

# Eurostat

## Labour market policy statistics

### Qualitative report

Poland, 2019

---

## TABLE OF CONTENTS

- A Introduction
- B Inventory of interventions
- C Qualitative information by intervention
- D Reference data
- E Abbreviations

## A - Introduction

## Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology <sup>1</sup> for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website <sup>2</sup>. The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

### Classification of interventions by type of action

#### *LMP services*

1. Labour market services

#### *LMP measures*

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

*LMP supports*

- 8. Out-of-work income maintenance and support
- 9. Early retirement

<sup>1</sup>

[http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/publication?p\\_product\\_code=KS-GQ-13-002](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002)

<sup>2</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/labour\\_market/labour\\_market\\_policy](http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy)

## B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
24	Vocational counselling	Poradnictwo zawodowe
25	Financing of travel costs	Finansowanie kosztów przejazdu do pracodawcy
26	Financing of accommodation costs	Finansowanie kosztów zakwaterowania
40	[Component] Local government expenditures on PES operations - Client services	[Component] wydatki samorządów na obsługę lokalnych publicznych służb zatrudnienia - obsługa klienta
50	Financing of examination costs	Finansowanie kosztów egzaminów
63	Activation measures for LTU outsourced to employment agencies	zlecenie działań aktywizacyjnych
69	Training in job-search skills	Szkolenia z zakresu umiejętności poszukiwania pracy
40	[Component] Local government expenditures on PES operations - Other activities of PES	[Component] wydatki samorządów na obsługę lokalnych publicznych służb zatrudnienia - inne działania PSZ
2	Training	
3	Vocational training organised by the Local (powiat) Labour Office	Szkolenia zawodowe organizowane przez Powiatowe Urzędy Pracy
4	Vocational training organised by employers for disabled workers	Szkolenia zawodowe organizowane przez pracodawcę
21	Training	Szkolenie
30	Scholarships for continuing formal education	Stypendium na kontynuowanie nauki
42	Reimbursement of labour market instruments for disabled jobseekers	Zwrot wydatków na instrumenty i usługi rynku pracy na rzecz osób niepełnosprawnych poszukujących pracy i niepozostających w zatrudnieniu
44	Financing of postgraduate studies	Finansowanie studiów podyplomowych
62	Training voucher for people under 30	bon szkoleniowy
64	Tripartite training contract	trójstronne umowy szkoleniowe
51	Adult apprenticeships	Przygotowanie zawodowe dorosłych

4	Employment incentives	
1	Workplace adaptation for disabled.	Przystosowanie stanowisk pracy dla osób niepełnosprawnych
15	Interventional jobs	Prace interwencyjne
20	Reimbursement of equipment costs related to hiring an unemployed person	Refundacja kosztów wyposażenia lub doposażenia stanowiska pracy dla skierowanego bezrobotnego
27	Activation allowances	Dodatek aktywizacyjny
32	Refund of social insurance contributions	Refundacja składek na ubezpieczenia społeczne
33	Co-financing the costs of care for children or dependants	Refundacja kosztów opieki nad dzieckiem lub osoba zależna
53	Internship for unemployed	Staż
56	Activation benefit	Świadczenie aktywizacyjne
57	Reimbursement of social contributions for hiring unemployed under 30 into their first job	Refundacja składek na ubezpieczenia społeczne za bezrobotnych do 30. roku życia podejmujących pierwszą pracę
58	Telework grant	Grant na telepracę
59	Employment voucher for unemployed under 30	bon zatrudnieniowy
60	Settlement voucher for unemployed under 30	bon na zasiedlenie
61	Internship voucher for people under 30	bon stażowy
66	Co-financing of wages for employers hiring unemployed aged 50 and over	Dofinansowania wynagrodzenia za zatrudnionego bezrobotnego powyżej 50 roku życia



5	Supported employment and rehabilitation	
2	Wage subsidies for employees assisting disabled co-workers	Zwrot kosztów wynagrodzenia pracownika pomagającego pracownikowi niepełnosprawnemu
10	Co-financing up to 50% of interest due on bank loans for sheltered workplaces	Wsparcie pracodawców prowadzących zpch - dofinansowanie w wysokości do 50% oprocentowania zaciągniętych kredytów bankowych
11	Wage subsidies for disabled in open-market jobs	Dofinansowanie do wynagrodzeń niepełnosprawnych pracowników na otwartym rynku pracy
12	Wage subsidies for disabled in sheltered workplaces	Dofinansowanie do wynagrodzeń niepełnosprawnych pracowników na chronionym rynku pracy
47	Reimbursement of social contributions for disabled entrepreneurs	Refundacja obowiązkowych składek na ubezpieczenia społeczne osób niepełnosprawnych prowadzących działalność gospodarczą
48	Reimbursement of social contributions for disabled farmers or disabled family members of farmers	Refundacja składek na ubez.p.spol.niepełnospr.rolników oraz rolników zobowiązanych do opłacania składek za niepełnospr.domownika
8	Reimbursement of costs of Vocational development centers (ZAZ)	Zwrot kosztów tworzenia i działania zakładów aktywności zawodowej
6	Direct job creation	
18	Public works	Roboty publiczne
34	Socially useful works	Prace społecznie użyteczne
68	Activation and Integration Programme	Program Aktywizacja i Integracja
7	Start-up incentives	
5	Business operation support for disabled	Wsparcie kontynuowania działalności gospodarczej
19	Start-up grants for unemployed	Dotacja na podjęcie działalności gospodarczej dla bezrobotnych
8	Out-of-work income maintenance and support	
35	Unemployment benefit	Zasiłki dla bezrobotnych
9	Early retirement	
36	Pre-retirement benefits	Zasiłki przedemerytalne
37	Pre-retirement allowances	Świadczenia przedemerytalne
Mixed	\$\$353	

**Number of measures: 73**

## C - Qualitative information by intervention

## Identification

Country Poland 2019 Category 1 - Labour market services

Intervention n°/name 40 Local government expenditures on PES operations

Type of action: 1.1 - Client services  
1.2 - Other activities of the PES

## Description

### Aim:

Improving the efficiency of labor offices and the quality of services provided to the unemployed by labor offices by increasing individualization of assistance.

### Beneficiaries:

Registered unemployed

### Action/Instrument:

Local labour offices establish assistance profile for each unemployment person, immediately after registration. Profile of assistance is a range of appropriate support adjusted to the needs and situation of the unemployed (e.g. services and instruments). There are three profile of assistance, and each of them is directed to the different group of clients. Each profile is matched to different group of unemployed. In determining the profile of assistance to the unemployed, the local labour office examine the situation of the unemployed and his chances in the labour market, taking into consideration the distance of the unemployed from the labour market and readiness to enter or return to the labour market.

Profile of assistance I is directed to active and very independent people, who just need access to job offers and in justified cases career counselling or other forms of assistance referred in law, such as training or non-returnable funds for starting a business.

Profile of assistance II is for unemployed who requiring greater support. For them labour office can use all market services and instruments. Profile of assistance III is directed to unemployed with serious problems on the labour market who, for various reasons, are at risk of social exclusion. The labour office can use for those people in the first place Activation and Integration Programme and special programmes which include activation and integration instruments (for example social work and activities with psychologist).

Support provided under the profile of assistance is implemented by the local labour office on the basis of individual action plan (IAP) prepared with unemployed, and it could takes no longer than: 1) 180 days for the profile of assistance I; 2) 540 days for the profile assistance II; 3) 720 days for the profile assistance III.

The local labour office, during the implementation of IAP, at least once every 60 days is obligated to contact with the unemployed, in order to monitor the situation and progress in the implementation of the activities provided for the unemployed.

Contact with unemployed can be executed in the form of a meeting of the unemployed, a phone call or exchange of information by e-mail or post.

The local labour office may re-establish the profile of assistance, if in the course of implementation of activities under the IAP will occurs some change in the situation of the unemployed, recognized by the local labour office or by unemployed as reasonable cause to establish again profile of assistance.

If, as a result of IAP failed to bring the unemployed to work within established period of time the local labour office is obligated to analyze the implementation of the IAP and re-establish a profile of assistance.

### Financing/Support:

Labour Fund (mainly active and passive labour market policies).

### Eligibility:

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2016 item 645 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Target groups:	Registered unemployed (All) Other registered jobseekers (All)
Treatment of unemployment spells:	Not relevant
Receipt of benefits:	None
Planned duration:	Continuously available
Responsible institution(s):	Public employment services
Area of application:	National
Implementation:	<i>Year started:</i> 1990 <i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 24 Vocational counselling  
Type of action: 1.1.2 - Individual case-management

## Description

### Aim:

To provide unemployed persons and job-seekers with the assistance in the selection of suitable occupation, place of employment.

To help employers to choose an appropriate worker.

To support professional development of the employers and their employees.

### Beneficiaries:

Registered unemployed and job-seekers, employers and their employees. In the Information and Career Planning Centers open access for people over 18 years of age not registered in Local Labour Offices (PUP).

### Action/Instrument:

Vocational counselling provides unemployed and job-seekers with the information on occupations, the possibilities of changing qualifications, taking up or changing employment.

Vocational counselling also includes testing the interests and the vocational abilities, providing psychological and medical examinations and information on the profile of training.

Vocational information and counselling are provided in the individual and group form.

In 2014 due to a reform of The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions, Training in job search skills and Activation tutorials (before being forms of Job clubs), are the forms of Vocational – group counselling.

The training in job search skills, provided by Local Labour Offices (PUP), consist of two parts: theoretical (which lasts for two weeks) and practical (one week long). The participants receive training allowance.

The employers can benefit from information and counselling in the field of selection of the candidates for work. Vocational counselling for employers is organised individually upon request.

The services are provided by PUPs and the Information and Career Planning Centers of WUPs (CliPKZ).

### Finanacina/Support:

Labour Fund, local and regional self-government budgets

### Eligibility:

Unemployed and job-seekers looking for a new job or waiting to change or upgrade their vocational qualifications.

Employers searching for employees.

Employees.

In the Information and Career Planning Centers open access for people over 18 years of age not registered in Local Labour Offices (PUP).

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2004, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions for labor market services (Journal of Laws 2014, item 667).

Ordinance of the Minister of Labour and Social Policy of 14 September 2010 on standards and conditions for labor market services (Journal of Laws 2010 No. 177, item 1193).

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2004 No. 69, item 415 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 September 2010 on standards and conditions for labor market services (Journal of Laws 2010 No. 177, item 1193).

Recent changes:

## Supplementary information

Breakdown of expenditure:	Transfers to service providers		
Target groups:	Registered unemployed (All) Other registered jobseekers (All) Not registered (All) Employed (All)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	None		
Planned duration:	Typical: 1 <1 day		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	1990	<i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 25 Financing of travel costs  
Type of action: 1.1.2 - Individual case-management

## Description

### Aim:

Facilitate the participation of unemployed in active labour market measures or finding employment; promoting vocational mobility and helping to return to work.

### Beneficiaries:

Registered unemployed.

### Job-seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in activities of Social Integration Centers or in individual integration programme, or
- 5) soldiers in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture, or
- 9) who is a foreigner granted a temporary residence permit for the certain purposes or temporary residence and work permit, or
- 10) employee and persons performing other profitable work or business activity aged 45+ interested in receiving support in vocational development.

### Action/Instrument:

Reimbursement of the costs of travel to the employer who advertises a vacancy, or to the place of work, apprenticeship for adults, work practice, training or activities connected with vocational guidance and vocational exams.

The cost of travel to the employer who advertises a vacancy can be reimbursed when the company is located outside the place of permanent residence of the unemployed.

The list of costs eligible for reimbursement covers also the costs of travel to the place of medical examination and to the place of performance of socially useful work.

The reimbursement may be granted provided that the unemployed or job-seeker was referred by PUP.

PUP may also finance the costs of an organized travel of the unemployed or jobseekers, referred by PUP to participate in job fairs and exchanges organized by a WUP in a different administrative region (powiat) by WUP.

### Financing/Support:

Labour Fund

### Eligibility:

The reimbursement may be granted to:

- 1) unemployed who has started (on a basis of placement done by the Local Labour Office (PUP)) employment or other profitable work, work practice, apprenticeship for adult or activities connected with vocational guidance and had to travel to his/her place of work or activation, but (in the same time) his/her incomes are lower than 200% of minimum salary. The maximum period for which the reimbursement is paid is 12 months or time of apprenticeship for adults, work practice, or activities connected with vocational guidance;
- 2) unemployed who has started (on a basis of placement done by the Local Labour Office (PUP)) training;
- 3) unemployed who was referred by PUP to the employer who advertises a vacancy when company is located outside the place of permanent residence of an unemployed;
- 4) mentioned above job-seekers – only in case of costs of travel to the place of training and vocational exams;
- 5) some groups of above mentioned job-seekers – only in case of costs of travel to the place of apprenticeship for adults;
- 6) unemployed and job-seeker who was referred by the PUP to conduct an medical examination and have to travel to the place of this examination;
- 7) unemployed referred to socially useful work who had to travel to the place of performing this tasks.

### Legal basis:

---

Source: Eurostat LMP database. Date of extraction: 31 March 2021

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Recent changes:

### **Supplementary information**

Breakdown of expenditure:	Transfers to individuals ( Reimbursements)		
Target groups:	Registered unemployed (All) Other registered jobseekers (Public priorities and Other)		
Treatment of unemployment spells:	Continuous/Continuous		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	1990	<i>Year Ended:</i> Ongoing



## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 26 Financing of accommodation costs  
Type of action: 1.1.2 - Individual case-management

## Description

### Aim:

Promote vocational mobility, help to return to work and participation in active labour market measures.

### Beneficiaries:

Registered unemployed

### Job-seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in activities of Social Integration Centers or in individual integration programme, or
- 5) soldiers in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture, or
- 9) who is a foreigner granted a temporary residence permit for the certain purposes or temporary residence and work permit or
- 10) employee and persons performing other profitable work or business activity aged 45+ interested in receiving support in vocational development.

### Action/Instrument

Reimbursement of costs of accommodation in the place of work for the person who took up employment or other profitable work, apprenticeship for adults, work practice and training organized outside the place of permanent residence.

The reimbursement may be granted to a person who, on the basis of placement by PUP, started employment or other profitable work, apprenticeship for adults or work practice that is organized outside the place of permanent residence, provided that the total time of travel to and from this place by collective transportation is longer than 3 hours per day, he/she lives in a hotel or rented apartment in or near the place of work and his/her incomes are lower than 200% of minimum salary. The full or partial reimbursement is granted to a unemployed or above mentioned jobseeker trainee if the training, to which was referred by PUP, is organized outside the place of his/her residence and the reimbursement of cost of accommodation is not set up in contract with training institution (i.e. are not covered by training institution). The same rule apply to the reimbursement of the alimentation during the training. Reimbursement may also be granted to some groups of mentioned above job-seekers in case of costs of accommodation during apprenticeship for adults.

### Finanacina/Support:

Labour Fund

### Eligibility:

- a person whose total time of travel is longer than 3 hours per day, lives in hotel or rented accomodation near the place of work or training, and has income below 200% of minimum salary.
- an unemployed or jobseeker trainee.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Reimbursements)

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Target groups:	Registered unemployed (All)
Treatment of unemployment spells:	Continuous/Continuous
Receipt of benefits:	Cash benefits (Source: Current intervention)
Planned duration:	Maximum: 12 Months
Responsible institution(s):	Public employment services
Area of application:	National
Implementation:	<i>Year started:</i> 1995 <i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 50 Financing of examination costs  
Type of action: 1.1.2 - Individual case-management

## Description

Aim:

To help in confirming qualifications by recognized diploma and certificates.

Beneficiaries:

Registered unemployed.

Job-seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in an activities of Social Integration Centers or in individual integration programme, or
- 5) soldiers in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture,
- 9) foreigner holding a temporary residence permit,
- 10) employee aged 45+ interested in receiving support in vocational development who registered in PUP.

Action/Instrument:

Financing the cost of examination required to obtain certificates, diplomas or professional titles, as well as the cost of obtaining licenses needed to get a job up to the amount of average salary.

Financing/Support:

Labour Fund

Eligibility:

Unemployed and these categories of job seekers who are entitled to training.

Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions for labor market services (Journal of Laws 2014, item 667)

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)  
Other registered jobseekers (Public priorities and Other)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: One-off

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2004 *Year Ended:* Ongoing

Source: Eurostat LMP database. Date of extraction: 31 March 2021

## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 63 Activation measures for LTU outsourced to employment agencies  
Type of action: 1.1.2 - Individual case-management

## Description

**Aim:**

Improving employability of long term unemployed people.

**Beneficiaries:**

Registered long term unemployed for whom second or third support profile was agreed.

**Action/Instrument:**

Support of activation measures aims to improve the access of unemployed people to job offers available on the open market, and to allow regional self-government to tackle emerging problems on the regional labour market.

Execution of activation measures can be outsourced to employment agencies.

Activation measures are targeted to long-term unemployed. They are directed to the employment agency which implements the support under the agreement concluded with the Voivodship Labour Office. Employment agency is a basic service provided by employment agencies.

Unemployed receive support such as a basket of services (black box). The content of the basket of services is decided by the employment agency. The activation measure should result in the employment of the long-term unemployed.

**Financing/Support:**

Labour Fund

**Eligibility:**

Activation measures are aimed at long-term unemployed requiring additional support. No less than 200 long term unemployed from one PUP are supported by the employment agency.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to service providers  
Target groups: Registered unemployed (LTU)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Variable  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 1 - Labour market services  
Intervention n°/name 69 Training in job-search skills  
Type of action: 1.1.2 - Individual case-management

## Description

### Aim:

Assistance in active job-seeking and gaining theoretical and practical information on how to seek a job.

### Beneficiaries:

Registered unemployed persons particularly: without experiences in job-seeking, who lose the motivation to job-seeking, who wants to return to the labour market after a long break.

### Action/Instrument:

Since 2014, Training in job-search skills and Activation tutorials (before being forms of Job clubs), are the forms of Vocational counseling.

The training in job-search skills, provided by Local Labour Offices (PUP) and also by other non-commercial organisations and local governments, consist of two parts: theoretical, which lasts for two weeks of workshops and practical - one week of practical activities. The participants of this measure receive training allowance.

### Financing/Support:

Labour Fund, local and regional self-government budgets.

### Eligibility:

Registered unemployed who receive a positive decision of counselor to attend the measure.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions for labour market services (Journal of Laws 2014, item 667).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 3 Weeks  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 3 Vocational training organised by the Local (powiat) Labour Office  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To increase the chances of finding employment, upgrading vocational qualifications or intensifying occupational activity of disabled persons.

### Beneficiaries:

Disabled persons

### Action/Instrument:

The training is offered to the disabled persons in particular in the case of: lack of vocational qualifications, the necessity to change qualifications due to the lack of proposals of suitable employment or the loss of ability to work in previous occupation. Training of disabled persons may be delivered in training centers or in specialist training and rehabilitation centers and shall not last longer than 36 months.

The expenditures relating to the training include in particular: the fee paid to the training provider, cost of personal accident insurance, cost of accommodation and alimentation in part or in whole, cost of travel to training, including the cost of travel of a guide or guardian of a person with severe degree of disability, cost of services of interpreter of sign language or lector for blind persons or a person accompanying the disabled person with severe degree of disability due to the impairment of the motor organ, cost of necessary medical, psychological, diagnostic examinations and rehabilitation services.

### Financing/Support:

State Fund for Rehabilitation of Disabled People  
Implemented at the local government level (powiat)

### Eligibility:

Disabled persons registered as unemployed or other disabled persons seeking job and not remaining in employment, but registered in the PUP or disabled persons within a period of notice for reasons not relating to the employer.

### Legal basis:

Articles 38 - 40 of the Act of 27 August 1997 on vocational and social rehabilitation and employment of disabled persons (Journal of Laws of 2020, item 426 as amended),  
The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws of 2020, item 1409).

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (Disabled)  
Employed (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 36 Months

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 1991 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 4 Vocational training organised by employers for disabled workers  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To increase the competitiveness of disabled persons on the labour market.

### Beneficiaries:

Disabled workers

### Action/Instrument:

I. The employer (on his request) may receive reimbursement of the incurred cost of training of employed disabled persons. The reimbursement must not be higher than 70% of these costs (and no more than to the amount of two fold average monthly remuneration).

II. The refund cannot exceed:

- 1) 70% of the training costs qualifying for assistance (small and medium-sized enterprises),
- 2) 60% of the training costs eligible for assistance (large enterprises).

III. The refund includes costs incurred in relation to the training:

- 1) services provided by the trainers (i.e. hours of training provided);
- 2) sign language interpreter, interpreter guide, lector for blind people, or guardian of an employed disabled person with severe disability;
- 3) travel of persons conducting training, participants of the training, sign language interpreter, interpreter guide, lector for blind people, or guardian of the employed disabled person with severe disability;
- 4) accommodation and catering for training participants;
- 5) consulting services;
- 6) office and administrative support;
- 7) rental of premises;
- 8) depreciation of equipment and tools, excluding equipment and tools purchased from public funds within seven years before the training;
- 9) teaching materials.

IV. The refund is also intended to cover expenses including the salary of a disabled employee for the time when the employee participates in the training.

V. The total amount of costs referred to in paragraph III points 6) and 7) and para. IV, may not exceed the total amount of costs referred to in paragraph 1 points 1) -5), 8) and 9).

VI. The reimbursement of costs referred to above shall be made by the the local authorities (Starosta) on terms and in the amount specified in the contract concluded with the employer. The costs incurred by the employer before the date of signing the contract are not refunded.

### Finanacina/Support:

State Fund for Rehabilitation of Disabled People  
Implemented at the local government level (powiat)

### Eligibility:

For employers conducting economic activity (the refund is granted in accordance with European Commission Regulation (EU) No 651/2014 of 17 June 2014).

### Legal basis:

- Article 41 of the Act of 27 August 1997 on vocational and social rehabilitation and employment of disabled persons (Journal of Laws of 2020, item 426 as amended),
- Regulation of the Minister of Labor and Social Policy of 23 December 2014 on reimbursement of costs of training disabled workers (Journal of Laws 2014 item 1970).

### Recent changes:

## Supplementary information

Breakdown of expenditure:	Transfers to employers ( Reimbursements)		
Target groups:	Employed (Disabled)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	None		
Planned duration:	Variable		
Responsible institution(s):	Local government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1999	<i>Year Ended:</i> Ongoing



## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 21 Training  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To acquire or complement vocational and general skills and qualifications in order to increase employability of unemployed and job seekers

### Beneficiaries:

Registered unemployed.

### Job-seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in an activities of Social Integration Centers or in individual integration programme, or
- 5) who is a soldier in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture,
- 9) foreigner holding a temporary residence permit,
- 10) employee aged 45+ interested in receiving support in vocational development who registered in PUP,
- 11) disabled not in employment

### Action/Instrument:

PUP's initiate, organize and finance from the Labour Fund training courses to increase the employability of unemployed and job seekers.

They can participate in courses offered on the training market and contracted by PUP (group training) or choose training by themselves from the courses available on the market. The cost of training chosen by individuals may be covered from the Labour Found resources by up to 300% of average salary in a given year, provided that the unemployed will justify the usefulness of the training.

The training contracted by PUP and financed from the Labour Found resources should last on average 25 hours per week up to 6 months and in special cases up to 12 months.

In case of people without vocational qualifications the training may last up to 12 months and in special cases up to 24 months.

A trainee receives monthly scholarship that is financed from the Labour Found. The scholarship equals to 120% of unemployment benefit. Full scholarship is paid in case of trainings that last minimum 150 hours per month and in case of lower training intensity the scholarship is proportionately lower. The scholarship cannot be lower than 20% of unemployment benefit.

The unemployed person entitled to both unemployment benefit and training scholarship can choose which benefit she/he is going to receive.

Trainee who takes up employment other gainful work or economic activity during the training, receives a monthly scholarship that equals to 20% of the unemployment benefit till the end of the training course.

Trainee who interrupts the training without serious reasons is obligated to return of training costs.

### Finanacina/Support:

Labour Fund, European Social Fund (according to the rules of the ESF project), State Fund for Rehabilitation of Disabled People (PFRON)

### Eligibility:

The persons entitled to a training must be registered in PUP as unemployed and may in particular fulfill one of below mentioned conditions:

- the lack of vocational qualifications,
- the necessity to change or complement qualifications,
- the loss of ability to perform work in previous occupation,

- the lack of active job seeking skills.

The above mentioned rules apply also to the job-seekers.

Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions for labor market services (Journal of Laws 2014, item 667)

Recent changes:

### **Supplementary information**

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments, Reduced social contributions), Transfers to service providers		
Target groups:	Registered unemployed (All) Other registered jobseekers (Public priorities and Other) Employed (Public priorities and Other)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 24 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	1990	<i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 30 Scholarships for continuing formal education  
Type of action: 2.1 - Institutional training

## Description

### Aim:

Improve the qualifications of unemployed persons in order to increase their employability.

### Beneficiaries:

Registered unemployed

### Action/Instrument:

The unemployed person, who within 12 months from the day of registration in the PUP undertook further education in a school for adults at the upper-secondary level or tertiary level (but only extramural courses) may receive a scholarship on his/her request.

The scholarship is means tested according to the rules of regulations on social assistance.

The amount of the scholarship equals to unemployment benefit. It is paid for 12 months, but there is a possibility to extend this period till the end of the education (according to the curriculum).

Student who return to employment, other gainful work or economic activity, receives scholarship that equals to 20% of unemployment benefit till the end of the education (according to the curriculum).

The scholarship is payable on the basis of information from the school confirming continuation of learning.

The scholarship is not granted in the case of interrupting education.

### Financing/Support:

Labour Fund

### Eligibility:

Registered unemployed without vocational qualifications i.e. that do not have a qualification to perform any job that are proved by a diploma, certificate of an educational institution or any other document that authorize to perform a given job. An entitled person have to live in a family receiving low income.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 1996 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 42 Reimbursement of labour market instruments for disabled jobseekers  
Type of action: 2.1 - Institutional training

## Description

**Aim:**

To increase chances of employment and work activity and to develop vocational qualifications of disabled persons.

**Beneficiaries:**

People with disabilities.

**Action/Instrument:**

People with disabilities may participate in the labour market instruments and services such as trainings, apprenticeships for adults, interventional jobs, work practice on the basis defined in the Law on Employment Promotion and Labour Market Institutions.

**Finanacina/Support:**

PFRON - Implemented at the local government's level.

**Eligibility:**

People with disabilities registered in the PUP as job seeking or unemployed.

**Legal basis:**

Article 11th of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2020, item 426 as amended),

Act of 20 April 2004 on the promotion of employment and labor market institutions (Journal of Laws of 2020, item 1409 as amended).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)  
Target groups: Other registered jobseekers (Disabled)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Variable  
Responsible institution(s): Local government  
Area of application: National  
Implementation: *Year started:* 2005 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 44 Financing of postgraduate studies  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To improve the qualifications of unemployed persons and job-seekers with tertiary education in order to improve their employability.

### Beneficiaries:

Registered unemployed.

### Job-seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in an activities of Social Integration Centers or in individual integration programme, or
- 5) who is a soldier in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture,
- 9) foreigner holding a temporary residence permit,
- 10) employee aged 45+ interested in receiving support in vocational development who registered in PUP.

### Action/Instrument:

Local Labour Offices (PUP) may finance or co-finance from the Labour Fund the cost of postgraduate studies up to 100% of their cost but not more than 300% of average salary.

The unemployed participant during the period of studies (that are co-financed or financed from the Labour Found) receives a scholarship that equals to 20% of unemployment benefit. Scholarship is paid till the end of the studies even if he/she takes up employment, other gainful work or economic activity.

Registered job-seekers are not entitled to scholarship.

In case of interruption of the studies due to the students reasons (fault), he/she is obliged to pay back all the money that were paid to finance the postgraduate studies should be returned.

### Finanacina/Support:

Labour Found.

### Eligibility:

Registered unemployed and job-seekers on a basis of their request. The approval of such request depends on the PUP.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions for labor market services (Journal of Laws 2014, item 667).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions),  
Transfers to service providers  
Target groups: Registered unemployed (All)  
Other registered jobseekers (Public priorities and Other)  
Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits:	Cash benefits (Source: Current intervention)			
Planned duration:	Variable			
Responsible institution(s):	State/regional government			
Area of application:	National			
Implementation:	<i>Year started:</i>	2006	<i>Year Ended:</i>	Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 62 Training voucher for people under 30  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To acquire or complement vocational and general skills and qualifications in order to increase employability of unemployed up to 30 years of age.

### Beneficiaries:

Registered unemployed and registered disabled job seekers up to 30 years of age.

### Action/Instrument:

Upon request, the Starost may grant a training voucher to a registered unemployed aged less than 30 who will start a training. The granting and implementation of voucher is linked to Individual Action Plan. The expiration date of the training voucher is determined by the Starost.

The voucher gives a possibility to fund, in the amount of up to 100% of the average salary, costs of one or several trainings, including costs of vocational qualification course and course giving professional license, costs of necessary medical or psychological examinations and costs of access to trainings and accommodation, if the classes are held outside the place of residence – in the form of a lump sum.

A trainee can also receive monthly scholarship that is financed from the Labour Fund. The scholarship equals to 120% of unemployment benefit. Full scholarship is paid in case of trainings that last minimum 150 hours per month and in case of lower training intensity the scholarship is proportionately lower. The scholarship cannot be lower than 20% of unemployment benefit.

The unemployed person entitled to both unemployment benefit and training scholarship can choose which benefit she/he is going to receive.

Trainee who takes up employment, other paid work or economic activity during the training, receives a monthly scholarship that equals to 20% of the unemployment benefit till the end of the training course.

Trainee who interrupts the training without serious reasons is obligated to return the training costs.

### Financing/Support:

Labour Fund, European Social Fund (according to the rules of the ESF project), State Fund for Rehabilitation of Disabled People (PFRON)

### Eligibility:

The persons entitled to a training voucher must be registered in PUP and be up to 30 years of age.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on detailed conditions of implementation and the mode and manner of labor market services (Journal of Laws 2014, item 667).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions),  
Transfers to service providers  
Target groups: Registered unemployed (Youth)  
Other registered jobseekers (Youth, Disabled)  
Treatment of unemployment spells: Broken

Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 24 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2014	<i>Year Ended:</i>	Ongoing



## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 64 Tripartite training contract  
Type of action: 2.1 - Institutional training

## Description

### Aim:

To train the unemployed to work at a particular work place with a particular employer (a tailor made training).

### Beneficiaries:

Registered unemployed and job seekers.

### Action/Instrument:

A Starost can organize and finance training of the authorized persons on the basis of tripartite training agreements between starost, employer and training institution.

In a tripartite training agreement there are specified, in particular: skills and qualifications required by the employer, which is the basis for the preparation of a training programme and the employer's commitment to employ the trainee after the training for at least 6 months.

A trainee receives monthly scholarship that is financed from the Labour Fund. The scholarship equals to 120% of unemployment benefit. Full scholarship is paid in case of trainings that last minimum 150 hours per month and in case of lower training intensity the scholarship is proportionately lower. The scholarship cannot be lower than 20% of unemployment benefit.

The training based on a tripartite training agreement is an aid granted according to conditions of de minimis aid.

### Finanacina/Support:

Labour Fund, European Social Fund (according to the rules of the ESF project), State Fund for Rehabilitation of Disabled People (PFRON)

### Eligibility:

The persons entitled to a training voucher must be registered in PUP as unemployed or job seekers.

### Job seekers:

- 1) in a period of notice due to employer reasons, or
- 2) employed but his/her employer has declared a bankruptcy or is in liquidation, or
- 3) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 4) who participate in an activities of Social Integration Centers or in individual integration programme,
- 5) who is a soldier in reserve, or
- 6) who receives a training pension, or
- 7) employee who receives training allowance during the period of mass layoffs, or
- 8) a person insured in the Agricultural Social Insurance Fund (KRUS) who would like to find out work or open own business activity outside the agriculture,
- 9) foreigner holding a temporary residence permit,
- 10) employee aged 45+ interested in receiving support in vocational development who registered in PUP,
- 11) disabled not in employment.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on detailed conditions of implementation and the mode and manner of labor market services (Journal of Laws 2014, item 667).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions),  
Transfers to service providers

Target groups: Registered unemployed (All)

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Other registered jobseekers (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 24 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 2 - Training  
Intervention n°/name 51 Adult apprenticeships  
Type of action: 2.2 - Workplace training

## Description

### Aim:

To improve employability of unemployed and job seekers and formally confirm skills and qualifications acquired.

### Beneficiaries:

Registered unemployed.

### Job-seekers:

- 1) who receives a social allowance for people on a miners' leave or miners' social benefit, or
- 2) who participate in an activities of Social Integration Centers or in individual integration programme, or
- 3) soldiers in reserve, or
- 4) who receives a training pension, or
- 5) employee who receives training allowance during the period of mass layoffs.

### Action/Instrument:

Apprenticeships for adults are provided in 2 forms: job-training for adults and qualification upgrading for adults.

Job-training for adults lasts 6-12 months and allows to prepare for and take an exam and obtain a certificate of professional qualifications (professional title). Its curriculum includes requirements that form a basis of examination to obtain a title in a given profession or craft learning standards. Exams are obligatory and are organized by bodies appointed by governmental authorities (Ministry of Education) or by chambers of craftsmen.

Qualification upgrading for adults lasts 3-6 months and allows to gain specific skills or qualifications needed to perform given profession. Its curriculum is based on national qualification standards (set up by Ministry of Labour and Social Policy) or other requirements agreed by contractors. Exams are obligatory and are organized by bodies appointed by governmental authorities (Ministry of Education) or by training institutions, chosen by PUP. A participant receives a certificate proving obtaining specific qualifications in a given job.

Apprenticeships for adults are carried out on the basis of contract between PUP and employer or PUP, employer and training institution. They are mostly work based, i.e. at least 80% of time is intended for work practice and up to 20% for theoretical sessions.

Participants are entitled to a scholarship that equals to 120% of unemployment benefit.

If a participant breaks participation in a measure or does not take an exam (except for situation when it was due to taking up job, other gainful work or economic activity) he/she is obliged to pay back money that were devoted for the measure.

The employer who organize apprenticeship for adults receives reimbursement of costs related to this measure in an amount of up to 2% of average wage for each full month of measure. Additionally, if participant passed an exam after participation in a measure, then employer may receive one-off bonus in an amount of 483,3 PLN for each full month of measure of each participant. This amount is subject to annual indexation. The bonus is granted on a basis of employer request.

### Financing/Support:

Labour Fund, European Social Fund (in accordance with rules of ESF projects)

### Eligibility:

Registered unemployed and some categories of job-seekers.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister Labour and Social Policy of 11 April 2014 on work-based continuing vocational training/apprenticeship for adults, (Journal of Laws 2014 item 497).

### Recent changes:

## Supplementary information

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments, Reduced social contributions), Transfers to employers ( Lump-sum payments, Reimbursements), Transfers to service providers		
Target groups:	Registered unemployed (All) Other registered jobseekers (Public priorities and Other)		
Treatment of unemployment spells:	Broken		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i>	2009	<i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 57 Reimbursement of social contributions for hiring unemployed under 30 into their first job  
Type of action: 4.1 - Recruitment incentives

## Description

**Aim:**

To support young unemployed – up to 30 years of age.

**Beneficiaries:**

Registered unemployed.

**Action/Instrument:**

Based on contract, Starost may reimburse the costs of social insurance contributions owed from the employer, for employing the placed unemployed aged less than 30 who is taking up work for the first time in life.

The reimbursement may be granted for maximum of 12 months, in the previously agreed amount, not exceeding monthly a half of the minimum salary.

The employer has to employ the placed unemployed for the next 6 months after the period of reimbursement.

In case of not fulfilling this requirement, the employer is obliged to return the reimbursement with statutory interest.

**Finanacing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed - up to 30 years of age.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)  
Target groups: Registered unemployed (Youth)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 20 Reimbursement of equipment costs related to hiring an unemployed person  
Type of action: 4.1.1 - Permanent

## Description

**Aim:**

Support the transition to work of unemployed persons

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Refund of the costs of equipment and additional equipment of the work place for the placed unemployed person.

The employer who has incurred the costs of equipment or additional equipment of the work post for the placed unemployed person may receive the refund in amount defined in the contract, however not exceeding 600% of the average salary, under the condition of employment of the placed unemployed person for a period of at least 2 years on a full-time basis.

If such employment last less than 2 years or in case of contravention of any other conditions of the contract, the employer has to return received financial means together with the interests.

**Finanacing/Support:**

Labour Fund

**Eligibility:**

Unemployed persons registered in PUP.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Other)  
Planned duration: Maximum: 2 Years  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2004 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 1 Workplace adaptation for disabled.  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

To facilitate employment of disabled persons and their vocational integration.

### Beneficiaries:

Disabled persons

### Action/Instrument:

The employer may receive, on request, reimbursement for:

- costs incurred in relation to the adaptation of workplace to the needs of people with disabilities (i.e. adaptation of the workplace premises, adaptation or purchase of equipment to facilitate the work of disabled employees, purchase of software for the use of disabled workers, and purchase of equipment, assistive technologies or adapted to requirements resulting from their disabilities);

- diagnosis of occupational needs by the occupational medicine services.

In such cases, the costs may not exceed twenty-fold average monthly remuneration for each adapted workplace.

The employer may also receive, on request, reimbursement of the costs of equipping a new workplace. These costs may not exceed a fifteen-fold average remuneration for each adapted workplace.

Only the costs listed in the contract between the local authorities (Starosta) and the employer may be reimbursed.

Reimbursement is made after obtaining a positive opinion from the National Labour Inspectorate issued at the request of the Starosta.

### Finanacina/Support:

State Fund for Rehabilitation of Disabled People

Implemented at the local government level (powiat)

### Eligibility:

An employer who will employ persons with disabilities for at least 36 months:

- unemployed or seeking a job and not remaining in employment, directed to work by the PUP,

- Disabled employees employed by the employer who applies for the refund, except in cases where the cause of the disability during the employment with this employer was caused by the breach of the provisions by the employer or the employee,

Under Art. 26e of the Act, an employer who employs disabled persons for a period of at least 36 months:

- registered in the poviator labor office as unemployed or job seekers, not remaining in employment.

### Legal basis:

- Article 26 and article 26e of the Act of 27 August 1997 on vocational and social rehabilitation and employment of disabled persons (Journal of Laws of 2020, item 426 as amended),

- Ordinance of the Minister of Labour and Social Policy of 11th March 2011 on the reimbursement of costs workplaces equipment for disabled persons (Journal of Laws of 2015 item 93).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)

Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits:	None		
Planned duration:	One-off		
Responsible institution(s):	Local government		
Area of application:	National		
Implementation:	<i>Year started:</i> 2003	<i>Year Ended:</i>	Ongoing



## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 15 Interventional jobs  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

Supporting the unemployed who are on the labour market

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

PUP reimburses for a period up to 6 months a part of the costs of remuneration, bonuses and social insurance contributions of the placed unemployed persons in the previously agreed amount to the employer who has employed the placed unemployed persons, within the framework of subsidised work.

The employer has to employ the placed unemployed for the next 3 months after period of reimbursement.

If the employer, directly after completion of subsidised work lasting at least 6 months has employed the placed unemployed person for further 6 months, and after this period continues to employ him/her on a full-time basis, PUP may grant to the employer a total refund of remuneration in the earlier agreed amount, but not exceeding 150% of average salary on the day of fulfilling this requirement.

**Financing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements, Reduced social contributions)

Target groups: Registered unemployed (All)  
Other registered jobseekers (Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 4 Years

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 1990 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 27 Activation allowances  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

To encourage the unemployed to take up a job (financial support for the registered unemployed with the right to unemployment benefit who take up a job and due to that lost the eligibility to unemployment benefit).

### Beneficiaries:

Registered unemployed with the right to unemployment benefit

### Action/Instrument:

The allowances are paid to the unemployed person with the right to unemployment benefit if she/he takes up a job or other profitable work. When in a result of placement by the PUP he/she has started employment on a part-time basis applied in a given occupation or service and receives remuneration lower than minimum salary the activation allowance shall be granted in amount being a difference between minimum salary and received remuneration, however not exceeding 50% of the benefit for unemployed, for a period when the unemployed person would be entitled to the benefit.

In the case of unemployed own initiative, the activation allowance is granted in the amount not exceeding 50% of the benefit for unemployed for half a period when the unemployed person would be entitled to the benefit.

### Financing/Support:

Labour Fund

### Eligibility:

The unemployed person with the right to unemployment benefit is entitled to the activation allowances if: in result of placement by the PUP s/he has started employment on a part-time basis in a given occupation or service and receives remuneration lower than minimum salary; or on his/her own initiative started employment or other profitable work.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Maximum: 365 Days

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2004 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 32 Refund of social insurance contributions  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

To encourage employers to hire the unemployed

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

PUP may conclude a contract with the employer, providing for a single refund of incurred costs in respect of paid social insurance contributions in connection with the employment of the placed unemployed person.

The employer must employ the placed unemployed person on a full-time basis for a period of at least 12 months and after 12 months of employment the placed unemployed person must still be employed.

The amount of refunded contributions may not exceed 300% of the minimum salary.

**Finanacina/Support:**

Labour Fund

**Eligibility:**

The employer must employ the placed unemployed person on a full-time basis for a period of at least 12 months and after 12 months of employment the placed unemployed person must still be employed.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 1990 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 33 Co-financing the costs of care for children or dependants  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

Integration into the labour market of people raising children or taking care of dependants.

**Beneficiaries:**

Registered unemployed with a child below 18 years of age.

**Action/Instrument:**

The unemployed raising a child under 7 years of age or taking care of a dependant(s) may receive a reimbursement of incurred costs of childcare (for every child) or other dependants (after documenting them) that occur due to undertaking employment or other profitable work or placement by PUP in apprenticeship for adults, work practice or training during the period of this activity, if monthly income from this do not exceed minimum salary. The period of refund is 6 months. In case of placement in apprenticeship for adults, work practice or training, the period of refund is the period of such apprenticeship for adults, work practice or training.

The refund costs must not exceed 50% of the unemployment benefit for every child (dependant).

The refund of the costs of care for children or dependants do not lead to the break of the unemployment spell itself. This reimbursement accompany other LMP measures that may cause such effect. The entitled unemployed may submit a motion for a prepayment of the refund of the costs of care for children or dependants.

**Finanacina/Support:**

Labour Fund

**Eligibility:**

The income from work or participation in LMP may not exceed minimum salary.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2008 No. 69, item 415 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Reimbursements)  
Target groups: Registered unemployed (Re-entrants/lone parents)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 6 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2005 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 53 Internship for unemployed  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

To help the unemployed to get work experience.

### Beneficiaries:

Registered unemployed.

### Action/Instrument:

Acquisition by the unemployed person of practical skills to perform work by doing tasks at the workplace without concluding an employment contract. The work practice is carried out on a basis of contract concluded between PUP and the employer. The contract specifies among others the programme and indicates the tutor. Programme of work practice can last up to 6 months generally but 12 months in case of young people (up to 30 years of age). After completion of programme graduate receives following documents:

- 1) opinion from employer with information about tasks performed and skills acquired
- 2) confirmation from PUP on participating in the programme.

Participant receives the scholarship paid by PUP that equals to 120% of unemployment benefit.

From 2009 according to the amendment of the law on employment promotion (...) the instrument work practice replaced two earlier used instruments: apprenticeship (PL16) and vocational training in the workplace (PL17).

### Finanacina/Support:

Labour Fund, European Social Fund (in accordance with rules of ESF projects).

### Eligibility:

Registered unemployed

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 20 August 2009 on detailed conditions of work practice (Journal of Laws 2009 No. 142, item1160).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2009 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 56 Activation benefit  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

To support unemployed parents and unemployed taking care of dependant, in their come back on the labour market.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Based on contract, Starost may grant the employer activation benefit for employing on a full-time basis the placed unemployed parent coming back to work after a break linked to rising a child, or the unemployed taking care of dependant, who within 3-years period before registration in PUP gave up employment or other profitable work due to the fact that s/he was rising a child or taking care of dependant.

Activation benefit is granted for a period of 12 months (in the amount of half of the minimum salary) or 18 months (in the amount of one-third of the minimum salary).

After the period of receiving the activation benefit the employer has to employ the placed unemployed respectively for the next 6 or 9 months.

In case of not fulfilling this requirement, the employer is obliged to return the activation benefit with statutory interest.

**Finanacina/Support:**

Labour Fund

**Eligibility:**

Registered unemployed

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 18 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 58 Telework grant  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

To support return to employment of parents who have a child under 6 years old, and of unemployed who had stopped working in order to take care of a dependant person.

### Beneficiaries:

Registered unemployed

### Action/Instrument:

Financial support for creating a telework working place. Starost may grant to an employer or an entrepreneur, based on a contract, funds in an amount not exceeding 6 fold minimum wage, for creating a telework working place for an unemployed parent (who takes care of at least one child under 6), or an unemployed taking care of a dependant, who return to the labour market after they had stopped working (within the last 3-years before registration in PES) in order to take care of a child or a dependant.

The employer/entrepreneur has to employ the placed unemployed for 12 months on a full-time basis or for 18 months on half-time basis. If this requirement is not fulfilled, they are obliged to return a proportional amount of the grant, with statutory interest calculated from the day of receiving the grant.

### Financing/Support:

Labour Fund

### Eligibility:

Registered unemployed parents who have a child under 6 years old, and of unemployed who had stopped working in order to take care of a dependant person.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (All)  
Treatment of unemployment spells: Continuous/Continuous  
Receipt of benefits: None  
Planned duration: Maximum: 18 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: Year started: 2014 Year Ended: Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 59 Employment voucher for unemployed under 30  
Type of action: 4.1.2 - Temporary

## Description

Aim:  
Improving employability of an unemployed person and increasing the chances of finding employment.

Beneficiaries:  
Registered unemployed under 30 years of age.

Action/Instrument:  
Employers may be reimbursed of the cost of salaries and social security contributions up to 100% of the unemployment benefit for 12 months, provided that they continue to employ the unemployed for a period of 6 months after the end of the refunds.

Financing/Support:  
Labour Fund

Eligibility:  
Registered unemployed under 30 years of age. The employment voucher is granted by county authority on request of the unemployed.

Legal basis:  
The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements, Reduced social contributions)

Target groups: Registered unemployed (Youth, Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 12 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing



## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 60 Settlement voucher for unemployed under 30  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

To help the unemployed in getting job or in taking up a business away from home.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

The unemployed may be granted voucher for settlement outside the place of residence, if:

- for performing work, he will receive remuneration in the amount of at least the minimum monthly wage and in this respect he is subject to social insurance or for conducting business activity;
- distance from the place of current residence to the place of starting a job or business or other paid work is at least 80 km and commute time exceeds the total of at least 3 hours per day (to and from work);
- will remain in employment, other paid work or business activity for at least 6 months.

Voucher for settlement will be awarded in the amount specified in the contract, but not higher than 200% of the average salary.

**Financing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed under 30 years of age.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)  
Target groups: Registered unemployed (Youth, Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: One-off  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 61 Internship voucher for people under 30  
Type of action: 4.1.2 - Temporary

## Description

### Aim:

To help the unemployed up to 30 years of age to get a work experience.

### Beneficiaries:

Registered unemployed and registered disabled job seekers up to 30 years of age.

### Action/Instrument:

The voucher is received by an unemployed aged less than 30, if this unemployed has an internship for a period of 6 months and the employer undertakes to employ the unemployed after completing the internship for a period of 6 months.

Granting and implementation of the voucher occurs on the basis of Individual Action Plan.

Expiration date of the training voucher is determined by the Starost.

The employer who employs the authorized person for 6 months will receive a bonus amounting to PLN 1513,5. The work practice voucher gives a possibility to finance the costs of access to and from the place of work practice – as a lump sum, and costs of necessary medical or psychological examinations.

The authorized person can also receive a monthly scholarship that is financed from the Labour Fund. The scholarship equals to 120% of unemployment benefit.

The authorized person who interrupts the work practice without serious reasons is obligated to return the work practice costs (costs of access to work practice and medical or psychological examination).

### Finanacina/Support:

Labour Fund, European Social Fund (according to the rules of the ESF project), State Fund for Rehabilitation of Disabled People (PFRON).

### Eligibility:

The persons entitled to a work practice voucher must be registered in PUP and be up to 30 years of age.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

Ordinance of the Minister of Labour and Social Policy of 20 August 2009 on detailed conditions of work practice (Journal of Laws 2009 No.-142, item1160).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions),  
Transfers to employers ( Reimbursements)

Target groups: Registered unemployed (Youth)  
Other registered jobseekers (Youth, Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Typical: 6 Months

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 4 - Employment incentives  
Intervention n°/name 66 Co-financing of wages for employers hiring unemployed aged 50 and over  
Type of action: 4.1.2 - Temporary

## Description

**Aim:**

Supporting the older unemployed – over the age of 50.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Based on contract, the Starost may grant the employer or entrepreneur co-financing of the remuneration of the placed unemployed aged over 50.

Co-financing is granted in the previously agreed amount, not exceeding monthly a half of minimum salary, for the period: 12 months – in case of employing the unemployed over the age of 50 but not over the age of 60, 24 months – in case of employing the unemployed over the age of 60.

The employer/entrepreneur has to employ the placed unemployed for the period at least equal to the period of co-financing, i.e. respectively 6 and 12 months.

In case of not fulfilling this requirement, the employer is obliged to return the received co-financing with statutory interest.

**Financing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed - over the age of 50.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments)  
Target groups: Registered unemployed (Older)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 24 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 2 Wage subsidies for employees assisting disabled co-workers

Type of action: 5.1 - Supported employment

## Description

### Aim:

To facilitate the performance of the activities impossible or difficult for the disabled worker at the workplace.

### Beneficiaries:

Disabled workers

### Action/Instrument:

The employer may receive the reimbursement of monthly costs of employment of employee assisting the disabled worker with respect to activities facilitating communication, as well as activities impossible or difficult for the independent performance by the disabled worker.

The amount of the reimbursement shall be the product of the amount of the minimum remuneration and the ratio of the number of hours in a given month devoted exclusively for the provision of assistance to the disabled worker and the monthly number of working hours of the disabled worker.

The number of hours devoted exclusively for the provision of assistance to the disabled worker may not exceed 20% of the number of working hours of the employee in a given month.

### Financing/Support:

State Fund for Rehabilitation of Disabled People  
Implemented at the local government level (powiat)

### Eligibility:

The employer who employs a disabled worker

### Legal basis:

- Article 26d of the Act of 27 August 1997 on vocational and social rehabilitation and employment of disabled persons (Journal of Laws of 2020, item 426 as amended),

- Ordinance of the Minister of Labour and Social Policy of 11th March 2011 on the reimbursement of costs workplaces equipment for disabled persons (Journal of Laws of 2015 item 93).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Unlimited

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 2005 *Year Ended:* Ongoing

## Identification

Country	Poland	2019	Category	5 - Supported employment and rehabilitation
Intervention n°/name	10	Co-financing up to 50% of interest due on bank loans for sheltered workplaces		
Type of action:	5.1 - Supported employment			

## Description

### Aim:

To guarantee sheltered work places by supporting the performance of SWE.

### Beneficiaries:

Disabled workers in sheltered employment.

### Action/Instrument:

On request, owners of SWEs may receive subsidies of up to 50% of interest charged on bank loans on condition that such loans are connected with the professional and social rehabilitation of disabled persons.

If the application has been submitted to the Fund within 30 days from the date on which the employer signs a loan agreement or annex to such agreement, subsidies are awarded starting from the date on which the loan agreement or annex to such agreement is signed. In the event that the above deadline is exceeded, subsidies are awarded starting from the date on which a complete application is received by the Fund.

Subsidies may be granted an employer for a period of up to 12 months, however not longer than to the end of the calendar year in which the application has been submitted.

Co-financing is provided as an aid de minimis meeting the conditions laid down in:

1) Commission Regulation (EU) No 1407/2013 of 18 December 2013 on the application of art. 107 and 108 of the Treaty on the Functioning of the European Union for de minimis aid (OJ L 352, 24/12/2013, p. 1)

or

2) Commission Regulation (EU) No. 717/2014 of 27 June 2014 on the application of art. 107 and 108 of the Treaty on the Functioning of the European Union to de minimis aid in the fisheries and aquaculture sector (Official Journal of the European Union L 190 of 28/06/2014, page 45).

The total amount of loans taken out does not exceed the amount corresponding to the sum of:

1. the product of PLN 55,000 and the number of disabled employees with a significant degree of disability calculated as a full-time job, who used vocational and social rehabilitation as a part of funds from loans taken.
2. the product of PLN 35,000 and the number of disabled employees with a significant degree of disability calculated as a full-time job, who used vocational and social rehabilitation as a part of funds from loans taken.
3. the product of PLN 25,000 and the number of disabled employees with a significant degree of disability calculated as a full-time job, who used vocational and social rehabilitation as a part of funds from loans taken.

The average interest rate on loans may not exceed the sum of the annual interest rate of three-month loans granted in the Polish currency on the Warsaw interbank financial market, listed by the information agency (three months WIBOR), and a fixed interest rate margin of no more than 1.5 percentage points, in force on the day preceding the day of submitting the application.

### Financing/Support:

State Fund for Rehabilitation of Disabled People

### Eligibility:

An employer may obtain the above subsidies from the Fund's resources if such employer:

- 1) holds the status of protected workplace
- 2) is not in arrears with due liabilities towards the Fund
- 3) has paid all civil law liabilities on time
- 4) is not in arrears with timely payment of employee salaries or timely payment of contributions for social security, health insurance, the Labour Fund, the Guaranteed Employee Benefits Fund or other state contributions;
- 5) has signed a loan agreement with a bank or has assumed liability for credit in the form of a debt transfer agreement.

### Legal basis:

- Article 32 of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2019, item 1172),

Source: Eurostat LMP database. Date of extraction: 31 March 2021

- Regulation of the Minister of Labor and Social Policy of 23 December 2014 on financial assistance granted to employers running sheltered workshops from the funds of the State Fund for Rehabilitation of Disabled Persons (Journal of Laws of 2014, item 1975).

Recent changes:

### **Supplementary information**

Breakdown of expenditure:	Transfers to employers ( Reimbursements)			
Target groups:	Employed (Disabled)			
Treatment of unemployment spells:	Not relevant			
Receipt of benefits:	None			
Planned duration:	Unlimited			
Responsible institution(s):	Central government			
Area of application:	National			
Implementation:	<i>Year started:</i>	1991	<i>Year Ended:</i>	Ongoing

## Identification

Country Poland 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 11 Wage subsidies for disabled in open-market jobs

Type of action: 5.1 - Supported employment

## Description

Aim:

To increase the employment of disabled people.

Beneficiaries:

Employers who employ fewer than 25 full-time equivalent employees as well as employers employing at least 25 full-time equivalent employees, whose employment indicator of the disabled employees is not lower than 6%.

Action/Instrument:

This statutory task of the State Fund for the Rehabilitation of Disabled People has been implemented based on Article 26a-26c of the Act of 27 August, concerning vocational and social rehabilitation and employment of disabled people (Journal of Laws of 2020, item 426 as amended). Monthly subsidies to the remuneration of the disabled employees are awarded to the employers who operate on the open job market and who employ the disabled persons. Those employees are included in the Record of the Disabled Employees kept by the State Fund for the Rehabilitation of Disabled People.

The grant in question was granted in the amount of:

1 800 PLN - in the case of employees affected by severe disability,  
1 125 PLN - in the case of employees affected by moderate disability,  
450 PLN - in the case of employees affected by light disability.

The above amounts shall be increased by 600 PLN in the case of the disabled persons with diagnosed psychiatric disease, mental disability, comprehensive developmental disorders or epilepsy or in the case of blind persons.

Amount of monthly subsidies cannot exceed 90% of the current monthly salary expenditure, and 75% in case of employer in public help sector in the meaning of that regulations.

Monthly subsidies is not entitled to employees:

- affected by moderate or light disability who have an established right to retirement,
- to remuneration paid after the date of submission of the application for subsidization,
- if the employee's remuneration has not been transferred to his bank account or postal order,
- if wage costs were incurred by an employer for wrongful terms exceeding 14 days (for the periods from January 2019, it is allowed to pay ZUS (The Social Insurance Institution) contributions if the deadline exceeds 14 days, provided it does not exceed 2% of due contributions for a given reporting period).

Financing/Support:

State Fund for Rehabilitation of Disabled and state budget.

Eligibility:

Employers who employ fewer than 25 full-time equivalent employees as well as employers employing at least 25 full-time equivalent employees, whose employment indicator of the disabled is not lower than 6%.

Legal basis:

- Article 26a-26c of the Act concerning social and vocational rehabilitation and employment of disabled people of 27 August 1997 (Journal of Laws of 2020, item 426 as amended),
- The Act from 30 April 2004 about the regulations concerning public (Journal of Laws of 2020, item 708 as amended),
- Ordinance of the Minister of Family, Labour and Social Policy of 22 June 2016 regarding monthly subsidizing of the remuneration for the disabled employees (Journal of Laws of 2016, item 951),
- Ordinance of the Council of Ministers of 29 March 2010 on the scope of information submitted by an entity applying for aid other than de minimis aid or de minimis aid in agriculture or fisheries sectors (Journal of Laws of 2010, No. 53 item 312 as amended).

Recent changes:

### Supplementary information

Breakdown of expenditure:	Transfers to employers (Periodic cash payments)		
Target groups:	Employed (Disabled)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	None		
Planned duration:	Unlimited		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2004	<i>Year Ended:</i> Ongoing



## Identification

Country Poland 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 12 Wage subsidies for disabled in sheltered workplaces

Type of action: 5.1 - Supported employment

## Description

### Aim:

To increase the employment of disabled people.

### Beneficiaries:

Supported employment enterprises.

### Action/Instrument:

This statutory task of the State Fund for the Rehabilitation of Disabled People has been implemented based on Article 26a-26c of the Act of 27 August, concerning vocational and social rehabilitation and employment of disabled people (Journal of Laws of 2020, item 426 as amended). Monthly subsidies to the remuneration of the disabled employees are awarded to the employers who run Supported Employment Enterprises in which they employ the disabled persons. Those employees are listed in the Record of the Disabled Employees kept by the State Fund for the Rehabilitation of Disabled People.

The grant in question was granted in the amount of:

- 1 800 PLN - in the case of employees affected by severe disability,
- 1 125 PLN - in the case of employees affected by moderate disability,
- 450 PLN - in the case of employees affected by light disability.

The above amounts shall be increased by 600 PLN in the case of the disabled persons with diagnosed psychiatric disease, mental disability, comprehensive developmental disorders or epilepsy or in the case of blind persons.

Amount of monthly subsidies cannot exceed 90% of the current monthly salary expenditure, and 75% in case of employer in public help sector in the meaning of that regulations.

Monthly subsidies is not entitled to employees:

- affected by moderate or light disability who have an established right to retirement,
- to remuneration paid after the date of submission of the application for subsidization,
- if the employee's remuneration has not been transferred to his bank account or postal order, if wage costs were incurred by an employer for wrongful terms exceeding 14 days (for the periods from January 2019, it is allowed to pay ZUS (The Social Insurance Institution) contributions if the deadline exceeds 14 days, provided it does not exceed 2% of due contributions for a given reporting period).

### Financing/Support:

State Fund for Rehabilitation of Disabled and state budget.

### Eligibility:

Supported Employment Enterprises.

### Legal basis:

- Article 26a-26c. of the Act concerning social and vocational rehabilitation and employment of disabled people of 27 August 1997 (Journal of Laws of 2020, item 426 as amended),
- The Act from 30 April 2004 about the regulations concerning public help (Journal of Laws of 2020, item 708 as amended),
- Ordinance of the Minister of Family, Labour and Social Policy of 22 June 2016 regarding monthly subsidizing of the remuneration for the disabled employees (Journal of Laws of 2016, item 951),
- Ordinance of the Council of Ministers of 29 March 2010 on the scope of information submitted by an entity applying for aid other than de minimis aid or de minimis aid in agriculture or fisheries sectors (Journal of Laws of 2010, No. 53 item 312 as amended).

### Recent changes:

---

Source: Eurostat LMP database. Date of extraction: 31 March 2021

### Supplementary information

Breakdown of expenditure:	Transfers to employers (Periodic cash payments)		
Target groups:	Employed (Disabled)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	None		
Planned duration:	Unlimited		
Responsible institution(s):	Central government		
Area of application:	National		
Implementation:	<i>Year started:</i>	2004	<i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 47 Reimbursement of social contributions for disabled entrepreneurs

Type of action: 5.1 - Supported employment

## Description

Aim:

To support those disabled people who run a business.

Beneficiaries:

People with disabilities who run a business.

Action/Instrument:

A disabled person who runs his/her own business gets a reimbursement from the Fund of mandatory premiums for retirement and disability insurance up to the amount corresponding to the premium amount, the calculation basis for which is referred to in Article 18 paragraph 8 and in Article 18a of the Act social insurance of 13 October 1998.

Reimbursement of social premiums contributions is granted (if premiums have been paid in full) within 14 days.

Reimbursement entitled to:

- 100% of the amount of obligatory social insurance premiums – in the case of employees affected by severe disability,
- 60% of the amount of obligatory social insurance premiums – in the case of employees affected by moderate disability,
- 30% of the amount of obligatory social insurance premiums – in the case of employees affected by light disability.

Financing/Support:

State Fund for Rehabilitation of Disabled

Eligibility:

People with disabilities who run a business.

Legal basis:

- Article 25a. 1 point 1 of the Act concerning vocational and social rehabilitation and employment of disabled people of 27 August 1997 (Journal of Laws of 2020, item 426 as amended),
- Ordinance of the Minister of Labour and Social Policy of 9 January 2009 on the refunding of social security contributions of persons with disabilities (Journal of Laws of 2016, item 1758) (Journal of Laws of 2019, item 1218),
- Ordinance of the Council of Ministers of 29 March 2010 on the scope of information submitted by an entity applying for de minimis aid (Journal of Laws of 2010, No. 53 item 311, as amended).

Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Reimbursements)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2008 *Year Ended:* Ongoing

## Identification

Country	Poland	2019	Category	5 - Supported employment and rehabilitation
Intervention n°/name	48	Reimbursement of social contributions for disabled farmers or disabled family members of farmers		
Type of action:	5.1 - Supported employment			

## Description

**Aim:**

To support disabled farmers and farmers obliged to pay insurance premiums on behalf of a disabled household member.

**Beneficiaries:**

Disabled farmers and farmers obliged to pay social insurance contributions on behalf of a disabled household member.

**Action/Instrument:**

The Fund reimburses social insurance premiums (paid on account of accident, sickness, maternal and retirement insurance) to disabled farmers or farmers obliged to pay insurance premiums on behalf of a disabled household member.

In accordance with Article. 25a, paragraph 1 of the Act of 27 August 1997 concerning vocational and social rehabilitation and employment of disabled people (Journal of Laws of 2019, item 1172) the reimbursement of social premiums contributions is granted if premiums have been paid in full, at the latest in the day submission of the application.

**Financing/Support:**

State Fund for Rehabilitation of Disabled

**Eligibility:**

Disabled farmers and farmers obliged to pay insurance premiums on behalf of a disabled household member.

**Legal basis:**

- Article 25a.1 point 2 of the Act concerning vocational and social rehabilitation and employment of disabled people of 27 August 1997 (Journal of Laws of 2020, item 426 as amended),
- Ordinance of the Minister of Labour and Social Policy of 9 January 2009 on the refunding of social security contributions of persons with disabilities (Journal of Laws of 2019, item 1218),
- Ordinance of the Council of Ministers of 11 June 2010 on information submitted by entities applying for de minimis aid in agriculture and/or fisheries sectors (Journal Laws of 2010, No. 121 item 810 as amended).

**Recent changes:**

## Supplementary information

Breakdown of expenditure:	Transfers to individuals ( Reimbursements)			
Target groups:	Employed (Disabled)			
Treatment of unemployment spells:	Not relevant			
Receipt of benefits:	Cash benefits (Source: Current intervention)			
Planned duration:	Variable			
Responsible institution(s):	Central government			
Area of application:	National			
Implementation:	<i>Year started:</i>	2008	<i>Year Ended:</i>	Ongoing

## Identification

Country Poland 2019 Category 5 - Supported employment and rehabilitation

Intervention n°/name 8 Reimbursement of costs of Vocational development centers (ZAZ)

Type of action: 5.2 - Rehabilitation

## Description

### Aim:

To facilitate vocational integration of people with severe degree of disability through sheltered employment.

### Beneficiaries:

People with severe degree of disability.

Disabled persons affected with moderate disability, diagnosed autism, mental disability or psychiatric diseases.

### Action/Instrument:

Vocational development centers (ZAZ) are enterprises that employ people with severe degree of disability and disabled persons affected with moderate disability, diagnosed autism, mental disability or psychiatric diseases. They offer vocational rehabilitation, as well as prepare employees to lead independent and active life adequately to their individual abilities.

An aid may be allocated for creating the vocational rehabilitation facilities (for example, to cover costs of adjusting the premises of the enterprise and rehabilitation spaces to the needs of disabled persons, purchase of rehabilitation equipment; machines and equipment necessary for conducting the manufacturing processes or providing services, purchase of raw materials, materials and tools necessary for launching the economic activity, purchase of means of transport) and for its operating (for example, to cover costs of remuneration for employees responsible for services and rehabilitation activities, costs of transport of disabled persons, costs of trainings for disabled persons related to the conducted economic activity and preparing them for work in an open labour market).

The maximum amount of co-financing from the PFRON funds for the creation of a ZAZ cannot exceed 65% of these costs. However, in the case of co-financing of operational costs, the maximum is 90%.

### Financing/Support:

State Fund for Rehabilitation of Disabled People,  
Implemented at the regional government level (województwo).

### Eligibility:

Local government (powiat), commune, foundation, association or other non-governmental organization, whose statutory task is the vocational and social rehabilitation of persons with disabilities, which create an organizationally and financially independent unit and meet the requirements obligatory to acquire for this unit a status of the vocational rehabilitation facilities.

### Legal basis:

- Article 29 of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2020, item 426 as amended),
- Article 35 of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2020, item 426 as amended),
- Ordinance of Minister of Labour and Social Policy of 17th July 2012 on occupational activity enterprises (Journal of Laws of 2012, item 850).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)

Target groups: Employed (Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits:	None			
Planned duration:	Variable			
Responsible institution(s):	State/regional government			
Area of application:	National			
Implementation:	<i>Year started:</i>	2000	<i>Year Ended:</i>	Ongoing

## Identification

Country Poland 2019 Category 6 - Direct job creation  
Intervention n°/name 18 Public works  
Type of action: 6 - Direct job creation

## Description

**Aim:**

Supporting the unemployed on the labour market.

**Beneficiaries:**

Registered unemployed.

**Action/Instrument:**

Provision of employment for registered unemployed by districts (excluding district labour offices), communes or non-governmental organizations, whose statutory tasks are connected with the issues of environment protection, culture, education, sports and tourism, health care, unemployment and social assistance, as well as water companies and their associations, if such work is financed or co-financed by the territorial self-government, state budget, appropriated funds, non-governmental organizations, water companies and their associations.

PUP reimburses for period of maximum 6 months, to the organizer of public works who employed placed unemployed persons a part of costs of remuneration, bonuses and social insurance contributions of the placed unemployed persons in previously agreed amount, however not exceeding the amount being a product of a number of persons employed in a given month, counted as the full-time employment and 50% of average salary being in force on the last day of employment of each considered month and social insurance contributions on refunded remuneration.

Unemployed alimony debtors may be placed to perform a work (public works) that is not connected with the qualifications they obtained during education. This work is a part-time work, i.e. may not exceed 50% of full time basis work and it lasts up to 6 months. PUP reimburses to the employer who employed placed unemployed persons a part of costs of remuneration, bonuses and social insurance contributions of the placed unemployed persons in previously agreed amount, however not exceeding the amount being a product of a number of persons employed in a given month, and 50% of average salary being in force on the last day of employment of each considered month and social insurance contributions on refunded remuneration.

**Financing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements, Reduced social contributions)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Broken

Receipt of benefits: None  
Planned duration: Maximum: 12 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 1991 *Year Ended:* Ongoing



## Identification

Country Poland 2019 Category 6 - Direct job creation  
Intervention n°/name 34 Socially useful works  
Type of action: 6 - Direct job creation

## Description

**Aim:**

Improve employability of the unemployed persons who do not have right to unemployment benefit.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Work performed by unemployed in the area of the commune where the unemployed resides. The work must not exceed 10 hours per week. The basis of socially useful work is an agreement between PUP and the commune. The unemployed receives from commune benefit in the amount of no less than 6 PLN per hour (the rate is subjected to indexation). PUP refunds to the commune no more than 60% of the minimum amount of benefit received by the unemployed. The benefit received by the unemployed may be fully financed by commune.

**Finanacina/Support:**

Labour Fund

**Eligibility:**

Registered unemployed without the right to unemployment benefit who receives benefits from social security system or persons directed by PUP to participate in social contract, individual programme of social employment or individual programme of becoming independent that are organized by social assistance institutions.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements, Reduced social contributions)

Target groups: Registered unemployed (Public priorities and Other)

Treatment of unemployment spells: Continuous/Continuous

Receipt of benefits: None

Planned duration: Variable

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2005 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 6 - Direct job creation  
Intervention n°/name 68 Activation and Integration Programme  
Type of action: 6 - Direct job creation

## Description

**Aim:**

Occupational and social reintegration of the unemployed persons without the right to unemployment benefit.

**Beneficiaries:**

Registered unemployed

**Action/Instrument:**

Co-operation of the labour office with the social assistance centre on the basis of the concluded agreement on the implementation of the programme. The labour office implements activities in the field of vocational activation (socially useful work) and the centre carries out activities related to social inclusion.

**Financing/Support:**

Labour Fund

**Eligibility:**

Registered unemployed without the right to unemployment benefit who receives benefits from social security system or unemployed directed by PUP to participate in social contract, individual programme of social employment or individual programme of becoming independent that are organized by social assistance institutions.

**Legal basis:**

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to employers ( Reimbursements)  
Target groups: Registered unemployed (Public priorities and Other)  
Treatment of unemployment spells: Broken  
Receipt of benefits: None  
Planned duration: Maximum: 6 Months  
Responsible institution(s): Public employment services  
Area of application: National  
Implementation: *Year started:* 2014 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 7 - Start-up incentives  
Intervention n°/name 5 Business operation support for disabled  
Type of action: 7 - Start-up incentives

## Description

### Aim:

To facilitate the integration of the disabled persons into the labour market by creating conditions favorable to self-employment.

### Beneficiaries:

Disabled persons

### Action/Instrument:

A disabled person registered in the PUP as unemployed or a jobseeker who is not in employment may receive a one-time support for starting a business, agricultural activity or starting a social cooperative activity in the amount specified in the contract concluded with the local government authorities (Starosta). This amount is:

- not more than six-fold average salary, in the case of a commitment to do business, agriculture or membership in a social cooperative for a continuous period of at least 12 months,
- between six-fold and fifteen-fold average remuneration, in the case of a commitment to do business, agriculture or membership in a social cooperative for a continuous period of at least 24 months.

Disabled persons running a business or a farm (own or rented) may receive co-financing in an amount up to the 50% of interest on bank credit taken up for continuation of business,

- if s/he has not taken advantage of the loan for starting business activity or if such loan has been re-paid or remitted in whole
- if s/he has not received non-returnable funds for starting a business or agricultural activity, or conducted this activity for at least 24 months from the date of receiving aid for this purpose.

Co-financing is based on a contract concluded by the local government authorities (Starosta) with a disabled person.

### Financing/Support:

State Fund for Rehabilitation of Disabled People,

### Eligibility:

Start-up: Jobless disabled persons registered in a PUP as those seeking a job.

Continuation: disabled persons, who has not reached the retirement age, running a business or a farm.

### Legal basis:

- Article 12a of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2020, item 426 as amended),
- Articles 13 of the Act of 27 August 1997 on Vocational and Social Rehabilitation and Employment of People with Disabilities (Journal of Laws of 2020, item 426 as amended),
- Ordinance of the Minister of Labour and Social Policy of 17th October 2007 on the allocation to a disabled person of funds for starting business, farm activity or to make a contribution to a social cooperative (Journal of Laws of 2015 item 102).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments, Reimbursements)  
Target groups: Registered unemployed (Disabled)  
Other registered jobseekers (Disabled)  
Employed (Disabled)  
Treatment of unemployment spells: Broken  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: One-off

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Responsible institution(s):	Local government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1991	<i>Year Ended:</i> Ongoing

## Identification

Country Poland 2019 Category 7 - Start-up incentives  
Intervention n°/name 19 Start-up grants for unemployed  
Type of action: 7 - Start-up incentives

## Description

### Aim:

To provide help and assistance in starting economic activity by the unemployed and dismissed farmers

### Beneficiaries:

Registered unemployed, dismissed farmers creating their own business

### Action/Instrument:

An allowance for starting economic activity covering the costs of legal assistance, consultations and guidance in starting this activity.

The unemployed person may be granted an allowance in the amount defined in the contract, however not exceeding 600% of the average salary. In the case that activity is started under the principles defined for social cooperatives in the understanding of the provisions of cooperative law, an allowance granted to the unemployed person may not exceed 400% of the average salary per one founding member of the cooperative, and 300% of the average salary per one member joining the cooperative after its establishment. If a person who received the allowance was running the enterprise for a period shorter than 12 months or who joined the cooperative and was its member for a period shorter than 12 months has to return the received financial means with the interests. This rule applies to the situation of contravention of any other conditions of the contract.

### Financing/Support:

Labour Fund

### Eligibility:

The unemployed may receive grant provided that (among others) he/she:

- declare that will not take other employment for 12 months since opening business activity,
- has not been punished for last 2 years for the offence against economic turnover,
- declare that will resign from the possibility to suspend of running of the business activity within the period of first 12 months, - in a period of 12 months preceding current application:
- did not run any business activity, including receiving in past resources for setting-up business activity or social cooperative,
- did not refuse without reasonable justification employment proposal or other active labour market measure,
- did not terminate participation in active labour market measure,
- participated in active labour market measures after being placed there by PUP.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals ( Lump-sum payments)

Target groups: Registered unemployed (All, Public priorities and Other)  
Other registered jobseekers (Public priorities and Other)  
Not registered (Public priorities and Other)

Treatment of unemployment spells: Broken

Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Typical: 12 Months		
Responsible institution(s):	Public employment services		
Area of application:	National		
Implementation:	<i>Year started:</i> 2004	<i>Year Ended:</i>	Ongoing

## Identification

Country Poland 2019 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 35 Unemployment benefit

Type of action: 8.1.2 - Unemployment assistance

## Description

### Aim:

Compensate unemployed persons the loss of wage or salary.

### Beneficiaries:

Registered unemployed

### Action/Instrument:

People who previously worked during specific time and are registered as unemployed have the right to the unemployment benefit. The amount of the benefit depends on the previous period of employment. If this period equals:

- less than 5 years, the unemployed shall have the right to the benefit in the amount of 80% of basic unemployment benefit,
- at least 20 years, the unemployed shall have the right to the benefit in the amount of 120% of the basic unemployment benefit.

The period of receiving benefit depends mainly on the unemployment rate in the district (powiat) where the unemployed residents.

The period of receiving the benefit shall be equal to:

- 180 days - for the unemployed resident during a period of entitlement to the benefit in the district (powiat) where the unemployment rate on 30 June of the year preceding the day of acquiring the right to the benefit did not exceed 150% of the average unemployment rate in the country;
- 365 days for the unemployed:
  - reside during the period of receiving the benefit in the district (powiat) where the unemployment rate in this territory on 30 June of the year preceding the day of acquiring the right to the benefit exceeded 150% of the average unemployment rate in the country or
  - who are unemployed persons above 50 years old and they had completed at least 20-years period entitling to the benefit or
  - who support at least one child under 15 years of age, and the spouse of the unemployed person is also unemployed and has forfeited the right to the benefit due to the lapse of period of its receiving after the day of acquiring the right to the benefit by this unemployed person or
  - who solitary rise at least one child under 15 years of age.

### Finanacina/Support:

Labour Fund

### Eligibility:

An unemployed person is eligible to receive the benefit, if during the last 18 months preceding the registration in a labour office for the total period of at least 365 days was employed, execute other profitable work or have other periods that are taken into account, and compulsory contribution was paid to the Labour Fund (with the exceptions stated by law). The unemployed person is eligible to the unemployment benefit if there is no proposition of work, training, apprenticeship for adults, work practice, interventional or public works.

### Legal basis:

The Law of 20th April 2004 on Employment Promotion and Labour Market Institutions (Journal of Laws 2018, item 1265 with later amendments).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments, Reduced social contributions)

Target groups: Registered unemployed (All)

Source: Eurostat LMP database. Date of extraction: 31 March 2021

Treatment of unemployment spells:	Not relevant			
Receipt of benefits:	Cash benefits (Source: Current intervention)			
Planned duration:	Maximum: 180 Days, Maximum extended: 365 Days			
Responsible institution(s):	Public employment services			
Area of application:	National			
Implementation:	<i>Year started:</i>	1990	<i>Year Ended:</i>	Ongoing



## Identification

Country Poland 2019 Category 9 - Early retirement  
Intervention n°/name 36 Pre-retirement benefits  
Type of action: 9.2.1 - Full

## Description

**Aim:**

To provide (replacement) income support for older people until retirement.

**Beneficiaries:**

Registered unemployed.

**Action/Instrument:**

Pre-retirement benefit is aimed to replace partially the loss of wage / salary of older person until retirement.

The amount of the pre-retirement benefit is equal to 120% of the base unemployment benefit, or 160% of the unemployment benefit for a person who during the period of receiving the allowance resides in a county (commune) registered as threatened with high structural unemployment and if employment was terminated due to employer-related problems. Pre-retirement benefit cannot exceed 90% of the individual average monthly wage in the last 12 months preceding a month when an application for a benefit was claimed.

**Financing/Support:**

Central government budget

**Eligibility:**

The pre-retirement benefit shall be granted to a person who meets the conditions to be granted the status of the unemployed and if: 1) a person had a social insurance record equal to 30 years (for women) and 35 years (for men) or 2) a person has and insurance record that equals 25 years (for women) and 30 years (for men) including at least 15 years of work in special conditions according to the law on pensions from the Social Insurance Fund.

**Legal basis:**

The Law of 14th of December 1994 on employment and counteracting unemployment (Journal of Laws 1995, No. 1, item 1 with later amendments)

**Recent changes:**

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)  
Target groups: Registered unemployed (Older)  
Treatment of unemployment spells: Not relevant  
Receipt of benefits: Cash benefits (Source: Current intervention)  
Planned duration: Variable  
Responsible institution(s): Social security funds  
Area of application: National  
Implementation: *Year started:* 1997 *Year Ended:* Ongoing

## Identification

Country Poland 2019 Category 9 - Early retirement  
Intervention n°/name 37 Pre-retirement allowances  
Type of action: 9.2.1 - Full

## Description

### Aim:

To provide (replacement) income support for older people until retirement.

### Beneficiaries:

Registered unemployed

### Action/Instrument:

Pre-retirement allowance is aimed to replace the loss of wage/salary of older person until retirement. It is granted in case of termination of his/her contract due to the difficulties of the employer or lost the entitlement to disability benefit.

The amount of the pre-retirement allowance is equal to 670 PLN or in case of persons who lost their eligibility to disability benefit equals previous disability pension but must not be higher than 670 PLN. The allowance may be indexed in June according to the rules of indexation of the old-age pensions and disability pensions.

### Financing/Support:

State Budget

### Eligibility:

The pre-retirement allowance can be granted to a person who had lost his/her job, who was registered as unemployed for at least 6 months and who:

- is at least 56 (women) or 61 (men) years old and has insurance record to receive an old-age pension of at least 20 or 25 years respectively who was employed for more than 6 months by the last employer and the employment contract was terminated due to liquidation of the employer or it's insolvency or;
- is at least 55 (women) or 60 (men) years old and has insurance record to receive an old-age pension of at least 30 or 35 years respectively who was employed for more than 6 months by the last employer and the employment contract was terminated due to difficulties of their employer;
- is at least 56 (women) or 61 (men) years old and has insurance record to receive an old-age pension of at least 20 or 25 years respectively and who runs his/hers own company and has paid social security contributions without any break for at least 24 months before he/she declared bankruptcy;
- has lost the entitlement to disability pension (that was previously granted for more than 5 years) and within 30 days has registered in local PES as unemployed and who was at least 55 (women) or 60 (men) years old at the day of lost the entitlement and has insurance record to receive an old-age pension of at least respectively 20 or 25 years;
- has insurance record to receive an old-age pension of at least respectively 35 or 40 years and was employed for more than 6 months by the last employer and the employment contract was terminated due to difficulties of their employer;
- has insurance record to receive an old-age pension of at least respectively 34 or 39 years and was employed for more than 6 months by the last employer and the employment contract was terminated due to liquidation of the employer or it's insolvency.

### Legal basis:

The of Law of 30th of April 2004 on pre-retirement benefits (Journal of Laws No. 120 item 1252).

### Recent changes:

## Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (Older)

Treatment of unemployment spells: Not relevant

Receipt of benefits:	Cash benefits (Source: Current intervention)			
Planned duration:	Variable			
Responsible institution(s):	Social security funds			
Area of application:	National			
Implementation:	<i>Year started:</i>	1997	<i>Year Ended:</i>	Ongoing

## D - Reference data

## R.1.1 Registered unemployed

### 38 Registered unemployed

Full-time students cannot be RU (even during holidays). Only extramural mode students can be RU.

-No specific restrictions for school-leavers/first-time jobseekers, providing they fulfil the general conditions (without work, actively seeking work, immediately able to work, not participating in (formal) education on a full-time basis etc.).

-RU must be under the retirement age, i.e. 60 for women and 65 for men (after recent rising of the retirement age it can be more – depends on the year of birth of the person).

-Registered unemployed are not allowed to work.

-RU have to be immediately available to start full-time work. Disabled people must be available to start at least half-time job.

-There are no restrictions on the type of work sought (full/part-time, permanent/temporary, etc.).

-All unemployment benefit recipients must be registered unemployed. It is obligatory to register as unemployed in order to claim UB.

-Not all registered unemployed receive unemployment benefit. The conditions to receive unemployment benefit are much tighter than to be registered unemployed. They are subject to an adequate contribution history. Only around 15% of RU receive UB

### 39 Other registered jobseekers

Registered jobseeker is an unemployed person (but not registered unemployed) who is seeking employment or other paid work or an employed person who is willing and ready to undertake another paid work or employment in additional time frame, additional or different employment or other paid work and who is registered in local PES as a jobseeker.

### 52 Individual Action Plan

IAP is obligatory for each unemployed person. IAP must be prepared no later than 60 days after profiling.

### 70 Long-term unemployed with a job integration agreement

IAP is obligatory for each unemployed person. IAP must be prepared no later than 60 days after profiling.



Abbreviations

Abbreviation, Description