1. Basic Information
1.2. Title: Enhancement of policies on equal treatment of women and men.
1.3. Sector: Social Policy/ Equal Opportunities
1.4. Location: Poland

2. Objectives
2.1. Overall objective
Overall objective of the project is to support Polish administration in developing and implementing equal treatment policies through:
- strengthening law and policy enforcement mechanisms and
- developing tools for gender mainstreaming policy (including analytical tools).

The project will also help to complete the process of effective implementation of the acquis related to gender equality.

2.2. Project purpose/immediate objectives:
1. Enhancing capacity of public administration to strengthen and enforce gender equality policies and gender mainstreaming.
2. Improve understanding of issues related to gender equality and gender mainstreaming through establishing monitoring and policy evaluation systems
3. Awareness rising - Promotion of values, principles and practices underlying gender equality in the society.

2.3 Accession Partnership and NPAA priorities
This project complies with the priorities of the Accession Partnership, i.e. “Complete alignment and ensure proper implementation of EU legislation in the field of labour law, equal treatment of women and men; strengthen the related administrative structures, including labour inspectorate”. The project also stems from the priorities of the National Programme for the Adoption of the Acquis (NPAA), Joint Assessment Paper on Employment Policy (JAP) as well as it is based on the findings of the EC 2001 “Regular Report on Poland’s Progress towards Accession” – namely it’s recommendation to undertake enforcing actions aimed at raising awareness of equal opportunities.

2.4. Contribution to the National Development Plan
The project is line with National Strategy for Employment and Human Resource Development (HRD) 2000-2006. It is also of a vital importance for the implementation of the priorities identified in the Preliminary National Development Plan (HRD section).

2.5 Cross Border Impact: n/a

3. Description
3.1. Background and justification
The provisions of Constitution of the Republic of Poland guarantee the principle of equal treatment of women and men. This principle and anti-discrimination measures are also included in other legal acts, including the Labour code and the act on employment and counteracting unemployment that have been recently amended in order to adjust Polish law to the acquis and in order to effectively counteract discrimination (preventing indirect discrimination, guaranteeing equal access to vocational training and introducing the rules related to an onus of proving innocence dealt with by the Directive 97/ 80, etc.). According to the Polish Negotiating Position (Chapter 13) by 31 December 2002 Poland will fully comply with all EU laws on equal treatment including the directives 75/ 117, 76/ 207, 96/ 34, 92/ 85, 86/ 613 and 76/7.

The transposition of the acquis to the Polish law should be accompanied by concerted actions aimed at strengthening law enforcement mechanisms and promotion of equal treatment principles amongst the society in order to achieve effective implementation of the acquis and its practical benefits. It should also be accompanied by the development of appropriate mainstreaming policies to enable Poland to fully participate in the Community Framework Strategy on Gender Equality.
The important step towards implementation of the above mentioned aims was the establishment of the Government Plenipotentiary for Equal Status of Women and Men on the basis of the Council of Ministers Regulation of 20 November 2001. The Plenipotentiary, being a focal point for equal treatment and gender mainstreaming policies' co-ordination, is responsible for:
- analysis and evaluation of the situation with respect to equal treatment of women and men
- initiating and co-ordinating actions aimed at achieving equal treatment of women and men
- participation in preparation of programmes and legal acts that promote equal treatment of women and men
- supporting organisations promoting equal treatment of women and men
- co-operation with other units of public administration in the area of equal treatment of women and men (the Ministry of Education, the Ministry of Justice, the Ministry of Labour, the Ministry of Internal Affairs, the Ministry of Culture as well as regional and local authorities in particular).

The Government of Poland adopted the “National Action Plan for Women” in 1997. The Plan’s strategic objectives are:
- to promote knowledge of the role of women in society and the situation of women, to promote the knowledge of the law that prevents discrimination and guarantees equal treatment and the necessity to combat all forms of discrimination
- to promote positive attitudes towards gender equality among institutions and in the society, to eliminate negative social stereotypes
- to develop research and data gathering systems in order to monitor situation of women in economic, social and political life.

The Plan’s immediate objectives have been grouped into ten categories of actions and problems:
1. Women rights
2. Participation of women in decision making process and political life
3. Education
4. Women and economy
5. Health
6. Women and mass communication
7. Women and environment
8. Violence against women
9. Mechanisms of public administration co-operation with NGOs
10. Research and data gathering systems

The evaluation of the existing Plan’s implementation and the work on developing new approaches and solutions have been undertaken by the new Government of Poland and it is planned that the new, amended and updated Plan will be prepared by the end of 2002. The following actions have been identified as priority actions to be taken:
- to achieve practical implementation of the existing law
- to effectively strengthen mainstreaming mechanisms in order to integrate gender equality objectives into policies that have a direct or indirect impact on the lives of women and men
- to promote the idea and practice of equal treatment in the society
- to raise awareness of women and society as a whole concerning the women’s human rights

The project’s implementation will directly support these priorities.

Gender mainstreaming is not limited to promotion of equality through implementation of specific measures to help women, but involves mobilising all general policies and measures for the purpose of achieving equality by actively taking into account at the planning stage their possible effects on the situation on men and women. This means (1) systematically examining measures and policies and taking into account gender and equal opportunities issues when defining and implementing them, (2) helping institutional partners to understand and implement equal treatment policies and (3) ensuring proper understanding of the principle of equality and equal opportunity equality in a society as a whole.

### 3.2. Linked activities

*Previous programmes:*
• Programmes and projects initiated and co-funded by international institutions (UNDP, ILO, etc.), international NGOs and foreign donors aimed at strengthening organisations (mainly NGOs) dealing with equal treatment of women and men, helping them to implement projects aimed at:
- fighting against all forms of discrimination on the grounds of a gender
- promotion of women rights
- equal opportunities promotion and strengthening women position on the labour market and economic life
- prevention and fighting against domestic violence, trafficking and other forms of human rights violations
- strengthening position of women in political and civic life
- promotion of reproductive health, issues related to reproductive laws
- consolidation and strengthening of organisations active in the field of equal treatment and equal opportunities promotion

Current Programmes:
• Phare Economic and Social Cohesion 2002 (HRD component). The national (horizontal) HRD project envisages measure aimed at promotion of equal opportunities on the labour market. The implementation of the measure will be co-ordinated by the Ministry of Labour. It will support integration and re-integration of women into the labour market by means of vocational training and re-training, vocational guidance, assistance to start-ups and accompanying actions aimed at reconciliation of family and professional life.

3.3. Results

Objective 1:
• Policy co-ordination capacity and capacity to initiate new measures of the Government Plenipotentiary strengthened. Procedural and methodological framework for a system of co-ordinating gender policies (gender mainstreaming) developed.
• Public administration prepared to effectively implement (enforce) and promote the law related to equal treatment and actively participate in a gender mainstreaming policy.
• The national network of equal treatment and equal opportunities experts established and provided with relevant guidance materials.

Objective 2:
• System of research and gender-related data gathering (National Equal Treatment Monitoring System) developed. Gaps in the national statistics concerning economic, social and political life identified and appropriate tools for filling these gaps developed.
• Necessary pilot surveys and analysis conducted enabling the Government Plenipotentiary to incorporate their results to the general assessment of women situation and gender equality policies and to conduct these surveys on regular basis in the future.
• The Secretariat of Government Plenipotentiary staff and other institutions’ (including the National Office for Statistics) staff prepared to contribute to the National Equal Treatment Monitoring System.

Objective 3
• Equal treatment and equal opportunities principles and best practices disseminated amongst institutions and in society as a whole
• Public discussion on various issues related to gender equality and access to information facilitated by establishing “Equal Opportunities” portal.

3.4. Activities

Contract 1 Twinning
• Long-term PAA (12 man/months EU expert) and 20 man/ months short term Polish experts. The expert will assist the Secretariat of Government Plenipotentiary in developing policy co-ordination (mainstreaming) mechanisms and in initiating programmes and actions aimed at promotion of equal treatment and equal opportunities.
• Training: (short term EU and Polish experts) – for equal treatment and equal opportunities specialists (to be identified, including the staff of the Secretariat of Government Plenipotentiary) working in various policy fields and public services, representing various Government’s Departments and public administration (partners of the Secretariat for the law enforcing and effective
mainstreaming). The scope of training will be adjusted to particular areas of policies and services. Training for local administration (including regional and local administration, labour inspectors, police, judiciary, employment services, education, etc.) will be implemented in conjunction with the Awareness Campaign that will be implemented under Objective 2 (twinning experts will deliver training together with experts contracted under TA contract).

- **Study visits**: 5 seven days visits for 11 persons each: equal treatment and equal opportunities specialists working in various policy fields and public services, representing various Government’s Departments and public administration
- **Publication of guidance materials**: short term experts will prepare guidance materials (covering relevant fields of law and practices) that will be published and delivered to national experts trained

**Contract 2 Technical Assistance (covering Objective 2 and 3)**

- **TA** – experts will develop a framework for the National Equal Treatment Monitoring System (gender related data gathering and policy evaluation) on the basis of diagnosis covering the current monitoring system, other similar national system functioning in Poland and parallel national systems functioning in the selected Member States.
- **TA** – experts will conduct pilot surveys in the areas that are not sufficiently covered by existing quantitative and qualitative research and prepare basis (methodology) for conducting this research in the future.
- **Training** – on analysis of gender related data gathering and analysis (for 10 key experts from public administration)
- **Training/ awareness campaign** - awareness raising action aimed at equal treatment activists (including NGOs), media, social partners (representatives of employers and trade unions), local administration, teachers and wider society. The campaign will include organisation of conferences, area-specific workshops/ training (equal treatment at work and the labour code changes, balanced participation of both women and men in decision-making access to public services, health issues, including reproductive health and access to relevant information, helping victims of domestic violence, eradicating stereotypes, reconciling work and family lives, etc.) and publication of promotion materials.

**Contract 3: Investment (part of Objective 3)**

- Purchase of software and hardware and design of “Equal Opportunities” interactive information portal to be run by the Secretariat of Government Plenipotentiary

4. **Institutional framework**

The main beneficiary of all actions and co-ordinator of the project will be the **Secretariat of Government Plenipotentiary for Equal Status of Women and Men.**

Other beneficiaries will include:
- the Government Departments including the Ministry of Labour and Social Policy, the Ministry of Education, the Ministry of Justice, the Ministry of Internal Affairs, the Ministry of Health, the Ministry of Culture, National Office for Statistics
- public services including employment services, labour inspectors, social welfare, police, public health, public education
- equal treatment activists (NGOs)
- research institutions
- media

5. **Budget in MEURO**

<table>
<thead>
<tr>
<th>Contract 1 Twinning</th>
<th>Investment (INW)</th>
<th>Institution Building</th>
<th>Total PHARE</th>
<th>National co-financing</th>
<th>IFIs</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>--</td>
<td>--</td>
<td>0.500</td>
<td>0.500</td>
<td>0.050</td>
<td>--</td>
<td>0.550</td>
</tr>
<tr>
<td>Contract 2 TA</td>
<td>--</td>
<td>1.480</td>
<td>1.480</td>
<td>0.010</td>
<td>--</td>
<td>1.490</td>
</tr>
<tr>
<td>Contract 3 Investment</td>
<td>0.020</td>
<td>--</td>
<td>0.020</td>
<td>0.007</td>
<td>--</td>
<td>0.027</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>0.020</strong></td>
<td><strong>1.980</strong></td>
<td><strong>2.000</strong></td>
<td><strong>0.067</strong></td>
<td>--</td>
<td><strong>2.067</strong></td>
</tr>
</tbody>
</table>

The co-financing funds for the project implementation will be available.
6. Implementation arrangements
6.1 Implementing Agency:
PAO: Krystyna Gurbiel, Under-secretary of State at the Office of the Committee for European Integration, Aleje Ujazdowskie 9, 00-918 Warsaw; phone +48 22 455 52 41, fax +48 22 455 52 43
CFCU: Foundation “Co-operation Fund”, Mr Wojciech Paciorkiewicz, Director, 4a Górnoslaska Street, 00-444 Warsaw; phone +48 22 622 84 64, fax:+48 22 622 72 12
The CFCU is responsible for handling tendering, contracting and payments of contracts on behalf of the Government Plenipotentiary for Equal Status of Women and Men

6.2. Twinning:
Twinning will cover activities under objective 1. The twinning expert (PAA) will guide the implementation of the whole project and will work closely with the Director of the Secretariat.

6.3. Non-standards aspects:
n.a. Tender procedures and contracts will be carry out according to Practical Guide to Phare, Ispa & Sapard

6.4. Contracts
Twinning covenant for Objective 1 (0.500 MEUR) and two standard contracts – TA (1.480 MEUR) and equipment (0.027).
Polish co-financing for twinning covenant will be spent on office space and support national staff, legal expertise, flight tickets during study visits, local trips on training, for contract 2 on office space, additional local experts and events’ organisation. Joint co-financing for contract 3.

7. Implementation schedule
7.1. Start of tendering/call for proposals: November 2002
7.2. Start of project activity: April 2003
7.3. Project completion: December 2004

8. Equal opportunities
The project is entirely dedicated to promotion of equal opportunities and equal status of women and men.

11. Investment criteria: n.a.

12. Conditionalities and sequencing
The most important pre-conditions for the project implementation – the establishment of the Government Plenipotentiary for Equal Status of Women and Men and preparation of the second stage of the “National Action Plan for Women” are in place. Successful implementation of the project depends on the appropriate and efficient co-operation and consensus among all institutions involved.
## LOGFRAME PLANNING MATRIX FOR PROGRAMME

<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
</table>
| Support public administration in developing and implementing equal treatment policies through: strengthening law enforcement mechanisms and developing tools for gender mainstreaming | 1. Improvements in the situation of women and men  
2. Competency of the key institutions strengthened  
3. Policies take into account gender perspective and impact and promote equality | Existing and new laws, policy documents and programmes |

### Project purpose (Immediate Objectives)

<table>
<thead>
<tr>
<th>Assumptions</th>
</tr>
</thead>
</table>
| Efficient project management  
Effective co-operation among the partners involved |

### Results

<table>
<thead>
<tr>
<th>Assumptions</th>
</tr>
</thead>
</table>
| Monitoring reports  
National statistics system  
Reports on training delivered  
New initiatives and amended government policies  
Improved understanding of equality issues  
Manuals published  
Internet portal |

### Annex 1

<table>
<thead>
<tr>
<th>Programme name and number</th>
<th>PHARE 2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracting period</td>
<td>Disbursement period</td>
</tr>
<tr>
<td>30/11/04</td>
<td>30/11/05</td>
</tr>
<tr>
<td>Total budget</td>
<td>Phare Budget</td>
</tr>
<tr>
<td>MEURO 2.067</td>
<td>MEUR 2.000</td>
</tr>
</tbody>
</table>
1. Policy co-ordination capacity and capacity to initiate new measures of the Secretariat of Government Plenipotentiary strengthened.
2. Public administration prepared to effectively implement (enforce) the low and actively participate in a gender mainstreaming policy.
3. The national network of equal treatment and equal opportunities experts established.
4. System of research and gender-related data gathering (National Equal Treatment Monitoring System) developed. Gaps in the national statistics identified and appropriate tools for filling these gaps developed.
5. Pilot surveys and analysis conducted and incorporated to the general assessment of women situation and gender equality policies.
6. The Secretariat of Government Plenipotentiary staff and other institutions’ staff prepared to contribute to the National Equal Treatment Monitoring System.
7. Equal treatment and equal opportunities principles and best practices disseminated amongst practitioners and the wider society (including media).
8. Public discussion on various issues related gender equality and access to information facilitated by establishing “Equal Opportunities” portal.

<table>
<thead>
<tr>
<th>Activities (12)</th>
<th>Means (13)</th>
<th>Assumptions (14)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Gender impact of laws, policies and programmes taken into account, equal treatment effectively promoted and the law enforced.</td>
<td>2. National statistics system that helps to implement gender mainstreaming policies.</td>
<td>Appropriate project co-operation.</td>
</tr>
<tr>
<td>7. Equal treatment and equal opportunities principles and best practices disseminated amongst practitioners and the wider society (including media).</td>
<td>8. Public discussion on various issues related gender equality and access to information facilitated by establishing “Equal Opportunities” portal.</td>
<td>Proper promotion of training courses.</td>
</tr>
<tr>
<td>Contract 1: assistance in developing policy co-ordination (mainstreaming) mechanisms and in initiating programmes and actions aimed at promotion of equal treatment and equal opportunities; Training and study visits for equal treatment and equal opportunities specialists working in various policy fields and public services, national experts provided with guidance materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract 2: experts helping to develop a framework for the National Equal Treatment Monitoring System (gender related data gathering and policy evaluation); experts conducting pilot surveys and preparing methodology for conducting this research in the future; training on analysis of gender related data gathering and analysis administration); promotion campaign aimed at equal treatment activists, media, social partners, teachers and wider society (conferences, area-specific workshops and publication of promotion materials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contract 3: purchase of equipment for internet portal;</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Contract 1: Twinning covenant | Contract 2: Technical Assistance | Contract 3: Investments |
| Proper project management | Proper co-ordination activities | Proper co-financing of the project |

Preconditions
(15)

Appropriate co-financing
### Annex 2 – 3: Implementation, Contracting and disbursement schedule

<table>
<thead>
<tr>
<th>Date of Drafting</th>
<th>04.2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning Period</td>
<td>November 2002 – December 2004</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>01.04 Equal Treatment of Women and Men</th>
<th>(Budget Allocation Cost Estimate)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(in MEUR)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PLANNED</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
</tr>
<tr>
<td>(1)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Implementation schedule</th>
<th>(1)</th>
<th>(2)</th>
<th>(3)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>D</td>
<td>D/C</td>
<td>C/I</td>
<td>C/I</td>
</tr>
<tr>
<td>Contracting schedule</td>
<td>0.500</td>
<td>1.980</td>
<td>2.000</td>
<td></td>
</tr>
<tr>
<td>Disbursement schedule</td>
<td>0.100</td>
<td>0.300</td>
<td>0.600</td>
<td>1.000</td>
</tr>
</tbody>
</table>

Legend:
- D = design of sub-projects
- C = tendering and contracting
- I = contract implementation and payment