

**INFORMATION ON THE ACTIONS UNDERTAKEN IN POLAND  
FOR THE ELDERLY -  
IMPLEMENTATION OF THE MADRID PLAN OF ACTION ON AGEING**

**INTRODUCTORY REMARKS**

Poland is not among countries with the highest rate of demographic ageing, but it is still an “ageing” country. This is a consequence of increased life expectancy, accompanied by a decreasing fertility rate.

Nearly 6 million persons in Poland, which constitutes 15.4% of the Polish society are people in post-working age. In the past 15 years, the number of older persons has increased by almost 3%. According to the results of 2002 National Census, the percentage of persons aged 60 and over reached 17% and, according to the recent estimates, this is expected to stand at nearly 30% in 2030.

In Poland there is no separate system of actions for the elderly. They use general legal solutions and are entitled to benefits just like any other social group. Social policy assumes that an older person is a rightful and full-fledged member of the society, with their baggage of experience and needs, and a whole emotional, spiritual and physical sphere. Hence the efforts to look at the problems of older persons through the perspective of their capabilities and abilities. The Polish legislation does not treat old age as a dysfunction.

In Poland old age is characterised by, for example, the following:

- "rejuvenation" of ageing through greater willingness of people reaching retirement age to adopt new models and ways of life,
- increasing diversity of age groups among older people,
- increased sense of recognition of older people in the social policy,
- awareness of one's own rights.

The past state policy was targeted at providing income to older persons (old age and disability pensions and some social assistance), as well as healthcare and support or replacing families, to a limited extent, in their care-giving function. Changes in the size and structure of the older persons group (educational, social, economic and cultural aspirations, health condition), diversification in professional and life activity and, on the other hand, increasingly limited possibilities of families to provide assistance and support, result in the need for new approaches to the problems of the elderly.

This increases the financial pressures on the retirement pension system, not only because of the growing number of beneficiaries. Benefits are no longer to meet just basic life needs, but, increasingly, because of changes in lifestyles and aspirations, they are expected to encourage active participation in social and cultural life and taking advantage of education and recreation opportunities. There is also a growing demand for services meeting increasingly greater and more expensive needs of the older persons in the sphere of health protection and assistance in everyday life activities. Meeting the growing intangible needs should actually be considered as a new task, since it is qualitatively different and its extent is substantially greater than before. The problem, which we have to face, is how to help the elderly to find their place in the world of rapid technological progress. Finally, we need to prepare young people to ageing – both to their own and that of their parents, and establish respect for old age rather than just declare it.

The obligation to build a support system for older persons, which, as suggested by a slogan, “will add life to years”, rests with the State administration, government and self-government, ngos, but also with families. Families may frequently need help in fulfilling these tasks so cooperation of all sectors and stakeholders is of great significance in this important, complex and difficult task.

Objectives of actions targeted at the elderly:

- to promote independence and autonomy of older persons - whereby their own income (old age and disability pension benefits), plus any other support from social assistance allows them to run households on their own,
- to integrate older persons into society - to maintain social ties, both within the group and the society as a whole - by organising day-care centres, various clubs, centres and third age universities,
- to provide care for those in need of support both at home through care services and in twenty-four hour support facilities such as nursing homes,
- to focus attention on health prevention, ensuring increasing fitness and agility in advanced old age, to provide possibilities for being active, to recognise the older generation as a valuable part of social resources and promote/build intergenerational solidarity.

## **ACHIEVEMENTS AND PLANS**

### **– RAISING SOCIAL AWARENESS - THE ROLE OF OLDER PERSONS IN SOCIETY, PROMOTING A POSITIVE IMAGE OF OLDER PERSONS**

Activities for older persons, carried out by the NGO sector, are financed, inter alia, through the Civil Initiatives Fund (Fundusz Inicjatyw Obywatelskich, FIO) through calls for proposals.

The FIO is an instrument for the implementation of the strategy to promote the development of civil society for 2009-2015, proposing a comprehensive formula to support the NGOs in the process of building civil society. The main objective is to increase the participation of the NGOs as well as churches and religious associations conducting public benefit activities in the implementation of public tasks in line with public policies which are shaped and executed in accordance with the principles of partnership and subsidiarity.

Detailed objectives:

- increased activity and awareness of citizens and local communities,
- development of the potential of the NGO sector,
- increased commitment of the NGO sector to social services in the field of social integration and activity as well as social security,
- supporting the development of the Polish model of social economy.

The FIO funds activities related with the following issues:

Priority I. Active, civic-oriented citizens and active local communities - projects should gain from engagement of citizens in various forms, giving them an opportunity to be pro-active and combining pro-activity with gaining knowledge in the field of civic activities (programmes for civic involvement in public affairs, for example, by participating in public debates, public consultations, participation in elections, volunteering, philanthropy, membership in associations).

Priority II. Efficient non-governmental organisations in a well-governed State – these projects should contribute to strengthening human and institutional capacity within organisations implementing them.

Priority III. Integration and social activity. Social security – the projects should apply the principle of *empowerment*, or inclusion of beneficiaries in actions and decisions made or taken as part of projects.

Priority IV. The development of social entrepreneurship - the projects should promote in various forms the idea of combining business (professional) activity with social activity.

The amount of State budget funds, dedicated to the FIO for 2009-2013, totals at least PLN 60 million a year.

As for activities for older persons, in 2008-2010, priority was given to actions for activation of senior citizens and intergenerational integration (developing forms of participation of

senior citizens to strengthen their role in the local society, the development of intergenerational solidarity, activities integrating senior citizens and young people using different potentials of these two social groups).

Information on the programmes implemented in 2008-2010 - see appendix.

The programme of the Ministry of Culture and National Heritage "Cultural Heritage. Priority 3. Folk Culture " focuses, *inter alia*, on the transmission of authentic values of traditional culture. Educational activities represent an important element of the programme, including those based on a very popular form of cultivating the tradition of "master and pupil", whereby older persons, the "masters", pass unique skills and regional traditions on to the younger generation. Workshops, courses, trainings and folk culture festivals organised as part of the Folk Culture programme are aimed at raising awareness of the young generation with respect to the role and achievements of older persons in the preservation of valuable elements of folk culture. Older people teach how to protect and uphold the traditions underlying the regional identity. They encourage communities to engage in their locality affairs and to protect their own cultural heritage. The tasks also provide opportunities for activating older persons in efforts to protect the traditions and leisure activities. They are tailored to the needs of senior citizens and offer them an opportunity to participate in artistic and cultural life of the local communities.

– **THE SHARE OF OLDER PERSONS AND THEIR ORGANISATIONS IN SHAPING THE LEGAL AND PRACTICAL SOLUTIONS AFFECTING THEM**

The obligation to consult employers' and workers' organisations at the stage of law making is provided in the Act on trade unions and in the Act on employers' organisations.

The principle of dialogue and consultation with social partners and civil society organisations on draft legal regulations and other documents prepared for approval by the Council of Ministers is implemented by, for example, the following::

- the Tripartite Commission for Socio-Economic Issues (composed of representatives of social partners and the government), which aims at consulting, achievement and protection of social order and reconciliation of the interests of workers, employers and the public welfare,
- Common Commission of the Government and self-governments.

– **COMBATING DISCRIMINATION AGAINST OLDER PERSONS (IN VARIOUS FIELDS)**

2008 saw the amendment of the Labour Code (Act of 26 April 1974) concerning the regulations on equal treatment, which are significant for, *inter alia*, older workers. Changes were introduced:

- clarifying the definition of indirect discrimination and supplementing it with a conditional mode, as well as a focus on the element of legitimate objective,
- clarifying discrimination situations through detailed indication of actions which may create unfavourable conditions for an employee,
- clarifying situations, which cannot be considered a violation of the principle of equal treatment in the workplace, with a focus on the requirement of proportionality in order to achieve a lawful aim of differentiating situations of employees,
- clarifying the scope of protection for an employee exercising the rights arising from a violation of the principle of equal treatment in the workplace; the fact of an employee exercising their rights arising from a violation of the principle of equal treatment in the workplace neither may constitute the grounds for termination of employment by the employer, nor may it constitute the grounds for other unfair treatment of the employee or for enforcing any negative consequences towards such employee,

- granting protection to an employee who provides assistance to another employee exercising their rights arising from a violation of the principle of equal treatment in the workplace; the scope of such protection corresponds to that granted to an employee exercising their rights resulting from a violation of the principle of equal treatment in the workplace.

The amendment was aimed at achieving the full implementation of the EU directives:

- 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin,
- 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation,
- 2002/73/EC of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

Objectives of the Act of 20 April 2004 on the promotion of employment and labour market institutions:

- in the field of job placement - applying the principle of equality in the provision of such services, which implies an obligation to provide assistance for all unemployed and jobseekers in finding employment or other sources of income, irrespective of, e.g. age,
- banning job offers by powiat labour offices, when the employer has included job requirements that violate the principle of equal treatment in employment within the meaning of the Labour Code, and may discriminate against job applicants, including on the grounds of age,
- in the field of vocational guidance and information – compulsory provision of these services in accordance with the principles of equality,
- in the field of delegation for training - the principle of equality in benefiting from trainings, irrespective of, e.g. age,
- with respect to Voivodes fixing the criteria for issuing work permits for foreigners – prohibition of discriminatory requirements, including those based on age.

Anti-discrimination regulations relate to public employment services and private organisations (employment agencies) which provide services in the field of employment, vocational guidance, personnel counselling and temporary work. According to the Act, an employment agency may not discriminate on such grounds as age.

The Act on the promotion of employment and labour market institutions provides for sanctions in the event of infringements of the regulations prohibiting discrimination. Whoever refuses to employ a candidate in a vacant job or vocational training position on the grounds of gender, age, disability, race, religion, nationality, political beliefs, ethnic origin, religion or sexual orientation, shall be subject to a fine of no less than PLN 3,000.

On 3 December 2010, the Act on the implementation of certain provisions of the European Union in the field of equal treatment was adopted. The Act defines the areas and ways to prevent violations of the principle of equal treatment, including on the grounds of age<sup>1</sup> and the competent authorities in charge thereof. Provisions of the Act relating to general rules and principles of equal treatment and legal means of protection do not apply to workers in areas regulated by the provisions of the Labour Code.

The Act applies to individuals and legal persons and organisations which are not legal persons, to which the law confers legal capacity.

The Act defines:

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<sup>1</sup> This catalogue also includes such grounds of discrimination as gender, race, ethnic descentance, nationality, religion, faith, disability and sexual orientation.

- direct discrimination - as a situation in which one individual is treated less favourably than another one is, has been or would be treated in a comparable situation, because of one of the criteria listed in the Act,
- indirect discrimination – this is a situation where due to one of the criteria listed in the Act as a result of an apparently neutral provision, applied criterion or undertaken action, a particularly disadvantageous situation or unfavourable disparities occur or might occur for an individual, unless a provision, criterion or action is objectively justified by the legitimate objective to be achieved and the means for achieving that aim are appropriate and necessary,
- harassment - as any unwanted conduct with the purpose or effect of violating the dignity of the individual and to the creation of an intimidating, hostile, degrading, humiliating or offensive environment,
- sexual harassment - any unwanted conduct of a sexual nature occurring against an individual or relating to gender, with the purpose or effect of violating the dignity of this individual, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment; this behaviour may comprise physical, verbal, or non-verbal elements,
- unequal treatment - this is the treatment of individuals in a manner that manifests one or more of the following behaviours: direct discrimination, indirect discrimination, harassment, sexual harassment, as well as less favourable treatment of an individual arising from them rejecting the harassment or sexual harassment or submission to harassment or sexual harassment, and encouraging such behaviour and ordering to take on such behaviour,
- principle of equal treatment – refers to the absence of any conduct representing unfair treatment,
- services – refers to the services within the meaning of Article 57 of the Treaty on the Functioning of the European Union.

The Act prohibits unequal treatment of individuals, *inter alia*, on the grounds of age with respect to, for example, the following:

- undertaking vocational training, including training, additional training, retraining and apprenticeships,
- conditions and the pursuit of business or a profession, in particular in employment or employment on the basis of a civil contract;
- access to and conditions for the use of labour market instruments and labour market services specified in the Act on the promotion of employment and labour market institutions offered by labour market institutions as well as labour market instruments and labour market services offered by other entities for employment, human resource development and counteracting unemployment.

The Act also prohibits encouraging or imposing unequal treatment.

Unequal treatment on the grounds of, e.g. age, does not constitute a violation of the prohibition of unequal treatment where actions are taken which are necessary in a democratic State to ensure public safety and order, protection of health or the rights and freedoms of others, and to prevent criminal offenses, to the extent specified in other provisions. Taking action to prevent unequal treatment or overcome the disadvantages associated with inequality does not represent a breach of the principle of equal treatment.

The Act does not apply to:

- private and family life, and legal actions in connection with these spheres,
- content in the media and advertisements related to the access to and delivery of goods and services based on different treatment on the grounds of gender,

- freedom of choice of the contracting parties, provided that it is not based on gender, race, ethnicity or nationality,
- educational services in relation to different treatment on the grounds of gender,
- different treatment based on gender in the access to and conditions of services, goods and acquisition of rights or energy, if their provision to only or mainly members of one sex is objectively and reasonably justified by a legitimate aim and the means of achieving that aim are appropriate and necessary,
- different treatment as to the possibilities and conditions of conduct and pursuit of professional activities and undertaking, pursuing and completion of vocational training, including higher education, if the type or the pursuit of professional activities make the cause of differential treatment a real and decisive requirement imposed on an individual, proportionate to achieving the legitimate purpose of differentiation of the situation of such individual,
- restrictions by churches and other religious associations, and organisations with an ethos based on religion, faith or belief, in the access to professional activities and the exercise thereof because of religion, faith or belief, if the type or conditions of pursuit of such activities make religion, faith or belief a real and decisive professional requirement imposed on an individual, proportionate to achieving the legitimate purpose of differentiation of the situation of such individual; this also applies to any requirements for employed individuals to act in good faith and loyalty towards the ethics of the church, another religious organisation and organisation with an ethos based on a religion, faith or belief, different treatment of individuals on the grounds of age:
- different treatment of individuals based on age:
  - when it is objectively and reasonably justified by a legitimate aim, including vocational training, provided that actions for achieving that aim are appropriate and necessary,
  - involving the setting of different rules for entitlement to or granting of benefits for social security purposes, including a variety of age criteria in calculating benefits, in the case of occupational pension schemes, such different treatment is acceptable, provided that they do not constitute discrimination based on gender,
- different treatment, based on the criterion of citizenship, in particular concerning the conditions of entry to and residence in Poland and associated with legal status, with respect to individuals who are nationals of countries other than the EU Member States, Member States of the European Free Trade Association - the parties to the EEA Agreement or the Swiss Confederation.

In the case of a violation of the principle of equal treatment in relation to an individual, individuals may claim for damages. The right to claim for damages is also granted to legal persons and organisations which are not legal persons and to which the law confers legal capacity, if the violation of the principle of equal treatment affected them.

Cases of violation of the principle of equal treatment are governed by the Civil Code and the provisions of the Code of Civil Procedure apply to proceedings on violations of the principle of equal treatment. The burden of proof is shifted - whoever alleges a violation of the principle of equal treatment, must provide prima facie evidence of its violation. In the case of prima facie evidence of violation of the principle of equal treatment, the individual to whom the breach of this principle has been alleged, is obliged to demonstrate that they did not commit the violation.

The term of limitation for claims for violation of the principle of equal treatment is 3 years from the date on which the victim learned about the violation of the principle of equal treatment, but not longer than 5 years after the incident in violation of this principle. Claims on the basis of the Act on the implementation of certain provisions of the European Union in

the field of equal treatment do not deprive one of the right to claim on the basis of the provisions of other Acts.

Exercise of powers arising from the violation of the principle of equal treatment may not be taken as the basis for adverse treatment, and may not cause any negative consequences to the person who has exercised them. Protection is also granted to the person who has provided support to the individual exercising their powers conferred by virtue of a violation of the principle of equal treatment.

The Act specifies competent authorities in matters related to the prevention of violations of the principle of equal treatment. Performance of tasks related to implementation of the principle of equal treatment has been entrusted to the Ombudsman and the Commissioner for Equal Treatment.

Discrimination on the grounds of age is to a large extent linked with discrimination based on gender. This is mainly due to a lower retirement age set for women and dismissal from work because of acquisition of pension rights. Although discrimination on the grounds of age does not refer exclusively to dismissal on the grounds of age, in the Polish reality such discrimination is manifested mainly in this way.

We may identify two cases in which reaching retirement age and the acquisition by an employee of his right to a pension is either a criterion for selection for dismissal, or is the cause of termination of employment.

The first of these situations, that is reaching retirement age and the acquisition of pension rights as a criterion for selecting employees for dismissal, may occur especially in the case of redundancies in the workplace in connection with restructuring and collective layoffs. This is considered an acceptable and reasonable criterion for the selection of employees for dismissal. This follows from the fact that jobs are left to employees who would not have means of subsistence in the event of losing the job (as opposed to those who acquired the right to a pension).

The second situation is reaching retirement age and the acquisition of pension rights as a reason to terminate individual contract of employment. Considering this situation, the Supreme Court (the resolution of the Supreme Court of 21 January 2009, II PZP 8.13, OSNP 2009/19-20/248) held that:

*"First of all – termination of employment of female workers merely because they have reached retirement age and acquired pension rights if the retirement age is lower for women than for men, constitutes indirect discrimination on the grounds of gender (Article 11(3) of the Labour Code). Secondly, termination of an employee's contract of employment concluded for an indefinite period only due to their having reached retirement age constitutes direct discrimination on the grounds of age (Article 11(3) of the Labour Code). Thirdly – termination of an employee's contract of employment concluded for an indefinite period only due to their having reached retirement age and acquisition of the right to a pension is not justified within the meaning of Article 45(1) of the Labour Code."*

#### – ADAPTING THE ENVIRONMENT TO THE NEEDS OF OLDER PERSONS

##### Construction

Existing provisions impose the obligation to ensure the accessibility of:

- buildings (residential, public service, including for education and medical care, workplaces), roads, transport,
- information, communication and other services, including electronic services and emergency services

for persons with reduced mobility. These rules apply to public and private entities.

Act of 7 July 1994 Construction Law guarantees taking into account the needs of persons with reduced mobility when constructing new public buildings and apartment buildings. Terms of expansion and reconstruction of buildings are defined in the Ordinance of the Minister of Infrastructure of 12 April 2002 on the technical conditions to be met by buildings and their location. As regards spatial planning, similar guarantees are provided for by the Act of 27 March 2003 on spatial planning and development.

#### Postal services

As regards provision of postal services to persons with reduced mobility, actions are taken under the Act of 12 June 2003 Postal Law and the Ordinance of the Minister of Infrastructure of 9 January 2004 on the conditions for the provision of universal postal services. These activities were focused on ensuring universal access to postal services and changes to the postal infrastructure to facilitate access to postal services.

91.3% of the total number of post offices are designed to provide services to people with reduced mobility.

Post officers deliver the following directly into the homes of persons with reduced mobility, at their request and at no additional charge: letters, registered mail, postal money orders and Cash Express - Postal Payment Order and subscribed press.

#### Telecommunications

Requirements for adaptations within the framework of the universal service as concerns the architecture, communication, public spaces and equipment are governed by the Ordinance of the Minister of Infrastructure of 24 March 2005 on detailed requirements for the provision of universal service and requirements for the provision of broadband Internet access to authorised entities.

Work is currently in progress on amendments to the Telecommunications Law with respect to facilities for the disabled persons, i.e. all providers of publicly available telecommunications services will be required to provide services accessible to the disabled persons rather (to date only provider designated to provide the universal service has to ensure accessibility).

Older persons will be covered by the project "Promoting the development of broadband Internet access", whose implementation is to commence in 2011. One of the principal objectives of this project is to counteract digital exclusion. This objective will involve, for instance, the implementation of promotional and informational activities to counter this phenomenon and activities for the development of information society.

#### Transport

The currently prepared Transport Development Strategy until 2020 (expected to be continued until 2030), includes provisions for the needs of persons with reduced mobility, and therefore also for older persons, i.e. on ensuring convenient and safe travel. Availability of transport for persons with reduced mobility is hindered by architectural and technical barriers (high curbs, stairs, narrow doors, construction solutions in transport and other). Therefore, plans for development of public transport in urban areas and regions of the country (including rural areas) will need to take into account the adjustment of transport systems (infrastructure and rolling stock) to the needs of older persons. Visual and audio information will provide information about vehicle traffic schemes in formats taking account of the needs of older and disabled travellers (printed and electronic versions). It is expected that by 2020, urban and agglomeration transport will be fully adjusted to serve travellers with reduced mobility.

Activities undertaken in rail transport are aimed at creating facilities for persons with reduced mobility, including older persons. Railway carriers, including PKP "Intercity", Przewozy Regionalne, Koleje Mazowieckie and Szybka Kolej Miejska will adjust their rolling stock to meet the needs of the disabled persons and the elderly. In order to improve access of older persons to railway infrastructure, special tasks are carried out under the ongoing railway works related to the adjustment of the railway infrastructure to meet the needs of the disabled



persons and those with reduced mobility, according to the requirements of European Commission Decision No. 2008/164/EC of 21 December 2007. Moreover, in the Ordinance of the Minister of Transport of 31 May 2006 on the registration and labelling of rail vehicles, requirements were specified that must be met by boards and displays with train routes. Requirements regarding the use of colour on information boards and displays were defined taking into account visual dysfunctions.

According to the Act of 20 June 1992 on the discounted fares in the public transport, two journeys a year with a relief of 37% on public collective rail transport are available on ordinary, fast and express trains to pensioners and their spouses, for whom family allowances are collected.

Charges for urban transport is the responsibility of self-governments. Older people benefit from reliefs or exemptions from such charges (for example, in Warsaw, persons aged over 65 may use a year-round card, entitling to an unlimited number of journeys, at a price of PLN 40, while people aged over 75 are exempt from all charges for urban transport).

In air transport, issues related to adapting means of transport to the needs of older persons, as well as measures aimed at combating discrimination against older persons in the air transport are governed by Regulation No. 1107/2006 of the European Parliament and the Council of 5 July 2006 concerning the rights of disabled persons and persons with reduced mobility when travelling by air. The provisions of the Regulation are directly applicable in Poland. Between 2009 and 2010, representatives of the Civil Aviation Office reviewed the application of Regulation No. 1107/2006. This review showed that the regulation is fully respected by both carriers and airports.

As for the maritime transport and inland waterways, Poland is currently preparing for the implementation of the Regulation (EU) of the European Parliament and the Council No. 1177/2010 of 24 November 2010 concerning the rights of passengers when travelling by sea and inland waterway. This regulation provides for, *inter alia*, the prohibition of discrimination against disabled persons or persons with reduced mobility and free assistance for these people, both in port terminals and on board of ships, as well as financial compensation for loss of, or damage to mobility equipment.

In terms of road safety, activities are conducted related to the participation of older persons in pedestrian and cycling traffic, by including this group in social and information campaigns on the use of reflective materials ("Give a signal to the driver. Wear reflective items. Switch your thinking on.") Preparations are now being made on a special social campaign addressed to road traffic participants, including those aged over 60. It will be implemented from September 2011 to January 2012 and from April to May 2012.

The Rural Development Programme for 2007-2013 is not specifically geared to the needs of older persons, but the implementation of measures such as "Basic services for the rural economy and population", "Village renewal and development", the LEADER approach largely contributes to improving living conditions in rural areas, including by facilitating access to a broad list of services, meeting social and cultural needs of village inhabitants, and improving the technical infrastructure conditioning the socio-economic development. These actions have a direct impact on the quality of life of older persons in rural areas.

#### – LEGAL SOLUTIONS AND PROGRAMMES TO ENSURE DECENT CONDITIONS OF LIFE

The reform of the old age and disability pension scheme launched in 1999 was designed to prevent the system from failure due to a decline in population growth and secure the payment of benefits. One of the objectives of the reform set forth in the Act of 17 December 1998 on old age and disability pensions paid from the Social Insurance Fund, was to restore the insurance character of the system, which mainly implied granting benefits at the retirement age of 60 for

women and 65 for men and dependence of benefit amounts on the contributions paid into the system by the insured.

The new capital formula for calculating benefits fosters longer periods of professional activity by the close dependence of the amount of future pension on the accumulated capital. It is, therefore, expected that this factor will also affect the professional activity of people of retirement age.

The reform gradually eliminated the possibility of early retirement. In the general pension scheme, pension rights of all insured, who paid the same contribution, are the same. Any additional allowances are financed from sources other than a general contribution to the pension. For persons whose work is of a special character or performed under special conditions, a bridging pension scheme was introduced. This scheme was introduced by way of the Act of 19 December 2008 on bridging pensions.

The solutions adopted are to raise the actual age of retirement. In 2010, the number of retiring people decreased significantly, while the average retirement age is gradually rising.

#### Newly-granted pensions

	2004	2005	2006	2007	2008	2009	2010
Newly-granted pensions, in thousands	143.2	103.9	103.9	215.4	340.5	243.0	92.3
Average age in years	56.8	56.8	56.6	57.1	59.0	59.3	59.6

The age structure of people retiring, especially women, is improving. In 2009, only 47.5% of female retirees were aged 60 or more, while in 2010, 64.8% of women of retiring age were aged 60 or more. For men, the tendency to improve the age structure of retirees should be seen in 2011 for the first time.

After 10 years of the functioning of the pension reform, it required some adjustments. This stemmed primarily from the need to stop the rise of apparent public debt resulting from the need to cover the shortfall in the Social Insurance Fund, which allocates a part of pension contributions to open pension funds. We saw the adoption of the Act of 25 March 2011 on the amendment of certain Acts relating to the functioning of the social security system: there was a shift of a part of pension contributions onto the newly created special sub-account run by the Social Insurance Institution (to preserve the integrity of the II pillar), a change of investment limits for open pension funds, and tax incentives were introduced for additional savings for retirement.

Farmers' social insurance is a system that complements the general scheme and is aimed at farmers and spouses and household members working together with them on agricultural activities for whom the farm is the only source of income.

Due to unstable income situation in agriculture, the social insurance system for farmers is in 90% funded from the State budget in order to ensure decent living conditions for farmers when they reach retirement age. Agricultural Social Insurance Fund pays 1,374,600 pension benefits.

Work is currently underway to reform the social insurance system for farmers. One of the objectives is to target the budget at financing pension insurance for those farmers, whose incomes make it impossible to finance such insurance from their income based on agricultural activities.

Another activity addressed directly to older farmers is implemented under the Rural Development Programme - a programme of structural pensions. This provides a benefit for farmers who have reached the age of 55 and are not aged 65 yet, and have decided to abandon agricultural activities. The main objective of the structural pension programme in 2007-2013, defined by Council Regulation (EC) No. 1698/2005, is a significant improvement of the agrarian structure of the country and acceleration of the process of generational replacement among farmers, and improving the profitability and competitiveness of farms through their takeover by younger people, well prepared for the farming profession.

The structural pension is paid monthly until to the beneficiary reaches 65 years of age (when pension from the social insurance system for farmers may be paid). Currently 71,544 beneficiaries benefits of this measure (as at 3 June 2011). The fact of receiving structural pension does not rule out the possibility of pursuing professional activities, but this must be a business other than farming.

Older people are not considered to be a special group within the social assistance system, to whom special forms of assistance are applicable. A permanent allowance is the only exception and it is granted based on age, provided that the income criterion has been met.

In the case of older persons, the most common causes for granting assistance include:

- poverty,
- disability,
- long-term or severe disease.

Older people in a difficult financial situation may receive financial assistance in the form of:

- a permanent allowance,
- a temporary allowance,
- targeted allowance and a special targeted allowance.

Older persons can also benefit from assistance under the multiannual programme "State aid for nutrition" of 2005.

– **CARE AND SUPPORT FOR OLDER PERSONS, SUPPORT FOR FAMILY MEMBERS TAKING CARE OF THE ELDERLY**

Customs in Poland, as well as state policy towards older persons, are primarily focused on support in the natural environment - home. Social assistance system offers a range of different forms of assistance taking into account the needs of older persons.

The Act of 12 March 2004 on social assistance guarantees the provision of care services at home, in support centres and family assistance homes, as well as specialised care services at homes and support centres. Such services are provided to single persons who, due to old age, illness or other reasons, require assistance of other persons while being deprived of such assistance. Care services or specialised care services may also be provided to a person who requires assistance of other persons, and their family is unable to provide such assistance.

Care services include assistance in satisfying everyday living needs, hygiene care, nursing recommended by a doctor, as well as ensuring opportunities for contact with others, if possible. The range of services, including the form and period of their provision are determined individually, taking into account the needs of the person requiring support. Specialised care services are services tailored to specific needs depending on the type of illness or disability.

The Ordinance of the Minister of Social Policy of 22 September 2005 on specialised care services describes types of specialised services tailored to the specific needs of persons requiring assistance, arising from the nature of their illness or disability. These services are provided by persons qualified to pursue the following professions: social worker, psychologist, child counsellor, speech therapist, occupational therapist, nurse, disabled person's personal assistance, community support worker in the field of medical rehabilitation, physiotherapist or other professional with the knowledge and skills sufficient to provide certain specialised services.

As part of legal solutions related to the needs of older persons the possibility of training for the profession of an elderly person's guardian was introduced in 2008 in post-secondary education. Training in the profession of elderly person's guardian enjoys a growing interest.

Employees of social assistance centres are trained to work with older persons, mainly thanks to the European Social Fund (ESF).

Expenses for services are subject to total or partial reimbursement if the per capita income in the family of the person obliged to reimburse the expenses exceeds the amount of the income criterion.

Care services and specialist care services may be provided in support centres. The centre is a daily form of institutional assistance, under which services are provided and tailored to the individual needs of beneficiaries of assistance, including nutritional needs.

Where it is impossible to provide care services at home, a person who requires assistance of other persons due to old age may use care services in the so called family assistance houses. They provide services for no less than three and not more than eight persons.

Persons, who because of their age, need support in everyday life, may be eligible to stay in a protected home. In such a home a person requiring assistance prepares, with the help of specialists, for leading independent life, or the home substitutes a stay at a nursing centre. A protected home offers the possibility for independent functioning in the society and integration with the local community. Works on a draft ordinance aimed at establishing the standard of services in protected homes are underway.

An older person who due to age, illness or for other reasons requires assistance from other people, may be referred to a nursing centre. A nursing centre is the last-resort form of assistance directed to older persons, offered in situations where other forms of assistance may not be provided or are inadequate in relation to the needs of the older person.

Care services are provided mainly by local authorities, which present very different (tailored to local and individual needs) approach to solving social problems. Gminas provide care services and specialised care services and create daily stay homes, where activities are organised for these people, depending on the needs and interests of the participants. Such establishments are also run by NGOs, often receiving financial support from public funds.

It is estimated that care services, both at home and in various care facilities, do not meet to full extent real needs. A major obstacle to the development of different forms of care is the lack of sufficient funding. Local governments do not have enough financial resources or they fear long-term financial impact. Therefore building a stand-alone system with an independent source of funding is a necessary step that must be made in the near future if Poland wants to approach the problem of ageing and its consequences in a responsible way.

Work is underway on guidelines for a draft of a new Act on social assistance. It is expected the issue of social assistance will be split into two segments with different instrumentation used and a different way of functioning and financing of institutions performing assigned tasks: social support and assistance and social services will be separated. There are also plans to introduce a new service for people with higher nursing and care needs, including older persons and those with disabilities.

The provisions of the Act of 28 November 2003 on family benefits state that a family member of an older person, responsible for alimony may be granted nursing benefit if resigns from employment or other gainful work and takes care for that person. One of the main conditions here is that the older person must be formally diagnosed with severe disability. Provision of nursing benefit is aimed at partial compensation for loss of earning capacity and ensuring the continuation of social and health insurance to people who abandon work due to the need to provide care for a family member for whose maintenance they are responsible. This service is directed to still professionally active population (persons who are entitled to an old age or disability pension may not benefit from this).

Another element supporting the person caring for an older person is payment by gminas of pension insurance contributions. This is conditional upon resignation from employment in order to provide personal care for long-term or seriously ill family member or a mother, father or siblings not living together.

Labour law provides for a number of solutions for people burdened with family responsibilities who wish to pursue a professional career.

Regulations on working time, which provide for its flexibility:

- at an employee's request, their employer may establish an individual schedule of working hours as part of the employee's working time system,
- a shorter working week system may apply to an employee upon their request. Under this system, it is acceptable to work for less than 5 days a week, while the daily working time is extended up to 12 hours in the reference period which may not exceed one month,
- a working hours system, whereby an employee works only on Fridays, Saturdays, Sundays and holidays may apply to them upon their request. This system makes it possible to extend the daily working hours up to 12 hours in the reference period which may not exceed one month,
- it is possible to hire employees as teleworkers,
- if the employee cares for a family member requiring personal care, they may request the employer for an individual working time arrangement providing for different starting and ending hours of work and the employer accepts the application, provided that it is possible taking into account organisation of work in the company and any refusal in this respect must be justified (a transitional solution applicable from 22 August 2009 to 31 December 2011).

In accordance with the Act of 25 June 1999 on financial benefits from the social insurance, in the event of sickness or maternity, each insured person exempted from work because of the need of providing personal care to, for example, an ill member of the family, is entitled to an allowance for 14 days in a calendar year.

The use of physical and psychological violence against another person is prohibited. Polish legislation provides for protection against violence to every individual as well as assistance and support for all victims of violence. There are no separate rules applicable to older persons or excluding them on the grounds of disability from the group of persons entitled to protection or assistance.

The Penal Code provides for criminal liability in the case of physical or mental abuse of a closest person or any other person permanently or temporarily dependent on the perpetrator or physical or mental abuse of a minor or a helpless person because of their mental or physical condition. Penalties for such acts are more strict when these have been committed with particular cruelty. It is also punishable to:

- abandon a helpless person due to their mental or physical condition,
- hit or cause any violation of physical integrity,
- cause bodily injury or a health disorder.

The Penal Code imposes an obligation on the perpetrator of domestic violence to participate in corrective and educational interactions. Their approval is not required to proceed with this. The Code of Criminal Procedure imposes an obligation on the abuser to refrain from contacting the victim or other persons and provides for their compulsory eviction from the domicile occupied by them together with the victim.

Protection from violence is further reinforced by the Petty Offences Code, which imposes an obligation of preventing exposure to violence on all individuals who have a duty of providing

care for or supervision of persons unable to recognise or defend themselves against danger (an obligation to prevent the person unable to recognise or defend themselves against danger from circumstances representing a health hazard).

Protection from violence is guaranteed to older persons living in nursing homes by the Act on social assistance. According to the Act, the way of running a nursing home and the scope and quality of services provided by the home must in particular respect the principles of freedom, intimacy, dignity and sense of security of its residents and take into account their physical, mental and intellectual condition. Control and supervision of nursing homes is exercised by the Voivode. The method of control is defined by the Ordinance of the Minister of Social policy on the supervision and control in social assistance.

Comprehensive solutions to combat domestic violence are provided for in the Act of 29 July 2005 on combating domestic violence. These solutions are applicable to violence against each family member and in each case. A person affected by domestic violence may receive assistance in the form of:

- medical, psychological, legal or social counselling,
- crisis intervention and support,
- protection from further harm by preventing the abusers from using the domicile occupied with other family members and prohibition of contact with the victim,
- provision of a safe shelter in a specialist centre for victims of domestic violence upon the request of the person affected by domestic violence.

The Act on social assistance also provides for solutions that can be used to assist victims of violence (these solutions are addressed to all persons):

- specialised legal, psychological and family counselling provided to persons and families having difficulties or in need of support in solving their life problems,
- crisis intervention undertaken for persons and families with the view to restore mental balance and one's ability to cope on their own thus preventing a response to crisis from transforming into a chronic psychosocial stress,
- assistance for families who have difficulties in fulfilling their duties in the form of family counselling and family therapy understood as psychological, pedagogical and sociological activities aimed at restoring the family's ability to fulfil its duties, perform social work and provide care for children and upbringing outside the family.

In 2006, The Council of Ministers adopted a National Programme of Counteracting Domestic Violence (2006-2016). The Programme set five priorities for action:

- systematic diagnosis of domestic violence,
- raising social awareness and sensitivity,
- training for services dealing with counteracting domestic violence,
- protection and assistance for victims – activities by specialised support centres for victims of violence,
- efforts to influence violence perpetrators through implementing corrective and educational programmes.

In 2009, a nationwide social campaign to counteract domestic violence was devoted to preventing violence against older persons and persons with disabilities. The campaign produced posters and leaflets which were delivered to Offices of the Marshal and the Ministry of Labour and Social Policy to be circulated among primary care workers dealing with victims of domestic violence during trainings. The materials were also forwarded to places of public benefit (social assistance centres, powiat family assistance centres, nursing homes, schools, health centres and churches).

The campaign has contributed to:

- increased local communities involvement in matters related to the prevention of violence against older persons and persons with disabilities,

- raise awareness of violence against older persons and persons with disabilities.

A nationwide survey of domestic violence against older persons and persons with disabilities was also conducted. Data was obtained on:

- the scale of violence against older persons and persons with disabilities,
- characteristics of victims of violence and the perpetrators,
- what sort of violence they usually experience,
- using assistance of various institutions (social assistance centres, the police, courts, NGOs, etc.) by the victims,
- the views on the effectiveness of assistance.

These surveys found that physical, psychological, economic and sexual violence towards older persons and persons with disabilities can be seen on a limited scale.

The survey results were published in two reports: "Domestic violence against older persons and the disabled- Part I: A report on a nationwide survey" and "Domestic violence against older persons and the disabled- Part II: a report on a survey of professionals." The Reports are available on the website of the Ministry of Labour and Social Policy.

#### – **LABOUR MARKET POLICY IN AN AGEING SOCIETY**

Changing age structure of the population is one of the most important challenges for the Polish labour market. Not only is the process of ageing progressing, but also age is among the factors that clearly differentiate activity in the labour market. Particularly low professional activity is typical for persons who are 5 years before reaching retirement age. Keeping the people who will be part of the group aged 55-59 and 60-64 (pre-retirement age group) in the labour market is becoming particularly important. Efforts are made which are aimed at activating those in older age groups to keep them in the labour market for as long as possible, and also to support the re-entry of older persons who are unemployed.

In accordance with the Act of 20 April 2004 on the promotion of employment and labour market institutions, people aged over 50 are considered persons in a special situation in the labour market, since they face greater problems in finding employment than other social groups. As a result, they are privileged in taking advantage of various actions aimed at professional activation.

The 2008 and 2009 amendments to the Act on the promotion of employment and labour market institutions were aimed at broadening the scope of professional activation and access to employment, lifelong learning for the unemployed and job seekers aged 50 and over. Activities are taken by public employment services in the area of job placement, vocational counselling and training. These activities made it possible to provide specialised and personalised services.

The 45/50+ Programme is underway - the main objective of this programme for activation is to improve the employability and provide insertion activities and assistance in finding and keeping employment of persons above 50 years of age. In 2010, 14,920 people participated in the programme, with 23,774 persons in 2009 and 10,232 participants in 2008.

Other solutions for the employment of older persons

1/ Reducing labour costs resulting with hiring older workers:

- employers who decide to hire an unemployed person aged 50+ are exempted from the duty to pay the contributions to the Labour Fund and the Guaranteed Employee Benefits Fund for the period of 12 months,
- employers are exempted from the duty to pay the contribution to the Labour Fund and the Guaranteed Employee Benefits Fund for older workers (i.e. women aged 55 and men aged 60).

2/ Assistance of labour offices for employers and employees in terms of vocational guidance and job placement:

- employers can may benefit from the assistance of professional advisers and receive personalised vocational advice, including an analysis of the skills of older workers and the requirements to be met by jobs tailored to the abilities of older persons; they may also receive training offers to bridge skills gaps or acquire new skills,
- labour offices also provide free assistance for employers recruiting candidates for work from among the unemployed and jobseekers,
- each person, including one who is not registered in a labour office, may, on their own initiative, use the assistance of a labour office: obtain information on occupations, the labour market, training and education opportunities and available jobs. At a voivodship labour office, they may also use its vocational guidance and data base, as well as participate in training sessions on active job seeking and group and individual counselling provided with the use of standardised methods facilitating the choice of profession, re-training or accepting/changing a job,
- upon registration with a powiat labour office (as a job-seeker) one can use all opportunities related to job placement services and vocational counselling, including specialist medical or psychological examinations, in order to receive feedback on professional suitability for a job, occupation, or type of training; one can also participate in training on job-searching skills,
- powiat labour office develops individual action plans for non-employed persons (the unemployed and job-seekers), a person covered by the plan can receive psychological support, be prepared for job searching, receive vocational counselling, training, job placement and group vocational counselling; since 2010 there is an obligation to prepare such a plan, if the person over the age of 50 has been registered as unemployed for at least 180 days.

The creation of professional activation centres and local guidance and consultation points has allowed labour offices to focus more on activities for professional insertion and implement these activities at a higher standard than before. This resulted in streamlined activities of public employment services associated with providing information on assistance available under applicable laws and closest to one's domicile for all interested individuals.

As a result of actions taken, there has been an increase in:

- the number of unemployed people aged over 50 who have benefited from individual guidance in 2010 by 16.1%, compared to 2009 and by 33.2% in 2009 compared to 2008,
- the number of unemployed people aged 45 and over participating in training on active job searching in 2010 by 4.1%, compared to 2009, and by 33.6% in 2009, compared to 2008,
- the number of unemployed people aged 45 and over participating in training sessions as part of assistance in active job searching in 2010 by 9.6%, compared to 2009, and by 46.6% in 2009, compared to 2008.

In order to improve methods of work with the unemployed and job-seekers, including older persons, the programme "Vocational Interest Questionnaire as a tool used in the work of a vocational counsellor" was implemented in 2008-2010. In cooperation with the Human Resources Development Centre, trainings for vocational counsellors (for 929 counsellors in 2007-2010) were organised in voivodship and powiat labour offices and for trainers-disseminators of vocational interest questionnaires in voivodship labour offices.

3/ Support for employers investing in professional development of older workers: employers who established a training fund may apply for partial reimbursement of employee training costs from the Labour Fund. In order to encourage employers to invest in training of older employees, the amount of reimbursement of training costs for persons aged 45+ is almost twice as high as the reimbursement for training of younger employees.



4 / Support for older workers, updating qualifications or re-training: a powiat labour office may also grant financial assistance to employed persons willing to improve their professional qualifications. Those working at the age of 45 and over are offered the same training services as the unemployed and job-seekers:

- free group training run on behalf of a labour office by a training institution or training of one's own choice available in a free market of training services to be financed up to 300% of the average salary,
- funding exams leading to certificates, diplomas, professional qualifications and the cost of obtaining professional licenses up to 300% of the average salary,
- financing the costs of post-graduate studies up to 300% of the average salary,
- an interest-free loan to fund training costs up to 400% of the average salary to be repaid within 18 months.

5/ Increase the attractiveness of participation in professional activation programmes for older unemployed persons offered by labour offices; older unemployed persons may benefit from labour market services, instruments and programmes available for all unemployed persons, as well as solutions specifically addressed to this group:

- within 6 months of registration, the unemployed aged 50+ should be presented by a powiat labour office with an offer of employment, other paid work, training, internship, vocational preparation for adults or employment in intervention works or public works,
- as one of the groups in a difficult situation on the labour market, the unemployed aged 50+ may use the opportunity of internship with the employer; the internship programme lasts up to 6 months, and participants receive a scholarship amounting to 120% of the unemployment benefit,
- participation in an activation programme – vocational preparation for adults organised by the employer or vocational training for adults, lasting 3-6 months and ending with an examination at a training institution/craft organisation training confirming the skills learned. A longer form – practical vocational training – lasting 12-18 months and concluded with an exam for a vocational title in front of a commission appointed by the chief educational officer or by the Chambers of Crafts. The „learn as you work” formula helps to better adjust teaching methods to the learning abilities of older persons,
- the unemployed aged over 50 and workers aged 45 and more can participate in special programmes, implemented by the starosta in cooperation with other bodies and organisations dealing with issues of the labour market and employers. The programme uses intervention activities based on a set of discrete labour market services and tools. The intervention is temporary, and the costs are covered by the Labour Fund,
- the unemployed aged over 50 may be referred to carry out intervention works for up to 24 months (12 months for younger unemployed). The starosta refunds salaries and social insurance contributions paid by the employer.

The Act on the promotion of employment and labour market institutions provides for more favourable shielding mechanisms for older persons than for younger ones:

- after the lapse of 6 months following the date of registration in a powiat labour office, persons aged 50 years or over may apply for early pension,
- unemployed persons, aged over 50 with 20-year period entitling them to unemployment benefit, receive this benefit for 12 months (a regular period of payment of the benefit is 6 months).

In order to increase the level of labour market services taking into account the needs of clients aged 45 and more, special emphasis is placed on preparing the staff of employment services to provide labour market services that take account of the needs of people aged 45 and more:

- the staff of labour offices and other labour market institutions is trained under the Operational Programme Human Capital (OP HC) project: ‘Module trainings of employees in labour market institutions, providing labour market services and programmes for professional activation’,
- learning packages and information technology platforms are being prepared within the framework of the project "Training offer based on e-learning technology for the staff of labour market institutions with the use of modular programmes developed as part of the Sectoral Operational Programme Human Resource Development",

Expected outcomes of the activities:

- provision of training to 3,355 employees in labour market by institutions by 2012,
- development and testing of educational packages for modular training for employment services, widely available with an e-learning platform (software packages for up to 20 e-learning courses to be developed by October 2011).

– **EDUCATIONAL PROGRAMMES TARGETED AT THE ELDERLY**

The education system in Poland helps all adults, including older persons, to enhance and increase general knowledge, professional skills and qualifications, within the sector of lifelong learning. All adults have the opportunity of learning in public and private schools of all types for adults (primary schools, lower secondary schools, basic vocational schools, technical schools, supplementary technical schools, high schools, supplementary high schools, post-secondary schools) and in non-school forms. According to the Act of 7 September 1991 on the education system, lifelong learning may take place full-time, part-time or as distance learning.

Distance learning without barriers and restrictions on access to education and, what is particularly important for older persons, one that adjusts the pace of learning to individual abilities, is currently facing difficulties associated with low levels of computerisation among older persons (computer skills, Internet access). To remedy this, in 2007-2008 the project “Distance Learning Centres in villages” was implemented and it was financed by the European Social Fund. 1,300 such centres, located in rural areas, contribute to minimising the disparities between rural areas and cities and to increasing the participation of older persons in education in non-school forms. Schools and educational institutions that participated in the project were fitted with computer equipment. In 2008, equipment was also provided to 261 lifelong learning centres and practical training centres (PLN 28 million).

The National Centre for Supporting Vocational and Continuing Education is implementing a project under the Operational Programme Human Capital: "A model of a system for implementation and dissemination of distance education in lifelong learning" (2009-2014). Its main objective is to ensure the smooth functioning of distance learning by developing a model for systemic solution.

Activities implemented under the Sectoral Operational Programme Human Resources Development projects: "Developing a curriculum for distance education in selected faculties and specialists of higher education" and "Developing methodologies, programmes and teaching materials for distance education (secondary school level)" help to increase the participation of older persons in complementing and improving general knowledge, professional skills and qualifications. For teachers of lifelong learning institutions, a programme and teaching materials were developed for an online training course: "A methodology for the teaching and learning of adults." In 2006-2010, eight editions of the course were organised and 218 people completed it. In 2010, a programme was developed for those teachers as well as teaching materials for an on-line training course: "How to prepare an on-line course on the Moodle platform."

To ensure consistency of the Polish and European education policy, including the promotion and implementation in Poland of the idea of lifelong learning, also for older persons, the strategic document "The perspective of lifelong learning" provides for actions to maintain professional and social activity of older persons for as long as possible and to maintain social contacts and better meet the needs of everyday life associated with decreased physical fitness and the need for care - in a way that may help to relieve institutions of the healthcare and social assistance system.

As part of a Operational Programme Human Capital project: "National campaigns to disseminate the model of lifelong learning", a nationwide promotion and information campaign concerning, i.a, adult education will be held in autumn 2011. The aim is to promote the idea of lifelong learning as an important factor for development of a knowledge-based society, and encouraging and motivating to effective learning at every stage of life in the education system and to promote the belief that it is worthwhile to continue education and improve one's professional qualifications, even if it was ended or interrupted many years ago, as well as to inform about opportunities of further education for adults in the formal educational system and to show that educated people with professional qualifications are highly valued by employers and usually better seen by their environment and to demonstrate the benefits of lifelong learning: gain education and professional qualifications; increase one's advantage in the labour market and sense of security as well as financial stability due to having education helping one to find a good job.

The Social Capital Development Strategy is currently under preparation. The activities within its framework will be implemented based on the principles of social cohesion, social ties and social solidarity. Actions directed at mature and older persons are particularly reflected in one of the operational objectives of the strategy (Objective: "Shaping attitudes fostering cooperativeness, creativity and communication", direction: "Development of media skills in learning other than formal, especially among people aged 50+ and those in rural areas").

Universities of the Third Age have an important share in meeting the educational and cultural needs of older persons. Most universities cooperate closely with public universities. They may also be stand-alone organisations operating as associations. Universities of the Third Age are also established at lifelong learning centres. Universities organise various activities in the form of lectures, classes, seminars, foreign language courses, fine arts, tourism and medical sections. They enjoy considerable and growing interest, due to the proposed type of classes and quality of education, as well as the increasing need for active leisure among older persons. In 2000, there were 25 such universities, with 33 in 2003 and more than 250 operating in 2011.

Appreciating the role of Universities of the Third Age as the main organisers disseminating the idea of activating older persons, the Ministry of National Education promotes their activities in the education community at conferences on lifelong learning, and regularly encourages school superintendents and starostas to intensify support for the universities and promote them in local communities and to network, provide teaching and content support and search for solutions for financial assistance.

The programme "Cultural Education" implemented since 2009 by the Minister of Culture and National Heritage, funds tasks aimed at intergenerational integration and activation of older persons. The projects focus on developing creative activity of senior citizens through their participation in a variety of interactive artistic activities, including those involving interaction with young people. Also co-funded is the largest multidisciplinary art festival of Universities of the Third Age: "International Juvenalia of the Third Age", a meeting and integration

platform for senior citizens' artistic movements from different countries. Every year 2,000 people from Poland and other European countries participate in the event.

The Cultural Centre+ programme was launched in 2010: its aim is to improve access to culture and participation in culture in rural and rural-urban areas through initiating the process of transformation of cultural centres into modern local culture centres, which animate the cultural life of local communities, shape the attitudes of active participation in culture, and whose activities take into account different audiences (older persons, persons with disabilities, children from dysfunctional families, people from socially and economically excluded backgrounds). Work is currently underway on launching funding for educational projects to encourage intergenerational activities based on cooperation and tolerance, preservation of regional culture and traditions, combating social exclusion and its impact. The role of older persons in these activities is extremely important, especially in small towns, where ageing population is particularly visible. Senior citizens may be beneficiaries of projects, project participants (activation of older persons) or their implementers (older persons volunteering). Annex II contains a list of most important activities for older persons under the Cultural Education programme in 2009-2010 and the Cultural Heritage programme for 2008-2010.

#### – **HEALTHCARE PROGRAMMES ORIENTED TOWARDS THE OLDER PERSONS**

There are ten issues of major importance for the health of older persons.

- the time before and after retiring,
- social capital, which is formed by the older persons,
- mental health and well-being in the later period of life,
- the environment,
- nutrition,
- physical activity,
- prevention of injuries,
- stimulants (in particular alcohol and tobacco),
- application of medications and related problems,
- preventive health services.

All these matters are of major importance for the population aging rate, and most of them form a challenge for the healthcare system.

Older persons' healthcare requires a holistic approach, i.e. the one that covers all the aspects of physical, mental, functional and socio-economic life.

Comprehensive geriatric assessment forms the fundamental principle of proceedings in geriatrics and is to be aimed at limitation of dysfunctions, makes it possible to structure the process of diagnosis and classification in specific medical procedures and services, and hence allows for proper adjustment of treatment and care to the condition of a patient who is advanced in years.

Geriatric care criteria have been developed by a College of Geriatricians. The most important ones include:

- the necessity of employing a specialist supervising a patient, the specialist should be at least a general practitioner with a second degree specialisation in general medicine and geriatrics, preferably a geriatrician,
- establishment of a geriatrics team consisting of: nurses trained in geriatrics, specialists (consultants), master of science in rehabilitation, physiotherapist, psychologist, dietician, advice worker, occupational therapist and volunteers,
- provision of consultations – assistance by a psychiatrist, neurologists, orthopaedist, audiologist, hearing aid technician, ophthalmologist,
- assurance of an appropriate standard at geriatrics wards: equipment of ramps and lifts, possibility of eating outside the wards, rehabilitation room and physiotherapy, diagnosis

room (X-ray, laboratory for diagnostic sonography, ECG, endoscopy, comprehensive laboratory, oximetry and spirometry laboratories), sufficient personnel.

In order to develop geriatric care in Poland:

- geriatric centres are established,
- the number of physicians specialising in geriatrics is increasing,
- cooperation with centres with referential teaching level and developed medical infrastructure is established by persons selected by presidents of medical universities with a view to establishing academic centres for education in geriatrics that conduct pre-diploma and post-graduate training in geriatrics,
- health programmes are under implementation that are aimed at early diagnosis of diseases accelerating aging by geriatricians in cooperation with family physicians.

The measures taken in Poland implement the tasks set out in the European Commission document entitled "Together for Health: A Strategic Approach for the EU 2008-2013" that are aimed at supporting healthcare for persons aged above 60 and at preventing and combating neurodegenerative diseases – including the Alzheimer's disease.

In 2007, the Minister of Health has appointed a Team for Gerontology, which consists of the best domestic professionals in this field, in order to prepare (in the form of an ordinance of the Minister of Health) changes in the area of older persons healthcare and standards for comprehensive geriatric care.

“Strategy for development of geriatric healthcare system and solutions improving the quality of older persons’ healthcare in the healthcare system” developed by the Team provides for:

- implementation of gerontologic education and enhancement of education quality,
- establishment of a network of clinics, departments, geriatric outpatient clinics and geriatrics consultation points in hospitals and long-term care centres,
- giving special importance to geriatrics in a transitional 10-year period by means of active policy of the Ministry of Health for the development of geriatrics and preferential contracts between the National Insurance Fund and geriatric centres accredited on the basis of geriatrics standards.

A draft standard in geriatric healthcare has been prepared, as well as a bill regulating the matters concerning the application of standards for proceedings in the field of geriatrics in healthcare institutions. A legislative procedure aimed at implementation of planned changes is currently underway.

An element of standard of proceeding is constituted by a new healthcare service called “Holistic geriatric assessment”. It is to bring measurable benefits: reduction of the rehospitalisation rate, reduction in polypharmacotherapy, reduction in the number of highly specialist outpatient visits, in the healthcare costs while assuring the following for the service beneficiaries: early diagnosis and treatment of health problems enabling early therapy and prevention of the disability’s progressing, reduction in the undesirable influence of medications due to proper selection thereof, holistic approach towards health problems promoting minimisation of contacts with healthcare institutions and increase in satisfaction and quality of patient’s life.

A Team for development of standard of proceeding in medical rehabilitation, including the standards for geriatric rehabilitation, will be established soon. Furthermore, it is planned to change the focus and extend the scope of operation of the Rheumatology Institute with the field of geriatrics and medical rehabilitation.

As far as pre-diploma education of physicians and dentists is concerned, the issues connected with geriatrics are included in the medical education standards in force and taught at all medical universities, yet often in a separate subject called “geriatrics”.

The higher education system reform is currently underway and covers, among others, the development of new standards for medical education and medical-dental education. When the

ordinance of the Minister of Science and Higher Education specifying the education standards have entered into force, each medical university will have to include the matters related to geriatrics in their curricula.

In 2011, a project will be implemented under Operational Programme Human Capital, which is entitled: “support for the system of continuing education for medical personnel in the field of geriatric care” and covers:

- the development of an evaluation report devoted to geriatric care,
- the development of assumptions for the geriatric care system,
- the development of a training programme for primary healthcare physicians,
- the development of a training programme for nurses,
- the development of a training programme for medical carers,
- the development of a training programme for physiotherapists,
- training for 2,000 primary healthcare physicians,
- training for 2,000 nurses,
- training for 2,000 physiotherapists,
- training for 200 medical carers,
- training for 200 community therapists in the field of community therapy.

Taking into account high costs of diagnosis and therapy of older persons, the National Health Fund has introduced additional mechanisms to finance hospitalisations connected with the patient age or complications and concomitant diseases.

In 2010, the National Health Fund has carried out a detailed analysis of the National Health Fund’s structure of expenditure on healthcare services financed by public funds in reference to patients aged above 65. The following reports have been drawn up:

- “Analysis of use of healthcare services in 2009 and distribution of individual expenditure types of the National Health Fund related to financing of these services”,
- Analysis of expenditure of the National Health Fund related to financing of hospitalisation of patients aged above 65 in 2009”.

Report entitled: “Total hip and knee arthroplasty in 2009 for older persons aged above 60” was developed, and it was aimed at illustrating the dynamics of demand for this type of healthcare services.

Currently, the National Health Fund develops another report on the expenditure incurred on the provision of healthcare in reference to patients aged above 65, which is to illustrate the dynamic of the process for 2009.

In 2011, the Team for counteracting discrimination of older persons, established by the Commissioner for Equal Treatment, received information on the Green Paper concerning long-term care in Poland (diagnosis of the condition of care over the disabled and persons permanently dependent on assistance) and on the publication: “Long-term care in Poland. Description, diagnosis, recommendations” drawn up by the Working Group for the preparation of an act on insurance against the risk of dependence at the Club of Senators of the Platforma Obywatelska. What was put forward was to develop a nationwide programme aimed at structuring the medication refund system (list of refunded medications), and it was also proposed for the older persons to be covered by vaccinations against influenza free of charge.

The health programmes under implementation:

1. The National Programme for Prevention and Treatment of Cardiovascular Diseases POLKARD (until 2009), which was aimed at reducing the fatality rate for cardiovascular diseases. As a result of measures, there is an improvement in access to highly specialist services in the following fields: cardiology, cardiosurgery, child cardiology, neurology.

In 2009, among others the task entitled: “Primary and secondary prevention of diseases of the circulatory system of older persons (POLKARD-Senior)” has been implemented. Owing to it, the awareness of possibility of improving the control over one’s own health and the health of seniors’ families and medical staff was increased. One hybrid operating room was equipped, which allowed for percutaneous implantation of ventricles of heart, thoracic aortic stentgraft in the case of its dissection and other procedures of interventional cardiology. 12 devices for ultrasound cardiography have been purchased (due to increase demand for middle-class devices for ultrasound cardiography, it is planned to purchase 20 items annually for voivodship and powiat centres).

Under the task “Purchase of equipment for departments carrying out cardiologic rehabilitation: purchase of ECG devices, exercise cardiac stress test systems with a track or bicycle, sets for training with cycloergometers with at least four monitored slots; reanimation sets: defibrillator, bag valve mask, airway opening equipment”, 11 centres were equipped in 2009.

## 2. The National Programme for Equalisation of Access to Prevention and Treatment of Cardiovascular Diseases for 2010-2012 POLKARD

It is aimed at supporting the measures for limitation of fatality rate due to cardiovascular diseases by means of measures oriented at eliminating disproportions in the access to highly specialist health services in the field of cardiology, child cardiology, cardiosurgery and neurology. The priority is to provide equipment and replace used-up equipment in the units dealing with diagnosis and treatment of cardiovascular diseases and to increase awareness of the society about healthy lifestyle issues (including the diet, stimulants, physical activity).

Since 2010, a nationwide social campaign is conducted under the slogan: “I love♥Kochaj swoje serce. Dla zdrowia!” [I love♥ Love your heart. For health!], under which proper attitudes and health-oriented habits are promoted. A number of information materials and press advertisements have been prepared and a website has been launched: [www.kochajserce.pl](http://www.kochajserce.pl).

## 3. The National Programme for Eradication of Neoplastic Diseases

Its goal is to reduce the fatality and morbidity rate for neoplasms. It covers the implementation of the following programmes:

- Primary prevention of neoplasms – radical improvement in the education level of the Polish society, including the medical environment, in the area of prevention and healthy lifestyle, as well as programmes for early diagnosis of neoplasms (including the operation of a hotline for the needs of anti-tobacco advice, organisation of media and educational campaigns, dissemination of knowledge about the prevention of neoplasms).
- Screening programmes – detection of neoplasms at the least advanced stage of the disease in potentially healthy persons without symptoms of the disease, in the highest risk groups for malignant neoplasm diseases.
- Population programme for prevention and early diagnosis of cervical cancer, which has been under implementation since 2006 and is oriented towards women from the 25-59 age group, for which it is advisable to undergo cytology examination once every 3 years. Owing to the programme implementation, we observe a steady increase in the number of women undergoing the examination – from 12% in 2006 to 27% in 2010.
- Population programme for early diagnosis of breast cancer, which has been under implementation since 2006 and is oriented towards women from age groups with highest breast cancer attack rate risk (aged 50-69), who undergo examination once every 2 years. We observe a steady increase in the number of women undergoing the examination – from 23% in 2006 to 40% in 2010.
- Screening programme for early diagnosis of bowel cancer, oriented towards persons without clinical symptoms suggesting the disease of bowel cancer aged 50-65, irrespective

of family history, towards persons aged 40-65 who have a first-degree relative with diagnosed bowel cancer and towards persons aged 25-65 from a HNPCC family (hereditary nonpolyposis colorectal cancer). Poland is one of the four countries in Europe (Poland, Germany, Italy and Luxembourg) in which the programme is carried out by means of colonoscopy. The recorded patient reportability for screening examination is very high (40%).

5. National Programme for Counteracting of Civilisational Diseases – module entitled: “Programme for prevention of overweight and obesity and chronic non-infectious diseases by means of improved nutrition and physical activity POL-HEALTH for 2007-2011”

Public nutrition education is conducted under the programme with a view to reducing – by means of a change in nutrition habits and increase in physical activity – the incidence of overweight and obesity and to reducing the morbidity and fatality rate for chronic non-infectious diseases, including the reduction in the incidence of premature physical disability and premature fatality caused by cardiovascular diseases, food-dependent neoplasms, osteoporosis and gastrointestinal tract diseases.

The implementation of the principle of proper nutrition and diet counselling has commenced in hospitals and primary and secondary healthcare; healthcare institutions and medical universities received “Practical manual on diet”, a brochure entitled “Diagnosis of nutrition disorders in medical and nurse practice” and a leaflet on salt.

6. The National Programme for Counteracting of Civilisational Diseases – module entitled: “Programme for Prevention and Treatment of Diabetes for 2010-2011”

It is aimed at dissemination of knowledge in the society about diabetes and healthy lifestyle, creation of a training system for patients, their families and selected occupation groups, as well as improvement in the quality healthcare for diabetics by means of educational activities for this group of patients.

A promotional and educational action has been conducted that covered diabetes prevention (information about the possibility of undergoing tests to measure glycemia, HbA1c glycosylated haemoglobin, weight, adipose tissue level). An educational training has been conducted for patients under the title: “What is diabetes, how to prevent it, how to live with it”. Studies were also conducted that concerned the knowledge on diabetes. In addition to the continuation of these actions, training for nurses and obstetricians preparing for work as diabetes educator will be conducted.



**APPENDIX I:**

**PROGRAMME IMPLEMENTED IN 2008-2010, CO-FINANCED BY FIO**

FIO No.	Year	Activity / Applicant	Powiat	Amount
148	2008	A@S – Academy of @ctive Seniors II Support Centre for Social Initiatives (Ośrodek Wspierania Inicjatyw Społecznych)	Jaworzno	80,000.00
250	2008	Bringing Generations Together – the first inter-generational and inter-disciplinary meetings Foundation for Improved Quality of Life A-NEW (Fundacja na rzecz poprawy jakości życia OD-NOWA)	Warsaw	25,000.00
285	2008	The Young and the Old – Computer and Fairytales Foundation for Children from Rural Areas (Fundacja Pomoc Dzieciom Wiejskim)	wągrowiecki	80,570.00
295	2008	Time Machine Association of Local Initiatives “Białobrzaska Street” (Stowarzyszenie inicjatyw Lokalnych 'Białobrzaska')	Warsaw	21,500.00
314	2008	We're glad you're here! Edmund Bojanowski Association “Kindness” (Stowarzyszenie im. Edmunda Bojanowskiego Dobroć)	dębicki	34,075.00
335	2008	Foster Cycling Grandchild Together for Ourselves” Association in Hajnówka (Hajnowskie Stowarzyszenie 'Sami Sobie’)	hajnowski	24,009.10
388	2008	Together – a series of workshops in social and cultural activation of disabled seniors living in the zambrowski powiat Association for Education, Rehabilitation, Social Support and Self-governance "OPPORTUNITY" (Stowarzyszenie Na Rzecz Edukacji, Rehabilitacji, Wsparcia Społecznego i Samorządności 'SZANSA')	zambrowski	10,500.00
402	2008	Active Despite of Age University of the Third Age in Słupsk	Słupsk	33,903.00
515	2008	“Everything is easier when done together” – support programme for inter-generational integration “Pegasus” Association (Stowarzyszenie Pegaz)	Jelenia Góra	66,190.00
531	2008	Learning through actions – inter-generational integration through volunteering Volunteering Centre in Zamość (Stowarzyszenie Zamojskie Centrum Wolontariatu)	Zamość	24,561.00
562	2008	DIARY Inter-generational project of knowledge and skills exchange SIC! Foundation (Fundacja SIC!)	Poznań	75,410.00
582	2008	Intergenerational volunteering Centre for Volunteering and Citizens’ Initiatives (Stowarzyszenie Centrum Wolontariatu i inicjatyw Obywatelskich)	stalowowolski	8,740.00
585	2008	Association for Palliative Care and Long-term Immobilised Patients “HELPinG Hand” in Braniewo (Stowarzyszenie Opieki Paliatywnej i Długotrwale Unieruchomionych 'POMOCNA DŁOŃ' w Braniewie)	braniewski	103,840.00
596	2008	From the depths of the soul. Amateur art in Rudawy Polish, German and Danish Association “Rudawy” (Stowarzyszenie Polsko-Niemiecko-Duńskie 'Rudawy')	jeleniogórski	22,490.00
672	2008	Diocese Network of Senior Clubs Caritas of the Diocese of Zielona Góra and Gorzów (Caritas Diecezji Zielonogórsko-Gorzowskiej)	Zielona Góra:	112,416.00
683	2008	It's our time! John Paul the 2nd Samaritan Association in Zakliczyn (Samarytańskie Towarzystwo im. Jana Pawia II w Zakliczynie)	myślenicki	12,558.00
684	2008	Inter-generational Theatre Workshops “Theatre Connects Generations” A. Fredro Drama Society “FREDREUM” (Towarzystwo Dramatyczne im. A. Fredry 'FREDREUM')	Przemyśl	15,460.00
707	2008	New festival in Warsaw – SeniorALIA 2008. The first edition of the	Warsaw	61,900.00

		cyclical integration and education event for seniors Democratic Society East (Towarzystwo Demokratyczne Wschód)		
711	2008	Rural Mobile University of the Third Age Association for Development and Cooperation in Rural Areas of Moszczanka and Skrzebowa (Stowarzyszenie Rozwoju i Współpracy Wsi Moszczanka i Skrzebowa)	ostrowski	19,210.00
730	2008	Tell me your story grandpa, grandma... "Education for the Future" Association (Stowarzyszenie Edukacja Przyszłości)	złotoryjski	24,900.00
746	2008	Bringing Generations Together Saint Melchior Grodziecki Roman Catholic Parish	Częstochowa	22,410.00
797	2008	Silver Internet 2 – Seniors Teach Seniors "Society of Knowledge" Association (Stowarzyszenie Społeczeństwa Wiedzy)	Warsaw	149,872.00
804	2008	Active and Useful Anew Association for Women Seeking Job "Victoria" (Stowarzyszenie na Rzecz Kobiet Poszukujących Pracy' Victoria")	Rzeszów	71,930.67
820	2008	Seniors for the health of their children and grandchildren – cascade education "Good Life" Foundation (Fundacja Dobre Życie)	Warsaw	24,700.00
824	2008	Inter-generational Theatre Workshops "Ostoja Karnlowice" Association (Stowarzyszenie 'Ostoja Karnlowice')	chrzanowski	21,300.00
882	2008	Foster Grandpas and Grandmas – Happy Grandchildren Marian Mokwa Baltic Association of Visual Artists (Stowarzyszenie Nadbałtyckie Plastyków im. Mariana Mokwy)	Gdańsk	63,020.00
896	2008	Inter-generational integration of seniors and juniors through common activities Foundation for Development of the Community of Gmina Czerwonak (Fundacja na Rzecz Rozwoju Społeczności Lokalnej Gminy Czerwonak)	poznański	31,258.96
1064	2008	Citizens' University of the Third Age Club of Catholic Intelligentsia (Klub Inteligencji Katolickiej)	Wrocław	13,375.00
1090	2008	Festival of Work of Disabled Persons "Colours of Autumn" 2008 Association of Disabled Persons' Friends "Harbour" at the Social Assistance Centre in Nowa Wieś Elska (Stowarzyszenie Przyjaciół Osób Niepełnosprawnych Przystań przy Domu Pomocy Społecznej w Nowej wsi Elckiej)	elcki	17,000.00
1091	2008	On the potato field School Association in Maćkowa Ruda (Stowarzyszenie Szkolne - Maćkowa Ruda)	sejneński	17,160.00
1110	2008	"We have common passions" NOA Foundation (Fundacja NOA)	szczecinecki	25,000.00
1146	2008	Academy of New Possibilities Association for Activation of Local Community in Swarzędz (Stowarzyszenie na rzecz Aktywizacji Społeczności Lokalnej w Swarzędzu)	poznański	18,820.00
1156	2008	Young at heart University of the Third Age Association in Chrzanów (Stowarzyszenie Uniwersytet Trzeciego Wieku w Chrzanowie)	chrzanowski	73,560.00
1190	2008	"Magic world of fairytales" Project based on the reading therapy and educational kinesiology of Paul Dennison Education and Social Association in Sejny (Sejneńskie Towarzystwo Oświatowo- Społeczne)	sejneński	25,000.00
1208	2008	Charade activities as a form of activation and inter-generational integration of seniors and children "Relax" Club of Lovers of Intellectual Entertainment in Płock (Płocki Klub Miłośników Rozrywek Umystowych 'Relaks')	Płock	23,854.00
1258	2008	Active Senior "Our School" Foundation (Fundacja Nasza Szkoła)	Lublin	124,750.00

1270	2008	Club for Inter-generational integration at the Technical University of the Third Age in Konin Council of the Federation of Scientific and Technical Associations "NOT" in Konin (Rada Federacji Stowarzyszeń Naukowo-Technicznych NOT w Koninie)	Konin	24,700.00
1274	2008	Spring and Autumn – common workshops for integration of grandpas and grandmas with grandchildren Residents' Association of Gmina Bojanów "Education and Development" (Stowarzyszenie Mieszkańców Gminy Bojanów 'Edukacja i Rozwój')	stalowowolski	24,923.50
1295	2008	Smile at every age B4 Association (Stowarzyszenie B4)	Rzeszów	198,815.00
1303	2008	"Computer as a medicine for the elderly. Click and relax in an active way!" "Last Cruise" Foundation (Fundacja 'Ostatni Rejs)	kamieński	25,000.00
1374	2008	Improved image of seniors University of the Third Age and for Disabled Persons in Elbląg (Uniwersytet III Wieku i Osób Niepełnosprawnych w Elblągu)	Elbląg	26,495.00
1393	2008	School for @ctive Seniors: Seniors surfing the Internet Polish-German Association in Kraków (Towarzystwo Polsko-Niemieckie w Krakowie)	Kraków	25,000.00
1534	2008	My Active Life – Comprehensive support programme for seniors and social assistance beneficiaries from Gdynia and for their local environment "We help" Foundation (Fundacja 'Niesiemy Pomoc')	Gdynia	93,000.00
1602	2008	Inter-generational Theatre Works – festival of amateur theatres from the Universities of the Third Age Foundation for the Jagiellonian University (Fundacja dla Uniwersytetu Jagiellońskiego)	Kraków	137,750.00
1807	2008	Centre for voluntary firemen as the incubator for activity and creativity Voluntary Fire Brigades in Klichy	bielski	25,000.00
1844	2008	Synergy of generations Catholic Centre for Youth Education "Qana" in Nowy Sącz (Katolickie Centrum Edukacji Młodzieży 'Kana' w Nowym Sączu)	Nowy Sącz	22,350.00
1871	2008	@senior – activation of the elderly and inter-generational integration through the Internet Third edition. Centre for Promotion of the Podlasie Region (Centrum Promocji Podlasia)	Białystok	145,899.90
1875	2008	"The autumn of life may turn into spring – inter-generational integration as an opportunity for activating persons with sight impairments in various age" Polish Association of the Blind, Silesian Division, Office in Częstochowa (Polski Związek Niewidomych Okręg Śląski Delegatura w Częstochowie)	Częstochowa	35,000.00
1952	2008	Juniors for seniors – inter-generational bridge Education Society for the Dzierżoniów Region (Towarzystwo Oświatowe Ziemi Dzierżoniowskiej)	dzierżoniowski	22,270.00
63	2009	Rural mobile academy of the third age association for development and cooperation in rural areas of Moszczanka and Skrzębowa (Stowarzyszenie rozwoju i współpracy wsi Moszczanka i Skrzębowa)	Raszków	25,850.00
229	2009	Integration as the opportunity for rural areas leader Association in Wałcz (Stowarzyszenie Lider Wałecki)	Wałcz	99,500.00
369	2009	Carpe Diem Association for families (Stowarzyszenie na rzecz rodziny)	Chorzów	78,060.00
478	2009	Grandmas, Grandpas – Click! Centre for promotion of the Podlasie region (Centrum Promocji Podlasia)	Białystok	148,204.00
565	2009	Long and Short Journeys Association of Local Initiatives "Białobrzaska street" (Stowarzyszenie	Warszawa	46,430.00

		inicjatyw lokalnych 'Białobrzaska')		
720	2009	Active Senior Means a Happy Senior – Programme for Motor Activation and Social Integration of Seniors Social Cooperative “Opportunity and Support” (Spółdzielnia socjalna Sznasa i Wsparcie)	Chorzów	38,984.00
755	2009	Copper Senior Artists Association of Artists in Lublin (Stowarzyszenie Twórców Kultury w Lublinie)	Lublin	32,700.00
833	2009	Generations – The Older Generatuon is an Arch and the Young is its Pillar Association of Friends of Miłków (Stowarzyszenie Przyjaciół Miłkowa)	Miłków	32,140.00
897	2009	History for the Young, Memories for the Old... Local Group “Za-Drzew” Association (Stowarzyszenie lokalnej grupy Za-drzew)	Zawadówka	40,000.00
1007	2009	Activation of Persons Aged 60 and over – Chance for a better tomorrow Foundation for Development of Social Economy (Fundacja rozwoju ekonomii społecznej)	Katowice	56,000.00
1016	2009	Sprong and Autumn – Common Workshops for Integration of Grandpas and Grandmas with Grandchildren Association of Entrepreneurial Women from Laski (Stowarzyszenie Kobiet Przedsiębiorczych z Lasek)	Laski	34,999.00
1065	2009	Together we Learn about the History and Tradition of our Region University of the Third Age in Sokółka (Stowarzyszenie Uniwersytet Trzeciego Wieku w Sokółce)	Sokółka	35,800.00
1161	2009	Young at Heart – Inter-generational Meetings with Waltz in the Background. Aperto Association (Stowarzyszenie Aperto)	Koszalin	16,070.00
1239	2009	Inter-generational Bridge over Szkwa River Koloniam nad Szkwą Association (Stowarzyszenie Kolonia nad Szkwą)	Koloniam	40,000.00
1287	2009	Joining Generations. Integrted Activities for the Elderly in the Braniewski Powiat Association for Palliative and Hospice Care and Long-term Immobilised Patients “Helping Hand” in Braniewo (Stowarzyszenie opieki paliatywnej i długotrwanie unieruchomionych 'Pomocna dłoń' w Braniewie)	Braniewo	112,290.00
1319	2009	Senior@Net Junior@art Marian Mokwa Baltic Association of Visual Artists (Stowarzyszenie Nadbałtyckie plastyków im. Mariana Mokwy)	Gdańsk	95,000.00
1547	2009	Those who are Busy do ot Have Time for Getting Older... Porta Association in the Podkarpacie Region (Podkarpackie Stowarzyszenie Porta)	Markowa	85,819.00
1559	2009	“Integration Harbour” Day Centre Association for Older and Disabled Persons “Cordis” (Stowarzyszenie na rzecz osób starszych i niepełnosprawnych Cordis)	Pelplin	27,345.00
1598	2009	Senior Leaders of Local Communities University of the Third Age Association in Strzelin (Stowarzyszenie Uniwersytet Trzeciego Wieku w Strzelinie)	Strzelin	38,489.00
1680	2009	Academy for Seniors in Borne “Stop the Time” Association (Stowarzyszenie Wyprzedzić czas)	Borne Sulinowo	38,950.00
1710	2009	Culture-Education-Sport-Memories for Activation of Generations Association of Friends of the Gmina of Koczała (Stowarzyszenie Przyjaciół gminy Koczała)	Koczała	16,668.00
1772	2009	Colourful Academy of the Third Age University of the Third Age in Ustka – Colourful Life (Ustecki Uniwersytet Trzeciego Wieku – Żyj kolorowo)	USTKA	45,820.00
1976	2009	Seniors in the 21 <sup>st</sup> Century – Active, Modern and Involved Foundation for Development of Świętochłowice (Fundacja Rozwoju Świętochłowice)	Świętochłowice	49,350.00

2368	2009	Diocese Network of Senior Clubs "Active Autumn" Caritas of the Diocese of Zielona Góra and Gorzów (Caritas Diecezji zielonogórsko-gorzowskiej)	Zielona Góra:	88,170.00
2374	2009	Bringing Generations Together – Second inter-generational meetings Foundation for Improved Quality of Life "A-new" (Fundacja na rzecz poprawy jakości życia Od-nowa)	Warszawa	39,421.00
2449	2009	Together we can be active! Association for Persons with Intellectual Impairments "Together" (Stowarzyszenie na rzecz osób z upośledzeniem umysłowym Razem)	Bielsko-Biała	20,205.00
2453	2009	Let's Give Ourselves a Chance –Education for Yourself K. Marcinkowski Association for Ill and Disabled Persons and for their Families in the Wielkopolska Region (Wielkopolskie Stowarzyszenie na rzecz osób chorych i niepełnosprawnych i ich rodzin Rehabilitacja im. K. Marcinkowskiego)	Wągrowiec	78,166.00
2455	2009	Photosensitive Art – artistic workshops for seniors Society for Open Education (Towarzystwo edukacji otwartej)	Wrocław	28,440.00
2473	2009	Meetings of Generations European Support Centre for Social and Cultural Initiatives "Inspiro" (Europejskie Centrum Wspierania Inicjatyw Społeczno - Kulturalnych Inspiro)	Wrocław	14,800.00
2476	2009	From Junior to Senior Association of Local Initiatives in Stary Zamość (Starozamojskie Stowarzyszenie Inicjatyw Lokalnych)	Stary Zamość	29,872.00
2573	2009	Academy for Seniors – Bringing Generations Together Priest Bronisław Markiewicz Association "Kolpinga" (Stowarzyszenie Rodzina Kolpinga im. ks. Bronisława Markiewicza)	Warszawa	35,700.00
2602	2009	Experience and Wisdom of Life– Seniors As the Added Value of the Local Action Group "Heaven" – Local Action Group and Association in Żywiec (Stowarzyszenie lokalna grupa działania Żywiecki raj)	Żywiec	98,904.00
2786	2009	Windged Years "Cras" Centre of Social Activity Development (Stowarzyszenie Cras Centrum Rozwoju Aktywności Społecznej)	Rzeszów	124,419.00
115	2010	We will not be bored Association for Disabled Persons (Stowarzyszenie na Rzecz Osób Niepełnosprawnych)	Solec Kujawski	10,078.51
284	2010	Seniors Rule University of Third Age Association in Chrzanów (Stowarzyszenie Uniwersytet Trzeciego Wieku w Chrzanowie)	Chrzanów	84,584.00
351	2010	Colorful Academy of the Third Age – 2 <sup>nd</sup> edition University of the Third Age in Ustka – Colourful Life (Ustecki Uniwersytet Trzeciego Wieku - Żyj Kolorowo)	Ustka	30,500.00
354	2010	60+ volunteering in non-governmental organisations Education Society "Common Knowledge" (Towarzystwo Edukacyjne „Wiedza Powszechna")	Gdańsk	34,380.00
366	2010	Opening a window of opportunities – computer workshops for seniors Economic Foundation (Fundacja Gospodarcza)	Gdynia	85,744.00
535	2010	Social, assistance and integration activities for pensioners previously employed in the railway and road sector National Association of Pensioners from the Railway, Road and Transport Sector (Krajowe Stowarzyszenie Emerytów i Rencistów Kolejarzy, Drogowców i Transportowców)	Warsaw	20,000.00
761	2010	Festival of the Work of Disabled Persons "Colours of Autumn" 2010 Association of Disabled Persons' Friends "Harbour" at the Social Assistance Centre in Nowa Wieś Elcka (Stowarzyszenie Przyjaciół Osób Niepełnosprawnych Przystań przy Domu Pomocy Społecznej w Nowej Wsi Elckiej)	Nowa Wieś Elcka	12,000.00
865	2010	Integration Club – from junior to senior Association for Development of Janiewice "Our Rural Areas"	Żukowo	34,960.00

		(Stowarzyszenie na Rzecz Rozwoju Janiewic Nasza Wieś)		
1758	2010	YOUNG AT HEART Association for Development of the Gmina Domaradz (Stowarzyszenie na Rzecz Rozwoju Gminy Domaradz)	Domaradz	65,465.00
1878	2010	Journalists' Academy of the Third Age Masuria Association for Local Activity in Orzysz (Mazurskie Stowarzyszenie Aktywności Lokalnej w Orzyszu)	Orzysz	39,961.00

## APPENDIX II:

### MAIN MEASURES FOR OLDER PERSONS IMPLEMENTED UNDER THE CULTURAL EDUCATION PROGRAMME IN 2009-2010

Organiser	Task	Amount
AVE Foundation in Warsaw (Fundacja AVE w Warszawie)	2 <sup>nd</sup> Nationwide Juvenalia Student Festival of the 3 <sup>rd</sup> Age	40,000.00
Public Municipal Library in Gorlice (Miejska Biblioteka Publiczna w Gorlicach)	We are reaching for the culture in the multimedia! Seniors at the library	11,050.00
Public Municipal Library Culture Centre in Pieszycy (Miejska Biblioteka Publiczna Centrum Kultury w Pieszycach)	Book volunteer	30,000.00
“Amicus” Association in Lubiniec (Stowarzyszenie „Amicus” w Lubińcu)	Artistic workshops “From the kindergarten to senior”	15,000.00
Cultural Centre in Żyrardów (Centrum Kultury w Żyrardowie)	From the industry to the idea – inter-generation educational project	30,000.00
ABCXXI foundation Entire Poland reads books for children (Fundacja ABCXXI Cała Polska czyta dzieciom)	Art in the dialogue of generations: generations – creations	150,000.00
Foundation of Local Activity (Fundacja Aktywności Lokalnej)	Photo linking generations	30,000.00
AVE Foundation in Warsaw (Fundacja AVE w Warszawie)	3 <sup>rd</sup> Nationwide Juvenalia Student Festival of the 3 <sup>rd</sup> Age	93,000.00
Association of Social Initiatives PERES (Stowarzyszenie Inicjatyw Społecznych PERES)	Cultural education in inter-generation workshops of the Gospel music	30,000.00
Active Culture Association (Towarzystwo Kultury Czynnej)	Gift of Generations – PajdArt	46,110.00

### MAIN MEASURES FOR OLDER PERSONS IMPLEMENTED AS PART UNDER THE CULTURAL HERITAGE PROGRAMME IN 2008-2010

Organiser	Task	Amount
Voivodship Culture Centre in Lublin (Wojewódzki Ośrodek Kultury w Lublinie)	Nationwide Festival of Folk Groups and Singers	1 / 140,000.00
		2 / 120,000.00
		3 / 100,000.00
Zakopane Promotion Office (Biuro Promocji Zakopanego)	42 <sup>nd</sup> International Folklore Festival of the Mountain Land	1 / 140,000.00
		2 / 170,000.00
		3 / 170,000.00
Regional Culture Centre (Regionalny Ośrodek Kultury)	47 <sup>th</sup> Week of Beskids Culture, including 41 <sup>st</sup> Festival of the Folklore of Polish Highlanders, 21 <sup>st</sup> International Folklore Meetings	167,000.00
Association of Artists of the Kurpie Region (Stowarzyszenie Artystów Kurpiowskich)	10 <sup>th</sup> Jubilee Ethnographical Workshop "Disappearing Professions"	30,000.00
Priest Krzysztof Kluk Museum of Agriculture in Ciechanowiec (Muzeum Rolnictwa im. ks. Krzysztofa Kluka w Ciechanowcu)	30 <sup>th</sup> Kazimierz Uszyński Shepherd's Instruments Playing Competition	25,000.00
“House of Dance” Association (Stowarzyszenie „Dom Tańca”)	Lubelski Camp – Szczebrzeszyn 2010	25,000.00
“Raft” Association (Stowarzyszenie „Tratwa”)	Second Bell Clapper	25,000.00
Bukowina Ćwizewicz Culture Centre “Folk House” in Bukowina Tatrzańska (Bukowińskie Centrum Kultury „Dom Ludowy” im. Fr.Ćwizewicza w Bukowinie Tatrzańskiej)	“Tales of Sabala”	1 / 35,000.00
		2 / 40,000.00
		3 / 70,000.00
Theatre Culture Association (Towarzystwo Kultury Teatralnej)	Sejmiks of Rural Theatre Groups	1 / 25,000.00
		2 / 40,000.00
Associations of Folk Culture Enthusiasts (Stowarzyszenie Miłośników Kultury Ludowej)	Disappearing trades – school of tradition	25,000.00
Centre of International Culture and Cooperation	Last masters of folk culture	10,000.00

"Svetovid" (Centrum Kultury i Współpracy Międzynarodowej "Światowid" w Elblągu)		
Gmina Centre of Culture in Stryżawa (Gminny Ośrodek Kultury w Stryżawie)	Polish Sculpture Competition "St. Clement in folk culture"	10,000.00
Priest Krzysztof Kluk Museum of Agriculture in Ciechanowiec (Muzeum Rolnictwa im. ks. Krzysztofa Kluka w Ciechanowcu)	31 <sup>st</sup> Kazimierz Uszyński Shepherd's Instruments Playing Competition	30,000.00
Bielsko Biała Regional Culture Centre (Regionalny Ośrodek Kultury w Bielsku-Białej)	Week of Beskids Culture, including Festival of the Folklore of Polish Highlanders, International Folklore Meetings	1 / 170,000.00 2 / 160,000.00
Theatre Culture Association (Towarzystwo Kultury Teatralnej)	Sejmiks of Rural Theatre Groups	45,000.00
"Our Heritage" Foundation (Fundacja „Dziedzictwo Nasze")	Education and promotion of disappearing trades and skills	25,000.00
Voivodship Public Library and Centre for Promotion of Culture in Poznań (Wojewódzka Biblioteka Publiczna i Centrum Animacji Kultury w Poznaniu)	Polish Confrontations of Bagpipes Groups	20,000.00
Centre of Education and Cultural Initiatives in Olsztyn (Centrum Edukacji i Inicjatyw Kulturalnych w Olsztynie)	The last Masurians and Warmians	70,000.00
Culture and Arts Centre in Leszno (Centrum Kultury i Sztuki w Lesznie)	Bagpipes Workshop	30,000.00
Gmina Centre of Culture in Lipnica Murowana (Gminny Dom Kultury w Lipnicy Murowanej)	50 <sup>th</sup> Jubilee Lipnica Easter Palm Competition	25,000.00
Gmina Centre of Culture in Wojciechów (Gminny Ośrodek Kultury w Wojciechowie)	14 <sup>th</sup> Polish Blacksmith's Workshop, 12 <sup>th</sup> Polish Meeting of Blacksmiths and Polish Blacksmith's Fair as a form of protection and conservation of the tradition of Polish Folk blacksmithing	40,000.00
Kashubia and Pomerania Association Department in Kościerzyn (Zrzeszenie Kaszubsko-Pomorskie Oddział w Kościerzynie)	7 <sup>th</sup> Kashubia Dictation – Little Princesses in the Palace	25,000.00
Kashubia and Pomerania Association Management Board (Zrzeszenie Kaszubsko-Pomorskie Zarząd Główny)	The speech and culture of ancestors	30,000.00