

1. Summary

This document is a summary report presenting the results of the evaluation study: *"Women in the labor market of Podkarpackie voivodeship in the context of the measures funded by the European Social Fund."* The executor of the study was IBC GROUP Central Europe Holding SA. The study was conducted from November 17, 2011 to May 24, 2012, at the request of the Employment Office in Rzeszów.

The evaluation study was co-financed by the European Union under the European Social Fund.

The main objective of this study was a comprehensive analysis of the situation of women and men in the Podkarpackie labor market and to identify potential inequalities, which should be taken into consideration during the implementation of the regional component of the Operational Programme Human Capital (OP HC). The situation of both target groups were compared with respect to their participation in ESF projects (women and men as target groups of projects) in the context of the demand for well-targeted actions. The specific objectives of the study, leading to achieve the main objective are:

1. Determining the range of importance (indirect or direct) of intervention from the EU funds within the regional component of OP HC in improvement of women's situation in the Podkarpackie labor market.
2. Identification of the most common problems at the system and project level in the realization of gender equality principle in the Human Capital in Podkarpackie voivodeship and recommendations aimed at solving and preventing the above-mentioned problems.
3. Diagnosis on the level of potential inequality between women and men in the Podkarpackie labor market.
4. Recommendation for package of measures and instruments, intending to prevent discrimination of women in the Podkarpackie labor market.
Identification of the so-called good practices in implementing the principle of gender equality in the OP HC in Podkarpackie voivodeship.

The study was conducted in two stages. First consisted of an analysis of already existing data and a summary report (Report on the analysis of desk research), the second was based on a field study. Data obtained in both parts of the study were used to develop the *Final report of the evaluation study*, which also contains the recommendations.

In the project have been applied a method of triangulation of research techniques and data sources, have been used following methods and research techniques:

- **Desk Research** – there were analyzed the documents relating to the Human Capital Operational Program (OP HC) (competition documentary, implementation reports, etc.), PEFS (Monitoring subsystem of European Social Fund) data, data from the array data (data sets from studies carried out on behalf of the Contracting Authority on the events of the study), data from official statistics and the studies and reports concerning the labor market situation of women, etc.
- **In-depth individual interviews (IDI)** – 98 interviews were conducted. The study involved two groups of respondents: five employees of the Regional Labour Office in Rzeszow (Intermediary Body) involved in the management, implementation and monitoring of projects under the three tested OP HC Priorities and 93 interviews with women participating in projects subsidized by the ESF within OP HC.
- **Computer Assisted Telephone Interview (CATI)** - 1100 interviews with people affected by the design support under the regional component of the OP HC in Podkarpackie voivodeship. The study was preceded by a test study on a sample of 60 respondents.
- **Focus group interviews (FGI)** - three FGI were conducted, one for each Priority, with the participation of entities conducting projects (a total of 24 persons).
- **Triad** - three triads with representatives of employers involved the projects under Priority Axis VIII (a total of nine people).
- **Panels of experts** -took place in the final phase of the study. There were three panels involving a total of 16 representatives of employers, trade union centers, institutions and entities carrying out projects, leading NGOs, educational institutions and universities).
- **Case study** – were carried out on the basis of the material accumulated in the interviews with women. They included an analysis of the women's situation - examples of good practice (impact on the lives of projects participants) and the most common problems they face in search of work.

The following are key findings of the evaluation study included in the final report, incorporated in the research areas in accordance with the specific objectives of the study:

1) The situation of women in the Podkarpackie labor market

- The results of analysis performed in the study confirmed the **significantly inferior position of women in the Podkarpackie labor market compared to that of men**. This is indicated by both the apparent disparity between women and men in terms of labor force participation, employment rates, unemployment rates or length of unemployment.
- **Among the unemployed residents of Podkarpacie is higher share of women who have professional qualifications than the Polish average**. Women more likely than men have no professional experience.
- Women employment rate in the Podkarpackie is higher than in other regions and higher than the average for the country. This phenomenon in combination with relatively high unemployment rate of women in Podkarpackie shows **higher than in other Polish regions willingness of women to undertake paid work, in spite of barriers in access to employment**. These arise with low or not adapted to the needs of labor market skills and results with fewer jobs, that women may apply to. This is particularly evident in the structure of jobs performed by women. The most numerous professional groups are professions in which most of the unemployed are women.
- Analysis of reports of studies conducted to date indicates that **as the cause unemployment, the vast majority of respondents indicated the lack of jobs vacancies. This is a strong enough motive to international or foreign migrations**, though, as indicated below, the men show greater readiness for migration.
- It was concluded that there are limitations in the region that affect decision about their career made by women. **One of the major identified barriers in increasing professional activity of women is poorly developed network of services for care of children, the disabled and elderly care**. It is necessary to create a staff in this area, eg training carers of the elderly, the disabled. It is also essential to involve local government units in the creation of facilities to ensure services available for people with low income.
- The phenomenon of women's low economic activity may be related to the migration of men. Women have a far less willingness to migrate than men, they often stay home and care for children while the husbands are working abroad.
- The analysis of unemployment by gender and age groups showed that the extremely high rate of unemployment is among young people aged 15-24 years. The unfavorable trend of continued high unemployment among young people means that **the current profile of education and standards of education are mismatched to the needs of employers**. Therefore an early career counseling (at primary level) that facilitate the selection of education and career is necessary. At the higher education level it is necessary to monitor the most wanted fields of study to meet the needs of the labor market and to monitor the graduates, which will determine which fields of study are profitable and meet the needs of the labor market at most.
- Podkarpacie has the highest rate of long term unemployment. A high percentage of long-term unemployed is often linked with a high proportion of people without qualifications, **so it is important to concentrate on gaining hard skills in the training sessions** and to confirm courses with certificates that will allow the least qualified people to undertake job. An important aspect is to diagnose the needs and expectations of employers in this area. In the case of acquisition of new skills, regardless of age of those receiving support, it is important to apply knowledge into practice, for example by supporting training placements or use of a wider range of subsidized employment.

2) Analysis of the spatial differentiation of the situation of women in the Podkarpackie labor market.

- By analyzing the spatial differentiation in the labor market two dimensions were taken into account - the situation of the population living in rural and urban areas and in individual counties. Podkarpackie has a large number of people living in rural areas - so the main factor of differentiation of women's situation is the type of residence place in the dimension of the "urban-rural area".
- Podkarpackie has a significant feminization of rural unemployment. **Women represent two thirds of the unemployed living in rural areas**.
- The situation of women living in rural areas, compared to women living in cities was significantly different. **A key issue for women living in villages and in small towns is limited access to care for children**. That and an early motherhood is a barrier preventing them from taking up employment. Furthermore, as confirmed by the results of the study, **women living in rural areas more often than women living in cities, in addition to bringing up children are also responsible for dependents such**

as elderly relatives. Among other key factors that should be taken into account when planning measures for rural women are: a high proportion of people without any work experience - ie creation of training programs based on the basic knowledge; low activity in individual job search - the need of projects containing counseling and psychological help.; transport problems – trainings in places convenient for participants, providing commutation (eg, by bus) and travel refunds.

- The results confirm the lower stability of support in the form of grants for starting a business among rural women (a higher percentage of businesses closed after a year of activity), which requires increased measures aimed at assisting in creating business plans and a change in the structure of training.
- **A common problem for men and women living in rural areas**, compared to those living in urban areas, are **transport problems (long and time-consuming commuting) and high costs of commuting.** Lack of good connections in many cases preclude their employment in another county, shift work or on weekends, because of the difficulties with transport. **An important element of improving access to employment is the cooperation of local governments and authorities of the region to develop the communication network**, and create better transport system between small towns and major cities - regional labor markets. Under the projects of Priority VI and VII the significant predictor of improvement in the situation of some people was participation in subsidized driving courses and thus greater independence and improvement in the mobility.
- Among the negative effects occurring in the local labour market can be pointed out the differences in the unemployment rate in each districts of the voivodeship, as well as different proportions of the sexes among the employed and unemployed. **Above average unemployment rate among women of the entire region there are all cities with county rights.** This indicates **a problem of qualifications that are not adapted to the needs of labor market** and shows the necessity of analyzing the profiles of education, both in higher and vocational education.
- Each county vary in the structure of economy. The difficulty in finding work in some counties, and easier way to find job for men (also the occasional or seasonal), have been emphasized by women during the in-depth interviews. **Inequalities in access to employment between women and men were observed also in the grey market of the employment.**
- In determining the employment rates of women in the projects the situation in the local market should be analyzed in detail. The spatial diversity level of feminisation of employment should be taken into account in order to achieve the assumptions. Spatial diversity indicates the need for targeting the support, such as grants to start business, to the counties with minimal labor supply (self-employment, job creation).

3) The consequences of long-term unemployment

- **Women predominate in the category of long-term unemployment.** Trends in this area are quite common in comparison with the rest of the country. Interesting is the fact that Podkarpackie stands out from other regions in the lower percentage of unemployed women aged over 50 years (moreover, the percentage is lower among women than among men of the same age group in the region).
- Results of analyzes indicate that the causes of long-term unemployment are different for women and men. The length of unemployment of women mainly determines motherhood and the difficulties of returning to work after the birth of a child / children. There are also difficulties in finding work that allow the reconciliation of family, home and professional duties. Therefore, among the different groups, **women between the age of 30 and 40 find it most difficult to exist in the labor market with no professional experience and raise children (also alone).** This situation requires the creation of programs for people with no experience and knowledge on how to seek employment. These difficulties limit the involvement of women on the labor market and cause their withdrawal from the labor market. Pregnancy is a factor that significantly reduces the chances of taking up work for unemployed and economically inactive women.
- The results show that women use parental leave only for child care without trying to combine it with their jobs or learning and improving their skills. Among women staying without work for up to 24 months after the end of maternity or parental leaves are large needs in terms of raising professional skills.
- In the case of people having professional experience - **long periods of unemployment cause the obsolescence of qualifications. This is evident in the case of women on maternity and parental leave. Therefore, an important element of support is to create projects that will help women to raise their professional qualifications during maternity and parental leaves.** An important role in the phase of designing project objectives is the ability to take into account the financial costs of child or dependent person care and reimbursement of costs of transport.

- An important factor in improving the situation of women is to increase their level of education. The results of the survey show that **for women the period of being unemployment is closely correlated with their level of education**. Posed by the employers formal requirement of secondary education, makes it difficult for less educated women to get the job. Moreover, even after getting getting a job, in the case of job loss, women often face with the problem of being unemployed (*multiple unemployment*). It is therefore also very important to encourage adults to access continuing learning opportunities
- These conclusions indicate **the need for directing the support under Measure 6.1 OP HC mainly to poorly educated women who are most at risk of long term unemployment**. On the other hand the advisory system at secondary and vocational schools is very important.

It is necessary to broaden support (for example in the form of courses or trainings) with the mandatory counseling modules such as career counseling in the projects dedicated to the least-educated people. As the survey results show, women often lack knowledge of career choice. They also lack consistency and determination in choosing training and courses. Their selection is sometimes chaotic and does not contribute to gain employment.

- **Low-skilled women often have problems in dealing with potential employers** and with communication in enforcing their employment rights (such as contracts, salary changes, etc.) after taking a job. **Training is needed to allow women to develop soft skills and broaden their knowledge of the provisions of the Labor Code**.
- The CATI study included the measurement of the effect of support to improve the situation of the beneficiaries on the labor market. Of all the surveyed beneficiaries that are using the support - every second person does not work currently. Among women, the percentage of employed is much lower (43.2%) than among men (54.8%), but the percentage of long-term unemployed (registered for more than a year) is higher. **Women are much more vulnerable to long-term unemployment**. Therefore, although they experience the same as men effects of unemployment, more often they indicate the following: loss of income and loss of financial independence, decrease self-esteem, reduced social ties. They are also more likely to obsolete skills - women more often than men indicated a decline in skills and qualifications (37% vs. 28%).

4) The principle of equal opportunities in projects financed by the ESF

- Compliance with equal opportunities policy force applicants to refer to the researches, analysis and statistics and implementation of projects based on facts, not on assumptions a priori. Diagnosed barrier is the lack of statistical data and information concerning the situation of women and men in the labor market, eg in terms of their employment in different occupations and industries (this is particularly evident in the case of justifying the implementation of professional training).

Problems with the principle of equal opportunities occur in the projects that are aimed at one sex - the designers are afraid of such projects and rarely signal the use of exceptions to which the Minimum Standard of Application OP HC was not applied. Still, as indicated by the designers, there are "practical" projects based on the traditional division of roles. Some applicants emphasize that they include women in certain types of projects due to fashion or to increase the chances of the project to receive funding.

- Some applicants have poor knowledge about the problems of equal opportunities for men and women - especially about the purposes of using solutions for equal opportunities. In order to overcome these barriers the experts pointed the **necessity of preparing a handbook with interpretation of the guidelines for equal opportunities between women and men, with examples**, addressed both to the project applicants, employers and assessors of competition projects. Training should also be dedicated to this subject as a supporting element.
- In the promotion of equal opportunities experts emphasized the need to build the project assumptions, so as to equip women with the knowledge and additional skills that would enable them to compete with men for jobs or professional promotions (designing mechanisms of faster promotions and reducing the glass ceiling phenomenon), and thus reducing the areas of discrimination and will improve their situation on the labor market. This shows that **the scope of support should be differentiated according to sex (different support for women in the projects)**.
- Project that at the stage of the project design takes into account the needs of women, eg in ensuring the refundation transport costs or the cost of caring for a dependent were evaluated as effective.
- In projects implemented with the participation of working people needs of women and men are often similar, so, as the applicants in Priority VIII pointed out, the proportions of men and women derive more from the need to ensure compliance with minimum standards than with real differences in the needs of both groups.

- And in the case of support in the form of grants related to running own business needs of both groups appear to be different. The results of interviews with women as well as signals from the project designers indicate that in projects aimed at people wanting to start their own business, women are more likely than men to drop out of support at an early stage. The reason of such situation may be the fact that in such projects the needs of women entrepreneurs are taken into little consideration. This means that **women need much more consulting and support both before and after starting their business.**
- The consequence of applying the principle of equal opportunities in projects is the transfer of project designers experience to the professional ground. Applicants as employers apply the principle of equal opportunities in their own companies in a wider range, for example selection of employees based on merit, greater awareness to ensure equal wage, compliance with the law
- A significant barrier in applying equal opportunities is a barrier in the form of the employers and the labour market expectations in terms of jobs for women. **The applicants pointed the need to change the mindset of employers and to combat stereotypes.** The effectiveness of support in the implementation of equal opportunities for men and women requires the implementation of activities closely related to the labor market, that is to educate employers. Stereotypes and mental barriers are a problem that occurs to some extent also on jobseekers. A larger number of tenders in the construction industry contributes to the creation of attitudes of resignation in women and the belief that men are inherently better in the labor market.
- An important area is education in the field of law and promotion of equal opportunities among employers. Measures addressed to them should be extended to a wide range of **promotions of solutions such as flexible working hours and flexible forms of employment.**

5) The areas of inequality between women and men in the labor market

- The study indicates that one of the key problems of Podkarpackie labour market is **structural discrimination.** Women pointed both the difficulty to get job, but also to keep it. This is reflected in the length of unemployment. **Loss of work by women is associated with longer job search process, and fewer opportunities to find her.**
- One of the main consequences of the existing difficulties in the labor market is the fact that **women give up their career aspirations,** limit their career development and have lower payment aspirations. For women with higher education it often means employment different from they trained profession.
- In the Podkarpackie voivodeship **occupational segregation of women** is noticeable - that means uneven distribution of men and women in various professions. Occupational segregation effects in the difficulty for women to find job in the professions not culturally assigned to them, for example in technical professions or run business in male branches such as construction, energy, or employment in green occupations.
- On one hand, it is necessary to **strengthen measures to promote professions and technical education among women,** on the other, measures aimed at employers are also needed.
- Another sign of discrimination is the **difference in salaries between men and women.** A significant barrier in solving the problem of discrimination in the area of salaries is worse access to work, and thus financial aspirations of women are significantly lower than men's.
- **In the analyzed literature, among the factors contributing to improve the situation of women in the labor market, are mentioned first of all solutions to reconcile family life with work** such as flexible working hours, part time work, flexible forms of employment, providing the same position after returning from maternity and parental leave.
- **The situation of women can be improved by increasing male participation in child care. Men should us their leave entitlement associated with childbirth.** Major role in formulating, consolidating and changing social attitudes play education (school education, trainings, and adults) and the image presented in the media.

6) Evaluation of the different forms of support within OP HC 2007-2013 - durability and effectiveness of support

- Participation in the various forms of support allowed beneficiaries to increase knowledge and professional skills essential from the perspective of labor market needs. Both women and men have declared a positive change in this aspect.
- Most beneficiaries (74%) made use of only one form of support. In this group dominated people living in rural areas (73.2%), more often than those living in big cities (62.3%). That indicates a lower availability of support in rural areas.
- Top rates for compliance with the needs were noted for traineeships / apprenticeships and professional training. High rates has been noted both among men (91.5%) and women (95%).

Traineeships / apprenticeships and professional training are types of support, which were rated very high in terms of both accuracy and efficiency to meet the needs of beneficiaries, regardless of the sub-measure from which the support was funded.

- One of the most popular forms of support were trainings, workshops and courses. Over 90% of participants indicated the compatibility of this form of support to their needs. Almost every second woman has rated the growth of her knowledge and skills gained through this form of support as a large or extra large. Among men this percentage was slightly higher.

The highest increase on knowledge and skills was recorded in assessing the activities carried out under Priority VIII (support for employed). 51, 9% of respondents benefiting from training and courses in the Sub-measure 8.1.1. *Support for development of professional skills and consultancy services for enterprises* rated the increase as a large or very large. This indicated the adjustment of courses and trainings to the needs of working beneficiaries and proves the positive impact on the professional capital of the participants of the support.

- Almost half (45.9%) of women benefiting from the training, courses and workshops said that the gained professional skills and knowledge was useful in their work. 41.7% of men had the same opinion. For 23.3% of the surveyed women gained skills and knowledge were useless in their present work, and among rural women, also at work on the farm. **Topics and availability of courses and training in the assessment of the beneficiaries is often inadequate, which points to the need of adjustment of the support to the needs of particular groups of beneficiaries, as well as to the labor market.**
- Grants for starting business were rated very high by the beneficiaries. It is a form of support used mostly by men and rated by them higher (91.8%) than by women (85.7%). The vast majority of beneficiaries (62.3%) still run their own business. Durability of this form of support in the group of men and women is similar. It is worth mentioning that among women the percentage of those who have closed their business after a year of activity is a bit higher (39.3%) than among men(36.7%).

The results of the study show that women were more likely to resign during the courses preparing to run business and at the stage of making business plan and withdraw from participation in the grants. This indicated the need of a different approach in the planning of economic activities of women. Moreover, the percentage of women receiving support in setting up a business is more than three times lower than for men. **It is necessary to create programs aimed at the development of entrepreneurial attitudes already at the level of school education and to provide more support to women (both before and after starting business).**

- It was also observed that business carried out by people with low education level has a smaller stability (there are much more shutdowns after the minimum required period).
- The problem, not just for women running their own businesses, is competition and the ability to deal with it. **In order to increase the effectiveness of support dedicated to entrepreneurs, the support should be expanded by including training and consulting services for newly started business such as how to develop business or how to be competitive**, how to use the credits, etc., or by identifying areas where such information can be obtained, for example at the Consultation Centers of the National SME Services Network.
- Women more often than men recommend psychological or career counseling as other effective forms of assistance. That indicates the effectiveness of these forms of support and legitimacy for their use in a greater extent with regard to women in difficult situation.
- The results of the survey show that in the case of internships and subsidized employments, the quality of gained knowledge is very good, but the sustainability of these forms of support has been assessed low due to the lack of continuation of employment after the end of participation in the project.

The positive assessment of the growth of knowledge and improvement of professional skills and the high convergence of expectations and needs do not always correspond with the effect of obtaining employment, which had a direct impact on the assessment of support. Of all the beneficiaries surveyed only every second person is now working. Among women, the percentage of those employed is much lower (43.2%) than among men (54.8%).

- The biggest positive change in the beneficiaries' situation can be observed among individuals receiving support under Priority VI - every second respondent (45.6% of respondents) admits that his/her situation has improved, while those who work and are supported under Priority VIII - just every third (30%). The smallest changes are noted in Priority VII - only one in five (22.9%) declares improvement in their situation.

- Among working people receiving support under Priority VIII stabilization is visible - currently 90% of them works, and despite of no significant career changes, nearly 60% believe their working situation is very good or good.
- The vast majority of respondents is convinced of the need to intensify the activities- regardless of gender. **Women focus their attention especially on the actual help in finding work.** It is a natural consequence of the existing barriers in access to work and fewer job offers dedicated to women. Therefore, women judge their working situation after using the support more negatively than men.
- Women also identify more barriers related to gender and other criteria of exclusion in the labor market. They also have higher expectations for measures that reduce occupational exclusion.

7) Women's participation in projects under the selected measures of regional component of OP HC (forms of support)

- Sex and age structure of people using the support of individual Priorities is varied, **the most important of the observed trends are: predominance of elderly women over elderly men among the Beneficiaries of the Priority VIII, a relatively small share of the oldest age group in Beneficiaries of Priorities VI and VII, and the high proportion of young people in support from Priority VI.**
- Projects under Priority VI and VII allow to invest in people with low skills. **The high unemployment rate diversified geographically is a factor that significantly influences the employment rates established in the projects.** As the applicants state, they fear, especially in projects at the local level, to meet the design assumptions.

8) Improving the situation of women in the labor market - measures, effects, good practice

- Factors determining the course of women career are highly differentiated. Basing on case studies we can include: age, education, professional status, family status, place of residence, size of the local labor market.
- Regardless of industry, occupation or education, **one of the most important factors taken into consideration by employers is the experience.** The case studies show that improving qualifications only through courses does not guarantee finding job after graduation because of the lack of practice. It is recommended to change the forms of support by increasing employment opportunities after the internship in places chosen by beneficiaries themselves - so as to teach them, in case of job loss, independent contact with employers and active job seeking.
- **Support for the beneficiaries is an important motivation,** improves self-esteem and increases activity in searching for employment and minimizes the frustration associated with long-term unemployment.
- The case study shows that choosing courses in convergence of their subjects with the profile of education without prior examination of the suitability and expectations of the beneficiaries does not bring the intended effect in increase and enhancement of competence.
- The examples presented in the case studies confirm the **need to implement of training courses such as computer trainings at a basic level, especially for people 50 +.** Computer skills are particularly valuable for rural inhabitants and increase access to information. Furthermore, as the examples show - the knowledge gained during the training is passed on - other family members also benefit from the courses.
- The presented cases show that getting a job or internship opportunities are the result of their own efforts and active job seeking.
- The solution to help the unemployed from rural areas in job seeking is to provide information on job vacancies for various local organizations and individuals who can act as distributors of information.

Key conclusions and recommendations from the study:

- ⇒ The high unemployment rate and employment rate of women in Podkarpackie voievodship show a higher willingness of women to take paid work than in other Polish regions, beside the presence of barriers to access to work. **The study confirmed the existence of structural discrimination - less job opportunities for women,** difficulties in keeping the job, longer periods of unemployment and, consequently, lower financial expectations of women (discrimination within the salary). Therefore, **the recommended element of support within the OP HC projects is to develop women's entrepreneurship,** support their ability to self-realization and professional development by increasing in Priority VI the number of women entrepreneurs and increasing the number of women engaged in economic activities in rural areas. An important part of increasing the constancy of support in women's business activities are counseling and comprehensive support. Spatial diversity indicates the necessity of direct support such as grants to start a business for the counties with least labor supply (self-employment, job creation). Parallel to the activities carried out within the

framework of projects supported by the OP HC it is necessary to improve the situation of women in the labor market by taking actions, that would effect in creating new jobs.

- ⇒ **It is necessary to intensify activities aimed at support for people living in rural areas in creating business plans, for example through the implementation of training and advisory services.** Providing support also after the start of business, should be reflected in the form of design assumptions and the support to people, who just started their own business.
- ⇒ Unemployed people have deficits in knowledge and skills required on the labor market and lack of obtaining information on the possibilities to benefit from support. It is recommended to promote training on effective job search - information about the offered support (where to look for information on how to obtain the support, etc.), particularly in rural areas, where there is no Internet and information about the support reaches beneficiaries too late. There is a need to promote solutions such as individual job search (including non-standard methods) or take initiative in organizing internships with a particular employer.
- ⇒ Among the recommended actions aimed at reducing the unemployment rate among people aged 15-24 were the **early counseling that helps in choosing educational and career path, for example on the the primary school level.** Operational recommendations related to increasing the number of professional trainings in training programs and mandatory internships for all participants of professional training. In the case of acquisition of new skills, regardless of age, acquired knowledge should be applied in practice, for example by supporting training and internships or subsidized employment for elderly.
- ⇒ **In the case of young people it is necessary to intensify forms of support targeted on gaining experience through internships and apprenticeships** offered under Measure 6.1 OP HC and to shorten the waiting time for the possibility to benefit from support.
- ⇒ **Projects targeted to the least-educated people need a wider range of support and its expansion in the form of courses/trainings for mandatory counseling/guidance.** Trainings that develop the soft skills of women are necessary. Furthermore the promotion of opportunities for education among the least-educated women is needed.
- ⇒ Monitoring of the most sought fields of education and disseminating the surveys on graduates fate is necessary to meet the needs of the labor market and identify most profitable faculties. **Among the recommended project measures there are: the implementation of smaller projects adapted to the needs of the local labor market, projects management based on the diagnosis of business needs and on the analysis of trainings for professions mostly needed in the labor market.**
- ⇒ It is essential to implement training projects, creating human resources facilities that provide skilled care for the elderly, disabled and child care. It is necessary to involve local governments in the creation of facilities to ensure services available for people with low income.
- ⇒ There were observed discrimination occurrences against women in various areas of professional life: the frequent abuses in this regard include the use of so-called junk contracts or work without a contract. **The education of employers and applicants in the labor code compliance and the promotion of flexible forms of employment and flexible working hours are among the recommended actions.**
- ⇒ It is recommended to prepare a handbook of guidelines for the interpretation of equal opportunities between women and men, with examples, addressed both to the project applicants, employers and the assessors. Element supporting the training should also be dedicated to this subject.