

EURES member's activities 2009 – 2010

Fact sheet

EURES Member:	Polish Public Employment Services (PES) Ministry of Labour and Social Policy (MLSP)	
Date:	12 August 2010	
Activity implementation: please outline briefly the positive and negative outcomes.		
Major achievements	Relevant obstacles	
<p align="center"><u>At central level</u></p> <p>EURES activities were incorporated into the <i>National Action Plan for Employment for 2009-2011</i>.</p> <p>National EURES regulations were upheld in the Act of 20 April 2004 on employment promotion and labour market institutions (Dz. U. 2004, No. 99, item 1001, as amended). and in relevant regulations governing conditions of providing labour market services by the PES as well as standards of these services. What is more, works were ongoing on the amendment of the above mentioned act in relation to the EURES as well as on the draft of the new Regulation of the Minister of Labour and Social Policy on standards and conditions of providing labour market services.</p> <p>The MLSP developed and managed the national Internet site of the EURES - www.eures.praca.gov.pl in 4 language versions (ca. 800,000 visits). The site has the national base of monitoring of EURES activities, on-line register of EURES job offers, calendar of events etc. Furthermore, a prototype of a generally available on-line browser of EURES job offers from abroad was created.</p> <p>The MLSP organised for VLOs 2 national training courses concerning the EURES (61 persons participated in the training). The MLSP prepared, published and sent to VLOs and PLOs domestic information and promotion materials connected with EURES. The MLSP ordered to carry out an independent external evaluation of EURES operation in Poland for the period of 2007-2010, as a result of which EURES activities in Poland were assessed positively.</p> <p>The MLSP initiated the creation and coordinated the work of the <i>Ad-hoc Working Group on EURES Job Vacancies Handling</i>. The group worked under the supervision of the European Commission. As a result of works, the project of <i>the quality standard for handling EURES vacancies</i> was drawn up. This standard will be further recommended by the Commission to be applied by EU/EEA countries.</p> <p align="center"><u>At regional and local level</u></p> <p><i>Informational activities for the unemployed and jobseekers</i></p> <p>The following actions took place:</p> <p>a) VLOs and PLOs established ca. 460,000 contacts with the unemployed and jobseekers, including:</p> <ul style="list-style-type: none"> ▪ 33.2% of contacts related to general information, 	<p>EURES Grant Agreement VS/2009/0263 with the European Commission (the Commission) was concluded late (on 17.07.2009) which resulted in a delay in mobilising the domestic funds for the initial financing of EURES activities in Poland (financed from the above mentioned grant).</p> <p>Time-consuming procedures of transferring funds from the EURES grant to VLOs. The reason of this state of affairs is decentralisation of the Polish PES.</p> <p>No clear guidelines from the European Commission in relation to preparing the SWIM final settlement of the EURES grant 2009/2010.</p> <p>The economic crisis in other EEA countries affected operation of Polish EURES. Worsening of the economic situation in EU countries and increase of unemployment hampered the organisation of recruitments. Many recruitment meetings, which had been planned earlier, were cancelled. The confirmed number of Polish citizens employed abroad through EURES decreased.</p> <p>The number of persons employed by foreign employers should be treated as tentative. By the date of preparing the reports, most employers had not provided feedback concerning the employed persons (it is difficult to obtain such information). Moreover, in many cases jobseekers applied for a job on-line.</p> <p>Differences in standards governing EURES operation in particular EEA countries make the international job placement more difficult. Adopting homogenous guidelines – on the basis of the draft of the <i>quality standard for handling EURES vacancies</i>, recommended by the <i>Ad-hoc Working Group of EURES Job Vacancies Handling Quality Standard</i> – will</p>	

<ul style="list-style-type: none"> ▪ 10% of contacts related to living and working conditions, ▪ 49.9% of contacts related to searching for a job, ▪ 6.9% were other contacts; <p>b) ca. 99% of the VLOs and PLOs contacts with Polish citizens and ca. 1% with foreigners - EEA citizens;</p> <p>c) VLOs and PLOs managed EURES stands during 225 national job fairs and 44 job fairs abroad, European labour days and information days.</p> <p><u>Informational activities for Polish employers</u></p> <p>VLOs and PLOs cooperated with domestic employers (ca. 15,500 contacts) and employers' organisations (836 contacts). VLOs organised meetings with representatives of employers' organisations and the VLO in Białystok organised the conference entitled <i>Economic migrations and returns of Polish immigrants from abroad – success or disappointment</i>.</p> <p><u>“EURES 15th anniversary”</u></p> <p>Articles in the local press of the Lubelskie Voivodeship were published, a media campaign in the Łódzkie Voivodeship to commemorate the EURES 15th anniversary was carried out, as a part of this campaign programmes about the EURES network and radio advertisements were broadcast, a number of promotional materials were produced. The conference entitled <i>Conference for EURES 15th anniversary</i> in Gdańsk for EURES staff from Poland and EEA countries, PES employees and labour market organisations (125 participants) and the <i>EURES Open Day</i> in Sopot (ca. 5,100 visitors) were organised.</p> <p><u>International job placement for foreign employers</u></p> <p>VLOs carried out <u>recruitment projects for foreign EEA employers</u>. They organised the following: <i>European Information and Recruitment Day</i> in Łódź, Recruitment Day entitled "<i>Seasonal work in Europe</i>" in Białystok and <i>Job Fair</i> in Gdańsk. VLOs organised EURES advisors' visits abroad (to Germany, Austria, Great Britain, Sweden, Norway, Italy, France, Czech Republic, Spain and Finland) in order to, <i>inter alia</i>, start cooperation with employers, employers' organisations and other institutions, agree details of recruitment projects, improve cooperation with EURES advisors from particular EU/EEA countries. EURES advisors participated in the <i>6th European Recruitment Fair</i> in Cyprus, <i>5th International Job Fair</i> in Lublin, <i>International Career Day</i> in Italy, <i>Poland night Recruitment Day</i> in Finland. VLOs in cooperation with PLOs handled ca. 5,100 foreign vacancies, transferred abroad ca. 10,500 Polish curricula vitae, confirmed that 541 persons from Poland had been employed abroad.</p> <p>VLOs organised the following events: <i>International Job Fair and Education Days</i> in Rzeszów, <i>International Job Fair</i> in Toruń, <i>5th International Job Fair</i> in Lublin, <i>International Job Fair</i> in Warsaw, <i>European Job Fair - Białystok 2010</i>. The total number of ca. 14,300 persons visited the fairs. VLOs organised <i>European Labour Days</i> in Poznań and <i>European Labour, Education and Training Days</i> in Kraków, Nowy Sącz and Tarnów. The total number of persons visiting the events is ca. 7,400.</p> <p><u>International job placement for Polish employers</u></p>	<p>enable unification of activities and, as a consequence, increase their quality and efficiency.</p> <p>Because of a large number of partners from 3 countries under <i>EURES-T Beskydy</i>, the MLSP devoted much work to agree upon the strategic decisions.</p>
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VLOs carried out recruitment projects for Polish employers and in favour of employment promotion in Poland. Representatives of the Polish EURES staff from VLOs participated in the following events organised abroad: *European Labour Days* (14), *International Job Fairs* (8), *Labour Days* (1), *Information Days* (1) and *Career Days* in Germany. During these events, EURES staff from VLOs presented ca.2,000 vacancies submitted by Polish employers. VLOs organised information meetings for employers, disseminated Polish employers' job offers, provided information about events for Polish employers with participation of EURES staff. VLOs in cooperation with PLOs handled ca. 89 vacancies submitted by Polish employers, received ca. 175 curricula vitae from foreigners, confirmed that 2 persons were employed by a Polish employer under EURES operation.

Cooperation with external organisations

VLOs and PLOs cooperated in relation to the EURES operation with external institutions. The total of 51,900 contacts with gmina information centres, Voluntary Labour Corps, trade unions, employment agencies, training institutions, non-governmental organisations and other organisations were registered.

Youth projects

VLOs organised information meetings, workshops, seminars intended for students and adults below 26, issued information brochures intended for the youth entitled *Studies abroad* and *Competent through mobility - we develop throughout our entire life*, organised the *Open Day - Face to face with the European labour market* and *Education, professions and career development matchmaking event*, EURES staff participated in the Academic Job Fair in Łódź. VLOs commissioned to broadcast radio programmes promoting the EURES and focusing particularly on services for the youth and their educational opportunities. What is more, the VLO in Białystok organised the conference *Education and employment abroad*. In regard to cooperation of VLOs and PLOs with higher education institutions and academic career offices which operate at higher education institutions, 3,720 contacts were registered. The MLSP prepared brochures and leaflets for graduates and passed them to VLOs and PLOs.

At cross-border level

With reference to coordination of activities under cross-border partnerships entitled *EURES-T Beskidy* and *EURES-TriRegio*, the MLSP took an active part in it by participating in Steering Committees, creation and consultations concerning the following: strategic documents, three-year and annual action plans, grant applications, new model of financing EURES cross-border activities for 2010-2013, other documents for the new period of 2010-2013.

The MLSP participated in preparation of the Polish-German cross-border initiative entitled *EURES Odra-Oder*, under Option 1 of Guideline 6 of the EURES guidelines 2010-2013. The MLSP, in cooperation with the German PES, prepared their contributions to the national three-year EURES Action Plans 2010-2013 and annual EURES Action Plans 2010-2011 for Poland and Germany. The MLSP drew up the new financial model which provides initial financing for VLOs and selected PLOs from the Lubuskie Voivodeship and Zachodniopomorskie Voivodeship in order to

<p>implement activities included in the annual EURES Action Plan for Poland for the years 2010-2011.</p> <p>What is more, the Polish EURES cross-border cooperation with Lithuania, Slovakia and the Czech Republic (apart from the EURES-T) was intensified.</p>	
<p>Operational capacity: please consider the resources at beneficiary's disposal and their contribution to the final outputs.</p>	
<p style="text-align: center;">Strengths</p>	<p style="text-align: center;">Weaknesses</p>
<p>Active EURES advisors with many years of experience and good contacts in the EURES network guarantee professional implementation of the EURES activities. Low staff fluctuation level of Polish EURES advisors.</p> <p>Proper legitimacy of EURES enables the implementation of activities at the local (PLOs), regional (VLOs) and their coordination at the central level (MLSP).</p> <p>Integration of EURES activities in labour offices with other PES activities (in particular with job placement) allows to reach a broad group of beneficiaries.</p> <p>Guidelines, procedures, explanations and interpretations of the MLSP in relation to the EURES activities guarantee a high quality of EURES services and ensure identical standards in all labour offices in Poland.</p> <p>The national EURES monitoring carried out quarterly provides current access to full results of the EURES activities carried out by all VLOs and PLOs in Poland.</p>	<p>Staff shortages at every level in PES do not allow implementation of all required EURES activities.</p> <p>Disadvantageous image of labour offices among service beneficiaries results in a poor quality of job offers submitted by Polish employers (low remuneration, special qualifications not specified). Moreover, in many cases the job offers submitted by Polish employers to PLOs include low remuneration which does not increase interest in Polish job offers among foreigners from EEA countries.</p> <p>Insufficient number of meetings/training courses with participation of regional EURES staff due to work overload of central EURES staff in the MLSP.</p>
<p>Your 2009-2010 success story: please, describe your most successful activity by mentioning context, objective, input, output, critical factors, contact person for additional information etc.</p>	
<p><u>Conference for the 15th EURES anniversary in Gdańsk</u></p> <p>The <i>Conference for 15th EURES anniversary</i> in Gdańsk was organised by the VLO in Gdańsk as a part of the celebrations of EURES 15th anniversary.</p> <p>The conference took place on 18.09.2009 in the Polish Maritime Museum in Gdańsk. During the conference the speakers emphasised the hitherto conducted activity of the EURES network, presented challenges and perspectives of development of the European labour market as well as the EURES role in the future.</p> <p>The total of 125 persons participated in the conference, including: EURES advisors from Austria, Czech Republic, Holland, Estonia, Sweden, Ireland, Norway, Switzerland, Slovenia, Great Britain, France, Spain, Hungary, Latvia, Finland, Malta, Italy and Germany, EURES advisors from 11 Polish cities, representatives of the MLSP, local and self-government authorities, representatives of governmental and non-governmental organisations, representatives of key employers from the Pomorskie Voivodeship, higher education institutions from the Pomorskie Voivodeship, partners on the labour market and representatives of the European Commission.</p> <p>Contact person: Ms Alicja Konkol – EURES advisor, VLO in Gdańsk, e-mail: a_konkol@wup.gdansk.pl.</p>	

EURES Open Day in Sopot

The *EURES Open Day* in Sopot was organised by the VLO in Gdańsk on the occasion of the 15th EURES anniversary.

The *EURES Open Day* took place on 19.09.2009 at the sea beach in Sopot. The open day was organised as an **outdoor event** – EURES advisors from abroad presented their countries on open stands and provided information about living and working conditions in a particular country as well as about possibilities of work, sought-after employees and professions.



During the *EURES Open Day*: **EURES services were promoted** among employers and labour market organisations; information about **living and working conditions abroad**, methods of searching for a legal job, proper preparation to leave Poland and risks connected with it were provided; information about writing a CV, launching own business activity in Poland and abroad, safe use of services provided by employment agencies were presented. The event was broadly promoted in local media. Additionally, information and promotion materials were produced.

It is estimated that ca. 5,100 persons visited the *EURES Open Day*.

Contact person: Ms Alicja Konkol – EURES advisor, VLO in Gdańsk, e-mail: a_konkol@wup.gdansk.pl

International Job Fair in Warsaw

The *International Job Fair* in Warsaw was organised by the VLO in Warsaw on 21.04.2010.

The event's objective was to inform interested persons about living and working conditions in selected EU/EEA countries **with a particular focus on Germany and Switzerland**, assist jobseekers in finding employment in Poland or abroad, assist foreign employers in recruiting proper employees as well as to provide more information about the EURES operation for persons searching for a job.



During the Fair, **advice and consultations** concerning the use of EURES services were provided, **presentations about living and working conditions** as well as about launching business activity in Germany were organised. What is more, ca. 250 **job offers** in Germany were presented and included mainly the following jobs: doctors, nurses, nurses qualified to take care of older persons. Persons interested could also benefit from **advisory services of representatives of the following institutions:** DAAD – German Academic Exchange Service, information point of Europe Direct, SOLVIT Centre, Mazovian VLC Headquarters, Foundation for the Development of the Education System – EUROPASS, Labour Office of Warsaw, Career Office of the Warsaw University. As a part of preparation to the Fair, a Polish EURES advisor went to Berlin with a working visit.

It is estimated that ca. 1,000 persons visited the Fair.

Contact person: Maciej Trędoty, EURES advisor, VLO in Warsaw, e-mail: m.tredota@wup.mazowsze.pl

5th International Labour Fair in Lublin

5th International Job Fair in Lublin was organised by the VLO in Lublin on 24.02.2010.

The total of 14 foreign exhibitors, more than 20 companies from the Lubelski region, 16 EURES advisors from 7 countries (Great Britain, Germany, Finland, Norway, Austria, Denmark and Czech Republic) participated in the Fair, as well as representatives of the Social Insurance Institution, Tax Chamber and the National Health Fund who provided information about activities of these institutions in the context of Polish citizens taking up employment abroad.



The Fair was an **exposition and recruitment event**. The exhibition hall was divided into 3 parts –for **exhibition, workshops and recruitment**. In the exhibition part, interested persons could meet exhibitors directly, become acquainted with employers' profiles, receive interesting information and leave their CVs. At the same time, foreign employers carried out **interviews** with selected candidates at specially assigned recruitment stands. **Multimedia presentations of employers** took place in a specially assigned exhibition part and the invited EURES advisors presented **possibilities of employment as well as living and working conditions in particular countries**.

It is estimated that ca. 7,000 persons visited the Fair. During the event, EURES advisors from abroad carried out 7 presentations about living and working conditions in particular countries, the total number of ca. 218 persons participated in them, foreign exhibitors presented 57 job offers with the total number of ca. 400 vacancies.

The Fair was broadly promoted in local media. What is more, information and promotion materials were produced.

Contact person: Marta Sadłowska, EURES advisor, VLO in Lublin, m.sadlowska@wup.lublin.pl

International Job Fair and Education Days in Rzeszów

3rd International Job Fair and Education Days were organised by the VLO in Rzeszów on 8.10.2009.

The total of 62 exhibitors (including 12 EURES advisors from Great Britain, Ireland, Germany, Hungary, Czech Republic, Sweden, Norway and Cyprus) participated in the Fair, as well as employers representing *inter alia* the following industries: construction, electrical and mechanical engineering, chemistry, production of furniture, food, transport, trade, public services.



EURES advisors carried out 8 **presentations concerning living and working conditions** in Great Britain, Ireland, Germany, Hungary, Czech Republic, Sweden, Norway and Cyprus. Persons visiting the fair stands could participate in **lectures** carried out by **vocational counsellors** in regard to methods of job searching and starting own business activity. Furthermore, the **information and counselling point and point of psychological advice** were established.

During the Fair, Polish and foreign employers' **job offers were presented** and interested persons could submit their applications for these job offers.

Job offers for 400 persons were presented during the Fair. It is estimated that ca. 5,000 persons visited the Fair.

The Fair was broadly promoted in local media. What is more, information and promotion materials were produced.

Contact person: Marta Russek, EURES advisor, VLO in Rzeszów, e-mail: mrussek@wup-rzeszow.pl

European Labour, Education and Training Days in Kraków, Nowy Sącz and Tarnów

On 5-6 and 9.05.2010 the VLO in Kraków organised European Labour, Education and Training Days in Małopolska which took place in three cities at the same time: Kraków, Tarnów and Nowy Sącz. The event was intended to overlap with the EU Day which is celebrated in Poland on 9 May.

The event's objective was to promote professional and geographical mobility and provide information about PES services, including services of the EURES network, educational and training offers, as well as to provide foreign and Polish job offers.



This undertaking was also an opportunity to learn about the advantages of running a business in the EU and developing key competence connected with the management of one's own career.

EURES advisors from England, Norway, Sweden, Slovakia, Czech Republic and Germany, representatives of labour market institutions, education and training institutions, including exhibitors and experts from the information and counselling points, employers, persons running business activity from the micro, small and medium-sized enterprises, persons wishing to start a company, unemployed persons, jobseekers, young people from lower secondary schools, students from upper secondary schools, students from higher education institutions and graduates participated in the event.

Persons participating in the event in all three cities could:

- **visit exhibition stands and learn about the offer of:** employers, temporary employment agencies, public, education, training institutions, career offices and other organisations acting in the area of educational and professional mobility of the labour market, as well as education and training courses. Employers, temporary employment agencies and labour market institutions presented on their stands job offers from industries such as: production, construction, automotive industry, trade, insurance, finance and accounting, banking, computer science and information technology;
- **visit exhibition stands of EURES advisors** from England, Norway, Sweden, Slovakia, Czech Republic, Germany, Małopolska region and receive information about living and working conditions in particular EU/EEA countries;
- **participate in 11 information meetings and workshops** which provided knowledge and developed skills and competence concerning the following areas: planning one's own career, preparing to participate in a recruitment process, preparing for an interview carried out by an employer in English, drawing up application documents (including EUROPASS), conscious use of possibilities of flexible employment forms, planning and starting own business in the EU, preparing for leaving abroad for educational and economic purposes as well as for coming back to Poland from abroad, information about the European labour market, institutions supporting mobility, benefits and barriers relating to mobility. Workshops were conducted by vocational counsellor from the Information and Career Planning Centre of the VLO in Kraków and the invited experts from for example Małopolska Regional Development Agency, Department for Entrepreneurship of the City Office of Nowy Sącz, Technology Transfer Centre of the Cracow University of Technology; **participate in 5 seminars entitled "My company and I in Europe"**, within which consultation and information points for entrepreneurs and persons launching business activity were organised. Entrepreneurs and persons starting a company could learn about *inter alia* forms of support for small and medium-sized enterprises in Europe and services provided by various institutions in favour of entrepreneurs on the European market;
- **participate in the seminar entitled "Your chances on the labour market – possibilities of education and employment in Europe"** during which young people planning to start studies, as well as the unemployed, students, graduates interested in starting a job, education and internships in Europe could become acquainted with the benefits of planning their own education and career paths, possibilities provided by the Bologna system in the higher education, requirements of the modern labour market, three-level studies, ECTS points, possibility of completing the studies or their part abroad, practices abroad, Europass, system of recognising professional qualifications acquired in EU Member States, cultural differences in the context of the labour

market, services of the EURES network provided in Polish Labour Offices, possibilities of receiving education in European countries;

- **watch multimedia presentations of institutions, employers and EURES advisors** (from England, Sweden, Germany, Norway and Slovakia) as well as **thematic films** within “*Malopolska train to the career*”. According to the intention, the multimedia presentations presented the nature of activity of each company and institution, their offer and mission as well as living and working conditions in individual EU countries. The films dealt with issues connected with, *inter alia*, living and working conditions in Great Britain, Ireland, Scandinavian countries, Holland, Austria, the offer of the EURES network and career planning, preparation for interviews and public speeches, determining and achieving goals.



As regards the event, some competitions were organised. These were: the **drawing competition** for preschoolers entitled “*WORK, EDUCATION, TRAINING – my future*” which promoted the idea of life-long learning, a **competition of knowledge on the European labour market** as well as the **competition** entitled “*WORK, EDUCATION, TRAINING – employment knowledge test*”. The total of 166 representatives of employers, institutions and organisations participated in the event. The exhibitors included 39 employers and labour market institutions from industries such as: production, construction, automotive industry, trade, insurance, finance and accounting, banking, computer science and information technology. They presented ca. 100 vacancies in industries requested on the regional labour market.

It is estimated that ca. 5,400 citizens of the areas of Tarnów, Nowy Sącz and Kraków participated in the event.

Contact person: Ewa Bodzińska-Guzik - Line Manager in the VLO in Kraków, e-mail: ebod@wup-krakow.pl

Additional remarks:

According to the MLSP, there is no need to prepare under the *Annual report on activity of the EURES network* submitted to the Commission, an additional document entitled „Fact sheet” because the activities described in the Fact sheet repeat in both, the description of every activity implemented under the EURES Grant Agreement No. VS/2009/0263 (A01-A014) and descriptions of activities included in summaries, consisting of one or two pages, of all activities performed by an EURES member in a particular budget year.