



NGOs in Poland

Basic facts

Based on research 2004

© Klon/Jawor Association
Warsaw 2004

Klon/Jawor Association, 5/5 Szpitalna str., 00-031 Warsaw, Poland
Tel. (48 22) 828 91 28, fax (48 22) 828 91 29, klon@klon.org.pl www.klon.org.pl

Polish NGO portal www.ngo.pl . For research see www.badania.ngo.pl

NGO in Poland – basic facts

Klon/Jawor Association 2004

THE POLISH NON-GOVERNMENTAL SECTOR IN NUMBERS.....	4
I. BASIC INDEX CONCERNING THE NON-GOVERNMENTAL SECTOR IN POLAND.....	5
1. Number of Organisations	5
2. Territorial Disposition	5
3. Dynamics of Creation and Age of the Organisations.....	7
4. Number of Active Organisations	9
II. FIELDS AND RANGE OF THE ORGANISATIONS' ACTIVITIES.....	9
1. Fields of activity	9
2. Forms of Activity	10
3. Range of Activity	11
4. Affiliation to Networks	12
5. Representation of the Sector	12
III. PEOPLE IN THE ORGANISATIONS	13
1. Paid Staff	13
2. Membership	14
3. Volunteering	16
4. Gender Division in the Sector	17
5. Level of Education in the Sector	18
6. Age of the Sector's Employees	18
IV. THE ORGANISATIONS' FINANCES	18
1. Revenues.....	18
2. Financial Sources	19
3. Business Activity.....	21
4. Organisations' Possessions.....	22
V. FINANCIAL MANAGEMENT	22
1. Bookkeeping	22
2. Safekeeping of Resources and Investments	22
VI. EUROPEAN FUNDS.....	23
VII. NEW TECHNOLOGY IN THE WORK OF THE ORGANISATIONS.....	23
VIII. AROUND ORGANISATIONS' ACTIVITIES	25
1. Cooperation	25
2. The Law on Public Benefit Activity and Volunteering	28
IX. THE ORGANISATIONS' NEEDS AND MAIN PROBLEMS	29
1. Required Training	29
2. Dreams	29
3. Problems of the Non-Governmental Organisations.....	30
4. General State of the Organisations	31
5. The Organisations Evaluation of Their Situation	31
X. Values.....	32
XI. METHODOLOGY	33

Introduction

This report is based on results of the study "Situation of the non-governmental sector in Poland in 2004" that was conducted in 2004 by the Klon/Jawor Association on a representative sample of 950 associations and foundations. In the following text you will find facts concerning the Polish non-governmental sector.

The research conducted in 2004 was a continuation of similar work carried out in 2002, and as in the case of "Situation of the non-governmental sector in Poland in 2002", it provided basic, reliable data on the structure, functioning, needs, opinions and problems of the organisations in the third sector. Using the same methodology, it was possible to compare the basic index concerning the state of the sector in 2002 and 2004 and to observe the changes in its situation.

In the following publication, you will find basic data from the research about volunteering and philanthropy carried out by SMG/KRC at the request of the Klon/Jawor Association and the Volunteering Centre Association in Warsaw.

The Klon/Jawor Association carried out the research within the Third Sector Programme, financed by the Trust for Civil Society in Central & Eastern Europe and the Stefan Batory Foundation. The research "Situation of the non-governmental sector in Poland in 2004" was co-financed by the Ministry of Social Policy and the Polish NGO Office in Brussels. The realisation of the research was also supported by the Polish-American Freedom Foundation.

THE POLISH NON-GOVERNMENTAL SECTOR IN NUMBERS

- There are 45,000 associations and more than 7,000 foundations registered in Poland (according to data from the REGON register, April 2004).
- Almost **half** of the registered organisations have their seat **in a big city** (former or present voivodeship capital).
- **Most** non-governmental organisations in Poland work within the field of “**sports, tourism, recreation and hobby**” (**38.6%** of the organisations mark this alternative as the most important area of activity). The other most frequently marked fields of activity are: “**culture and art**” (**11.6%** of the organisations), “**education and upbringing**” (**10.3%**) as well as “**social service and social aid**” (**10%**) and “**health protection**” (**8.2%**).
- The voivodeships, in which the number of registered organisations in relation to the number of inhabitants is the **highest**, are: **Mazowieckie** (18.75 organisations per 10,000 inhabitants), **Pomorskie** (16.42 organisations per 10,000 inhabitants), **Dolnośląskie** (15.09 organisations per 10,000 inhabitants). The lowest numbers are found in **Świętokrzyskie** (10.3 organisations per 10,000 inhabitants) and **Opolskie** (10.69 organisations per 10,000 inhabitants).
- **Two thirds of the organisations do not employ permanent, paid staff.** The total number of employees in the organisations can be estimated at almost 64,000 full-time jobs.
- **In half the organisations** that employ paid staff, **the average wage did not exceed 1,000 zlotys** (amount without the contribution to social insurance). **The highest wage** amounts, in average, to **1,600 zlotys gross**.
- **The total number of members of organisations in Poland in 2004 can be estimated at about 8 million.**
- The total number of **volunteers** contributing to the work of organisations in 2004 (and who **are not their members**), **can be estimated at about 1 million persons.** Almost every second organisation has such cooperation (44%).
- Those who work for the organisations are **well educated** – more than half of those sitting on the boards of directors (61%) and of the paid employees (59%) of the organisations have higher education.
- **Half of the organisations’ revenues did not exceed 13,000 zlotys in 2003.** This is less than in 2001, when half of the organisations had revenues greater than 19,000 zloty.
- Financial sources used in 2003 by the largest percentage of the organisations are: **member fees (60%** of the organisations), **local authority sources (45%), donations from private individuals (40%)** and **donations from institutions and firms (39%)**.
- **Public sources (local and national) constituted the largest part** of the revenues of the whole sector in 2003 – 30% of the total receipts of all organisations.
- More and more organisations have **business activity** – in 2004, such activity was declared by **16% of the organisations**.
- Slightly over **20%** of the organisations have some kind of **financial reserve**.
- Polish non-governmental organisations have great expectations of European funds – **more than 70%** of the organisations declare that they **plan to apply for subsidies from European funds**.
- **Two thirds of the organisations use computers in their work;** half of these have access to more than one computer. Representatives of almost **four fifths of the organisations declare that they use the Internet** (in their office or outside) in issues related to their activities, every second does it at least a couple of times a week.
- The most frequently reported problem was **difficulty in obtaining funds** – 77.3% of the organisations experience it on a daily basis. The second most frequently reported problem (53.8%) was a **lack of people willing to work selflessly for the organisation**.

I. BASIC INDEX CONCERNING THE NON-GOVERNMENTAL SECTOR IN POLAND

1. NUMBER OF ORGANISATIONS

The non-governmental organisation was first defined in law on 24 April 2003 when the Law on Public Benefit Activity and Volunteering came into effect. Article 3.2 of this law defines non-governmental organisations as legal persons or units without legal entity, created on the basis of legal regulations, but excludes units of the public sector as defined by public finance regulations. They are non-profit-making and include foundations and associations. The law adopts a broad definition of the non-governmental organisation; defined in this way, beside associations and foundation, the third sector also includes other subjects such as trade unions and economic or professional self-governments.

At the end of April 2004

- 45,891 associations¹
- 7,210 foundations

were listed in the REGON² register, and are, in this report, called “non-governmental organisations”, i.e. according to the narrower definition of the non-governmental sector.

Yet, if we want to estimate the size of the whole non-governmental sector, the following should be added to this number:

- 14,000 volunteer fire brigades,
- 3,524 grassroots organisations (parent-teacher associations, hunt clubs and public committees),
- 17,113 trade unions,
- 15,244 units of the catholic church, other churches and religious associations,
- 5,515 organisations of economic and professional self-governments and
- smaller groups of employer organisations and political parties.

Thus, if we want to treat all the above mentioned types as subjects of the “third sector”, it would amount to close to 109,000 registered units.

In the study “Situation of the non-governmental sector in Poland in 2004” (and in the study from 2002) we adopted the narrower definition of the non-governmental sector, and only for this group – associations and foundations – are the results of our study representative.

2. TERRITORIAL DISPOSITION

Differences between the Number of Organisations in the Voivodeships

In the following juxtaposition two indexes were used to describe the size of the non-governmental sector in each voivodeship. The first provides the number of non-governmental organisations in the REGON register and the second – the number of organisations per inhabitant in a given voivodeship. The second index makes it possible to evaluate differences in the development of the non-governmental sector in individual regions, considering that some are more populous than others. It therefore constitutes better material for comparison than just the number of registered organisations.

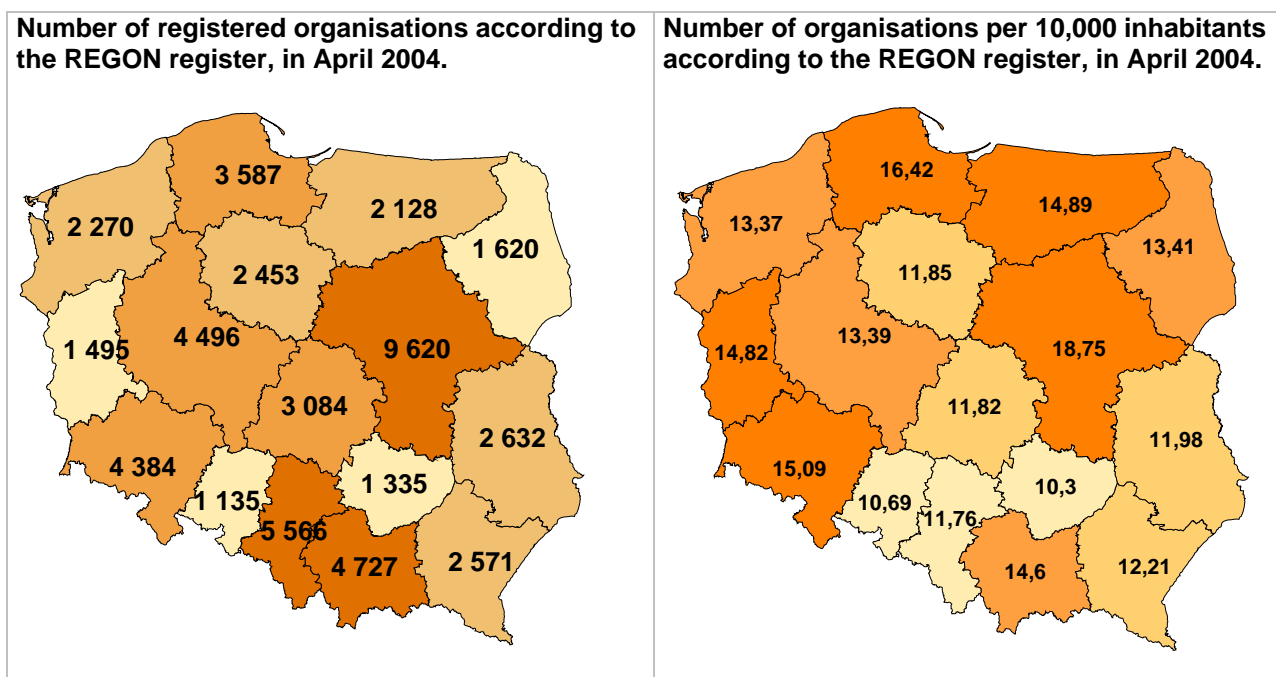
- Mazowieckie voivodeship had the highest number of registered organisations – almost 10,000 associations and foundations. In this voivodeship, also the number of organisations per 10,000 inhabitants was the highest – 18.75 organisations.
- Other areas with a high number of organisations per 10,000 inhabitants were: Pomorskie (16.42 organisations), Dolnośląskie (15.09), Warmińsko-mazurskie (14.89), Lubuskie (14.82) and Małopolskie (14.6).

¹ Excluding the volunteer fire brigades, which have the legal form of associations.

² The REGON register, run by the Polish Central Statistical Office, is a list of national economic subjects, created in accordance with article 41.1 in the 29 July 1995 act on public statistics (Dziennik Ustaw N° 88, item 439 with later changes).

- The second voivodeship in terms of the number of organisations (after Mazowieckie) was Śląskie, where more than 5,500 foundations and associations were registered, yet, at the same time the number of organisations per 10,000 inhabitants was only 11.76 (it is a highly populated region).
- In neighbouring Opolskie voivodeship, the number of registered organisations was the lowest – only slightly above 1,000. Also the number of organisations per 10,000 inhabitants was one of the lowest – 10.69.
- In Świętokrzyskie and Lubuskie voivodeships there were also fewer than 1,500 registered associations and foundations and the number of organisations per 10,000 inhabitants in Świętokrzyskie was the lowest – 10.3.

Map presenting the number of non-governmental organisations registered in Poland - in absolute numbers and per 10,000 inhabitants

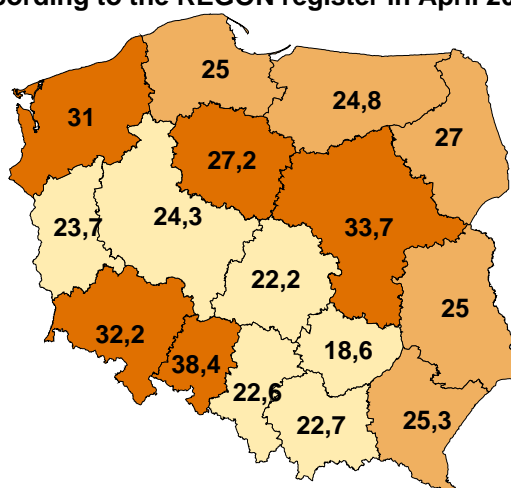


Dynamics of Creation of New Organisations in the Voivodeships

The development of the non-governmental sector in different voivodeships is measured in percentage growth in the number of organisations from 2002 to 2004.

- In 2004 (as well as 2002), the voivodeship with the lowest number of registered organisations was **Opolskie**, but at the same time it had **the fastest percentage growth in the number of registered organisations since 2002** (we must remember, though, that if we were to measure the growth in absolute numbers, Opolskie voivodeship would be one of the last in terms of the number of organisations created since 2002).
- The following two most dynamically developing regions were **Mazowieckie** and **Dolnośląskie**.
- **The lowest growth** in the number of organisations was registered in **Świętokrzyskie, Łódzkie, Śląskie and Małopolskie** voivodeships.

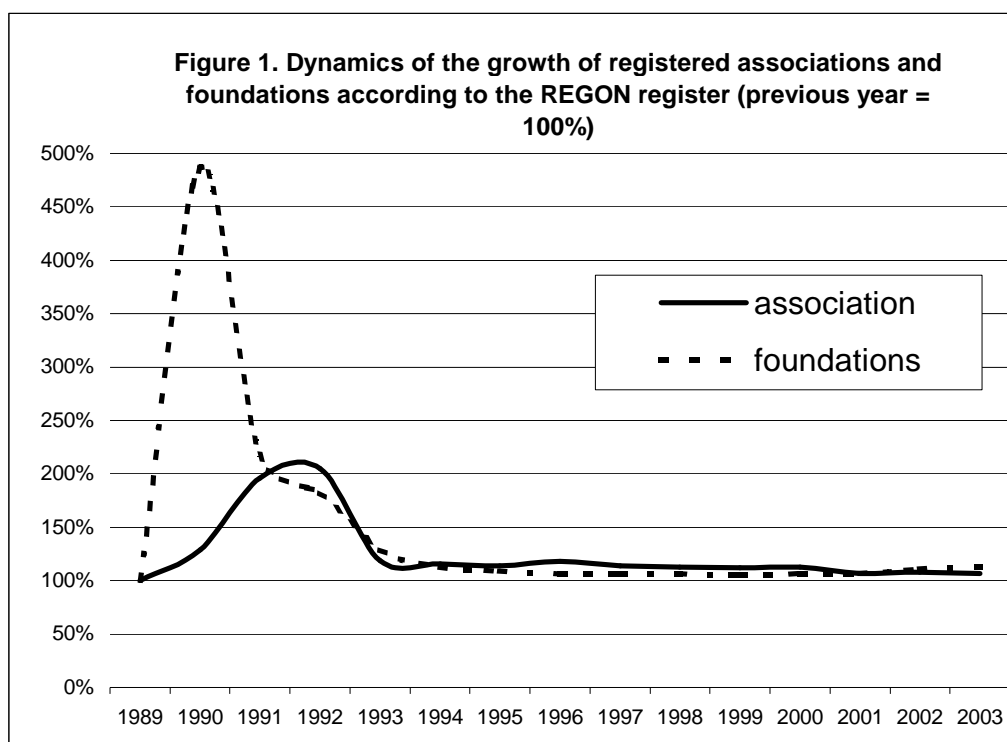
Percentage growth in the number of organisations from 2002 to 2004 according to the REGON register in April 2004



3. DYNAMICS OF CREATION AND AGE OF THE ORGANISATIONS

It is difficult to estimate the number of active organisations using data from the REGON register. Although the register is verified, it is a register of organisations created, but subjects that cease their activity do not have the obligation to sign off and in practice, usually do not.

Figure 1 focuses not on the number of all organisations in the particular years, but on the percentage growth of the number of organisations in the given year in relation to the previous year (which is always counted as 100 per cent).



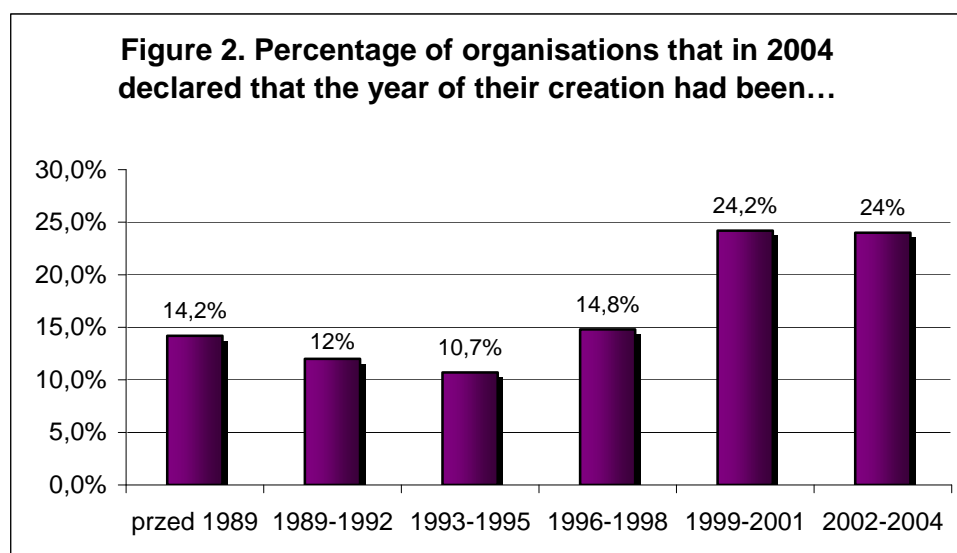
From figure 1 it is clear that the growth of new organisations was the highest in the beginning of the 1990s and stabilized at the end of 1993 and beginning of 1994 at a level of about 115%.

Clearly visible is also that the dynamics of growth of associations was not identical with the one of foundations.

- **In the beginning of the 1990s the rate of creation of foundations was considerably higher than that of association.** This can be explained by the small number of foundations in 1989 (according to data from REGON, in 2004 there were 6 times fewer foundations than associations, while in 1989 there were 16 times fewer).
- **From about 1991 the dynamics of growth of the number of foundations came to the same level as that of associations,** and perhaps because of the exceptionally troublesome registration procedure, the rate of creation of foundations even became lower than that of associations.
- During the **last two years (2002 and 2003) the rate of creation** of foundations was higher than the corresponding rate of associations; the following years will show if this tendency will be maintained.

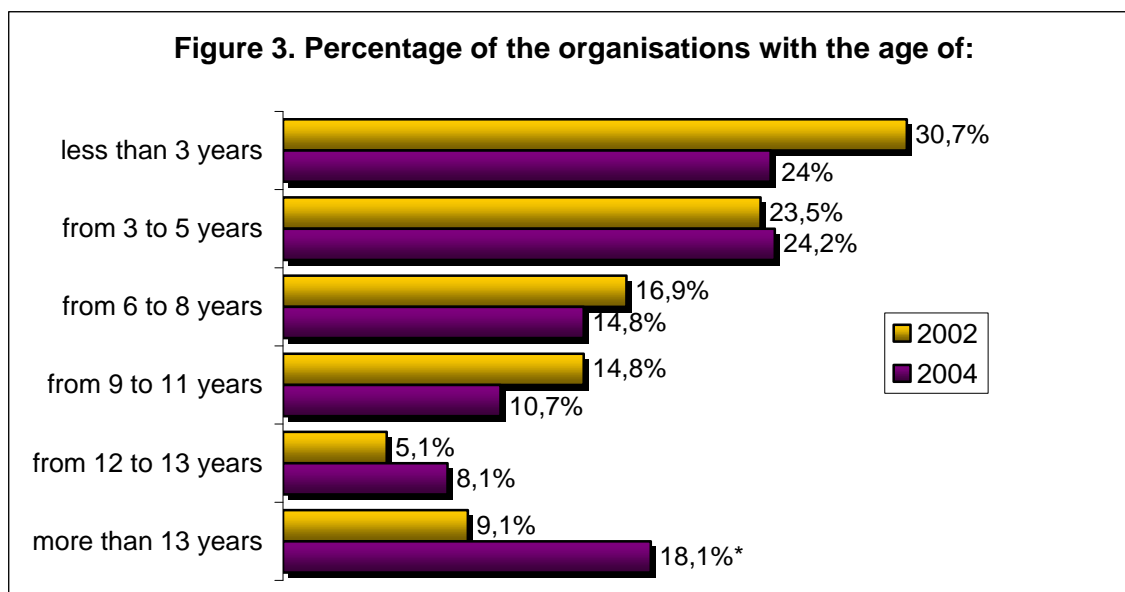
Age of the Organisations

The explosion of activity of the associations at the beginning of the 1990s is to this day reflected in the structure of age in the non-governmental sector. Today there are almost as many organisations created in the period from 1989 to 1992 as organisations created before 1989. *Figure 2* shows how many per cents of the organisations, still existing in 2004, were created in which years.



- Almost every fourth organisation **was created in the last three years (24%)**.
- Nearly **half the organisations (48.2%) were less than 5 years old** when the research was conducted.

Figure 3 shows that the percentage of young organisations in the non-governmental sector has remained high (even though in 2004 it was somewhat lower than in 2002), and it can be expected to continue this way. This proves that a lot of new organisations collapse, which is a quite natural phenomenon, although the rate might be unsettling. This can be a sign of difficult conditions or little tenacity of the organisations' creators. It also means that the sector in general is "young", with all good and bad consequences.



* Such a big difference between the percentage of the organisations older than 13 years in 2002 and 2004 is connected to the turning point of 1989. The organisations that in 2002 were more than 13 years old are those that had been created before 1989, while in 2004 also those created in 1989 and 1990 were included.

4. NUMBER OF ACTIVE ORGANISATIONS

The percentage of active organisations from the total number of organisations registered in the REGON register was estimated, based on a separate study conducted in 2002. There is no reason to believe that the proportion of active and inactive organisations has changed considerably since 2002; that is why the estimated numbers from 2002 can be accepted.

When pollsters, conducting the study in 2002, attempted to reach 3,000 organisations, arbitrarily selected from the REGON register, using a variety of means, they succeeded in:

- establishing contact with 58% of these registered organisations and positively determining that they are active,
- determining that 10% of the organisations had ceased their activity and are in the process of signing off, or had practically no activity,

The fate of over 30% of the organisations could not be determined, but considering the nature of the organisations' activities, we cannot exclude that they exist (even if their activities are probably not particularly developed).

II. FIELDS AND RANGE OF THE ORGANISATIONS' ACTIVITIES

1. FIELDS OF ACTIVITY

The results of the study from 2004, similarly to those two years earlier, unambiguously indicate that **“sports, tourism, recreation and hobby”** are the areas in which the largest percentage of organisations were active – **almost 40% pointed at these as their most important fields of activity**, and another 20% claimed they work within such fields even though they were not their most important fields of activity.

Other areas that the organisations often indicated as their most important fields of activity are:

- culture and art (these are the most important fields of activity for almost 12% of the organisations),
- education and upbringing (indicated by one tenth of the organisations),
- social services and social aid (similarly to the case of education and upbringing, these are the most important fields of activity for one tenth of the organisations),
- health protection (this is the most important field of activity for 8% of the organisations) and
- local development in the social and material dimension (6.5% of the organisations).

Since the organisations often do not limit themselves to a single area of activity, it is worth examining the distribution of percentages of answers to the question about all their fields of activity (see *Table 1*).

When the question is formulated in this way, education and upbringing takes the second place (over 40%) on the list of most frequently indicated areas of activity (behind "sports, tourism, recreation and hobby"). Such a high percentage of organisations working within this area is not surprising – among them there are both organisations that carry out all kinds of training, information, preventive and instructive activities, and those that work with children and adolescents, that is, carry out all kinds of upbringing activities.

Fields of activity	Percentage of answers when asking about the one most important field of activity	Percentage of answers when asking about all fields of activity
Sports, tourism, recreation and hobby	38.6	61.7
Culture and art	11.6	26.1
Education and upbringing	10.3	43.6
Social services and social aid	10.0	26.6
Health protection	8.2	24
Local development in the social and material dimensions	6.5	20.9
Environmental protection	3.6	15.8
Professional, workers and trade matters	2.9	6.7
Law and its protection, human rights and political activity	2.6	11.1
Scientific research	1.8	8.5
Support for institutions, non-governmental organisations and civil initiatives	1.4	14
International activity	0.7	11.3
Religion	0.3	2
Other activities	1.6	4.1

2. FORMS OF ACTIVITY

Activities for Private Persons

- The beneficiaries of activities of most non-governmental organisations (78%) were **private individuals**.
- **Every second organisation** claimed the number of beneficiaries of their activities had **increased** in the last two years. For **35%** of the organisations the number had **remained the same**, and only **9%** of the organisations believed their number of charges had **diminished**. 6% of the organisations were unable to estimate the changes.

Number of charges	Percentage of organisations working for the indicated number of private individuals
1 to 50	24.3
51 to 500	40.9
501 to 1,000	11.6
1,001 to 5,000	14.9
5,001 to 10,000	4.7
over 10,000	3.7

Activities for Institutions and Organisations

- 38% of the organisations declared that their activities were directed to institutions and non-governmental organisations.

Number of institutions	Percentage of organisations working for the indicated number of institutions and organisations
1 to 10	63.1
11 to 50	26.9
51 to 100	4.6
over 100	5.4

Declared Forms of Activity

Forms of activity	Percentage of organisations that indicated the given form as one of 3 of their most important forms of activity	Percentage of organisations that had conducted the given form of activity in the last two years
Direct service for the organisations' members, charges or clients	63.8	71
Financial or material support for private individuals	19.3	26.9
Representing and advocating the interests of the organisations' members and charges or clients	28.1	41.6
Organizing debates, seminars and conferences on topics important for the organisations	22.8	38.9
Scientific research, collecting and processing data	5.8	12.1
Publishing magazines, bulletins, reports and the like on topics related to the organisations' mission	10.7	26.6
Mobilizing and educating public opinion to support the organisations' activities, conducting social campaigns and so forth	26.2	45.1
Advocating, organizing lobbying activities and influencing system changes, e.g. working for changes in the law	4.1	11.8
Participating in debates (or disputes) with public administration of different levels, e.g. participating in or organizing public consultations, campaigns, protests, petitions and so forth	11.5	32.9
Encouraging cooperation between organisations/institutions in Poland (initiating joint actions, meetings, exchange of experience and the like)	13.2	35.7
Financial support for projects led by other organisations or institutions	4.9	12.6
Supporting other non-governmental organisations and civil initiatives by delivering information, counselling, advice, training or other types of support	8	23.9
Encouraging cooperation between institutions and organisations with similar objectives.	8	16

3. RANGE OF ACTIVITY

- Every second organisation operated on a territory not larger than the region, out of these, 5% declared that their activities were limited to the closest neighbourhood, while, for 46%, the reach of activity was the commune or the entire region.
- 28% of the organisations declared a nationwide or larger range (over 60% had their seat in a voivodeship capital).

- 15.5% of the organisations had, in the last two years, conducted activity for private individuals, organisations or institutions from outside of Poland (in 2002, 16% of the organisations declared this kind of activity), predominantly from European countries, in half the cases from the West and the other half was from the former socialist bloc.

4. AFFILIATION TO NETWORKS

- 36% of the organisations belonged to different kinds of federations, networks and unions (regional, national or within trade), **which is 6% more than two years earlier.**
- **25%** of the organisations **wanted to belong to such a network**, while **21%** stated they **did not**. 17% had no opinion.
- The percentage of organisations that declared an **affiliation to foreign or international networks** had practically not changed – in 2004 they made up **11%** (in 2002 they were 9%).
- 39% of the organisations wanted to enter a foreign or international network, yet only 5% declare they had already found the suitable partner.

5. REPRESENTATION OF THE SECTOR

In the course of the study, the associations and foundations were asked to point out organisations (not necessarily federations) that represent the interests of the entire non-governmental sector as well as interests of different branches and regions (*Tables 5, 6 and 7*).

- **23%** of the organisations claimed they were familiar with other organisations that represent the interests of the entire sector. Almost as many were able to point out organisations representing a given region, considerably more – **37%** – knew organisations that represent the interests of organisations operating in a given branch.

Table 5. Organisations acting in the interest of the entire sector	Percentage of organisations that chose the given option
There are no organisations whatsoever acting in the interest of the entire sector.	0
We do not know any organisation acting in the interest of the entire sector.	63.2
We know organisations that try to act in the interest of the entire sector, but we consider them inefficient.	10.0
We know organisations that act in the interest of the entire sector.	23.3
We consider ourselves an organisation acting in the interest of the entire sector.	3.5

Table 6. Organisations that act in the interest of organisations working in a given domain (organisations in particular branches).	Percentage of organisations that chose the given option
There are no organisations whatsoever acting in the interest of organisations in particular branches.	4.2
We do not know any organisation acting in the interest of organisations in particular branches.	41.4
We know organisations that try to act in the interest of organisations in particular branches, but we consider them inefficient.	10.5
We know organisations that act in the interest of organisations in particular branches.	37
We consider ourselves an organisation acting in the interest of organisations in particular branches.	6.9

Table 7. Organisations acting in the interest of organisations from particular regions	Percentage of organisations that chose the given option
There are no organisations whatsoever acting in the interest of organisations from particular regions.	1.9
We do not know any organisation acting in the interest of organisations from particular regions.	61.7
We know organisations that try to act in the interest of organisations from particular regions, but we consider them inefficient.	8.8
We know organisations acting in the interest of organisations from particular regions.	20.9
We consider ourselves an organisation acting in the interest of organisations from particular regions.	6.8

III. PEOPLE IN THE ORGANISATIONS

1. PAID STAFF

The study from 2004 suggests that **only every third organisation employs paid staff (33.2%)**.

It is worth remembering that in 2002, 35% of the organisations claimed they engaged workforce on the basis of employment contracts; this means that the number of organisations that permanently make use of paid staff has not changed much. This is confirmed by the estimate of the number of employees in the sector expressed in full-time jobs (i.e. total number of hours divided by the number of hours in one full-time employment).

- **In 2004, the number of employees, expressed in full-time jobs, in the non-governmental sector could be estimated at just under 64,000** (this constitutes about 0.59% of total employment apart from agriculture). In the study from 2002 the number of jobs was estimated at about 62,000.
- In the majority of the organisations that employed paid workers (**about 70%**), **the number of employees did not exceed 5 people**.
- A little over 1% of the organisations employed more than 20 people.

Table 8. Percentage of organisations engaging a determined number of employees.	
Number of employees	Percentage of organisations (in the entire sector)
One employee	7.1
2 to 5 employees	15.5
6 to 10 employees	4.4
11 to 20 employees	3.1
21 or more employees	1.6
lack of data	1.5

Salaries

- **The maximum wages** in the organisations (independently of the kind of contract), in average, amounted to about **1,600 zlotys³ gross** (amount without the contributions to social insurance). At the same time, **in half the organisations** that employed staff, the maximum wage (independently of the kind of contract) **did not exceed 1,200 zlotys gross** (100 zlotys more than in 2002).
- **The average wage** was not impressive: 1,070 zlotys gross (this is some 30 zlotys less than two years earlier), while **in half the organisations** employing paid staff **it did not exceed 1,000 zlotys**.

For comparison, the average national salary amounted to 2,289 zlotys gross (according to figures from the Central Statistical Office).

³ The 2004 zloty exchange rate was: 4.53 zloty for one Euro and 3.65 zloty for one US Dollar.

2. MEMBERSHIP

We only speak about membership in the case of associations – at least 15 members is the formal condition for acquiring the status of an association. It might be interesting to analyse the diversity of associations from the point of view of the number of members:

- Half the organisation had no more than 42 members (in 2002, half the organisation had up to 46 members).
- Every fourth organisation had more than 90 members (in 2002, every fourth organisation had more than 100).
- About 5% had more than 1,000 members (in 2002, 5% of the organisations had more than 750 members).

In the last 2 years **no major changes in the number of members have occurred in the organisations**. It seems the association have not done much since 2002 in order to increase the number of members, neither did they “loose” their members, although a comparison between the results from 2002 and 2004 shows a clear stratification in the member structure – organisations with a small number of members in 2002 had even less in 2004, while those with a large number of members in 2002, had even more in 2004. This is confirmed by the organisations’ own answers:

- Only **47%** of the associations claimed that their number of members had stayed unchanged in the last 2 years, **31%** declared that the number had **increased** and **13%** that it had **diminished**.
- *According to the Omnibus study from 2004 carried out on a **representative sample of Poles**⁴, **20.3% of the adult citizens** declared affiliation to non-governmental organisations, or social or religious movements.*
- One can suppose that the number of formal members of associations was higher than it appeared in the survey because people might have forgotten about their membership in an organisation at the moment of the research (especially if they were not actually engaged in the organisation’s activities). Based on the research carried out on the non-governmental organisations and the research carried out on a representative sample of adult Poles, **the total number of members of organisations in Poland in 2004 can be estimated at about 8 million**.

Registered members do not necessarily engage in the organisation’s activities; affiliation to some organisations, especially big ones, is a formality for one part of the members and they often forget about their membership. This results in complete passivity and neglect of even such elementary obligations as paying membership fees. It is worth analysing the organisations’ answers concerning the level of activity of their members.

- According to the organisations’ declarations, **30% of all members of associations in Poland were completely passive** – they did not pay fees, did not appear in general meetings and did not maintain contact with the organisations.

What was the level of activity of the remaining 70%?

- Only **30% of all that actively joined the activities of the organisations**, dedicated their time to and participated in the work of the organisations.
- The remaining **40% limit their activity to paying fees** (according to the organisations’ answers, about 65% of the members pay fees) and maybe participate in general meetings.

⁴The Omnibus study was jointly prepared by the Klon/Jawor Association and the SMG/KRC A Millard Brown Company. The research was carried out between the second and fifth of November 2004, on a random, representative sample of 1005 adult Poles. The research was ordered by the Klon/Jawor Association and conducted within the Third Sector Programme financed by the Trust for Civil Society in Central & Eastern Europe, the Stefan Batory Foundation and the Volunteering Centre Association in Warsaw.

Figure 4. Percentage of organizations, in which, in 2004, the following percentage of members actively participated in the work of the organisation and devoted their time to it

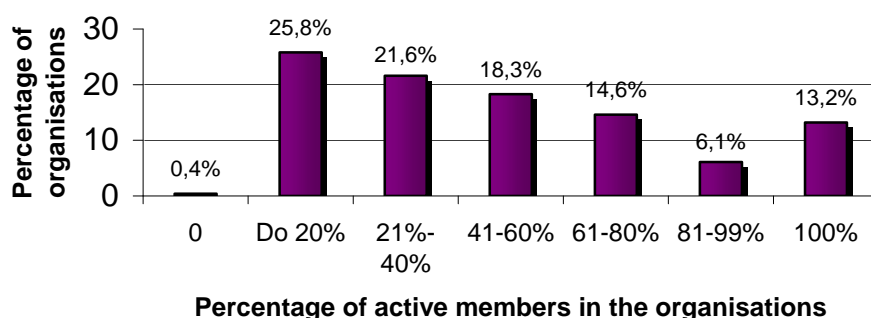


Figure 5. Percentage of organisations, in which, in 2004, the following percentage of members were completely passive – did not appear in general meetings, did not pay fees and did not maintain contact with the organisations

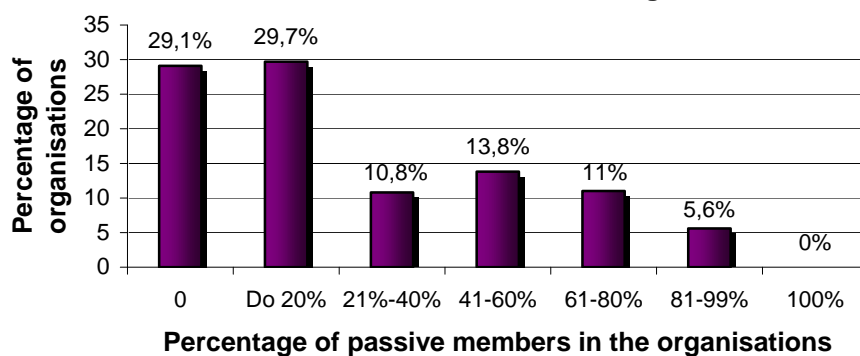
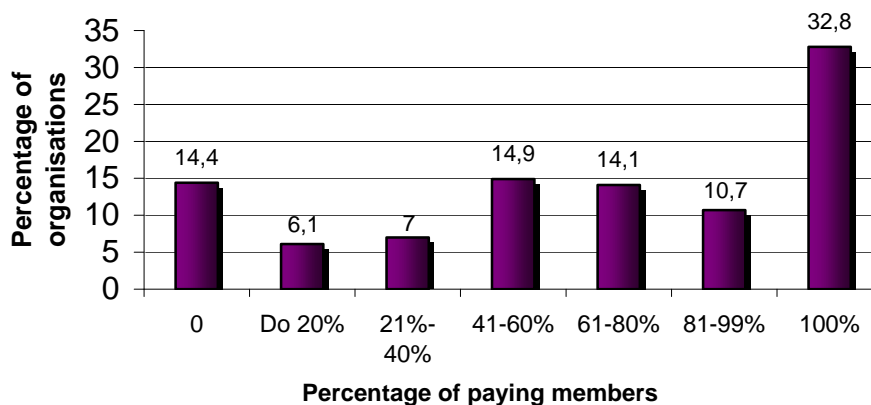


Figure 6. Percentage of organisations, in which, in 2004, the following percentage of members regularly paid membership fees



3. VOLUNTEERING

In this study, volunteers are defined as persons who are **not members of the organisations** and that, without compensation, engage in the work of the organisations.

Volunteers support the activities of 44.4% of the organisations. This means that the number of organisations cooperating with volunteers **diminished slightly** (by 2.6%) in comparison with 2002.

- In half the organisations cooperating with volunteers the number of volunteers did not exceed 10.
- In another 27% of the organisations the number of volunteers varies between 11 and 30.
- 5% of the organisations benefited from the work of more than 100 volunteers during the last year.
- The total number of volunteers supporting the work of the organisations in 2004 (not counting their members) can be estimated at about 1 million.

- *According to the Omnibus study from 2004, carried out on a representative sample of adult Poles⁵, **18.3%** of the respondents declared that they during the past year had done some kind of non-remunerated work for non-governmental organisations or social or religious movements. **This percentage does, however, not concern volunteers that are not members of organisations** – over 90% of the Poles that engaged in voluntary work also declared formal affiliation to some organisation.*

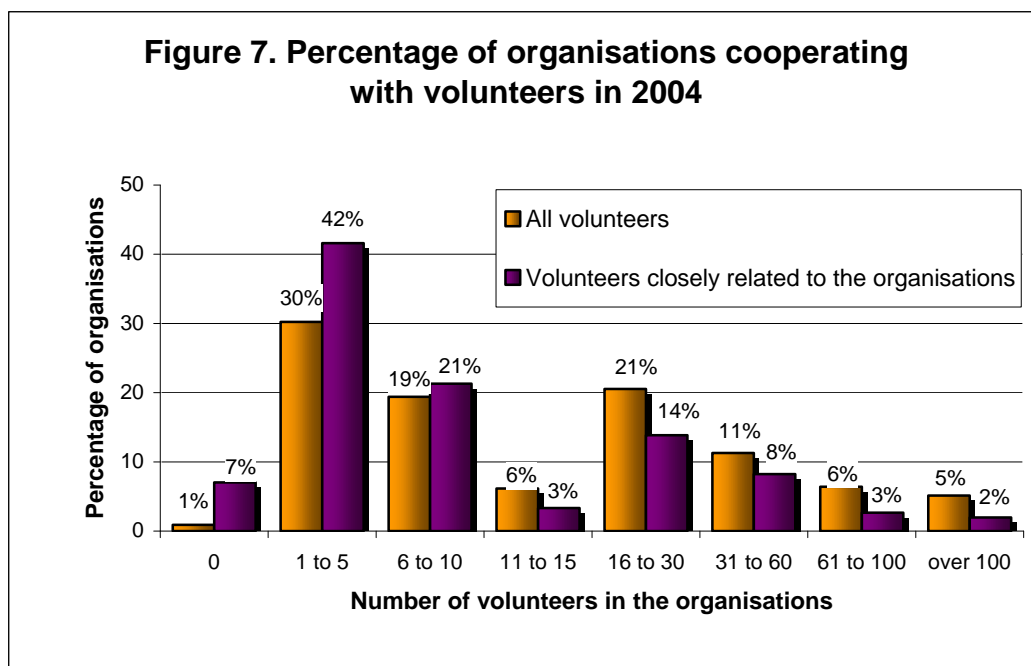
In 2004, the organisations declared **cooperation with a slightly smaller number of volunteers** than in 2002.

- In 2004, the percentage of organisations that declared cooperation with more than 5 volunteers increased by 8%,
- while the percentage of organisations that in the last year had more than 60 volunteers decreased by 4%.

Nevertheless, the majority of the organisations did not feel any change in the number of volunteers engaged in their work:

- only **10% of the organisations** cooperating with volunteers claimed that **the number of volunteers had diminished**, in the last two years,
- Nearly **half** believed that the number of volunteers **had not changed**,
- **34% of the organisations** noticed an **increase** in the number of volunteers.

⁵ Cf. footnote 3



4. GENDER DIVISION IN THE SECTOR

The organisations were most frequently headed by men – merely one third of the organisations were headed by women (they constituted 32% of the board members):

- in **28%** of the boards of directors there were no women whatsoever.
- in another **43%** of the organisations women were in the minority in the board,
- whereas **8%** of the organisations declared that the board consisted exclusively of women.

When it comes to the proportion between men and women among the organisations' employees, things look very different.

- **Women constituted 64% of the people employed in the sector.**
- In almost every third organisation employing paid staff, there were only female employees.
- The organisations that employed only men were half as many (15%).

Fewer women than men were engaged in the work of the organisations as volunteers (39% women) and members (35% women).

Percentage of women	Percentage of organisation that indicated a particular proportion of women...				
	...in the board of directors	...in the board of directors in foundations*	...among the employees **	...among the volunteers ***	...among the members ****
no women	27.7	24.2	15	21	11.7
1-25% women	18.6	20.4	7.6	14.5	24.2
26-50% women	25	32.3	17.7	23	35.8
51-75% women	16.7	18	20.1	19.2	17
76-99% women	4.3	3.1	7.3	11	8.6
100% women	7.8	2	32.2	11.3	2.7

*percentage for foundations

** percentage for organisations that employ workers

*** percentage for organisations that cooperate with volunteers

**** percentage for associations

5. LEVEL OF EDUCATION IN THE SECTOR

- Over half (61%) of the members of the organisations' boards had higher education.
- Slightly fewer persons had higher education among paid employees – 59%.
- Among the volunteers regularly cooperating with the organisations, 42% held a master's degree, although, at the same time, 29% of the organisations claimed no volunteer that had cooperated with them had higher education. The lower proportion of people with higher education among volunteers can probably be connected to their young age.

Table 10. People with higher education in non-governmental organisations			
Percentage of persons with higher education.	Percentage of organisations that indicated a particular proportion of people with higher education...		
	...in the board of directors	...among the employees *	...among the volunteers **
no persons with higher education	9	15	29
1-25% of persons with higher education	10	8	15
26-50% of persons with higher education	21	21	23
51-75% of persons with higher education	18	12	9
76-99% of persons with higher education	8	13	
100% of persons with higher education	34	31	19

* percentage for organisations that employ workers

** percentage for organisations that cooperate with volunteers

6. AGE OF THE SECTOR'S EMPLOYEES

- Over half (61%) of the volunteers were less than 30 years old.
- Considerably fewer people below 30 were found among the organisations' employees – 29% were under 30 years old.
- In the organisations' boards, half as many (13%) as among the employees were below 30 years of age.

Table 11. People under 30 years of age in non-governmental organisations			
Percentage of people under 30 years old	Percentage of organisations that indicated a particular proportion of persons under 30 years of age...		
	...in the board of directors	...among the employees *	...among the volunteers **
no persons under 30 years old	66	46	28
1-25% of persons under 30 years old	16	16	17
26-50% of persons under 30 years old	11	21	17
51-75% of persons under 30 years old	3	9	5
76-99% of persons under 30 years old	1	2	8
100% of persons under 30 years old	3	6	25

* percentage for organisations that employ workers

** percentage for organisations that cooperate with volunteers

IV. THE ORGANISATIONS' FINANCES

1. REVENUES

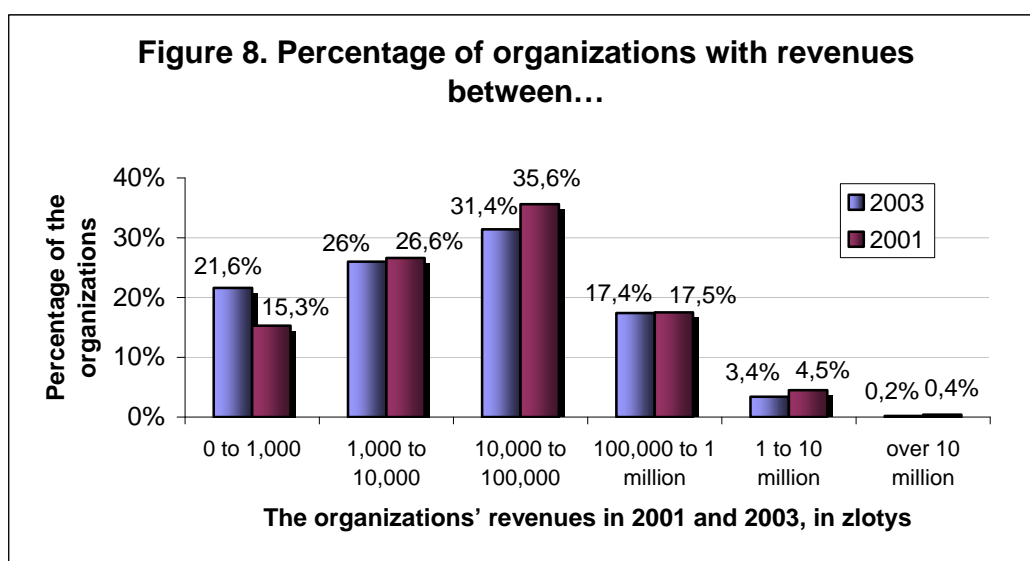
80% of organisations declared a precise or approximate **amount of revenues in 2003**, the remaining did not answer this question, either because they had been created after 2003 (7%) or they "escaped" from doing it by claiming it was difficult to tell what annual revenues they had at their disposal. It is unlikely that really 13% of the organisations were not able to estimate their revenues even approximately and it seems more probable they just did not want to divulge this information.

What is known about the organisations that decided to share the information about their finances?

The revenues of half the organisations did not exceed 13,000 zlotys in 2003. This is **6,000 zlotys less than in 2001.** *Figure 8* makes it easier to compare the revenues in 2001 and 2003; it presents

the percentage distribution of organisations, with regard to determined ranges of revenues in 2003 and 2001. From the figure it can be concluded that a slight deterioration in the organisations' financial situation occurred between the two years.

- The biggest change in the sector's revenue structure in relation to 2001 is an increase in the number of the **poorest organisations** – the organisations with an annual budget of up to 1,000 zlotys constituted 15% of the total number of organisation in 2001, while **in 2003 they made up 21%**.
- **The organisations with revenues between 10,000 and 100,000 zlotys were somewhat fewer** (some 4%) in 2003 than in 2001.
- The percentage of organisations with **revenues higher than 100,000 zlotys** almost did not change between the two years – they were 22.4% in 2001, and in 2003 – **20.6%**



2. FINANCIAL SOURCES

Table 12 shows the percentage of associations and organisations that **made use of a given financial source** in 2003. As in 2001, the most frequently used sources were: membership fees, local authority sources as well as donations from private individuals, institutions and firms.

Financial sources	Percentage of the organisations that used the given source in 2003
1 membership fees	59.9
2 local authority sources (sources from the commune, region or voivodeship government)	45.2
3 donations from private individuals	40.9
4 donations from institutions and firms	38.8
5 public sources (from ministries, national agencies and voivodeships)	19.3
6 interests on capital and bank deposits, shares and stocks as well as rent for possessions	15.3
7 other sources	12.3
8 earnings from business activity	10.5
9 support from other Polish non-governmental organisations	9.2
10 income from paid statutory activities (which are not business activities) in accordance with the Law on Public Benefit Activity	8.2
11 revenues from campaigns, public charity collections and charity actions	6.5
12 support from foreign non-governmental organisations	4.6
13 foreign public sources – aid programmes (including EU sources, e.g. PHARE, Sapard and Access)	4.0
14 support from other units of the same organisation	3.1

Detailed information about the organisations that used different financial sources is presented in *Table 13*. It presents what percentage of organisations received what amount of money from a given source and what proportion this constitutes of the organisations' total revenues.

Financial sources		Percentage of organisations for which the revenues from a given source constituted the following percentage of their total revenues:					Percentage of organisations that from a given source received the following amount of money:					
		1%-20%	21%-40%	41%-60%	61%-80%	81%-100%	No data	Up to 10,000	Up to 100,000	Up to 1 million	Over 1 million	No data
1	public sources (from ministries, national agencies and voivodeships)	8.5	1.8	2.5	1.3	1.2	4.1	6.1	4.6	2.4	0.2	6.1
2	foreign public sources – aid programmes	1.6	0.4	0.6	0.3	0.2	0.9	0.4	1	1.2	0.1	1.3
3	local authority sources (sources from the commune, region or voivodeship government)	13.2	6.3	6.8	4.7	8.2	6	17.5	13.6	1.8	0.5	11.8
4	support from other Polish non-governmental organisations	5.1	1.2	0.4	0.7	0.4	1.3	3.7	1.9	0.4	0.01	3.2
5	support from foreign non-governmental organisations	1.9	0.8	0.2	0.4	0.3	1	0.8	1.3	0.3	0.1	2.1
6	donations from private individuals	22.2	5.5	2.3	1.3	2.9	6.7	20.8	7	0.9	0.1	12.0
7	donations from institutions and firms	20.3	4.1	4	1.1	2.8	6.5	17.6	7.6	1.6	0.02	12.0
8	support from other units of the same organisation	1.9	-	0.1	0.3	-	0.9	0.9	0.2	0.1	-	2
9	membership fees	29.8	4.8	3.1	2.2	11.7	8.3	33.8	6.9	1.2	0.2	17.7
10	revenues from campaigns, public charity collections and charity actions	4.3	0.9	0.3	0.1	0.1	0.9	3.3	1.3	0.3	0.01	1.7
11	interests on capital and bank deposits, shares and stocks as well as rent for possessions	11.1	0.1	0.2	-	0.3	3.7	7.8	2	0.3	0.1	5.2
12	income from paid statutory activities (which are not business activities) in accordance with the Law on Public Benefit Activity	3.6	1	0.5	0.4	0.6	2.1	2.3	1.3	1.3	0.1	3.3
13	earnings from business activity	1.3	1.2	2.3	1.9	1.9	1.9	1.1	3.6	2	0.7	3.1
14	other sources	4.1	2	0.9	1	2.2	2.1	4.7	2.5	1.4	0.4	3.3

Table 14 shows the share of different sources in the total revenues of associations and foundations. An analysis of the sector's revenue structure in 2003 leads to the following conclusions:

- Domestic public sources (local and national) constituted the largest part of the revenues of the whole sector – almost **30%**. This is slightly less (by some 3.5%) than in 2002.
- **Earnings from business activities represented the second largest share of the sector's revenues** in 2003; they amounted to **20% of total revenues**, hence twice as much as in 2001.

This is probably the biggest change in the sector's revenue structure since 2002. It is necessary to wait for the results of the next study to see if it is a stable shift in the revenue structure, although we now already know that other data confirms this hypothesis. Above all, it should be noted that **the percentage of organisations that in the given year actually had some revenues from business activity has increased** – they made up 6.4% in 2002, and 10.5% in 2003; furthermore, the percentage of organisations declaring business activity **increased from 11 to 16%**. The difficult financial situation of the sector could be a reason for this change; it forces more and more organisations to adopt "self-financing" as a financial strategy. One should not forget that, due to the introduction of the Law on Public Benefit Activity and Volunteering (although not entirely because of it), certain concepts were systematized and, at the same time, myths about conducting business activity (among other things, about its possible range and object) abolished.

- It is possible that, as an effect of a certain “systematizations” of the concepts, **the percentage of donations from private individuals has diminished** – it constituted **4.7% of the total revenues** in 2003, while in 2001 – 10.3%.

Although, both in 2002 and in 2004, we asked about donations (not payment for services), one can suppose that the payment for services more frequently had the form of donations in 2001. This is one of the hypotheses that might explain the decrease in the percentage of the revenues from this source. If we compare the percentage of the organisations whose revenues were supported by donations, in 2001 and 2003, it is visible that no larger changes have occurred here. Thus, it does not seem that the organisations ceased to seek donations; nevertheless, their results are poorer. As a formality, it should be stressed that every fourth organisation that declare having revenues from individual charity does not share information about the amount of revenues from this source. This influenced the total amount of revenues from this source in the table below.

- At the same time, the share of revenues from donations from firms and institutions has increased slightly – from 6.2% in 2001 to 7% in 2003.

Financial sources		Percentage of the sector’s total financial reserves
1	earnings from business activity	20.7
2	local authority sources (sources from the commune, region or voivodeship government)	16.5
3	public sources (from ministries, national agencies and voivodeships)	13.1
4	other sources	12.1
5	membership fees	8.1
6	donations from institutions and firms	7
7	income from paid statutory activities (which are not business activities) in accordance with the Law on Public Benefit Activity	4.8
8	donations from private individuals	4.7
9	support from foreign non-governmental organisations	4.1
10	foreign public sources – aid programmes (including Europeans funds, e.g. PHARE, Sapard and Access)	3.5
11	interests on capital and bank deposits, shares and stocks as well as rent for possessions	2.7
12	revenues from campaigns, public charity collections and charity actions	1.2
13	support from other Polish non-governmental organisations	1.1
14	support from other units of the same organisation	0.3

3. BUSINESS ACTIVITY

- Some organisations tried to solve their financial problems by becoming involved in **business activity** – at the moment of the study, **16%** of the organisation conducted business activity, compared to 11% in 2002.
- **65%** of the organisation that conducted business activity claimed that **their area of business activity was directly related to** (entirely or to a large extend coincides with) **their statutory objectives**.
- **22%** declared that their area of business activity **partly coincided with the statutory activity**.
- Every tenth organisation (11%) that conducted business activity admitted that **the object and area of their business activity were completely separated from the area of statutory activity**.
- The areas of business activity were most frequently training (**43%**), service and trade (**40%**), organizing and supporting events (**33%**), as well as publishing and renting out or leasing of rooms – 21% each.

4. ORGANISATIONS' POSSESSIONS

- 76.6% of the organisations claimed they had practically no financial reserves.
- For those, who had such means at their disposal, these would in average be sufficient for 8 months of continuous activity; more precisely, for half the organisation that had reserves, these were not enough for more than 5 months. Another 20% would be able to operate from 6 to 12 months, while about 30% claimed that they, thanks to their reserves, could remain functional for a year or more.
- As for the properties (apart from current financial means):
 - 7% of the organisations owned an office or other real estate,
 - 7% declared they owned land,
 - 5% of the organisations claimed they owned a vehicle,
 - 5% had "nest-egg" or substantial statutory funds,
 - 12% disposed of other propriety, including above all different sorts of furniture and equipment.
- **Yet, almost three fourths of the organisations (71%) claimed that they did not own any significant propriety.**

V. FINANCIAL MANAGEMENT

1. BOOKKEEPING

- **18.4% of the organisations claimed they did not keep any accounts**, while another 1.5% could not tell whether they did or not. Only **one third of these had no income in 2003**, while the remaining had some income – 13.5% over 5,000 zlotys and 3.5% over 50,000 zlotys.

How, then, did the bookkeeping work in the organisations that kept accounts?

- **One in three organisations** employed **authorized accountants**. In addition, in **8%** of the organisations, the authorized accountants that took care of the bookkeeping were volunteers.
- **30%** of the organisations acknowledged that the **accounts were kept by a person without formal authorization**.
- **19%** of the organisations **hired an outside accountant**.

2. SAFEKEEPING OF RESOURCES AND INVESTMENTS

- About 14% of the organisations claimed they were unable to talk about the way of running finances or had, simply, no income.
- **5% of the organisations kept their resources exclusively in cash.**
- 78% of the organisations had current bank accounts.

A small proportion of the organisations invested their means on their own:

- 10% of the organisations placed the money in fixed-term deposit accounts.
- 3.5% invested in business activity.
- Other forms of accumulating capital were considerably less common – 0.4% declared they purchased shares and securities, the same percentage invested in government bonds – these forms of financial management perforce concerned those organisations that possessed a substantial propriety or "nest-egg".

VI. EUROPEAN FUNDS

- Most of the Polish non-governmental organisations did not have experience in applying for the pre-accession funds – **in the last 4 years, only 4% of the organisations applied for them.**
- The Polish non-governmental organisations had high expectations of the European funds – **over 70%** of the organisations declared that they **planned to apply for subsidies from the European funds.**
- The interest in European funds was, to a large extent, half-hearted. In 2004, over two thirds of the organisations that planned to apply for European funds were not able to name a fund or a programme from which they would like to benefit.
- Only slightly above 20% of the organisations could name a European programme or fund that they were interested in. Over 5% expressed a wish to benefit from the European Social Fund or EQUAL Community Initiative which is financed by the European Social Fund. Slightly more seldom the PHARE programme was mentioned.
- The expected obstacles feared by the organisations in accessing the European funds were, above all, related to the requirement that financed projects be sufficiently large – every second studied organisation (almost 55%) expressed a fear of there being difficulties in benefiting from the European money because of the lack of own means required by the European programmes and because of too a limited potential of the organisations in comparison to the size of projects supported by the European Union.
- The organisations evaluated their knowledge of the possibilities to access the European funds quite realistically – only 20% of the respondents found it sufficient, while above 40% chose a more moderate answer declaring that they knew “a little bit”, yet did not feel sufficiently informed. Almost one fourth of the respondents selected the answer “we do not know anything but that such funds exist” or “we have not heard of the possibility to access such funds” (7%).
- Half of the studied organisation perceived the access to the European funds mainly as a chance to take a “financial breather”. A little bit less (over 40%) hoped that, thanks to the European means, they would have a chance to enlarge the range and force of their activities. One respondent in three believed that the new funds would make it possible to invest in the development of non-governmental organisations, higher professionalism and employment of adequate specialists.
- The most frequently named fears related to the new European funds were: the influence that the European programmes might have on the organisation’s mission (nearly 30% of the organisations); bureaucratization of the organisations activities (loss of “authenticity” and “human character”); and marginalization of that part of the non-governmental sector for which there was no place in the European programmes.

VII. NEW TECHNOLOGY IN THE WORK OF THE ORGANISATIONS

- 60% of the organisations declared that they use one or more computers in their work – 31% used one, another 23% used 2 to 5, and 3% used more than 10.
- Three fourths of the organisations that used computers also had access to the Internet in their office.
- Almost every third organisation used the Internet on a daily basis, another 15% a couple of times a week, only 35% of the organisations used the Internet less than a few times a month or did not use the Internet at all.

Figure 9. How often in the daily work do you use the Internet in issues related to the organization?



- According to the data about the sources of information used by the organisations, 67% declared that they visited specialized websites addressed to the non-governmental sector more or less frequently.
- In this context, we decided to analyse the popularity of the **portal of non-governmental organisations** www.ngo.pl. It turned out that **38% of all organisations** had heard about it. Three fourths of those that had heard about the portal had also visited it (**31% of all organisations – twice as much as in 2002**). Among the organisations that had entered the portal at least once, one third were regular visitors – they visited it at least once a week, and one third visited it at least once a month.
- About 31% of the organisations had their own website (which is 11% more than in 2002), while 12% of the organisations claimed their website was being prepared.

VIII. AROUND ORGANISATIONS' ACTIVITIES

1. COOPERATION

Local Community

The organisations most frequently maintained contact with **representatives of the local communities** in which they operate (**three fourths of the organisations**). As can be expected, this means contact with clients or charges as well as institutional partners from the closest neighbourhood.

Local Authorities

Among the partners from the local community, **local authorities on the communal or regional level** occupied a special place:

- 65% of the organisations made contact with them frequently or from time to time and another 18% – occasionally.
- 58% of the organisations considered the contact with the local authority the most important one from the point of view of accomplishing the statutory objectives.
- At the same time, local authorities and their departments on communal and regional levels **were the institutions mentioned most often** (by 39% of the organisations), with which, **during the last 2 years, they had come into conflict.**

It is worth examining the form of cooperation with local authorities mentioned by the organisations. Most often the cooperation consisted in:

- transfers of funds (**69%**),
- information exchange (**60%**),
- mutual venture agreements (**57%**).

No less interesting is what the organisations say about the functioning of particular procedures of cooperation between organisations and the local authorities, above all financial.

- **About 70% of the organisations declared that the authorities of their commune applied to at least one** out of 8 procedures of cooperation between the local authorities and the organisations presented in the questionnaire (see *Table 15*).
- **Every fifth organisation could not state if any procedures of cooperation with the local authorities were functional** (one can suppose that these were the same ones that claimed they had no contact with the local authorities).
- **Every tenth** organisation believed that the **cooperation between local authorities and organisations was not regulated by any procedures** or that local authorities did not cooperate with organisations.

The studied organisations were asked to point out what kinds of procedures and rules that govern the cooperation between the local authorities and organisations in their own commune. In *Table 16*, information concerning the percentage of organisations that managed to identify individual procedures is presented. According to the organisations, the **majority of the authorities applied no more than half the rules in question.**

- The organisations most frequently confirmed the existence of **procedures linked to applying for subsidies and examining the applications** – it is difficult to tell whether this is because they were really most frequent or merely because they concern issues particularly interesting for the organisations and thereby were most familiar.
- 31% of the organisations claimed that the government in the commune, where they functioned, had passed a commonly available act in which the rules of cooperation with organisations were defined.
- *According to overall data from 11 voivodeships gathered by the Public Benefit Department of the Ministry of Social Policy, the annual cooperation programmes that had become obligatory for the local authorities with the introduction of the Law on Public Benefit Activity and Volunteering, were created in 2004 in approximately half the communes.*

Table 15. Procedures of cooperation with organisations applied by the authorities of the commune in which the organisations operate	Percentage of organisations that chose the given option
There are clearly determined deadlines for applying for subsidies, known in advance, and for examining the applications	40.7
The decisions to grant funds are taken jointly, e.g. by a commission with the participation of councillors, experts etc.	38.4
The application for subsidies has a standardized form	35.6
Open competitions/tenders for carrying out public tasks are publicly announced	33.5
Information about which organisations received support and in what amount, is publicly announced	32.9
There is a general, commonly available document that defines the rules of cooperation between organisations and local authorities (e.g. the local authorities resolution, the so-called Cooperation Programme directive)	31.4
The decision to grant public funds is based on substantive criteria – connections, contacts and councillors' links to organisations do not matter	25.2
There is a possibility to sign contracts that are valid for several years	6.5
Difficult to tell, is not sufficiently informed	21.9
As far as we know, local authorities do not cooperate at all with organisations	9.5

Public Institutions and Local Media

Almost equally often as with local authorities, the organisations maintained contact with:

- public benefit institutions, such as schools, hospitals or museums – over three fourths had such contacts, from which 40% often and regularly,
- local media – over half the organisation had more than sporadic contact and only 21% claimed they completely lacked contact.

Other Organisations in Poland

Other non-governmental organisations – natural allies of the organisations, one would think – turned up somewhat more rarely among their partners than local authorities and public institutions.

- **22%** of the studied organisations had **frequent and regular contact** with other non-governmental organisations; another **25%** had **contact from time to time**.
- **As many as 30%** of the organisations claimed they did not maintain contact with other organisations.
- **13%** came into conflict with other organisations in the last 2 years (the same proportion claimed that they felt there was a problem connected to lack of cooperation or conflicts within the non-governmental community).

Organisations from Other Countries

- **Every fourth organisation in Poland had contact with organisations from EU-countries**, yet, for 10%, this contact was sporadic or very rare, another 10% had contact with their foreign partners “from time to time”, while **only 5%** maintained frequent and regular contact.
- **15%** of the organisations had some contact with **non-governmental organisations from countries outside the EU**.
- The representatives of the non-governmental organisations regarded their own contact with organisations from the EU-countries as insufficient – **55%** mentioned **organisations from EU-countries among institutions with which they would like to have more contact**.

Business

- **70% of the organisations had more or less frequent contact with the business community.** One can see a clear change in relation to 2002, when somewhat over half the organisations maintained some contact.
- **Almost every third** organisation wanted to have more frequent contact with the business community.

Academic Circles and Experts

- **Almost half the organisations** had occasional contact with specialists and with the **academic community** in general.
- A similar percentage of organisations declared they had contact with specialists from the media (e.g. branch magazines).

Public Administrations and Local Authorities

It is natural that the higher the level of administration, the lower the number of organisations which declared cooperation or even sporadic contact with it. This is confirmed by the data below.

- Almost half the organisations did not maintain any contact with the regional government (46%).
- Over half the organisations (52%, which is 7% more than in 2002) did not have contact with voivodeship offices or their departments.
- The percentage of organisations that did not maintain contact with the administration on the national level, remained at 68% – the same as in 2002.

Church

One should remember that the results of the study do not concern social activities in parishes, since most of church organisations as well as informal religious movements were not included in the study (only those, whose names indicated not strictly religious activities, were chosen).

- Similarly to 2002, just below **66%** of the organisations declared a **lack of contact with church institutions.**

Institutions Responsible for the Distribution of European Funds

When, in 2004, we asked about the organisations' frequency of contact with the **institutions responsible for the distribution of European funds**, we were aware that the organisations had not yet had many occasions to contact such institutions.

- **76%** did not contact them at all, 10% contacted them rarely and 7% from time to time, while **4% had regular and frequent contact.**
- One can suppose, however, that this situation will change soon since **49% of the organisations** indicated institutions responsible for the distribution of European funds as a **partner with which they would like to have more contact.**

Political Parties

The organisations very rarely maintained contact with political circles (this has remained quite consistently unchanged for many years: in 2002, 76% of the organisations declared a lack of such contact, in 2004 – **79%**).

Partners	Percentage of organisations that with the indicated partner...						
	...had no contact	...had sporadic, very infrequent contact	...had contact from time to time	...had frequent, regular contact	...had contact that is essential from the point of view of the organisation's objectives	...wanted to have more contact	...had come into conflict in the last 2 years
Other non-governmental organisations in Poland	30.1	22.8	25	22.1	20.9	24	13.4
Foreign non-governmental organisations from counties in the European Union	75.5	9.6	9.8	5.1	6.9	31.8	-
Foreign organisations from counties outside the European Union	86.5	7.6	3.6	2.3	3.2	12.7	-
Government, public institutions on national level	67.9	16.6	10.6	4.9	8.1	14.4	12.5
Regional governments (the Marshal's Office)	46.3	23.4	19.7	10.5	17.5	31.2	11.5
The Voivodeship Council and its departments (e.g. employment offices and Regional Social Services ROPS)	52.3	24.2	15.9	7.6	9.8	21.3	9.6
Local authorities and their departments on regional or local level	16.5	17.8	31.2	34.4	58.2	33.6	38.9
Public benefit institutions (schools, museums and the like)	22.9	14.5	23.7	38.8	32.2	11.5	1
Parties and other political organisations	79.1	10.7	6.2	4.1	1.3	1.9	11.4
Church and other religious associations	65.5	14.9	10.4	9.2	6.3	1.5	9.7
National media	62.9	20.2	12.1	4.8	4.2	14.5	8.6
Local media	21.4	26.8	30	21.8	16.5	20.5	12.2
Specialist or branch magazines	49.3	20.3	18.8	11.5	6.4	5.4	4.3
Academic or science circles and experts	51.5	18.4	15.7	14.4	10.5	10.4	0.9
Business community and private companies	30.5	32.5	24.6	12.4	19.1	29.5	3.6
The local community in which we operate	14.9	11.2	25.4	48.4	33.6	14.8	-
The institutions responsible for the distribution of European funds	75.9	10.4	9.6	4.1	3.6	30.8	1.8
Other	93	0.9	0.6	5.5	1.8	1.3	0.9

2. THE LAW ON PUBLIC BENEFIT ACTIVITY AND VOLUNTEERING

- **More than 60%** of the organisations **were familiar with the regulations of the Law on Public Benefit Activity and Volunteering**; more precisely, **every fourth claimed having a profound knowledge of the regulations**, and another 37% declared that they knew the regulations only in its broad outline.
- Among the remaining organisations, **30% had heard that the law had been brought into effect**, but did not know much about its content (15%) or were not at all familiar with its consequences (14%). **8% of the organisations had not noticed at all that the law had come into effect.**
- In the middle of 2004, only **just under 12% of the organisations claimed that the law had actually already changed something in their activity**, 10% were unable to say whether or not any changes had occurred, while 78% had not noticed any influence of the law.
- **More than half the organisations predicted that the situation of the sector would improve when the law came into effect**, while only 5% supposed that it would deteriorate.

15% believed that the balance of changes would be zero (the sums of good and bad sides would be similar) or nothing would change.

- **16% of the organisations claimed that they were in the process of applying for the status of public benefit organisation** or had already obtained it. Another **44% of the organisations planned to apply for the status in the future**. 21% had not decided yet, while **19% claimed that they would not apply for the status of public benefit organisation**.

IX. THE ORGANISATIONS' NEEDS AND MAIN PROBLEMS

1. REQUIRED TRAINING

- 43% of the organisations claimed that none of the persons related to their organisation had participated in exterior training during the last year.
- In only 16% of the organisations, more than half the employees took part in some kind of training.

As one can see in *Table 17*, **training in applying for funds was the most requested** (67% of the organisations express such a need). This result is not surprising; however, it is worth noting a couple of other, less obvious facts.

In the second place on the list of training needs was **training in the fields of activities, specific for the organisations** (related to a concrete area of activity of a given organisation).

In comparison with 2002, the need for training **has diminished** in the areas of creating an image for the organisation, promotion and cooperation with mass media, as well as for training interpersonal skills (from 40% to 32% and from 22% to 17.6% respectively).

Training within the field of:	Percentage of organisations that chose the given option
Applying for funds	66.6
A concrete area of activity of a given organisation	47.3
Juridical and formal issues related to the organisation's work	40.9
Creating an image for the organisation, promotion and cooperation with mass media	32
The organisations' finances (bookkeeping and financial management)	27.8
Foreign languages	23.9
Building relationships with other sectors and cooperating with the public administration	21.7
Application of modern technology (including computers)	19.9
Recruiting and organizing voluntary work	18.4
Managing the organisations' programmes (planning and evaluation)	18.1
Interpersonal skills (communication, self-presentation and negotiation)	17.6
Human management (constructing a team, conducting meetings and leadership)	14.3
Other	3.4

2. DREAMS

If we hypothetically ask the organisations how they would use additional money, it appears that **they most frequently would use them to buy equipment**. It should be stressed that an almost identical order of answers and only a small difference in the percentages was registered in the study from 2002 – **the organisations' dreams remained unchanged**.

How the would organisations use extra money? (possible choice of a maximum 3 options)	Percentage of organisations that chose the given option
To buy equipment	68
To extend their services	41
To raise the qualifications of the employees and volunteers (training and conferences)	26
To expand or renovate their office	26
To employ or use the service of specialists (in law, management, accounting, finances, etc.)	17
To employ more staff	16
To start a business activity or invest in an already conducted one	14
Investment in deposit accounts, bonds and shares	4

3. PROBLEMS OF THE NON-GOVERNMENTAL ORGANISATIONS

- The most frequently reported problem was a bad financial situation and **difficulty in obtaining funds** – 77.3% of the organisations experienced it on a daily basis.
- However, the lack of the financial resources was not the only trouble of the non-governmental sector – the second most frequently reported problem turned out to be a **lack of people willing to work altruistically for the organisation** (declared by 53.8% of the organisations). Whether the organisations actively sought for people that could support their work is a different, as yet unanswered question.
- Another problem was constituted by the too **bureaucratic** public administration and **complicated formalities related to applying for subsidies** from sponsors, public programmes and European funds.
- The issues concerning the “internal life” of the non-governmental sector: **competition** with other organisations, **conflicts between social organisations** as well as **abandoning the organisation’s mission**, provoked the smallest anxiety in the organisations.

Problems	Percentage of organisations that chose the given option
Difficulty in obtaining funds or equipment indispensable to the organisation’s work	77,3
Lack of people willing to work selflessly for the organisation	53,8
Overly bureaucratic public administration	48,2
Overly complicated formalities related to benefiting from grants, sponsors and the European funds	48,1
Unclear rules of cooperation between the organisations and the public administration	37,4
Lack of access to reliable information important for the organisations	31,2
Imperfection or lack of rules regulating the work of the organisations	28,7
Difficulty in keeping good staff and volunteers	26,4
Unfavourable image of the non-governmental organisations in the public opinion and among mass media; lack of trust for the non-governmental organisations	19,9
High taxes	18,2
Competition with other non-governmental organisations	16,0
Lack of cooperation or conflicts among the non-governmental organisations	13,1
Excessive control by public administration	11,0
Abandoning the mission, for which the organisation had been created	6,6

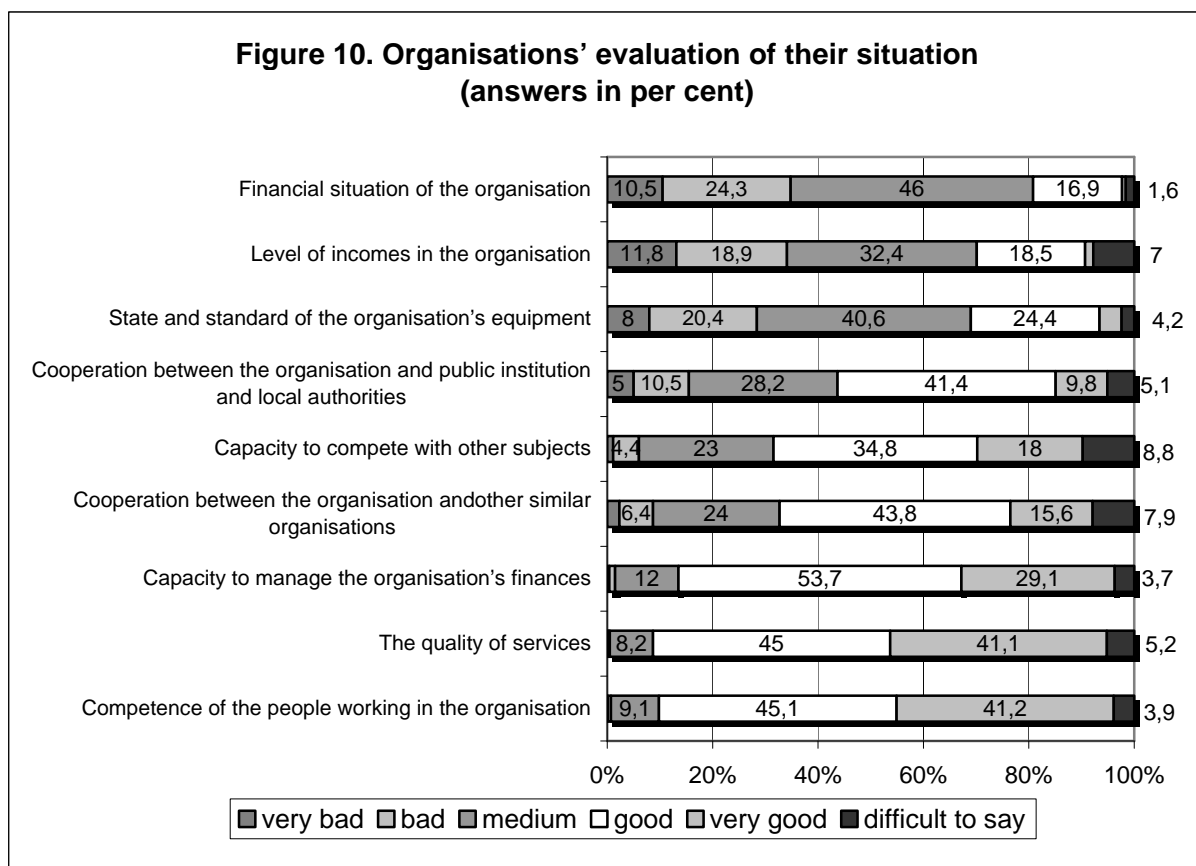
4. GENERAL STATE OF THE ORGANISATIONS

- 23% of the organisations considered the year 2004 worse than the previous ones (two years earlier 30% of the organisations were of this opinion).
- 20% of the organisations regarded the last year as better than the previous ones.
- **Over 51% believed the following years would be better** (two years earlier, 40% of the respondents were of this opinion). The optimists were up to five times more than the pessimists – only 9% of the organisations thought that 2005 would be worse than the previous years.

5. THE ORGANISATIONS EVALUATION OF THEIR SITUATION

Similar conclusions can be made from the data on the organisations' evaluation of their situation.

- The organisations were above all negative towards the elements of their situation related to financial and material reserves – **only about 20% estimated their financial situation as good, less than 30% were content with the state and standard of their equipment.**
- **The contact sphere with other institutions and organisations was definitely higher estimated** – over half of the organisations considered them good or very good.
- **More than 80% had no critical remarks regarding their own management of finances, the quality of their services** (although the certainty of their capacity to compete with other subjects was somewhat lower – 63%) **or the competence of the people that work in it.**



X. VALUES

In the course of the study, representatives of the organisations were asked to point out the **most important values in the work of their organisation.**

- Most people pointed to technical (instrumental) values such as **effectiveness (44%)** and **professionalism (33%)**.
- Highly ranked in the list of frequently mentioned values were those connected to **concern for the common good (32%) as well as altruism (29%)**.
- What also turned out to be important for the organisations, were values connected to the attitude towards conducted activities such as **enthusiasm and commitment (32%)**, **determination and consistency in the work (22%)** or **a sense of mission (20%)**
- Values connected to the organisations' relations with the outside world such as **transparency and openness of the work (16.5%)** and **independence (12%)**, were found to be alarmingly low.

The organisations themselves were aware of this problem. On the question: which values are the Polish non-governmental organisations worst at,

- **almost every fourth** organisation answered that there was a **lack of altruism**,
- every fifth organisation perceived a **lack of effectiveness**,
- 17% pointed to **insufficient transparency and openness in the work**.

XI. METHODOLOGY

The study "Situation of the non-governmental sector in Poland in 2004" was conducted on a representative, random sample of Non-governmental organisations. The study was conducted from June 21 to September 13, in 2004, using the method of direct questionnaire survey. During the study the principle of data confidentiality was respected, which made it possible to gather information on more delicate issues as organisations' budgets. The study was conducted by the Institute of Scientific Research of the Polish Sociological Society.

The sample of organisations was randomly selected from a set based on the REGON register of the Polish Central Statistical Office. This set consisted in 52,849 objects including all the registered foundations, associations (except the Voluntary Fire Brigades), 256 church organisations (selected on the basis of names indicating a not strictly religious character⁶ of their activities).

The sample of organisations picked for the study was composed of 8 layers (sub-groups) reflecting the proportion of the number of some types of organisations in the sector according to two legal forms (foundation and association) 4 types of locations (Warsaw, voivodeship capitals according to the new division, 49 voivodeship capitals according to the old division without the present voivodeship capitals, other locations), and 2 basic types of organisations: sport associations (with the, in advance, assumed number of 100 objects) and other organisations (800 objects).

In the case of sport associations we make their proportions in the studied sample lower than their overall percentage considering their character (very large number and at the same time very homogenous, in 2004 there were about 13,000 such organisations listed in the REGON register). The results of this were, after suitable consideration, added to the other results. For the purpose of this study, it was indispensable to randomly select a larger number of organisations than intended (because of the possible refusals and inaccessibility of the organisations during the study). **In the end, 100 sport organisations and 750 organisations from the remaining group were examined.**

In addition, the 100 biggest organisations were intentionally chosen considering the budget, number of volunteers, number of members (data delivered by the Klon/Jawor database) as well as information about the number of employees (data from the REGON database). Organisations characterised by a high level of one of the mentioned indicators were chosen to this group. Data about the biggest organisations was, with appropriate concern, added to the result of the entire sample.

The statistical error of the assessments of the proportions amounts to $\pm 3.32\%$ for a result 50% with the sample $N = 900$ ⁷.

⁶ In the case of church organisations, which in the Central statistical Office have a distinct legal form, it is difficult to distinguish those that conduct social activities from others, working only within the religious domain. That is why only formalised church activities (registered as associations or foundations) as well as those church organisations whose names indicate a not strictly religious activity qualified to the sample in this study.

⁷ To designate an error or the statistical importance of the result we should use the standard deviation model – it is most popular to use the interval of 0.95, which means that with the result 50% and a sample $N = 900$, we can say, with a probability of 95%, that in the whole population (on which we extrapolate the obtained result) the studied fraction is in the interval $\pm 3.32\%$, i.e. from 46.68% to 53.32%. The error diminishes symmetrically to the proportions larger and smaller than 50%. E.g. for a fraction 10% (and symmetrically 90%) the error amounts to about $\pm 2.02\%$ and for 2% (and symmetrically 98%) the error amounts to $\pm 0.98\%$. Considering the character of this publication, the description above is slightly simplified. In practice, the error must be counted for each layer and then adequately aggregated.