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| ANED Country report on Social Protection and Article 28 | |
| **Poland** |  |
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The [Academic Network of European Disability experts](http://disability-europe.net/) (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network support the development of the European Disability Strategy 2010-2020 and practical implementation of the United Nations Convention on the Rights of Disabled People in the EU.

This country report has been prepared as input for the synthesis report on Social Protection and Article 28 UNCRPD.

 

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# PART A: FACTUAL DATA

# Standard of living

People living in households with at least one disabled member are at a disproportionate risk of poverty in Poland. In accordance with the Central Office for Statistical Data (Główny Urząd Statystyczny), in 2014,[[1]](#footnote-1) 10.8% of households including at least one disabled member were living below the extreme poverty line as compared to 6.5% in the case of households without disabled members. These figures have been slowly on the increase in recent years. On the other hand, the share of households with at least one disabled member living below the relative poverty line has been decreasing since 2010 and amounted to 21.9% in 2013 (versus 14.6% in households without a disabled member). However, in 2014 the share of households with at least one disabled member living below the relative poverty line raised significantly up to 22.9%.

It should be underlined, however, that the changes in poverty rates do not necessarily result from the improvement or deterioration of a households’ economic situation, but also from the changes in the value of poverty lines. Since October 2012 social intervention thresholds have been validated, hence the significant increase in the percentage of households living below the poverty line according to law (so called statutory poverty line).[[2]](#footnote-2) In 2013 the share of households with at least one disabled member living below the statutory poverty line raised significantly from 9.6% up to 16.6%.

Households with a disabled child are at particularly high risk of poverty. Some 14.6% of such families were living below the extreme poverty line and almost 30% below the relative poverty line in 2014. The place of residence is also important. Families with at least one disabled member living in rural areas are much more exposed to poverty and social exclusion than families living in urban areas.

Average monthly available income in households with disabled persons fells below national averages by 15.6% in 2014. Similarly, expenditures in households with disabled members were by 15% lower than average monthly expenditures in total households.[[3]](#footnote-3) Moreover, households with disabled persons are significantly worse equipped with durable goods than households without disabled persons, consumer electronics and cars particularly. Only 59.7% of households with disabled members owned personal computers with Internet access in 2014, compared with 74.2% of households without disabled persons, and cars owned only 53% these versus 64.4% households without disabled members.[[4]](#footnote-4)

Moreover, the results of a subjective evaluation of material position in 2014 show differences between households with or without disabled persons. Persons living in households with disabled members more often assessed their material situation as bad or rather bad compared to people living in households without disabilities (27.4% versus 15.2%) and less often persons with disabilities assessed their situation as “very good” or “rather good” (16.9 versus 29.8%).[[5]](#footnote-5)

# Overview of disability protection systems

## Services, devices and assistance

### Devices (including assistive technologies)

**Reimbursement for orthopaedic and auxiliary medical devices from the National Health Fund resources**[[6]](#footnote-6)

A person with disabilities can apply to the National Health Fund for orthopaedic and auxiliary medical devices (such as orthopaedic prosthetics, shoes, callipers, walking sticks and crutches, wheelchairs, lenses, hearing aids, etc). The person needs to be insured through the Polish National Health Fund (except children up to the age of 18). It is not means-tested but the National Health Fund reimburses expenses up to a certain amount and for a certain period of time. The Minister of Health establishes a detailed catalogue of orthopaedic articles and means of assistance (currently containing 133 items) and determines the maximum reimbursement for each article.[[7]](#footnote-7) To apply for these services, a written order from an authorised practitioner is needed. Reimbursement for particular article or equipment is granted for a certain period and in relation to particular impairments.

**Co-funding for rehabilitation equipment, orthopaedic items and auxiliary appliances from the State Fund for Rehabilitation of Disabled Persons (PFRON) resources**[[8]](#footnote-8)

A person with disabilities who is granted reimbursement for orthopaedic devices and assistive means from the National Health Fund can apply to County Family Assistance Centres to cover the remaining sum. While payment is made by the County Family Assistive Centres, funding for this comes from the resources of the State Fund for Rehabilitation of Disabled Persons.

The applicant has to meet income criteria and hold a disability certificate.

### Personal assistance

Personal assistance is a rather new and developing concept in Poland. Although in recent years a new profession has been formed, an assistant to a person with disabilities to support and advice in the rehabilitation process, there is no such service in the frame of the Polish system. The services that do exist are mostly offered by non-governmental organisations and local governments and are organised in various ways. All of these services use different application procedures, eligibility criteria and payment conditions.

**Care and specialist care services**[[9]](#footnote-9)

The main forms of support provided by the public authorities to people with disabilities who want to live in their own homes are care and specialist care services. Care and specialist care services are forms of social assistance. A single person is entitled to these services if because of age, illness or other reasons they need other people’s help. Care services can also be granted to persons living with their family if the family’s help is insufficient.

Care services include: help with fulfilling daily needs (tidying up, washing, shopping or cooking), hygiene, nursing care (according to the doctor's advice), and, if possible, facilitating social contacts. Specialist care services should be adjusted to particular needs resulting from specific diseases or disabilities and require specific professional skills to provide them. Specialist care services may, among other, consist of: teaching and developing the skills necessary to live independently; interventions and help in family life; help in taking care of official errands; help in managing household finances; nursing support; and assistance with housing matters.

These services are granted on the basis of an administrative decision and are free of charge only for those individuals who meet the income criteria. These are available irrespectively of the insurance status. The social worker, in granting eligibility to both kinds of care services, defines their scope and place of provision. The decision is based on community interview aimed at assessing the personal, family, income and monetary situation of the applicant.

### Other forms of service/Assistance

No other forms of service/Assistance.

## Income protection

Disability pension (in Polish: renta z tytułu niezdolności do pracy):[[10]](#footnote-10)

**Disability pension** is a benefit paid by ZUS Social Insurances from the Social Insurance Fund (SIF). It is not means-tested but is available only to an insured person who is incapable of working and fulfils certain criteria:

1. Has been granted an inability to work certificate issued by the SIF.
2. Has completed the required contributory and non-contributory period (at least 5-years of contributory and non-contributory periods during the last 10 years before claiming the pension or before the occurrence of the incapacity for work; in the event of the incapacity for work occurring at an age lower than 30 years, the required contributory and non-contributory periods are respectively shorter – from 1 to 4 years; also an insured person holding the complete incapacity for work certificate who has proved a contributory and non-contributory period of at least 25 years (women) or 30 years (men) do not need to document this 5-year period). There is no need to prove the requested contributory and non-contributory periods if the person lost his/her earning capacity due to an accident on the way to or from work.
3. The inability to work must have occurred during contributory and non-contributory periods, but not later than within 18 months after the cessation of these periods; with the exception of an insured person who is completely incapable of work who can prove the contributory and non-contributory period of at least 20 years (women) or 25 years (men).

Since 1 March 2016 the minimum level of the disability pension for a person who is completely incapable of work has been PLN 883 (€ 200).[[11]](#footnote-11) If complete inability to work is also accompanied by inability to lead an independent life, the pension is complemented with a nursing supplement (PLN 209 = € 48).

**The disability pension for a person who is partly incapable of work** is payable at a rate of 75% of the complete inability to work pension). There are certain restrictions concerning disability pension combinations with income from work. The disability pension is reduced when the person has an income from 70% to 130% of the average monthly wage and it is suspended when this income exceeds 130% of the average wage.

**Social pension (renta socjalna)**[[12]](#footnote-12)

**Social pension** is also paid by the Social Insurance Institution (SII) but these benefits are financed by the State Budget. There is no requirement of insured periods and it is also not means-tested. Social pension is available for every person of a certain age (who has reached the age of 18) who is completely unable to work due to an impairment which occurred before reaching the age of 18 (or 25 years in specific cases), and who does not fulfil the requirements for inability to work pension. The amount of social pension is fixed and is set at 84% of the minimum disability pension for a person who is completely incapable of work. Since 1 March 2016 it has been gross PLN 741 (€ 168). The entitlement to the social pension is suspended if the entitled person has reached an income exceeding in its total amount 70% of the average monthly salary for a calendar quarter (PLN 2,847 (€ 647) as of 1 March 2016).

## Disability-related expenses

**Rehabilitation relief (Ulga rehabilitacyjna)**[[13]](#footnote-13)

Rehabilitation relief is granted to disabled taxpayers and to non-disabled taxpayers whose disabled members of family depend financially on them. There are two types of rehabilitation reliefs. One of them is limited to the amount of PLN 2,280 (€ 507) and can be spent to cover the costs of a guide, costs of living of a guide dog and expenses on a car which is used to transport the disabled person to rehabilitation treatment centres. The other type of rehabilitation relief is unlimited and can be spent, on equipment, adaption of flats and cars, sign language interpreters, holiday camps for children and young people with disabilities up to the 25 years of age, etc.

**Fee exemption and discounts in public trains and couches**[[14]](#footnote-14)

Purpose of the benefit: fare reduction in public couches and trains

Means testing: no

Social insurance: no

Eligibility: 78% fare reduction in public couches and trains for children and young persons with disabilities and one of their parent (guardian) if travelling together; this applies only to transportation to and from school (or some others educational institutions) or social welfare homes);

49% fare reduction in public local trains and couches and 37% in other trains and couches for persons holding the certificate of incapacity to live independently (93% and 51% in case of a blind person);

95% fare reduction in public trains and couches for a guide for a blind person or a person holding the certificate of incapacity to live independently.

## Housing costs

**Reimbursement for the elimination of barriers in and outside the home**[[15]](#footnote-15)

Resources of the State Fund for Rehabilitation of Disabled Persons are also used for the elimination of barriers (architectural, technical and communication) in and outside the home to help people with disabilities perform daily activities or facilitate communication. It is available irrespectively of income and insurance status. The reimbursement is made by the county self-government (the concerned person has to submit a written request to the County Family Assistive Centre (CFAC). Up to 80% of the cost may be reimbursed but no more than fifteen times the average monthly remuneration. Architectural barrier removal may be granted to a person with mobility difficulties and for technical and communication barriers if such needs arise. The elimination of technical and communication barriers cannot be reimbursed more often than every three years. Every CFAC provides a detailed catalogue on equipment, materials and works which can be reimbursed.

**Housing allowance**[[16]](#footnote-16)

Mainstream benefit which covers the difference between the actual expenditure on rent (as to surface threshold) and from 10% to 20% of the household total income.

The benefit is means-tested. Per capita household income of the last quarter cannot be higher than 1.25 of the minimum pension level (1.75 if a single), i.e. PLN 1103 (€ 250)[[17]](#footnote-17) or PLN 1544 (€ 350), as of 1st March 2016.

The eligible person should prove his/her legal title to the dwelling, as an owner, tenant, member of a cooperative, etc. The threshold of the surface area is set at the level of 35 m2 for a single person, plus 5 m2 for each additional household member. The total surface may be higher by 30% (or even 50% under special conditions regarding the dwelling arrangement). The threshold is increased by 15 m2 if one of the household members is a person with disabilities using a wheelchair or a person holding the disability certificate who needs to use a separate room.

## Retirement benefits[[18]](#footnote-18)

As of 1 January 1999, the reform of the old-age pension scheme has come into force in Poland. Since then, two old-age pension schemes have been operating in parallel: old pension scheme (operating under earlier rules) – compulsory for persons born before 1 January 1949, and a new pension scheme (operating under the new rules) – compulsory for persons born in 1969 and after, Persons born between 1949 and 1968 could choose the funded option.[[19]](#footnote-19) A person entitled to an old-age pension who has been recognized as completely incapable of an independent existence is awarded a nursing supplement (PLN 209 = € 48), similarly like in the case of disability pensions. Persons who have reached the age of 75 years are awarded the nursing supplement *ex officio*.

Old-age pensions under the old scheme

The right to an old-age pension under the old scheme is acquired after reaching the statutory retirement age: at least 20-year contributory and non-contributory period (women) or 25-year contributory and non-contributory period (men). The statutory retirement age for women born on 1952 or before is 60 years and for men born on 1947 or before is 65 years. For women born on or after 1st January 1953 and for men born on or after 1st January 1948, the statutory retirement age has being increased by 1 month every quarter till a retirement age of 67 is reached for men and for women equally.

These requirements apply also to people with disabilities, however, those receiving disability pension (literally ‘pensions on the grounds of inability to work’), their disability pension is automatically changed into an old-age pension when they reach the minimum retirement age. In contrast, the social pension is not automatically changed into old-age pension when the pensioner reaches the minimum retirement age.

Old-age pensions under the new scheme

The new scheme is composed of three pillars: the first two pillars are universal and compulsory, however the scheme management of the first pillar is public, while of the second pillar might also be private. The third pillar is completely voluntary and is administered by private institutions. The right to an old-age pension under the new rules is exercised by persons who have reached the statutory retirement age (see the old-age pensions under the old scheme above).

## Other social protection measures

The family benefits system includes some care benefits of great importance for people with disabilities and their families:

**Care allowance (zasiłek pielęgnacyjny)**[[20]](#footnote-20)

Care allowance is granted to partially cover expenses related to care and support for a person with disabilities who is unable to lead an independent life. The benefit is not means-tested and it is awarded to a disabled child, a disabled person above 16 years of age holding a certificate of severe disability and a disabled person over 16 with a certificate of moderate degree of disability, provided that the disability occurred by the tome this person turned 21. The care allowance is payable at a monthly rate of PLN 153.

**Nursing benefit (świadczenie pielęgnacyjne)**[[21]](#footnote-21)

Nursing benefit is granted to one the disabled child’s parent (or guardian)[[22]](#footnote-22) resigning from work in order to take care of the child (or fails to start work or employment). It is not income tested and the contribution to the pension insurance and health insurance for the person receiving the nursing benefit is paid by the local mayor.

Nursing benefit is granted when the disability of a person requiring care occurred: not later than before this person reaches 18 years of age, or during education at school or college, before reaching the age of 25 years. The person requiring care has to hold a certificate of disability with recommendations concerning permanent or long-term care or support and the need of a day-to-day involvement in the process of the childʼs treatment, rehabilitation and education or a certificate of a severe disability. Nursing benefit is paid out for an undetermined period of time. If the certificate of disability or a severe degree of disability was issued for a specified period of time, the benefit is paid out till the last day of the month in which the certificate expires. Since 1 January 2016 the benefit payment was PLN 1300 monthly.

**Special care allowance** **(specjalny zasiłek opiekuńczy)**[[23]](#footnote-23)

Special care allowance is eligible for payment to persons who have alimony obligations towards a disabled relative as well as to spouses if they are not employed or they quit their employment or another type of work in order to provide care to a disabled relative. The allowance is not granted to a person who has an established right to nursing benefit.

The right to a special care allowance is dependent on the total income of the family of the caregiver and the family of the person requiring care, which cannot exceed PLN 764 (net) per head, monthly. A contribution to the pension insurance and health insurance for the person receiving the special care allowance is paid by the local mayor.

The person requiring care has to hold a certificate of disability with recommendations concerning permanent or long-term care or support and the need of a day-to-day involvement in the process of the childʼs treatment, rehabilitation and education or a certificate of a severe disability.

The amount of the special care allowance is PLN 520 per month (net).

**Family allowance and supplementary allowances**[[24]](#footnote-24)

Families with disabled children may also be eligible for a family allowance and supplementary allowances existing in the scheme of family benefit system. It is a mainstream benefit with a purpose to partially cover expenses related to raising a child.

As of 1 November 2015, the family allowance is payable if the family income per person or the net income of a person studying does not exceed PLN 674 monthly or PLN 764 in the case where a member of the family is a disabled child. It is available irrespectively of the insurance status.

Family allowance is payable until the child has reached 18 years of age or has completed school education, however no longer than until the age of 21 years (24 if the child holds a certificate of moderate or severe degree of disability). The amounts of family allowance depend on the age group of the child and as of 1 November 2015 are as follows: PLN 89 – for a child up to 5 years of age, PLN 118 – for a child above 5 - 18 years of age, and PLN 129 – for a child above 18 – 24. The family allowance may be supplemented by other supplement allowances, among them the supplement in respect of the education and rehabilitation of a disabled child[[25]](#footnote-25) – is granted for a child holding disability certificate until the child has reached the age of 16 as well as for a child above the age 16 but no longer than 24, if she/he holds the certificate of moderate or severe degree of disability. It is payable at the monthly rate of PLN 80 for a child under 5 years of age and PLN 100 for a child aged from 5 to 24 years.

**New child benefit scheme – Family 500+**[[26]](#footnote-26)

In 2016, a new subsidy programme was launched named “Family 500+”. Since 1 April 2016 families in Poland may apply for a new tax-free monthly allowance of PLN 500 for all second and subsequent child up to the age of 18, which shall partially cover expenses related to bringing up children.

The allowance is means-tested but only for families with one child (the monthly income of such cannot exceed PLN 800 per person; PLN 1200 in the case of a child with disabilities). It is available irrespectively of the insurance status.

**Social assistance benefits**[[27]](#footnote-27)

Social assistance is meant to support those citizens and families, who, for objective reasons, are not able to fulfil their primary necessities of life and enable them to live in worthy conditions. Social assistance should lead to the social integration and social inclusion of its beneficiaries, as well as their greater activity and independence. Disability and prolonged illness are among reasons for granting social assistance. Social assistance consists of various categories of cash benefits as well as different forms of non-financial support. Most of the services from the social assistance system are means-tested but irrespective of insurance. A person is entitled to receive money from the social assistance system if his/her income is lower than the income threshold specified in the social assistance regulations (in 2007, the net income for a one-person household could not exceed PLN 634, and for a family, the net income per person could not exceed PLN 514).

There are three basic types of cash benefits from this system: a permanent allowance, a periodical allowance and a purpose allowance (together with special purpose allowance).

Social assistance benefits are broken down into mandatory (obligatory) and non-mandatory (optional). A person is eligible to receive a permanent allowance (mandatory) if she/he meets the income criteria and is totally incapable of working due to age or disability.[[28]](#footnote-28) The amount of the permanent allowance makes up the difference between the threshold level of income specified in the social assistance regulations and the income of the person or family. It is payable at the minimum monthly rate of PLN 30 and maximum PLN 604. Periodical allowance may be granted to persons and families without sufficient income (income lower than the threshold level of income specified in the social assistance regulations, particularly due to prolonged illness, disability, unemployment, and possibility to maintain or acquire the rights to benefits on other social security systems).

## Disability discrimination in social protection measures (including, in particular, social protection measures which are not disability specific)

The Polish Constitution contains a general prohibition against discrimination. Article 32 of the Constitution states that ‘All persons shall be equal before the law. All persons shall have the right to equal treatment by public authorities. No one shall be discriminated against in political, social or economic life for any reason whatsoever’. The Charter of Rights for Persons with Disabilities (1997)[[29]](#footnote-29) also prohibits discrimination and acknowledges that people with disabilities have the right to an independent, active life, free from discrimination. However, the Charter was approved in the form of a resolution, so it is not binding, but rather represents the will of Parliament. Specific laws counteracting discrimination are mainly limited to the employment field. Although on 1 January 2011 the so called Act on Equal Treatment[[30]](#footnote-30) entered into force, the law is not exhaustive and does not cover discrimination based on disability in the fields of social protection and housing.

Despite the fact that current income criteria used in the access to some services are set higher in the case of applicants with disabilities, the income levels remain too low. On the other hand, the income thresholds for the entitlement to financial benefits from social assistance do not take into account higher costs of living for persons with disabilities.[[31]](#footnote-31) The Ombudsman in the recent report on CRPD’ implementation called for actions aimed at better understanding the phenomenon poverty among persons with disabilities. In the Ombudsman’ opinion, research on poverty lines conducted by the Institute of Labour and Social Affairs should take into account the higher costs of living with disability and introduced as a new categories households with disability members.[[32]](#footnote-32)

# Case studies

## Case study 1 – childhood

Eva is 10 years old. She lives at home with her parents and younger sister. One of her parents is working full-time on the median wage and the other is not in paid employment. They live in a rented house in the private sector. Eva has intellectual, physical and sensory impairments. She needs support and assistance to eat, dress and walk.

### Services, devices and assistance (including personal assistance and specialist technical devices)

1. Devices (including assistive technologies)

Eva’s parents may apply for reimbursement for medical devices on general rules.

It is difficult to know what kind of devices she needs but her family can apply, on referral of an authorised practitioner, to the National Health Fund for orthopaedic and auxiliary medical devices (e.g. for a wheelchair) as children are exempt from the National Health Fund insurance condition. This would not be means-tested but funds only up to a certain amount. They should be able to apply to the County Family Assistance Centre to cover the remaining amount (funded by the State Fund for Rehabilitation of Disabled Persons) if they meet income criteria and provided that Eva holds a disability certificate.

1. Personal assistance

As a child with intellectual, physical and sensory impairments, Eva may be granted specialist care services. She must hold certificate of disability and her parents have to make a claim to the centre for social assistance. These services are granted on the basis of an administrative decision, therefore in theory, the decision may be negative. Moreover, these services are free of charge only for those who meet the income criteria which vary regionally, therefore Eva’s parents may have to be charged for these services.

1. Other forms of service/Assistance

### Income protection

Median wage in Poland is approximately gross PLN 3,300 (approx. PLN 2,400 net). As a disabled child, Eva is eligible for a monthly care allowance (PLN 153) and her parent who is not in paid employment – for a nursing benefit (PLN 1300, as of 1 January 2016). Moreover, since 1 April 2016, the family may apply for the new Family500+ benefit and due to the income, the family is eligible for the allowance for both children (PLN 1000). The family is also eligible for a family allowance alongside with the supplement in respect of the education and rehabilitation of a disabled child.

### Disability-related expenses

The family may be eligible for Rehabilitation relief mobility, adaptation, or holiday camps for the child.

### Housing

As the Family500+ benefit as well as the care allowance are not included in the income while calculating the household income, the family may be eligible for the household benefit provided that they can prove legal title to the house (tenant agreement) as well as the house surface does not exceed the threshold.

### Poverty line

Taking into account the income’ components, the family is above the poverty line.[[33]](#footnote-33) However, without the benefits the income would fall below the poverty line.[[34]](#footnote-34)

### Additional comments about the social protection of disabled children

No additional comments.

## Case study 2 - adulthood (in work)

Sam is 35 years old. He is married and lives with his spouse. They are both working and each of them earns half the median wage. They are buying their own home with a loan from the bank. Sam uses a wheelchair for mobility.

### Services, devices and assistance (including personal assistance and specialist technical devices)

1. Devices (including assistive technologies)

Sam can apply to the National Health Fund (NHF) for a wheelchair every 4 or 5 years depending on the type of the wheelchair and the NHF pays 100% a wheelchair’ cost. He needs to have a written order from an authorised practitioner and it is the practitioner who decides on the type of wheelchair Sam is eligible for. It may be a manual wheelchair, attendant controlled (every 5 years, maximum reimbursement PLN 600, maximum repair limit PLN 180), lightweight folding wheelchair with removable wheals for persons moving on a wheelchair independently (every 4 years, maximum reimbursement limit PLN 1700, maximum repair limit PLN 510) or a special wheelchair (every 4 years, maximum reimbursement limit PLN 3000, maximum repair limit PLN 900). With these reimbursement limits Sam can purchase rather low-end wheelchairs. If he would like to buy a better quality, more expensive wheelchair he can try to apply to County Family Assistance Centre to cover the remaining sum provided that he holds the certificate of disability and meets the income criteria.

Although he and his spouse earns half the median wage and Sam meets the income criteria but the reimbursement might not necessarily be granted as these centres have annual limits of expenditure for this purpose.

1. Personal assistance

Sam probably would not be granted care services. Although care services can also be granted to a person living with his/her family, however, the decision is based on community interview aimed at assessing the personal and family situation of the applicant. Sam would have to prove that he needs such assistance and that his wife support’ is insufficient.

1. Other forms of service/Assistance

No other forms of service/Assistance.

### Income protection

The eligibility to disability pension or social pension depends on several criteria.

Sam may be eligible for social pension provided that he is disabled due to an impairment which occurred before reaching the age of 18 (or during schooling or study but before 25 years of age or during doctorate studies) and he holds the certificate of total inability to work issued by the SIF practitioner. Sam can be also entitled to disability pension if he has been granted an inability to work certificate issued by the SIF and has completed the required contributory and non-contributory period. The inability to work must have occurred during contributory and non-contributory periods, but not later than within 18 months after the cessation of these periods. His monthly wage does not affect the right to social pension/disability pension as he does not achieve an income of a total amount of 70% of the average monthly salary.

### Disability-related expenses

As a taxpayer, Sam may apply for a rehabilitation relief provided that he holds certificate of disability.

### Housing

The family exceeds the income criteria for housing allowance. Nevertheless, Sam and his wife can still apply for this benefit as there is the ‘zloty per zloty mechanism’. In other words, if the income exceeds the set income criterion, the amount of benefits will be lower instead of being cancelled altogether. They have to meet other criteria: prove legal title to the house, the house surface does not exceed the threshold. Additionally, Sam and his wife can apply for the support in the framework of the government programme Apartments for Youth (MdM) which supports persons aged up to 35 in buying their first new flat.

Sam and his wife can also apply for the support in the framework of the government programme Apartments for Youth (MdM) which supports persons aged up to 35 in buying their first new flat. There are, however, many criteria to be met. Moreover, with half the median wage, it will be very difficult to get a bank loan to buy a house.

### Poverty line

Taking into account the income from wages, Sam’ family is above the poverty line[[35]](#footnote-35) (irrespectively from other benefits.

### Additional comments (working age adults)

No additional comments.

## Case study 2 - Working age adulthood (not in work)

Betti is 45 years old and lives alone. She has severe depression and chronic fatigue syndrome. She left her job three months ago because of the time off she needed because of her health. She does not feel well enough to look for other work.

### Services, devices and assistance (including personal assistance and specialist technical devices)

1. Devices (including assistive technologies)

As a person with mental health problems she is rather unlikely to be eligible for any assistive technologies.

1. Personal assistance

Betty may try to apply for specialist care services for persons with mental health problems which, however, are granted on a basis of an administrated decision and are limited by the resources of the local government. These can be provided at her home or in so-called support centres for persons with mental health problems but getting a place in such centre is a question of availability.

1. Other forms of service/Assistance

No other forms of service/Assistance.

### Income protection

Betty can be entitled to disability pension provided that she applies to the SII and is granted an inability to work certificate as well as that she has completed the required contributory and non-contributory period. As she left her work only three months ago she still fulfils the third criterion. Depending on her actual health status, she may be granted a permanent or temporary disability certificate of inability to work (partial or total) or a certificate of inability to lead an independent life and thus be awarded permanent or temporary disability pension (pension for a person who is partly incapable of work, pension for a person who is completely incapable of work or pension for a person who is completely incapable of work supplemented by nursing supplement. As there is lack of clear guidelines for the assessment process in Poland, it is very difficult to presume Betty’s situation.

Betty may be also eligible to rehabilitation benefit. Rehabilitation benefit may be awarded to an employee who – after cessation of the right to sickness allowance – is still incapable of work if there is a good prognosis as to the restoration of his or her earning capacity. It may be paid over a period not exceeding 12 months. However, if she has fully left work then this is not the case.

### Disability-related expenses

If Betty is granted disability pension, as a taxpayer she may apply for a rehabilitation relief.

### Housing

Betty may be eligible to the housing allowance provided that she meets all the mentioned-above criteria.

### Poverty line

It is very difficult to assess whether Betty’ income would be likely to fall below the poverty line.

### Additional comments (adults not in work for disability-related reasons)

No additional comments.

## Case study 4 – older age

Jon is 75 years old. He lives alone. He is retired after working his whole career as a teacher. He owns his own apartment. Recently he became totally blind.

### Services, devices and assistance (including personal assistance and specialist technical devices)

1. Devices (including assistive technologies)

Jon may apply for reimbursement for medical devices on general rules.

1. Personal assistance

Jon may apply for care services.

1. Other forms of service/Assistance

No other forms of service/assistance.

### Income protection

Jon’ disability occurred during his retirement age therefore he is not entitled to disability pension. As a pensioner who has reached the age of 75 years old Jon is awarded the nursing supplement *ex officio (PLN 209)*.

### Disability-related expenses

As a taxpayer, Jon may apply for a rehabilitation relief provided that he holds certificate of disability.

### Housing

Assuming Jon is granted at least an average teacher old-age pension, he exceeds the income criteria for housing allowance to such extent that he is not likely to be entitled to this benefit. Nevertheless, he can still apply for this benefit provided that monthly cost of his apartment is enough high to use the ‘zloty per zloty mechanism’.

### Poverty line

Jon’ income’ is above the poverty line.[[36]](#footnote-36)

### Retirement

Jon is entitled to old-age pension. In 2014 the average monthly gross old-age pension for teachers amounted gross PLN 2270 (€ 504).[[37]](#footnote-37)

### Additional comments (older people)

No additional comments.

# PART B: CRITIQUE AND EVALUATION

# Critique and evaluation of specific benefits/schemes

## Services, devices and assistance

1. Devices (including assistive technologies)

There is no precise data how many people with disabilities apply to the National Health Fund for orthopaedic and assistive devices. The reimbursement limits set by regulations are, however, very low and to obtain only very basic devices, therefore a large number of persons with disabilities apply for the reimbursement to the County Family Assistance Centres from the PFRON resources. Both application procedures are complicated and the need to apply twice to different institutions to get the refund impose unnecessary burden on persons with disabilities.[[38]](#footnote-38) As regard to expenses for rehabilitation equipment, orthopaedic articles and assistive means granted by the County Family Assistance Centres, in 2014 the county governments partially financed such services for 191,563 persons with disabilities and spent about PLN 138 million on this task. This is, however, not enough to satisfy all the demands and about 21% of requests were rejected in 2014. Moreover, the exact amount spent on this tasks was nearly PLN 84 million less than requested (62%), which means that[[39]](#footnote-39) The Commissioner for Human Rights pointed out that as applicants have to meet income criteria, it might be presumed that the actual demands are higher. Such low indicators, in the opinion of the Commissioner, demonstrate that there is no progress being made in implementation of CRPD in this regard.[[40]](#footnote-40)

1. Personal assistance

Despite the guidelines on treaty-specific document to be submitted by states parties under article 35 of the CRPD that advises State Parties to report on the existence of available independent living schemes, including the provision of personal assistants for persons who so require, the Polish government’s initial state report to the CRPD does not addressed this issue. Although the report mentions main tasks of disabled persons’ assistants, those are mainly employed by social assistance centres or by non-public organisations that are contractors who provide social assistance services, which are largely limited to care services.[[41]](#footnote-41) In fact, even if some NGOs and local authorities provide pilot programmes of personal assistance services, their scope and accessibility is extremely limited. This problem is pointed out in the shadow report submitted to the CRPD Committee in 2014 which underlined services of personal assistants or temporary respite care are virtually unavailable.[[42]](#footnote-42) Another striking point is the availability of care services and specialist care services. Again, the shadow report stressed that care services are largely limited by local authorities. In 2014, care services and special care services were granted to 88,880 persons (including elderly and sic persons) and special care services for people with mental health problems were granted to nearly 12,330 persons.[[43]](#footnote-43) Along with the deficiency of services, their quality is often a problem. There is no mechanism that would allow service’ recipients evaluate them and have any influence on their shape.[[44]](#footnote-44)

1. Other forms of service/Assistance

No other forms of service/Assistance.

## Income protection

There are several gaps in the disability pension system. Amounts of the disability financial supports in Poland are set at a very low level and various kinds of social benefits (old age pensions, inability to work pensions, social pensions and other social benefits) are the main sources of income for the vast majority of people with disabilities. Currently, a person who is entitled to a social pension and to nursing allowance receives monthly approximately PLN 800 (net) which is below the poverty line estimated by the Labour and Social Affairs (about PLN 1080 per single-person household in 2015). In 2015, one third of disability pension due to total inability to work were below PLN 1000.[[45]](#footnote-45) Secondly, the criteria for receiving disability pension make this benefit inaccessible for large number of persons with disabilities. The gap is not filled by the social pension as this is available only for persons whose disability occurred in early years of life.

In a particularly difficult situation are persons partly incapable of working because of disability which developed before the age of 18. At present, these individuals do not have the right to social pensions, nor do they have the possibility of forming a pension from the social insurance assigned on the basis of inability to work. When they are employed and paying compulsory insurance, they still do not have the right to receive a pension from social insurance assigned on the basis of inability to work. This can happen only in the case of deterioration of health within the period of insurance (or no later than 18 months after that period), which is serious enough for the person to be assessed as totally incapable of working. Although those individuals, if not receiving income from employment or other sources, may apply for permanent benefit from social assistance system but its amount is very low.

Finally, the benefits trap remains an alternative to work not only because disability pensions are limited or suspend while receiving an income from employment but also due to the fear of losing disability benefits and the status of disabled person if taking up employment.[[46]](#footnote-46)

## Disability-related expenses

Though there are some solutions to cover additional costs related to disability, the current system of support does not take into account sufficiently the higher cost of living of persons with disabilities.[[47]](#footnote-47) The rehabilitation relief is available only to disabled taxpayers or to non-disabled taxpayers whose disabled members of family depend financially on them. According to the tax statistics, nearly 1.1 million of taxpayers used the rehabilitation relief in 2014[[48]](#footnote-48) and an average income tax deduction for this purpose amounted PLN 2,269 (€ 515). Though it is a large number, one has to bear in mind that the most recent data collected in the ‘Census 2011’[[49]](#footnote-49) indicate that there were more than 3.1 million person with certificate of disability.

Despite the fact that current income criteria used in the access to some services are set higher in the case of applicants with disabilities, the income levels remain too low. On the other hand, the income thresholds for the entitlement to financial benefits from social assistance do not take into account higher costs of living for persons with disabilities.[[50]](#footnote-50) Likewise, the disability pension system does not consider the higher costs associated with disability.[[51]](#footnote-51) The Ombudsman in the recent report on CRPD’ implementation called for actions aimed at better understanding the phenomenon poverty among persons with disabilities. In the Ombudsman’ opinion, research on poverty lines conducted by the Institute of Labour and Social Affairs should take into account the higher costs of living with disability and introduced as a new categories households with disability members.[[52]](#footnote-52)

## Housing costs

The housing situation in Poland is rather difficult and costs of buying or renting an apartment are relatively high as compared to income. Moreover, social housing stock and forms of supporting most vulnerable groups of people are very limited. [[53]](#footnote-53) The shadow report[[54]](#footnote-54) underlines that access to public housing programmes for persons with disabilities is difficult and a vast majority of the apartments that are part of the scheme are architecturally inaccessible. Moreover, the public housing stock is decreasing. Lack of financial resources, limited social housing stock, and very restricted access to sheltered housing, underdeveloped community-based services mean that for many people with disabilities, particularly for those needing comprehensive support, moving to residential institution is the only alternative when the family's care, due to various reasons, comes to an end. As regard to reimbursement for the elimination of barriers in and outside the home granted by the County Family Assistance Centres, in 2014 the county governments partially financed such services for 17,478 persons with disabilities and spent nearly PLN 57 million on this task (architectonical barriers – 64%, communication barriers – 17%, technical barriers 19%). This is, however, far too low to satisfy all the demands. In fact, more than half of the applications were rejected (52%) and from the requested PLN 205 million only 28% was allocated on this task.[[55]](#footnote-55)

## Retirement benefits

Although no disability-specific issue was identified in the report, the problem of the amount of the old age pensions should be raised. In Poland a minimum old-age pension is guaranteed, but it is set at a very low level gross PLN 883 (€ 200).[[56]](#footnote-56) Moreover, he minimum old-age pension is by law a fixed amount indexed by inflation plus 20% of real wage growth. As indexation is lower than the wage growth, at some point in time being eligible to minimum guaranteed old-age pension will not protect individuals from being poor in the sense of relative poverty. Thirdly, to be eligible for the minimum guaranteed old-age pension there is a requirement of the length of contribution period to be fulfilled and that may be a problem for a large number of contributors to the Polish defined contribution system.[[57]](#footnote-57)

## Disability discrimination and social protection measures (including, in particular, measures which are not disability specific)

Specific laws counteracting discrimination are in Poland mainly limited to the employment field. Although the act on implementing certain provisions of the European Union in the field of equal treatment[[58]](#footnote-58) prohibits discrimination against persons with disabilities in employment but does not prohibit unequal treatment on grounds of disability in access to social security, healthcare, education and higher education as well as services, including housing services, in spite of prohibiting discrimination on other grounds. In the opinion expressed in the shadow report to CRPD, the existing anti-discrimination legislation in Poland and its practical application do not provide protection against discrimination for persons with disabilities. In practise, except for the matter of employment, there are no anti-discrimination laws guaranteeing the effective protection of persons with disabilities against discrimination.[[59]](#footnote-59) Weakness of the existing anti-discrimination policies noticed also the Ombudsman in the last report on implementation of the CRPD in Poland.[[60]](#footnote-60)

# Critique and evaluation of overall situation and cumulative effect - standard of living

Statistic data clearly show that households with disabled members are at much higher risk of poverty than other households in Poland. Thus, a conclusion can be drawn that the social protection system does not compensate sufficiently the supplementary costs of disability and do not protect persons with disabilities effectively against poverty and material deprivation as well as not allow for independent living and meaningful participation.

# PART C

# Key points

## Examples of good practice

Thinking about examples of good practice, there are various personal assistance services offered regionally by some of the disability organisations. As a good example can serve personal assistance services provided by the Foundation of People with Muscular Disorders since the year 2000. A pattern for the service of a personal assistant is provided by the solutions applied in the Scandinavian countries. These services are meant for people with a severe movement disability, caused with muscular and nervous system disorders, which often require 24-hour care. They are helped in leading independent lives by their personal assistants.[[61]](#footnote-61)

## Concerns

The key concerns are those identified in Section 5, notably concerning the Ombudsman’ opinion on the higher costs of living with disability and the weakness of the existing anti-discrimination policies noticed also,[[62]](#footnote-62) the lack of general availability of personal assistance schemes identified in the CRPD shadow report,[[63]](#footnote-63) and the specific pension entitlement situation of persons with partial work capacity developed before the age of 18. Poverty among people with disabilities, in particular among families with children, is still one of the most alarming problem.

## Recommendations

People with disabilities are at disproportionate risk of poverty and social exclusion in Poland therefore there is a need of revising the national objectives in this regard. The Ombudsman in the recent report recommends adding to national strategies operational objectives counteracting poverty among persons with disabilities.

As there is a need to better understand the phenomenon of poverty among persons with disabilities, research on poverty lines conducted by the Institute of Labour and Social Affairs should take into account the higher costs of living with disability and introduce as a new categories households with disability members.

The social protection system shall be modernise and improve to ensure that persons with disabilities and their families receive financial support taking into account higher costs of living with disabilities.

The income eligibility criteria used in determining the eligibility for some services shall take into account the higher costs of living with disability. This apply in particular to social assistance benefits.

As application procedures too many services are complicated and expose persons with disabilities to unnecessary bureaucracy and costs, there is a need to improve the eligibility determination procedures.

To improve coordination and improve the services available to people with disabilities and their families a consistent and comprehensive system of community-based services shall be prepared and implemented. Availability of care services and special care services shall be increased and personal assistance services shall be implemented into legislation.

1. CSO (2015). Poverty in Poland in years 2013-2014. Warsaw; available at: <http://stat.gov.pl/obszary-tematyczne/warunki-zycia/ubostwo-pomoc-spoleczna/ubostwo-w-polsce-w-latach-2013-i-2014,1,6.html>. [↑](#footnote-ref-1)
2. Statutory poverty - the amount that allows one to qualify for welfare benefits from the social services. [↑](#footnote-ref-2)
3. CSO (2015). Household Budget Survey in 2014. Warsaw; available at: <http://stat.gov.pl/obszary-tematyczne/warunki-zycia/dochody-wydatki-i-warunki-zycia-ludnosci/budzety-gospodarstw-domowych-w-2014-r-,9,9.html>. [↑](#footnote-ref-3)
4. CSO (2015). Household Budget Survey in 2014. Warsaw; available at: <http://stat.gov.pl/obszary-tematyczne/warunki-zycia/dochody-wydatki-i-warunki-zycia-ludnosci/budzety-gospodarstw-domowych-w-2014-r-,9,9.html>. [↑](#footnote-ref-4)
5. CSO (2015). Household Budget Survey in 2014. Warsaw; available at: <http://stat.gov.pl/obszary-tematyczne/warunki-zycia/dochody-wydatki-i-warunki-zycia-ludnosci/budzety-gospodarstw-domowych-w-2014-r-,9,9.html>. [↑](#footnote-ref-5)
6. Act of 12 May 2011 on reimbursement of medicines, foods for special medical purposes and medical devices (Journal of Laws 2011, No. 122, item. 696, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20111220696>. [↑](#footnote-ref-6)
7. Regulation of 6 December 2013 on medical articles issued on prescription (Journal of Laws 2013, item 1565); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20130001565>; see also: <http://www.niepelnosprawni.gov.pl/art,9,informacja-o-systemie-zaopatrzenia-w-przedmioty-ortopedyczne-i-srodki-pomocnicze-wsparcie-finansowe-i-procedury-postepowania>. [↑](#footnote-ref-7)
8. Article 35a, Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of Persons with Disabilities (Journal of Laws 1997, No. 123, item. 776, with further amendments) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU19971230776>; see also: <http://www.niepelnosprawni.gov.pl/art,8,zaopatrzenie-w-przedmioty-ortopedyczne-i-srodki-pomocnicze>. [↑](#footnote-ref-8)
9. Act of 12 March 2004 on Social Assistance (Journal of Laws 2004, No. 64, item. 593, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20040640593>; see also: <http://www.mpips.gov.pl/pomoc-spoleczna/formy-udzielanej-pomocy/uslugi-opiekuncze--i--specjalistyczne-uslugi-opiekuncze/>. [↑](#footnote-ref-9)
10. Act of 19 December 1998 on Old Age Pensions and Other Benefits from the Social Insurance Fund (journal of Laws 1998 No. 162, item. 1118 with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU1998162111>; for eligibility conditions see also: <http://www.mpips.gov.pl/ubezpieczenia-spoleczne/ubezpieczenie-rentowe/warunki-nabycia-prawa-do-renty-z-tytulu-niezdolnosci-do-pracy/> or <http://zus.pl/files/Zabezpieczenie_ENG.pdf>. [↑](#footnote-ref-10)
11. EUR1=PLN 4.4. Numbers were rounded off. [↑](#footnote-ref-11)
12. Act of 27 June 2003 on Social Pension (Journal of Laws 2003 No. 135, item. 1268); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20031351268>; see also: <http://zus.pl/files/Zabezpieczenie_ENG.pdf>. [↑](#footnote-ref-12)
13. Act of 26 July 1991 on Personal Income (Journal of Laws 1991, No. 80, item. 350, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU19910800350>; see also: <http://www.mf.gov.pl/c/document_library/get_file?uuid=49aaa661-3be0-4489-8717-e73c576b98c6&groupId=766655>. [↑](#footnote-ref-13)
14. Act of 20 June 1992 on Public Transportation Fare Reduction Entitlements (Journal of Laws 1992, No. 54, item. 254 with further amendments) <http://isap.sejm.gov.pl/DetailsServlet?id=WDU19920540254>. [↑](#footnote-ref-14)
15. Regulation of 25 June 2002 on types of county tasks can be financed from the State Fund for Rehabilitation of Disabled Persons resources (Journal of Laws, 2002, No. 96, item. 861); for eligibility see also <http://www.niepelnosprawni.gov.pl/art,12,likwidacja-barier>. [↑](#footnote-ref-15)
16. Act of 21 June 2001 on Housing Allowances (Journal of Laws 2001, No. 71, item. 734 with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20010710734>; see also <https://rodzina.gov.pl/mieszkanie/dodatki-mieszkaniowe>. [↑](#footnote-ref-16)
17. Numbers were rounded off; 1 EUR = 4.4 PLN. [↑](#footnote-ref-17)
18. See: <http://emerytura.gov.pl/>. [↑](#footnote-ref-18)
19. Act of 17 December 1998 on Old Age Pensions and Other Benefits from the Social Insurance Fund (Journal of Laws, 1998, No. 162, item. 1118 with further amendments). [↑](#footnote-ref-19)
20. Act of 28 November 2003 on family benefits (Journal of Laws 2003, No. 228, item, 2255, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20032282255> see also: <https://rodzina.gov.pl/swiadczenia/swiadczenia-opiekuncze/zasilek-pielegnacyjny>. [↑](#footnote-ref-20)
21. Act of 28 November 2003 on family benefits (Journal of Laws 2003, No. 228, item, 2255, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20032282255>; see also: <https://rodzina.gov.pl/swiadczenia/swiadczenia-opiekuncze/swiadczenie-pielegnacyjne>. [↑](#footnote-ref-21)
22. Actual caregiver of a child, a childʼs relative or other persons who have maintenance obligations (except for persons with a severe degree of disability). [↑](#footnote-ref-22)
23. Act of 28 November 2003 on family benefits (Journal of Laws 2003, No. 228, item, 2255, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20032282255>; see also: <https://rodzina.gov.pl/swiadczenia/swiadczenia-opiekuncze/specjalny-zasilek-opiekunczy>. [↑](#footnote-ref-23)
24. Act of 28 November 2003 on family benefits (Journal of Laws 2003, No. 228, item, 2255, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20032282255>; see also: <https://rodzina.gov.pl/swiadczenia/zasilek-rodzinny>. [↑](#footnote-ref-24)
25. <https://rodzina.gov.pl/narodziny/swiadczenia-rodzinne/dodatki/dodatek-z-tytulu-ksztalcenia-i-rehabilitacji-dziecka>. [↑](#footnote-ref-25)
26. Act of 11 February 2016 on the state support in bringing up children (Journal of Laws, 2016, item. 195); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20160000195>; see also: <https://www.mpips.gov.pl/wsparcie-dla-rodzin-z-dziecmi/rodzina-500-plus/wyjasniamy-krok-po-kroku/>. [↑](#footnote-ref-26)
27. Act of 12 March 2004 on Social Assistance (Journal of Law 2004, No. 64, item. 593, with further amendments); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20040640593>; see also: <https://www.mpips.gov.pl/pomoc-spoleczna/>. [↑](#footnote-ref-27)
28. This situation may apply to persons who are totally incapable of working but are not eligible either for an incapacity pension or for a social pension. [↑](#footnote-ref-28)
29. Charter of Rights for Persons with Disabilities, approved by the Parliament (Sejm) 15 on 1 August 1997 (M.P. 1997, No. 50, item 475); <http://isap.sejm.gov.pl/DetailsServlet?id=WMP19970500475>. [↑](#footnote-ref-29)
30. Act of 3 December 2010 on the Implementation of Certain Provisions of the European Union in the Field of Equal Treatment (Journal of Laws 2010, No. 254, item 1700); <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20102541700>. [↑](#footnote-ref-30)
31. Alternative Report on the Implementation of the UN Convention on the Rights of Persons with Disabilities, KSK Foundation, Warsaw 2015 <http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=INT%2fCRPD%2fNGO%2fPOL%2f21651&Lang=en>. [↑](#footnote-ref-31)
32. Implementation of the CRPD in Poland. Report of the Commissioner for Human Rights for years 2012-2014, Warsaw 2015; <https://www.rpo.gov.pl/pl/content/realizacja-przez-polsk%C4%99-zobowi%C4%85za%C5%84-wynikaj%C4%85cych-z-konwencji-o-prawach-os%C3%B3b-niepe%C5%82nosprawnych>. [↑](#footnote-ref-32)
33. The relative poverty line for a family with two kids amounted PLN 860 per person (as of December 2015). [↑](#footnote-ref-33)
34. Median wage in Poland is approximately gross PLN 3,300 thousand (approx. PLN 2,400 thousand net). Adding to this nursing benefit (PLN 1300), care allowance (PLN 153) and the new 500+ benefit for two children (PLN 1000; payable since 1st April 2016), the monthly income of this family amounts approximately PLN 4853 (PLN 1213 per person). [↑](#footnote-ref-34)
35. The relative poverty line for a two persons’ household amounted PLN 890 per person (as of December 2015). [↑](#footnote-ref-35)
36. The relative poverty line for a single person household amounted PLN 1079 per person (as of December 2015) [↑](#footnote-ref-36)
37. CSO (2015) “Retirement and Other Pensions in 2014”, Warsaw: Central Statistical Office; available at: <http://stat.gov.pl/obszary-tematyczne/rynek-pracy/pracujacy-zatrudnieni-wynagrodzenia-koszty-pracy/emerytury-i-renty-w-2014-r-,10,5.html>. [↑](#footnote-ref-37)
38. Implementation of the CRPD in Poland. Report of the Commissioner for Human Rights for years 2012-2014, Warsaw 2015; <https://www.rpo.gov.pl/pl/content/realizacja-przez-polsk%C4%99-zobowi%C4%85za%C5%84-wynikaj%C4%85cych-z-konwencji-o-prawach-os%C3%B3b-niepe%C5%82nosprawnych>. [↑](#footnote-ref-38)
39. Report on the State Fund for Disabled Persons Rehabilitation’ financial plan in 2014, PFRON, Warsaw 2015; <https://www.pfron.org.pl/bip/budzet-funduszu/1076,Sprawozdania-z-realizacji-planu-rzeczowo-finansowego-z-dzialalnosci-PFRON-w-lata.html>. [↑](#footnote-ref-39)
40. Implementation of the CRPD in Poland. Report of the Commissioner for Human Rights for years 2012-2014, Warsaw 2015; <https://www.rpo.gov.pl/pl/content/realizacja-przez-polsk%C4%99-zobowi%C4%85za%C5%84-wynikaj%C4%85cych-z-konwencji-o-prawach-os%C3%B3b-niepe%C5%82nosprawnych>. [↑](#footnote-ref-40)
41. Initial report of Poland submitted in accordance to Article 35 of the CRPD, 2014. [↑](#footnote-ref-41)
42. Alternative Report on the Implementation of the UN Convention on the Rights of Persons with Disabilities, KSK Foundation, Warsaw 2015 <http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=INT%2fCRPD%2fNGO%2fPOL%2f21651&Lang=en>. [↑](#footnote-ref-42)
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