of state budget expenditure)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	- Number of teachers and trainers of vocational training, who participated in internships and apprenticeships in enterprises under the Priority- - Number of professions systematised under the National Qualification Framework

Sub-measure 3.4.1 Development and implementation of the National Qualification System – *systemic projects*

1.	Type of conducted operations (projects)	<p>Development and implementation of the National Qualification System</p> <ul style="list-style-type: none"> - research and analyses concerning competences and qualifications that are present on Polish labour market, as well as possibilities of acquiring and confirming qualifications - developing the National Qualification Framework – description and systematisation of competences and qualifications according to level and scope of education <p>building the National Qualification System - development and implementation of principles and procedures as regards confirmation of competences and qualifications acquired in formal (at school and on extramural basis), extra-formal and</p>
----	---	--

		informal way, as well as support for organisational and institutional solutions (creation and development of the System's organisational structures)
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	- Minister competent for education
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Among others: - schools and educational establishments and their lead authorities - educational administration - employers - craftsmanship chambers and other craftsmanship organisations - universities - Central and Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education
6.	Suggestions of selection criteria for financed operations	Implementation of operations takes place according to the <i>Guidelines of the Human Capital Operational Programme Managing Authority</i> issued on the basis of Article 35(3) of the Act of 6 December 2006 on principles of conducting the development policy (Journal of Law No 227, item 1658).
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
	Appeal procedure	not applicable

Sub-measure 3.4.1 Popularisation of lifelong learning – *systemic projects*

1.	Type of conducted operations (projects)	- Countrywide campaigns aiming at popularisation of lifelong learning model. - development and implementation of educational and vocational counseling model and Internet vocational counseling system - development and implementation of a distant education system
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention	72

	(priority theme dimension)	
4.	Types of beneficiaries	<ul style="list-style-type: none"> - Minister competent for education - National Centre For Supporting Vocational And Continuing Education
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - schools and educational establishments and their lead authorities - educational administration - employers - pupils, students, employed and unemployed persons - universities - Central and Regional Examination Boards - The Ministry of National Education - The Ministry of Science and Higher Education
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
	Appeal procedure	not applicable

Sub-measure 3.4.1 Popularisation of lifelong learning – call for proposal projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - development of diagnostic tools and methodological materials to support the process of identifying professional predispositions and interests of pupils - publishing of a specialist bulletin for pupils and vocational advisors - development and pilot implementation of professional in-service training programmes for vocational education teachers in enterprises
2.	Scope of cross-financing application	According to provisions of the <i>Guidelines concerning eligibility of expenditures upon Human Capital Operational Programme</i>
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	all entities except of natural persons (does not refer to persons running economic or educational activity on the basis of separate

		provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among others:</p> <ul style="list-style-type: none"> - pupils - teachers and vocational advisors - educational institutions providing educational and vocational counseling - teachers' education and in-service training establishments - schools and educational establishments and their lead authorities - Education Superintendent Offices - Central and Regional Examination Boards - universities and scientific units - educational administration - authorities running schools and establishments - The Ministry of National Education - The Ministry of Science and Higher Education
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - specific <p>The proposed eligibility criteria for financed operations will be precisely defined in the Action Plan to be prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister competent for education – Department for Structural Funds
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is contained in Chapter I (point 5) of the <i>Project Selection System Description upon Operational Programme 'Human Capital'</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister competent for education – Department for Structural Funds
	Appeal procedure	Minister competent for education – Department for Structural Funds

Indicative distribution of financial allocation under Priority III

MEASURE	Allocation (EUR)		
	Total	ESF	National funding
Measure 3.1 <i>MODERNISATION OF THE MANAGEMENT AND SUPERVISION SYSTEM IN EDUCATION</i>	226 000 000,00	192 100 000,00	33 900 000,00
including Sub-measure 3.1.1 <i>Creation of conditions and tools for education system monitoring, evaluation and research</i>	126 000 000,00	107 100 000,00	18 900 000,00
including Sub-measure 3.1.2 <i>Modernisation of the pedagogical supervision system</i>	100 000 000,00	85 000 000,00	15 000 000,00
Measure 3.2 <i>DEVELOPMENT OF THE EXTERNAL EXAMS SYSTEM</i>	230 587 266,00	195 999 176,00	34 588 090,00
Measure 3.3 <i>INCREASING QUALITY OF EDUCATION</i>	482 287 705,00	409 944 549,00	72 343 156,00
including Sub-measure 3.3.1 <i>Effective system of teachers education and in-service training - systemic projects</i>	6 918 000,00	5 880 300,00	1 037 700,00
including Sub-measure 3.3.2 <i>Effective systems of teachers education and in-service training - call for proposals projects</i>	227 369 705,00	193 264 249,00	34 105 456,00
including Sub-measure 3.3.3 <i>Modernisation of education's contents and methods – systemic projects</i>	16 660 000,00	14 161 000,00	2 499 000,00
including Sub-measure 3.3.4 <i>Modernisation of education's contents and methods – call for proposals projects</i>	231 340 000,00	196 639 000,00	34 701 000,00
Measure 3.4 <i>EDUCATION SYSTEM OPENNESS IN THE CONTEXT OF LIFELONG LEARNING</i>	67 361 297,00	57 257 103,00	10 104 194,00
including Sub-measure 3.4.1 <i>Development and implementation of the National Qualification System</i>	22 302 877,00	18 957 446,00	3 345 431,00
including Sub-measure 3.4.2 <i>Popularisation of lifelong learning – systemic projects</i>	16 000 000,00	13 600 000,00	2 400 000,00
including Sub-measure 3.4.3 <i>Popularisation of lifelong learning – call for proposals projects</i>	29 058 420,00	24 699 657,00	4 358 763,00
PRIORITY III IN TOTAL	1 006 236 268,00	855 300 828,00	150 935 440,00

Priority IV

**TERTIARY EDUCATION AND
SCIENCE**

PRIORITY IV

TERTIARY EDUCATION AND SCIENCE

Description of Priority IV

The changes in the Polish economy which were taking place in the 1990s aroused educational aspirations of young people. As grows the level of education, so grows the probability of finding a job and getting better salary, as well as the occupational mobility of the employees. All that leads to the fact that the proportion of adolescents taking up tertiary education has been significantly growing since the beginning of the nineties till the present. At the same time, however, there are many structural problems in the area of higher education, some of which are: variation in the quality of learning, low popularity of sciences and too low pace of the growth of the number of academic staff in comparison to the rapid growth of the number of students.

In the European perspective, both the Lisbon Strategy and the document *The Role of Universities in the Europe of Knowledge*, developed by the European Commission within the Bologna Process clearly stress the role which higher education should play in the development of knowledge based economy, thanks to which about half of new jobs are now being created in Europe at present. However, achievement of that goal makes the European higher education face a series of challenges such as: ensuring high quality of learning, close cooperation of higher education institutions with the economy sector, in particular high-tech industry, openness and international cooperation of academic communities, as well as mobility of students and the academic staff. The challenges are just as relevant for the present condition of tertiary education in Poland.

The necessity of closer linkage of science sector to economy needs increasing qualifications of research and development sector staff in particular in the field of research projects management as well as commercialisation of the results of research and development studies.

Priority IV focuses on improving the performance of tertiary education institutions, both by creating favourable conditions in terms of the system and organisation for effective management of higher education, and by evoking stimuli for development, influencing accessibility and development of those specialisations, whose importance for an economy based on knowledge is the highest.

Systemic support under the Priority will be dedicated to the analysis of the condition of Polish higher education, pinpointing deficiencies and developing effective tools for management and ensuring high quality of education. Moreover, works in the scope of developing and modernisation of teaching methods and curricula, as well as the standards of international recognition of accreditations will contribute to the increase of openness and mobility of academic communities.

Graduates from mathematical-natural and technical faculties, which are most important for knowledge economy, may play a key role in the development of the competitive position and innovation of Polish economy. In the present structure of graduates, graduates of those faculties are an insufficient, small proportion. That is why it is necessary to stimulate demand for graduates of sciences by ordering education on mathematical-natural and technical faculties.

There is also need of introducing educational programmes in the field of industrial property protection, industrial design and R&D marketing.

Implementation of the objective of the Priority will be also supported by university development programmes. The programmes might cover a series of issues selected by a given university (like the development of the educational offer, including e-learning, improvement of the staff, organisation of traineeship and practices for

students, cooperation with employers and scientific entities in the scope of implementation of the learning process and international cooperation). In the context, what will particularly be supported will be learning at the higher level on mathematical-natural and technical faculties, because of their key significance for the needs of the labour market and competitive position of the economy.

Parallel projects related to human capital in the area of research and innovation, among others in the scope of forming the abilities of managing scientific research and commercialisation of its results, will serve the purpose of improving the competitive position of the science sector and enterprises. They will contribute to enhancing the qualifications of the R&D system staff, improvement of the quality and effectiveness of research, and consequently the growth of the innovation of the economy.

Relevant project implemented under the measures of Priority IV should contribute to implementation of relevant specific objectives determined for Priority IV:

1. Implementation of university development programmes by 22.5% of universities.
2. Increasing from 1,25% to 5% the proportion of faculties of tertiary education institutions which obtained the “excellent” grade in the evaluation process of the National Accreditation Commission.
3. Implementation of models of quality management and learning quality control by 27% of tertiary education institutions.
4. Growth by 7% of the number of students participating in internships/apprenticeships (including internships and apprenticeships lasting at least 3 months).
5. Increasing to 22% the proportion of graduates from mathematical-natural and technical faculties
6. Decreasing by 33% the share of students who do not continue education after first year of mathematical-natural and technical faculties.
7. Increasing to 7,3% the proportion of R&D system employees who improved their qualifications in the scope of management of scientific research and commercialisation of the results of research and development studies.

4.1 Strengthening and development of didactic potential of universities and increasing the number of graduates from faculties of key importance for knowledge-based economy

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IV Higher education and science
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development - Department for European Social Fund Management
5.	Intermediate Body	Minister responsible for higher education – Department for Innovation Implementation
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL

13.	Implementing Authority (2nd level Intermediate Body)	Not applicable
14.	Body in charge of making payments for the beneficiaries	Minister responsible for higher education
15.	Measure name and number	4.1 Strengthening and development of didactic potential of universities
16.	Objective and justification of the measure	<p>Measure objective:</p> <ul style="list-style-type: none"> - building development potential of universities through enabling them to extend and enhance their education offer - providing effective management of higher education system and adjusting the supply structure of graduates to the needs of economy
		<p>Measure justification:</p> <p>Support under the Measure will aim at improving the quality of higher education through implementation of universities development programmes and systemic support for higher education. Currently, higher education is characterised by uneven level of development in terms of the quality of offered educational services. In spite of a large improvement of access to higher education, through development of non-public schools, an important problem is still the quality of education which in many cases is limited by a low potential of universities and often does not fulfil requirements set by the labour market.</p> <p>University development programmes enable increase of the quality of educational services provided by them, focusing on for example starting new faculties or specialisations of existing faculties and conducting postgraduate studies. They will also cover extending educational offer of existing faculties, particularly in the areas important for economy development, increasing qualifications of academic staff and implementation of programmes of international cooperation.</p> <p>A particularly important element of universities development programmes is adjusting education to the needs of the labour market and economic conditions. Support will be granted also for cooperation of universities with employers as well as research and development units, contributing to modernisation and larger innovativeness of teaching, and also to increase of significance of practical forms of teaching (student apprenticeships and internships). Simultaneously, it is planned to provide support for activities concerning counselling, vocational counselling and job placement by academic careers services and academic entrepreneurship. A complementing element will consist of grant schemes for PhD students, young doctors and visiting staff as an instrument of development for academic staff with the highest qualifications. The support will be granted also to projects aimed at improvement of qualifications of teaching staff at universities. Graduates from mathematical-natural and technical faculties, which are most important for knowledge economy, may play a key role in the development of the competitive position and</p>

		<p>innovation of Polish economy.</p> <p>In the present structure of graduates, graduates of those faculties are an insufficient, small proportion. That is why it is necessary to stimulate demand for graduates of sciences by ordering education on mathematical, natural and technical faculties. There is also a need to additionally train graduates in order to adjust their skills to the labour market needs (postgraduate studies in the fields necessary for development of knowledge-based economy).</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 898,866,839
19.	EU resources contribution	EUR 764,036,813
20.	National public resources contribution	EUR 134,830,026
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the Guide for Beneficiaries states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the Guide for Beneficiaries states differently
27.	Form of payment	<p>In case of call for proposals project - advance payment for beneficiaries (development subsidy)</p> <p>In case of systemic projects – lack of payment (financial means ensured within the limit of the state budget expenditures)</p>
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of development programmes introduced by tertiary education institutions under the Measure - Number of students who finished internships or apprenticeships supported from the ESF financial means under the Measure - Number of students who finished internships or apprenticeships lasting at least 3 months - Number of tertiary education institutions which have implemented models of effective management and quality control under the Measure (divided into public and private tertiary education institutions) - Number of tertiary education institutions offering compensatory courses addressed to first-year students of mathematical-natural and technical sciences (SMT) faculties - Number of 1st year students of the SMT faculties contracted by the minister responsible for tertiary education - Number of graduates in the SMT faculties contracted by the minister responsible for tertiary education

Sub-measure 4.1.1 Strengthening and development of didactic potential of universities – call for proposals projects

1.	Type of conducted operations (projects)	Type of conducted operations (projects)
2.	Scope of cross-financing application	Scope of cross-financing application
3.	Category of structural funds intervention (priority theme dimension)	Category of structural funds intervention (priority theme dimension)
4.	Types of beneficiaries	Types of beneficiaries
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Target groups (persons, institutions, social groups directly benefiting from aid)
6.	Suggestions of selection criteria for financed operations	Suggestions of selection criteria for financed operations
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for higher education – Department for Innovation Implementation
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure is included in Chapter I (part 5) <i>Description of the project selection system under the HC OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for higher education – Department for Innovation Implementation
	Appeal procedure	Minister responsible for higher education – Department for Innovation Implementation

Sub-measure 4.1.2 Increasing the number of graduates from faculties of key importance for knowledge-based economy – call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Implementation of contracted education through improving attractiveness of education at mathematical-natural and technical (SMT) faculties due to implementation of projects including for example: - creation of grant schemes for students of contracted
----	---	---

		faculties <ul style="list-style-type: none"> - creation and implementation of compensatory programmes addressed to first-year students of SMT faculties covering improving competences necessary to continue education in these faculties - implementation of new or amended curricula (including curricula developed under Sub-measure 4.1.3) - other forms of teaching activity specified by the university, improving the attractiveness of education in the mathematical-natural and technical faculties
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - universities offering education in the contracted faculties - students of the faculties contracted under the measure
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations in will be developed the Action Plan prepared by the IB for every Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for higher education – Department for Innovation Implementation
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for higher education – Department for Innovation Implementation
	Appeal procedure	Minister responsible for higher education – Department for Innovation Implementation

Sub-measure 4.1.3 Strengthening system instruments for higher education management – systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - promotion of choosing educational pathways in mathematics, natural and technical faculties - Development of models of effective management in higher education, including: models of management of
----	---	---

		<p>different types of universities and models of quality management at universities</p> <ul style="list-style-type: none"> - development of learning programmes, especially concerning mathematics, natural and technical sciences and modern technologies in medicine (including also macrofaculties, unique faculties and interdisciplinary studies) - development of curricula for teaching in foreign languages (including English) and in selected fields of education, with particular attention paid to mathematics, natural, agricultural, medical and technical sciences. - research, analysis and expertise in the field of functioning of the higher education system, especially concerning the quality of education and adjusting its faculties to the economy needs - organising conferences, seminars and panel meetings with representatives of universities and entrepreneurs participating in them, in order to exchange experiences and develop suggestions to solve key problems of higher education - developing and implementing the system of monitoring and collecting data concerning higher education in Poland relating to the process and education quality training, analytical and research support for the staff of the National Accreditation Commission in order to strengthen the accreditation system
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	Minister responsible for higher education – Strategy Department
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Such as:</p> <ul style="list-style-type: none"> - minister responsible for higher education - remaining ministers supervising universities - National Accreditation Commission - Rada Główna Szkolnictwa Wyższego - universities (institutions and academic staff) - students
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations in will be developed the Action Plan prepared by the IB for every Priority.</p>
7.	Description of the project selection system:	

Institution responsible for project selection	Minister responsible for regional development - Department for European Social Fund Management
Mode of project selection	systemic projects
Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i>
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for regional development - Department for European Social Fund Management
Appeal procedure	Not applicable

4.2. DEVELOPMENT OF R&D SYSTEM STAFF QUALIFICATIONS AND IMPROVING THE AWARENESS OF THE ROLE OF SCIENCE IN ECONOMIC GROWTH

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IV Higher education and science
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development - Department for European Social Fund Management
5.	Intermediate Body	Minister responsible for higher education – Department for Innovation Implementation
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Not applicable
14.	Body in charge of making payments for the beneficiaries	Minister responsible for higher education – Department for Innovation Implementation
15.	Measure name and number	4.2. Development of R&D system staff qualifications and improving the awareness of the role of science in economic growth
16.	Objective and justification of the measure	<p>Measure objective: Increasing competences of staff of the R&D system to the level ensuring effective cooperation of scientific units and enterprises within implementation of research results in economy.</p> <p>Measure justification: Strengthening cooperation of the science sector with entrepreneurs requires actions improving competences of the staff from this sector within managing large scientific projects and commercialisation of their results. These actions are necessary</p>

		<p>due to observed low level of implementation of R&D works, which directly causes maintaining of technological gap between Poland and the rest of the EU Member States. In relation to the above, it is necessary to strengthen the R&D staff potential within marketing skills and management of scientific research, development works and commercialisation of their results. What is more, projects connected with promotion of industrial and intellectual property protection and their role in technology transfer will be an important element. It is a particularly significant element in the process of creating knowledge-based economy and increasing importance of scientific and development works in the economy to exchange knowledge and experience between the sectors of science and economy. In order to achieve this, actions aimed at improving awareness of R&D system staff within the needs and advantages from implementation of results of scientific research and development works will be undertaken</p> <p>The above intervention form will be complemented by increasing awareness of significance of science and scientific results for economic development through implementation of educational undertakings and information campaigns intended particularly for the R&D sector.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 61,500,000
19.	EU resources contribution	EUR 52,275,000
20.	National public resources contribution	EUR 9,225,000
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be specified by the BI
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the BI states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the BI states differently
27.	Form of payment	Advance payment for beneficiaries
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	- number of R&D staff who have upgraded their skills in the field of exploitation of research results and their use in economy under the Priority (total/F/M)

Call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - projects concerning improving skills of the R&D system staff (e.g. courses, trainings, postgraduate studies) in the field of exploitation of research results and their use in economy (including in the field of protection of intellectual and industrial property) - projects concerning improving awareness of R&D system staff within importance and principles of research and development works for economy, as well as the needs of the science and economy sectors in this field - actions popularising achievements of the Polish and world science in the process of teaching at the level of higher education
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	74
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - scientific units and their staff - entities cooperating with entities operating in the R&D sector (e.g. enterprises, universities) within information measures - students
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations in will be developed the Action Plan prepared by the IB for every Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for higher education – Department for Innovation Implementation
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for higher education – Department for Innovation Implementation
	Appeal procedure	Minister responsible for higher education – Department for Innovation Implementation

Indicative division of the financial allocation under Priority IV

MEASURE	Allocation (EUR)		
	Total	ESF	National resources
Measure 4.1 <i>STRENGTHENING AND DEVELOPMENT OF DIDACTIC POTENTIAL OF Universities</i>	898,866,839	764,036,813	134,830,026
including Sub-measure 4.1.1 <i>Strengthening and development of didactic potential of universities</i>	500,000,000	425,000,000	75,000,000
including Sub-measure 4.1.2 <i>Increasing the number of graduates from faculties of key importance for knowledge-based economy– call for proposals projects</i>	360,000,000	306,000,000	54,000,000
including Sub-measure 4.1.3 <i>Strengthening system instruments for higher education management – systemic projects</i>	38,866,839	33,036,813	5,830,026
Measure 4.2 <i>DEVELOPMENT OF R&D SYSTEM STAFF QUALIFICATIONS</i>	61,500,000	52,275,000	9,225,000
PRIORITY IV IN TOTAL	960,366,839	816,311,813	144,055,026

Priority V
GOOD GOVERNANCE

PRIORITY V

GOOD GOVERNANCE

Description of Priority V

Effective administration affects economic growth and country's development. That is why the support for improving administration's potential, especially in areas important for implementation of the Lisbon Strategy and the National Reform Plan, was envisaged within the Priority *Good governance*. It is necessary to concentrate the support on priority challenges for improving administration's potential, i.e.: strengthening the ability to create high quality law and to prepare long-term programmes and strategies, implementation of a long-term budget planning system, increase of public services quality, particularly those provided for the benefit of entrepreneurs, improving the system of justice, especially in the area of economic jurisdiction and strengthening of partnership mechanisms. Activities directed at strengthening the Polish administration's regulation potential through improvement of the process of establishing the law (particularly the reform of the system for evaluating results of the regulation) and review of existing legal acts in terms of the possibility to simplify them, will be supported within the Priority. Support directed at improving the quality of law shall comply with the assumptions of the Better Regulations Programme adopted by the Council of Ministers in August 2006. Another key objective of Priority V is the quality improvement of services and policies connected with registering business activity and enterprises' operations. It is necessary to take actions to simplify these procedures, implement the system of "one counter window" and reduce administrative costs related to the registration. Action will also be taken, directed at the strengthening of administrative capabilities to create long-term strategies and development programmes of nationwide, regional or local range. The key issue is also to prepare administration for financial management of tasks and to implement task budgeting for individual public funds' administrators. In case of local government offices it is necessary to implement solutions contributing to improvement of quality and access to services provided by these offices. The effect of implementing these activities would be the optimisation of resource usage by local government units and increase in efficiency of client servicing. Strengthening of institutional potential also results in the need for investing in human resources employed in administration. It is therefore envisaged within the Priority to support human resources departments in government and local governments units, implement modern methods of human resources management and providing human resources with competence necessary for carrying out tasks assigned to public administration, including particularly those pertaining to implemented reforms. Priority V will contribute significantly to improvement of competence in public administration human resources. The training offer which will be created within the Priority will be the result of a detailed analysis and most of all it will answer the needs resulting from goals determined in the Priority V.

Due to necessity for improving the functioning of the system of justice, support will also be granted to institutions and human resources of this sector, including particularly economic judiciary.

It also seems necessary to ensure a model of partnership cooperation between administration and non-governmental organisations and social partners (employers and employees organisations). Measures directed at the strengthening of social partner's and non-governmental organisations' potential are of horizontal character and are connected with support areas envisaged within other Measures of Priority V. Support for social partners and non-governmental organisations is connected with the role of these entities in the process of supporting modernisation of state structures and above all will contribute to the increase of their participation in the process of implementing necessary reforms, optimisation of law establishing process and implementation of rules for good governance. Such support should be implemented by extending the network of institutions for servicing the non-governmental sector, which will provide advisory and training support for non-governmental organisations on regional and local level. It is also necessary to improve the quality and access to free of charge services for

legal and civil guidance. Organisations of the third sector play the key role in this process, especially on local level. In relation to the strengthening of social partners' potential (employers organisations and trade unions), support will be directed above all social partners' representative organisations of confederation character, which participate in various forms of social dialogue. Total allocation for Priority V amounts to EUR 610,854,094 (ESF resources and state budget funds). At the same time, 2.96% (EUR 18,113,498) of total allocation of funds which constitute the reserve at MRD disposal was separated. The reserve will be assigned for co-financing of individual projects of strategic importance for implementation of the Programme.

Relevant projects implemented under the measures of Priority V should contribute to the achievement of relevant implementation effects determined for Priority V:

1. Simplification of national legal acts.
2. Improvement of the system for implementation of EU directives.
3. Optimisation of the system for assessment of regulation effects.
4. Implementation of the system for measuring administrative costs.
5. Improvement of the process of establishing local law and administrative acts by local government units.
6. Reduction of the average duration of the waiting period for registering business activity from 31 to 7 days.
7. Reduction of administrative burdens while establishing business activity by 25%.
8. Reduction of the average duration of proceeding in business matters by 20%.
9. Modernisation of financial management: implementation of a long-term budget planning system in terms of tasks by all administrators of budgetary funds.
10. Improvement of human resources management: implementation of a new system for developing remunerations in all government administration units.
11. Coverage of 65% of government administration (including 100% of ministries and central offices and 100% of voivodeship offices), 75% of marshal offices, 60% of poviats and gmina offices with measures in terms of improvement of management standards inside these units.
12. Reduction of the number of cases settled by courts in a time limit longer than 12 months by 20% through the improvement of management processes in the system of justice.
13. Improvement of efficiency of consultation mechanisms and cooperation with social partners and non-governmental organisations in terms of establishing and implementing public policies and provisions of law.
14. Increasing the percentage of non-governmental organisations which use the support by 15%, strengthening their ability to implement public tasks.
15. Increase by 250% the number of poviats covered by the free of charge legal and civil guidance.
16. Support of 100% social partners' representative organisations in terms of building their potential.

5.1 STRENGTHENING POTENTIAL OF GOVERNMENT ADMINISTRATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority V Good governance.
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development – Department for European Social Fund Management
5.	Intermediate Body	none, task coordination is performed by the Managing Authority for the HC OP
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	The Chancellery of the Prime Minister – General Director Office
14.	Body in charge of making payments for the beneficiaries	The Chancellery of the Prime Minister – General Director Office
15.	Measure name and number	5.1 Strengthening Potential Of Government Administration
16.	Objective and justification of the measure	<p>Measure objective: Modernisation of management processes in government administration.</p> <p>Measure justification: Support is envisaged within the Measure in order to improve management processes in government administration in three key aspects.</p> <p>First is to prepare administration for financial management of tasks and to implement task budgeting for individual public funds' administrators. Implementation of this measure constitutes a direct response to challenges indicated in the National Reform Programme. The second important measure will be the improvement of human resources management in government administration, particularly through preparation of a new system for developing remunerations, improvement of the system for assessing positions and support for human resources departments in government administration units. Objectives of the Priority: improvement of public administration's regulation abilities, improvement of service quality and modernisation of management processes require providing public administration with competence necessary for their achievement. Training programmes must be correlated with Priority's objectives. Third, the Measure will contribute to the improvement of standards for management in administration units. For it is expected that through ESF support, modern management methods will be introduced in government administration offices which cover both the level of the whole unit (CAF, ISO) and improvements in individual aspects of the office functioning (internal communication, documentation workflow, client servicing etc.)</p>
17.	Expenditure eligibility as part of	Expenditure eligibility criteria are coherent with <i>Guidelines on</i>

	the measure	<i>the eligibility of expenditures under HC OP.</i>
18.	Financial allocation for the measure	EUR 103,583,000
19.	EU resources contribution	EUR 88,045,550
20.	National public resources contribution	EUR 15,537,450
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	Not applicable
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the MA states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the MA states differently
27.	Form of payment	Lack of payment (resources ensured within the limit of the state budget expenditures). In case of NSPA systemic projects - development grant.
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	Number of tax authorities employees who completed participation in projects within the Measure - Percentage of state budget funds administrators who were covered by support in terms of preparation and implementation of a long-term budget planning of tasks. - Number of government administration offices which were covered by support in terms of improvement of management standards, including ²¹ :ministries and central offices - voivodeship offices

Sub-measure 5.1.1 Modernisation of management systems and improvement of human resources competence – systemic projects

1.	Type of conducted operations (projects)	Diagnosing the condition of government administration in key aspects of its functioning, <i>inter alia</i>, through expertises and analyses (1) Improvement of coordination mechanisms and cooperation between government administration units Strengthening of government administration units ability in terms of preparing and implementing programmes and strategies of nationwide/transnational range (from the design stage to evaluation) (3)
----	---	---

²¹ In relation to ministries, central offices and voivodeship offices, the indicator pertains to the number of offices which were covered by the support in terms of improvement of management standards and which implemented at least one management improvement.

		<ul style="list-style-type: none"> - Projects directed at modernisation of management processes, including, <i>inter alia</i> (4): - implementation of management improvements within public administration on the level of the whole organisation, including in terms of quality management (e.g. ISO standard) or assessment of the functioning and development level of offices (e.g. Common Assessment Framework CAF) - implementation of management improvements in public administration units in selected aspects of functioning, e.g. client servicing, internal communication, risk management, strategic planning - identifying and popularising good practices in terms of client servicing, organisation and functioning of an office, e.g. in a form of network for exchanging experiences, information and promotion campaign, seminars - Projects directed at improving human resources competence, <i>inter alia</i> through(5): - preparing assumptions and implementing a system for developing remunerations in government administration and assessing positions in government administration support for human resources and training departments directed at the strengthening of their role as centres for managing human resources advisory and training help in terms of building and using tools and standards for managing human resources in government administration surveys and assessments of training needs in government administration, including preparation of an action plan based on results of conducted surveys - stationary and remote trainings of government administration human resources, including: general trainings, specialised trainings, including <i>inter alia</i> on ICT - popularising and implementing rules, mechanisms and procedures strengthening transparency of administration and improving the level of public administration ethics <u>improving legislative techniques through training and improving the access to legislative application</u> - internships and practical trainings in the EU institutions and in the EU Member States administrations for government administration human resources (6) - Support for tax authorities in terms of improvement of quality and access to provision of client servicing (7) - Support national organisation units operating in social insurance sector in terms of improvement of quality and access to services provided for the benefit of entrepreneurs (8)
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	- The Chancellery of the Prime Minister (for project types no

		1-7) - Social Insurance Institution (for project type no 8)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - The Chancellery of the Prime Minister - government administration offices - national organisation units operating in social insurance sector public administration offices employees
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	The Chancellery of the Prime Minister – General Director Office
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	The Chancellery of the Prime Minister – General Director Office
	Appeal procedure	Not applicable

Sub-measure 5.1.2 Implementation of financial management system in terms of tasks – systemic project

1	Type of conducted operations (projects)	Projects related to the implementation of financial management system in terms of tasks, including <i>inter alia</i>: - review of legal acts regulating the functioning of public finance, - support for preparation and implementation of public tasks evaluation system based on indicators, <i>inter alia</i> through the analysis of patterns in terms of creating indicators for implementation of public tasks, creation of indicators databases, creation of a comprehensive system for evaluating public tasks, - improving methodology in terms of preparing a long-term budget planning and strategic planning - implementation of a long-term planning system in the area of financial management and management through objectives
2	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3	Category of structural funds intervention (priority theme dimension)	81
4	Types of beneficiaries	Ministry of Finance

5	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - Ministry of Finance, - government administration offices - government administration employees
6	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7	Description of the project selection system:	
	Institution responsible for project selection	The Chancellery of the Prime Minister – General Director Office
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	The Chancellery of the Prime Minister – General Director Office
	Appeal procedure	Not applicable

Sub-measure 5.1.3 Internships and practical trainings for NSPA students – systemic project

1.	Type of conducted operations (projects)	internships and practical trainings in the EU institutions and in the EU Member States administrations for NSPA students
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	National School of Public Administration
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - NSPA students
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	The Chancellery of the Prime Minister – General Director Office
	Mode of project selection	system

Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	The Chancellery of the Prime Minister – General Director Office
Appeal procedure	Not applicable

5.2 STRENGTHENING POTENTIAL OF LOCAL GOVERNMENT ADMINISTRATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority V Good governance.
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development – Department for European Social Fund Management
5.	Intermediate Body	none, task coordination is performed by the Managing Authority for the HC OP
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Ministry of Interior and Administration – Department of Public Administration
14.	Body in charge of making payments for the beneficiaries	Ministry of Interior and Administration
15.	Measure name and number	Measure 5.2 Strengthening Potential Of Local Government Administration
16.	Objective and justification of the measure	<p>Measure objective: Quality improvement of public services provided by local government offices and quality improvement of regional and local policies and programmes.</p> <p>Measure justification: All forms of support directed at efficiency improvement of local and regional administration functioning are envisaged within the Measure. The objective will be achieved above all through modernisation of management processes in local administration units, including implementation of task planning in terms of finance, and also implementation of management improvements in individual local administration units, pertaining both to the whole office and to improvements in defined areas of office operations. Improvements resulting in better client servicing in the office which produce a tangible effect, e.g. in the introduction of client servicing standards,</p>

		<p>simplification of internal procedures in the office or reduction of waiting time for considering a case will be treated preferentially. Support directed at the improvement of the process of establishing local law and administrative acts by local government units is also envisaged within the Measure. Support will be granted also to undertakings directed at the quality improvement of local and regional strategies and policies created by the administration, <i>inter alia</i> through the strengthening of abilities for using modern programming tools, effective implementation of programmed policies and assessment of their implementation effects. The quality and effects of implemented solutions also depend on human resources competence. Preparation of competence standards for employees of local government, intensification of investments in development of skills and knowledge of officials and forming and strengthening of ethical standing are envisaged in this aspect.</p> <p>Objectives of the Priority: improvement of public administration's regulation abilities, improvement of service quality and modernisation of management processes require providing human resources employed in local government units with competence necessary for their achievement. Training programmes must be correlated with Priority's objectives. Although the support within the Measure is directed above all to strengthening of local administration potential, it is also possible to cover services subordinated to the minister of interior with measures directed at improving competence. Their location in direct contact with a citizen justifies the necessity of investments in human resources employed in the above mentioned services.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 252,200,453
19.	EU resources contribution	EUR 214,370,385
20.	National public resources contribution	EUR 37,830,068
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	to be determined by the MA in cooperation with the IB2
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the MA states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the MA states differently
27.	Form of payment	In case of call for proposals project - advance payment for beneficiaries.

		In case of systemic projects – lack of payment (financial means ensured within the limit of the state budget expenditures)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of local government employees who completed participation in projects for strengthening regulation abilities within the Measure - Number of public administration institutions covered by support for improvement of management standards in division to: <ul style="list-style-type: none"> - marshal offices - poviatic offices - gmina offices

Sub-measure 5.2.1 Modernisation of management in local administration - *Call for proposals projects*

1.	Type of conducted operations (projects)	<p>projects directed at the improvement of citizen servicing and modernisation of management in local administration cover, <i>inter alia</i>:</p> <p>improving quality, accessibility of public services provided by local administration offices, implementation of management improvements within public administration on the level of the whole organisation, including in terms of quality management (e.g. ISO standard) or assessment of the functioning and development level of offices (e.g. Common Assessment Framework CAF) and in selected aspects of its functioning, e.g.</p> <p>internal communication, documentation workflow, risk management, strategic planning, projects directed at improving human resources competence, inter alia through: strengthening of human resources and training departments as centres for human resources management in local government offices, including <i>inter alia</i>, through trainings on the model and tools for human resources management, financing of postgraduate studies on human resources management, developing a model and tools for human resources management in local government in terms of: recruitment, training on the work position, periodic employee assessment, professional development and a motivating system of remunerations,</p> <p>promotion and implementation of rules, mechanisms strengthening transparency of administrations and improving ethics of local administration human resources, general and specialised trainings (stationary and remote) for human resources employed in local administration</p> <ul style="list-style-type: none"> - promotion of rules, mechanisms, procedures strengthening transparency in local government units, particularly in form of a network for exchanging experiences, information and promotion campaigns, seminars, conferences and competitions - projects covering strengthening of regulation and analytic abilities, including <i>inter alia</i>: <ul style="list-style-type: none"> - Improvement of local government units abilities to establish local law and administrative acts - strengthening of local government units abilities to develop,
----	---	--

		implement and evaluate policies and strategies of regional and local range, - strengthening units in offices responsible for monitoring and evaluation of policies and strategies of regional and local range
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - local administration offices - local administration offices employees
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Interior and Administration
	Mode of project selection	call for proposals
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Interior and Administration
	Appeal procedure	Ministry of Interior and Administration

Sub-measure 5.2.2 System support of local administration functioning – systemic projects

1.	Type of conducted operations (projects)	diagnosing local government in key aspects of its functioning, including <i>inter alia</i>, through surveys, expertises and analyses, improvement and intensification of cooperation mechanisms between public administration units, including government administration and local government units support in preparation and development of the system for monitoring and assessment of government administration efficiency in a voivodeship projects related to the implementation of financial management system in terms of tasks, including <i>inter alia</i>: - improving methodology and skills in terms of preparing a long-term budget planning and strategic planning
----	---	--

		<p>implementation of a long-term planning system in the area of financial management and management through objectives in local government</p> <ul style="list-style-type: none"> - support for implementing the system for evaluation of public tasks based on indicators - projects directed at improving human resources competence, <i>inter alia</i> through: - development of competence standards for local administration offices employees - conducting evaluation of training needs in local administration offices, including <i>inter alia</i>, preparation of an action plan based on results of conducted surveys - advisory help and trainings in ethics and avoiding conflict of interest in local government - identification and popularisation of good practices in local administration offices, including <i>inter alia</i>, client servicing, office organisation and functioning, management - popularisation of management standards and client servicing standards in local administration offices
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Ministry of Interior and Administration
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Such as:</p> <ul style="list-style-type: none"> - Ministry of Interior and Administration - local administration offices - local administration offices employees - JGLGC (Joint Government-Local Government Commission)
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V,</p>
7	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Regional Development - Department for European Social Fund Management
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Regional Development - Department for European Social Fund Management
	Appeal procedure	Not applicable

Sub-measure 5.2.3 Improvement of public services human resources competence – call of proposals projects

1.	Type of conducted operations (projects)	<p>surveys and assessments of public services training needs</p> <ul style="list-style-type: none"> - general and specialised trainings for public services - advisory help and trainings in ethics and avoiding conflict of interest for public services human resources - strengthening of local self-government appeals committees potential, <i>inter alia</i> through specialised trainings - improvement of local chamber of accounts' potential, <i>inter alia</i> through specialised trainings and strengthening of supervisory tools
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Such as:</p> <ul style="list-style-type: none"> - public administration units (not being part of government or local government administration) - employees of public administration units (not being part of government or local government administration) - employees of services supervised by the minister responsible for internal affairs - local self-government appeals committees and their employees - local chambers of accounts and their employees
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Interior and Administration – Department of Public Administration
	Mode of project selection	call for proposals
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Interior and Administration – Department of Public Administration
	Appeal procedure	Ministry of Interior and Administration

5.3 SUPPORT FOR IMPLEMENTATION OF THE LISBON STRATEGY

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority V Good governance.
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development – Department for European Social Fund Management
5.	Intermediate Body	none, task coordination is performed by the Managing Authority for the HC OP
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Not applicable
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	Measure 5.3 Support for implementation of THE Lisbon Strategy
16.	Objective and justification of the measure	<p>Measure objective: Strengthening of mechanisms for creation and implementation of public policies, establishing law and entrepreneurs servicing and quality improvement of services provided by the system of justice.</p> <p>Measure justification:</p> <p>The Measure will contribute to the implementation of Priority V objectives through quality improvement of regulation, facilitating registration and conduct of business activity and quality improvement of services provided by the system of justice. These are essential areas in terms of implementing objectives set by the Lisbon Strategy by Poland. Support instruments within the Measure are concentrated on three elements important for the functioning of the public sector in Poland. First one is the strengthening and development of the system of justice potential, particularly the economic judiciary. Unsatisfactory efficiency of the justice sector results in the necessity to implement a number of changes aimed at <i>inter alia</i>, modernisation of management system and work organisation in individual institutions in the justice sector, introduction of modern methods of professional education for employees and selection of human resources, as well as constant improvement of employees' professional qualifications. Training programmes directed at the system of justice employees working on proceedings in economic cases. The second element is the improvement of Polish administration's regulation potential through improvement of the process of establishing the law and review of existing legal acts in terms of the possibility to simplify them. It is essential in this aspect to support the reform of regulation effects assessment, which constitutes</p>

		one of the best analytic instruments for diagnosing effects of planned actions and identification of potential threats carried with the planned regulation. Moreover, projects directed at shortening and improvement of business activity registration process will be implemented within the Measure, also by natural persons, Measure 5.3 includes also projects of strategic significance for Programme implementation, implemented by the Ministry of Regional Development as regards the strengthening of public administration's analytic and strategic skills and strengthening of participation mechanisms in creating public policies.
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with <i>Guidelines on the eligibility of expenditures under HC OP</i> .
18.	Financial allocation for the measure	EUR 114,786,324
19.	EU resources contribution	EUR 97,568,375
20.	National public resources contribution	EUR 17,217,949
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	Not applicable
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the MA states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the MA states differently
27.	Form of payment	Lack of payment (resources ensured within the limit of the state budget expenditures)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of proposals for simplifying the most important acts in the context of conducting business activity - Number of customer service points created in courts with the support from the ESF - Number of judiciary employees who completed participation in projects within the Measure, including: <ul style="list-style-type: none"> - court and public prosecutor's offices employees and judge and prosecutor trainees - judges adjudicating in commercial and bankruptcy and reorganisation departments of courts as well as their assistants - Number of public administration employees who completed participation in projects for strengthening regulation potential within the Measure

Systemic projects of the Ministry of Economy

1.	Type of conducted operations (projects)	<p>Projects directed at the strengthening of public administration's regulation potential, including <i>inter alia</i>:</p> <ul style="list-style-type: none"> - improvement of functioning of the system for evaluating regulation effects, <i>inter alia</i>, through methodology improvement, support for reorganisation and structure of individual departments, providing the network of experts in departments with necessary competence - implementation of programmes directed at simplifying national legal acts, covering identification of incoherent provisions, drafting simplification programmes, monitoring their implementation - drafting and implementation of systems for diagnosing, measuring and elimination of regulatory burdens, particularly administrative burdens in the area of business law - support for drafting and implementation of a system for monitoring legislative works of the Council of Ministers/individual departments - drafting and implementation of a system enabling transposition of EU directives, particularly environmental and those related to the Common Market - implementation of a system for information flow with the European Commission on directives transposition <p>Projects directed at reducing the average duration of the period for registering business activity, including <i>inter alia</i> :</p> <ul style="list-style-type: none"> - support for the implementation of „zero counter window” system, <i>inter alia</i>, through the implementation and popularisation of uniform standards of servicing, support for office reorganisation, trainings
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Ministry of Economy
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - Ministry of Economy - public administration offices and their employees
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.</p>
7.	Description of the project selection system:	

Institution responsible for project selection	Ministry of Regional Development
Mode of project selection	system
Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Regional Development
Appeal procedure	Not applicable

Systemic projects of the Ministry of Justice

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - diagnosing the condition of the justice system in selected aspects of its functioning, <i>inter alia</i>, through expertises, surveys and analyses - Implementation of improvements aimed at facilitating the access in the justice system particularly through: <ul style="list-style-type: none"> - improving standards of client servicing - development of information policy - development of a network of client serving counters - implementation of education, promotion and information programmes aimed at dialogue development between the judicature and citizens - Implementation of management improvements in selected areas of institutions' operations, particularly with the use of information technology tools and systems regarding <i>inter alia</i>, <ul style="list-style-type: none"> - quality management - financial management: <ul style="list-style-type: none"> - organisation of court/office, including improvement of courts' secretariats' work - internal communication and flow of documents, client service - popularising information on alternative solutions for settling disputes, particularly mediations, arbitration, conciliation courts, including <i>inter alia</i>, in forms of information actions and conferences
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Ministry of Justice
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - Ministry of Justice, - public prosecutor's office and courts - public prosecutor's office and courts' employees
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for	Ministry of Regional Development

project selection	
Mode of project selection	system
Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Regional Development
Appeal procedure	Not applicable

Systemic projects of the Polish National School of Judiciary and Public Prosecution

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - general and specialised trainings for employees of courts and public prosecutor's offices, including <i>inter alia</i>, specialised trainings on professional ethics, rules for informing clients, IT and language trainings - post-graduate studies improving competence on business law for judges, public prosecutors, referendaries, assessors and assistants to judges and prosecutors, - modernisation of training system for human resources of the justice system
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Polish National School of Judiciary and Public Prosecution
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - employees of courts and public prosecutor's offices - judge and public prosecutor trainees
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Regional Development
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the	Ministry of Regional Development

agreement/decision on granting support for the project	
Appeal procedure	Not applicable

1.	Type of conducted operations (projects)	Strengthening of analytical and strategic skills of public administration at all levels: central, regional and local
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Ministry of Regional Development (Department of Structural Policy Coordination)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - public administration employees - social partners
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Regional Development
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Regional Development
	Appeal procedure	Not applicable

1.	Type of conducted operations (projects)	Strengthening of participation mechanisms in creating and implementing public policies and in making public decisions
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Ministry of Regional Development
5.	Target groups (persons,	Such as: - local communities

	institutions, social groups directly benefiting from aid)	- local government units
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	Ministry of Regional Development
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Ministry of Regional Development
	Appeal procedure	Not applicable

5.4 DEVELOPMENT OF THE THIRD SECTOR'S POTENTIAL

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority V Good governance.
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development - Department for European Social Fund Management
5.	Intermediate Body	none, task coordination is performed by the Managing Authority for the HC OP
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister responsible for public finance
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	Minister responsible for labour - Department of Implementing the European Social Fund
14.	Body in charge of making payments for the beneficiaries	Minister responsible for labour - Department of Implementing the European Social Fund
15.	Measure name and number	Measure 5.4 Development of the third sector's potential
16.	Objective and justification of the measure	Measure objective: Supporting potential of third sector's organisations for their effective and professional participation in partnership mechanisms, particularly in areas important for

		<p>implementation of the Lisbon Strategy and the National Reform Programme</p> <p>Measure justification: Partnership is of key importance for the implementation of the Lisbon Strategy. The basis for the proper division of roles among public life partners, in terms of implementing public tasks, should be complementarity. The model of narrow, sectoral look on public tasks institutions, manifesting a tendency in public institutions - responsible for public tasks and which are in this connection administrators of public funds – to apply exclusive rights in terms of direct implementation of these tasks, should be left behind. Efficiency improvement of consultation mechanisms and cooperation with non-governmental organisations in terms of establishment and implementation of public policies and provisions of law is also important. Present condition of the third sector indicates that its potential is still not fully used in a way which would enable the sector to properly fulfil functions assigned to it as well as realisable tasks. Implementation of undertakings for strengthening potential and efficiency of third sector’s activities – horizontal, sectoral and territorial – in terms of its ability to implement public tasks and agreeing on public policies with cooperation of public administration. It is envisaged that support will be directed mainly at strengthening human resources (<i>inter alia</i>, employees and volunteers) of non-governmental organisations. Non-governmental organisations would have the possibility to obtain advisory and training support provided mainly by regional and local centres which support non-governmental organisations. Such solution will enable adaptation of the training offer to the needs of the third sector from a given region. Trainings, which provide participants with a specialised knowledge <i>inter alia</i>, on finance, accounting and bookkeeping, project management, formal and legal aspects connected with functioning of an organisation, interpersonal skills. At the same time it is necessary to closely connect the subject matter of trainings with real needs of support recipients. Support for organisations operating in the area of legal and civil guidance and organisations dealing in ”guard activities”, i.e. creating and implementing programmes regarding civil surveillance over public institutions’ operations, will be emphasised.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with Guidelines on the eligibility of expenditures under HC OP.
18.	Financial allocation for the measure	EUR 100,238,968
19.	EU resources contribution	EUR 85,203,123
20.	National public resources contribution	EUR 15,035,845
21.	Anticipated amount of private resources	EUR 0

22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be specified by the MA
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the MA states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the MA states differently
27.	Form of payment	In case of call for proposals projects - advance payment for beneficiary. In case of systemic projects – lack of payment (financial means ensured within the limit of the state budget expenditures)
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of non-governmental organisations' representatives who completed participation in the project within the Measure - Number of institutions acting for non-governmental organisations which were covered by the support - Number of poviats where programmes regarding free legal and civil guidance were implemented

Sub-measure 5.4.1 System support for the third sector – *systemic projects*

1.	Type of conducted operations (projects)	<p>Research, studies, analyses, expert opinions on civic dialogue, its condition, functioning, perspectives and barriers for its development as well as needs of dialogue participants</p> <ul style="list-style-type: none"> - Monitoring and evaluation of cooperation between public administration and non-governmental organisations - Popularisation of cooperation regarding agreeing on public policies between public administration and non-governmental organisations - Development of cooperation standards between public administration and non-governmental organisations - Strengthening of widely understood social consultations regarding provisions of law and agreeing on public policies, including consultations by electronic means - Strengthening of public administration human resources competence in order to improve cooperation with social partners and non-governmental organisations
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81

4.	Types of beneficiaries	Minister responsible for labour – Department of Public Gain
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - non-governmental organisations - public administration - universities - research units
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for labour - Department of Implementing the European Social Fund
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for labour - Department of Implementing the European Social Fund
	Appeal procedure	Not applicable

Sub-measure 5.4.2 Development of civic dialogue – call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Development, popularisation and implementation of third sector’s activities ensuring high quality of public tasks implementation as well as agreeing on public policies in cooperation with public administration - Creation of regional and local information centres and support for non-governmental organisations as well as support for activities of newly created and already existing centres in terms of advisory and training assistance for non-governmental organisations - Creation and support for agreements (network) of territorial and sectoral non-governmental organisations - Creation and implementation of programmes regarding legal and civil guidance - Creation and implementation of programmes regarding social surveillance over public administration operations - Popularisation of cooperation standards between public
----	---	---

		administration and non-governmental organisations
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: <ul style="list-style-type: none"> - non-governmental organisations - unions and agreements of non-governmental organisations - people seeking legal guidance - public administration
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for labour - Department of Implementing the European Social Fund
	Mode of project selection	call for proposals
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for labour - Department of Implementing the European Social Fund
	Appeal procedure	Minister responsible for labour - Department of Implementing the European Social Fund

5.5 DEVELOPMENT OF SOCIAL DIALOGUE

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority V Good governance.
3.	Fund name	European Social Fund
4.	Managing Authority	Minister responsible for regional development - Department for European Social Fund Management
5.	Intermediate Body	none, task coordination is performed by the Managing Authority for the HC OP
6.	Certifying Authority	Minister responsible for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving	Minister responsible for public finance

	payments made by the European Commission	
9.	Form of finance	Non-returnable aid - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0-PL
13.	Implementing Authority (2nd level Intermediate Body)	Minister responsible for labour – Department of Implementing the European Social Fund
14.	Body in charge of making payments for the beneficiaries	Minister responsible for labour – Department of Implementing the European Social Fund
15.	Measure name and number	Measure 5.5 Development of social dialogue
16.	Objective and justification of the measure	<p>Measure objective: Strengthening potential of trade unions and employer organisations participating in social dialogue in terms of conducting autonomous and trilateral dialogue, including agreeing on policies with the cooperation of public administration in areas defined in the Act on Trilateral Commission for Social and Economic Matters and the Voivodeship Commissions for Social Dialogue and strengthening competence of public administration in terms of conducting social dialogue.</p> <p>Measure justification: Undertakings with the aim of strengthening potential of trade unions and employer organisations will be implemented within the framework of the Measure, so that they effectively perform the role of representative commissioners for employees and employers' interests. Projects for strengthening competence of public administration in the scope of social dialogue will also be implemented. The main barrier for conducting effective dialogue are modest resources of social partners organisations, which prevent wide participation in creating public policies and programmes implementations as well as the lack of professional expert human resources. Therefore, increasing the quality of social dialogue requires significant strengthening of partner organisations' potential and consistent building of their competence Support will be directed above all to these trade unions and employer organisations which actively participate in trilateral and autonomous dialogue. Therefore, human resources will be strengthened above all, through various forms of education directed at providing knowledge <i>inter alia</i>, on law, economy and negotiation techniques. Preparing Polish social partners to actively participate in social dialogue conducted at international and supranational level is also an important aspect. However, it is necessary to closely connect trainings with real needs of a given type of recipients.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are coherent with Guidelines on the eligibility of expenditures under HC OP.
18.	Financial allocation for the measure	EUR 21,931,851
19.	EU resources contribution	1EUR 18,642,073

20.	National public resources contribution	EUR 3,289,778
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be specified by the MA
25.	Date of expenditure eligibility initiation	12 December 2006 - unless the MA states differently
26.	Minimum/maximum project value	Minimum PLN 50 thousand – unless the MA states differently
27.	Form of payment	In case of systemic projects – lack of payment (resources ensured within the limit of the state budget expenditures) In case of call for proposals project - advance payment for beneficiary
28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	- Number of social partners' representatives who completed participation in the project within the Measure - Number of social partners' representative organisations which were covered by the support in terms of building their potential

Sub-measure 5.5.1 System support for social dialogue – *systemic projects*

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Studies, analyses, expert opinions on social dialogue, its condition, perspectives and barriers for its development and needs of dialogue participators - Monitoring and evaluation of cooperation between public administration and social dialogue institutions - Popularising cooperation in terms of agreeing on public policies between public administration and social partners - Developing and popularising standards for cooperation between public administration and social partners - Support for social partners' participation in works of the European structures of social dialogue
2.	Scope of cross-financing application	According to provisions of Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	Minister responsible for Labour - Department of Social Dialogue and Partnership
5.	Target groups (persons,	Such as:

	institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - representative employer organisations and their member entities - representative trade unions and their member entities - public administration
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for labour - Department of Implementing the European Social Fund
	Mode of project selection	system
	Procedure of substantive assessment of an application for project financing	Information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for labour - Department of Implementing the European Social Fund
	Appeal procedure	Not applicable

Sub-measure 5.5.2 Strengthening of social dialogue participants – *call for proposals projects*

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Studies, analyses, expert opinions on social dialogue, its condition, perspective and barriers for its development as well as needs of dialogue participants - Support for social partners' participation in works of the European structures of social dialogue, efficiency of management and communication processes, improvement of information systems functioning - Creation and implementation of programmes improving expert qualifications - Support for cooperation between social partners organisations on territorial and sectoral level
2.	Scope of cross-financing application	According to provisions of <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	81
4.	Types of beneficiaries	all entities – except for natural persons (not applicable to people conducting economic or educational activity on the basis of separate provisions)

5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Such as: - social dialogue institutions - employer and employee organisations - members of the Trilateral Commission for Social and Economic Matters and the Voivodeship Commissions for Social Dialogue - members of trade unions and employer organisations
6.	Suggestions of selection criteria for financed operations	Criteria: - general - detailed Precise indication of selection criteria for financed operations will take place in the Action Plan for Priority V, prepared by the MA.
7.	Description of the project selection system:	
	Institution responsible for project selection	Minister responsible for labour - Department of Implementing the European Social Fund
	Mode of project selection	call for proposals
	Procedure of substantive assessment of an application for project financing	Detailed information on the procedure are included in Chapter I (part 5) <i>Description of the project selection system under the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Minister responsible for labour - Department of Implementing the European Social Fund
	Appeal procedure	Minister responsible for labour - Department of Implementing the European Social Fund

Indicative division of the financial allocation under Priority IV

MEASURE	Allocation (EUR)		
	Total	ESF	National resources
Measure 5.1 <i>STRENGTHENING POTENTIAL OF GOVERNMENT ADMINISTRATION</i>	103,583,000	88,045,550	15,537,450
Measure 5.2 <i>STRENGTHENING POTENTIAL OF LOCAL GOVERNMENT ADMINISTRATION</i>	252,200,453	214,370,385	37,830,068
Measure 5.3 <i>SUPPORT FOR IMPLEMENTATION OF THE LISBON STRATEGY</i>	101,286,324	86,093,375	15,192,949
Measure 5.4 <i>DEVELOPMENT OF THE THIRD SECTOR'S POTENTIAL</i>	100,238,968	85,203,123	15,035,845
Measure 5.5 <i>DEVELOPMENT OF SOCIAL DIALOGUE</i>	21,931,851	18,642,073	3,289,778
MRD reserve	31,613,498	26,871,474	4,742,024
PRIORITY V IN TOTAL	610,854,094	519,225,980	91,628,114

Priority VI THE LABOUR MARKET
OPEN FOR ALL

PRIORITY VI

THE LABOUR MARKET OPEN FOR ALL

Description of Priority VI

Professional activation of the unemployed, including those professionally inactive, has been the basic challenge for the state employment policy, in particular in the context of social, economic and demographic changes having impact on the labour market structure. Simultaneously, territorial diversification of unemployment level and greater possibility to detect unique problems on the local and regional levels resulted in the fact that aid for the unemployed and the professionally inactive will be most of all implemented on the regional level with simultaneous cooperation and involvement of a wide group of entities taking actions for the benefit of professional activation on the regional scale.

Support under this Priority will focus above all on the selected target groups that face the greatest difficulties related to entering and maintenance on the labour market. The groups will cover young people (up to 25 years of age) who have no professional experience or qualifications necessary to find employment, women (especially including single mothers), elderly people (over 45 years of age) having difficulties adjusting to the requirements of the modernising economy as well as the disabled people seeking employment on the open labour market. In addition, support under the Priority will be aimed at people who have been unemployed over a long period, whose reintegration with the labour market is usually time-consuming and requires the application of various activation instruments.

One of the significant problems of the Polish labour market includes hidden unemployment which concerns rural areas residents to the greatest extent, in particular including the post-state farm localities. It is therefore necessary to establish conditions for employment in the non-agricultural sector and to deliver incentives to seek employment outside agriculture.

Under this Priority, great emphasis will be placed on increasing the effectiveness of services provided for the unemployed and the professionally inactive, at the professional activity age, in particular including early detection of needs of the labour market clients and assessment of the possibilities of their professional development as well as increase of accessibility of labour agency and professional advisory services playing a key role at the initial stage of being unemployed.

Establishment of conditions contributing to the increase of employment abilities of the unemployed, covering, *inter alia*, measures for further development and modifications of professional qualifications in forms of trainings, courses and traineeships as well as possibilities to obtain professional experience at work will also be important elements of support under this Priority. Assistance will also focus on the development of entrepreneurship and self-employment, covering, *inter alia*, advisory, trainings as well as financial and legal services for those willing to set up their own businesses.

Effectiveness of implementation of the above mentioned tasks depends to a large extent on ensuring appropriate organisational and institutional conditions by providing support for public and private entities providing services for the professional activation of the unemployed, strictly related to the specificity of tasks implemented. As opposed to measures taken on the central level, support for the labour market intuitions in the region will focus above all on increasing qualifications of employees in the non-school system (by means of courses, advisory and trainings) and will directly relate to the scope and specificity of tasks implemented. In addition, in order to increase access to job agency and professional advisory, support will be possible for employment of key personnel implementing tasks aimed at the unemployed on the regional level.

Dedicated projects implemented under Priority VI measures should contribute to achieving appropriate implementation outcomes set for Priority VI:

1. Providing support to 45% of the registered unemployed and job seekers.
2. Providing trainings implemented in the non-school system significant from the point of view of the regional labour market to 100% of key employees of the Public Services of Employment (PSZ).
3. Providing assistance as part of Active Labour Market Policies to all young unemployed people (aged 15-24) for the period of 100 days from the day of registration to 2010.
4. Covering 50% of unemployed women with the labour market instruments and training service.
5. Covering 50% of people who have been unemployed over a long period with the labour market instruments and training service.
6. Covering 35% of unemployed disabled with the labour market instruments and training service.
7. Covering 50% of the unemployed living in the rural areas with the labour market instruments and training service.
8. Covering 40% of elderly unemployed people (aged 50-64) with the labour market instruments and training service.

6.1 IMPROVEMENT OF ACCESS TO EMPLOYMENT AND SUPPORT FOR PROFESSIONAL ACTIVITY IN THE REGION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VI The labour market open for all
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development - Department for European Social Fund Management
5.	Intermediate Body	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
6.	Certifying Authority	Minister competent for regional development - Certifying Authority Department
7.	Certification Intermediate Body	n/a
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-reimbursable aid - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	n/a - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42 PL43,, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
14.	Body in charge of making payments for the beneficiaries	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
15.	Measure name and number	Measure 6.1 improvement of access to employment and support for professional activity in the region
16.	Objective and justification of the measure	<p>Measure objective:</p> <p>Increase of the level of professional activity and employment abilities of the unemployed and establishment of conditions <u>to develop professional activity in the region.</u></p>
<p>Measure justification:</p> <p>Current changes on the labour market resulting, <i>inter alia</i>, from demographic, structural and economic factors determine the necessity to take measures to professional activation of the unemployed, including those professionally inactive. Simultaneously, effectiveness of measures taken depends to a large extent on the concentration of support on the selected target groups, e.g. groups with the greatest difficulties accessing and maintaining on the labour market. Therefore support under this Measure should focus above all on people who have not been employed over a long period, young people up to 25 years of age, the disabled, women returning to the labour market or entering it for the first time as well as people of the so-called immobile age, e.g. those who are over 45 years of age. One of the significant problems of the Polish labour market also includes hidden unemployment in the villages. Requirements of the modernising economy make it necessary to change the structure of employment within the rural areas. As part of this Measure support should therefore</p>		

		<p>focus also on the unemployed who reside in the rural areas (in particular including the post-state farm localities where the level of unemployment is particularly high) and lead to their obtaining of qualifications necessary to initiate employment in non-agricultural professions. Effectiveness of measures taken also depends on appropriate assessment of needs of people without employment and on adjusting appropriate instruments and forms of support to them, considering the specificity and needs of the regional labour market. In addition, it is necessary to establish appropriate institutional and organisational conditions to increase the level of employment in the region and to implement preventive measures by providing organisational and personnel support as well as by increasing professional qualifications of employees involved in professional activation of the unemployed, related directly to the specificity and scope of projects implemented.</p> <p>Support of cooperation mechanisms of public and private entities providing services for the unemployed, <i>inter alia</i>, including public-private partnerships and various forms of social dialogue, should also be a significant element of support to increase the level of professional activity in the region.</p>
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria comply with the <i>Guidelines concerning eligibility of expenditure within the HC OP</i> .
18.	Financial allocation for the measure	EUR 1,826,081,945
19.	EU resources contribution	EUR 1,552,169,653
20.	National public resources contribution	EUR 273,912,292
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EU L 379 of 28.12.2006, p. 5) - Commission Regulation (EC) No 800/2008 with the Communication from the commission — Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis (2009/C 83/01) (OJ EU C 83 of 7.4.2009, p. 1) - <p>Legal basis for providing public aid and <i>de minimis</i> aid: <i>Ordinance of the Minister of Regional Development of 6 May 2008 on providing public aid as part of the Human Capital Operational Programme (Dz.U. No 90, item 557, as</i></p>

		amended) Legal basis for providing temporary aid (up to 31 December 2010): <i>Ordinance of the Minister of Regional Development on financial aid in form of limited amount of aid concordant with the common market as part of the Human Capital Operational Programme</i> ²²
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - if the IB does not determine later deadline
26.	Minimum/maximum project value	Minimum of PLN 50,000 – if the IB does not decide otherwise
27.	Form of payment	In the case of call for proposals projects – advance payment for beneficiaries. In the case of WUP call for proposals projects – lack of payment (increase of the limit of expenditure as part of territorial self-government unit budget). In the case of Poviát Office of Employment systemic projects – increase of the limit of resources of the Labour Fund by the Labour Fund authorising officer.
28.	Cross-financing share amount (%)	Up to 10% ²³
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of people who completed participation in projects implemented under the Measure (total/f/m), including: - number of people aged 15-24 (total/f/m) - number of people aged 15-24 (total/f/m) residing in the rural areas - number of people in particularly difficult situation on the labour market - including the number of the disabled (total/f/m) - including the number of people who have been unemployed over a long period (total/f/m) - including the number of the rural areas residents (total/f/m) - number of people aged 50-64 (total/f/m) - number of people who were covered by the Individual Action Plan (total/f/m) - Number of key employees of the PSZ who completed participation in trainings implemented in the non-school system, significant from the point of view of the regional labour market (total/f/m). - Number of people who received the resources to take up businesses (total/f/m), including: - number of people aged 15-24 (total/f/m) - number of people in particularly difficult situation on the labour market (total/f/m) - including the number of the disabled (total/f/m) - including the number of people who have been unemployed over a long period (total/f/m) - including the number of the rural areas residents (total/f/m) - number of people aged 50-64 (total/f/m)

22 From the day of entry into force of this Ordinance.

23 Not applicable to Sub-measure 6.1.3, under which it is impossible to expend following the cross-financing rule.

Sub-measure 6.1.1 Support for the unemployed on the regional labour market - call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Assessment of needs of people without employment, <i>inter alia</i>, including by means of Individual Action Plans, Assessment of the training needs and possibilities of professional improvement in the region²⁴, - Delivery of workshops and trainings in the scope of methods of seeking jobs and acquiring key competences, - Psychological and advisory support for persons entering the labour market or returning to it, - Implementation of programmes of professional activation covering one or several of the following forms of support: <ul style="list-style-type: none"> - Job agency and/or professional advisory, - Professional internships/traineeships,²⁵ - Trainings leading to increasing, complementing or modifying professional qualifications,²⁶ - Subsidising employment, - Support for voluntary work as a stage preparing for taking up employment, <i>inter alia</i>, by ensuring training and advisory support for the volunteer, - Support for initiatives to increase geographical mobility (regional and interregional) of people without employment (in particular including people residing in the rural areas), <i>inter alia</i>, by financing transport from the place of residence to the workplace and reimbursement of accommodation costs, - Popularisation and promotion of alternative and flexible forms of employment and methods of work organisation (<i>inter alia</i>, including teleworking, work without full amount of working time, rotational work), - Advisory and training support for the employee who obtained employment as part of the project leading to its adaptation at the workplace (bridge support), - Single relocation (mobility) bonuses for the employee who obtained employment as a result of support granted
----	---	---

²⁴ In the case of 1-9 project types it is possible to take into account accompanying support consisting in ensuring care for children and people dependant for the project participant in the project.

²⁵ People participating in apprenticeship or undergoing professional traineeship are entitled to monthly grant to the amount no greater than the amount of minimum remuneration (competent IB/IB2 shall determine detailed conditions for undergoing apprenticeship and professional traineeship, considering ensuring appropriate conditions for acquiring skills by the project participants).

²⁶ People participating in trainings or courses are entitled to grants to the amount no greater than gross PLN 4.00 per hour of participation in the training (competent IB/IB2 shall determine detailed conditions for participation in the training or course, considering ensuring appropriate conditions for acquiring skills by the project participants). People without employment, registered in the PUP as the unemployed, shall notify PUP of participating in the training implemented under the Project within 7 days before the training initiation.

		<p>as part of the project at the distance beyond 50 km from the place of residence,²⁷</p> <ul style="list-style-type: none"> - Delivery of publicity campaigns and informational actions to encourage employers to employ people in the group of those in particular situation on the labour market, - Development and dissemination of information on job offers, possibilities of participation in trainings and traineeships and other services and professional activation instruments offered, <i>inter alia</i>, by means of application of modern and multi-channel information and communication technologies, - - Trainings and specialist advisory for personnel of labour market institutions active within the region (excluding Public Services of Employment), related to the specificity of tasks implemented by these institutions on the regional labour market, <p>Development of dialogue, public-social partnership and cooperation for the development of human resources on the regional and local levels,</p> <ul style="list-style-type: none"> - Delivery, publication and dissemination of studies and analyses relating to the situation on the regional and local labour market, <i>inter alia</i>, establishment of regional observatories of the labour market and monitoring of commercial migrations within the region.
2.	Scope of cross-financing application	Pursuant to the provisions of the <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	63, 66, 67, 69
4.	Types of beneficiaries	All entities – excluding Poviats Offices of Employment and natural persons (not applicable to persons carrying out economic or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - The unemployed (including people registered as unemployed or job-seekers), in particular people of one or several of the target groups below: - The unemployed for the total period of over 12 months within the last 2 years, - Women (in particular including women entering the labour market for the first time or returning to it after a break related to giving birth to or raising a child), - People aged up to 25 years,

²⁷ Single relocation (mobility) bonus is paid to the amount equal to six times 100% of the value of unemployment benefits to the person whose employment relation has expired or been dissolved for the reasons not relating to the employee within the period no longer than 6 months before the day of acceding the project. Meeting the distance criterion is verified on the basis of a declaration made by the project participant. The bonus may be granted no later than on 31 December 2010.

		<ul style="list-style-type: none"> - The disabled, - People aged over 45 years, - The unemployed residing in rural and rural/urban gminas and residents of cities over 25,000 residents intending to take up employment within areas not related to plant and/or animal production, - Labour market institutions and their employees, - Entities acting for the benefit of the development of human resources and popularisation of dialogue and public-social partnership on the regional and local levels.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Criteria of selection of operations financed will be accurately determined in the Action Plan prepared by the IB for each Priority.</p>
7	Description of the project selection system:	
	Institution responsible for project selection	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information about the procedure is provided in Chapter I (subparagraph 5) <i>Description of the projects selection as part of the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Appeal procedure	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)

Sub-measure 6.1.2 Support for Poviats and Voivodeship Offices of Employment in the area of implementation of tasks for professional activation of the unemployed in the region – call for proposals projects solely for Poviats and Voivodeship Offices of Employment

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Projects to enhance and develop Public Services of Employment in the region, <i>inter alia</i>, by means of trainings, advisory, labour market research, including: - Popularisation of job agency and professional advisory in the region, <i>inter alia</i>, by financing employment of professional advisors and job agents, - Trainings, advisory and financing post-graduate studies, junior college and supplementary masters studies for personnel of Public Services of Employment active in the region, directly related to the needs and specificity of measures they implement,
----	---	---

		<p>Delivery, publication and dissemination of studies and analyses of the situation on the regional <u>and local labour market (including as part of regional observatories of the labour market), <i>inter alia</i>, in the scope of:</u></p> <ul style="list-style-type: none"> - Anticipated situation on the labour market of the selected professions, sectors/branches, - Anticipated expectations of employers as regards the desired qualifications and training services, - Commercial migrations within the region,
2.	Scope of cross-financing application	Pursuant to the provisions of the <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	65
4.	Types of beneficiaries	<ul style="list-style-type: none"> - Poviats Offices of Employment, - Voivodeship Offices of Employment in the scope of tasks implemented by the Centre of Information and Career Planning and/or other competent departments of the Voivodeship Office of Employment pursuant to the scope of competences,
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Poviats and Voivodeship Offices of Employment, - Employees of Poviats and Voivodeship Offices of Employment,
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Criteria of selection of operations financed will be accurately determined in the Action Plan prepared by the IB for each Priority.</p>
Description of the project selection system:		
7	Institution responsible for project selection	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information about the procedure is provided in Chapter I (subparagraph 5) <i>Description of the projects selection as part of the Human Capital OP</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Appeal procedure	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)

Sub-measure 6.1.3 Improvement of employment ability and increase of the level of professional activity of the unemployed – systemic projects

1.	Type of conducted operations (projects)	<p>Instruments and services specified in the Act of 20 April 2004 on employment promotion and labour market institutions (Dz.U. of 2008 No 69, item 415, as amended), financed from the Labour Fund resources, related to the implementation of the following forms of support:</p> <ul style="list-style-type: none"> - trainings, - traineeships, - professional preparation of adults, - intervention works, - providing equipment to and completing equipment of workstations, - granting single resources for taking up economic activities, including legal support, consultations and advisory related to setting up a business.
2.	Scope of cross-financing application	Pursuant to the provisions of the <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	66, 67, 68, 69
4.	Types of beneficiaries	Poviat Offices of Employment,
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	People registered by the Poviat Office of Employment as unemployed, in particular including people in a particular situation on the labour market, specified in Article 49 of the Act of 20 April 2004 on employment promotion and labour market institutions (Dz.U. No 99, item 1001, as amended).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Criteria of selection of operations financed will be accurately determined in the Action Plan prepared by the IB for each Priority.</p>
7	Description of the project selection system:	
	Institution responsible for project selection	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information about the procedure is provided in Chapter I (subparagraph 5) <i>Description of the projects selection as part of the Human Capital OP</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Appeal procedure	n/a

6.2 SUPPORT AND PROMOTION OF ENTREPRENEURSHIP AND SELF-EMPLOYMENT

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VI The labour market open for all
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development - Department for European Social Fund Management
5.	Intermediate Body	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
6.	Certifying Authority	Minister competent for regional development - Certifying Authority Department
7.	Certification Intermediate Body	n/a
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-reimbursable aid - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	n/a - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42 PL43,, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
14.	Body in charge of making payments for the beneficiaries	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
15.	Measure name and number	Measure 6.2 Support and promotion of entrepreneurship and self-employment
16.	Objective and justification of the measure	<p>Measure objective: Promotion of and support for initiatives and solutions to establish new jobs and establishment of creative attitudes to develop entrepreneurship and self-employment.</p> <p>Measure justification: Development of entrepreneurship and self-employment is one of the forms of effective reactions to unemployment, increasing the level of professional activity of the population and stimulating economic and social development of the regions. Support implemented as part of the Measure will focus on natural persons intending to set up their own businesses and will cover financial aid and substantive/advisory support both at the time of company establishment and at the initial stage of its functioning in order to ensure durability and continuity of projects implemented. It is also necessary to take measures to establish and support enterprising and creative attitudes covering, <i>inter alia</i>, the provision of knowledge on the functioning of small companies, dissemination of good practices in the scope of support for individual entrepreneurship as well as implementation of promotional and information campaigns.</p>
17.		Expenditure eligibility as part of the measure
18.	Financial allocation for the measure	EUR 400,847,256
19.	EU resources contribution	EUR 340,720,168

20.	National public resources contribution	EUR 60,127,088
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Where applicable: - De minimis aid: Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EU L 379 of 28.12.2006, p. 5) Legal basis for providing public aid and <i>de minimis</i> aid: <i>Ordinance of the Minister of Regional Development of 6 May 2008 on providing public aid as part of the Human Capital Operational Programme (Dz.U. No 90, item 557, as amended)</i>
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - if the IB does not determine later deadline
26.	Minimum/maximum project value	Minimum of PLN 50,000 – if the IB does not decide otherwise
27.	Form of payment	Advance payment for beneficiaries
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of people who received the resources to take up businesses (total/f/m), including: <ul style="list-style-type: none"> - number of people aged 15-24 (total/f/m) - number of people in particularly difficult situation on the labour market (total/f/m) - including the number of the disabled (total/f/m) - including the number of people who have been unemployed over a long period (total/f/m) - including the number of the rural areas residents (total/f/m) - number of people aged 50-64 (total/f/m) - Number of people who completed participation in projects implemented under the Measure (total/f/m), including: <ul style="list-style-type: none"> - number of people aged 15-24 (total/f/m) - number of people aged 15-24 (total/f/m) residing in the rural areas - number of people in particularly difficult situation on the labour market (total/f/m) - including the number of the disabled (total/f/m) - including the number of people who have been unemployed over a long period (total/f/m) - including the number of the rural areas residents (total/f/m) - number of people aged 50-64 (total/f/m) - number of people who were covered by the Individual Action Plan (total/f/m)

Call for proposals projects

	Type of conducted operations (projects)	<p>Support for people intending to initiate businesses (including for the establishment of cooperatives or social cooperatives) by means of the following instruments (one or several) ²⁸:</p> <ul style="list-style-type: none"> - (individual and group) advisory as well as trainings facilitating obtaining knowledge and skills necessary to set up and run businesses, - Granting financial resources for enterprise development (including in form of cooperatives or social cooperatives – inasmuch as all shareholders are people who initiated businesses as a result of participation in the project implemented as part of this Measure), up to PLN 40,000 (or 20,000 per person in the case of cooperatives or social cooperatives),²⁹ <p>Bridge support in the period of up to 6/to 12 months from the day of initiation of economic activity, covering bridge financial support paid monthly to the amount not exceeding the equivalence of minimum remuneration as of the day of subsidy payment, combined with advisory and aid in effective use of subsidy (solely for people who initiated activity as part of a given project),³⁰</p> <ul style="list-style-type: none"> - Promotion of entrepreneurship and self-employment by means of promotional and information campaigns, - Dissemination of good practices in the scope of entrepreneurship development.
2.	Scope of cross-financing application	Pursuant to the provisions of the <i>Guidelines in the scope of eligibility of expenditure under the Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	68
4.	Types of beneficiaries	All entities – excluding Poviats Offices of Employment and natural persons (not applicable to persons carrying out economic or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Natural persons intending to set up businesses (excluding people who had a registered business in the period of 12 months before the day of acceding the project), in particular including: - The unemployed for the total period of at least 12

28 Project participant applying for granting financing for the development of entrepreneurship is obliged to submit a declaration of not simultaneously using other public resources, in particular including from the Labor Fund and as part of Sub-measure 8.1.2 for the initiation of economic activity.

29 The beneficiary is obliged to control the regularity of expenditure of resources for the development of entrepreneurship granted to the project participant within 12 months from the day of initiation of economic activity by the project participant. The project participant who obtained financial resources for the development of entrepreneurship (including for establishing a cooperative or social cooperative) is obliged to reimburse the resources obtained with the interests due, if they have been running economic activity or have been a member of the cooperative for the period shorter than 12 months or other contractual provisions have been violated, in particular including those concerning the allocation of these resources.

30 Basic bridge support is granted on the request of the project participant submitted to the beneficiary for the period of up to 6 months counted from the day of initiation of economic activity. Simultaneously, in justified cases and on the request of the project participant submitted to the beneficiary it is possible to extend basic bridge support no longer than up to the 12th month included from the day of economic activity initiation.

		<p>subsequent months within the last 24 months before acceding the project,</p> <ul style="list-style-type: none"> - Women (in particular including women entering the labour market for the first time or returning to it after a break related to giving birth to or raising a child), - People aged up to 25 years, - The disabled, - People aged over 45 years, - People residing in rural and rural/urban gminas and residents of cities with up to 25,000 residents, Residents intending to take up employment within areas not related to plant and/or animal production,
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Criteria of selection of operations financed will be accurately determined in the Action Plan prepared by the IB for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information about the procedure is provided in Chapter I (subparagraph 5) <i>Description of the projects selection as part of the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Appeal procedure	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)

6.3 LOCAL INITIATIVES FOR THE INCREASE OF THE LEVEL OF PROFESSIONAL ACTIVITY WITHIN THE RURAL AREAS

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VI The labour market open for all
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development - Department for European Social Fund Management
5.	Intermediate Body	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
6.	Certifying Authority	Minister competent for regional development - Certifying Authority Department
7.	Certification Intermediate Body	n/a
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-reimbursable aid - 01

10.	Territory type	05 (rural areas)
11.	Economic activity area	n/a - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42 PL43., PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
14.	Body in charge of making payments for the beneficiaries	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
15.	Measure name and number	Measure 6.3 Local initiatives for the increase of the level of professional activity within the rural areas
16.	Objective and justification of the measure	<p>Measure objective: Increase of employment abilities and spatial and professional mobility of persons residing within the rural areas by preparing them for taking up employment in non-agricultural professions and using the chances related to the establishment of new jobs within the rural areas.</p> <p>Measure justification: Rural areas are places of concentration of numerous negative phenomena within the area of employment. These, <i>inter alia</i>, include hidden unemployment, quality of human capital and significantly less favourable structure of employment in terms of education than within the urban areas. Too low a level of activity of village residents in the scope of self-organisation and taking bottom-up initiatives for providing solutions to problems of rural communities within the area of employment is also a significant problem. It is therefore necessary to stimulate changes leading to the reduction of employment and increase of the level of professional activity of the unemployed residing in the rural areas.</p> <p>The Measure shall feature the implementation of support aimed at professional activation and increase of the level of employment of rural residents, in particular acquiring professional skills useful outside agriculture. The above mentioned instruments shall lead to the decrease of variations within the area of employment between the rural areas and urban centres.</p> <p>The Measure provides for the forms of support contributing to the improvement of the situation of the unemployed on the labour market, which correspond to the specificity of the rural areas, i.e. support for the establishment and taking up activity by means of local initiatives and pacts for providing solutions to problems of the rural residents within the area of employment. Following from the specificity of the rural areas and possible final beneficiaries of support active within these areas, the Priority implementation system will focus on the entities of smaller organizational potential (which would be unable to implement projects as part of other Measures of Priority VI) and will cover the implementation of small projects (up to PLN 50,000) aimed at small local communities and lead to their</p>

		activation.
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria comply with the <i>Guidelines concerning eligibility of expenditure within the HC OP</i> .
18.	Financial allocation for the measure	EUR 30,000,000
19.	EU resources contribution	EUR 25,500,000
20.	National public resources contribution	EUR 4,500,000
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	n/a
24.	Minimum beneficiary's own contribution (%)	To be specified by the IB
25.	Date of expenditure eligibility initiation	12 December 2006 - if the IB does not determine later deadline
26.	Minimum/maximum project value	Maximum value – PLN 50,000
27.	Form of payment	Advance payment for beneficiaries
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of projects supporting the development of local initiatives - Number of people who completed participation in projects implemented under the Measure (total/f/m), including: <ul style="list-style-type: none"> - number of people aged 15-24 (total/f/m) - number of people aged 15-24 (total/f/m) residing in the rural areas - number of people in particularly difficult situation on the labour market (total/f/m) <ul style="list-style-type: none"> - including the number of the disabled (total/f/m) - including the number of people who have been unemployed over a long period (total/f/m) - including the number of the rural areas residents (total/f/m) - number of people aged 50-64 (total/f/m) number of people who were covered by the Individual Action Plan (total/f/m)

Call for proposals projects

1.	Type of conducted operations (projects)	<p>Bottom-up local initiatives covering:</p> <ul style="list-style-type: none"> - projects contributing to professional activation of the rural residents, improvement of employment abilities and development of activation services (excluding instruments covered by the rules of public aid), - support for local information, training and advisory initiatives promoting professional activation on the local level, - development of dialogue, public-social partnership and cooperation for the development of human resources on the local level.
2.	Scope of cross-financing	Pursuant to the provisions of the <i>Guidelines in the scope of</i>

	application	<i>eligibility of expenditure under the Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	66, 80
4.	Types of beneficiaries	All entities – excluding natural persons (not applicable to persons carrying out economic or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - rural and rural/urban gminas residents and residents of cities with up to 25,000 residents, - local communities actively participating within the rural areas for the benefit of professional activation of the rural areas residents, - entities active within the rural areas for the benefit of professional activation of the rural areas residents.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Exact determination of the criteria of selection of operations financed in the Action Plan prepared by the IB for each Priority.</p>
7	Description of the project selection system:	
	Institution responsible for project selection	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information about the procedure is provided in Chapter I (subparagraph 5) <i>Description of the projects selection as part of the Human Capital OP.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)
	Appeal procedure	Body appointed by the voivodeship self-government (full list of bodies and address data shall be published in an annex)

Indicative division of financial allocation as part of Priority VI

MEASURE	Allocation (EUR)		
	Total	ESF	National resources
Measure 6.1 <i>IMPROVEMENT OF ACCESS TO EMPLOYMENT AND SUPPORT FOR PROFESSIONAL ACTIVITY IN THE REGION</i>	1,826,081,945	1,552,169,653	273,912,292
including Sub-measure 6.1.1 <i>Support for the unemployed on the regional labour market</i>	328,694,750	279,390,538	49,304,212
including Sub-measure 6.1.2 <i>Support for Poviats and Voivodeship Offices of Employment in the area of implementation of tasks for professional</i>	91,304,097	77,608,483	13,695,614

<i>activation of the unemployed in the region</i>			
including Sub-measure 6.1.3 <i>Improvement of employment ability and increase of the level of professional activity of the unemployed</i>	1,406,083,098	1,195,170,632	210,912,466
Measure 6.2 <i>SUPPORT AND PROMOTION OF ENTREPRENEURSHIP AND SELF-EMPLOYMENT</i>	400,847,256	340,720,168	60,127,088
Measure 6.3 <i>LOCAL INITIATIVES FOR THE INCREASE OF THE LEVEL OF PROFESSIONAL ACTIVITY WITHIN THE RURAL AREAS</i>	30,000,000	25,500,000	4,500,000
TOTAL PRIORITY VI	2,256,929,201	1,918,389,821	338,539,380

Priority VII
PROMOTION OF SOCIAL
INTEGRATION

PRIORITY VII

PROMOTION OF SOCIAL INTEGRATION

Description of Priority VII

Within the framework of Priority VII undertaken will be first of all activities aimed at enabling access to the labour market by persons threatened by social exclusion and developing social economy institutions as effective form of socio-professional integration.

An important support element would be elimination of diverse barriers (organisational, legal or psychological ones) which are encountered by persons threatened by social exclusion, experiencing discrimination problems on the labour market. This problem concerns in the first place persons with disabilities, persons with lasting unemployment, immigrants and persons leaving foster care institutions or penitentiary institutions, who are perceived in a stereotypical way by employers and by the social environment as employees who are characterised by lower availability and professional mobility. As to these persons used will be active integration measures, aimed at re-establishing people affected by exclusion on the labour market and their integration with society, through restoring their employment capacity or employment capabilities, obtaining income support and eliminating obstacles met by persons and families in process of access to social rights and services, and by it – supporting their return to employment or other remunerative work.

Also vital is creation of conditions conducive to the development of adaptation employment forms, including in the social economy sector (non-governmental organization, work cooperatives, cooperatives of disabled and sightless persons, social cooperatives), which by combining social goals with economic ones forms an effective instrument for activation of persons who experience difficulties connected with entry to the labour market and maintaining their position there. In such a context of core importance is supporting social entrepreneurship and entities that operate in support of its development, inter alia through counselling, training and financial and legislative services. Support within the Priority would hence be designated not only for social economy entities but also for institutions appointed for its supporting, which by assuring the indispensable knowledge and experience related to principles of running economic activity, managing human resources or applying legal regulations allow the development and functioning of a social economy.

Additional element of support for inhabitants of rural areas will be a system of minor financial grants, through which initiatives would be supported which are oriented at improving abilities of employing, improving social mobility and activity of the inhabitants and development of local initiatives on rural areas, addressed to persons remaining in the age of professional activity and experiencing social exclusion with taking into account accompanying support to surroundings of these persons.

To assure appropriate conditions for executing by social assistance and social integration institutions (social assistance organizational units, social employment units, non-governmental organizations) tasks related to active integration, it is necessary to establish also on the regional level possibilities of qualification advancement of their staff and of the organisational potential strictly correlated with the specific character of tasks executed by them, first of all through trainings and courses executed in non-school forms, and propagation of social work and active integration in local communities.

Appropriate projects realized within the framework of Priority VII should contribute to achieving appropriate targets defined for Priority VII:

1. To cover 15% clients of social assistance institutions (who are also in the age of professional activity, are not employed and benefit from social welfare) by measures of active integration.
2. To cover 10% clients of social assistance institutions (in the age of professional activity) by social contracts.
3. To cover 100% social assistance and integration institutions personnel (directly handling active integration) by trainings and other forms of qualification advancement in a non-school system.
4. Assuring functioning of institutions that assist social economy (at least two in each voivodeship).

5. Ensuring sustainability of functioning of social economy entities (30% of own receipts of social economy entities in the general value of their receipts).

7.1 DEVELOPMENT AND DISSEMINATION OF ACTIVE INTEGRATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VII Promotion of Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Not applicable.
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 7.1 Development and dissemination of active integration
16.	Objective and justification of the measure	Objective of Measure: Development of active forms of social integration and enabling access to them for persons threatened by social exclusion and improvement of work effectiveness of social assistance institutions in the region.
		Justification of Measure: Persons counted to groups threatened by social exclusion require complex support and creating necessary conditions for integration with society. It is possible, among others, through activities aimed at developing skills as to playing social roles, supporting personal

		<p>independence and acquiring and updating vocational competences. Support to changes on the labour market should be effective and up-to-date services, performed by social assistance institutions and social integration institutions. Necessary for this purpose is development of forms and tools for active integration, both in its professional, social, and educational or health dimension. Furthermore, in face of increased number of tasks from the field of social assistance aimed at wider than hitherto utilizing activational support measures, necessary is strengthening and in-course training as to personnel of institutions which are responsible for implementation of these measures. It concerns especially employees of social assistance centres (OPS) and powiat centres for family support (PCPR), dealing with assistance for persons affected by exclusion, and conducting activities within the framework of active integration. Conduce to this should trainings and other forms of updating knowledge, performed in complex way and realized within the framework of ROPS (regional social policy centres) systemic projects, in accordance with regional specificity and needs in this field.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	1 009 388 934 euro
19.	EU resources contribution	857 980 594 euro
20.	National public resources contribution	151 408 340 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i> (OJ No. 90, item 557, with further amendments).</p>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.

25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	In case of OPS and PCPR systemic projects - advance payment for beneficiary. In case of ROPS systemic projects - no payment (funds provided within the self-governmental unit's budget).
28.	Cross-financing share amount (%)	Up to 15%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of social assistance institutions' clients, who have completed participation in projects concerning active integration, including persons from rural areas (total/f/m). - Number of social assistance institutions' clients covered by social contracts under the projects. - Number of social assistance and social integration institutions' employees (directly working on active integration), who upgraded their qualifications in extracurricular forms due to ESF support (total/f/m).

Sub-measure 7.1.1 Development and dissemination of active integration by social assistance centres - systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Developing forms of active integration and disseminating active integration and social work. <p>Support is realized in accordance with „<i>Rules on preparation, realization and financial settlement of systemic projects of Social Assistance Centres, Poviats Centres for Family Support and Regional Social Policy Centre within the framework of Human Capital Operational Programme 2007-2013</i>”.</p>
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	71, 66
4.	Types of beneficiaries	Social assistance centres
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Persons fulfilling cumulatively three conditions: - are benefitting from social welfare benefits, - are remaining in the age of professional activity (aged 15-64), - are unemployed or employed and threatened by social exclusion from at least one of the reasons listed in Article 7 of the Law of 12 March 2004 on social assistance (OJ of 2004 No. 64, item 593, with further amendments)³¹. - Surroundings of persons threatened by social exclusion (in

³¹ In case of refugees, foreigners possessing the permit for tolerated stay and foreigners possessing the permit for settlement, the residence permit for specified period of time, the long-term residence permit for a Community resident or foreigners covered by accompanying protection, the condition for qualification as project's participant is submitting statement on not benefitting at the same time from support within the framework of projects co-financed from the European Refugee Fund.

		scope of accompanying support). - Social assistance organizational units and their employees (in scope of dissemination of social work).
6.	Suggestions of selection criteria for financed operations	Criteria: - General, - Detailed. Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

Sub-measure 7.1.2 Development and dissemination of active integration by poviats centres for family support - systemic projects

1.	Type of conducted operations (projects)	- Developing forms of active integration and disseminating active integration and social work. <i>Support is realized in accordance with „Rules on preparation, realization and financial settlement of systemic projects of Social Assistance Centres, Poviats Centres for Family Support and Regional Social Policy Centre within the framework of Human Capital Operational Programme 2007-2013“.</i>
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	71, 70
4.	Types of beneficiaries	Poviat centres for family support
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	- Persons fulfilling cumulatively three conditions: - are benefitting from social welfare, - are remaining in the age of professional activity (aged 15-64),

		<ul style="list-style-type: none"> - are unemployed or employed and threatened by social exclusion from at least one of the reasons listed in Article 7 of the Law of 12 March 2004 on social assistance (OJ of 2004 No. 64, item 593, with further amendments)³². - Surroundings of persons threatened by social exclusion (in scope of accompanying support). - Social assistance organizational units and their employees (in scope of dissemination of social work).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

Sub-measure 7.1.3 Advancing qualifications of personnel of social assistance and social integration - systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Trainings and specialist counselling for personnel of social assistance institutions who works on the region's territory, directly connected with existing needs and specificity of realized tasks. <p>Support is realized in accordance with „<i>Rules on preparation, realization and financial settlement of systemic projects of Social Assistance Centres, Poviats Centres for Family Support and Regional Social Policy Centre within the framework of Human Capital Operational Programme 2007-2013</i>“.</p>
----	---	--

³² In case of refugees, foreigners possessing the permit for tolerated stay and foreigners possessing the permit for settlement, the residence permit for specified period of time, the long-term residence permit for a Community resident or foreigners covered by accompanying protection, the condition for qualification as project's participant is submitting statement on not benefitting at the same time from support within the framework of projects co-financed from the European Refugee Fund.

2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	65
4.	Types of beneficiaries	Regional social policy centres
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Employees and voluntary employees of regional social policy centres. - Employees and voluntary employees of social assistance centres and powiat centres for family support. - Employees of territorial self-government, who are directly servicing social assistance organizational units on gmina and powiat level as to realizing tasks of these units (e.g. accountants). - Employees and voluntary employees of other social assistance organizational units and social integration entities, who conduct activities in the field of active integration. - Employees of public employment services (as to joint partner activities). - Representatives of other social services (for instance, probation officers, policemen, pedagogues, environmental nurses) – as to organizing and training joint interdisciplinary teams working for persons affected by exclusion.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

7.2 COUNTERACTING EXCLUSION AND STRENGTHENING THE SOCIAL ECONOMY SECTOR

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VII Promotion of Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 7.2 Counteracting exclusion and strengthening the social economy sector
16.	Objective and justification of the measure	Objective of Measure: Improving access to employment for persons threatened by social exclusion and developing the social economy sector.
		Justification of Measure: Persons counted to groups threatened by social exclusion require complex support and creating necessary conditions for integration with society. It is possible, among others, through activities aimed at

		<p>developing skills as to playing social roles, supporting personal independence and acquiring and updating vocational competences. One of elements of system for supporting persons affected by exclusion may be the developing social economy sector, social integration institutions and supporting independent organizational initiatives and self-aid initiatives among vocationally passive persons or persons discriminated on the labour market.</p> <p>Within the framework of the Measure predicted is realization of projects addressed directly to persons and groups threatened by social exclusion, and also strengthening entities supporting social economy entities and performing services for them and building environment conducive to development. Promoted would be in particular partner initiatives, which utilize possibilities on cooperation between public partners and non-governmental organizations.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	434 813 695 euro
19.	EU resources contribution	369 591 641 euro
20.	National public resources contribution	65 222 054 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i> (OJ No. 90, item 557, with further amendments).</p>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date

26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 15%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of persons threatened by social exclusion, who have completed participation in projects. - Number of institutions supporting social economy, which received assistance under the Priority. - Number of social economy initiatives supported by ESF. - Number of persons who obtained support within social economy institutions (total/f/m).

Sub-measure 7.2.1 Professional and social activation of persons threatened by social exclusion - call for proposals projects

1.	Type of conducted operations (projects)	<p>Projects for social and vocational integration, comprising the following categories of realized operations³³:</p> <ul style="list-style-type: none"> - Support to creating and functioning of social integration entities, including: social integration centres, social integration clubs, vocational activity institutions and entities working for socio-vocational activation (whose main task is not economic activity), with exception of work therapy workshops (1). - Courses and trainings³⁴ enabling to acquire, update or change qualifications and professional competences (2). - Internships, subsidized employment and vocational reintegration lessons at employer's company³⁵ (3). - Psychological, psychological-social or vocational counselling, leading to social and vocational integration (4). - Development of new forms and methods of individual and community support for vocational and social integration (including for instance community social work, local activation centres, streetworking, coaching, work training) (5). - Developing social services overcoming individual barriers in social integration, including concerning re-entry to the labour
----	---	--

³³ In case of realization of part of tasks within a project by sub-contractor, added value of the project may be increased through applying by project's beneficiary social clauses referred to in Article 4 of the Law of 7 May 2009 amending the Law on social cooperatives and certain other laws.

³⁴ Participants of courses or trainings are entitled to scholarship in amount not exceeding 4.00 zlotys gross per hour of participation in the training (competent Intermediate Body/Second Level Intermediate Body shall define detailed conditions of participation in the given course or training, taking into account ensuring proper conditions for acquiring skills by project's participants).

³⁵ Participants serving internships or participating in vocational reintegration lessons at employer's company are entitled to monthly scholarship in amount not exceeding amount of minimal salary (competent Intermediate Body/Second Level Intermediate Body shall define detailed conditions of participation in the given internships or vocational reintegration lessons, taking into account ensuring proper conditions for acquiring skills by project's participants).

		<p>market (6).</p> <ul style="list-style-type: none"> - Development of skills and social competences, necessary on the labour market (7). - Support to creating and functioning of community activation institutions for disabled persons, including persons with mental disorders (8). - Promotion and support as to voluntary work, in the field of integration of persons affected by exclusion and threatened by social exclusion (9) - Support to creating and functioning of non-school forms of youth's social integration (youth community centres, including those with socio-therapeutic programme, community clubs) coupled with realization of activities in the field of social and vocational reintegration (10). - Organizing promotion-organizational actions and campaigns, inter alia from the scope of equality of chances, professional availability and mobility, promotion of active approach and counteracting social exclusion (11). - Development of dialogue, partnership between society and public institutions and cooperation for human resources development on regional and local level (12). - Conducting, publishing and disseminating surveys and analyses from the field of social policy in the region (including activities aimed at preparing and implementing strategies for solving social problems on gmina or powiat level (13).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	66, 69, 71, 65, 70
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Persons unemployed³⁶ threatened by social exclusion from at least one of the reasons listed in Article 7 of the Law of 12 March 2004 on social assistance (OJ of 2004 No. 64, item 593, with further amendments)³⁷. - Surroundings of persons threatened by social exclusion (in scope of project types no. 4, 6, 9, 10, 11 and 12). - Social assistance institutions and social integration institutions and their employees or voluntary employees (in scope of project types no. 9, 11, 12 and 13). - Social and economic partners (in scope of projects no. 11, 12

³⁶ As unemployed persons are considered as well persons who do not possess permanent employment and at the same time do not receive salary higher than income criterion per family, which is defined by provisions on social assistance.

³⁷ In case of refugees, foreigners possessing the permit for tolerated stay and foreigners possessing the permit for settlement, the residence permit for specified period of time, the long-term residence permit for a Community resident or foreigners covered by accompanying protection, the condition for qualification as project's participant is submitting statement on not benefiting at the same time from support within the framework of projects co-financed from the European Refugee Fund.

		and 13).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	<i>call for proposals projects</i>
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 7.2.2 Support to social economy - call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Support to creating and/or functioning of institutions from social economy sector's surroundings, performing – within the framework of the project – in complementary and cumulative manner: <ul style="list-style-type: none"> - legal, accounting or marketing services, - counselling (individual and group counselling), inter alia in form of advisory points or advisory centres, incubators for social entrepreneurship - creating common development infrastructure), - trainings enabling to obtain knowledge and skills necessary to initiate and conduct activity in the social economy sector, - services supporting development of local partnership for social economy (inter alia through building network of local entities in order to support development of social economy entities), - promotion of social economy and employment in the social economy sector.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>

3.	Category of structural funds intervention (priority theme dimension)	68
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Social economy entities. - Labour market institutions, social assistance institutions and social integration institutions (in scope of promoting and developing partnership). - Natural persons (in scope of counselling and training on topic of initiating and/or conducting activity in the social economy sector).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

7.3. LOCAL INITIATIVES FOR SOCIAL INTEGRATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VII Promotion of Social Integration
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 7.3 Local initiatives for social integration
16.	Objective and justification of the measure	Objective of Measure: Support to development of initiatives for activation and integration of local communities, contributing to realization of human resources development strategy on rural areas. Justification of Measure: On rural areas one can observe many development problems, which are generally more difficult to solve than on urban areas. To huge extent it concerns low quality of life and threat of social exclusion,

		<p>which is much stronger on low urbanised areas. Social exclusion is in significant manner connected with occurrence of poverty, which affects mainly persons who are unemployed, with low level of education, living on urban areas. Extent of extreme poverty and at the same time number of persons living below of relative poverty frontier is a couple of times higher on rural areas than on urban areas. Problems of social marginalization, lasting unemployment and lack of professional qualifications adequate to needs of the labour market to much greater extent concern inhabitants of rural areas, where awareness of importance of human capital development is lower than in case of cities' inhabitants. Highly increased intensity of factors favouring marginalization is affecting directly low number of independent activities undertaken for rural areas' development. As significant problems should be regarded also low level of activity of rural areas' inhabitants as to organizing themselves and undertaking initiatives for counteracting social exclusion. In connection with the above, within the Measure realized will be support aimed at increasing participation of inhabitants in social life of their villages, increasing mobility and social activity and developing local initiatives for solving social problems on these areas. Support shall be channelled to rural gminas, rural-urban gminas and cities up to 25 000 inhabitants. In accordance with specificity of rural areas and of potential final beneficiaries of support, system of implementation of the Priority would be addressed to entities with lower organizational potential (which would not have capacity to realize project within the framework of remaining Activities of Priority VII) and would comprise realization of minor projects with value up to 50 000 zlotys. In particular promoted will be partner initiatives, utilizing possibilities on cooperation of public partners with non-governmental organizations, for counteracting social exclusion and marginalization.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	108 703 424 euro
19.	EU resources contribution	92 397 910 euro
20.	National public resources contribution	16 305 514 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable.
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.

25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Maximum value - 50 thousand zlotys
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 15%
29.	Measure implementation indicators	- Number of projects supporting development of initiatives for activation and integration of local communities.

Call for proposals projects

1.	Type of conducted operations (projects)	Independent local initiatives, including: <ul style="list-style-type: none"> - projects contributing to social integration of inhabitants of rural areas (with exception of measures covered by rules on public aid), - support to local initiatives of informational, training or promotional nature (e.g. in form of trainings, meetings, seminars) aimed at counteracting social exclusion of inhabitants of rural areas, - development of dialogue, partnership between public and social entities and cooperation on behalf of human resources development on local level.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	69, 71, 80
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions)
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Inhabitants of rural gminas, rural-urban gminas and cities up to 25 000 inhabitants. - Local communities actively working on rural areas for counteracting social exclusion of inhabitants of these areas. - Entities working on rural areas for counteracting social exclusion of inhabitants of these areas.
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - General, - Detailed. Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Indicative division of financial allocation within the framework of Priority VII

MEASURE	Allocation (euro)		
	Total	ESF	National resources
Measure 7.1 <i>DEVELOPMENT AND DISSEMINATION OF ACTIVE INTEGRATION</i>	1,009,388,934	857,980,594	151,408,340
including Sub-measure 7.1.1 <i>Development and dissemination of active integration by social assistance centres</i>	585,445,582	497,628,745	87,816,837
including Sub-measure 7.1.2 <i>Development and dissemination of active integration by poviats centres for family support</i>	353,286,127	300,293,208	52,992,919
including Sub-measure 7.1.3 <i>Advancing qualifications of personnel of social assistance and social integration</i>	70,657,225	60,058,641	10,598,584
Measure 7.2 <i>COUNTERACTING EXCLUSION AND STRENGTHENING THE SOCIAL ECONOMY SECTOR</i>	434,813,695	369,591,641	65,222,054
including Sub-measure 7.2.1 <i>Professional and social activation of persons threatened by social exclusion</i>	271,758,559	230,994,775	40,763,784
including Sub-measure 7.2.2 <i>Support to social economy</i>	163,055,136	138,596,866	24,458,270
Measure 7.3 <i>LOCAL INITIATIVES FOR SOCIAL INTEGRATION</i>	108,703,424	92,397,910	16,305,514
TOTAL - PRIORITY VII	1,552,906,053	1,319,970,145	232,935,908

Priority VIII

REGIONAL HUMAN RESOURCES OF
THE ECONOMY

PRIORITY VIII

REGIONAL HUMAN RESOURCES FOR THE ECONOMY

Description of Priority VIII

Processes of economic transformation occurring in specific regions and sectors of the economy enforce need for flexible reaction from management staff of enterprises. Necessity to complete restructuring processes and natural processes of changing profile of activity require acceptance from side of their employees, social and economic partners and from employers themselves. Therefore, necessary is providing widespread support for enterprises and persons affected by these processes.

Stimulation of increasing and updating professional competences by working persons, especially elder persons and persons of low qualifications, is a key for maintaining their activity on the labour market.

In order to increase attractiveness of regions important will be developing Regional Innovation Strategies and supporting transfer of knowledge within the framework of cooperation between employees of enterprises and employees of scientific institutions in sectors of strategic importance for the region. To achieving the above-mentioned target will contribute as well co-financing scholarships for participants of doctoral studies, who are studying specializations regarded as contributing to greatest extent to improving competitiveness and economic development of a region.

Appropriate projects realized within the framework of Priority VIII should contribute to achieving appropriate targets defined for Priority VIII:

1. To cover 140 000 enterprises with assistance as regards trainings for their personnel.
2. To cover 200 000 adult working persons with assistance in the form of trainings or requalification courses.
3. To provide support for 75% of stakeholders involved in platforms of cooperation in respect of anticipation, management and evaluation of restructuring processes, in particular between social partners, local and regional authorities, local community and labour market institutions.
4. To develop rapid-response strategies and measures in the event of economic change, adapted to the needs of the region and enterprises which have been affected by the restructuring processes.

8.1 DEVELOPING A WORKFORCE AND ENTERPRISES IN THE REGION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VIII Regional Human Resources for the Economy
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 8.1 Developing a workforce and enterprises in the region
16.	Objective and justification of the measure	Objective of Measure: Increasing and adapting qualifications and skills of persons working for needs of regional economy.
		Justification of Measure: Organizational changes, including conducting restructuring processes, involve a risk of reduction of employment. In order to counter growth

		<p>of unemployment caused by adaptation and modernization processes, one should assist in managing these processes both enterprises, local self-government, labour market institutions and economic self-governments.</p> <p>Particular attention and clear support are required in this context by activities aimed at setting up and active functioning local partnerships, which have as their purpose better forecasting changes occurring on the local labour market and elaborating correctional measures and rapid-response measures in the event of unexpected economic change. Modernisation and adaptation processes also enforce continuous updating, improving and changing qualifications and skills of employees. Growing interest in raising competencies and skills by the employees, as well as by their employers, increases the demand for trainings. This trend should be supported, as in comparison to other European countries the Polish enterprises tend to organise trainings and participate in them much less frequently. The most serious competency gap of employees concerns ICT, technology and production, sales and finance. Training offer should fit to directions of development of the given region, increase its comparative advantage and development potential.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	1 270 783 690 euro
19.	EU resources contribution	1 080 166 136 euro
20.	National public resources contribution	190 617 554 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). - Communication from the European commission — Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis (2009/C 83/01) (OJ EC C 83 of 07.04.2009, page 1). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i></p>

		(OJ No. 90, item 557, with further amendments). Legal basis for granting temporary aid (until 31 December 2010) to employers is <i>Ordinance of Minister of Regional Development on granting public aid in form of limited amount of aid compatible with the Common Market within the framework of Human Capital Operational Programme</i> ³⁸ .
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	In case of call for proposals projects - advance payment for beneficiary. In case of systemic projects - no payment (funds provided within the self-governmental unit's budget).
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of companies covered by support under training programmes (regional projects). - Number of adult working persons, who have taken part in training programmes, including: <ul style="list-style-type: none"> - the number of persons aged over 50. - Number of entities granted assistance in the field of effective anticipation and management of change. - Number of employees threatened with negative results of restructuring processes in enterprises, who were covered by rapid-response measures. - Number of partnerships (cooperation networks) established on local and regional level.

Sub-measure 8.1.1 Support to developing professional qualifications and counselling for enterprises - call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - General and specific training³⁹ and counselling connected with trainings for business managers and employees in respect of, <i>inter alia</i>, management, identification of the needs for upgrading employees' qualifications, work organization, health and safety at work management, flexible forms of work, implementation of eco-friendly production technologies, usage of ICT in the conducted activity (1)⁴⁰. - Counselling for micro, small and medium enterprises (MSME), including for natural persons conducting economic
----	---	---

38 Since day of coming into force by this Ordinance.

39 Training projects other than possible to conduct in contest procedure within the framework of Priority II (territorial scope).

40 In case of trainings addressed to employees performing work for entrepreneurs who became threatened (within the meaning of Communication from the European commission — Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis - 2009/C 83/01) after 1 July 2008, to project participants may be granted training supplement not exceeding 4,00 zlotys gross per hour of participation in the training.

		<p>activity, in particular in the field of economy, finance, human resources management or accountancy (with exception of counselling related to investment processes)⁴¹ (2).</p> <ul style="list-style-type: none"> - Trainings, courses and vocational counselling (as activity supplementary to trainings and courses) addressed to adult working persons, who from their own initiative are interested in acquiring new or completing or upgrading existing skills and competences (outside work hours), in particular in regard to employed persons with low or outdated qualifications (with exception of lifelong learning in school forms provided in adult schools)⁴² (3).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62, 64
4.	Types of beneficiaries	<ul style="list-style-type: none"> - All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions) (1,2). - Entrepreneurs conducting economic activity in the field of trainings (3). - Legal persons which – in accordance with their statute – conduct training activity (3). - Natural persons conducting educational activity (3).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Entrepreneurs⁴³ and their employees (including persons performing work pursuant to civil law contracts) (1,2). - Working adult persons (above 18 years of age and with exception of natural persons conducting economic activity) participating in trainings and courses outside work hours (3).
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>

41 Beneficiary of support is obliged to submit, before signing contract for co-financing project, statement on not receiving assistance from other operational programmes in regard to the same eligible expenditure connected with the given project. From support within this Sub-measure excluded are participants of Measure 6.2 or Sub-measure 8.1.2, who received temporary support, a proof of which is statement submitted before taking part in project.

42 Trainings and courses, which in case when participants of training (course) are employees of enterprises (including persons performing work pursuant to civil law contracts) fulfill cumulatively the following conditions: 1) all entities participating in project's realization are independent from employer of training's participant; 2) training takes place outside work places of participants; 3) intake for training is open for all people interested; and 4) employees employed in the same work place (working for the same employer) constitute no more than 20% participants of one training within the same project.

43 Within the meaning of Article 4 of the Law of 2 July 2004 on freedom of economic activity (OJ of 1997 No. 155, item 1095, with further amendments) – concerns the whole Priority VIII, whenever entrepreneur is mentioned.

7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 8.1.2 Support to adaptation and modernization processes in the region - call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Support in setting up local partnerships with participation, <i>inter alia</i>, enterprises, employer organizations, labour unions, territorial self-government units, labour offices and other environments, aimed at elaborating and implementing strategy for anticipating and managing economic change on local and regional level. - Support to persons sacked⁴⁴, envisaged to be sacked or threatened with sacking from reasons not concerning employees, employed by employers undergoing adaptation and modernization processes, realized in form of elaborating and implementing programmes of <i>outplacement</i> category, including: <ul style="list-style-type: none"> - trainings⁴⁵ and vocational counselling, - psychological counselling, - assistance in finding new work (for instance a single relocation/mobility supplement for person, who obtained employment in distance exceeding 50 km from place of living⁴⁶), - assistance in finding new work (for instance a single motivational supplement for person, who obtained employment in new work place with salary lower than in case of work for hitherto employer⁴⁷),
----	---	---

44 It concerns people remaining without employment, whose labour contract expired or was terminated due to reasons not concerning employees not earlier than 6 month before taking part in project.

45 In case of trainings constituting element of outplacement project, to project participants may be granted training supplement not exceeding 4,00 zlotys gross per hour of participation in the training.

46 Single relocation (mobility) supplement is paid in amount equalling six times 100% of value of unemployment benefit to person, whose labour contract expired or was terminated from reasons not concerning employee no earlier than 6 months before taking part in project. Fulfilling distance criterion is verified on basis of statement submitted by project's participant. This supplement may be granted until 31 December 2010 at the latest.

47 Single motivational supplement is paid in amount equal to three times the difference between hitherto (i.e. higher) and new (i.e. lower) gross remuneration, but no more than 4000 zlotys, to person, whose labour contract expired or was terminated from reasons not concerning employee no earlier than 6 months before taking part in project (paying this

		<ul style="list-style-type: none"> - support for persons intending to launch economic activity through using at least one of the following measures⁴⁸: <ul style="list-style-type: none"> i. counselling (group and individual) and trainings enabling to obtain knowledge and skills needed to launch and conduct economic activity, ii. granting financial resources for developing entrepreneurship, up to amount of 40 000 zlotys⁴⁹, iii. transitional support in the period up to 6 (or 12) months since day of launching economic activity, comprising transitional financial support paid monthly in amount not higher than equivalent of minimal salary binding for day of paying assistance, coupled with counselling and help in effective utilization of assistance (only for persons who launched their activity within the framework of the given project)⁵⁰, - increasing awareness of employees and management staff of enterprises undergoing modernization in the field of possibilities and needs as to projects supporting change processes through trainings and counselling, - requalification courses and advisory services in the field of choosing new profession and acquiring new vocational skills (including individual action plans and assistance in selecting appropriate job and work place)⁵¹, - trainings and counselling for entrepreneurs, assisting in process of changing profile of enterprise's activity, - research and analyses concerning development trends and anticipating economic changes occurring in the region and formulating appropriate countermeasures, disseminating results of these analyses and research and connected exchange of information.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62, 64
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).

supplement is dependant on positive decision of the European Commission). „Hitherto employer" means employer, with whom project's participant had signed labour contract, civil law work contract or whose subordinate was in the period directly preceding taking part in project. This supplement may be granted until 31 December 2010 at the latest.

48 Project's participant applying for granting financial resources for developing entrepreneurship is obliged to submit statement on not receiving assistance from other public resources, including especially from funds of Labour Fund or Measure 6.2, for launching economic activity.

49 Beneficiary is obliged to perform controls of correctness of spending resources on development of entrepreneurship granted to project's participant within 12 months since launching economic activity by project's participant. Project's participant, who received financial resources for developing entrepreneurship, is obliged to return obtained funds with accrued interest, if he conducted economic activity or was a member of social cooperation by period shorter than 12 months, or other contract terms were breached, including in particular those concerning destination of these funds.

50 Basic transitional support is granted on request of project's participant, submitted to beneficiary during period of 6 months counting since launching economic activity. At the same time, in justified cases and on request of project's participant there is possibility of extending basic transitional support for period no longer than 12 months since launching economic activity.

51 Target groups for projects realized within this category of operations are: 1) persons leaving sector of fisheries or agriculture – from their own initiative; 2) employees – only from employer's initiative (delegation); in such case employer being entrepreneur, delegating his employee for training, is a beneficiary of public aid.

5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Employers and employees of employers undergoing adaptation and modernization processes. - Persons, whose labour contract expired or was terminated from reasons not concerning employee no later than 6 months before taking part in project. - Social partners (employer organizations and labour unions). - Persons leaving sector of agriculture or fisheries⁵². - Economic and professional self-governments. - Units of territorial self-government. - Labour market institutions. - Local community. - Non-governmental institutions.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 8.1.3 Strengthening local partnership for adaptiveness - call for proposals projects implemented by social partners

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Initiatives undertaken on local and regional level by employer associations and labour unions, aimed at increasing adaptation skills of employees and entrepreneurs, in particular in the field of: - work organization, - forms of performing work, - promotion of upgrading professional qualifications,
----	---	---

⁵² In accordance with definitions contained in Terminological dictionary.

		<ul style="list-style-type: none"> - reconciliation of work life and family life. - Promoting social responsibility of enterprises, especially in respect to local labour market, employees' working conditions and natural environment. - Disseminating concept of <i>flexicurity</i> on local and regional level.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	62, 64
4.	Types of beneficiaries	Social partners (employer associations ⁵³ and labour unions ⁵⁴).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Employers and employees of enterprises. - Employer organizations. - Labour unions. - Units of territorial self-government. - Labour market institutions. - Local community. - Non-governmental organizations.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

53 Within the meaning of provisions of the Law of 23 May 1991 on employer organizations (OJ No. 55, item 235, with further amendments) – concerns the whole Priority VIII.

54 Within the meaning of provisions of the Law of 23 May 1991 on labour unions (OJ of 2001 No. 79, item 854, with further amendments) – concerns the whole Priority VIII.

	published in attachment).
--	---------------------------

Sub-measure 8.1.4 Predicting economic change – systemic projects

1.	Type of conducted operations (projects)	- Research and analyses concerning current situation, development trends and prognosing socio-economic changes occurring in the region in context of the labour market (especially creating and liquidating jobs) and employment structure, and formulating appropriate countermeasures in regional development strategies, disseminating results of these analyses and research and connected exchange of information.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	64
4.	Types of beneficiaries	Organizational unit of voivodeship self-government designed by Intermediate Body in Action Plan.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Not applicable.
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - General, - Detailed. Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

8.2 TRANSFER OF KNOWLEDGE

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority VIII Regional Human Resources for the Economy
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 8.2 Transfer of knowledge
16.	Objective and justification of the measure	Objective of Measure: Increasing transfer of knowledge and strengthening connection of R&D sphere with enterprises, serving economic development of the regions.
		Justification of Measure: Intensive innovative activeness of enterprises and effective utilization of knowledge and scientific research by industry are nowadays key factors of economic competitiveness both on national and regional level. A scale of creating and absorbing innovations is highly

		insufficient in Poland. Low involvement of entrepreneurship sector in financing scientific-research activities proves shortage of cooperation between industry and scientific environment and points out structural weakness of scientific-research sector in Poland. One of methods for increasing level of innovativeness of Polish enterprises and making close connections between industry and science is setting up on regional level partnership for supporting innovations in the region and reaching consensus as to joint strategic actions. Realization of the Measure will contribute to strengthening favourable processes and changes that are currently occurring in specific regions in regard to appropriate understanding and supporting innovativeness of enterprises. Improving innovativeness and increasing competitiveness will be fostered as well by investing in young academic personnel, performed with help of scientific doctoral scholarships.
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	317 695 922 euro
19.	EU resources contribution	270 041 534 euro
20.	National public resources contribution	47 654 388 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5), - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). - Communication from the European commission — Temporary Community framework for State aid measures to support access to finance in the current financial and economic crisis (2009/C 83/01) (OJ EC C 83 of 07.04.2009, page 1). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i> (OJ No. 90, item 557, with further amendments).</p> <p>Legal basis for granting temporary aid (until 31 December 2010) to employers is <i>Ordinance of Minister of Regional Development on</i></p>

		<i>granting public aid in form of limited amount of aid compatible with the Common Market within the framework of Human Capital Operational Programme⁵⁵.</i>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	In case of <i>call for proposals projects</i> - advance payment for beneficiary. In case of systemic projects - no payment (funds provided within the self-governmental unit's budget).
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of persons who completed participation in their internships or practical trainings in breakdown into: <ul style="list-style-type: none"> - employees of enterprises in scientific institutions, - scientific employees in enterprises. - Number of persons covered by support in scope of launching own economic activity of <i>spin off</i> or <i>spin out</i> category. - Number of participants of doctoral studies who received scientific scholarships.

Sub-measure 8.2.1 Support to cooperation of scientific environment and enterprises - call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Internships and practical trainings for: <ul style="list-style-type: none"> o employees of enterprises in scientific institutions, o scientific employees of scientific institutions and scientific and didactic/scientific employees of higher schools - in enterprises. - Temporary employment of highly qualified personnel in small and medium enterprises. - Promotion of idea of academic entrepreneurship, in order to commercialize knowledge and skills of the team functioning in higher school or scientific institution (companies from <i>spin off</i> or <i>spin out</i> category). - Trainings and counselling for scientific employees of scientific institutions and scientific and didactic/scientific employees of higher schools, participants of doctoral studies, students and graduates intending to launch own economic activity from <i>spin off</i> or <i>spin out</i> category. - Support to creating and developing networks for cooperation and exchange of information between scientists and entrepreneurs in the field of innovations and transfer of
----	---	--

⁵⁵ Since day of coming into force by this Ordinance.

		<p>technology on regional and local level, in particular through⁵⁶:</p> <ul style="list-style-type: none"> - informational campaigns and events aimed at aligning partners and promoting transfer of knowledge and innovations, - development of system for communication and exchange of information. - Scientific scholarships and accompanying assistance (for example trainings in the field of commercialization of knowledge)⁵⁷ for participants of doctoral studies studying specializations considered particularly significant from standpoint of development of the region (defined in Regional Innovation Strategy)⁵⁸.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	74
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Entrepreneurs. - Employees of enterprises. - Higher schools. - Scientific institutions. - Scientific employees⁵⁹ of scientific institutions. - Scientific and didactic-scientific employees of higher schools. - Participants of doctoral studies and graduates of higher schools (in period of 12 months since date of graduation) and students⁶⁰.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will</p>

56 If Intermediate Body, in accordance with provisions of Action Plan for the given year, intends to realize this kind of project within Sub-measure 8.2.1 (contest mode), realizing it is not possible within Sub-measure 8.2.2 (system mode) within the framework of the same Action Plan.

57 Whenever within Measure 8.2 there is reference to „participants of doctoral studies” entitled to receive scientific scholarships and accompanying assistance, they shall be defined as: 1) participants of doctoral studies (third level studies) within the meaning of the Law of 27 July 2005 – Law on higher education (OJ No. 164, item 1365, with further amendments) or 2) persons other than listed in point 1, whose doctoral thesis was initiated in accordance with provisions of the Law of 14 March 2003 on academic degrees and academic title and on degrees and title in the field of art (OJ No. 65, item 595, with further amendments) – until day of adopting resolution on awarding doctoral degree.

58 If Intermediate Body, in accordance with provisions of Action Plan for the given year, intends to realize this kind of project within Sub-measure 8.2.1 (contest mode), realizing it is not possible within Sub-measure 8.2.2 (system mode) within the framework of the same Action Plan. System of applications, method for paying scholarships and their financial settlement and amount of scholarships will be defined by IOK in agreement with Intermediate Body, but average monthly amount of scholarship ought to equal from 3.000 to 5.000 zlotys; this total sum constitutes in total income of scholarship’s recipient and is not subject to settlement – may be spent by scholarship’s recipient for any purpose.

59 Within the meaning of the Law of 25 July 1985 on scientific-developmental institutions (OJ of 2008 No. 159, item 993), whenever they are referred to in description of Priority VIII.

60 Within the meaning of the Law of 27 July 2005 – Law on higher education (OJ No. 164, item 1365, with further amendments), whenever they are referred to in description of Priority VIII.

		occur in Action Plan, being prepared by Intermediate Body for each Priority.
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 8.2.2 Regional Innovation Strategies - systemic projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Elaborating, developing and updating Regional Innovation Strategies (RIS) through: - studies, analyses, expert opinions, - training-didactic support to entities responsible for elaboration and implementation of RIS. - Support to creating and developing networks for cooperation and exchange of information between scientists and entrepreneurs in the field of innovations and transfer of technology on regional and local level, in particular through⁶¹: - informational campaigns and events aimed at aligning partners and promoting transfer of knowledge and innovations, - development of system for communication and exchange of information. - Scientific scholarships and accompanying assistance (for example trainings in the field of commercialization of knowledge) for participants of doctoral studies studying specializations considered particularly significant from standpoint of development of the region (defined in Regional Innovation Strategy)⁶².
----	---	--

61 If Intermediate Body, in accordance with provisions of Action Plan for the given year, intends to realize this kind of project within Sub-measure 8.2.2 (system mode), realizing it is not possible within Sub-measure 8.2.1 (contest mode) within the framework of the same Action Plan.

62 If Intermediate Body, in accordance with provisions of Action Plan for the given year, intends to realize this kind of project within Sub-measure 8.2.2 (system mode), realizing it is not possible within Sub-measure 8.2.1 (contest mode) within the framework of the same Action Plan. System of applications, method for paying scholarships and their financial settlement and amount of scholarships will be defined by IOK in agreement with Intermediate Body, but average monthly amount of scholarship ought to equal from 3.000 to 5.000 zlotys; this sum constitutes in total income of scholarship's recipient and is not subject to settlement – may be spent by scholarship's recipient for any purpose.

2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	74
4.	Types of beneficiaries	Organizational unit of voivodeship self-government designed by Intermediate Body in Action Plan.
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Entities responsible for elaboration and implementation of RIS. - Entrepreneurs. - Higher schools and their scientific and didactic-scientific employees. - Scientific employees. - Participants of doctoral studies.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

***Indicative division of financial allocation within the framework
of Priority VIII***

MEASURE	Allocation (euro)		
	Total	European Social Fund	National funding
Measure 8.1 DEVELOPING A WORKFORCE AND ENTERPRISES IN THE REGION	1 270 783 690	1 080 166 136	190 617 554
including Sub-measure 8.1.1 <i>Support to developing professional qualifications and counselling for enterprises</i>	902 256 420	766 917 956	135 338 464
including Sub-measure 8.1.2 <i>Support to adaptation and modernization processes in the region</i>	317 695 922	270 041 534	47 654 388
including Sub-measure 8.1.3 <i>Strengthening local partnership for adaptiveness</i>	21 603 323	18 362 825	3 240 498
including Sub-measure 8.1.4 <i>Predicting economic change</i>	29 228 025	24 843 821	4 384 204
Measure 8.2 TRANSFER OF KNOWLEDGE	317 695 922	270 041 534	47 654 388
including Sub-measure 8.2.1 <i>Support to cooperation of scientific environment and enterprises</i>	127 078 369	108 016 614	19 061 755
including Sub-measure 8.2.2 <i>Regional Innovation Strategies</i>	190 617 553	162 024 920	28 592 633
TOTAL - PRIORITY VIII	1 588 479 612	1 350 207 670	238 271 942

Priority IX
DEVELOPMENT OF EDUCATION
AND COMPETENCIES IN THE
REGIONS

PRIORITY IX

DEVELOPMENT OF EDUCATION AND COMPETENCIES IN THE REGIONS

Description of Priority IX

Access to education and enabling access to educational services are fundamental factors defining progress of educational pathways, and as a result situation of individuals in the labour market. Within the Priority realized will be activities comprising support focused on individuals and institutions carrying out the educational process aimed at creation of equal opportunities in access to education. In particular supported will be these areas and communities which face biggest obstacles to access to high-quality educational services.

Dissemination of preschool education and, as a result, equalization of the educational chances of children at the initial stage of education, requires systemic implementation of flexible forms of pre-school education, especially on rural areas, where pre-school education is insufficiently widespread. Ensuring equal and wide access to pre-school education will contribute to the earliest possible identification of educational barriers and elaboration of regional strategies to eliminate them.

An important element of Priority IX will constitute development programmes for schools and other educational institutions, comprising inter alia additional extracurricular and out-of-school activities, which on one hand constitute instrument for improving educational chances of students facing, due to various reasons, educational problems, and on the other, strengthen importance of key competences in the learning process. The development programmes will be strongly focused on adapting competences of future graduates to needs of the labour market and preparing students to functioning in the labour market. In this field particular emphasis will be put on vocational education, which – despite signals coming from the labour market – enjoys much lower attractiveness and quality of teaching than general education. Within the framework of vocational training apart from the above-mentioned support instruments huge support will be granted to cooperation of schools and institutions with employers, what will contribute to strengthening practical education, among the others through internships and apprenticeships spent in enterprises, and – what involves the former – equipping future graduates with practical skills required in the labour market. Supported will be as well modernization of educational offer of vocational education system, both through adjusting of education profiles to needs of the labour market and providing modern teaching materials for schools. Instrument accompanying to equalization of chances and improvement of quality of teaching through development programmes will be scholarship programmes for particularly gifted students (especially as regards the natural science and technology) growing up in the poorest families, what makes their educational progress impossible.

Simultaneously, potential of educational institutions will be strengthened by the implementation of complex programmes focused on the professional development of teaching and administrative staff of the educational system.

Significant weakness of the Polish educational system is low participation in formal lifelong learning from the part of adult persons enhancing their qualifications or completing education or general and vocational qualifications. Within the framework of the Priority there will be launched activities aimed at popularization of the above-mentioned mode of lifelong learning through increasing accessibility of education of adult persons in school forms, improving quality of services performed by institutions providing formal lifelong learning and promotion of benefits resulting from formal enhancing and completing education and vocational competences.

All problems to which answer will constitute support realized within the framework of Priority IX are concentrated particularly on rural areas. One of the reasons behind this state of things is low awareness of

inhabitants of rural areas as to benefits resulting from education, and also low level of organizing among local communities on these areas in order to improve educational situation of rural environment. From this reason within the framework of Priority IX support will be lent for creating and functioning local initiatives and pacts for development of education and enhancing level of education of inhabitants of rural areas.

Appropriate projects realized within the framework of Priority IX should contribute to achieving appropriate targets defined for Priority IX:

1. To cover within the framework of Priority 6% of children aged 3-5 with different forms of pre-school education in rural areas.
2. To increase of 100 % of adults aged 25-64 participating in formal lifelong learning.
3. To introduce in 60% of schools (primary, secondary and upper secondary) development projects including the modern management system, extracurricular and out-of-school activities (80% schools in rural areas, 42% schools in urban areas).
4. Increasing to 45% the proportion of persons obtaining upper secondary education in vocational learning institutions (ISCED 3B) to the number of all persons obtaining upper secondary education (ISCED 3A and ISCED 3B).
5. Increasing to 43% the proportion of persons obtaining education in vocational learning institutions (ISCED 3B and ISCED 3C) to the number of all persons obtaining secondary education (ISCED 3A, B and C).
6. To increase to 11.0% the percentage of teachers improving their occupational qualification through short term forms of the vocational development under the Priority axe (including the percentage of teachers in the rural area to 33% and in vocational education teachers to 8%).

9.1 EQUALIZATION OF EDUCATIONAL CHANCES AND PROVIDING HIGH QUALITY OF EDUCATIONAL SERVICES PERFORMED WITHIN THE FRAMEWORK OF THE EDUCATIONAL SYSTEM

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IX Development of Education and Competences in the Regions
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 9.1 Equalization of educational chances and providing high quality of educational services performed within the framework of the educational system
16.	Objective and justification of the measure	Objective of Measure: - Creation of conditions of equal educational chances through granting support for educational system institutions and persons facing barriers of environmental, economic,

geographical and health nature, which render access to educational services difficult or impossible.

- Increasing attractiveness and improving quality of educational offer of educational system institutions providing education in school forms (with exception of educating adult persons), aimed at developing key competences and improving capacity of students as to full employment.

Justification of Measure:

Necessary condition for improving general level of education in the society is creating conditions for universal access to education starting already from the earliest stages of parenting and education, i.e. phase of nursery (pre-school) education. Popularization of pre-school education and – what is involved by the former – equalization of educational chances of children, especially those from rural areas, requires systematic implementation of flexible forms of pre-school education with simultaneous strengthening the functioning network of kindergartens and making their offer more flexible in order to satisfy actual needs of children and their guardians. At the same time necessary is also breaking cultural barriers through convincing parents about significance of early education for further children development and decision on sending child to kindergarten.

Improving general level of education in the society requires from educational system also creation of mechanisms eliminating or compensating for impact of factors hindering participation in educational process. Therefore, significant element of policy on equalization of chances should be strengthening activities of educational institutions aimed at helping students, who do not function properly in the educational system due to economic, social or cultural factors. To category of such students we may count: students with poor educational performance, disabled students, students coming from national or ethnical minorities, students from pathological families and students impacted by social pathologies, etc., and also youth who, due to various reasons, prematurely finished their education. School support should include not merely realization of educational programmes (additional extracurricular and out-of-school activities) aimed at groups of students mentioned above, but also pedagogical and psychological support concentrated on eliminating factors putting students in unfavourable educational situation. Common access to education shall be accompanied by attractive and high-quality educational offer of the educational system. In the present situation significant problem of the Polish educational system is huge differentiation of quality of schools' work as to their location (urban areas – rural areas) and level of teaching. Support implemented within the Measure will allow to diminish these disproportions through realization of programmes aimed at improving quality of schools' work, inter alia through introducing innovative forms of teaching of higher effectiveness or implementing more efficient models of educational institution management. The development programmes for schools will also contribute to

		improving among students basic skills and competences of key significance for employment capacity and for continuing education. For this purpose schools and their managing bodies shall receive support to enhancing their educational offer with elements going beyond standard teaching programme, e.g. additional foreign language. Realization of the development programmes will contribute to improving quality of teaching in schools, and as such – also to better learning performance achieved by students, who thanks to that will acquire better chances for continuing education or starting employment.
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	756 047 832 euro
19.	EU resources contribution	642 640 657 euro
20.	National public resources contribution	113 407 175 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	In case of Call for proposals projects - advance payment for beneficiary. In case of systemic projects - no payment (funds provided within the self-governmental unit's budget).
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - The number of pre-school education establishments supported under the Priority. - The number of schools (primary, lower secondary, upper secondary providing general education) which implemented development programmes under the Priority, broken down by urban areas/rural areas.

Sub-measure 9.1.1 Minimising inequalities in level of popularization of pre-school education – Call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Creating kindergartens (including also launching other forms of pre-school education⁶³) on areas and in environments of low level of presence of pre-school education (in particular on rural areas). - Support to existing kindergartens (including also other functioning forms of pre-school education), contributing to increased participation of children in pre-school upbringing, e.g. support to kindergartens and other forms of pre-school education threatened with liquidation, extending work hours, launching additional application period for children, employing additional personnel, etc. - Elaboration and implementation of information campaigns promoting pre-school education.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Children in age qualifying for pre-school education (3-5 years)⁶⁴, - Parents of children in age qualifying for pre-school education (3-5 years), - Existing kindergartens, - Other functioning forms of pre-school education.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>

⁶³Within the meaning of Ordinance of the Minister of National Education on 10th January 2008 on categories of different forms of pre-school education, conditions of creating and organizing these forms and way of their functioning (Official Journal of 17 January 2008).

⁶⁴ In case when one-year pre-school preparation covering children aged 6 is conducted in kindergarten, children participating in it may constitute target group for Sub-measure 9.1.1. Support within Sub-measure 9.1.1 in this case will be directed both to children aged 3-5 and to children aged 6, while then - due to accepted monitoring indicators for the HC OP – one should indicate separately number of children aged 3-5 covered by support.

However, as a result of limitation arising from Article 14a paragraph 5 of the Law on educational system covering children aged 6 with other forms of pre-school education is not possible.

While support within the framework of Sub-measure 9.1.1 cannot be addressed to children aged 6 who are covered by pre-school preparation in kindergarten unit organized in primary school. In such situation those children constitute target group of development programmes conducted by schools within Sub-measure 9.1.2.

7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 9.1.2 Equalization of educational chances of students from groups with hindered access to education and diminishing the disproportion in the quality of educational services – Call for proposals projects

1.	Type of conducted operations (projects)	<p>Development programmes of schools and educational institutions⁶⁵ providing general education aimed at equalization of educational chances of students and diminishing the disproportions in their learning performance and improving quality of teaching process, including in particular:</p> <ul style="list-style-type: none"> - Additional didactic-compensatory lessons and specialist lessons serving to diminish disproportions in learning performance during educating process. - Advisory and pedagogic-psychological care for students showing learning problems or threatened with premature leaving the educational system due to other reasons (e.g. support to students from rural areas, support to disabled students, countering addictions, prevention programmes, countering social pathologies). - Programmes directed to children and youth, who remain
----	---	---

65 Development programmes of schools and educational institutions realized within Priority IX fulfill cumulatively the following conditions:

1. constitute complex answers to diagnosed didactic, upbringing and fostering needs of given school/educational institution and its pupils (schools/educational institutions and their pupils);
2. contribute in complex and permanent way to quality changes in functioning of school/educational institution and/or enhancing educational offer of given school/educational institution (schools/educational institutions);
3. contain specified targets, outputs and activities already at application stage;
4. activities specified in development programme contribute to developing key competences specified in Recommendations of the European Parliament and the Council of 18 December 2006 on defining key competences in process of lifelong learning (2006/962/EC);
5. contain elements conforming with educational policy of country and voivodship.

		<p>outside of system of primary, secondary and upper secondary education (prematurely leaving the educational system), enabling to complete given stage of education and continue learning.</p> <ul style="list-style-type: none"> - Additional activities (extracurricular and out-of-school) for students, aimed at developing key competences, with special focus on ICT, foreign languages, entrepreneurship, mathematics, natural science). - Enhancing schools' offer with issues connected with counselling and educational-vocational advisory, informing students about benefits arising from choosing given educational pathway and about possibilities of further education in context of circumstances of local and regional labour market (school career centres). - Implementation of new, innovative forms of teaching and grading marks, characterized by higher effectiveness than in case of traditional forms. - Implementation of programmes and tools for effective managing educational institutions, contributing to improvement of teaching quality.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Schools, educational institutions (institutions, personnel) providing general education and their managing bodies (with exception of adult schools), - Students and pupils of schools and educational institutions providing general education (with exception of students of adult schools), - Persons who prematurely left the educational system.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework</i>

		<i>of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

Sub-measure 9.1.3 Scholarship assistance for particularly gifted students – systemic projects

1.	Type of conducted operations (projects)	- Realization of regional programmes of scholarship assistance for particularly gifted students (especially in the field of mathematics, natural science and technical sciences) of secondary and upper secondary schools, whose unfavourable material situation constitutes obstacle in educational development ⁶⁶ .
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme.</i>
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).

66 Detailed rules on realization of regional scholarship programmes will be defined in rules on granting scholarship assistance elaborated by system beneficiaries of Sub-measure 9.1.3 in accordance with conditions set by Intermediate Bodies. Yet implemented rules must remain conformant to described below common framework for all regional scholarship programmes:

- Level of scholarship is calculated by system beneficiaries of Sub-measure 9.1.3 in accordance with conditions set by Intermediate Bodies, although amount of scholarship calculated on monthly basis must remain within 200 - 600 zlotys range. Minimal period for which scholarship is granted equals 12 months and may be shortened only in case of breaching rules on scholarship programme by a student.
- Criterion of particularly gifted students will be defined in sets of rules for specific regional scholarship programmes on basis of: average of received marks (especially average grades from mathematics, natural science and technical sciences), results of exams and external tests, achievements in contests and tournaments of at least regional level, and also other factors defined by system beneficiary in accordance with guidelines set by IB.
- Income criterion (income per one family member) is defined as maximum double amount of income criterion defined in the Law on family payments. Income per one family member exceeding this amount render receiving scholarship impossible.
- A requirement for receiving scholarship will be preparing and submitting - together with application for granting scholarship – individual plan of student's educational development, containing at least: student's profile, his hitherto educational achievements, targets to be reached in connection with received scholarship and expenditure to bear within the framework of received scholarship.
- During receiving scholarship student-scholarship recipient is subject to didactic care of teacher, school pedagogist or vocational counsellor employed in the student's school. A purpose of didactic care is supporting student in utilization of scholarship for educational purposes and monitoring student's educational achievements. Tutor of scholarship recipient for performing duties connected with this function may receive remuneration not exceeding 30% of amount of student's scholarship (calculated on monthly basis).

5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Students of secondary and upper secondary schools who are particularly gifted in the field of mathematics, natural science and technical sciences and whose unfavourable material situation constitutes obstacle in educational development.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Systemic projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Not applicable.

9.2 IMPROVEMENT OF ATTRACTIVENESS AND QUALITY OF VOCATIONAL EDUCATION

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IX Development of Education and Competences in the Regions
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 9.2 Improvement of quality and attractiveness of vocational education
16.	Objective and justification of the measure	Objective of Measure: Improvement of attractiveness and increasing quality of educational offer of schools and educational institutions providing vocational education (with exception of education of adult persons) serving to enhance students' capacity for future employment.

		<p>Justification of Measure:</p> <p>In the current situation vocational education system has much lower quality than general education system, due to which the former enjoys much lower interest from students. In this context and in accordance with needs of the labour market necessary is increasing potential of vocational schools and propagating benefits arising from choosing this educational pathway.</p> <p>At the same time, modernization of vocational education should be supported with additional incentives for students who choose this model of education. All these activities will contribute to increasing popularity of vocational education as educational pathway, and also to adapting its offer to needs of the labour market (especially in local and regional dimension). Thanks to this vocational education system will be able to provide onto the labour market bigger number of qualified specialists with qualifications responding to current requirements of employers.</p> <p>Activities in the above-mentioned field will be realized through complex development programmes of schools and institutions providing vocational education, comprising both diminishing educational disproportions between achievements of students, modernization of teaching process through additional extracurricular and out-of-school activities, educational-vocational advisory, and instrument of particular significance for vocational education: internships and apprenticeships realized in cooperation with employers. Development programmes will enable as well including employers in vocational education process in other forms, going beyond practical learning the job, for example diagnosing demand on the labour market for graduates with specific professional qualifications. Within the framework of development programmes, schools and institutions providing vocational education will also be able to equip their students with modern didactic materials (including school textbooks), which will guarantee high quality of education, in accordance with requirements of the modern economy.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	515 687 204 euro
19.	EU resources contribution	438 334 123 euro
20.	National public resources contribution	77 353 081 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%

23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - The number of schools and vocational education institutions which implemented development programmes. - The number of schools and vocational education institutions which cooperated with enterprises in the field of implementing development programmes.

Call for proposals projects

1.	Type of conducted operations (projects)	<p>Diagnosing educational needs in the field of vocational education in accordance with needs of local and regional labour market.</p> <p>Development programmes of school and educational institutions providing vocational education aimed at diminishing disproportion in students' achievements in the course of educating process and improving quality of educating process, comprising in particular:</p> <ul style="list-style-type: none"> - Additional didactic-compensatory lessons and specialist lessons serving to diminish disproportions in learning performance during educating process. - Advisory and pedagogic-psychological care for students showing learning problems or threatened with premature leaving the educational system due to other reasons (e.g. support to students from rural areas, support to disabled students, countering addictions, prevention programmes, countering social pathologies). - Additional activities (extracurricular and out-of-school) for students, aimed at developing key competences, with special focus on ICT, foreign languages, entrepreneurship, mathematics, natural science). - Effective programmes of educational-vocational advisory. - Modernization of vocational education offer and adjusting it to needs of local and regional labour market (introducing new education profiles, modification of education programmes within existing profiles). - Cooperation of schools and institutions providing vocational education with employers and labour market institutions aimed at increasing professional qualifications of students as future graduates and improving their employment capacity (including especially as to practical forms of teaching – internships, apprenticeships). - Equipping schools and institutions providing vocational education with modern teaching materials (including school textbooks), ensuring high quality of education.
----	---	--

		<ul style="list-style-type: none"> - Implementation of new, innovative forms of teaching and grading marks, characterized by higher effectiveness than in case of traditional forms. - Implementation of programmes and tools for effective managing educational institutions, contributing to improvement of teaching quality.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<p>Among the others:</p> <ul style="list-style-type: none"> - Students and scholars of schools and educational institutions providing vocational education (with exception of adult schools). - Schools and educational institutions (institutions and teaching personnel) providing vocational education (with exception of adult schools). - Socio-economic partners. - Employers.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

9.3 POPULARIZATION OF FORMAL LIFELONG LEARNING IN SCHOOL FORMS

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IX Development of Education and Competences in the Regions
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	00, 05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 9.3 Popularization of formal lifelong learning in school forms
16.	Objective and justification of the measure	Objective of Measure: Increasing participation of adult persons in lifelong learning in schools forms through increasing its quality and accessibility and enhancing importance of lifelong learning as factor influencing situation on the labour market.

		<p>Justification of Measure:</p> <p>Extent of popularity of lifelong learning in Poland is much lower than the average in the remaining Member States of the European Union. Moreover, popularity of lifelong learning is vastly differentiated depending on currently possessed level of education. Persons with higher education are far more often interested in lifelong learning than persons with low qualifications and relatively worse position on the labour market. A reason for such state of things is on one hand low social awareness on importance of lifelong learning, and on the other – quality of lifelong learning in many cases remaining insufficient in relation to needs of the labour market. Within the framework of the Measure we predict conducting information actions aimed at increasing social awareness on subject of benefits arising from formal lifelong learning, coupled with counselling services for people interested in undertaking this kind of lifelong learning in context of selecting education profile appropriate for needs of regional labour market.</p> <p>Support will cover also adult persons interested in undertaking lifelong learning in school forms (completing or upgrading their education or qualifications in general and vocational profile). Within the framework of the Measure interested persons will be also able to have their qualifications, obtained in formal or informal way, formally certified. A significant element of the Measure will be as well support to lifelong learning institutions, institutions of practical education and institutions of in-service training providing formal lifelong learning aimed at increasing quality of offered educational services, adjusting programmes and educational conditions to needs of regional labour market and developing innovative forms of education, which will enable to have more effective and better accessible educational offer (e.g. education in form of e-learning).</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	184 812 755 euro
19.	EU resources contribution	157 090 842 euro
20.	National public resources contribution	27 721 913 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	<p>Where it is applicable:</p> <ul style="list-style-type: none"> - Commission Regulation (EC) No 1998/2006 of 15 December 2006 on the application of Articles 87 and 88 of the Treaty to de minimis aid (OJ EC L 379 of 28.12.2006, page 5),

		<ul style="list-style-type: none"> - Commission Regulation (EC) No 800/2008 of 6 August 2008 declaring certain categories of aid compatible with the common market in application of Articles 87 and 88 of the Treaty (General block exemption Regulation) (OJ EC L 214 of 09.08.2008, page 3). <p>Legal basis for granting public aid and <i>de minimis</i> aid is <i>Ordinance of Minister of Regional Development of 6 May 2008 on granting public aid within the framework of Human Capital Operational Programme</i> (DZ.U. No. 90, item 557, as amended).</p>
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006 – unless Intermediate Body sets later date
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Share of adult persons aged 25-64, which participated in formal lifelong learning within the framework of the Measure.

Call for proposals projects

1.	Type of conducted operations (projects)	<p>Information campaigns in the field of formal lifelong learning, including in context of needs of regional or local labour market.</p> <p>Educating in school forms adult persons from their own initiative interested in completing or upgrading their education and general/vocational qualifications.</p> <p>Programmes of formal certification of general and vocational qualifications obtained in formal and informal way (support for persons who from their own initiative declare willingness to take external examination and have their qualifications confirmed).</p> <p>Advisory services for adult persons, who from their own initiative are interested in formal lifelong learning as to choosing profile and form of formal learning in context of needs of regional or local labour market.</p> <p>Support to adult schools, lifelong learning institutions, institutions of practical education and institutions of in-service training in the field of formal education, aimed at:</p> <ul style="list-style-type: none"> - Monitoring needs and enhancing or adjusting educational offer to needs of regional and local labour market. - Increasing quality of educational offer, including in case of out-of-school forms also applying for accreditation from school curator. - Developing innovative forms of lifelong learning, including
----	---	---

		also in form of e-learning.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Among the others: <ul style="list-style-type: none"> - Adult persons aged 25-64 (and persons not participating in education aged 18-24), declaring from their own initiative willingness to undertake lifelong learning in school forms. - Adult schools, lifelong learning institutions, institutions of practical education and institutions of in-service training providing formal lifelong learning. - Socio-economic partners. - Employers.
6.	Suggestions of selection criteria for financed operations	Criteria: <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme</i> .
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

9.4 HIGHLY QUALIFIED PERSONNEL OF THE EDUCATIONAL SYSTEM

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IX Development of Education and Competences in the Regions
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 9.4 Highly qualified personnel of the educational system
16.	Objective and justification of the measure	Objective of Measure: Adjusting qualifications of teachers, instructors of practical job learning and administrative staff of educational system institutions to requirements connected with strategic directions of regional development, modifying education profiles, demand for new qualifications and changing demographic situation in the educational

		system.
		<p>Justification of Measure:</p> <p>The Measure will enable regional educational institutions to create their own policy on education and in-service training for personnel of the educational system (teachers and administrative staff) in context of regional circumstances and changing demographic situation. Within the framework of the activity supported will be postgraduate studies, qualification courses and in-service trainings, allowing to obtain new qualifications or enhance possessed qualifications necessary from point of view of ensuring as high quality of education process as it is possible. Educating teachers will be performed within the framework of national educational policy, i.e. in accordance with substantive and organizational standards set by minister competent for education and minister competent for higher education, yet directions of education and in-course training for teachers ought to arise from regional educational policy. Support will be also lent to teachers, who are interested in completing or enhancing possessed formal education (e.g. obtaining academic degree). Extremely significant is as well increasing qualifications of staff administering the educational system on regional level, what will contribute to enhancing competences in the field of financing, managing, monitoring, assessing results of educational policy, so in general improving quality of the latter.</p> <p>A significant element of the Measure should be also support on behalf of improving flexibility of system for educating teachers in connection with cyclical demographic circumstances. Facing number of school-age children decreasing every year, necessary is adjusting qualifications of part of school teachers, so as they are able to teach another subject or lessons within the framework of employment in the same school (preparation to teaching another subject or kind of conducted lessons) or teach or conduct lessons in lifelong learning institutions (preparation in the field of andragogy). At the same time support will cover group of teachers of vocational and lifelong education, what will contribute to increasing quality of vocational and lifelong education.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	96 877 655 euro
19.	EU resources contribution	82 346 007 euro
20.	National public resources contribution	14 531 648 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible	85%

	expenditure (%)	
23.	Public aid	Not applicable.
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006
26.	Minimum/maximum project value	Minimum 50 thousand zlotys – unless Intermediate Body decides otherwise
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - The number of teachers who participated in short forms of in-service teachers training, including: - teachers in rural areas, - vocational education teachers.

Call for proposals projects

1.	Type of conducted operations (projects)	<ul style="list-style-type: none"> - Postgraduate courses, qualification courses and in-course trainings and other forms of increasing qualifications for teachers in scope conformant to local and regional educational policy (including preparation to teaching another subject or different kind of conducted lessons). - Postgraduate studies, courses and trainings and other forms of increasing qualifications for employees of lifelong learning institutions, institutions of practical education and institutions of in-service training and for instructors of practical job learning. - Higher studies and qualification courses for teachers interested in upgrading of completed possessed education. - Postgraduate courses and in-service training for teachers and employees of educational administration in the field of organization, managing, financing and monitoring educational activity. - Programmes on changing qualifications of school teachers in connection with changing demographic situation (shortage of school-age children) in direction of lifelong learning (of adult persons).
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	72
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Teachers and didactic employees of schools and educational institutions. - Instructors of practical job learning.

		<ul style="list-style-type: none"> - Administrative and managing staff in schools and educational institutions and their managing bodies.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

9.5 INDEPENDENT LOCAL EDUCATIONAL INITIATIVES ON RURAL AREAS

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority IX Development of Education and Competences in the Regions
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development – Department for European Social Fund Management
5.	Intermediate Body	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
6.	Certifying Authority	Minister competent for regional development – Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Irreclaimable help - 01
10.	Territory type	05 (rural areas)
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS2 - PL11, PL12, PL21, PL22, PL31, PL32, PL33, PL34, PL41, PL42, PL43, PL51, PL52, PL61, PL62, PL63
13.	Implementing Authority (2nd level Intermediate Body)	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
14.	Body in charge of making payments for the beneficiaries	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment)
15.	Measure name and number	Measure 9.5 Independent local educational initiatives on rural areas
16.	Objective and justification of the measure	Objective of Measure: Animation of activity of inhabitants of rural areas on behalf of self-organization and creating local initiatives aimed at educational development and increasing level of education of rural areas'

		inhabitants.
		<p>Justification of Measure:</p> <p>Rural areas are area of accumulation of many development problems, which are usually harder to solve than on urban areas. To huge extent it concerns education, access to which on rural areas is much more difficult than in large urban agglomerations. At the same time, awareness of many inhabitants of rural areas as to importance of education for social and professional life is lower than in case of cities' inhabitants. As a result these occurrences cumulate in negative educational indicators in relation to rural areas: e.g. lower level of education of rural areas' inhabitants, lower extent of popularity of pre-school education, worse educational achievements of students coming from rural areas (according to PISA research) or lower level of activeness of rural areas' inhabitants in regard to self-organization. In this context as significant problem shall be considered too low extent of activeness of rural areas' inhabitants in the field of self-organization and undertaking independent local initiatives on behalf of solving problems of rural communities in regard to education. Within the framework of the Measure realized will be support for rural areas' inhabitants, aimed at developing educational offer on rural areas, strengthening significance of educational institutions in local communities and increasing level of education of rural areas' inhabitants, especially as to professional skills useful outside the agriculture. All the above-mentioned instruments shall lead to diminishing disproportions in the field of education between rural areas and city hubs.</p> <p>In the Measure there were predicted forms of support, contributing to improvement of educational situation of rural areas, which are conformant to specific features of rural areas and, in accordance with them, will demonstrate high effectiveness, i.e. support to creating and launching actions by local initiatives and pacts for solving problems of rural areas' inhabitants in the field of education. The support will be channelled to rural gminas, rural-urban gminas and cities up to 25 000 citizens. In accordance with specificity of rural areas of and potential final beneficiaries of support who are active on these areas, implementation system for the Priority will be directed to entities of smaller organizational potential (which would not have possibility to realize projects within the framework of remaining Activities of Priority IX) and will comprise realization of small projects (up to 50 000 zlotys) aimed at small local communities and working in order to animate the latter.</p>
17.	Expenditure eligibility as part of the measure	Criteria for expenditure eligibility are compliant with <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
18.	Financial allocation for the measure	150 000 000 euro
19.	EU resources contribution	127 500 000 euro

20.	National public resources contribution	22 500 000 euro
21.	Anticipated amount of private resources	0 euro
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable.
24.	Minimum beneficiary's own contribution (%)	To be defined by Intermediate Body.
25.	Date of expenditure eligibility initiation	12 December 2006
26.	Minimum/maximum project value	Maximum 50 thousand zlotys
27.	Form of payment	Advance payment for beneficiary.
28.	Cross-financing share amount (%)	Up to 10%
29.	Measure implementation indicators	- The number of independent local social initiatives undertaken within the framework of the Measure.

Call for proposals projects

1.	Type of conducted operations (projects)	Independent local initiatives, including: <ul style="list-style-type: none"> - Creating and supporting work of initiatives aimed at animating awareness of local communities and their involvement in activities for educational development on rural areas and increasing education level of rural areas' inhabitants. - Projects contributing to increasing level of education and qualifications of rural areas' inhabitants and developing educational services on these areas. - Information-promotional, training and advisory activities increasing awareness of rural areas' inhabitants as to benefits arising from educating and training.
2.	Scope of cross-financing application	In accordance with provisions of <i>Guidelines as to expenditure eligibility within the framework of Human Capital Operational Programme</i> .
3.	Category of structural funds intervention (priority theme dimension)	73
4.	Types of beneficiaries	All entities – with exception of natural persons (does not concern persons conducting economic activity or educational activity pursuant to separate provisions).
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	<ul style="list-style-type: none"> - Inhabitants of rural gminas??, rural-urban gminas and cities up to 25 000 citizens. - Local communities actively working on rural areas for developing education on these areas and increasing education level of rural areas' inhabitants. - Entities working on rural areas for countering marginalization

		of these areas and providing them appropriate development.
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - General, - Detailed. <p>Detailed defining of selection criteria for financed operations will occur in Action Plan, being prepared by Intermediate Body for each Priority.</p>
7.	Description of the project selection system:	
	Institution responsible for project selection	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Mode of project selection	Call for proposals projects
	Procedure of substantive assessment of an application for project financing	Information on subject of the procedure is contained in Chapter I (point 5) <i>Description of project selection system within the framework of the Human Capital Operational Programme.</i>
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).
	Appeal procedure	Institution designed by voivodeship's self-government (full list of institutions together with their address and contact data will be published in attachment).

***Indicative division of financial allocation within the framework
of Priority IX***

MEASURE	Allocation (euro)		
	Total	European Social Fund	National funding
Measure 9.1 <i>EQUALIZATION OF EDUCATIONAL CHANCES AND PROVIDING HIGH QUALITY OF EDUCATIONAL SERVICES PERFORMED WITHIN THE FRAMEWORK OF THE EDUCATIONAL SYSTEM</i>	756 047 832	642 640 657	113 407 175
including Sub-measure 9.1.1 <i>Minimising inequalities in level of popularization of pre-school education</i>	243 140 413	206 669 351	36 471 062
including Sub-measure 9.1.2 <i>Equalization of educational chances of students from groups with hindered access to education and diminishing the disproportion in the quality of educational services</i>	481 407 419	409 196 306	72 211 113
including Sub-measure 9.1.3 <i>Scholarship assistance for particularly gifted students</i>	31 500 000	26 775 000	4 725 000
Measure 9.2 <i>IMPROVEMENT OF ATTRACTIVENESS AND QUALITY OF VOCATIONAL EDUCATION</i>	515 687 204	438 334 123	77 353 081
Measure 9.3 <i>POPULARIZATION OF FORMAL LIFELONG LEARNING IN SCHOOL FORMS</i>	184 812 755	157 090 842	27 721 913
Measure 9.4 <i>HIGHLY QUALIFIED PERSONNEL OF THE EDUCATIONAL SYSTEM</i>	96 877 655	82 346 007	14 531 648
Measure 9.5 <i>INDEPENDENT LOCAL EDUCATIONAL INITIATIVES ON RURAL AREAS</i>	150 000 000	127 500 000	22 500 000
TOTAL - PRIORITY IX	1 703 425 446	1 447 911 629	255 513 817

Priority X
TECHNICAL ASSISTANCE

PRIORITY X

TECHNICAL ASSISTANCE

Description of Priority X:

The main objective of Priority X: Technical Assistance shall be to ensure proper management, implementation and promotion of the European Social Fund. One of the main conditions for the participation in the management of EU structural funds is to ensure adequate administrative potential for managing the funds in accordance with Community regulations.

The Technical Assistance Priority ensures support for programme management and implementation processes, as well as efficient use of EU and national resources, in accordance with Community law and policies, through:

- maintaining high quality and cohesion of activity relating to Programme implementation,
- guaranteeing the compliance of implemented projects with Community regulations and policies,
- introduction and implementation of individual management and control procedures compliant with European Commission standards,
- organisation of the system of information, promotion and trainings,
- implementation and organisation of a system of IT tools for efficient management and implementation of activities.

Management, implementation, monitoring and evaluation, as well as control of activities planned within the framework of the Programme require having a sufficient potential and capacity by the institutions engaged in the abovementioned activities. In order to meet these high expectations, at all stages of implementation appropriate personnel must be ensured which would be responsible for these tasks, have adequate competences, be properly trained and having adequate resources to implement the tasks it is vested with.

Technical Assistance shall aim primarily at:

- ensuring technical and financial support for the process of management, implementation, monitoring, control and operations of the HC OP Monitoring Committee, ensuring efficient implementation of HC OP and efficient absorption of ESF resources,
- effective and efficient implementation of obligations referring to carrying out information and promotion activity by the Member States, as regards support granted from structural funds,
- ensuring efficient evaluation, monitoring and audit of projects implemented within the framework of the Programme,
- trans-national cooperation, exchange of experience and good practices with other countries.

Relevant Annual Action Plans implemented under the measures of Priority X should contribute to the achievement of relevant results of implementation set for Priority X:

1. ensuring organisational, administrative and financial support for the process of management, implementation, monitoring, control and operations of the HC OP Monitoring Committee, ensuring efficient implementation of HC OP and efficient absorption of ESF resources.

2. ensuring organisational, administrative and financial support for the process of evaluation, information and promotion of ESF, ensuring efficient implementation of HC OP and efficient absorption of ESF resources.

10.1. Technical assistance

1.	Operational programme name	Human Capital Operational Programme
2.	Priority name and number	Priority X Technical assistance
3.	Fund name	European Social Fund
4.	Managing Authority	Minister competent for regional development - Department for European Social Fund Management
5.	Intermediate Body	Not applicable
6.	Certifying Authority	Minister competent for regional development - Certifying Authority Department
7.	Certification Intermediate Body	Not applicable
8.	Body in charge of receiving payments made by the European Commission	Minister competent for public finance
9.	Form of finance	Non-returnable aid – 01
10.	Territory type	Not applicable - 00
11.	Economic activity area	Not applicable - 00
12.	NUTS location	NUTS0 - PL
13.	Implementing Authority (2nd level Intermediate Body)	Not applicable
14.	Body in charge of making payments for the beneficiaries	Not applicable
15.	Measure name and number	10.1. Technical assistance
16.	Objective and justification of the measure	Measure objective: Ensuring proper management, implementation and promotion of the European Social Fund.
		Measure justification: Need to ensure funds for the implementation of tasks relating to management, implementation and promotion of HC OP.
17.	Expenditure eligibility as part of the measure	Expenditure eligibility criteria are in compliance with <i>Guidelines on the eligibility of expenditures under HC OP.</i>
18.	Financial allocation for the measure	EUR 456,808,282
19.	EU resources contribution	EUR 388,287,040
20.	National public resources contribution	EUR 68,521,242
21.	Anticipated amount of private resources	EUR 0
22.	Share of the EU in eligible expenditure providing basis for certification on the project level, i.e. in public eligible expenditure (%)	85%
23.	Public aid	Not applicable
24.	Minimum beneficiary's own contribution (%)	Not applicable
25.	Date of expenditure eligibility initiation	12 December 2006 – if MA fails to specify a later date
26.	Minimum/maximum project value	Not applicable
27.	Form of payment	In the case of government budgetary units: - Lack of payment (resources ensured within the State budget) In the case of Voivodeship self-governments and PAED - Development grant

28.	Cross-financing share amount (%)	up to 10%
29.	Measure implementation indicators	<ul style="list-style-type: none"> - Number of positions financed from Technical Assistance - Number of beneficiaries of trainings, participants of conferences and seminars - Number of website entries on the HC OP website

Systemic projects – within the mode appropriate for Technical Assistance

1.	Type of conducted operations (projects)	<p>Support for the functioning of institutions, including in particular:</p> <ul style="list-style-type: none"> - administrative, e.g.: - lease of office premises - staffing support - purchase of office appliances and office materials, including computers and other electronic devices - covering expenditure relating to the use of buildings - covering costs of archiving and storage of documents - covering the costs of delegations and business trips <p>Implementation of tasks relating to information, promotion and evaluation of HC OP, and in particular:</p> <ul style="list-style-type: none"> - creation and implementation of HC OP Plan of Communication and Information and Promotion Plan (regional and for central priorities) - HC OP evaluation <p>Operations aimed at the improvement of the implementation of Human Capital Operational Programme, including in particular:</p> <ul style="list-style-type: none"> - organisation and carrying out of trainings - advisory, preparing analyses, expert opinions and reports - carrying out on-the-spot-checks - handling and organisation of the work of Committees, working groups, meetings, workshops and seminars - support for the project selection system
2.	Scope of cross-financing application	Expenditure eligibility criteria are in compliance with Guidelines on the eligibility of expenditures under HC OP.
3.	Category of structural funds intervention (priority theme dimension)	85, 86
4.	Types of beneficiaries	<p>HC OP Managing Authority</p> <p>HC OP Intermediate Bodies</p> <p>Implementing Authorities (2nd level Intermediate Body)</p> <p>System beneficiaries</p>
5.	Target groups (persons, institutions, social groups directly benefiting from aid)	Institutions involved in the implementation of the Human Capital Operational Programme
6.	Suggestions of selection criteria for financed operations	<p>Criteria:</p> <ul style="list-style-type: none"> - general - detailed <p>Proposals of project selection criteria are subject to the</p>

		procedure of approval by the HC OP Monitoring Committee.
7.	Description of the project selection system:	
	Institution responsible for project selection	Managing Authority
	Mode of project selection	systemic projects
	Procedure of substantive assessment of an application for project financing	IB transfer Annual Action Plans for Technical assistance by 15 August of each year. Managing Authority approves Action Plans for Technical Assistance by 15 October on the basis of general and detailed criteria.
	Body responsible for issuing the final decision on financing the project and signing the agreement/decision on granting support for the project	Managing Authority
	Appeal procedure	Not applicable

Indicative division of the financial allocation under Priority X

MEASURE	Allocation (EUR)		
	Total	ESF	National resources
Measure 10.1 <i>TECHNICAL ASSISTANCE</i>	456,808,282	388,287,040	68,521,242
PRIORITY X IN TOTAL	456,808,282	388,287,040	68,521,242

IV. ANNEXES

ANNEX I Table Division of total allocation to voivodeships within the Regional Component of HC OP by Priorities and Measures (EUR)

	Priority VI	Measure 6.1	Measure 6.2	Measure 6.3	Priority VII	Measure 7.1	Measure 7.2	Measure 7.3	Priority VIII	Measure 8.1	Measure 8.2	Priority IX	Measure 9.1	Measure 9.2	Measure 9.3	Measure 9.4	Measure 9.5	Total
Dolnośląskie	154250307	124803960	27395991	2050356	106133694	68986901	29717434	7429359	108564977	86851982	21712995	116420976	51672251	35244752	12631067	6621124	10251782	48536954
Kujawsko-Pomorskie	127235234	102970371	22603252	1691661	87566340	56918121	24518575	6129644	89572286	71657829	17914457	96053931	42632548	29078926	10421349	5462804	8458304	400457841
Lubelskie	162699367	13164096	28896606	2162665	111947168	72765659	31345207	7836302	114511623	91609298	22902325	122797933	54502597	37175283	13322934	6983796	10813323	511956091
Lubuskie	56333041	45983627	10093967	755447	39104627	25418008	10949296	2737323	40000425	32000340	8000085	42894942	19038478	12985818	4653877	2439532	3777237	178833035
Łódzkie	160203271	129620504	28453281	2129486	110229700	71649305	30864316	7716079	112754813	90203850	22550963	120913997	53666432	36604949	13118537	6876651	10647428	504101781
Małopolskie	187691911	151861569	33335466	2494876	129143574	83943323	36160201	9040050	132101961	105681569	26420392	141661146	62874840	42885845	15369494	8056590	12474377	590598592
Mazowieckie	283263283	233237935	51198571	3831777	198346304	128925098	55536965	13884241	202889966	162311973	40577993	217571526	96566880	65866606	23605373	12373784	19158883	907076079
Opolskie	55403841	44827261	9840130	736450	38121249	24778812	10673950	2668487	38994520	31195616	7798904	41816248	18559711	12659259	4536844	2378185	3682249	174335858
Podkarpackie	137388741	111161262	24401253	1826226	94531901	61445736	26468932	6617233	96697413	77357930	19339483	103694647	46023801	31392042	11250326	5897349	9131129	432312702
Podlaskie	82755795	66957733	14698039	1100023	56941074	37011698	15943501	3985875	58245465	46596372	11649093	62460234	27722331	18908925	6776608	3552255	5500115	260402568
Pomorskie	119334625	96553673	21194709	1586243	82109559	53371213	22990677	5747669	83990504	67192403	16798101	90068238	39975859	27266845	9771933	5122385	7931216	375502926
Śląskie	234555741	189779105	41658828	3117808	161388771	104902701	45188856	11297214	165085822	132068658	33017164	177031791	78573736	53593792	19207024	10068198	15589041	738062125
Świętokrzyskie	100898456	81636964	17920310	1341182	69424341	45125822	19438815	4859704	71014697	56811758	14202939	76153473	33799934	23054353	8262254	4331020	6705912	317490967
Warmińsko-Mazurskie	99405388	80428923	17655129	1321336	68397019	44458062	19151165	4787792	69963840	55971072	13992768	75026575	33299772	22713201	8139991	4266931	6606680	312792822
Wielkopolskie	192564696	155804141	34200909	2559646	132496350	86122627	37098978	9274745	135531541	108425233	27106308	145338898	64507172	43999231	15768511	8265752	12798232	605931485
Zachodniopomorskie	97410454	78814821	17300815	1294818	67024382	43565848	18766827	4691707	68559759	54847807	13711952	73520891	32631490	22257377	7976633	4181299	6474092	306515486
Total	2256929201	1826081945	400847256	30000000	1552906053	1009388934	434813695	108703424	1588479612	1270783690	317695922	1703425446	756047832	515687204	184812755	96877655	150000000	7101740312

ANNEX II Indicative Financial Table of financial obligations for the OP by Priority and Measure

Years	Total OP / ROP	Public funds (EU + national)	European Union				National public contribution				Cross-financing (%)	Private	EIB Loans	Category of Intervention	
			Total	including:			Total	State budget	Self-government units' budget	Other total				SL	Oth
				ERDF	ESF	CF									
	1=2+12	2=3+7	3=4+5+6	4	5	6	7=8+9+10	8	9	10	11	12	13	14	
Priority I Employment and social integration														65, 66, 69, 70, 71	
2007	70 961 069	70 961 069	60 316 909	0	60 316 909	0	10 644 160	7 853 464	0	2 790 696		0	0		
2008	72 622 758	72 622 758	61 729 344	0	61 729 344	0	10 893 414	8 037 368	0	2 856 046		0	0		
2009	74 273 503	74 273 503	63 132 478	0	63 132 478	0	11 141 025	8 220 060	0	2 920 965		0	0		
2010	73 304 585	73 304 585	62 308 897	0	62 308 897	0	10 995 688	8 112 828	0	2 882 860		0	0		
2011	71 935 761	71 935 761	61 145 397	0	61 145 397	0	10 790 364	7 961 336	0	2 829 028		0	0		
2012	70 610 597	70 610 597	60 019 007	0	60 019 007	0	10 591 590	7 814 677	0	2 776 913		0	0		
2013	72 481 085	72 481 085	61 608 922	0	61 608 922	0	10 872 163	8 021 689	0	2 850 474		0	0		
2007-2013	506 189 358	506 189 358	430 260 954	0	430 260 954	0	75 928 404	56 021 422	0	19 906 982		0	0		
Measure 1.1											10			65, 69	
2007	15 826 054	15 826 054	13 452 146	0	13 452 146	0	2 373 908	2 373 908	0	0		0	0		
2008	16 196 650	16 196 650	13 767 153	0	13 767 153	0	2 429 497	2 429 497	0	0		0	0		
2009	16 564 807	16 564 807	14 080 086	0	14 080 086	0	2 484 721	2 484 721	0	0		0	0		
2010	16 348 715	16 348 715	13 896 408	0	13 896 408	0	2 452 307	2 452 307	0	0		0	0		
2011	16 043 434	16 043 434	13 636 919	0	13 636 919	0	2 406 515	2 406 515	0	0		0	0		
2012	15 747 890	15 747 890	13 385 706	0	13 385 706	0	2 362 184	2 362 184	0	0		0	0		
2013	16 165 055	16 165 055	13 740 296	0	13 740 296	0	2 424 759	2 424 759	0	0		0	0		
2007-2013	112 892 605	112 892 605	95 958 714	0	95 958 714	0	16 933 891	16 933 891	0	0		0	0		
Measure 1.2											10			65, 66	
2007	21 308 394	21 308 394	18 112 135	0	18 112 135	0	3 196 259	3 196 259	0	0		0	0		
2008	21 807 371	21 807 371	18 536 265	0	18 536 265	0	3 271 106	3 271 106	0	0		0	0		
2009	22 303 062	22 303 062	18 957 603	0	18 957 603	0	3 345 459	3 345 459	0	0		0	0		
2010	22 012 112	22 012 112	18 710 295	0	18 710 295	0	3 301 817	3 301 817	0	0		0	0		
2011	21 601 078	21 601 078	18 360 916	0	18 360 916	0	3 240 162	3 240 162	0	0		0	0		

2012	21 203 154	21 203 154	18 022 681	0	18 022 681	0	3 180 473	3 180 473	0	0	0	0	0	
2013	21 764 829	21 764 829	18 500 105	0	18 500 105	0	3 264 724	3 264 724	0	0	0	0	0	
2007-2013	152 000 000	152 000 000	129 200 000	0	129 200 000	0	22 800 000	22 800 000	0	0	0	0	0	
Measure1.3												15		66, 69, 70, 71
2007	33 826 621	33 826 621	28 752 628	0	28 752 628	0	5 073 993	2 283 297	0	2 790 696	0	0	0	
2008	34 618 737	34 618 737	29 425 926	0	29 425 926	0	5 192 811	2 336 765	0	2 856 046	0	0	0	
2009	35 405 634	35 405 634	30 094 789	0	30 094 789	0	5 310 845	2 389 880	0	2 920 965	0	0	0	
2010	34 943 758	34 943 758	29 702 194	0	29 702 194	0	5 241 564	2 358 704	0	2 882 860	0	0	0	
2011	34 291 249	34 291 249	29 147 562	0	29 147 562	0	5 143 687	2 314 659	0	2 829 028	0	0	0	
2012	33 659 553	33 659 553	28 610 620	0	28 610 620	0	5 048 933	2 272 020	0	2 776 913	0	0	0	
2013	34 551 201	34 551 201	29 368 521	0	29 368 521	0	5 182 680	2 332 206	0	2 850 474	0	0	0	
2007-2013	241 296 753	241 296 753	205 102 240	0	205 102 240	0	36 194 513	16 287 531	0	19 906 982	0	0	0	
Priority II Development of human resources and adaptation potential of enterprises and improvement in the health condition of working persons														62, 63, 64, 66, 67, 72
2007	109 067 005	109 067 005	92 706 954	0	92 706 954	0	16 360 051	16 360 051	0	0	0	0	0	
2008	111 621 015	111 621 015	94 877 863	0	94 877 863	0	16 743 152	16 743 152	0	0	0	0	0	
2009	114 158 208	114 158 208	97 034 477	0	97 034 477	0	17 123 731	17 123 731	0	0	0	0	0	
2010	112 668 982	112 668 982	95 768 634	0	95 768 634	0	16 900 348	16 900 348	0	0	0	0	0	
2011	110 565 103	110 565 103	93 980 338	0	93 980 338	0	16 584 765	16 584 765	0	0	0	0	0	
2012	108 528 328	108 528 328	92 249 079	0	92 249 079	0	16 279 249	16 279 249	0	0	0	0	0	
2013	111 403 265	111 403 265	94 692 775	0	94 692 775	0	16 710 490	16 710 490	0	0	0	0	0	
2007-2013	778 011 906	778 011 906	661 310 120	0	661 310 120	0	116 701 786	116 701 786	0	0	0	0	0	
Measure 2.1												10		62, 63, 64
2007	70 685 558	70 685 558	60 082 725	0	60 082 725	0	10 602 833	10 602 833	0	0	0	0	0	
2008	72 340 795	72 340 795	61 489 676	0	61 489 676	0	10 851 119	10 851 119	0	0	0	0	0	
2009	73 985 132	73 985 132	62 887 362	0	62 887 362	0	11 097 770	11 097 770	0	0	0	0	0	
2010	73 019 975	73 019 975	62 066 978	0	62 066 978	0	10 952 997	10 952 997	0	0	0	0	0	
2011	71 656 467	71 656 467	60 907 997	0	60 907 997	0	10 748 470	10 748 470	0	0	0	0	0	
2012	70 336 446	70 336 446	59 785 979	0	59 785 979	0	10 550 467	10 550 467	0	0	0	0	0	
2013	72 199 672	72 199 672	61 369 721	0	61 369 721	0	10 829 951	10 829 951	0	0	0	0	0	
2007-2013	504 224 045	504 224 045	428 590 438	0	428 590 438	0	75 633 607	75 633 607	0	0	0	0	0	

Measure 2.2												10			62
2007	23 561 853	23 561 853	20 027 575	0	20 027 575	0	3 534 278	3 534 278	0	0			0	0	
2008	24 113 599	24 113 599	20 496 559	0	20 496 559	0	3 617 040	3 617 040	0	0			0	0	
2009	24 661 710	24 661 710	20 962 454	0	20 962 454	0	3 699 256	3 699 256	0	0			0	0	
2010	24 339 992	24 339 992	20 688 993	0	20 688 993	0	3 650 999	3 650 999	0	0			0	0	
2011	23 885 488	23 885 488	20 302 665	0	20 302 665	0	3 582 823	3 582 823	0	0			0	0	
2012	23 445 482	23 445 482	19 928 660	0	19 928 660	0	3 516 822	3 516 822	0	0			0	0	
2013	24 066 558	24 066 558	20 456 574	0	20 456 574	0	3 609 984	3 609 984	0	0			0	0	
2007-2013	168 074 682	168 074 682	142 863 480	0	142 863 480	0	25 211 202	25 211 202	0	0			0	0	
Measure 2.3												0			63, 66, 67, 72
2007	14 819 594	14 819 594	12 596 654	0	12 596 654	0	2 222 940	2 222 940	0	0			0	0	
2008	15 166 621	15 166 621	12 891 628	0	12 891 628	0	2 274 993	2 274 993	0	0			0	0	
2009	15 511 366	15 511 366	13 184 661	0	13 184 661	0	2 326 705	2 326 705	0	0			0	0	
2010	15 309 015	15 309 015	13 012 663	0	13 012 663	0	2 296 352	2 296 352	0	0			0	0	
2011	15 023 148	15 023 148	12 769 676	0	12 769 676	0	2 253 472	2 253 472	0	0			0	0	
2012	14 746 400	14 746 400	12 534 440	0	12 534 440	0	2 211 960	2 211 960	0	0			0	0	
2013	15 137 035	15 137 035	12 866 480	0	12 866 480	0	2 270 555	2 270 555	0	0			0	0	
2007-2013	105 713 179	105 713 179	89 856 202	0	89 856 202	0	15 856 977	15 856 977	0	0			0	0	
Priority III High quality of the education system															72, 73
2007	141 061 048	141 061 048	119 901 891	0	119 901 891	0	21 159 157	21 159 157	0	0			0	0	
2008	144 364 260	144 364 260	122 709 621	0	122 709 621	0	21 654 639	21 654 639	0	0			0	0	
2009	147 645 722	147 645 722	125 498 864	0	125 498 864	0	22 146 858	22 146 858	0	0			0	0	
2010	145 719 642	145 719 642	123 861 695	0	123 861 695	0	21 857 947	21 857 947	0	0			0	0	
2011	142 998 605	142 998 605	121 548 814	0	121 548 814	0	21 449 791	21 449 791	0	0			0	0	
2012	140 364 356	140 364 356	119 309 703	0	119 309 703	0	21 054 653	21 054 653	0	0			0	0	
2013	144 082 635	144 082 635	122 470 240	0	122 470 240	0	21 612 395	21 612 395	0	0			0	0	
2007-2013	1 006 236 268	1 006 236 268	855 300 828	0	855 300 828	0	150 935 440	150 935 440	0	0			0	0	
Measure 3.1												10			72
2007	31 682 218	31 682 218	26 929 886	0	26 929 886	0	4 752 332	4 752 332	0	0			0	0	
2008	32 424 117	32 424 117	27 560 499	0	27 560 499	0	4 863 618	4 863 618	0	0			0	0	
2009	33 161 131	33 161 131	28 186 962	0	28 186 962	0	4 974 169	4 974 169	0	0			0	0	

2010	32 728 536	32 728 536	27 819 255	0	27 819 255	0	4 909 281	4 909 281	0	0		0	0		
2011	32 117 392	32 117 392	27 299 783	0	27 299 783	0	4 817 609	4 817 609	0	0		0	0		
2012	31 525 741	31 525 741	26 796 880	0	26 796 880	0	4 728 861	4 728 861	0	0		0	0		
2013	32 360 865	32 360 865	27 506 735	0	27 506 735	0	4 854 130	4 854 130	0	0		0	0		
2007-2013	226 000 000	226 000 000	192 100 000	0	192 100 000	0	33 900 000	33 900 000	0	0		0	0		
Measure 3.2											10				72
2007	32 325 292	32 325 292	27 476 498	0	27 476 498	0	4 848 794	4 848 794	0	0		0	0		
2008	33 082 250	33 082 250	28 119 913	0	28 119 913	0	4 962 337	4 962 337	0	0		0	0		
2009	33 834 225	33 834 225	28 759 091	0	28 759 091	0	5 075 134	5 075 134	0	0		0	0		
2010	33 392 846	33 392 846	28 383 919	0	28 383 919	0	5 008 927	5 008 927	0	0		0	0		
2011	32 769 299	32 769 299	27 853 904	0	27 853 904	0	4 915 395	4 915 395	0	0		0	0		
2012	32 165 640	32 165 640	27 340 794	0	27 340 794	0	4 824 846	4 824 846	0	0		0	0		
2013	33 017 714	33 017 714	28 065 057	0	28 065 057	0	4 952 657	4 952 657	0	0		0	0		
2007-2013	230 587 266	230 587 266	195 999 176	0	195 999 176	0	34 588 090	34 588 090	0	0		0	0		
Measure 3.3											10				72, 73
2007	67 610 373	67 610 373	57 468 817	0	57 468 817	0	10 141 556	10 141 556	0	0		0	0		
2008	69 193 598	69 193 598	58 814 558	0	58 814 558	0	10 379 040	10 379 040	0	0		0	0		
2009	70 766 398	70 766 398	60 151 438	0	60 151 438	0	10 614 960	10 614 960	0	0		0	0		
2010	69 843 231	69 843 231	59 366 746	0	59 366 746	0	10 476 485	10 476 485	0	0		0	0		
2011	68 539 041	68 539 041	58 258 185	0	58 258 185	0	10 280 856	10 280 856	0	0		0	0		
2012	67 276 449	67 276 449	57 184 982	0	57 184 982	0	10 091 467	10 091 467	0	0		0	0		
2013	69 058 615	69 058 615	58 699 823	0	58 699 823	0	10 358 792	10 358 792	0	0		0	0		
2007-2013	482 287 705	482 287 705	409 944 549	0	409 944 549	0	72 343 156	72 343 156	0	0		0	0		
Measure 3.4											10				72
2007	9 443 165	9 443 165	8 026 690	0	8 026 690	0	1 416 475	1 416 475	0	0		0	0		
2008	9 664 295	9 664 295	8 214 651	0	8 214 651	0	1 449 644	1 449 644	0	0		0	0		
2009	9 883 968	9 883 968	8 401 373	0	8 401 373	0	1 482 595	1 482 595	0	0		0	0		
2010	9 755 029	9 755 029	8 291 775	0	8 291 775	0	1 463 254	1 463 254	0	0		0	0		
2011	9 572 873	9 572 873	8 136 942	0	8 136 942	0	1 435 931	1 435 931	0	0		0	0		
2012	9 396 526	9 396 526	7 987 047	0	7 987 047	0	1 409 479	1 409 479	0	0		0	0		
2013	9 645 441	9 645 441	8 198 625	0	8 198 625	0	1 446 816	1 446 816	0	0		0	0		

2007-2013	67 361 297	67 361 297	57 257 103	0	57 257 103	0	10104 194	10 104 194	0	0	0	0	0	
Priority IV Higher education and science														72, 73, 74
2007	134 630 760	134 630 760	114 436 146	0	114 436 146	0	20 194 614	20 194 614	0	0	0	0	0	
2008	137 783 394	137 783 394	117 115 885	0	117 115 885	0	20 667 509	20 667 509	0	0	0	0	0	
2009	140 915 271	140 915 271	119 777 980	0	119 777 980	0	21 137 291	21 137 291	0	0	0	0	0	
2010	139 076 989	139 076 989	118 215 441	0	118 215 441	0	20 861 548	20 861 548	0	0	0	0	0	
2011	136 479 992	136 479 992	116 007 993	0	116 007 993	0	20 471 999	20 471 999	0	0	0	0	0	
2012	133 965 826	133 965 826	113 870 952	0	113 870 952	0	20 094 874	20 094 874	0	0	0	0	0	
2013	137 514 607	137 514 607	116 887 416	0	116 887 416	0	20 627 191	20 627 191	0	0	0	0	0	
2007-2013	960 366 839	960 366 839	816 311 813	0	816 311 813	0	144 055 026	144 055 026	0	0	0	0	0	
Measure 4.1											10			72, 73
2007	126 009 272	126 009 272	107 107 881	0	107 107 881	0	18 901 391	18 901 391	0	0	0	0	0	
2008	128 960 016	128 960 016	109 616 014	0	109 616 014	0	19 344 002	19 344 002	0	0	0	0	0	
2009	131 891 335	131 891 335	112 107 634	0	112 107 634	0	19 783 701	19 783 701	0	0	0	0	0	
2010	130 170 773	130 170 773	110 645 157	0	110 645 157	0	19 525 616	19 525 616	0	0	0	0	0	
2011	127 740 082	127 740 082	108 579 070	0	108 579 070	0	19 161 012	19 161 012	0	0	0	0	0	
2012	125 386 919	125 386 919	106 578 881	0	106 578 881	0	18 808 038	18 808 038	0	0	0	0	0	
2013	128 708 442	128 708 442	109 402 176	0	109 402 176	0	19 306 266	19 306 266	0	0	0	0	0	
2007-2013	898 866 839	898 866 839	764 036 813	0	764 036 813	0	134 830 026	134 830 026	0	0	0	0	0	
Measure 4.2											0			74
2007	8 621 488	8 621 488	7 328 265	0	7 328 265	0	1 293 223	1 293 223	0	0	0	0	0	
2008	8 823 378	8 823 378	7 499 871	0	7 499 871	0	1 323 507	1 323 507	0	0	0	0	0	
2009	9 023 936	9 023 936	7 670 346	0	7 670 346	0	1 353 590	1 353 590	0	0	0	0	0	
2010	8 906 216	8 906 216	7 570 284	0	7 570 284	0	1 335 932	1 335 932	0	0	0	0	0	
2011	8 739 910	8 739 910	7 428 923	0	7 428 923	0	1 310 987	1 310 987	0	0	0	0	0	
2012	8 578 907	8 578 907	7 292 071	0	7 292 071	0	1 286 836	1 286 836	0	0	0	0	0	
2013	8 806 165	8 806 165	7 485 240	0	7 485 240	0	1 320 925	1 320 925	0	0	0	0	0	
2007-2013	61 500 000	61 500 000	52 275 000	0	52 275 000	0	9 225 000	9 225 000	0	0	0	0	0	
Priority V Good Governance														
2007	85 633 685	85 633 685	72 788 632	0	72 788 632	0	12 845 053	11 519 235	1 325 818	0	0	0	0	
2008	87 638 959	87 638 959	74 493 115	0	74 493 115	0	13 145 844	11 788 978	1 356 866	0	0	0	0	

2009	89 631 030	89 631 030	76 186 376	0	76 186 376	0	13 444 654	12 056 946	1 387 708	0		0	0		
2010	88 461 768	88 461 768	75 192 503	0	75 192 503	0	13 269 265	11 899 660	1 369 605	0		0	0		
2011	86 809 913	86 809 913	73 788 426	0	73 788 426	0	13 021 487	11 677 457	1 344 030	0		0	0		
2012	85 210 745	85 210 745	72 429 133	0	72 429 133	0	12 781 612	11 462 341	1 319 271	0		0	0		
2013	87 467 994	87 467 994	74 347 795	0	74 347 795	0	13120 199	11 765 980	1 354 219	0		0	0		
2007-2013	610 854 094	610 854 094	519 225 980	0	519 225 980	0	91 628 114	82 170 597	9 457 517	0		0	0		
Measure 5.1												10			
2007	14 520 970	14 520 970	12 342 824	0	12 342 824	0	2178146	2 178 146	0	0		0	0		
2008	14 861 006	14 861 006	12 631 855	0	12 631 855	0	2229 151	2 229 151	0	0		0	0		
2009	15 198 803	15 198 803	12 918 983	0	12 918 983	0	2 279 820	2 279 820	0	0		0	0		
2010	15 000 530	15 000 530	12 750 450	0	12 750 450	0	2 250 080	2 250 080	0	0		0	0		
2011	14 720 424	14 720 424	12 512 361	0	12 512 361	0	2 208 063	2 208 063	0	0		0	0		
2012	14 449 252	14 449 252	12 281 864	0	12 281 864	0	2 167 388	2 167 388	0	0		0	0		
2013	14 832 015	14 832 015	12 607 213	0	12 607 213	0	2 224 802	2 224 802	0	0		0	0		
2007-2013	103 583 000	103 583 000	88 045 550	0	88 045 550	0	15 537 450	15 537 450	0	0		0	0		
Measure 5.2												10			
2007	35 355 175	35 355 175	30 051 899	0	30 051 899	0	5 303 276	3 977 458	1 325 818	0		0	0		
2008	36 183 085	36 183 085	30 755 622	0	30 755 622	0	5 427 463	4 070 597	1 356 866	0		0	0		
2009	37 005 541	37 005 541	31 454 710	0	31 454 710	0	5 550 831	4 163 123	1 387 708	0		0	0		
2010	36 522 794	36 522 794	31 044 375	0	31 044 375	0	5 478 419	4 108 814	1 369 605	0		0	0		
2011	35 840 800	35 840 800	30 464 680	0	30 464 680	0	5 376 120	4 032 090	1 344 030	0		0	0		
2012	35 180 559	35 180 559	29 903 475	0	29 903 475	0	5 277 084	3 957 813	1 319 271	0		0	0		
2013	36 112 499	36 112 499	30 695 624	0	30 695 624	0	5 416 875	4 062 656	1 354 219	0		0	0		
2007-2013	252 200 453	252 200 453	214 370 385	0	214 370 385	0	37 830 068	28 372 551	9 457 517	0		0	0		
Measure 5.3												10			
2007	16 091 529	16 091 529	13 677 799	0	13 677 799	0	2 413 730	2 413 730	0	0		0	0		
2008	16 468 341	16 468 341	13 998 090	0	13 998 090	0	2 470 251	2 470 251	0	0		0	0		
2009	16 842 674	16 842 674	14 316 273	0	14 316 273	0	2 526 401	2 526 401	0	0		0	0		
2010	16 622 957	16 622 957	14 129 513	0	14 129 513	0	2 493 444	2 493 444	0	0		0	0		
2011	16 312 555	16 312 555	13 865 672	0	13 865 672	0	2 446 883	2 446 883	0	0		0	0		
2012	16 012 053	16 012 053	13 610 245	0	13 610 245	0	2 401 808	2 401 808	0	0		0	0		

2013	16 436 215	16 436 215	13 970 783	0	13 970 783	0	2 465 432	2 465 432	0	0		0	0		
2007-2013	114 786 324	114 786 324	97 568 375	0	97 568 375	0	17 217 949	17 217 949	0	0		0	0		
Measure 5.4												5			
2007	14 052 181	14 052 181	11 944 355	0	11 944 355	0	2 107 826	2 107 826	0	0		0	0		
2008	14 381 239	14 381 239	12 224 053	0	12 224 053	0	2 157 186	2 157 186	0	0		0	0		
2009	14 708 131	14 708 131	12 501 911	0	12 501 911	0	2 206 220	2 206 220	0	0		0	0		
2010	14 516 259	14 516 259	12 338 820	0	12 338 820	0	2 177 439	2 177 439	0	0		0	0		
2011	14 245 195	14 245 195	12 108 416	0	12 108 416	0	2 136 779	2 136 779	0	0		0	0		
2012	13 982 778	13 982 778	11 885 361	0	11 885 361	0	2 097 417	2 097 417	0	0		0	0		
2013	14 353 185	14 353 185	12 200 207	0	12 200 207	0	2 152 978	2 152 978	0	0		0	0		
2007-2013	100 238 968	100 238 968	85 203 123	0	85 203 123	0	15 035 845	15 035 845	0	0		0	0		
Measure 5.5												5			
2007	3 074 557	3 074 557	2 613 373	0	2 613 373	0	461 184	461 184	0	0		0	0		
2008	3 146 553	3 146 553	2 674 570	0	2 674 570	0	471 983	471 983	0	0		0	0		
2009	3 218 075	3 218 075	2 735 364	0	2 735 364	0	482 711	482 711	0	0		0	0		
2010	3 176 094	3 176 094	2 699 680	0	2 699 680	0	476 414	476 414	0	0		0	0		
2011	3 116 787	3 116 787	2 649 269	0	2 649 269	0	467 518	467 518	0	0		0	0		
2012	3 059 371	3 059 371	2 600 465	0	2 600 465	0	458 906	458 906	0	0		0	0		
2013	3 140 414	3 140 414	2 669 352	0	2 669 352	0	471 062	471 062	0	0		0	0		
2007-2013	21 931 851	21 931 851	18 642 073	0	18 642 073	0	3 289 778	3 289 778	0	0		0	0		
MRD Reserve												0			
2007	2 539 273	2 539 273	2 158 381	0	2 158 381	0	380 892	380 892	0	0		0	0		
2008	2 598 735	2 598 735	2 208 925	0	2 208 925	0	389 810	389 810	0	0		0	0		
2009	2 657 806	2 657 806	2 259 136	0	2 259 136	0	398 670	398 670	0	0		0	0		
2010	2 623 134	2 623 134	2 229 664	0	2 229 664	0	393 470	393 470	0	0		0	0		
2011	2 574 152	2 574 152	2 188 029	0	2 188 029	0	386 123	386 123	0	0		0	0		
2012	2 526 731	2 526 731	2 147 722	0	2 147 722	0	379 009	379 009	0	0		0	0		
2013	2 593 667	2 593 667	2 204 617	0	2 204 617	0	389 050	389 050	0	0		0	0		
2007-2013	18 113 498	18 113 498	15 396 474	0	15 396 474	0	2 717 024	2 717 024	0	0		0	0		
Priority VI RThe labour market open for all															63, 65, 66, 67, 68, 69, 80

2007	316 391 696	316 391 696	268 932 942	0	268 932 942	0	47 458 754	15 971 664	1 535 956	29 951 134		0	0		
2008	323 800 608	323 800 608	275 230 516	0	275 230 516	0	48 570 092	16 345 672	1 571 924	30 652 496		0	0		
2009	331 160 734	331 160 734	281 486 624	0	281 486 624	0	49 674 110	16 717 216	1 607 653	31 349 241		0	0		
2010	326 840 647	326 840 647	277 814 550	0	277 814 550	0	49 026 097	16 499 135	1 586 681	30 940 281		0	0		
2011	320 737 521	320 737 521	272 626 893	0	272 626 893	0	48 110 628	16 191 046	1 557 052	30 362 530		0	0		
2012	314 829 056	314 829 056	267 604 698	0	267 604 698	0	47 224 358	15 892 782	1 528 370	29 803 206		0	0		
2013	323 168 939	323 168 939	274 693 598	0	274 693 598	0	48 475 341	16 313 785	1 568 856	30 592 700		0	0		
2007-2013	2 256 929 201	2 256 929 201	1 918 389 821	0	1 918 389 821	0	338 539 380	113 931 300	10 956 492	213 651 588		0	0		
Measure 6.1												10			63, 65, 66, 67, 68,69
2007	255 992 594	255 992 594	217 593 705	0	217 593 705	0	38 398 889	6 911 799	1 535 956	29 951 134		0	0		
2008	261 987 148	261 987 148	222 689 075	0	222 689 075	0	39 298 073	7 073 653	1 571 924	30 652 496		0	0		
2009	267 942 227	267 942 227	227 750 893	0	227 750 893	0	40 191 334	7 234 440	1 607 653	31 349 241		0	0		
2010	264 446 845	264 446 845	224 779 818	0	224 779 818	0	39 667 027	7 140 065	1 586 681	30 940 281		0	0		
2011	259 508 803	259 508 803	220 582 483	0	220 582 483	0	38 926 320	7 006 738	1 557 052	30 362 530		0	0		
2012	254 728 263	254 728 263	216 519 024	0	216 519 024	0	38 209 239	6 877 663	1 528 370	29 803 206		0	0		
2013	261 476 065	261 476 065	222 254 655	0	222 254 655	0	39 221 410	7 059 854	1 568 856	30 592 700		0	0		
2007-2013	1 826 081 945	1 826 081 945	1 552 169 653	0	1 552 169 653	0	273 912 292	49 304 212	10 956 492	213 651 588		0	0		
Measure 6.2												10			68
2007	56 193 496	56 193 496	47 764 472	0	47 764 472	0	8 429 024	8 429 024	0	0		0	0		
2008	57 509 374	57 509 374	48 882 968	0	48 882 968	0	8 626 406	8 626 406	0	0		0	0		
2009	58 816 587	58 816 587	49 994 099	0	49 994 099	0	8 822 488	8 822 488	0	0		0	0		
2010	58 049 307	58 049 307	49 341 911	0	49 341 911	0	8 707 396	8 707 396	0	0		0	0		
2011	56 965 347	56 965 347	48 420 545	0	48 420 545	0	8 544 802	8 544 802	0	0		0	0		
2012	55 915 960	55 915 960	47 528 566	0	47 528 566	0	8 387 394	8 387 394	0	0		0	0		
2013	57 397 185	57 397 185	48 787 607	0	48 787 607	0	8 609 578	8 609 578	0	0		0	0		
2007-2013	400 847 256	400 847 256	340 720 168	0	340 720 168	0	60 127 088	60 127 088	0	0		0	0		
Measure 6.3												10			66, 80
2007	4 205 606	4 205 606	3 574 765	0	3 574 765	0	630 841	630 841	0	0		0	0		
2008	4 304 086	4 304 086	3 658 473	0	3 658 473	0	645 613	645 613	0	0		0	0		
2009	4 401 920	4 401 920	3 741 632	0	3 741 632	0	660 288	660 288	0	0		0	0		

2010	4 344 495	4 344 495	3 692 821	0	3 692 821	0	651 674	651 674	0	0	0	0	0	
2011	4 263 371	4 263 371	3 623 865	0	3 623 865	0	639 506	639 506	0	0	0	0	0	
2012	4 184 833	4 184 833	3 557 108	0	3 557 108	0	627 725	627 725	0	0	0	0	0	
2013	4 295 689	4 295 689	3 651 336	0	3 651 336	0	644 353	644 353	0	0	0	0	0	
2007-2013	30 000 000	30 000 000	25 500 000	0	25 500 000	0	4 500 000	4 500 000	0	0	0	0	0	
Priority VII Promotion of social integration														65, 66, 68, 69, 70, 71
2007	217 696 940	217 696 940	185 042 399	0	185 042 399	0	32 654 541	18 836 772	10 602 112	3 215 657	0	0	0	
2008	222 794 726	222 794 726	189 375 517	0	189 375 517	0	33 419 209	19 277 871	10 850 382	3 290 956	0	0	0	
2009	227 858 946	227 858 946	193 680 104	0	193 680 104	0	34 178 842	19 716 065	11 097 016	3 365 761	0	0	0	
2010	224 886 461	224 886 461	191 153 492	0	191 153 492	0	33 732 969	19 458 863	10 952 252	3 321 854	0	0	0	
2011	220 687 134	220 687 134	187 584 064	0	187 584 064	0	33 103 070	19 095 507	10 747 739	3 259 824	0	0	0	
2012	216 621 747	216 621 747	184 128 485	0	184 128 485	0	32 493 262	18 743 738	10 549 750	3 199 774	0	0	0	
2013	222 360 099	222 360 099	189 006 084	0	189 006 084	0	33 354 015	19 240 263	10 829 215	3 284 537	0	0	0	
2007-2013	1 552 906 053	1 552 906 053	1 319 970 145	0	1 319 970 145	0	232 935 908	134 369 079	75 628 466	22 938 363	0	0	0	
Measure 7.1											15			65, 66, 70, 71
2007	141 503 010	141 503 010	120 277 559	0	120 277 559	0	21 225 451	7 407 682	10 602 112	3 215 657	0	0	0	
2008	144 816 572	144 816 572	123 094 086	0	123 094 086	0	21 722 486	7 581 148	10 850 382	3 290 956	0	0	0	
2009	148 108 315	148 108 315	125 892 068	0	125 892 068	0	22 216 247	7 753 470	11 097 016	3 365 761	0	0	0	
2010	146 176 200	146 176 200	124 249 770	0	124 249 770	0	21 926 430	7 652 324	10 952 252	3 321 854	0	0	0	
2011	143 446 637	143 446 637	121 929 642	0	121 929 642	0	21 516 995	7 509 432	10 747 739	3 259 824	0	0	0	
2012	140 804 136	140 804 136	119 683 515	0	119 683 515	0	21 120 621	7 371 097	10 549 750	3 199 774	0	0	0	
2013	144 534 064	144 534 064	122 853 954	0	122 853 954	0	21 680 110	7 566 358	10 829 215	3 284 537	0	0	0	
2007-2013	1 009 388 934	1 009 388 934	857 980 594	0	857 980 594	0	151 408 340	52 841 511	75 628 466	22 938 363	0	0	0	
Measure 7.2											15			65, 66, 68, 69, 70, 71
2007	60 955 143	60 955 143	51 811 871	0	51 811 871	0	9 143 272	9 143 272	0	0	0	0	0	
2008	62 382 523	62 382 523	53 025 145	0	53 025 145	0	9 357 378	9 357 378	0	0	0	0	0	
2009	63 800 505	63 800 505	54 230 429	0	54 230 429	0	9 570 076	9 570 076	0	0	0	0	0	
2010	62 968 209	62 968 209	53 522 978	0	53 522 978	0	9 445 231	9 445 231	0	0	0	0	0	
2011	61 792 398	61 792 398	52 523 538	0	52 523 538	0	9 268 860	9 268 860	0	0	0	0	0	
2012	60 654 089	60 654 089	51 555 976	0	51 555 976	0	9 098 113	9 098 113	0	0	0	0	0	

2013	62 260 828	62 260 828	52 921 704	0	52 921 704	0	9 339 124	9 339 124	0	0	0	0	0	0
2007-2013	434 813 695	434 813 695	369 591 641	0	369 591 641	0	65 222 054	65 222 054	0	0	0	0	0	0
Measure 7.3											15			66
2007	15 238 787	15 238 787	12 952 969	0	12 952 969	0	2 285 818	2 285 818	0	0	0	0	0	0
2008	15 595 631	15 595 631	13 256 286	0	13 256 286	0	2 339 345	2 339 345	0	0	0	0	0	0
2009	15 950 126	15 950 126	13 557 607	0	13 557 607	0	2 392 519	2 392 519	0	0	0	0	0	0
2010	15 742 052	15 742 052	13 380 744	0	13 380 744	0	2 361 308	2 361 308	0	0	0	0	0	0
2011	15 448 099	15 448 099	13 130 884	0	13 130 884	0	2 317 215	2 317 215	0	0	0	0	0	0
2012	15 163 522	15 163 522	12 888 994	0	12 888 994	0	2 274 528	2 274 528	0	0	0	0	0	0
2013	15 565 207	15 565 207	13 230 426	0	13 230 426	0	2 334 781	2 334 781	0	0	0	0	0	0
2007-2013	108 703 424	108 703 424	92 397 910	0	92 397 910	0	16 305 514	16 305 514	0	0	0	0	0	0
Priority VIII Regional human resources of the economy														62, 64, 74
2007	222 683 884	222 683 884	189 281 301	0	189 281 301	0	33 402 583	31 336 967	2 065 616	0	0	0	0	0
2008	227 898 448	227 898 448	193 713 681	0	193 713 681	0	34 184 767	32 070 781	2 113 986	0	0	0	0	0
2009	233 078 678	233 078 678	198 116 876	0	198 116 876	0	34 961 802	32 799 764	2 162 038	0	0	0	0	0
2010	230 038 100	230 038 100	195 532 385	0	195 532 385	0	34 505 715	32 371 882	2 133 833	0	0	0	0	0
2011	225 742 577	225 742 577	191 881 190	0	191 881 190	0	33 861 387	31 767 398	2 093 989	0	0	0	0	0
2012	221 584 060	221 584 060	188 346 451	0	188 346 451	0	33 237 609	31 182 195	2 055 414	0	0	0	0	0
2013	227 453 865	227 453 865	193 335 786	0	193 335 786	0	34 118 079	32 008 218	2 109 861	0	0	0	0	0
2007-2013	1 588 479 612	1 588 479 612	1 350 207 670	0	1 350 207 670	0	238 271 942	223 537 205	14 734 737	0	0	0	0	0
Measure 8.1											10			62, 64
2007	178 147 106	178 147 106	151 425 040	0	151 425 040	0	26 722 066	26 660 605	61 461	0	0	0	0	0
2008	182 318 759	182 318 759	154 970 945	0	154 970 945	0	27 347 814	27 284 914	62 900	0	0	0	0	0
2009	186 462 943	186 462 943	158 493 501	0	158 493 501	0	27 969 442	27 905 112	64 330	0	0	0	0	0
2010	184 030 480	184 030 480	156 425 908	0	156 425 908	0	27 604 572	27 541 082	63 490	0	0	0	0	0
2011	180 594 062	180 594 062	153 504 952	0	153 504 952	0	27 089 110	27 026 804	62 306	0	0	0	0	0
2012	177 267 248	177 267 248	150 677 161	0	150 677 161	0	26 590 087	26 528 930	61 157	0	0	0	0	0
2013	181 963 092	181 963 092	154 668 629	0	154 668 629	0	27 294 463	27 231 687	62 776	0	0	0	0	0
2007-2013	1 270 783 690	1 270 783 690	1 080 166 136	0	1 080 166 136	0	190 617 554	190 179 134	438 420	0	0	0	0	0
Measure 8.2											10			74
2007	44 536 778	44 536 778	37 856 261	0	37 856 261	0	6 680 517	4 676 362	2 004 155	0	0	0	0	0

2008	45 579 689	45 579 689	38 742 736	0	38 742 736	0	6 836 953	4 785 867	2 051 086	0	0	0		
2009	46 615 735	46 615 735	39 623 375	0	39 623 375	0	6 992 360	4 894 652	2 097 708	0	0	0		
2010	46 007 620	46 007 620	39 106 477	0	39 106 477	0	6 901 143	4 830 800	2 070 343	0	0	0		
2011	45 148 515	45 148 515	38 376 238	0	38 376 238	0	6 772 277	4 740 594	2 031 683	0	0	0		
2012	44 316 812	44 316 812	37 669 290	0	37 669 290	0	6 647 522	4 653 265	1 994 257	0	0	0		
2013	45 490 773	45 490 773	38 667 157	0	38 667 157	0	6 823 616	4 776 531	2 047 085	0	0	0		
2007-2013	317 695 922	317 695 922	270 041 534	0	270 041 534	0	47 654 388	33 358 071	14 296 317	0	0	0		
Priority IX Development of education and competencies in the regions														72, 73
2007	238 797 772	238 797 772	202 978 106	0	202 978 106	0	35 819 666	23 987 707	11 831 959	0	0	0		
2008	244 389 674	244 389 674	207 731 223	0	207 731 223	0	36 658 451	24 549 425	12 109 026	0	0	0		
2009	249 944 758	249 944 758	212 453 044	0	212 453 044	0	37 491 714	25 107 444	12 384 270	0	0	0		
2010	246 684 156	246 684 156	209 681 533	0	209 681 533	0	37 002 623	24 779 910	12 222 713	0	0	0		
2011	242 077 800	242 077 800	205 766 130	0	205 766 130	0	36 311 670	24 317 192	11 994 478	0	0	0		
2012	237 618 365	237 618 365	201 975 610	0	201 975 610	0	35 642 755	23 869 233	11 773 522	0	0	0		
2013	243 912 921	243 912 921	207 325 983	0	207 325 983	0	36 586 938	24 501 533	12 085 405	0	0	0		
2007-2013	1 703 425 446	1 703 425 446	1 447 911 629	0	1 447 911 629	0	255 513 817	171 112 444	84 401 373	0	0	0		
Measure 9.1											10			73
2007	105 987 929	105 987 929	90 089 740	0	90 089 740	0	15 898 189	14 811 388	1 086 801	0	0	0		
2008	108 469 838	108 469 838	92 199 362	0	92 199 362	0	16 270 476	15 158 226	1 112 250	0	0	0		
2009	110 935 404	110 935 404	94 295 095	0	94 295 095	0	16 640 309	15 502 777	1 137 532	0	0	0		
2010	109 488 221	109 488 221	93 064 989	0	93 064 989	0	16 423 232	15 300 540	1 122 692	0	0	0		
2011	107 443 738	107 443 738	91 327 177	0	91 327 177	0	16 116 561	15 014 832	1 101 729	0	0	0		
2012	105 464 463	105 464 463	89 644 793	0	89 644 793	0	15 819 670	14 738 236	1 081 434	0	0	0		
2013	108 258 239	108 258 239	92 019 501	0	92 019 501	0	16 238 738	15 128 657	1 110 081	0	0	0		
2007-2013	756 047 832	756 047 832	642 640 657	0	642 640 657	0	113 407 175	105 654 656	7 752 519	0	0	0		
Measure 9.2											10			72
2007	72 292 541	72 292 541	61 448 660	0	61 448 660	0	10 843 881	1 626 582	9 217 299	0	0	0		
2008	73 985 408	73 985 408	62 887 598	0	62 887 598	0	11 097 810	1 664 671	9 433 139	0	0	0		
2009	75 667 129	75 667 129	64 317 059	0	64 317 059	0	11 350 070	1 702 511	9 647 559	0	0	0		
2010	74 680 029	74 680 029	63 478 024	0	63 478 024	0	11 202 005	1 680 301	9 521 704	0	0	0		
2011	73 285 523	73 285 523	62 292 694	0	62 292 694	0	10 992 829	1 648 924	9 343 905	0	0	0		

2012	71 935 494	71 935 494	61 145 170	0	61 145 170	0	10 790 324	1 618 549	9 171 775	0	0	0		
2013	73 841 080	73 841 080	62 764 918	0	62 764 918	0	11 076 162	1 661 424	9 414 738	0	0	0		
2007-2013	515 687 204	515 687 204	438 334 123	0	438 334 123	0	77 353 081	11 602 962	65 750 119	0	0	0		
Measure 9.3													10	73
2007	25 908 310	25 908 310	22 022 063	0	22 022 063	0	3 886 247	3 886 247	0	0	0	0		
2008	26 515 003	26 515 003	22 537 752	0	22 537 752	0	3 977 251	3 977 251	0	0	0	0		
2009	27 117 701	27 117 701	23 050 045	0	23 050 045	0	4 067 656	4 067 656	0	0	0	0		
2010	26 763 941	26 763 941	22 749 350	0	22 749 350	0	4 014 591	4 014 591	0	0	0	0		
2011	26 264 175	26 264 175	22 324 549	0	22 324 549	0	3 939 626	3 939 626	0	0	0	0		
2012	25 780 350	25 780 350	21 913 298	0	21 913 298	0	3 867 052	3 867 052	0	0	0	0		
2013	26 463 275	26 463 275	22 493 785	0	22 493 785	0	3 969 490	3 969 490	0	0	0	0		
2007-2013	184 812 755	184 812 755	157 090 842	0	157 090 842	0	27 721 913	27 721 913	0	0	0	0		
Measure 9.4													10	72
2007	13 580 970	13 580 970	11 543 824	0	11 543 824	0	2 037 146	509 287	1 527 859	0	0	0		
2008	13 898 993	13 898 993	11 814 144	0	11 814 144	0	2 084 849	521 212	1 563 637	0	0	0		
2009	14 214 924	14 214 924	12 082 685	0	12 082 685	0	2 132 239	533 060	1 599 179	0	0	0		
2010	14 029 486	14 029 486	11 925 063	0	11 925 063	0	2 104 423	526 106	1 578 317	0	0	0		
2011	13 767 511	13 767 511	11 702 385	0	11 702 385	0	2 065 126	516 282	1 548 844	0	0	0		
2012	13 513 893	13 513 893	11 486 809	0	11 486 809	0	2 027 084	506 771	1 520 313	0	0	0		
2013	13 871 878	13 871 878	11 791 097	0	11 791 097	0	2 080 781	520 195	1 560 586	0	0	0		
2007-2013	96 877 655	96 877 655	82 346 007	0	82 346 007	0	14 531 648	3 632 913	10 898 735	0	0	0		
Measure 9.5													10	72
2007	21 028 022	21 028 022	17 873 819	0	17 873 819	0	3 154 203	3 154 203	0	0	0	0		
2008	21 520 432	21 520 432	18 292 367	0	18 292 367	0	3 228 065	3 228 065	0	0	0	0		
2009	22 009 600	22 009 600	18 708 160	0	18 708 160	0	3 301 440	3 301 440	0	0	0	0		
2010	21 722 479	21 722 479	18 464 107	0	18 464 107	0	3 258 372	3 258 372	0	0	0	0		
2011	21 316 853	21 316 853	18 119 325	0	18 119 325	0	3 197 528	3 197 528	0	0	0	0		
2012	20 924 165	20 924 165	17 785 540	0	17 785 540	0	3 138 625	3 138 625	0	0	0	0		
2013	21 478 449	21 478 449	18 256 682	0	18 256 682	0	3 221 767	3 221 767	0	0	0	0		
2007-2013	150 000 000	150 000 000	127 500 000	0	127 500 000	0	22 500 000	22 500 000	0	0	0	0		

Priority X Technical Assistance

2007	64 038 493	64 038 493	54 432 719	0	54 432 719	0	9 605 774	3 765 463	5 256 280	584 031		0	0		
2008	65 538 077	65 538 077	55 707 366	0	55 707 366	0	9 830 711	3 853 639	5 379 365	597 707		0	0		
2009	67 027 786	67 027 786	56 973 618	0	56 973 618	0	10 054 168	3 941 234	5 501 641	611 293		0	0		
2010	66 153 388	66 153 388	56 230 380	0	56 230 380	0	9 923 008	3 889 819	5 429 870	603 319		0	0		
2011	64 918 100	64 918 100	55 180 385	0	55 180 385	0	9 737 715	3 817 184	5 328 478	592 053		0	0		
2012	63 722 212	63 722 212	54 163 880	0	54 163 880	0	9 558 332	3 746 866	5 230 319	581 147		0	0		
2013	65 410 226	65 410 226	55 598 692	0	55 598 692	0	9 811 534	3 846 121	5 368 871	596 542		0	0		
2007-2013	456 808 282	456 808 282	388 287 040	0	388 287 040	0	68 521 242	26 860 326	37 494 824	4 166 092		0	0		
Measure 10.1											10				
2007	64 038 493	64 038 493	54 432 719	0	54 432 719	0	9 605 774	3 765 463	5 256 280	584 031		0	0		
2008	65 538 077	65 538 077	55 707 366	0	55 707 366	0	9 830 711	3 853 639	5 379 365	597 707		0	0		
2009	67 027 786	67 027 786	56 973 618	0	56 973 618	0	10 054 168	3 941 234	5 501 641	611 293		0	0		
2010	66 153 388	66 153 388	56 230 380	0	56 230 380	0	9 923 008	3 889 819	5 429 870	603 319		0	0		
2011	64 918 100	64 918 100	55 180 385	0	55 180 385	0	9 737 715	3 817 184	5 328 478	592 053		0	0		
2012	63 722 212	63 722 212	54 163 880	0	54 163 880	0	9 558 332	3 746 866	5 230 319	581 147		0	0		
2013	65 410 226	65 410 226	55 598 692	0	55 598 692	0	9 811 534	3 846 121	5 368 871	596 542		0	0		
2007-2013	456 808 282	456 808 282	388 287 040	0	388 287 040	0	68 521 242	26 860 326	37 494 824	4 166 092		0	0		
Total															
2007	1 600 962 352	1 600 962 352	1 360 817 999	0	1 360 817 999	0	240 144 353	170 985 094	32 617 741	36 541 518		0	0		
2008	1 638 451 919	1 638 451 919	1 392 684 131	0	1 392 684 131	0	245 767 788	174 989 034	33 381 549	37 397 205		0	0		
2009	1 675 694 636	1 675 694 636	1 424 340 441	0	1 424 340 441	0	251 354 195	178 966 609	34 140 326	38 247 260		0	0		
2010	1 653 834 718	1 653 834 718	1 405 759 510	0	1 405 759 510	0	248 075 208	176 631 940	33 694 954	37 748 314		0	0		
2011	1 622 952 506	1 622 952 506	1 379 509 630	0	1 379 509 630	0	243 442 876	173 333 675	33 065 766	37 043 435		0	0		
2012	1 593 055 292	1 593 055 292	1 354 096 998	0	1 354 096 998	0	238 958 294	170 140 608	32 456 646	36 361 040		0	0		
2013	1 635 255 636	1 635 255 636	1 389 967 291	0	1 389 967 291	0	245 288 345	174 647 665	33 316 427	37 324 253		0	0		
2007-2013	11 420 207 059	11 420 207 059	9 707 176 000	0	9 707 176 000	0	1 713 031 059	1 219 694 625	232 673 409	260 663 025		0	0		

ANNEX III List of institutions involved in HC OP implementation

Central Component Priorities I - V				
	Intermediate Body	Contact	II level Intermediate Body (Implementing Authority)	Contact
Priority I	ESF Implementation Department, Ministry of Labour and Social Policy	Ul. Tamka 3 00 - 349 Warsaw Tel. 022 461 63 04 Fax. 022 461 62 64 Email: ewa.wrobel@mpips.gov.pl	Implementing Authority for European Programmes Ministry of Interior and Administration 2. Human Resources Development Centre	Ul. Wspólna 2/4 00-926 Warsaw Tel. 022 461-87-39 Fax. 022 461-93-42 Email: phare@wwpe.gov.pl
				Ul. Tamka 3, 00 - 349 Warsaw Tel. 022 237 00 00 Fax. 022 237 00 99 Email: crzl@crzl.gov.pl sekretariat@crzl.gov.pl
Priority II	ESF Implementation Department, Ministry of Labour and Social Policy	Ul. Tamka 3 00 - 349 Warsaw Tel. 022 461 63 04 Fax. 022 461 62 64 Email: ewa.wrobel@mpips.gov.pl	1. Polish Agency for Enterprise Development European Funds Department, Ministry of Health	Ul. Pańska 81/83, Warsaw Tel. 022 432-80-80 Fax. 022 432-86-20 Email: biuro@parp.gov.pl
				Ul. Miodowa 15, 00-953 Warsaw Tel. 022 860-69-00 Fax. 022 860-68-79 dep-fe@mz.gov.pl
Priority III	Structural Funds Department, Ministry of National Education	Al. Szucha 25 00-918 Warsaw Tel. 022 34-74-881 Fax. 022 34-74-883 Email: sekretariatdsf@men.gov.pl	none	none
Priority IV	Implementation and Innovation Department, Ministry of Science and Higher Education	Ul. Wspólna 1/3, 00-529 Warsaw Tel. 022 628-32-29, 529-26-03 Fax. 022 529-26-62 Email: departament.dwi@nauka.gov.pl	none	none
Priority V	No IB. Coordination ensured by the Department for European Social Fund Management in the Ministry of Regional Development	none	1. Public Administration Department, Ministry of Interior and Administration 2. General Director Office, Chancellery of the President	Ul. Wspólna 2/4 00-505 Warsaw Tel. 022 661-88-69 Fax. 022 661-94-08 Email: dap@mswia.gov.pl
				Al. Ujazdowskie 1/3, 00-583 Warsaw Tel. 022 694-75-04

			of the Council of Ministers 3. ESF Implementation Department, ministry of Labour and Social Policy	Fax. 022 694-72-96 Email: mcieslak@kprm.gov.pl Ul. Tamka 3, 00 - 349 Warsaw Tel. 022 461 63 04 Fax. 022 461 62 64 Email: ewa.wrobel@mpips.gov.pl
Regional Component Priorities VI - IX				
Dolnośląskie	Marshall's Office of Dolnośląskie Voivodeship, European Social Fund Division	Ul. Wybrzeże Słowackiego 12-14, 50- 411 Wrocław Tel. 071 776-96-00 Fax 071 776-96-02 sekretariat.efs@umwd.pl	Dolnośląski Voivodeship Labour Office	Ul. Ogrodowa 5b 58-306 Wałbrzych Tel. 074 84-08-193 Fax. 074 84-07- 389 Email: wroclaw.dwup@dwup.pl
Lubelskie	Marshall's Office, ESF Department	Ul. Czechowska 19, 20-072 Lublin, Tel. 081 44-16-850 Fax. 081 44-16-853 Email: defs@lubelskie.pl .	Voivodeship Labour Office	Ul. Okopowa 5 20-020 Lublin Tel. 081 463-53-00 Fax. 081 463-53-05 Email: sekretariat@wup.lublin.pl
Lubuskie	Marshall's Office, ESF Department	ul. Podgórna 7, 65-057 Zielona Góra Tel. 068 45-65-314 Fax. 068 45-65-350 Email: sekretariat@efs.lubuskie.pl	Voivodeship Labour Office	Ul. Wyspiańskiego 15 65-036 Zielona Góra Tel. 068 456-56-56 Fax. 068 327-01-11 Email: wup@wup.zgora.pl
Kujawsko-Pomorskie	Marshall's Office, European Social Fund Management Division\	Ul. M. Skłodowskiej-Curie 73, 87-100 Toruń Tel. 056 656 11 30 Fax. 056 656 11 29 Email: politykaregionalna@kujawsko-pomorskie.pl	1. Voivodeship Labour Office 2. Regional Social Policy Centre	Ul. Szosa Chełmińska 30/32 87-100 Toruń Tel. 056 622-86-00 Fax. 056 622-74-85 Email: wup@wup.torun.pl Ul. Słowackiego 114 87-100 Toruń Tel. 056 657-14-60 Fax. 056 657-14-61 Email: ropstor@to.onet.pl
Łódzkie	Marshall's Office, HC OP Department	Al. Piłsudskiego 8, 90-051 Lodz Tel. 042 663 - 30 - 80 Fax 042 663 - 30 - 82 Email: pokl@lodzkie.pl	Voivodeship Labour Office	Ul. Wólczańska 49 90-608 Łódź Tel. 042 632-01-12 Fax. 042 636-77- 97 Email: lowu@praca.gov.pl
Małopolskie	Marshall's Office, Regional Policy Department	ul. Wielicka 72 30-552 Krakow Tel. 012 29 90 700 Fax: 012 29 90 726 Email: pokl@malopolska.mw.gov.pl	Voivodeship Labour Office	Ul. Plac Na Stawach 1 30-107 Kraków Tel. 012 422-98-92 Fax. 012 422-97-85 Email: sekrwup@wup-krakow.pl

Mazowieckie	Marshall's Office, Strategy and Regional Development Department\	Ul. Jagiellońska 26, 03-719 Warsaw Tel. 022 597 97 81 Fax. 022 597 97 52 Email: dsrr@mazovia.pl	1. Voivodeship Labour Office 2. Mazowiecki Unit for EU Programmes Implementation	Ul. Młynarska 16 03-718 Warszawa Tel. 022 578-44-00 Fax. 022 578-44-07 Email: wup@wup.mazowsze.pl
				Ul. Jagiellońska 74 03-301 Warszawa Tel. 022 29 52 000 Fax. 022 29 52 001 Email: sekretariat@mazowia.eu
Opolskie	Marshall's Office Operational Programmes Coordination Department	Ul. Piastowska 14 45-082 Opole Tel. 077 54-16-565 Fax. 077 54-16-567 Email: dpo@opolskie.pl	Voivodeship Labour Office	Ul. Głogowska 25c 45-315 Opole Tel. 077 44-16-701 Fax. 077 44-16-567 Email: wup@wup.opole.pl
Podkarpackie	Voivodeship Labour Office Rzeszów	Ul. Lisa Kuli 20 35-025 Rzeszów Tel. 017 850-92-00 Fax. 017 850-44-57 Email: wup@wup-rzeszow.pl	none	none
Podlaskie	Marshall's Office, European Social Fund Department	Ul. Kleeberga 20 15-691 Białystok Tel. 085 654-82-00 Fax.085 654-82-01 Email: kancelaria@umwp-podlasie.pl	Voivodeship Labour Office	Ul. Pogodna 22 15-354 Białystok Tel. 085 74-97-200 Fax. 085 74-97-209 Email: biwu@praca.gov.pl
Pomorskie	Marshall's Office, ESF Department	Ul. Okopowa 21/27 80-810 Gdańsk, Tel. 058 326-81-90 Fax. 058 326-81-93 Email: defs@woj-pomorskie.pl	Voivodeship Labour Office	Ul. Podwale Przedmiejskie 30 80-824 Gdańsk Tel. 058 307-75-66 Fax. 056 301-58-71 Email: gdwup@praca.pl
Śląskie	Marshall's Office, ESF Division	Ul. Ligonja 46, 40-037 Katowice Tel. 032 77 40 125 Fax. 032 77 40 402 Email: efs@silesia-region.pl	Voivodeship Labour Office	ul. Kościuszki 30, 40-048 Katowice Tel. 032 757 33 60 Fax. 032 757 33 62 Email: efs@wup-katowice.pl
Świętokrzyskie	Świętokrzyskie Regional Development Office,	Ul. Jagiellońska 70 25-956 Kielce	Voivodeship Labour Office	Ul. Witosa 86 25-561 Kielce

	HC OP Office	Tel. 041 335-06-11 Fax. 041 335-06-07 Email: poklsekr@pokl.sbrr.pl		Tel. 041 36-41-600 Fax. 041 36-41-666 Email: wup@wup.kielce.pl
Warmińsko-Mazurskie	Marshall's Office, ESF Department	Ul. Emilii Plater 1 10-562 Olsztyn Tel. 089 521-97-00 Fax. 089 521-97-09 Email: dfs@warmia.mazury.pl	Voivodeship Labour Office	Ul. Głowackiego 28, 10-448 Olsztyn Tel. 089 522-79-00 Fax. 089 522-79-01 Email: olwu@up.gov.pl
Wielkopolskie	Voivodeship Labour Office	Ul. Kościelna 37 60-537 Poznań Tel. 061 846-38-19 Fax. 061 846-38-20 Email: efs@wup.poznan.pl	none	none
Zachodniopomorskie	Voivodeship Labour Office	Ul. Mickiewicza 41 70-383 Szczecin Tel. 091 42-56-101 Fax. 091 42-56-103 Email: pd@wup.pl	none	none

ANNEX IV. VALUES OF PRODUCT INDICATORS FOR ACTIONS WITHIN HC OP

Values of product indicators for Measures under respective priorities of HC OP central component

PRIORITY I		
Measure No	Name of indicator	Target value (2013)
Measure 1.1	Number of key Public Services of Employment (PSZ) employees, who as a result of support raised their qualifications	4 200
	Number of Public Services of Employment (PSZ) institutions, which participated in projects aimed at implementing service standards	355
Measure 1.2	Number of Social assistance institutions, which participated in projects aimed at implementing service standards	2 600
	Number of key Social assistance Institutions' employees, who as a result of support raised their qualifications	12 000
Measure 13	Number of people who completed participation in projects implemented under the Measure (total/f/m), including:	100 000
	<i>a) youth threatened by social exclusion (15-25 years),</i>	27 000
	<i>b) prisoners,</i>	38 000
	<i>c) persons in resocialisation institutions,</i>	5 000
	<i>d) Roma people,</i>	15 000
	<i>e) disabled persons</i>	15 000
PRIORITY II		
Measure No	Name of indicator	Target value (2013)
Measure 2.1	The number of enterprises that are covered by the support,	60 000
	The number of enterprise employees who completed participation in training projects, including:	350 000
	<i>number of people aged above 50 years old,</i>	70 000
	The number of sectors (branches) for which an analysis of anticipated effects of restructuring has been carried out,	8
	The number of employees endangered by negative consequences of the restructuring process (economic change) who are covered by the measure of fast response,	2 300
	The number of social partners' representatives at the central level who are covered by support under the Measure.	1 800
Measure 22	The number of consultants providing services for the development of entrepreneurship in accredited institutions that are covered by counselling or training services or other forms of qualifications enhancement,	1 600
	The number of people belonging to the training personnel that enhanced their qualifications in a way leading to the acquisition of a commonly accepted certificate,	4 000
	The number of enterprises and people planning to establish a business activity who used the services provided in accredited institutions.	350 000
Measure 23	the number of prevention programmes and programmes supporting return to the market developed under the Measure;	10
	the number of nurses and midwives that completed bridging courses under the Measure;	24 000
	the number of physicians with deficit specialisations who have completed a full series of courses under the Measure under the implementation of the specialisation programme, by specialisation;	
	<i>a) oncology</i>	311

	<i>b) cardiology</i>	404
	<i>c) occupational medicine</i>	362
	the number of representatives of managing personnel and authorising officers of public funds in the health sector who have completed the Measure management training.	1 500
	Number of health care units with accreditation of Healthcare Management Quality Monitoring Centres	250
PRIORITY III		
Measure No	Name of indicator	Target value (2013)
Measure 3.1	Number of research and analysis projects implemented under the Action Plan	10
	Number of pedagogical supervision employees, who completed their participation in the project under the Measure	1 280
Measure 32	Number of schools, where EWD (educational added value) instruments and methodology have been popularised	30 499
Measure 33	Number of units running the trainings for teachers (i.e. higher education institutes and teacher colleges), which applied new forms and rules for training teachers	71
	Number of units running teacher development courses, which received support under the Measure to obtain accreditation	76
	Number of curriculum bases at the elementary school level, gymnasium and high-school level covered by the review in order to achieve better labour market orientation.	144
	Number of elaborated and disseminated innovative curricula on entrepreneurship, math and science, as well as technical subjects.	100
Measure 34	Number of professional training teachers and instructors of practical profession, who participated in at least two-week long internships and trainings in enterprises under the Measure	14 500
	Number of professions systematised in National Qualifications Framework	350
PRIORITY IV		
Measure No	Name of indicator	Target value (2013)
Measure 4.1	Number of development programmes introduced by tertiary education institutions under the Measure	100
	Number of students who finished internships or apprenticeships supported from the ESF financial means under the Measure	140 000
	Number of students who finished internships or apprenticeships lasting at least 3 months	28 000
	Number of tertiary education institutions which have implemented models of effective management and quality control under the Measure including:	120
	<i>a) public tertiary education institutions</i>	26
	<i>b) private tertiary education institutions</i>	94
	Number of tertiary education institutions offering compensatory courses addressed to first-year students of mathematical-natural and technical sciences (SMT) faculties	48
	Number of 1st year students of the SMT faculties contracted by the minister responsible for tertiary education	20 800
	Number of graduates in the SMT faculties contracted by the minister responsible for tertiary education	18 000
Measure 42	Number of R&D staff who have upgraded their skills in the field of exploitation of research results and their use in economy under the Priority (total/F/M)	Total 9000 F:3000 M:6000
PRIORITY V		
Measure No.	Name of indicator	Target value (2013)
Measure 5.1	Number of tax authorities employees who completed participation in projects within the Measure	25 000
	Percentage of state budget funds administrators who were covered by support in terms of preparation and implementation of a long-	100%

	term budget planning of tasks.	
	Number of government administration offices which were covered by support in terms of improvement of management standards, including ⁶⁷ :	1 500
	<i>a) ministries and central offices,</i>	63
	<i>b) voivodeship offices</i>	16
Measure 52	Number of local government employees who completed participation in projects for strengthening regulation abilities within the Measure	8 500
	Number of public administration institutions covered by support for improvement of management standards in division to:	
	<i>a) marshal offices</i>	12
	<i>b) poviast offices</i>	227
	<i>c) gmina offices</i>	1487
Measure 53	Number of proposals for simplifying the most important acts in the context of conducting business activity	70
	Number of customer service points created in courts with the support from the ESF	84
	Number of judiciary employees who completed participation in projects within the Measure, including:	19 750
	<i>a) court and public prosecutor's offices employees and judge and prosecutor trainees</i>	19 000
	<i>b) judges adjudicating in commercial and bankruptcy and reorganisation departments of courts as well as their assistants</i>	750
	Number of public administration employees who completed participation in projects for strengthening regulation potential within the Measure	2 800
	Number of non-governmental organisations' representatives who completed participation in the project within the Measure	5 100
Measure 54	Number of institutions acting for non-governmental organisations which were covered by the support	100
	Number of poviats where programmes regarding free legal and civil guidance were implemented	112
	Number of social partners' representatives who completed participation in the project within the Measure	4 000
Measure 55	Number of social partners' representative organisations which were covered by the support in terms of building their potential	7

⁶⁷ Ref. to ministries, central authorities and voivodeship authorities this indicator refers to the the number of offices, which were covered by support in the field of improving management and implemented at least one management improvement

De-aggregated values of product indicators for Measures under respective priorities of HC OP regional component

PRIORITY VI

Measure No.	Name of indicator	Target value (2013)																
		Poland	Dolnośląskie	Kujawsko-pomorskie	Lubelskie	Lubuskie	Łódzkie	Małopolskie	Mazowieckie	Opolskie	Podkarpackie	Podlaskie	Pomorskie	Śląskie	Świętokrzyskie	Warmińsko-mazurskie	Wielkopolskie	Zachodniopomorskie
Measure 6.1	Number of people who completed participation in projects implemented under the Measure (total/f/m), including:	768645	53105	48519	65311	21687	53045	71947	59208	22629	64586	28259	39468	66160	37795	41240	58971	36715
	<i>a) number of people aged 15-24 (total/f/m)</i>	202275	13794	11820	16416	5882	12865	19600	15812	6122	16278	8502	11466	20007	8265	10068	16236	9142
	<i>b) number of people aged 15-24 (total/f/m) residing in the rural areas</i>	60683	3147	3444	6080	1591	3410	7313	4421	2130	6814	2320	3048	3221	3286	3001	5260	2197
	<i>c) number of people in particularly difficult situation on the labour market (total/f/m)</i>	323640	22848	20225	29497	8088	23606	36018	22908	8207	26240	11222	14689	26245	17009	16377	26963	13498
	<i>- including the number of people who have been unemployed over a long period (total/f/m)</i>	80910	7138	6022	5520	1306	7262	7747	5872	1586	4558	2261	3058	8320	4866	4847	6705	3842
	<i>- including the number of the disabled (total/f/m)</i>	24273	1765	1394	2449	818	1648	2880	1587	510	1840	867	1270	2074	1004	1115	2019	1033

- including the number of the rural areas residents (total/f/m)	129456	6587	7200	13501	3256	7915	15468	9632	4589	14383	5224	5960	7120	7269	5948	10862	4542
d) number of people aged 50-64 (total/f/m)	121365	9294	7066	9169	3530	9258	10669	10534	3561	8105	4347	6798	13313	5106	5289	9428	5898
e) number of people who were covered by the Individual Action Plan (total/f/m)	230594	16970	16679	19050	7588	16273	15845	17582	6513	19406	7712	12023	19069	11978	15312	14669	13925
Number of key employees of the PSZ who completed participation in trainings implemented in the non-school system, significant from the point of view of the regional labour market (total/f/m).	4200	362	253	416	134	316	337	240	106	329	202	193	352	154	290	271	245
Number of people who received the resources to take up businesses (total/f/m), including:	66 667	4 879	3 629	5 657	2 035	5 300	6 546	6 039	1 787	4 863	2 382	3 117	6 609	3 107	2 917	5 165	2 635
a) number of people aged 15-24 (total/f/m)	16 667	1 137	974	1 353	485	1 060	1 614	1 303	505	1 341	701	945	1 648	681	829	1 338	753
b) number of people in particularly difficult situation on the labour market (total/f/m)	26 667	1 884	1 666	2 430	667	1 945	2 968	1 887	677	2 162	925	1 210	2 162	1 401	1 349	2 222	1 112
- including the number of people who have been unemployed over a long period (total/f/m)	6 667	588	496	455	108	599	638	484	131	375	186	252	685	401	399	553	317
- including the number of the disabled (total/f/m)	2 000	145	115	202	67	136	237	131	43	151	71	105	171	83	92	166	85
- including the number of the rural areas residents (total/f/m)	10 667	543	593	1 113	268	652	1 275	793	378	1 185	431	491	587	599	490	895	374

	<i>c) number of people aged 50-64 (total/f/m)</i>	7 000	536	407	529	204	534	615	607	206	467	251	392	768	295	305	544	340
--	---	-------	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Measure 6.2	Number of people who completed participation in projects implemented under the Measure (total/f/m), including:	168727	11657	10650	14337	4760	11644	15793	12997	4967	14178	6203	8664	14523	8297	9053	12945	8059
	<i>a) number of people aged 15-24 (total/f/m)</i>	44402	3028	2595	3603	1291	2824	4302	3471	1345	3573	1866	2517	4392	1814	2210	3564	2007
	<i>b) number of people aged 15-24 (total/f/m) residing in the rural areas</i>	13320	691	755	1335	350	748	1605	970	468	1496	509	669	707	721	659	1155	482
	<i>c) number of people in particularly difficult situation on the labour market (total/f/m)</i>	71043	5015	4440	6475	1776	5182	7906	5028	1802	5760	2463	3224	5761	3734	3595	5919	2963
	<i>- including the number of people who have been unemployed over a long period (total/f/m)</i>	17761	1567	1322	1212	1 287	1594	1701	1289	348	1001	496	1 671	1826	1068	1064	1472	843
	<i>- including the number of the disabled (total/f/m)</i>	5328	387	306	538	180	362	632	348	112	404	190	279	455	220	245	443	227
	<i>- including the number of the rural areas residents (total/f/m)</i>	28417	1446	1581	2964	715	1737	3395	2114	1007	3157	1147	1308	1563	1596	1306	2384	997
	<i>d) number of people aged 50-64 (total/f/m)</i>	26641	2040	1551	2013	775	2032	2342	2312	782	1780	954	1492	2922	1121	1161	2069	1295
	<i>e) number of people who were covered by the Individual Action Plan (total/f/m)</i>	50618	3725	3661	4182	1666	3572	3478	3859	1430	4260	1693	2639	4186	2629	3361	3220	3057

	Number of people who received the resources to take up businesses (total/f/m), including:	33 333	2 439	1 815	2 829	1 018	2 650	3 273	3 019	892	2 431	1 191	1 559	3 305	1 554	1 459	2 582	1 317
	<i>a) number of people aged 15-24 (total/f/m)</i>	8 333	568	487	676	241	530	808	651	252	671	350	472	825	341	415	669	377
	<i>number of people in particularly difficult situation on the labour market (total/f/m)</i>	13333	941	833	1215	333	973	1484	944	338	1081	462	605	1081	701	675	1111	556
	<i>- including the number of people who have been unemployed over a long period (total/f/m)</i>	3 333	294	248	227	54	299	319	242	65	188	94	126	343	200	200	276	158
	<i>- including the number of the disabled (total/f/m)</i>	1 000	73	57	101	35	68	119	65	20	76	36	52	85	41	46	83	43
	<i>- including the number of the rural areas residents (total/f/m)</i>	5 333	271	297	556	135	326	637	397	189	593	215	246	293	299	245	447	187
	<i>c) number of people aged 50-64 (total/f/m)</i>	3 500	268	204	264	102	267	308	304	102	234	125	196	384	147	153	272	170
	Number of projects supporting the development of local initiatives	600	41	34	43	15	43	50	77	15	36	22	32	62	27	26	51	26
	Number of people who completed participation in projects implemented under the Measure (total/f/m), including:	12628	872	797	1073	356	871	1182	973	372	1061	S 464	648	1087	621	678	970	603
Measure 6.3	<i>a) number of people aged 15-24 (total/f/m)</i>	3323	227	194	270	97	210	322	260	101	267	140	188	329	136	165	267	150

<i>b) number of people aged 15-24 (total/f/m) residing in the rural areas</i>	997	52	57	100	26	56	120	73	35	112	38	50	53	54	49	86	36
<i>c) number of people in particularly difficult situation on the labour market (total/f/m)</i>	5317	375	332	485	134	388	592	376	135	431	184	241	431	279	269	443	222
<i>- including the number of people who have been unemployed over a long period (total/f/m)</i>	1329	117	100	191	121	119	127	96	126	175	137	50	137	80	80	110	63
<i>- including the number of the disabled (total/f/m)</i>	399	30	23	40	13	27	47	26	9	30	15	21	34	16	18	33	17
<i>- including the number of the rural areas residents (total/f/m)</i>	2127	108	118	222	53	130	255	158	75	236	86	98	117	120	98	178	75
<i>d) number of people aged 50-64 (total/f/m)</i>	1994	153	116	151	58	152	175	173	58	133	71	112	219	84	87	155	97
<i>e) number of people who were covered by the Individual Action Plan (total/f/m)</i>	3788	279	274	312	125	267	260	289	107	319	127	198	313	197	252	240	229

PRIORITY VII

Measure No	Name of indicator	Target value (2013)																
		Poland	Dolnośląskie	Kujawsko-pomorskie	Lubelskie	Lubuskie	Łódzkie	Małopolskie	Mazowieckie	Opolskie	Podkarpackie	Podlaskie	Pomorskie	Śląskie	Świętokrzyskie	Warmińsko-azurskie	Wielkopolskie	Zachodniopomorskie
		Measure 7.1	Number of Social assistance customers, who completed their participation in projects referring to active integration (total/F/M), including:	630000	37646	59124	61514	22556	56443	36192	48500	13528	33630	36859	22354	42001	37828	42067
	- <i>persons from rural areas</i>	220500	11220	12264	22996	5545	13481	26346	16405	7817	24497	8899	10151	12129	12381	10131	18501	7737
	Number of social assistance institutions' clients covered by social contracts under the projects. (total/F/M).	420000	25097	39416	41010	15038	37628	24128	32333	9019	22420	24573	14902	28001	25219	28045	31082	22089
	Number of social assistance and	17000	1242	906	1402	519	1220	1547	1221	562	1268	616	902	1657	796	1023	1267	852

	social integration institutions' employees (directly working on active integration), who upgraded their qualifications in extracurricular forms due to ESF support (total/f/m).																	
Measure 7.2	Number of persons threatened by social exclusion, who have completed participation in projects.	142000	8 485	13 326	13 865	5 084	12 722	8 158	10 932	3 050	7 580	8 308	5 038	9 467	8 526	9 482	10 509	7 468
	Number of institutions supporting social economy, which received assistance under the Measure.	40	2	2	3	2	2	4	3	1	2	1	3	3	2	4	4	2
	Number of social economy initiatives supported by ESF.	350	17	20	26	14	20	33	24	12	20	14	25	26	16	31	37 1	15
	Number of persons who	29000	1441	1693	2116	1164	1646	2770	1970	936	1696	1078	2036	2191	1346	2560	3084	1273

	obtained support within social economy institutions (total/f/m).																	
Measure 7.3	Number of projects supporting development of initiatives on behalf of activation and integration of local communities.	2200	150	124	159	55	156	183	281	54	134	81	116	229	98	97	188	95

PRIORITY VIII

Measure No	Name of indicator	Target value (2013)																
		Poland	Dolnośląskie	Kujawsko-pomorskie	Lubelskie	Lubuskie	Łódzkie	Małopolskie	Mazowieckie	Opolskie	Podkarpackie	Podlaskie	Pomorskie	Śląskie	Świętokrzyskie	Warmińsko-mazurskie	Wielkopolskie	Zachodniopomorskie
Measure 8.1	Number of companies covered by support under training programmes (regional projects).	140000	11214	7876	8181	4447	9876	12762	15173	4072	7598	4489	8839	14274	5179	5402	12125	8493
	Number of adult working persons, who have taken part in training programmes, including: _	200000	14087	10600	17206	6109	15997	19949	18468	5403	14639	7355	9390	19784	9138	8549	15721	7605
	<i>the number of persons aged over 50</i>	40000	2873	1984	3769	1033	3335	4140	4126	1103	3026	1430	1842	3352	2077	1621	2857	1432
	Number of entities granted assistance in the field of effective anticipation and management of change.	500	40	28	29	16	35	46	54	16	27	16	32	51	18	19	43	30
	Number of employees threatened with negative results of restructuring processes in enterprises, who were covered by rapid-response measures.	22400	1 639	1 221	1 429	655	1 697	2 133	2 312	611	1 316	739	1 362	2 349	812	921	2 086	1 118
	Number of partnerships (cooperation networks) established on local and regional level.	200	16	11	12	6	14	18	22	6	11	7	13	20	7	8	17	12

Measure 8.2	Number of persons who completed participation in their internships or practical trainings in breakdown into:	600	45	30	46	13	43	75	81	13	29	19	36	57	16	20	52	25
	<i>a) employees of enterprises in scientific institutions,</i>	300	22	16	19	9	23	29	31	8	18	10	18	31	11	12	28	15
	<i>b) scientific employees in enterprises</i>	300	23	14	27	4	20	46	50	5	11	9	18	26	5	8	24	10
	Number of persons covered by support in scope of launching own economic activity of spin off or spin out category.	1000	73	54	85	31	80	97	91	27	73	36	47	98	47	44	77	40
	Number of participants of doctoral studies who received scientific scholarships.	3500	255	201	257	100	237	342	311	104	259	130	203	362	136	156	287	160

PRIORITY IX

Measure No	Name of indicator	Target value (2013)																	
		Poland	Dolnośląskie	Kujawsko-pomorskie	Lubelskie	Lubuskie	Łódzkie	Małopolskie	Mazowieckie	Opolskie	Podkarpackie	Podlaskie	Pomorskie	Śląskie	Świętokrzyskie	Warmińsko-azurskie	Wielkopolskie	Zachodniopomorskie	
Measure 9.1	The number of pre-school education establishments supported under the Priority.	2000	119	83	124	57	132	233	185	102	147	53	104	263	72	73	185	68	
	The number of schools (primary, lower secondary, upper secondary providing general education) which implemented development programmes under the Priority, broken down by:	15600	762	803	1 731	374	903	1 889	1 166	476	1 907	630	689	940	878	695	1 213	544	
	<i>a) urban areas</i>	4700	331	265	368	134	329	441	425	123	335	198	268	504	182	220	354	223	
	<i>b) /rural areas.</i>	10900	431	538	1 363	240	574	1 448	741	353	1 572	432	421	436	696	475	859	321	
Measure 9.2	The number of schools and vocational education institutions which implemented development programmes.	3000	202	204	270	113	181	258	207	82	234	124	165	266	124	170	245	155	
	The number of schools and vocational education institutions which cooperated with enterprises in the field of implementing development programmes.	2250	152	153	202	85	136	193	155	61	175	93	124	200	93	127	184	117	
Measure 9.3	Share of adult persons aged 25-64, which participated in formal lifelong learning within the framework of the Measure.	140000	10201	8088	10502	3995	9935	13059	12054	4288	10046	5345	7906	15050	5666	6302	11040	6523	
Measure 9.4	The number of teachers who participated in short forms of in-service teachers training, including:	80700	3820	4599	8664	2011	4698	9657	5643	2674	9387	3347	3802	4841	4359	3758	6674	2766	
	<i>a) teachers in rural areas,</i>	65000	2851	3667	7316	1577	3672	8081	4407	2212	8049	2692	2926	3311	3690	3018	5431	2100	

	<i>b) vocational education teachers.</i>	7700	475	457	661	213	503	773	606	227	656	321	430	750	328	363	610	327
Measure 9.5	The number of independent local social initiatives undertaken within the framework of the Measure.	2000	137	,13	144	50	142	166	255	50	122	73	106	208	89	88	171	86

ANNEX V. GLOSSARY OF TERMS USED IN THE DETAILED DESCRIPTION OF THE PRIORITIES OF HUMAN CAPITAL OPERATIONAL PROGRAMME

Alternative forms of child care	Public and private institutions run by natural and legal persons, constituting a supplement to the institutional child care infrastructure, applying flexible and individualised forms of child care, which support a family in its caring functions and allow for the combination of professional and family life. Alternative forms of child care are not subject to such formal requirements as public kindergartens and pre-kindergarten institutions.
Civic dialogue	Forms of contact and cooperation between public administration and non-governmental organisations
Social dialogue	Forms of contact and cooperation between the public sector and social partners (trilateral dialogue) and between social partners (autonomous). Run in institutionalised form (through e.g. Trilateral Commission for Social and Economic Affairs) and non-institutionalised form (through e.g. conclusion of collective bargaining agreements)
Short forms of in-service teachers training	Trainings and courses for teachers, lasting at least 40 training hours (excluding post-graduate studies and higher education)
Non-agricultural activity	Activity, which does not cover plant or animal production, including horticulture, orchards, apiary, fishery and forestry production
European Qualification Framework	Joint terminology describing qualifications, which allows Member States, Employers and units to compare qualifications appropriate for various educational and training systems operating in different EU Member States. The key element of the European Qualification Framework is the system of eight reference levels describing knowledge and abilities gathered in the process of education, i.e. "training results" – regardless of the fact in which systems the trainee gained given qualification. The reference levels of EQF mean, thus, a varied distribution of stress as compared with the traditional approach, which focuses on the educational input (training duration, type of institution etc.). The main instrument used for the dissemination of life-long learning, EQF covers also general education, education of adults, vocational education and training, as well as higher education. The above eight levels cover the whole range of qualifications, starting from those obtained upon the completion of the obligatory education period, and ending with the qualifications granted at the highest level of academic and vocational education.

Flexicurity	<p>Integrated strategy to enhance, at the same time, flexibility and security in the labour market, referred to in the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions of 27.6.2007 <i>Towards Common Principles of Flexicurity: More and better jobs through flexibility and security</i> (COM(2007)359).</p> <p>Flexicurity should be composed of the following four components:</p> <ul style="list-style-type: none"> - <i>Flexible and reliable contractual arrangements</i> (from the perspective of the employer and the employee, of "insiders" and "outsiders") through modern labour laws, collective agreements and work organisation; - <i>Comprehensive lifelong learning (LLL) strategies</i> to ensure the continual adaptability and employability of workers, particularly the most vulnerable - <i>Effective active labour market policies (ALMP)</i> that help people cope with rapid change, reduce unemployment spells and ease transitions to new jobs; - <i>Modern social security systems</i> that provide adequate income support, encourage employment and facilitate labour market mobility. This includes broad coverage of social protection provisions (unemployment benefits, pensions and healthcare) that help people combine work with private and family responsibilities such as childcare.
Other forms of pre-school education	<p>Complementing the network of public kindergartens and pre-school units in elementary schools created by territorial self-government units in cases justified by demographic and geographic conditions, as well as by natural and legal persons. Other forms of pre-school education may be organised for children aged 3-5, in a location possibly closest to their residence. Activities in the other form of pre-school education are run by a teacher with qualifications required for a kindergarten teacher. Detailed conditions for the creation and functioning of other forms of pre-school education are specified in the Ordinance of the Minister of National Education of 10 January 2008 on the types of other forms of pre-school education, conditions for the creation and organisation of these forms and rules of their operation.</p>
Social assistance and integration institutions	<p>Social assistance organisational units referred to in the Act of 12 March 2004 on social assistance (Dz.U. of 15 April 2004 as amended) and social employment units, non-governmental units acting in the social assistance and integration sector, vocational activity enterprises, occupational therapy workshops and other units running activity in the social assistance and integration sector (whose main aim is not to run economic activity).</p>
Labour market institutions	<p>Institutions implementing tasks aimed at labour and employment promotion and counteracting unemployment, specified in Article 6 of the Act of 20 April 2004 on employment promotion and labour market institutions (Dz.U. No 99, item 1001, as amended), i.e. public employment services, Voluntary Labour Corps (OHP), employment agencies, training institutions, social dialogue institutions and local partnership institution.</p>
Research unit	<p>Entity referred to in Article 2(9) of the Act of 8 October 2004 on the rules of financing science (Dz.U. of 2008 No 169 item 1049) excluding entrepreneurs.</p>
Key competences	<p>Competences defined in the <i>Recommendation of the European Parliament and of the Council of 18 December 2006 on key competences for lifelong learning</i> (2006/962/EC) as the combination of knowledge, skills and approach suited to given situations. Key competences are those necessary for personal fulfilment, active citizenship, social cohesion and employability in a knowledge society. The Recommendation sets out eight key competences: 1) Communication in the mother tongue; 2) Communication in foreign languages; 3) Mathematical competence and basic competences in science and technology; 4) Digital competence; 5) Learning to learn; 6) Social and civic competences; 7) Sense of initiative and entrepreneurship; and 8) Cultural awareness and expression.</p>

European Qualification Framework	Instrument used for the classification of qualifications in accordance with a set of criteria for specific education levels obtained by students. Its main purpose is to integrate and coordinate national qualification sub-systems, ensuring non-discrimination and improvement of transparency, accessibility, grades and quality of qualifications in relation to the labour market and civil society.
Formal learning	Education in institutionalised system, whose main feature is not as much the place (i.e. school or training institution), but rather the curriculum allowing for obtaining qualifications accepted in a given legal system.
Informal learning	Intentional education (individual learning) and non-intentional education (unaware in every-day situations, also at work outside of organised formal and non-formal trainings).
Non-formal learning	Institutionalised and formal learning implemented outside of curricula allowing for obtaining qualifications accepted in a given legal system (typical example are trainings based on the experience of companies, corporations and social organisations).
Life-long learning in non-school forms	Forms of obtaining and complementing general knowledge, skills and professional; qualifications in lifelong learning institutions, practical learning institutions and vocational training centres.
Life-long learning in school forms	Forms of obtaining and complementing formal education by adult persons in schools for adults, through which on the basis of the Act on education system is understood as a school, where a separate learning organisation is applied and to which adult persons are enrolled (more than 18 years old, or ending 18 years of age in the calendar year in which they are enrolled).
Pedagogical supervision	Set of actions consisting in the evaluation of the state and conditions of didactic, educational and care activity of schools, establishments and teachers, analysing and assessing the effects of didactic, educational and care activity as well as other statutory activity of schools and establishments, providing support to schools, establishments and teachers in the implementation of their didactic, educational and care tasks, along with the inspiration of teachers to introduce pedagogical, methodological and organisational innovations.
Bottom-up local initiative	For the purposes of implementation of HC OP, bottom-up local initiative is a project with local range, directed to a specific target group (in this case to residents of rural gminas, rural-urban gminas and towns of up to 25 thousand residents) assuming the involvement of the target group in the formulation of assumptions and implementation of the project. The nature of the initiative requires the projects implemented under the Measure to ensure that the support granted follows in some way from the needs of local community e.g. aim at solving a problem diagnosed by that community or aim at activating the community i.e. increasing the own capacity of that community to diagnose and solve problems within the scope covered by the Measure. Thus, bottom-up local initiatives fit well in the implementation of the empowerment principle, i.e. participation of groups encountering social problems in the identification of needs and scope of support at the stage of preparation and implementation of the project. The empowerment principle is applied in order to engage in and improve the real ability of these groups to influence matters which are of importance to them and thus improving the effectiveness of projects.

Non-governmental organisation	Organisations which are not public finance sector units, within the meaning of the provisions on public finance and not operating to obtain profit, legal persons or units without legal personality created on the basis of the provisions of various Acts, including foundations or associations, except for: a) political parties, b) professional self-governments, c) foundations created by political parties, d) sport clubs not operating in the legal form of an association, as well as entities specified in Article 3(3) of the Act of 24 April 2003 on public utility activity and voluntary work (Dz.U. No 96, item 873 as amended).: a) legal persons and organisational units acting on the basis of the provisions on the relations between the State and catholic Church in the Republic of Poland, on the relation between the State and other churches and faith associations and on the guarantees of the freedom of conscience and religion, if their statutory objectives cover running public utility activity, b) local government unit associations.
Person departing from agriculture	A farmer insured in KRUS or household member (within the meaning of the provisions of the Act of 20 December 1990 on social insurance of farmers), living in a rural or rural-urban gmina or in a town of up to 25 thousand inhabitants, who at the time of entering the project makes a declaration of will to take on employment in sectors not related to agricultural activity or to run non-agricultural economic activity.
Person departing from fisheries	Person employed in fishing (or aquaculture production) sector in surface waters (inland and sea) and in the management and protection of fish and aquaculture resources, who at the time of entering the project makes a declaration of will to take on employment in sectors not related to the abovementioned activity.
Person without employment	Person aged 15-64, not employed and not carrying out other gainful activity, ready and capable to take on employment or other gainful activity in at least half-time form, including persons registered in locally competent (for the place of residence – permanent or temporary) poviast labour office as unemployed, referred to in Article 2(2)(a-k) of the Act of 20 April 2004 on the promotion of employment and labour market institutions (Dz.U. of 2008, No 69 item 415, as amended)..
Outplacement	Labour market services provided to an employee being in the period of termination of employment contract/labour service or at risk of being released from work. <i>Outplacement</i> may cover in particular vocational advisory services and psychological support, help in finding new employment, financing of trainings and courses aimed at changing profession, additional training courses, help in re-locating, funds for commencing economic activity.
Public-private partnership	Form of cooperation between public units and entities not included as part of public finance sector and not operating to gain profit, within the rules and principles defined in the Act of 24 April 2003 on public utility activity and voluntary work (Dz.U. No 96, item 873 as amended)
Social partners	Employer and employee organisations taking part in social dialogue.
Social and economic partners	Within the meaning of Article 5(7) of the Act of 6 December 2006 on the principles of development policy (Dz. U. no. 227, item 1658, as amended).
Social Economy entities	Within HC OP, this category covered: social co-operatives, employment co-operatives, co-operatives of disabled and blind persons, non-governmental organisations and entities referred to in Article 3(3) of the Act of 24 April 2003 on public utility activity and voluntary work (Dz.U. of 29 May 2003 as amended)..
Curriculum Basis	Set of objectives and content of learning and skills which is obligatory at a given stage of education, along with educational tasks of schools, which are taken account of respectively in the programmes of pre-school education and curricula, and which allow for the identification of grading criteria and examination requirements.
Civic advisory	Provision of advice and information on the rights and obligations of citizens to natural persons and non-governmental organisations – not being legal advisory services – which

	is a method of supporting persons who are in a difficult life situation due to the unawareness of the provisions of law. This advice may e.g. refer to housing and family affairs, social benefits and social insurance, as well as employment and unemployment, and information regarding e.g. matters of immigration and repatriation, relations with public administration, financial matters, disability, imprisonment, hereditary matters, consumer and ownership issues.
Legal advisory services	Legal advice to natural persons or information on legal provisions in force, regulating a given issue and resulting thereof rights and obligations, along with the mode, entity or organisations competent to resolve a given legal problem, provided by persons who have completed higher education in Law, including by court, counsel, prosecutor, legal advisor and notary public applicants or Law students.
PSZ key employees	Employees referred to in Article 91 of the Act of 20 April 2004 on employment promotion and labour market institutions (Dz.U. of 2004 No 99, item 1001, as amended), i.e. employment intermediaries, vocational advisors, specialists on career development, specialists for programmes, EURES advisor and labour club leaders).
Curriculum	Description of the way in which the objectives and tasks set in the <i>Curriculum Basis</i> or other tasks supporting the implementation of these objectives.
Spin off	New enterprise, which was founded by at least one employee of a scientific or research unit (person with the scientific degree of at least PhD) or student or graduate of the higher education institution aimed at commercialisation of innovative ideas (knowledge) or technology, usually to some extent dependent (organisational, formal and legal or financial dependence) on the mother organisation (e.g. university).
Spin out	New enterprise, which was founded by at least one employee of a scientific or research unit (person with the scientific degree of at least PhD) or student or graduate of the higher education institution aimed at commercialisation of innovative ideas (knowledge) or technology, usually organisationally independent from the mother organisation (e.g. university) and having independent sources of financing.
Social exclusion	Absence or limitation of the possibility to participate, influence and benefit from basic public institutions and markets, which should be accessible to all people, and in particular to poor people.
Additional assistance	Activities, that are additional to the main activity run within the project, facilitating the access of target groups to the project, e.g. by providing childcare or care for other dependants for the period of implementation of tasks within the project.