

Kraków – leading the way to gender-sensitive city



Kraków

FEMACT-Cities Transforming cities for women

URBACT

Co-funded by the European Union
Interreg

Integrated Action Plan

FEMACT Cities

URBACT IV

2025-01-01

Table of Contents

Section 1: Context, needs and vision 3

Background Information 3

REPRESENTATION OF WOMEN AND MEN IN DECISION-MAKING PROCESSES AND LOCAL AUTHORITIES 3

EDUCATION 4

HEALTH 4

LABOUR MARKET 6

GENDER-BASED VIOLENCE 6

PUBLIC SPACE: SAFETY 7

PUBLIC SPACE: TRANSPORT 8

HOUSING 9

CULTURE 10

SPORT 11

CIVIL SOCIETY WORKING TOWARDS GENDER EQUALITY 11

WOMEN FROM MINORITY GROUPS 13

Policy Challenge and Vision 14

Policy challenge 15

Detailed Policy Challenge 15

Vision and Strategic Goals 20

Section 2: Overall logic and integrated approach 20

Who is Working on the Problem – URBACT Group Composition 21

Collaboration format 21

Role of transnational meetings within the FEMACT Cities network 22

Strategic objectives 22

Intervention logic 23

Section 3: Action planning details 25

ACTION 1: Creating Guidelines for gender sensitive urban policy 26

ACTION 2: Becoming a leading example of gender-sensitive urban development in Poland 28
Section 4: Implementation framework 30
Framework for delivery 30
Resourcing 31
Potential sources of EU fundings: 31
Overall timeline 33
Tools and coordination mechanisms 33
Risk assessment 34
Monitoring & evaluation 35

Section 1: Context, needs and vision

Background Information

Kraków is the second-largest city in Poland, with a population of 804,200 (2023). The city is characterized by a relatively young demographic, with over 60% of residents under the age of 45, and a significant portion in the working-age group. Kraków has an exceptionally low unemployment rate of 2.0% (2023), compared to the national average of 5.0% (as of September 2023). The city is home to 23 universities, 130,300 students, and 47 cultural institutions. Additionally, Kraków ranks as Poland's fourth-largest industrial hub, with key sectors including steel, tobacco, and pharmaceuticals. At the same time, it holds second place, after the capital city of Warsaw, in terms of service sector employment. Beyond its status as a leading tourist destination, Kraków hosts the headquarters of six banks and 15 major institutions of higher education. It is also home to numerous leading Polish software companies and has become a significant global outsourcing hub over the past decade.

Solidarity and equality are central to Kraków's philosophy of openness. Since the onset of the Russian aggression against Ukraine, the city has welcomed a substantial number of Ukrainian refugees. Currently, an estimated 200,000 Ukrainians reside in Kraków, marking a 25% increase in the city's population. This situation has strengthened Kraków's commitment to adapting its resources and strategies to meet the needs of its diverse and dynamically evolving community.

Since 2010, Kraków has maintained a consistent ratio of women to men in the overall population (114 women to 100 men). However, in the pre-working age group, boys outnumber girls. From the age of 20 onwards, the predominance of women becomes more pronounced, culminating in a significant surplus in the post-working age group.[1]



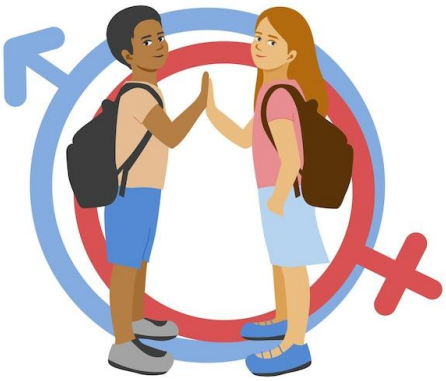
REPRESENTATION OF WOMEN AND MEN IN DECISION-MAKING PROCESSES AND LOCAL AUTHORITIES

In the Kraków City Office (UMK), women significantly outnumber men, accounting for nearly three-quarters of all positions. They also hold the majority of managerial roles. However, the proportion is lower in this case (67.3%), indicating that their chances of attaining higher-ranking positions in the hierarchy are relatively lower compared to men.

In contrast, men occupy almost one-third of managerial positions, despite constituting less than 27% of the total workforce in the office.[2]

[1] https://krakow.stat.gov.pl/dane-o-wojewodztwie/stolica-wojewodztwa-926/ludnosc-1109/
[2] https://www.bip.krakow.pl/

EDUCATION



Gender equality in education is analysed not only in terms of the choices girls and boys make regarding post-primary schools but also in terms of occupational gender segregation, reflected in the selection of training for different professions.[3] This phenomenon can be observed at all levels of education, particularly in secondary schools and higher education.

Data collected over the years clearly shows that fields such as pedagogy, social care, and services for the population are traditionally more frequently chosen by women, while technical disciplines related to construction, transport, and especially information and communication technologies (ICT) are significantly more popular among men.[4]

Data on higher education in the Małopolska region confirms these divisions. During the 2021/2022 academic year, men constituted an overwhelming majority (82.5%) of students in the fields of ICT and engineering, industry, and construction (61.1%). Men were also more likely than women to enrol in interdisciplinary individual studies, which allowed them to pursue multiple disciplines simultaneously, making up 66.7% of all students in such programmes.[5]

In contrast, women dominated in fields such as business, administration, and law, social sciences, journalism and information, as well as health and social care. The most female-dominated group was education (80.8%), with pedagogy making up the majority of this category.



HEALTH

Health, particularly in the post-pandemic period, is an area that requires significant focus in the coming years. In the *Healthy Cities Index* prepared by the Warsaw School of Economics, the Open Eyes Economy Summit, and the LUX MED Group, Kraków ranks 11th, highlighting room for improvement. An important aspect of building the city's potential in this area is addressing the diverse health needs of women and men.

Kraków's population is ageing, and men's life expectancy is shorter than women's. In 2018, the average life expectancy for men in Kraków

[3] K. Lohmann, D. Duch-Krzysztoszek, *Kobiety w systemie edukacyjnym – zawód a płeć*, [w:] *Kobiety w Polsce w XXI wieku*, Raport Centrum Praw Kobiet, Warszawa 2021.
[4] *Ibidem*.
[5] ttps://krakow.stat.gov.pl/opracowania-biezace/informacje-sygnalne/edukacja/szkolnictwo-wyzsze-w-wojewodztwie-malopolskim-w-roku-akademickim-20212022,1,18.html

was 76.7 years, compared to 83.2 years for women.[6] This underscores the need for targeted actions to reduce gender-related health inequalities, with a particular focus on men's needs. In Kraków, cardiovascular diseases and cancers are more frequent causes of death among men than the national average.

Additionally, there is a rising number of deaths due to mental health disorders, affecting both men and women. However, in 2016, deaths related to mental health among men in Kraków were nearly five times more frequent than among women.[7] This highlights the need to consider men's perspectives in mental health prevention programmes.

Polish men have one of the highest suicide rates in Europe, with 23.9 suicides per 100,000 people, ranking fourth from the bottom in the European Union. Men in Poland are seven times more likely to die by suicide than women.[8] For this reason, initiatives aimed directly at supporting men's mental health and preventing psychological crises are of critical importance.

An increasingly common disease is infertility, which affects both women and men. According to data from the Central Statistical Office for 2020, the fertility rate in Kraków stood at 1.5, placing the city above the national average.[9] Compared to other major cities, Kraków, with 1.185 children per woman, ranked between Łódź (1.145) and Poznań (1.198) in 2017.[10]
Nevertheless, Kraków's demographic situation remains less favourable, as the proportion of the pre-working-age population is below the average. The infertile population in Kraków is estimated at 30,150 couples, with approximately 600 couples annually requiring IVF/ICSI (intracytoplasmic sperm injection) treatment.[11]

[6] *Report about health conidition of citizens of Cracow and its circumstances*, Cracow City Hall, Kraków 2019.
[7] Ibidem.
[8] https://www.who.int/news/item/09-09-2019-suicide-one-person-dies-every-40-seconds?fbclid=IwAR0rQfAo5H62GOTbGDIkbdKeEmVAsaq6aoCO6AKnDg9-a3sb999c3vg7RR8
[9] *Demographic Census 2021*, Statistics Poland, Warszawa 2022, https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-demograficzny-2021,3,15.html
[10] *Demographic situatuion in specific voivodships in Poland*, PWC, Warszawa 2017.
[11] https://www.krakow.pl/aktualnosci/247990,30,komunikat,rada_miasta_zdecydowala_-_bedzie_in_vitro_dla_mieszkancow_krakowa.htm

LABOUR MARKET



According to data from the Kraków Labour Market Observatory, at the end of September 2022, there were 13,228 individuals registered at the Grodzki Labour Office in Kraków, of whom 48.5% were men and 51.5% were women. Among unemployed women, the largest group was aged 35–44, accounting for 30.8% of all women. In contrast, the largest group of unemployed men was aged 45–54, making up 24% of all registered men.

In terms of education, the largest group of unemployed women held higher education qualifications (30.3%), whereas the largest group of unemployed men had lower secondary, primary, or lower education levels (31.3%).

Overall, the largest segment of registered unemployed individuals consisted of those without any work experience. Notably, women were the majority in this group, highlighting the need for initiatives to encourage and facilitate young women's entry into the labour market.



GENDER-BASED VIOLENCE

It is extremely difficult to determine the true scale of violence against women, as official statistics reflect only a fraction of the actual problem. Organisations working to combat gender-based violence emphasise that such violence often goes unreported by those experiencing it and is frequently unrecognised by both perpetrators and victims.

Experience in addressing gender-based and domestic violence in Kraków[12] indicates that violence affects families regardless of their financial situation or the educational background of family members. Among those affected by violence, women are overwhelmingly the majority, accounting for 75% of all cases. While women deserve particular attention when designing and implementing measures to combat violence, protection should also be ensured for children and the elderly.

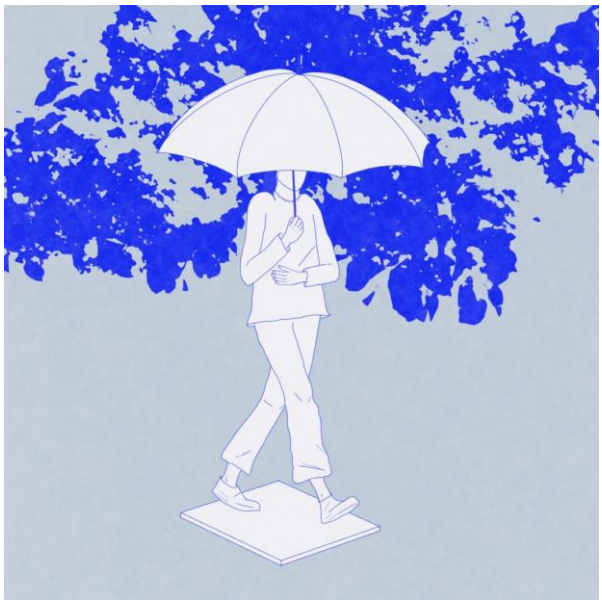
[12] Uchwała nr XCIII/2554/22 Rady Miasta Krakowa z dnia 31 sierpnia 2022 r. w sprawie przyjęcia Strategii Rozwiązywania Problemów Społecznych Krakowa 2030, https://bip.krakow.pl/?dok_id=167&sub_dok_id=167&sub=uchwala&query=id%3D26643%26typ%3Du

Kraków is currently implementing the *Programme for Preventing Domestic Violence and Protecting Victims of Domestic Violence for the Municipality of Kraków for 2021–2027*, adopted by Kraków City Council Resolution No. LX/1778/21. This programme includes activities related to the "Blue Card" procedure. In 2020, 732 new procedures were initiated, and 1,078 procedures were in progress (including both new cases and those continued from previous years).

The Specialist Support Centre for Victims of Domestic Violence in Kraków provides round-the-clock assistance in preventing domestic violence. The centre offers 25 shelter places for up to three months, with extensions possible in justified cases. Residents of Kraków can access legal, psychological, social, and family counselling at the facility. In 2020, the centre provided shelter to 63 people, including 36 adults and 27 children. An additional 218 people received outpatient support.
The city also operates four protected apartments, which in 2020 were used by 36 people, including 16 adults and 20 children. In response to domestic violence, 724 working groups were established in 2020, holding 3,172 meetings. Assistance was provided to 978 families, comprising 2,853 individuals.

That same year, the Municipal Social Welfare Centre provided financial assistance to 88 families due to domestic violence. Additionally, 299 families involved in the "Blue Card" procedure received support.

PUBLIC SPACE: SAFETY



Research conducted by the Kraków City Office[13] at the end of 2022 revealed that 78.2% of respondents considered Kraków to be a safe city. The study involved interviews with residents of all Kraków districts, with 100 interviews conducted in each. The disproportionate sample was weighted by district, gender, and age to ensure representativeness. Among the respondents, 53.9% were women, and 46.1% were men.

When asked whether they believe Kraków is a safe city, the responses were similar for both genders: 77.9% of women and 78.6% of men answered "definitely yes" or "rather yes." Similarly, when asked, *"Do you feel safe walking around your neighbourhood after dark?"* there were no significant differences: 62.1% of women and 59.7% of men answered "definitely yes" or "rather yes," while 4.2% of women and 3.5% of men responded "definitely not."

Regarding crimes experienced by respondents, women were more likely than men to report crimes against sexual freedom (4.8% versus 1.0%). Men, on the other hand, were more frequently victims of crimes against health (7.9% versus 6.3%), minor property crimes (46.9% versus 45.1%), and crimes against personal honour and integrity (15.4% versus 11.3%).

[13] Study on the Sense of Safety Among Kraków Residents- Report from Research Conducted by CBM Indicator, October 2022, październik 2022 https://www.krakow.pl/zalacznik/436819



PUBLIC SPACE: TRANSPORT

In the study *"The Gender Factor in Transport Behaviour"*[14] by Dr. Eng. Katarzyna Nosal Hoy, the author highlights that *"The participation of women and men in the labour market and their roles within the family determine differences in their transport behaviours, including travel motivations, frequency, and modes of transport used."* Urban spatial planning, particularly in the context of transport, should take gender differences into account. Sustainable actions in this area should include analyses of mobility patterns for women and men, as well as an understanding of barriers and differences, to develop a better public transport system.

Numerous studies indicate that the travel motivations of women and men differ significantly. In 2013, a study on the transport behaviours of residents in the Kraków Metropolitan Area included a question about travel motivations.[15] On the *home-to-work* route, significantly more men (19.4%) travelled compared to women (15.6%). This trend deepened on the *work-to-home* route, with 18% of men and 13% of women travelling. This suggests that women more often stop at other locations, such as shops, service points, or extracurricular activities for children, on their way home from work. This is further supported by data showing that more women travel on *home-to-other* and *other-to-home* routes.
In addition to examining where people travel, analysing the modes of transport used by city residents is equally important. In 2013, when the aforementioned study was conducted, men were significantly more likely to travel by car (43.7%) than women (26.5%). Women dominated among pedestrians (35% versus 25.3% for men) and users of public transport (36% versus 27% for men). Conversely, men were more likely to use bicycles for commuting than women.

These trends appear to persist. At the end of 2022, among the 330,455 holders of the Kraków Card used to purchase public transport season tickets, 201,719 were women, and 128,736 were men. The *"Report on Bicycle Traffic Volume in Kraków – 2022"*[16] also shows a predominance of men among cyclists, with 70% being men and only 29.9% women. An even greater disparity exists among users of electric scooters: 75.2% were men, compared to 24.8% women.

[14] Nosal Hoy K., Czynnik płci w zachowaniach komunikacyjnych, w: Transport miejski i regionalny 05 2018 https://bibliotekanauki.pl/articles/193982.pdf
[15] Study on Transport Behaviours of Residents in the Kraków Metropolitan Area, Cracow University of Technology, PBS Sp. z o.o., Jan Friedberg – Projektowanie i doradztwo w zarządzaniu, EKKOM Sp. z o.o., International Management Services Sp. z o.o., Kraków 2013.
[16] Report on Bicycle Traffic Volume Measurements in Kraków – 2022, Phase II (Autumn Measurement) Author: Krzysztof Rosiek https://www.bip.krakow.pl/zalaczniki/dokumenty/n/369287/karta

HOUSING

Housing policy should be a priority for both the government and local authorities, as 37.6% of households in Poland are overcrowded.[17] Kraków, as one of the larger Polish cities, is a hub where one of the highest number of new housing units per 1,000 residents are being built. However, it ranks fifth in this regard, behind Rzeszów, Wrocław, Gdańsk, and Warsaw. Unfortunately, being a large city also means limited housing affordability. This issue particularly affects single parents, the majority of whom are mothers. Single parents are among the least satisfied with their housing conditions and incomes, and they more frequently face financial difficulties and challenges in balancing various roles, especially those related to work and childcare.[18]



Limited housing availability and high rents also contribute to the growing issue of homelessness. According to data from a nationwide study of individuals experiencing homelessness, 912 homeless people were recorded in Kraków in 2011, and this number increased to 1,196 in 2017.[19] In the Małopolska region as a whole, 2,054 homeless individuals were identified at that time, including 1,614 in institutional facilities and 440 outside such facilities. Among the 2,054 homeless individuals, 85.3% were men (1,752), 13.5% were women (278), and 1.2% were children (24). Children were primarily housed in shelters for mothers with underage children and pregnant women.[20]

[17] K. Nykiel, *Lokalna alternatywa. Jak wybudować w Polsce brakujące mieszkania?,* Klub Jagielloński, Kraków 2022
[18] *Family Support Programme for the Municipality of Kraków for 2019–2021,* Urząd Miasta Krakowa, Kraków 2020.
[19] K. Gajda, *Ścieżki bezdomności młodych*, „Youth in Central Eastern Europe”2020, t. 7, nr 11.
[20] https://www.gov.pl/web/rodzina/edycja-2017-i



CULTURE

Data from the European Institute for Gender Equality indicates that Polish women have significantly less time for sports, cultural activities, and leisure than the average European woman. Only 17% of Polish women engage in sports or cultural activities at least several times a week, compared to the EU average for women, which is 27%. For comparison, 21% of Polish men dedicate time to such activities several times a week, also below the European average for men (31%).[21]

In Kraków, however, women dominate as participants in artistic and cultural events. For example, 67% of attendees at events covered by the study *"Kraków's Culture – Current State and Development Prospects"* were women.[22] Similar studies from 2019 show that this trend has remained consistent, with women making up 66% of participants.[23] Data from the Kraków Festival Office regarding ticket sales further highlights this pattern, with women accounting for 59% of ticket buyers for the *Misteria Paschalia Festival* and the *Film Music Festival* in 2022.[24]

When analysing the scale of support provided by the Municipality of Kraków for creators and cultural animators, it is worth noting that among the awards granted by the Department of Culture and National Heritage of the Kraków City Office, slightly more applications come from women (232 out of 432 applications).

In the first-ever 2022 edition of the competition for the City of Kraków's "Animator of the Year" Award in the individual category, 28 individuals were nominated, including three men and 25 women[25]. Women are also strongly represented in literary awards. For instance, the *Conrad Award* in 2022 was presented to a debut female author for the eighth time.[26] Similarly, the *Wisława Szymborska Award* annually nominates female poets, often on equal footing with their male counterparts.[27]

[21] Gender Equality Index 2022, EIGE, https://eige.europa.eu/gender-equality-index/2022/domain/time/PL
[22] Final Report on the Study of the Cultural Sector: Kraków's Culture – Current State and Development Prospects Agrotec, 2015 https://www.bip.krakow.pl/?dok_id=84363
[23] Study on Cultural Participation Among Kraków Residents (CAWI), 2019
[24] 2022 Data of the Kraków Festival Office
[25] Data from the Department of Culture and National Heritage of the Kraków City Office for 2022
[26] http://conradfestival.pl/p/19,nagroda-conrada
[27] https://pl.wikipedia.org/wiki/Nagroda_Poetycka_im._Wis%C5%82awy_Szymborskiej



SPORT

Participation in sports events highlights great gender disparity. Data from the Kraków City Office regarding municipal sports events show smaller differences in children's participation, with a noticeable increase in the involvement of girls. In 2019, girls made up 33% of participating children, rising to 38% in 2021, and from January to September 2022 they accounted for 44% of participants in municipal sports events.

Among adults, the gender gap is significantly wider, although the available data only cover mass running events and do not reflect the diversity of sports events in Kraków. Women represent about 25% of participants in mass runs, a figure consistent with the national average.[28]

When analysing semi-professional and professional sports, such as membership in sports clubs, the disparity is further confirmed, with men being more actively involved in sports. In 2022, men comprised 67% of direct participants in projects carried out by Kraków sports clubs, while only 30% of registered athletes were women. However, in certain disciplines, women dominate or even make up the entirety of club members, such as gymnastics. Equestrian sports and figure skating are also largely female-dominated.

Nevertheless, in 20% of Kraków's sports clubs, women constitute 10% or fewer of registered members, whereas the reverse situation—where men account for less than 10% of members—occurs in only 7% of clubs.

Regarding Kraków's sports initiatives, the programme *"Sport Connects Generations, Integrates Families"* is the only one with a balanced gender ratio, with 57% women and 43% men participating. In the other two programmes, *"Sport Against Exclusion"* and *"Rugby for Everyone,"* women represent less than one-third of the beneficiaries.

CIVIL SOCIETY WORKING TOWARDS GENDER EQUALITY



Kraków is home to many non-governmental organisations (NGOs) and civic groups advocating for women's rights. Since 2020, the City of Kraków has also been awarding grants for equal treatment and anti-discrimination initiatives, with one of the four grant paths dedicated specifically to promoting equal rights for women and men.

Below is an overview of selected organisations and groups active in Kraków, showcasing the diversity of activities undertaken by the NGO sector to support women in the city:

[28] Z. Waśkowski, *Bieganie jako forma aktywnego spędzania wolnego czasu przez kobiety – motywy, preferencje i oczekiwania*, „Marketing i Rynek" 2014 (styczeń).

- **Centrum Praw Kobiet (Centre for Women's Rights)** focuses primarily on assisting victims of gender-based violence but also broadly supports women's development in Kraków.
- **Fundacja Autonomia (Autonomy Foundation)**, established in 2007, focuses on empowering and educating girls and women to increase their confidence and actively shape their surroundings. Programmes include *Dziewczyńskie Centrum Mocy* (Girls' Power Centre) and *Wendo – Self-Defence and Assertiveness Training*.
- **Mamopracuj.pl** is an organisation dedicated to activating mothers, particularly in the labour market. While based in Kraków, it operates on a national level and undertakes local initiatives, such as publishing the 2022 report *Przedsiębiorcze krakowianki* (Entrepreneurial Women of Kraków).
- **Lekarze Kobietom (Doctors for Women)** is a nationwide group of doctors supporting women's reproductive rights by providing access to legal emergency contraception ("morning-after pill"). This initiative also operates in Kraków.
- Another important health-related initiative is **Go Healthy Girl**, an educational campaign run by the Admoveri Foundation. While the foundation is not exclusively focused on women's rights, it engages in socially significant issues for Kraków, such as the health of girls and women. The campaign aims to raise awareness about the importance of regular gynaecological check-ups and educate about methods for preventing intimate health issues.
- One of the longest-standing women's organisations in Kraków is the **Soroptimist Club**, part of the international network Soroptimist International. It primarily engages in charitable activities, raising funds for those in need. The organisation's feminine aspect is reflected in its networking among women of all ages and hosting regular women-focused events.
- The **Fundacja Muzeum HERstorii Sztuki (HERstory of Art Museum Foundation)** in Kraków promotes women's history, particularly in the field of art.

Academic activism also plays a crucial role in advancing gender equality. This includes projects at the Jagiellonian University, such as *Gender Equality and Quality of Life* and *Gender Equality in Central and Eastern Europe*.

Women are also more engaged in municipal initiatives like the participatory budget. In 2022, among those voting on the allocation of participatory budget funds, 57% were women[29]. However, most project applicants were men.[30]

In the Public Benefit Council, established by the Mayor of Kraków under Ordinance No. 2259/2022 on 10 August 2022, 16 members serve, including 11 women and 5 men. Notably, 7 of the 8 representatives of NGOs are women.

[29] Summary of Voting Results for the 2022 Participatory Budget, https://budzet.krakow.pl/zalacznik/431659
[30] https://www.bip.krakow.pl/zalaczniki/dokumenty/n/366050/karta



WOMEN FROM MINORITY GROUPS

Municipal policies should be analysed through an intersectional lens. Due to the overlap of various social categories, women are particularly vulnerable to harmful societal phenomena, such as discrimination or violence. Special attention must be given to women with disabilities, who remain a socially invisible group.[31] According to European Parliament studies, nearly 80% of women with disabilities have experienced or are experiencing violence, and the likelihood of experiencing sexual violence is four times higher for this group compared to other women.[32]

Women with disabilities face violence not only at home but also in public spaces, while simultaneously encountering barriers to accessing psychological, legal, or financial assistance. This is particularly evident in gynaecological and obstetric care. As many as 77% of women with disabilities do not attend regular gynaecological check-ups, and 22% have never been to such an appointment.[33] These women often face a lack of infrastructure for proper examinations and a lack of knowledge among doctors regarding the specifics of gynaecological care for patients with physical or intellectual disabilities. These challenges are addressed in actions outlined in the County Programme for People with Disabilities for the coming years. Municipal hospitals should provide safe and comfortable conditions for all patients, including training for medical staff and social service workers.

Migrants and refugee women are also particularly vulnerable to violence due to their uncertain status. According to 2021 data, the gender breakdown of the largest foreign national groups in Kraków was as follows: 54% of migrants from Russia were women, 53% from Romania, 42% from Belarus, and 49% from Ukraine.[34] The war in Ukraine has significantly altered the demographic composition of refugees in Kraków. As of 22 October 2022, nearly 1.42 million Ukrainians had registered with Polish authorities and received a PESEL number.[35] This group primarily consists of women with children, some elderly individuals, and very few working-age men.

The main challenges faced by migrant and refugee women in Kraków include access to the labour market, housing, healthcare, and financial support. As previously mentioned, they are also particularly vulnerable to violence. Multicultural and migration programmes must address the specific needs of women to provide a fully comprehensive response.

---

[31] http://kampania16dni.pl/zasoby-edukacyjne/przemoc-wobec-kobiet-z-niepelnosprawnosciami/

[32] Ibidem

[33] The ARC Rynek i Opinie study, conducted in May and June 2022 on behalf of Gedeon Richter Polska (CAWI method, N = 201 women with physical, visual, and hearing disabilities). The study was carried out in collaboration with the foundations Kulawa Warszawa, Avalon, and Integracja, as well as the Polish Association of the Deaf and the Polish Association of the Blind.

[34] K. Pędziwiatr, M. Stonawski, J. Brzozowski, *Immigrants in Cracow in 2021*, Centrum Zaawansowanych Badań Ludnościowych i Religijnych Uniwersytetu Ekonomicznego w Krakowie, Kraków 2022, https://owim.uek.krakow.pl/index.php/publikacje/

[35] K. Pędziwiatr, J. Brzozowski, O. Nahorniuk, *Ukrainian Refugees in Cracow*, Uniwersytet Ekonomiczny w Krakowie, Kraków 2022, https://owim.uek.krakow.pl/index.php/publikacje/

Policy Challenge and Vision

Given the above-mentioned gender related challenges in various spheres, urban policies should incorporate gender equality considerations in the creation, implementation, and monitoring of programmes. Gender equality policy is one of the responsibilities of local government. While it is not a separate task, as a cross-cutting issue, it should be reflected in all municipal activities—both direct initiatives and commissioned projects. Kraków is already doing a lot to ensure the integration of human rights (incl. gender equality) into its urban policies. This commitment includes adopting local legal acts that declare respect for human rights, ensuring readiness to implement these principles, and systematically taking actions to uphold and protect them.

Key initiatives and declarations include:

- **Equal Treatment Council**: Established in 2019, this council develops recommendations to improve municipal policies aimed at combating discrimination and promoting equal opportunities for all Kraków residents.
- **Support for the LGBT+ Community**: In July 2020, the Mayor of Kraków issued an open letter affirming the city's openness to the LGBT+ community and denouncing homophobia and other forms of discrimination.
- **Equality Policy Officer**: In October 2020, the Mayor created the position of Equality Policy Officer for Kraków. Following a competitive selection process, the position was filled in January 2021.
- **European Charter for Equality of Women and Men in Local Life**: On November 16, 2020, International Tolerance Day, Kraków signed this charter.
- **Human Rights and Equal Treatment Commission**: Since 2021, Kraków has actively participated in the Human Rights and Equal Treatment Commission established by the Association of Polish Cities.
- **Gender Equality Plan (GEP)**: In August 2022, the Mayor approved the Gender Equality Plan for Kraków City Hall and its organizational units, formalizing the city's commitment to promoting gender equality through institutional and cultural changes within public organizations.

A significant milestone in these efforts was reached in January 2022 when the Mayor signed the Declaration of Human Rights Cities, officially launching the "Kraków for Equality" program. This initiative highlights Kraków's commitment to fostering equality, combating discrimination, and creating a community that respects and upholds human rights in every aspect of urban life.

In early September 2022, Kraków was accepted into the **Femcities Network**, an international network of cities working to promote gender equality and women's rights. This membership reflects Kraków's dedication to advancing equality on a global scale and further strengthens its efforts to create a more inclusive and equitable society.

Kraków also offers robust resources and programs to support gender equality and inclusivity:

- The **"Architektoniczki" initiative**, which conducts research on gender in urban planning.
- Grants supporting NGOs focused on equality and diversity issues.
- Childcare facilities for children under the ages of 3 and 6.
- Campaigns such as **"Fathers' Nights"**, promoting shared caregiving, and **"Entrepreneurial Krakowianki"**, empowering women entrepreneurs.

- The annual **"Equality May"**, a series of events promoting diversity and inclusion through workshops, debates, and marches.
- The **"Krakowianki" project**, which raises awareness of the heritage and contributions of women in Kraków.

Through these efforts, Kraków solidifies its position as a leader in fostering equality, diversity, and inclusivity, while advancing its vision of being a vibrant, dynamic, and sustainable city for all its residents. Yet further activities shall be taken to ensure gender transformative approach in all actions taken by the local government bodies.

Policy challenge

The City of Kraków aims to address the challenge of incorporating gender perspectives into urban development and mobility while ensuring that gender equality becomes a central element of municipal policies. The city envisions a future where gender equality is deeply embedded in urban planning, public services, and workplace practices, fostering social cohesion and inclusivity.

Kraków's focus in the FEMACT-Cities network is on gender-sensitive urban policy and gender mainstreaming within Kraków municipality. This includes the development of a trans-sectoral gender action plan aimed at addressing systemic issues. The "Kraków for Equality" program, currently under development, will form the basis for this work. The program is intended to become a multi-annual strategy for the city in diversity & inclusion and will provide a structured plan for the years to come. It will integrate both experimental actions and solutions developed in the Integrated Action Plan.

The implementation of the Integrated Action Plan (IAP) will result in:

- Increasing the level of safety of women in Kraków from the point of view of urban design;
- Providing equal access for girls and boys to public space around schools;
- Limiting the barriers for women with disabilities in performing their maternal duties;
- Enhancing the inclusivity of urban infrastructure to better serve women caregivers.

Detailed Policy Challenge

Kraków's primary policy challenge is integrating gender perspectives into urban development. The following areas were defined as particularly important to women in Kraków based on the background analysis and input from the Kraków Local Group (GLK) discussions:

1. SAFETY



Although existing data indicate that 78% of women in Kraków report feeling safe in public spaces, it is important to recognise the limitations arising from the methodology used in the "Cracow Barometer" study. The research captures only self-declared responses and is conducted quantitatively through CAPI (Computer-Assisted Personal Interviewing), where the interviewer is physically present in the respondent's home. This approach presents significant barriers to expressing feelings of fear or anxiety. Based

on the quantitative research "Safety in Krakow"[36] on the fear of crime among the city's residents conducted in 2014–2016, it can be concluded that there is a strong correlation between the sense of security and gender. Women from Krakow are much more likely to feel fear in public spaces. Additionally, the study observed a significant change in sense of safety at night compared to the assessments of safety during the day, in a form of decrease in the respondents' sense of security in the area of their residence after dark.

2. TEENAGE GIRLS IN THE CITY



A child-friendly approach to urban planning is a crucial element in creating inclusive cities that better serve all residents. Designing urban spaces with children in mind inspires positive responses to challenges and outlines actions that can bring us closer to a more child-friendly future – going far beyond merely providing playgrounds. The time children spend playing outdoors, their ability to move independently, and their level of contact with nature are strong indicators of a city's effectiveness, not only for children but for residents of all generations.

Key challenges for children living in cities include[37]:

Air Pollution and High Traffic Levels

Traffic and pollution are global challenges that affect children's physical and mental development while hindering their independent mobility. Safe roads, pedestrian crossings, and mixed-use neighbourhoods that promote cycling and walking can reassure parents, reduce pollution, and encourage social interaction.

Living in High-Rise Buildings and Urban Sprawl

Expanding cities foster car dependency, increase traffic and pollution, and diminish social trust. Conversely, overly dense high-rise developments can lead to isolation and cramped conditions. However, well-designed housing estates can foster vibrant communities and provide access to outdoor spaces.

Crime, Social Anxiety, and Overprotectiveness

Parents' perception of risks, including accidents, crime, strangers, and traffic, determines children's independent mobility and access to space. A balanced approach to safety and risk, coupled with natural surveillance, can encourage exploration and play.

Insufficient and Unequal Access to the City

Poor-quality green spaces, uneven distribution of play areas, and a lack of safe access can exacerbate social inequalities. Similarly, a lack of free family activities can deepen disparities. Public spaces can help reduce inequalities if they are accessible, inclusive, and evenly distributed across the city.

Isolation and Lack of Tolerance

[36] Kabzińska J., Szafrańska M., Strach przed przestępczością mieszkańców Krakowa w latach 2014–2016 w świetle wyników badań empirycznych, Archiwum Kryminologii, 2018/TOM XL, s. 11–51
[37] Dohna zu F., Hargrave J., Wright H., Williams S., *Cities Alive: Designing for Urban Childhood*, Arup 2017

Children's opportunities to explore their environment can be limited by spaces and attitudes that discourage their presence. Teenagers, in particular, are often viewed negatively and marginalised. Better design of streets and public spaces, including co-creation initiatives, can foster greater interaction and trust.

Recognising Diversity Among Children

It is important to remember that children are a diverse group with varying experiences and needs depending on age, gender, and location. For instance, the *Her City* project by UN-Habitat[38], involving 350 cities globally, used tools to include girls in spatial planning processes. Despite differing geographical contexts, girls proposed similar priorities and solutions. Research shows that girls prioritise development aimed at "common good" and long-term sustainability for both "people" and the "planet."

Research highlights that girls and women do not use public spaces in cities to the same extent as boys and men. By the age of eight, boys can dominate up to 80% of public spaces, while girls report feeling significantly less safe and more excluded.[39] A study in Belgium revealed significant disparities in how boys and girls use public play spaces, such as playgrounds and parks. As many as 63% of children using these areas were boys, with only just over one-third being girls aged 9–11.[40]

3. MOTHERHOOD WITH DISABILITY IN THE CITY



There are relatively few Polish studies on the experiences of women fulfilling maternal functions who also have disabilities. They focus largely on socio-cultural and institutional barriers. Among them, the key stereotype is the belief that a mother with a disability will not cope with parental duties as a weaker person.[41] Additionally, the belief that people with disabilities are asexual means that they do not have their own place in the social discourse for sexual fulfilment, and thus the realisation of parental roles.[42] There is a lack of research specifically analysing the use of urban space by mothers with disabilities. Existing reports indicate barriers that make it difficult for women with disabilities to fulfil their maternal role, among others, due to architectural obstacles, such as unadopted doctor's offices, kindergartens or schools. Due to these barriers, parents cannot fully participate in the education and upbringing of their children.

[38] https://hercity.unhabitat.org
[39] Andersdotter Fabre, E., Martinuzzi Ch., Levonen T., *Cities for Girls. Cities for All*, UN Habitat 2022
[40] Miedema S., *Girls and public space*, Kind&Samenleving, 2019
[41] Wałachowska M., *Wizerunek społeczny macierzyństwa kobiet z niepełnosprawnością*, Forum Pedagogiczne 2017/1
[42] Ślęzak I, *Realizacja potrzeb seksualnych przez osoby niepełnosprawne: Rzeczywistość-Perspektywy-Kontrowersje*, Kultura i Społeczeństwo 2016/3

Another problem is the lack of available accessories (e.g. prams adapted to wheelchairs), guides, and services providing practical support for childcare for women with disabilities.[43] In turn, research by the Avalon Foundation on the sexuality and parenting of people with mobility disabilities[44] showed that the most frequently indicated sphere in which respondents feel their disability is the sphere related to movement and transport (43%). This study also revealed large differences by gender related to discrimination against parents on the basis of disability. 68% of women with disability of working age have experienced suggestions that they should not be mothers because they would not be able to cope with the day-to-day responsibilities of caring for a child, compared to 51% of men with disability.

4. CARE IN THE CITY



Data from the European Institute for Gender Equality indicate that significantly more women in Poland than the average in the European Union countries perform daily care functions for children, the elderly or other dependents. In 2022, almost half of Polish women (48%) took care of someone every day, while in the EU it is just over 1/3 (34%). Only 32% of Polish men perform daily care functions.[45] In turn, data from UN Women show that in developed countries women spend 3.5 hours a day on unpaid work, while men spend less than 2 hours.[46]

In Krakow, as many as 43% of women stated that their household chores limit their opportunities for professional development. In turn, in second place after workshops and training courses (71%), Krakow women indicated providing care for children or other dependents (47%) as the most necessary support for their professional work. 90% of Krakow women agreed with the statement that women still do more household chores today.[47]

Taking into account demographic trends, Krakow will be home to more and more people over 85 who will need constant care. Seniors already make up over 25% of the city's population. In 2022, the share of this age cohort among the population aged 65 and over in Krakow was 12.9%. There were 156.4 thousand people over 65 living in the city.[48] The development of infrastructure providing institutional care for children, seniors and other dependents is indicated as a key element of the system enabling women to participate in the labour market. Providing care services to residents is one of the municipality's own tasks. Local governments carry out this task in various forms: care facilities, day care

[43] Ciaputa E., Król A., Migalska A., Warat M, *Macierzyństwo kobiet z niepełnosprawnościami ruchu, wzroku i słuchu*, Studia Socjologiczne 2014/2 (213)
[44] Report from the research *„Sexuality and parenting of people with physical disability"* commissioned by Avalon Foundation and carried out by SW RESEARCH. Timeframe: 20.01-19.02.2020; sample: 803 people with physical disability, aged 18-64; CAWI.
[45] *EIGE research on unpaid work*, 2022: https://eige.europa.eu/gender-equality-index/2023/domain/time/PL
[46] *Women at Work, Trends 2016*, International Labour Organization, 2016: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_457317.pdf
[47] *Research on professional situation of women. Quantitative report*, Kraków, October 2022, https://www.krakow.pl/aktualnosci/264968,32,komunikat,przedsiebiorcze_krakowianki.html
[48] *Report Demographic situation of Małopolskie voivodship in 2022*: https://krakow.stat.gov.pl/publikacje-i-foldery/ludnosc/sytuacja-demograficzna-wojewodztwa-malopolskiego-w-2022-r-,1,17.html

providers, care vouchers. Krakow has a fairly high level of nursery placement- 43.4%, and the number of municipal and subsidised places by the municipality is almost 11.5 thousand.[49] The 33% nursery placement rate defined in the Barcelona objectives, understood as the ratio of the number of places in entities providing institutional care for children up to three years of age to the number of children under three years of age, was achieved in Krakow in the first half of 2019. Data on the availability of care for young children at the subregional level from 2018 indicate that in Poland, Krakow can boast the largest number of places per thousand children up to three years of age (30.9).[50]

Currently, in Krakow there are[51]:

- municipal nurseries – 22 nurseries with a total of 2,353 places,
- nurseries run on behalf of and financed by the Municipality of Kraków, in premises provided by the City of Kraków (fees in these nurseries are the same as in local government facilities) – 10 nurseries with a total of 726 places,
- private nurseries, children's clubs- 256 nurseries and children's clubs with a total of 8,262 places,
- day carers – 58 day carers with a total of 305 places.

One of the forms of institutional child care in Krakow are also clubs for parents with children up to three years of age. Clubs are places for meetings and integration of parents with children, especially those up to three years of age and people expecting their child. This is where you can share your experiences, good practices, problems related to having an raising children and create informal support groups. Currently, there are 45 clubs on the map of Krakow. In total, there are 346 institutions in Krakow that care for children up to three years of age (nurseries, children's clubs and day carers), with a total of 11,646 places, of which 321 institutions are financed or co-financed by the Municipality of Krakow.

Another dependent group requiring care is seniors. According to data from the Central Statistical Office, in 2020, the demographic dependency ratio for older people (aged 65 and above) in Małopolska was 26.2, slightly below the national average of 28.2. Compared to other regions, Małopolska has a relatively high number of geriatric clinics and allocates significant funds to healthcare for the elderly.[52]

Although Krakow stands out from other Polish cities in terms of the range of institutional forms of care, not only for children, but also through the Senior Activity Centre system, of which there are currently 56, available in each of the 18 districts, care for dependent people still is lying mainly on the shoulders of women. When thinking about the spatial planning of the city, it is worth considering the routes of women performing care functions and what their needs and challenges are in this area.

[49] https://www.krakow.pl/aktualnosci/263389,29,komunikat,prezydent_krakowa_chce_zmniejszyc_oplaty_rodzicow_w_prywatnych_zlobkach.html

[50] https://samorzad.pap.pl/kategoria/archiwum/polskie-zlobki-instytucjonalna-opieka-nad-malym-dzieckiem-w-swietle-danych-gus

[51] Register of nurseries and children's clubs, along with a list of childminders. Data on the number of children under the age of three based on information from the Central Statistical Office.

[52] *Situation of seniors in Poland in 2021*, Statistics Poland, Warszawa 2021.

These challenges are compounded by systemic barriers such as fragmented policy implementation and limited interdepartmental collaboration.

Vision and Strategic Goals



Section 2: Overall logic and integrated approach

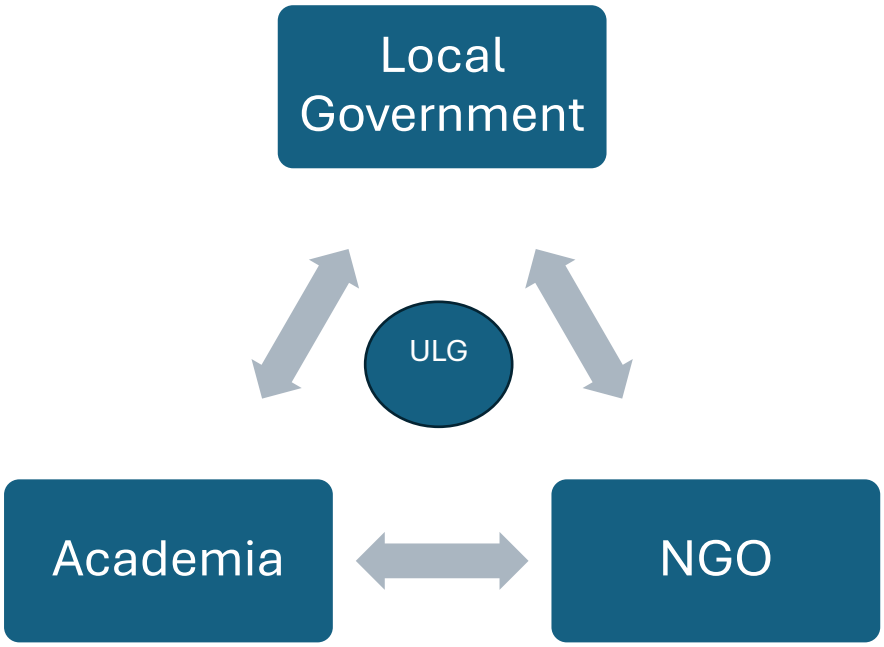
Local Group in the URBACT methodology serves to engage local stakeholders, with the aim of developing an Integrated Action Plan that can and should become an important strategic or operational document for the given city.

In the case of the FEMACT-Cities project, the city of Kraków is working on analysing barriers in public spaces from a gender perspective. The project includes research on selected shared spaces (e.g., a park, roundabout, sports facility investment, etc.) to assess their responsiveness to the needs of women and girls, identify key challenges in this context, map social demands, and conclude with a report that includes recommendations for standards related to inclusive spatial planning. The work of the Local Group will result in guidelines for city officials and municipal unit employees regarding spatial planning and the development of new investments within the city of Kraków.

Who is Working on the Problem – URBACT Group Composition

Kraków's URBACT Local Group (ULG) is composed of:

- Experts in architecture and urban planning
- Representatives from the Municipal Green Space Authority (ZZM)
- Representatives from the Kraków Public Transport Authority
- Local NGOs dedicated to gender equality and inclusivity
- Universities conducting research on gender-sensitive urban planning
- Parents' clubs, women's advocacy groups, and local businesses promoting workplace equality



Importantly, the work of the Local Group adopted an intersectional perspective—combining gender equality issues with other dimensions of exclusion, such as origin, skin colour, age, level of ability, and sexual orientation.

The selection of group participants was intentional, and 40 individuals accepted the invitation.

Collaboration format

The primary goals of the Kraków URBACT Local Group (ULG) are:

- Validation and consultation of the methodology for researching urban spaces from a gender equality perspective.
- Development of best practices and guidelines for municipal units regarding spatial planning.

To ensure the efficient operation of the ULG, the Kraków City Office contracted Gender Solution, a company experienced in facilitating workshops and projects related to urban policy and gender equality, to support the group process.

Role of transnational meetings within the FEMACT Cities network

Participation in transnational meetings of Cracow representatives had a huge impact on the delivered Integrated Action Plan. They provided safe space for peer reviews and quality checks as well as indispensable support from subject matter experts dealing with data review and evaluation, designing SMART objectives and formulating effective IAP as well as gender equality issues. The following elements from each of the transnational meetings were particularly useful for IAP drafting:

- Coimbra meeting: good practices on intersectional approach towards older women and their transport needs
- Vienna meeting: good practices on institutional mechanisms to support gender mainstreaming at the local level
- Kraków meeting: workshop with Ian Graham on drafting Integrated Action Plans
- Torino meeting: peer review of Integrated Action Plans with fellow cities
- Postojna meeting: workshop with Mary Dellenbaugh-Losse on communication for gender equality

Strategic objectives

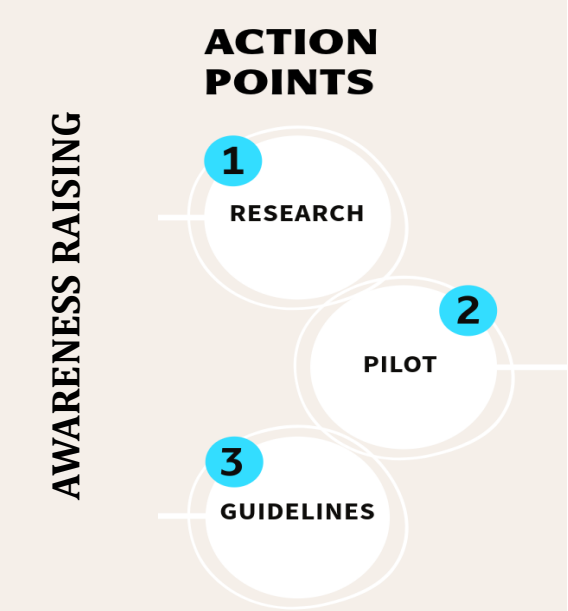
Creation of a replicable model for gender-sensitive policies in the urban context requires firstly understanding of main areas in which actions need to be taken and later designing guidelines to adopt gender mainstreaming approach in those areas. In other words, there are two main strategic objectives for the Kraków IAP:

1. Research to understand the gender-related challenges.

2. Guidelines design to create a framework for successful gender mainstreaming practices in the urban context.

Intervention logic

The intervention logic of the Kraków IAP within the FEMACT Cities Network follows three crucial steps and overall awareness raising activity.



1. RESEARCH

In the 1st phase, which covered research, the exploration of the perception of urban space by women with different backgrounds and experiences was envisioned. Based on the knowledge and day-to-day challenges that members of the ULG deal with as local officials, NGOs activists or researchers, four main topics were defined as research areas:

1. Safety of women in the urban space
2. Functioning of teenage girls and boys in the urban space
3. Functioning of mothers with disabilities in the urban space
4. Caregiving in the urban space

Furthermore, a collaboration with feminist architects' collective Architektoniczki was established and the following research activities performed:

1. Night walk with women based on the 4E Methodology (Equal-Spatial Sequence);
2. Surveys with school staff and pupils, movement maps – observations of pupils' routes and situation maps – self-declarative maps with stickers filled by pupils;
3. Interviews with mothers with disabilities and exploratory walk with mother with disability and her child;
4. Quantitative survey with caregivers and co-creation workshop with mothers.

The whole methodology and research tools were consulted with ULG members.
As a result, a research report was produced that covers in detail the 4 main focus areas of the IAP.[53]

2. PILOT

The ULG decided to implement one pilot action, which covered all elements explored in the research phased. The initiative promoting a gender mainstreaming approach among individuals and institutions responsible for the functioning of schools was selected as offering the greatest opportunity to incorporate the multiple perspectives addressed in the project. These included issues such as:

- Age: How boys and girls use school and surrounding spaces.
- Disability: The accessibility of buildings for children, parents, and teachers with disabilities.
- Care: Balancing professional and family life in the context of school and extracurricular activities.
- Safety: Addressing hate speech, cyberbullying, and the mental health of young girls.

These aspects could be explored in the context of educational institutions in Kraków.

The pilot entailed organisation of a round table for institutions responsible for the functioning of educational facilities and surrounding spaces in Kraków, during which the gender mainstreaming perspective was be presented and actions developed to implement it in Kraków's schools.

3. GUIDELINES

The results of the research compiled with outcomes of the gender mainstreaming roundtable of educational facilities would provide necessary input for the ULG to create Guidelines for Kraków on how to plan urban space and investments based on the principles of:

- Safety
- Inclusivity
- Accessibility
- Equity

The Guidelines will take the form of an easy-to-read and practical checklist, which could also be applied in other Polish cities. The checklist will be organised into specific themes such as “transport”, “communication routes”, and “hygienic and sanitary installations”. It will be designed to be accessible both to municipal officials responsible for particular urban policies – for example, transport, green areas, or climate policy – and to those addressing cross-cutting aspects of urban life, such as accessibility for women with disabilities, inclusivity for young girls, equity for women with caring responsibilities, and safety for women after dark. This matrix-based approach will enable the checklist to be promoted from both an equality and an urban policy perspective.

4. AWARENESS RAISING

The horizontal aspect of the intervention logic was awareness raising. Gender sensitising of 40 members of ULG group, that includes representatives of the police, municipal guard, Kraków city hall and many other municipal entities had huge impact on public policy. The process of drafting the IAP and designing

[53] Jaskulska E., Grzesikowska H., *„The City Gives Me Challenges Here” Report on the Research on the Use of Urban Space by Cracow Women,* Kraków 2024. https://rownosc.krakow.pl/zalacznik/489386

actions also involved collaboration with representatives from various departments within the City Hall, as well as other municipal entities, on specific social issues. For example, cooperation took place with the Security Department on the safety of womzen after dark, with the Education Department on the situation of teenage girls in schools, with the Municipal Social Welfare Centre on challenges faced by mothers with disabilities, and with the Municipal Greenery Authority on the accessibility of public spaces for caregivers. This approach fostered synergies between activities carried out by often fragmented municipal institutions and served as a tool for raising gender awareness among local officials.

The research phase had a significant impact on raising gender awareness among participants – over 150 women and men living in Kraków who took part in the process were introduced to gender equality issues and encouraged to reflect on their own gender-related experiences as city residents. The publication of the research report also served as a tool to promote the gender mainstreaming approach in urban development beyond Kraków, reaching other Polish cities. Furthermore, through the publication of an article on the URBACT website, the initiative gained recognition at the pan-European level.

In the pilot action, a variety of different actors involved in the Kraków educational ecosystem (Educational Department of the Kraków City Hall, Regional Educational Entity of Małopolskie voivodship, School Principles, Educational NGOs, School Sport clubs, Teachers' association, Parents' associations, youth activists and many more) was included in the gender mainstreaming process. The gender-sensitising "Inclusive School" walk proved to be highly impactful for participants, including teenagers, teachers and pedagogues, representatives of educational NGOs, parents' associations, and employees of Kraków City Hall. By examining the school environment through the perspectives of a migrant girl from Syria wearing a headscarf, a girl using a large electric wheelchair, a boy from a family living below the poverty line, and a boy on the autism spectrum, participants gained a deeper understanding of how intersectionality operates and the diverse challenges faced by children from different backgrounds.

Finally, at the stage of defining the Guidelines all departments and municipal entities of Kraków will be familiarised with gender mainstreaming framework and specific tools that can be applied to ensure more inclusive and equal urban development.

Section 3: Action planning details

This section is divided into two main parts: the one devoted to Creating the guidelines for gender sensitive urban policy and the one which is aimed at Kraków becoming leading example of gender sensitive urban development in Poland.

ACTION 1: Creating Guidelines for gender sensitive urban policy

Strategies linked:

The Sustainable Urban Mobility Plan for Kraków; the Kraków for Equality Policy; the Safe Kraków Programme; the Kraków Development Strategy – "This Is Where I Want to Live"; "Healthy Kraków" Programme; Action Plan of the Kraków City Office for 2025–2028 to improve the provision of accessibility for persons with special needs, the "Young Kraków" Programme for 2024–2028

Stakeholders:

Vicepresident of the City; City Hall; Municipal Housing Authority; Municipal Social Welfare Centre; Plenipotentiary for Equality Policy; Accessibility Officer; Civic Dialogue Committee for Youth; Municipal Greenery Authority; Kraków Technical University; Budgetary Department; Department of Urban Planning; Department of Municipal Infrastructure and Services; Department of Social Policy, Equality and Health; Department of Security and Crisis Management; Public Transport Authority of Kraków; Municipal Police of Kraków; Urban Roads Authority

Action Owner:

Department of Social Policy, Equality and Health in collaboration with Plenipotentiary for Equality Policy

Finance and Resources:

53.000 euro for 2 years – Municipal Budget - the estimation does not include personnel costs

Risks

- Fragmented coordination between departments and institutions
- Insufficient or unstable funding for social programmes due to geopolitical situation that sets other priorities, such as security and defence
- Limited gender and inclusion expertise in planning and design processes

Action readiness: Ready to be implemented

ACTIVITY	Timeline	OUTPUTS	Involved stakeholders	Budget
Design of the gender mainstreaming in urban policy Guidelines	Q1 2026	Visually appealing publication including a checklist for inclusive urban policy	Department of Social Policy, Equality and Health; Plenipotentiary for Equality Policy; Accessibility Officer	2 000 euro
Awareness campaign among employees of the City Hall and other municipal entities regarding the new Guidelines	Q2 and Q3 2026	Monthly newsletters and 2 webinars for employees about the guidelines	Department of Social Policy, Equality and Health; Department of Organisation and Supervision; Plenipotentiary for Equality Policy	2 000 euro
Training for employees on how to apply the new Guidelines	Q2 2026 – Q2 2027	8 trainings for all Departments in the Kraków City Hall	Department of Social Policy, Equality and Health; Department of Organisation and Supervision; Plenipotentiary for Equality Policy	24 000 euro
Design of the Monitoring and Evaluation System for Guidelines implementation	Q3 – Q4 2026	Publication of MEL System on the intranet	Department of Social Policy, Equality and Health; External company specializing in evaluations	5 000 euro
Evaluation of Guidelines' adoption in the City Hall	Q3 2027 – Q1 2028	Report from the evaluation research including mapping of the areas which require most intervention in the future	Department of Social Policy, Equality and Health; External company specializing in gender evaluations	20 000 euro

ACTION 2: Becoming a leading example of gender-sensitive urban development in Poland

Strategies linked:

The Sustainable Urban Mobility Plan for Kraków; the Kraków for Equality Policy; the Safe Kraków Programme; the Kraków Development Strategy – "This Is Where I Want to Live"; "Healthy Kraków" Programme; Action Plan of the Kraków City Office for 2025–2028 to improve the provision of accessibility for persons with special needs, the "Young Kraków" Programme for 2024–2028

Stakeholders:

Vicepresident of the City; City Hall; Plenipotentiary for Equality Policy; Accessibility Officer; Department of Social Policy, Equality and Health; Commission for Human Rights and Equal Treatment of the Association of Polish Cities; Taskforce for Equal Treatment and Equality Policies at the Chancellery of the Prime Minister; Femcities Network

Action Owner:

Department of Social Policy, Equality and Health in collaboration with Plenipotentiary for Equality Policy

Finance and Resources:

32.000 euro for 2 years – Municipal Budget – the estimation does not include personnel costs

Risks

- Gender backlash and far-right political shift
- Insufficient or unstable funding for social programmes due to geopolitical situation that sets other priorities, such as security and defence
- Limited gender and inclusion expertise within other city halls in Poland

Action readiness: Ready to be implemented

ACTIVITY	Timeline	OUTPUTS	Involved stakeholders	Budget
Presenting the gender mainstreaming in urban policy Guidelines on the national fora	Q3 2026 – Q1 2027	4 presentations about the guidelines for municipal officials from different Polish cities	Commission for Human Rights and Equal Treatment of the Association of Polish Cities; Taskforce for Equal Treatment and Equality Policies at the Chancellery of the Prime Minister	2 000 euro
Organising a conference for representatives of Polish cities on inclusive city design	Q4 2026	50 participants of the conference representing min. 25 Polish cities	Department of Social Policy, Equality and Health; Plenipotentiary for Equality Policy; Deprtament of Social Communication	10 000 euro
Facilitating a network of representatives of Polish cities working on a certain urban policy from a gender perspective (e.g. transport, public procurement, access to hygienic facilities)	Q3 2026 – Q3 2027	Network launch and organization of 3 online meetings and one final meeting face to face	Department of Social Policy, Equality and Health; Plenipotentiary for Equality Policy – Department dealing with specific policy that the network will focus on	10 000 euro
Participation in European networks on gender sensitive urban policy	Q1 2026 – Q4 2026	At least 2 applications in consortia with other EU cities for best practice exchange funding	Department of Social Policy, Equality and Health; Department of Strategy and European Funds	0 euro
Inclusion of gender disaggregated data on the “Open Cracow” portal	Q3 2026 – Q3 2028	Update of existing data base and including gender dimension in all new entries where relevant	Department of Social Policy, Equality and Health; Department of Strategy and European Funds; IT Services Centre	10 000 euro

Section 4: Implementation framework

Framework for delivery

The action programme should be adopted for implementation by a resolution of the Krakow City Council. The resolution should be prepared by the Department for Social Policy, Equality and Health in cooperation with the municipal institution responsible for coordinating the work of stakeholders, designing participatory processes, and shaping public engagement and feedback loops.

URBACT highlights an integrated approach – activities must demonstrate vertical (administrative cooperation), horizontal (cross-sector) and territorial interaction. Experts, activists and local officials involved in the performance of the ULG will continue their role through targeted consultations on specific aspects of actions delivery as well as engaging in collaboration with other Polish cities on exchange of good practices and dissemination of gender-inclusive city model. They will also play vital role in consulting the Council of Equal Treatment of the City of Kraków and President's Plenipotentiary for Equality Policy.

The Council for Equal Treatment promotes equality-focused attitudes and solutions through cooperation with the organisational units of the Kraków City Hall, municipal organisational bodies, cultural and educational institutions, higher education institutions, non-governmental organisations, and other institutions and services operating within the Kraków Municipality. Its aim is to help build an inclusive society guided by openness and the principles of equal treatment, as well as to counteract discriminatory phenomena at the local level.

The Council fulfils its objectives through:

- recommending equality-focused solutions for the Krakow Municipality;
- granting the Council's Patronage/Matronage;
- providing opinions on selected draft documents within the Council's aims and remit;
- adopting resolutions consistent with the Council's objectives and substantive scope.

The role of the Plenipotentiary for Equality Policy is intended to provide substantive and operational support to the President of Kraków in developing and implementing a coherent equality and anti-discrimination policy for the city, ensuring that tackling inequality and discrimination, along with promoting human rights, remains one of Kraków's key priorities.

The duties of the plenipotentiary include, among others:

- taking action to promote equality, equal rights, social justice, equal opportunities and broad participation in public, cultural, social and economic life, particularly in areas such as religion, belief, nationality, gender, age and sexual orientation
- initiating and developing themes, events and other initiatives of both local and international scope related to equality and fundamental human rights
- participating in the process of reviewing complaints submitted to the President regarding undesirable behaviour of a mobbing or discriminatory nature

- coordinating tasks arising from the Act on Counteracting Sexual Crime Risks and the Protection of Minors
- preparing and reviewing draft legal acts, including internal management documents, in the field of equal treatment principles and fundamental human rights
- monitoring the situation regarding respect for basic constitutional human rights in Krakow
- preparing an action plan for equality and anti-discrimination policy forming the basis for a complementary policy framework in Kraków
- organising cooperation with non-governmental organisations and institutions working to prevent various forms of discrimination, and preparing draft programmes and social campaigns aimed at raising public awareness of discrimination affecting different social groups.

Resourcing

A detailed budget plan will align financial resources with the key activities. Transparent budgeting and periodic financial reviews will be incorporated into management protocols. Each task should have a designated owner to avoid ambiguity during implementation.

It is difficult to estimate the costs of the planned activities and to identify funding sources (such as the city budget, EU funds or public–private partnerships).

In future, a more comprehensive budget plan should be developed. This should include:

• estimated costs for each key activity (e.g., workshops, conferences, trainings, promotional efforts);
• potential funding sources – not only general references to EU or municipal funds, but specific programmes, grants, public–private partnerships or opportunities for securing sponsorship;
• a cost–benefit analysis which, although challenging to determine precisely, could support the assessment of investment effectiveness in dissonant heritage.

Potential sources of EU fundings:

THE NEW EUROPEAN BAUHAUS FACILITY 2025-2027

It is designed to support projects that combine sustainability, inclusion and aesthetic value within local communities. It provides structured funding and guidance for initiatives that link environmental goals with cultural and social wellbeing, encouraging collaboration between public institutions, designers, researchers, businesses and citizens. The facility aims to help cities and regions test practical solutions, develop innovative models for greener living spaces, and strengthen community participation in shaping the built environment. Through this approach, it seeks to accelerate the transition towards climate-neutral, high-quality and socially responsive places across Europe.

CITIZENS, EQUALITY, RIGHTS AND VALUES PROGRAMME (CERV)

A European Union programme that funds projects between cities to promote citizen participation, equality, rights, and values. Through initiatives like "Networks of Towns," it encourages cities to

collaborate on shared priorities such as climate action, democratic engagement, and the promotion of EU values, providing opportunities for citizens to engage with diverse cultures and form a stronger sense of European identity.

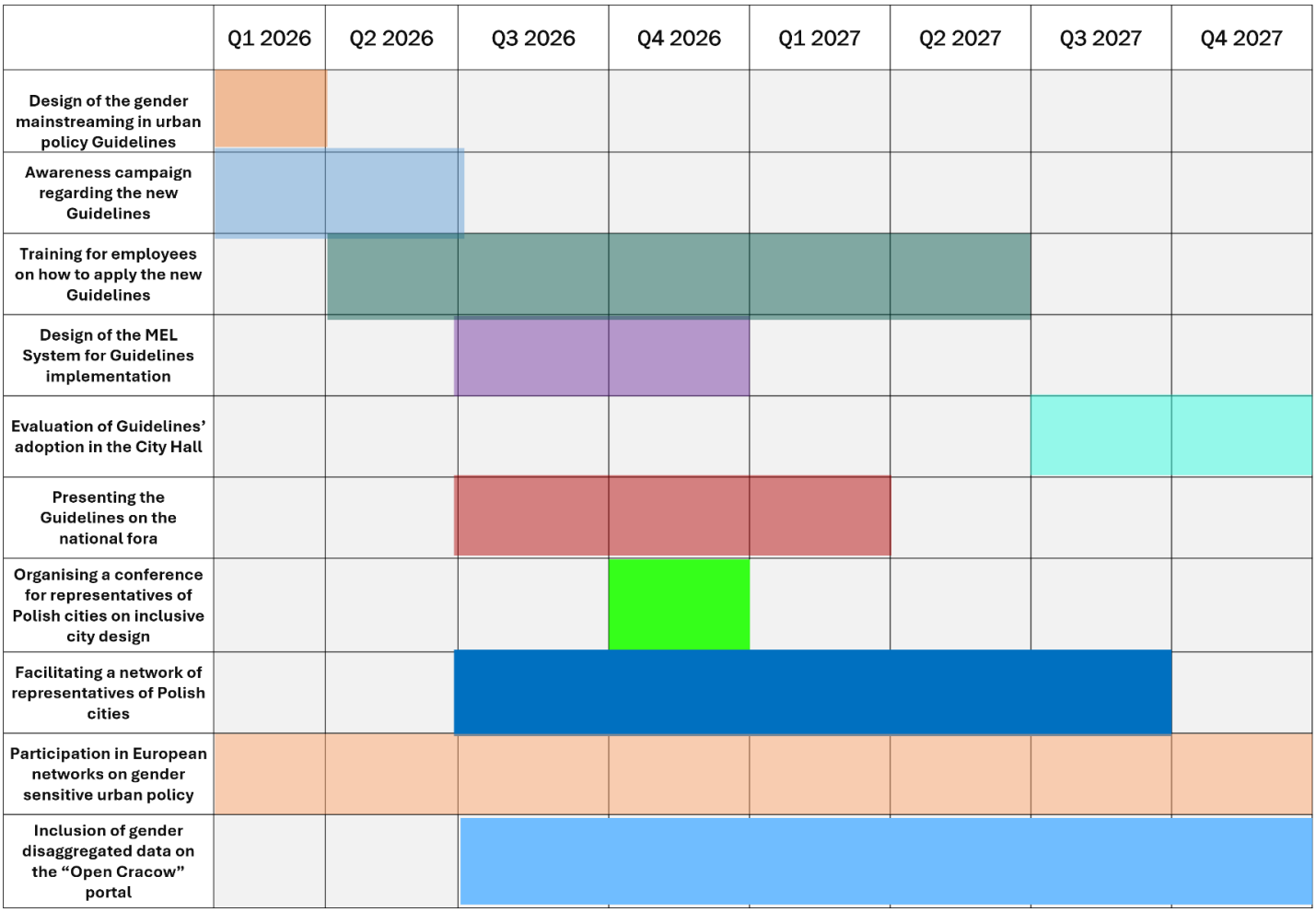
URBAN INNOVATIVE ACTIONS (UIA)

An EU initiative that provides funding to cities seeking to test bold, experimental solutions to complex urban challenges. It supports projects that go beyond conventional practice, allowing municipalities to explore new approaches in areas such as climate adaptation, social inclusion, housing, mobility and the circular economy. By offering financial backing and a controlled environment for experimentation, UIA enables cities to pilot ideas that carry higher levels of risk but have the potential for transformative impact. The initiative also encourages knowledge sharing, helping successful innovations inform wider EU policy and inspire replication across other urban areas.

EUROPEAN STRUCTURAL AND INVESTMENT FUNDS

Cohesion policy addresses diverse development needs in all EU regions and cities, with a budget of € 351.8 billion – almost a third of the total EU budget. The ESIFs include the European Regional Development Fund (ERDF) and Cohesion Fund (CF) for development and structural adjustments of regional economies, economic change, enhanced competitiveness as well as territorial cooperation, European Social Fund (ESF) for employment, social inclusion and education.

Overall timeline



Tools and coordination mechanisms

Establishment of the subgroup within the Council for Equal Treatment (based on the URBACT Local Group), which will monitor the implementation of the recommended actions.

Risk assessment

Description of risk	Type of risk (e.g. operational, financial, legal, staffing, technical, behavioural)	Categorisation	Outline of steps which could be taken to mitigate the risk
Fragmented coordination between departments and institutions	Operational and staffing	Medium risk	Introducing clear coordination procedures and regular cross-unit meetings to ensure consistent communication and joint planning
Insufficient or unstable funding for social programmes due to geopolitical situation that sets other priorities, such as security and defence	Financial and behavioural	Medium risk	Ensure financial resilience by diversifying funding sources and planning multi-year budgets that can absorb shifts in national priorities driven by geopolitical pressures
Limited gender and inclusion expertise in planning and design processes	Technical and behavioural	Low risk	Address the skills gap by offering targeted training and integrating external experts to support gender-responsive and inclusive planning
Gender backlash and far-right political shift	Behavioural	Medium risk	Mitigate the risk by strengthening evidence-based communication, fostering broad community dialogue, and building cross-party support within the City Council for equality measures
Limited gender and inclusion expertise within other city halls in Poland	Technical and behavioural	High risk	Strengthen national knowledge exchange by promoting inter-city cooperation (e.g. via Human Rights and Equal Treatment Committee of the Association of Polish Cities), sharing practical tools and guidelines, and offering capacity-building initiatives for municipal staff across Poland

Monitoring & evaluation

Effective monitoring and evaluation will ensure that the Integrated Action Plan delivers measurable progress towards a more gender-sensitive urban policy framework in Kraków. Success will be assessed through a combination of quantitative and qualitative indicators linked directly to the plan's strategic objectives, research findings and implementation activities. The primary measure of progress will be the extent to which gender perspectives are embedded in municipal planning processes, reflected in both updated internal procedures and tangible changes in urban development practices. Key indicators will include:

- the timely completion of the Guidelines for gender-sensitive urban policy,
- the number of City Hall departments applying the checklist in planning or investment decisions,
- the level of staff engagement in training sessions,
- the establishment of a functioning Monitoring, Evaluation and Learning (MEL) system accessible through the municipal intranet.

Additional outcome indicators will focus on behavioural and institutional change, such as:

- increased awareness of gender-sensitive planning among municipal staff,
- improvements in interdepartmental cooperation,
- enhanced availability of gender-disaggregated data through the "Open Kraków" portal.

To demonstrate results to funding bodies, political actors, decision makers and the wider public, the City will adopt a transparent reporting approach grounded in evidence and user-friendly communication tools. Annual progress summaries will highlight completed activities, key findings from the MEL system, and adjustments made in response to lessons learned. Evaluation of the Guidelines' adoption will yield further evidence, including mapping of areas requiring future intervention and documenting how inclusive urban design principles have influenced specific projects. Public communication will draw on clear infographics, case studies and examples showcasing improvements in safety, inclusivity and accessibility for women, girls, caregivers and people with disabilities. Participation in national and European networks will further validate the City's progress, as peer cities provide external reference points and opportunities for benchmarking. Overall, monitoring and evaluation will serve not only as accountability mechanisms but also as tools for continuous learning, ensuring that Kraków's approach remains adaptive, evidence-based and aligned with broader European standards on gender equality in urban development.