

<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 4</b> – Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities
<b>No. and name of the activity:</b>	<b>No. A01 - Promotion of EURES services among the job-searchers and domestic employers, together with EURES 15th anniversary</b>
<b>Implementing body:</b>	All 16 Voivodeship Labour Offices (VLO) MLSP
<b>Partners:</b>	<p><b><u>Informational projects for Polish citizens searching for a job abroad</u></b>                  PES/EURES from Austria, Czech Republic, Finland, France, Germany and Great Britain; PLO (including employment agents implementing EURES tasks); VLO – in Gdańsk, Łódź, Lublin; Europe-Direct; ICPC; Tax Offices; SII; NHF; training institutions; VLC; GIC; ACO; higher education institutions; regional media, employers' associations; regional chambers of commerce; chambers of crafts.</p> <p><b><u>Informational projects for Polish employers</u></b>                  Employers' associations; PLO (including employment agents implementing EURES tasks); EURES advisors from EU/EEA countries; territorial self-governments; NLI; regional media.</p> <p><b><u>Projects executed in cooperation with institutions and portals supporting labour and geographical mobility</u></b>                  EURODESK; AIESEC; higher education institutions.</p> <p><b><u>Regional projects for publication of informational and promotional materials</u></b>                  PLO; ACO; higher education institutions. VLC; EURODESK; Europe-Direct.</p> <p><b><u>Projects for EURES promotion with using of new technologies</u></b>                  EURES advisors from Holland; <i>Sun Power</i> Work Agency; PLO.</p> <p><b><u>National projects on publication of informational and promotional materials</u></b>                  None.</p> <p><b><u>Development of domestic EURES website</u></b>                  EURES staff from VLO and PLO.</p> <p><b><u>“EURES 15th anniversary”</u></b>                  Local and self-governmental authorities; VLC; GIC; ACO, local media; labour market institutions; higher education institutions.</p>
<b>Date/ Dates of implementing the activity:</b>	<p><b><u>Informational projects for Polish citizens searching for a job abroad</u></b>                  April 2009 – May 2010</p> <p><b><u>Informational projects for Polish employers</u></b>                  April 2009 – May 2010</p> <p><b><u>Projects executed in cooperation with institutions and portals supporting professional and geographical mobility</u></b>                  April 2009 – May 2010</p> <p><b><u>Regional projects for publication of informational and promotional materials</u></b>                  April 2009 – May 2010</p> <p><b><u>Projects for EURES promotion with using of new technologies</u></b>                  April 2009 – May 2010</p> <p><b><u>National projects on publication of informational and promotional materials</u></b></p>

	<p>April 2010 – May 2010</p> <p><b><u>Development of domestic EURES website</u></b></p> <p>April 2009 – May 2010</p> <p><b>“EURES 15th anniversary”</b></p> <p>September 2009 – December 2009</p> <p>18.09.2009 - Conference of European Employment Services EURES in Gdańsk</p> <p>19.09.2009 - "EURES Open Day" in Sopot</p>
<p><b>Are the results according to the planned results?</b></p> <p>Most planned results were achieved. The amount of 94.29% of funds allocated in the budget of activity A01 were spent. In many cases information materials, advertisements, press articles, commercials or announcements cost less than it was planned because of more advantageous prices as a result of negotiations.</p> <p>Some activities were not implemented because of the following:</p> <ul style="list-style-type: none"> <li>– Some of the planned events did not take place or visits of EURES advisors from other countries were cancelled because, inter alia, of closing the airspace as a result of volcanic eruption in Iceland (e.g. information days in Oslo, information meeting in Katowice).</li> <li>– EURES staff did not participate in all planned international job fairs abroad due to shortage of domestic and regional job offers. Because of the economic crisis, many companies reduced their employment on a massive scale. When offers appeared, it was easier to distribute them among persons looking for a job on the local market. This solution was advantageous also for employers.</li> <li>– The European Commission reduced the amount of the EURES grant for 2009/2010 and awarded the MLSP the amount lower by 44% than it was requested for activity A01. The European Commission did not, however, reduce the number of activities and results to be achieved under activity A01. As a consequence, it was not possible to implement all planned activities under the obtained funds.</li> </ul> <p>Reacting to this situation, EURES staff on a current basis adjusted activities to the needs by means of increasing for example the access and range of individual advices for clients in order to achieve the best effectiveness of services. EURES staff increased also cooperation at the regional level, through mutual support in regard to for example service of clients, translation works etc.</p>	
<p><b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b></p> <p>No.</p>	
<p><b>Was the activity plan modified? Why?</b></p> <p>No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A01.</p>	
<p><b>What are the results achieved?</b></p> <p><b><u>Qualitative results:</u></b></p> <p><b><u>Informational projects for Polish citizens searching for a job abroad</u></b></p> <p>Promotion of EURES services for Polish citizens searching for a job abroad caused strengthening the image of the EURES as a network operating in favour of popularising the idea of “conscious professional mobility” and improving communication with the society in regard to services provided by the EURES.</p> <p>The implemented activities contributed also to providing persons interested in working in EU/EEA countries with reliable and comprehensive knowledge, information about principles of access to European labour markets, methods of searching for a job, deficit professions as well as living and working conditions.</p> <p>Also students and graduates were included in this activity. The above mentioned information will help them find their place on the European labour market.</p>	

### **Informational projects for Polish employers**

The implemented activities provided employers with reliable and current information about the possibility of searching for an employee in the territory of EU/EEA through the EURES network and all EURES services intended for employers.

In the course of foreign events organised under the EURES network, job offers of Polish employers in EU/EEA countries were presented, information about possibilities of finding in Poland jobs for citizens of EU/EEA countries and Polish emigrants planning to return to Poland was provided.

### **Projects executed in cooperation with institutions and portals supporting labour and geographical mobility**

The implemented activities strengthened cooperation with institutions supporting professional and geographical mobility. In the course of the organised events, comprehensive information about principles of working in a particular country was provided for persons interested in leaving Poland to work abroad.

### **Regional projects for publication of informational and promotional materials**

As regards the activity, information materials were prepared and issued at the regional level. These materials promoted the EURES network and reinforced on the labour market the image of the EURES as a partner providing services of the highest quality. The published promotion materials were used during the organised events which allowed to reach various groups of recipients, including local and regional authorities as well as employers with information about services of the EURES network.

The increase of interest in EURES services was observed as a result, inter alia, of broadcast of commercials, announcements, radio programmes and articles.

### **Projects for EURES promotion with using of new technologies**

The implemented activities allowed to provide information about EURES services for persons using the Internet which made it possible to reach potential clients who were not acquainted with the EURES network and services provided by it as well as persons who are not clients of labour offices.

A visual form of promotion in the public means of transport, commercials in radio and television contributed to making the medium of passing information more attractive and allowed to reach more potential clients without increasing expenses for implementation of the activity. After broadcasting of commercials in radio and television, interest in EURES services increased. This was reflected in an increased number of telephone calls and visits of interested persons.

### **National projects on publication of informational and promotional materials**

National information and promotion materials were prepared and issued. They contributed to strengthening the image of the EURES network among the unemployed, job-seekers and employers. Knowledge concerning EURES services, professional mobility increased the safety of undertaking a job outside the place of residence, particularly in EEA States.

### **Development of domestic EURES website**

The implemented activities contributed to facilitating access to information for the unemployed, job-seekers and employers with access to the Internet. Efficiency of the national Internet site [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl) was increased in relation to disseminating information about events organised in Poland by EURES staff (a calendar of events was prepared) and it proved to be means of providing information for broad groups of the society, persons interested in geographical mobility in the territory of EU/EEA, activity of the EURES network and EURES services.

The Internet site caused also more effective exchange of information between the Polish EURES staff, poviats and voivodship labour offices and the MLSP.

### **“EURES 15th anniversary”**

The implemented activities allowed to disseminate information on the genesis of establishing the EURES network, its development and operation in EEA countries. These activities resulted in reinforcing the EURES image in the local community of voivodships.

The organised events allowed to provide information about services of the EURES network for a broad group of recipients and cooperation with labour market institutions created conditions to exchange knowledge on working and running business activity abroad. What is more, information on the best manner of using services provided by employment agencies was provided.

A conference organised within the activity enabled also to summarise the hitherto conducted activity of EURES in Poland as well as exchange of experience between Polish and foreign EURES advisors. It was also an opportunity to consider the future operation of EURES in Poland from the perspective of 15 years of the EURES network operation in the European Union.

#### **Quantitative results:**

##### **Informational projects for Polish citizens searching for a job abroad**

Information meetings, lectures, workshops, seminars, job fairs were organised, information and promotion materials were issued, commercials and announcements were broadcast in local media and public means of communication, articles were published in local press, an information film about counteracting illegal job brokerage was produced.

Number of information meetings, lectures, workshops and seminars: **54** (about 2,800 persons participated in them), number of regional and local job fairs in Poland in which EURES staff participated: **28** (including 2 information meetings abroad), number of the issued copies of information materials: **ca. 4,300** (number of copies), number of distributed promotion materials (small gadgets): **ca. 1,400**, number of copies of the information film about counteracting illegal job brokerage: **ca. 200**, number of broadcast commercials and announcements in local media and local means of public communication: **ca. 860**, number of sent advertising e-mails: **18,000**, number of publications of articles in local press: **13**.

##### **Informational projects for Polish employers**

Meetings for employers were organised, articles and announcements intended for employers about the EURES network were prepared.

Number of meetings for employers: **9**, number of participants in the meetings for employers: **ca. 330**, number of articles and announcements aimed at employers which were distributed: **22**.

##### **Projects executed in cooperation with institutions and portals supporting labour and geographical mobility**

The conference entitled *Professional and Geographical Mobility* was organised, cooperation with representatives of EURODESK and EuropeDirect was established and intensified in the course of the European Job Days – Poznań 2009.

Number of conferences: **1**, number of conference participants: **86**.

##### **Regional projects for publication of informational and promotional materials**

Information leaflets about EURES services, information and promotion materials, brochures about living and working conditions in the Zachodniopomorski region were issued, a press article was published and information about EURES services was provided by means of e-mails.

Number of information leaflets: **9** (number of copies ca. 16,300), number of information materials: **ca. 2,000** (number of copies), number of types of promotional materials (small gadgets): **ca. 24 types** (ca. 7,300 items), number of types of regional brochures about living and working conditions: **2 types** [issued in 2 language version with the number of copies of 2,000] (500 copies in each language version)], number of articles: **1** (4 publications), number of mailing information: **ca. 25,500**.

##### **Projects for EURES promotion with using of new technologies**

The regional Internet site of EURES (VLO Lublin) was designed, banners were placed in the Internet, a reportage placed in regional portals and regional television was produced, radio and TV advertisements were broadcast (in the form of announcements and commercials), a campaign in public media was carried out, a videoconference with participation of persons searching for a job from the Dolnośląskie Voivodeship and representatives of EURES as well as an employer (*Sun Power Work Agency*) from Holland was conducted.

Number of Internet sites about EURES services designed by the VLO: **1**, number of banners: **4** (about 10.2 million displays of the above mentioned banners in the Internet were observed), number of reportages: **1**, number of broadcasts of radio and television advertisements: **171**, number of campaigns in means of public communication: **1** (in the period of 6 months), number of videoconferences: **1**.

##### **National projects on publication of informational and promotional materials**

At the national level, the information leaflet entitled *Your Job in Europe* was published and 2 types of promotional materials (pens and key rings) were produced.

Number of leaflets entitled *Your Job in Europe*: **1 issued in the number of 34,000 copies**, number of types of

promotional materials: **2 produced in the total amount of 40,000 items.**

#### **Development of domestic EURES website**

The national Internet site of the EURES [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl) was managed and developed, it was enriched with *inter alia* graphical elements (including moving banners) which encourage to use EURES services, the calendar of international and regional events of the EURES. The part of the site available for EURES staff following entering of the password was developed, for example the EURES monitoring base was improved, the on-line register of EURES job offers was implemented and a prototype of a generally available on-line browser of EURES job offers abroad was created.

Number of visits to the national EURES website: **ca. 800,000.**

#### **“EURES 15th anniversary”**

Articles were published in local press of the Lubelskie Voivodeship, a media campaign was carried out in the Łódzkie Voivodeship to commemorate the 15th anniversary of the EURES network, under this campaign programmes about the EURES network and radio advertisements were broadcast, a number of promotional materials were produced (linen bags, key rings, business card cases, reflective bands, wall clocks, USB flash drives, mugs, book calendars and clips for documents), "Conference for EURES 15<sup>th</sup> anniversary" in Gdańsk for EURES staff from Poland and EEA countries, employees of the PES and organisations of the labour market as well as the "EURES Open Day" in Sopot were organised, press announcement, radio messages and television programmes were issued for the purpose of promoting the conference as well as posters and promotional materials were produced (linen and paper bags, mugs, balloons, lanyards and pens).

Number of press articles: **2** (published in the number of 37,000 copies), number of media campaigns: **1**, under it **8** radio programmes and **ca. 250** radio advertisements were broadcast, number of promotional materials: **500** (linen bags), **100** (key rings), **80** (business card cases), **500** (reflective bands), **30** (wall clocks), **70** (flash discs), **30** (mugs), **50** (book calendars), **1,000** (clips for documents).

Number of conferences: **1**, **ca. 120** persons participated in it, number of open events ("EURES Open Days"): **1**, **5,100** persons participated in it. Number of materials promoting the conference and "EURES Open Days": **4** (press announcements), **ca. 40** (radio messages), **2** (television programmes with local range), **125** (posters), **1,500** (promotional materials – small gadgets: i.e. **400** linen and paper bags, **200** mugs, **500** balloons, **200** lanyards and **200** pens).

#### **What are the links with the three-year activity plans 2007-2010?**

With reference to activity A01 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No. 4 were implemented:

- task No. 1: the following activities were implemented: No. 1.1; 1.2; 1.3; 1.4.

- task No. 2: the following activities were implemented: No. 2.1; 2.2.

#### **What are the best practices, lessons learned, etc?**

- In order to provide information for a broader group of recipients, new forms of disseminating information were used such as outdoor screens and LED boards installed in the most attended parts of the city and shopping centres.
- Information meetings for unemployed persons and persons searching for a job are activities worth to be implemented, the best effects can be achieved during meetings with a small number of people.
- Press, radio and TV announcements attract much recipients' interest, it is a form which in a short time reaches a broad group of people.
- Sponsored articles as well as advertising on Internet sites are very effective forms of informing about possibilities provided by the EURES: they enable to reach a broader group of persons also those who need a specific information (a large number of readers, placing information in a supplement about employment, many displays of a page). It is worth continuing good practices in the future while one should remember about the necessity to prepare well the materials for publication and assign some time for cooperation with media.
- Including local labour offices in cooperation in organising meetings concerning the EURES, as a result of a higher frequency of contacts between the PLO and employers, it is a more effective form of encouraging entrepreneurs to use EURES services. It is also planned to strengthen cooperation with employers' organisations, employment councils and other partners of the labour market. This provides possibilities of reaching specific employers with information.

- It is necessary to continue information activities aimed at persons searching for a job abroad in regard to safety of leaving to work outside Poland. This relates most of all to the summer period when students are searching for a seasonal job.
- More funds should be allocated for promoting EURES services with the use of modern technologies and media, in particular the range of promotion in the Internet should be increased. This contributes to enriching the substantive message with graphical and media elements which translates into larger efficiency of information and promotion activities.
- Information brochures about regions with large interest among clients of a labour office occurred to be a successful product.
- Among the implemented activities, the use of advertising banners on Internet sites was a novelty. This attracted clients' attention. About 10.2 million displays of banners on Internet sites were observed.
- Persons searching for a job were very interested in organisation of the videoconference and local and regional labour offices declared that they wished to undertake similar actions in the future.

**Other remarks:**

A significant majority of events organised within the activity were evaluated by participants by means of evaluation surveys. The collected data indicate that a vast majority of participants extended their knowledge about services of the EURES network and considered information meetings of this type as useful.

Annual report on activity of the EURES network in Poland, 1 April 2009 - 31 May 2010 (part 2)  
 Financial Agreement of 17.07.2009 nr VS/2009/0263  
 Ministry of Labour and Social Policy, Department of Labour Market  
 POLAND

<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 5</b> - Improve significantly the collection of strategic data from the network's daily operations, ensure a proper evaluation of results and provide for a regular monitoring of EURES operations
<b>No. and name of the activity:</b>	<b>No. A02 - Independent external evaluation of EURES operations in Poland</b>
<b>Implementing body:</b>	MLSP
<b>Partners:</b>	Not applicable
<b>Date/ Dates of implementing the activity:</b>	January – April 2010
<b>Are the results according to the planned results?</b>	
The obtained results are conform with the planned results. The amount of 100% of funds allocated in the budget of activity A02 were spent.	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
No.	
<b>Was the activity plan modified? Why?</b>	
No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A02.	
<b>What are the results achieved?</b>	
<b><u>Qualitative results:</u></b>	
Carrying out the activities allowed to obtain an independent evaluator's opinion about EURES activity in Poland in the period of April 2007 - December 2009. The report, which is a result of the study, includes the following:	
<ul style="list-style-type: none"> <li>– evaluation of EURES impact on political goals in the area of employment,</li> <li>– evaluation of implementing objectives and priorities determined in 2007-2010 EURES Guidelines of the European Commission in the context of tasks of EURES services and goal-oriented activities,</li> <li>– evaluation of EURES services provided for clients,</li> <li>– evaluation of communication means of EURES at the national level.</li> </ul>	
What is more, the report includes evaluation of strong and weak sides of operation of EURES services in Poland and recommendations for improving the activity of areas which require to be corrected.	
<b><u>Quantitative results:</u></b>	
In order to implement the activity, a procedure of selecting an evaluator to perform the evaluation was carried out, in accordance with provisions of public procurement, detailed areas for evaluation were determined and cooperation with the evaluator during the study was ensured.	
<b>The final report was produced.</b> It concerned results achieved by the EURES in Poland in 2007-2010 and is an appendix to this report.	
<b>What are the links with the three-year activity plans 2007-2010?</b>	
Under activity A02 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 5	

were implemented:

- task No 3, activity No 3.1 was implemented.

**What are the best practices, lessons learned, etc?**

The study carried out showed that the **EURES in Poland implemented almost all tasks incorporated in the EURES Activity Plan for 2007-2010**. The main reason of failure to implement single undertakings, which had been planned, or limiting their range was reduced interest of foreign employers in employing persons from Poland which was caused by a worse economic situation of UE/EEA countries.

The EURES and its tasks were included in all key documents and legal provisions relating to the labour market in Poland. Within the period covered by the study, a very significant fact was that on 19 December 2008 the amendment to law on promotion of employment and labour market institutions, which included EURES services in the scope of job placement, was approved. As a result, **job placement was given a double nature: national and international, connected with free flow of employees within the territories of EU/EEA countries**.

**The amount of funds allocated for implementation of EURES tasks was generally adequate to the scale of the undertaken activities.**

As regards evaluation of activities implemented by the EURES in Poland in 2007-2010, an attempt was made to carry out among clients an internal satisfaction study and survey on the level of meeting their needs by the EURES. A problem was revealed on that occasion relating to inaccessibility of data for contacting a representative groups of candidates to work who used EURES services in order to carry out the survey.

Within the examined period, as a result of international job brokerage, the **Polish PES passed abroad almost 35,000 professional curricula vitae (CV) of Polish candidates**. The effect of international job brokerage for foreign employers was **employing, according to estimate data, of more than 4,500 candidates from Poland**.

International job fair is one of the undertakings which contribute to promotion of EURES services: participation in the fair is free and information about them are published both by labour offices and media. Throughout the examined period several international job fairs were organised, as well as other undertakings connected with international job brokerage such as international labour exchange, European Labour Days and Information Days.

In order to reach recipients of services and promote the EURES, EURES advisors launch cooperation with external institutions, employers and persons searching for a job. **The number of contacts to candidates for jobs, in connection with EURES services, in the examined period is much more than a million.**

In the period covered by the study, information about the EURES and other issues relating to professional mobility in the territories of EU/EEA was disseminated in the course of information meetings with the use of brochures, leaflets, posters, as well as through media. The national EURES site ([www.eures.praca.gov.pl](http://www.eures.praca.gov.pl)) was maintained and developed.

The results of the survey with participation of EURES clients indicate that the quality of EURES services used by clients was generally good (for services intended for candidates from Poland) or definitely good (for services for foreign employers).

**The conducted study allowed to state that the EURES in Poland played in 2007-2010 its role appropriately and in a well-coordinated manner.**

**Other remarks:**

None



<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 6</b> - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders.
<b>No. and name of the activity:</b>	<b>No. A03 - Services for special beneficiaries groups – Polish immigrants, domestic and foreign employers, partners on the Polish labour market and Polish youth.</b>
<b>Implementing body:</b>	All 16 VLO
<b>Partners:</b>	<p><b><u>Projects for comebacks of Polish immigrants from abroad</u></b></p> <p>PES/EURES from Ireland (FAS).</p> <p><b><u>Recruitment projects for Polish employers</u></b></p> <p>PLO (including employment agents implementing EURES tasks); VLO; PES/EURES from Great Britain (<i>Jobcentreplus</i>), Bulgaria; regional media.</p> <p><b><u>Recruitment projects for foreign employers</u></b></p> <p>PLO (including employment agents implementing EURES tasks); VLO (including EURES advisors); PES/EURES from Austria, Germany, Cyprus, Great Britain, Czech Republic, Italy, France, Spain, Finland, Ireland and Norway; employers from EU/EEA countries, representatives of employers' organisations (Norway); representatives of the VLC (including Youth Job Offices of the VLC); vocational counsellors from the ICPC of VLO; ACO; GIC; city offices (Gdynia); Economic Foundation in Gdynia; <i>DGA</i> Economic Counselling; Employment and Economic Development Centre <i>Satakunta</i>; regional media.</p> <p><b><u>Informational projects for partners on the labour market</u></b></p> <p>PLO; VLC; NLI; ACO; GIC; PES from the Czech Republic; EURES staff from the Czech Republic and Great Britain, training institutions, employment agencies, territorial self-governments; secondary schools; <i>Plus Centre</i> in Rzeszów; regional media.</p> <p><b><u>Informational projects for employers' organizations</u></b></p> <p>PLO, employers' organisations.</p> <p><b><u>Youth projects</u></b></p> <p>PLO; secondary schools; VLC (including: Youth Education and Job Centres); ACO; training institutions; Teachers' Education Centre of Podkarpacie in Przemyśl; city offices; School Career Centre in Przemyśl; Psychological and Pedagogical Counselling Centre in Przemyśl; Regional Development Agency of Przemyśl; EURES advisors from EU/EEA countries; EUROPASS; Foundation for Education Development.</p> <p><b><u>Projects for promotion of employment in Poland</u></b></p> <p>PES/EURES from Ireland, Hungary, Italy, Spain, Bulgaria, Great Britain, Czech Republic, Belgium, Estonia, Malta, Germany, Sweden and Iceland; <i>JobServe Events</i> from Great Britain.</p> <p><b><u>Projects for information dissemination and experiences exchange at the time of</u></b></p>

	<p><b><u>economic crisis</u></b></p> <p>PES/EURES from Spain, Norway, Sweden, Denmark, Romania and Germany.</p> <p><b><u>International Job Fairs in Poland</u></b></p> <p>MLSP; PLO; Polish EURES staff; SII; ACO; Vocational Training Institutions (VTI); VLC (including Youth Job Offices of VLC); Tax Chamber; NHF; ICPC; PES/EURES from EU/EEA countries; employers from EU/EEA countries, including: Great Britain, Ireland, Germany, Hungary, Czech Republic, Sweden, Norway and Cyprus; Podlaska Regional Development Foundation; International Fair of Rzeszów; Międzynarodowe Targi Lubelskie S.A.; regional and local media.</p>
<p><b>Date/ Dates of implementing the activity:</b></p>	<p><b><u>Projects for comebacks of Polish immigrants from abroad</u></b></p> <p>April – December 2009</p> <p><b><u>Recruitment projects for Polish employers</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Recruitment projects for foreign employers</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Informational projects for partners on the labour market</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Informational projects for employers' organizations</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Youth projects</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Projects for promotion of employment in Poland</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>Projects for information dissemination and experiences exchange at the time of economic crisis</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>International Job Fairs in Poland</u></b></p> <p>08.10.2009 - 3<sup>rd</sup> International Job Fair in Rzeszów          24.02.2010 – 5th International Job Fair in Lublin          23.03.2010 - 2<sup>nd</sup> International Job Fair in Toruń          21.04.2010 - International Job Fair in Warsaw</p>
<p><b>Are the results according to the planned results?</b></p> <p>Most planned results were achieved. The amount of 65.16% of funds allocated in the budget of activity A03</p>	

were spent. In many cases information materials, advertisements, press articles, commercials or announcements cost less than it was planned because of more advantageous prices as a result of negotiations.

Some activities were not implemented because of the following:

- Employers' interest, both Polish and foreign, in employing persons through the EURES network reduced as a result of the economic crisis. As a consequence, results concerning carrying out recruitment, including obtaining job offers, number of employed persons, number of meetings with employers and visits in EU/EEA countries were smaller than initially planned.
- In many cases, achieving results smaller than planned was caused by events independent of the EURES staff, e.g. cancellation of an event planned to be organised abroad, cancellation of meetings by partners etc., Polish EURES staff were not invited for many events planned by the EURES from other countries (recruitment fairs, meetings, open days, information events etc.) which were planned for the period of 2009/2010.
- The European Commission reduced the amount of the EURES grant for 2009/2010 and awarded the MLSP the amount lower by 36% than it was requested for the activity A03. The European Commission did not, however, reduce the number of activities and results to be achieved under activity A03. As a consequence, it was not possible to implement all planned activities under the obtained funds.

Reacting to changes in labour markets of EU/EEA countries, the EURES staff on a current basis adjusted activities in order to obtain the best effects.

Large interest in International Job Fair organised in Poland translated into the number of persons visiting these events, which were much higher than assumed.

**Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?**

No.

**Was the activity plan modified? Why?**

No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A03.

**What are the results achieved?**

**Qualitative results:**

**Projects for comebacks of Polish immigrants from abroad**

The implemented activities contributed to increasing awareness of Polish citizens living abroad in relation to living and working conditions in Poland as well as to the possibility of finding a job in Poland after having returned from abroad. Initial suggestions for activities concerning assistance for Polish emigrants living in Ireland were developed.

**Recruitment projects for Polish employers**

The implemented activities contributed to: securing needs of employers and persons searching for a job, presenting job offers of Polish employers during events organised abroad under the EURES operation, increasing knowledge about the current situation on labour markets of some EU/EEA countries, increasing EU/EEA citizens' knowledge about possibilities of starting jobs, living and working conditions in Poland and situation on the Polish labour market, increasing Polish employers' awareness in relation to possibilities of searching for employers abroad through the EURES network. What is more, the activity allowed to launch direct contacts with EURES staff from EU/EEA countries.

**Recruitment projects for foreign employers**

The implemented activities contributed to securing employees' needs and vocational activation of persons searching for a job who are clients of labour offices, as well as to strengthening the image of the EURES as a reliable and efficient partner in the recruitment process for both - the employers and persons searching for a

job. EURES advisors from Poland established contacts with employers from EU/EEA countries, exceeded their knowledge about living and working conditions and situation on labour markets of particular EU/EEA countries, exchanged experience and reinforced cooperation with EURES staff from EU/EEA countries. Employers increased their knowledge about possibilities of employing persons through the EURES network and obtained information on additional recruitment tools to support development of their companies. What is more, the activity affected stimulation of mobility on the labour market in particular regions of Poland.

#### **Informational projects for partners on the labour market**

The implemented activities contributed to strengthening the image of the EURES, improving integration of the PES with partners of the labour market, increasing awareness of representatives of gmina, powiat and voivodeship in regard to the EURES network and services as well as to activities implemented on the local and domestic market. Moreover, the undertaken activities resulted in obtaining new partners for cooperation. Participants in the *Nordic Information Day* acquired knowledge about living and working conditions in Norway and Finland.

#### **Informational projects for employers' organizations**

The implemented activities resulted in reinforcing the image of the EURES network, improvement of the PES integration with employers' organisations, disseminating of information about EURES services among employers who are members of employers' organisations.

#### **Youth projects**

The implemented activities enabled to provide young persons entering the labour market with information about services of the EURES network and possibilities offered by the European labour market. What is more, they resulted in broadening young persons' knowledge about possibilities of starting studies and work abroad, increasing awareness of benefits from education in Europe, activating local communities with a particular focus on the youth. In addition, young persons learned about and became aware of dangers of working abroad, particularly connected with human trafficking.

Principles of cooperation between institutions implementing services for young persons were intensified and specified in detailed through joint planning and supporting future activities intended for this group.

#### **Projects for promotion of employment in Poland**

The implemented activities enabled to provide professional services for Polish employers and assistance in finding employees with relevant qualifications. Moreover, they contributed to disseminating among persons visiting the events information about living and working conditions, methods of searching for a job in Poland, exchange of experience and increasing cooperation between the EURES staff from various EU/EEA countries, launching cooperation with employers and labour market stakeholders, disseminating information about professional and geographical mobility, free flow of employees and promoting EURES services.

#### **Projects for information dissemination and experiences exchange at the time of economic crisis**

The implemented activities enabled to acquire reliable knowledge about the current situation on particular national, regional and local labour markets in EU/EEA countries in order to carry out in the economic crisis efficient recruitments for both Polish and foreign employers, enabled to extend the cooperation network between European PES, contributed to promoting abroad the 15th anniversary of EURES.

Furthermore, the undertaken actions ensured exchange of experience between EURES staff from various EU/EEA countries, obtaining knowledge about new services provided for employers by European PES, strengthening cooperation under the EURES network, dissemination among the Polish citizens living in Norway of information about the current situation on the Polish labour market.

#### **International Job Fairs in Poland**

The implemented activities contributed to vocational activation of persons unemployed and job-seekers through providing them with a possibility of a direct contact with employers, disseminating information about local and international job fairs, obtaining employees by employers, promoting the EURES in a broader group of

recipients.

### **Quantitative results:**

#### **Projects for comebacks of Polish immigrants from abroad**

As regards activities for comebacks of Polish immigrants from abroad the *DIALOGUE* project started in 2008 was continued. The project was devoted to solving problems of Polish emigrants in Ireland. In relation to this, **1 visit** of a person representing the Polish EURES staff took place in **Ireland** and initial suggestions for activities relating to support for Polish emigrants living in Ireland were developed.

A brochure about *living and working conditions in Poland* was published in 4 language versions (Polish, English, German and French) with a total number of **54,000 copies**.

*The brochure for Polish immigrants returning from abroad* in Polish with the number of **34,000 copies** was issued - cost of issuing the leaflet was not covered from the EURES grant for 2009/2010.

Information materials were distributed during events organised by the EURES abroad and carried out with participation of Polish representatives of the EURES.

The costs of issuing the above mentioned brochure is an own contribution to the EURES Grant Agreement 2009/2010.

#### **Recruitment projects for Polish employers**

In relation to the activity, support for Polish employers was granted for finding proper foreign employees as well as job offers of Polish employers were promoted through participation of EURES advisors in *European Job Days* in Bulgaria, *Career Days* in Germany and *International Job Fair* in France. Information meetings for employers were organised, Polish employers' job offers were disseminated, information about events for Polish employers with participation of EURES staff was published through the Internet site of the VLO.

The number of job offers obtained from Polish employers: **81**, number of persons wishing to start working in Poland: **no confirmed feedback from Polish employers**, number of Polish citizens who wished to return to Poland from abroad and were provided with assistance: **ca. 40**, number of visits of Polish EURES staff abroad: **3**, number of collected Curricula Vitae of foreigners interested in working in Poland: **15**, number of foreigners who received information about living and working conditions in Poland: **21**, number of pieces of information published on VLO Internet sites about events with participation of EURES staff organised for Polish employers: **10**.

#### **Recruitment projects for foreign employers**

Recruitment projects for foreign employers were carried out under the activity. They were the following: for employers from Austria, Germany, Great Britain, Cyprus and Spain. The following were organised: *European Information and Recruitment Day* in Łódź, Recruitment Day entitled "*Seasonal work in Europe*" in Białystok, Job Fair in Gdańsk. EURES advisors' visits abroad were organised (in Germany, Austria, Great Britain, Sweden, Norway, Italy, France, Czech Republic, Spain and Finland) in order to, *inter alia*, 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 *6<sup>th</sup> European Recruitment Fair* in Cyprus, *5<sup>th</sup> International Job Fair* in Lublin, *International Career Day* in Italy, *Poland night Recruitment Day* in Finland.

Number of organised meetings (including, *inter alia*, recruitment days, information and recruitment days, job fairs): **5**, number of recruitments carried out for foreign employers: **14** (including **5** visits of foreign employers in Poland), number of obtained job offers: **ca. 137** for **ca. 1,308** vacancies, number of Polish citizens employed abroad: **ca. 375 (confirmed)**, number of visits of persons representing the Polish EURES staff in EEA countries: **ca. 19**.

#### **Informational projects for partners on the labour market**

In regard to the activity, the following events were organised and attended: seminars, information meetings about EURES services intended for representatives of local and regional authorities, PLO directors and

employees, employees of organisations and institutions occupied with issues of employment, sessions of Poviats Employment Councils, job fairs, training organised by the Career Office of the Rzeszów University of Technology entitled: *Innovative solutions of vocational counselling and advising*; *Nordic Information Day* (initial name: *Scandinavian Day*) was organised, information meetings with employees from Poland were organised in Great Britain.

Number of conducted information meetings: **22**, number of participants in the meetings: **379**, number of organised seminars: **1**, number of participants in the seminar: **ca. 40**, number of organised conferences: **1** (*Nordic Information Day*), number of persons participating in the *Nordic Information Day*: **ca. 33**. The total number of persons participating in the above mentioned events: **ca. 452**.

#### **Informational projects for employers' organizations**

Cooperation with organisations associating employers was started under the activity, meetings with representatives of employers' organisations, the conference entitled *Economic migrations and comebacks of Polish immigrants from abroad – success or disappointment* were organised.

Number of meetings with employers' organisations: **3**, number of organised conferences: **1**, number of conference participants: **ca. 64**.

#### **Youth projects**

As regards the activity, information meetings, workshops, seminars were organised and intended for students and adults below 26, information brochures intended for the youth entitled *Studies abroad* and *Competent through mobility - we develop all our lives* were issued, the *Open Day - Face to face with the European labour market* and *Exchange of education, professions and development of professional career* were organised, EURES representatives participated in the Academic Job Fair in Łódź, radio programmes promoting the EURES and focusing particularly on services for the youth were broadcast, the conference entitled *Education and employment abroad* was organised.

Number of organised meetings, seminars and workshops: **24**, number of persons participating in the meetings, seminars and workshops: **1,233**, number of organised conferences: **1**, number of conference participants: **214**. The total number of persons participating in the above mentioned events: **ca. 1,447**. Number of press announcements about the organised meetings: **3**, number of radio broadcasts (reportages): **2**, number of types of issued brochures: **2 types** (number of copies: **1,900**), number of printed leaflets: **3,000 copies**, number of printed posters: **150 copies**.

#### **Projects for promotion of employment in Poland**

As regards the activity, representatives of the Polish EURES staff participated in the following events organised abroad: European Job Days, International Job Fair, Job Days and Information Days.

The following quantitative results were obtained during the above events:

**European Job Days** – participation in **13** events in Sweden, Germany, Ireland, Belgium, Estonia, Iceland, Malta, Great Britain, Bulgaria and Czech Republic; number of representatives of Polish EURES staff in EU/EEA countries: **13**; number of persons who received advices: **ca. 500**; number of presentations concerning living and working conditions in Poland: **ca. 45**; number of Polish employers who were provided with services: **ca. 636**; number of presented Polish vacancies: **ca. 1,197**.

**International (European) Job Fair** – participation in **7** events in Ireland, Italy, Spain, Hungary and Great Britain; number of visits made by Polish representatives of EURES staff in EU/EEA countries: **7**; number of persons who received advices: **ca. 275**; number of presentations concerning living and working conditions in Poland: **15**; number of Polish employers who were provided services: **ca. 384**; number of presented job offers in Poland: **ca. 409**; number of persons interested in working in Poland: **ca. 34**.

**Job Days** – participation in **1** event in the Czech Republic; number of visits made by representatives of Polish EURES staff in EU/EEA countries: **1**, number of persons who received advices: **ca. 100**; number of presented job offers in Poland: **ca. 100**.

**Information Days (International Career Days in Italy)** - participation in **1** event in Italy; number of visits

made by representatives of Polish EURES staff in EU/EEA countries: **2** (2 persons participated in one event); number of persons who received advices: **ca. 200**; number of presentations concerning living and working conditions in Poland: **1**; number of employers with whom contact was established: **4**; number of obtained job offers: **5**.

### **Projects for information dissemination and experiences exchange at the time of economic crisis**

In regard to the activity, representatives of Polish EURES staff participated in seminars and information meeting for EURES staff organised abroad, an information meeting for Polish citizens living in Norway and a conference and seminar on the occasion of the 15<sup>th</sup> anniversary of the EURES.

The following quantitative results were obtained during the above events:

**Seminars and information meetings** concerning living and working conditions in selected EU/EEA countries, improvement of the quality of international job brokerage – participation of EURES staff in **3** events: a seminar concerning recruitment projects for the medical industry in Denmark (Denmark), information meeting for Polish citizens living in Norway (Norway), seminar entitled *Job brokerage – the newest tendencies on the European labour market* (Germany). Number of presentations concerning situation on the Polish labour market: **4**; number of Polish citizens participating in meetings abroad: **ca. 115**.

**Annual meetings of EURES staff with PES** – participation of EURES staff in a seminar about promotion and development of EURES services for employers in Sweden. Number of seminars in which representatives of Polish EURES staff participated: **1**, number of participants in the seminar: **ca. 28** from 12 EU/EEA countries.

**EURES 15<sup>th</sup> anniversary** – participation of EURES staff in **2** events: a seminar on the occasion of EURES 15<sup>th</sup> anniversary in Romania, a conference on the occasion of EURES 15<sup>th</sup> anniversary in Spain. Number of presentations about living and working conditions in Poland and starting to work in Poland which took place during the events: **1**.

### **International Job Fairs in Poland**

In relation to the activity, the following events were organised: International Job Fair and Education Days in Rzeszów, International Job Fair in Toruń, 5<sup>th</sup> International Job Fair in Lublin, International Job Fair in Warsaw, European Job Fair Białystok 2010.

Number of organised nation-wide international job fairs: **5**, number of visitors: **ca. 14,300**, number of foreign employers: **ca. 40**, number of job offers available during the events: **ca. 719**, number of EURES advisors from EU/EEA countries: **ca. 33**.

Information materials in the following amounts (e.g. leaflets, posters, information brochures and catalogues) were produced for marketing purposes: **1,000** information brochures, **500** files with information, **1,982** posters (order of posting), **500** fair catalogues, **1** blank form of a CV in English.

Promotion of the event was conducted through: **25** press announcements and sponsored articles, **206** broadcasts of commercials in radio, **2** broadcasts of a TV advertisement, **1** banner, **20** citylights, **8** billboards, **3** roll banners. What is more, announcement space in municipal transport means and displaying of posters on advertising columns were purchased.

### **What are the links with the three-year activity plans 2007-2010?**

Under activity A03 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 6 were implemented:

- task No. 2: the following activities were implemented: No. 2.2; 2.3; 2.4.
- task No. 3: the following activities were implemented: No. 3.1; 3.2.
- task No. 4: the following activities were implemented: No. 4.1; 4.2; 4.3.

### **What are the best practices, lessons learned, etc?**

- Visits at employers and establishing direct contact with EURES advisors are the most efficient methods of obtaining job offers as well as of starting permanent cooperation. What is more, they allow us to carry out reliable recruitment in accordance with expectations of employers and future employees.
- Reinforcing further cooperation between EURES staff through direct contacts creates opportunities to obtain more job offers intended for employees from Poland and facilitates organisation of large recruitment undertakings with the use of modern teleinformation technologies. Moreover, direct contacts with European staff of the EURES is an opportunity to broaden knowledge about living and working conditions in particular EU countries.
- Well organised recruitment process during which an employer receives a service of high quality and proper selection of candidates along with fulfilling by an employer all conditions indicated in a job offer enables efficient and effective cooperation and reduces costs of the recruitment project.
- When implementing activities for the youth it is worth to replace undertakings organised at a large scale with events organised more often but aimed at less people. A large number of participants causes organisational chaos, makes it impossible for interested persons to fully benefit from the event.
- Meetings with institutions operating in the graduates' sector enables better cooperation with higher education institutions which can cause in the future extension of EURES offer intended for this group of clients.
- According to experience of EURES staff, information and promotion materials of various types help effectively promote EURES services. At the same time, young persons' interest in the issued brochures means that the information campaign for the youth is worth extending in the future.
- Participation in job fairs organised in Poland is an opportunity of sharing experience with EURES staff concerning organisation of undertaking of this type, starting cooperation with foreign employers and EURES advisors which results in obtaining employers and job offers in more efficient manner. What is more, the international nature of these events provides broader possibilities of finding a job for job-seekers or obtaining useful information about searching for a job on the domestic and European labour market. Events of this type are also more multi-dimensional, they suit client's needs in a better way.
- European Job Days promote mobility and services of the EURES network, make it possible to reach a broad group of recipients. Attention should be drawn, however, to difficulties in obtaining job offers from local and foreign employers.
- It is particularly important to take care of obtaining job offers from the PLO and VLO for events organised abroad, including offers promoting Poland or a specific region of the country. Additional funds could be allocated for this purpose.
- According to experience of EURES staff, it is necessary to continue information activities aimed at persons searching for a job abroad in regard to safety of leaving to work outside Poland. This relates most of all to the summer period when students are searching for a seasonal job.
- In order to provide information for a broader group of recipients, new forms of disseminating information were used such as outdoor screens and LED boards installed in the most attended parts of the city and shopping centres.
- Job-seekers participating in recruitments organised by EURES advisors and representatives of employers' organisations express that there is a demand for information and promotion materials, particularly for EURES gadgets which include the address of the Internet site.

**Other remarks:**

A large majority of events organised within the activity were evaluated by participants through evaluation surveys. The data collected indicate that the organised events satisfied participants' expectations in relation to their content and organisation. The surveyed persons would touch upon the following topics in the future: living and working conditions in EU/EEA countries, EURES promotion and marketing, hints useful in a



Annual report on activity of the EURES network in Poland, 1 April 2009 - 31 May 2010 (part 2)

Financial Agreement of 17.07.2009 nr VS/2009/0263

Ministry of Labour and Social Policy, Department of Labour Market

POLAND

conflict with a former employer, office, employment agency.

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<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 9</b> - Contribute to identifying labour shortages and bottlenecks which can be attenuated by trans-national labour mobility, including the possibility of broadening the scope of information provision to workers coming from other parts of the world (outsider EU/EEA territory)
<b>No. and name of the activity:</b>	<b>No. A05 - Projects for identification of surplus and scarce professions as well as elimination of bottlenecks on the European labour market</b>
<b>Implementing body:</b>	VLO in Lublin, Łódź, Kraków, Opole, Białystok, Gdańsk and Olsztyn
<b>Partners:</b>	EURES advisors and partner institutions from Germany, Latvia, Lithuania, Holland, Czech Republic, Austria and Estonia
<b>Date/ Dates of implementing the activity:</b>	April 2009 – May 2010
<b>Are the results according to the planned results?</b>	
<p>Some planned results were achieved. The amount of 38.33% of funds allocated in the budget of activity A05 were spent.</p> <p>Not all planned travels were implemented because of: no invitation from organisers from abroad, decision concerning a visit of two EURES representatives in one EEA country instead of one EURES representative in two EEA countries, too many events taking place at one time which made it impossible to go abroad. What is more, one information material about surplus and deficit professions was not prepared because of shortages of EURES advisors (no EURES advisor in the VLO).</p> <p>The European Commission reduced the amount of the EURES grant for 2009/2010 and awarded the MLSP the amount lower by 41% than it was requested for the activity A05. The European Commission did not, however, reduce the number of activities and results to be achieved under activity A05. As a consequence, it was not possible to implement all planned activities under the obtained funds.</p>	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
No.	
<b>Was the activity plan modified? Why?</b>	
No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A05.	
<b>What are the results achieved?</b>	
<b><u>Qualitative results:</u></b>	
Obtaining comprehensive knowledge about labour markets (in Germany, Holland, Czech Republic, Latvia, Lithuania and Austria) in order to carry out efficient recruitments between Poland and countries participating in the activity. Establishing permanent cooperation with foreign EURES advisors participating in the activity.	
<b><u>Quantitative results:</u></b>	
The following tasks were implemented under the activity: study visits to Germany, Austria and Estonia, during which information meetings for clients took place, Job Fair (Estonia); a seminar in Białystok intended for Polish PES cooperating with PES in Lithuania and Latvia. The project entitled <i>Neighbours' Needs</i> (Poland-Czech Republic), which included information meetings in the Czech Republic and Poland as well as the project <i>Let's examine the main strand</i> (Poland-Holland) which included information meetings for clients from Holland.	

The summary of both projects took a form of press articles. Moreover, information materials were prepared such as a brochure in English about the labour market of Podlasie as well as a publication in English about shortages and surpluses of labour force in the region of Warmia and Mazury in 2009.

Number of travels abroad: **5** (6 persons); obtaining by **20** EURES advisors from Poland the current knowledge about foreign labour markets; number of seminars: **1** (13 participants); number of information materials: **2** brochures (number of copies: 500) and **1** press article; number of information meetings: **7** (145 participants).

**What are the links with the three-year activity plans 2007-2010?**

Under activity A05 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 9 were implemented:

- task No. 1: activities No. 1.1 and 1.2 were implemented
- task No. 2: activity No. 2.1 was implemented
- task No. 3: activity No. 3.1 was implemented
- task No. 4: activity No. 4.1 was implemented

**What are the best practices, lessons learned, etc?**

Permanent cooperation was established with foreign PES participating in the activity and partner institutions, including employers. The goal of the cooperation was to conduct recruitments and provide counselling for persons who wish to work in Poland and in the territory of countries participating in the activity. The activity enabled exchange of information and experience with regard to targeting EURES services according to changes on the labour markets in Poland and countries participating in the activity.

**Other remarks:**

None

<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 10</b> - Reinforce the development of cross-border activities in the employment area, and encourage, where needed, the development of cross-border activities and partnerships between the 'new' EU Member States, or between 'old' and 'new' Member States.
<b>No. and name of the activity:</b>	<b>No. A06 - Supporting of labour mobility in cross-border regions between Poland and Germany, Czech Republic, Slovakia and Lithuania</b>
<b>Implementing body:</b>	<p>Projects A – VLO in Szczecin and Zielona Góra</p> <p>Projects B – VLO in Wałbrzych</p> <p>Project C – VLO in Kraków (branch office in Nowy Sącz) and Rzeszów</p> <p>Projects D – VLO in Białystok</p>
<b>Partners:</b>	<p><b><u>Projects A - EURES Odra-Oder cross-border initiative</u></b></p> <p>EURES and PES staff from Mecklenburg-Vorpommern in Germany (DE); ZAV, DGB, KOWA (DE); EURES advisors from the region of Berlin-Brandenburg (DE); PLO in Żagań, Międzyrzecz and Słubice (PL).</p> <p><b><u>Projects B – Supporting of mobility on Polish – Czech cross-border labour market</u></b></p> <p>PLO in Ząbkowice Śląskie, Kłodzko, Strzelin and Kamienna Góra (PL)</p> <p><b><u>Projects C – Supporting of mobility on Polish – Slovakian cross-border labour market</u></b></p> <p>PLO in Nowy Sącz, Gorlice and Nowy Targ (PL); Office of Labour, Social Affairs and Family in Stara Lubovna, Bardejov, Poprad and Kežmarok (SK); PLO of the area of the Podkarpackie Voivodeship (PL); regional media</p> <p><b><u>Projects D – Supporting of mobility on Polish – Lithuanian cross-border labour market</u></b></p> <p>PLO and Gmina Office in Białystok (PL), Labour Exchange in Alytus and Lazdijai (LT), Office of the Voivode in Białystok (PL), PES</p>
<b>Date/ Dates of implementing the activity:</b>	<p><b><u>Projects A - EURES Odra-Oder cross-border initiative</u></b></p> <p>December 2009 – May 2010</p> <p><b><u>Projects B – Supporting of mobility on Polish – Czech cross-border labour market</u></b></p> <p><b><u>Project 1:</u></b> <i>We say the same in two languages</i> – 13-14.05.2010</p> <p><b><u>Project 2:</u></b> Information and recruitment meetings for persons interested in working in the Czech Republic – 01.09.2009, 02.09.2009, 12.11.2009, 13.11.2009, 20.01.2010, 22.01.2010, 24.05.2010, 26.05.2010</p> <p><b><u>Project 3:</u></b> <i>To work with EURES</i> - 03.03.2010</p> <p><b><u>Project 4:</u></b> Information meetings for persons interested in starting education in the Czech Republic - 09.04.2010</p>

	<p><u>Project 5:</u> Polish-Czech Information and Recruitment Day in Strzelin 25.05.2010</p> <p><u>Project 6:</u> Polish-Czech Job Fair in Kamienna Góra - 12.05.2010</p> <p><u>Project 7:</u> Participation in meetings, seminars, job fairs and conferences concerning cross-border issues - 24.11.2009, 17.12.2009, 08.04.2010, 22.04.2010</p> <p><b><u>Projects C – Supporting of mobility on Polish – Slovakian cross-border labour market</u></b>          April 2009 – May 2010</p> <p><b><u>Projects D – Supporting of mobility on Polish – Lithuanian cross-border labour market</u></b>          February 2010 – May 2010</p>
<p><b>Are the results according to the planned results?</b></p> <p>A significant majority of planned results were achieved. The amount of 82.64% of funds allocated in the budget of activity A06 were spent.</p> <p>Some activities were not implemented because of the following:</p> <ul style="list-style-type: none"> <li>– Due to a difficult economic situation of Lithuania, the Lithuanian party did not issue an invitation for a conference for Lithuanian employers from cross-border regions of this country.</li> <li>– No invitation from the organiser to participate in the cross-border labour exchange.</li> <li>– The European Commission reduced the amount of the EURES grant for 2009/2010 and awarded the MLSP the amount lower by 31% than it was requested for the activity A06. The European Commission did not, however, reduce the number of activities and results to be achieved under activity A06. As a consequence, it was not possible to implement all planned activities under the obtained funds.</li> </ul>	
<p><b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b></p> <p>No.</p>	
<p><b>Was the activity plan modified? Why?</b></p> <p>No annexes were drawn up for the grant agreement. A shift of 7.87% from the Heading <i>Travel costs</i> to the Heading <i>Administration</i> in relation to activity A06 occurred. The shift did not result in exceeding the general granted budget of the Heading <i>Administration</i> in the EURES Grant Agreement for 2009/2010.</p>	
<p><b>What are the results achieved?</b></p> <p><b><u>Projects A - EURES Odra-Oder cross-border initiative</u></b></p> <p><b><u>Qualitative results:</u></b></p> <p>Information and working meetings which took place in Poland and Germany ensured exchange of experience which will be used in the future to implement joint undertakings in the period of 2010/2011. A joint action plan which was incorporated in the annual EURES activity plan 2010/2011 for Poland was developed.</p> <p>Creation of current, practical guide-books about the labour market in the Zachodniopomorskie Voivodeship and living and working conditions in the region.</p> <p><b><u>Quantitative results:</u></b></p>	

EURES representatives participated in information meetings in the cross-border region, information brochures about the cross-border labour market as well as living and working conditions in areas near the border were published in German.

Number of information meetings: **6**, number of publications: **2** (number of copies: 1,000)

#### **Projects B – Supporting of mobility on Polish – Czech cross-border labour market**

##### **Qualitative results:**

Improvement of the dialogue between Czech and Polish Poviats Labour Offices; development of a joint strategy of promotion and communication in favour of supporting mobility and strengthening EURES image with the use of modern technologies; increase of availability of Czech job offers for inhabitants of cross-border regions; providing persons unemployed, job-seekers and graduates from the area of Dolny Śląsk with information about possibilities of working and studying in the territory of the Czech Republic, agreeing joint activities which will be implemented in the period of 2010-2013; starting cooperation with Czech Economic and Commercial Chambers.

##### **Quantitative results:**

In relation to the activity: cross-border meetings as well as counselling and recruitment days were organised, press announcements, posters, information leaflets were published, presentations were made, EURES representatives participated in various cross-border events – a seminar, conference, study visits.

Number of meetings: **4**, number of participants: ca. **3,000**; number of counselling and recruitment days: **8**, number of participants: ca. **100 persons**; number of workshop meetings: **1**, number of participants: **47 persons**; number of press announcements: **16**; number of presentations: **16**, number of participants: ca. **600**; number of promotional materials: **550** posters, **5,500** information leaflets, **3** banners, ca. **200** gadgets; number of cross-border events in which EURES representatives participated: **6** (1 seminar; 1 conference, 2 study visits, 1 Job Fair).

#### **Projects C – Supporting of mobility on Polish – Slovakian cross-border labour market**

##### **Qualitative results:**

As a result of implementing the activity, unemployed persons and job-seekers from the cross-border region obtained information about the cross-border labour market of Slovakia and Poland, possibilities of employment, including information about surplus and deficit professions, living and working conditions in the region.

Employers from the cross-border region received information about the cross-border labour market in Slovakia, EURES services for employers, characteristics of the cross-border labour market including surplus and deficit professions, methods of activating the unemployed by Slovakian and Polish employment services.

##### **Quantitative results:**

The following tasks were implemented under the activity: meetings with inhabitants and employers of gminas near the border; information announcements were published, information and promotion materials were distributed; Internet site of the PES was updated, commercials were broadcast.

Number of meetings: **2**, number of participants: ca. **40** inhabitants of the cross-border area, ca. **50** employers from the cross-border area; number of press publications: **4**; number of information materials: **500**, number of updated Internet sites: **1** (number of visits on the site: ca. **27,800** in June 2010); number of commercials: **40**.

#### **Projects D – Supporting of mobility on Polish – Lithuanian cross-border labour market**

##### **Qualitative results:**

Providing employers of the Suwalski Poviats with information about the situation on the Lithuanian labour market in cross-border areas, possibility of employing persons from Lithuanian cross-border areas and legal

provisions relating to employing foreigners in Poland, promotion and development of cross-border activities, increasing awareness of cross-border mobility, providing interested entities with information about living and working conditions in Lithuania.

**Quantitative results:**

The following tasks were implemented under the activity: a conference, Lithuanian Day, Cross-Border Job Fair, presentations were carried out, commercials were produced, announcements in press were published, information and promotion materials were issued.

Number of conferences: **1**, number of participants in the conference: **39**, number of cross-border days (*Lithuanian Day*): **1**, number of visitors: ca. **300 persons** (which included 17 participants in presentations and 12 participants in workshops); number of commercials: **2** cycles (broadcast 27 times); number of press announcements: **3**; number of promotional materials: **100** posters, ca. **700** small gadgets; number of organised fairs: **1**, number of participants in the fair: ca. **500 persons** (including 70 participants in workshops); number of announcements placed on advertising columns and in means of transport: **34**; number of TV advertisements: **1** (broadcast twice); number of obtained job offers: **8**.

**What are the links with the three-year activity plans 2007-2010?**

Activity A06 implements the following elements of the EURES Activity Plan 2007-2010 for Poland, within priority No. 10, point 2 – *Support for development of cross-border labour markets*.

**What are the best practices, lessons learned, etc?**

**Projects A - EURES Odra-Oder cross-border initiative**

Information and working meetings are a practical “tool” of cooperation, enable to determine in a short time the most important issues and specify the plan for the future. Meetings of this type are necessary to ensure that the cooperation will be proper and effective. The practice indicates that German PES staff finds publications in Germany very helpful since interest in undertaking a job in Poland for several years has been increasing systematically among German citizens.

**Projects B – Supporting of mobility on Polish – Czech cross-border labour market**

Polish-Czech cooperation provides an opportunity to become acquainted with institutions operating in the cross-border areas of Poland and the Czech Republic. Participation of Polish EURES staff in labour fairs in these areas is required in order to establish contacts with employees of offices there, as well as with persons interested in working in Poland. Directors of labour offices at both sides of the border notice the need of organising meetings which would facilitate establishing and continuing cooperation. The staff of public employment services of both countries should be jointly trained as regards communication, presentation and project planning. Due to the operation of Economic and Commercial Chambers, it is also possible to reach Czech and Polish entrepreneurs associated in Chambers and start permanent cooperation with Chambers.

**Projects C – Supporting of mobility on Polish – Slovakian cross-border labour market**

Meetings with inhabitants and employers in the cross-border region contributed to dissemination in local communities, institutions and employers of knowledge about the cross-border labour market, possibilities of and benefits from operating on it, as well as information about living and working conditions in the cross-border region.

Combination of the information and cultural function under the organised fairs facilitated provision of information about cross-border mobility for the interested entities.

**Other remarks:**

In the course of the above mentioned undertakings, surveys were carried out in order to examine the level of clients' satisfaction. EURES clients participating in the events evaluated the activities as positive and recommended repeating them in the future. Beneficiaries assessed that topics presented in the course of the events were discussed comprehensibly and exhaustively. All cooperating institutions expressed their will of further cooperation and using EURES services in the future, mainly in relation to job brokerage, information

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about living and working conditions in EEA countries and starting education/internships abroad in cross-border areas.



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<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 10</b> - Reinforce the development of cross-border activities in the employment area, and encourage, where needed, the development of cross-border activities and partnerships between the 'new' EU Member States, or between 'old' and 'new' Member States
<b>No. and name of the activity:</b>	<b>No. A06 bis - EURES TriRegio</b>
<b>Implementing body:</b>	-
<b>Partners:</b>	-
<b>Date/ Dates of implementing the activity:</b>	-
<b>Are the results according to the planned results?</b>	
<p>The activity was not accepted by the European Commission under the EURES Grant Agreement for 2009/2010. Nevertheless, the European Commission allocated the amount of EUR 32,246.89 for activity A06 bis.</p> <p>These funds could not be used because activity A06 was not accepted.</p>	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
-	
<b>Was the activity plan modified? Why?</b>	
-	
<b>What are the results achieved?</b>	
-	
<b>What are the links with the three-year activity plans 2007-2010?</b>	
-	
<b>What are the best practices, lessons learned, etc?</b>	
-	
<b>Other remarks:</b>	
-	

<b>EURES guidelines 2007-2010 priority No.</b>	<b>No. 4</b> - Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities
<b>No. and name of the activity:</b>	<b>No. A07 - European Labour Days</b>
<b>Implementing body:</b>	VLO in Poznań, VLO in Kraków
<b>Partners:</b>	<p><b><u>European Labour Days - Poznań 2009</u></b></p> <p>PLO and VLO in Poland</p> <p><b><u>European Fair for Entrepreneurship, Employment and Education</u></b></p> <p>Voivodeship Public Library in Kraków, Municipal Public Library in Tarnów, Public Library of Nowy Sącz, Youth Education and Job Centre, VLC in Nowy Sącz. EURES advisors from Great Britain, Norway, Sweden, Slovakia, Czech Republic and Germany.</p>
<b>Date/ Dates of implementing the activity:</b>	<p><b><u>European Labour Days - Poznań 2009</u></b></p> <p>27 October 2009</p> <p><b><u>European Fair for Entrepreneurship, Employment and Education</u></b></p> <p>5 – 6 and 9 May 2010</p>
<p><b>Are the results according to the planned results?</b></p> <p>The obtained results are according to the agreed activities. The amount of 98% of funds allocated in the budget of activity A07 were spent.</p> <p>The European Labour Days which were planned to be organised by the VLO in Kraków in October 2009 could not be organised in the planned time because of technical reasons, staff shortages, too long public procurements procedures. As a result, after consultations with the European Commission, the Commission agreed to change the time of organising the European Labour Days in Kraków for spring 2010 on the condition that the name of the event would have been changed. Therefore, the event was organised at the beginning of May 2010 under a different name but had the same nature as initially planned.</p>	
<p><b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b></p> <p>No.</p>	
<p><b>Was the activity plan modified? Why?</b></p> <p>No annexes were drawn up for the grant agreement. A shift of 7.95% from the Heading <i>Administration</i> to the Heading <i>Services</i> in relation to activity A07 occurred. The shift did not result in exceeding the general budget granted of the Heading <i>Services</i> in the EURES Grant Agreement for 2009/2010.</p>	
<p><b>What are the results achieved?</b></p> <p><b><u>Qualitative results:</u></b></p> <p>Unemployed persons and job-seekers were vocationally activated through providing them with direct contact with employers (including participation in job interviews), representatives of institutions operating in the area of labour market and education. Participants in information meetings and workshops gained practical and theoretical knowledge relating to acting on labour markets in the EU/EEA (they were provided, <i>inter alia</i>, with information about living and working conditions in various EU/EEA countries, forms of support for small and medium-sized enterprises in Europe, aid funds from the European Union for entrepreneurs and persons planning to start an own business as well as services provided by various institutions acting in favour of</p>	

entrepreneurs. The participants became acquainted with possibilities of studying and working in EU/EEA countries, principles of recognising education and professional qualifications and EURES services. Individual consultations were conducted with persons who had not use support offered by the PES before.

### **Quantitative results:**

The following tasks were implemented under the activity:

- European Labour Days in Poznań which took a form of a job fair along with workshops, presentations, classes for persons searching for a job, advices for clients, consultation point and many other activities.
- European Fair for Entrepreneurship, Employment and Education which took place within three days in three cities (Kraków, Nowy Sącz and Tarnów) and were carried out in a form of job fairs, workshops and seminars during which information, advices and consultations were provided for persons searching for a job and employers. The event was organised as a part of the EU Day which is celebrated on 9 May in entire Poland.

#### *European Labour Days in Poznań*

Number of visitors: ca. **2,000**; number of employers: **13**; number of available job offers: **100** (due to job interview employment was offered to 30 persons); number of presentations: **9**, number of participants in presentations: ca. **300**; number of promotional articles: **1**, number of advertisements in press: **2**; number of banners: **1**, number of posters: **40**.

#### *European Fair for Entrepreneurship, Employment and Education in Kraków, Nowy Sącz and Tarnów*

Number of visitors: ca. **5,400**; number of employers: **39**; number of available job offers: **100**; number of multimedia presentations: **51**; number of film projections: **24**, number of participants: ca. **700**, number of seminars: **6**, number of participants: ca. **170**; number of information meetings: **11**, number of participants: ca. **480**, number of EURES competitions: **3**, number of participants: ca. **140**, number of information materials: leaflets: **3,200**, posters: **1,300**, banners: **3**; number of newspaper advertisements: **6**; number of commercials: **5** (broadcast about 1,200 times); number of articles: **5**; number of educational sets (for persons participating in EURES competitions): **186**.

### **What are the links with the three-year activity plans 2007-2010?**

Under activity A07 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 4 activity No. 1 were implemented: activity No. 1.2

### **What are the best practices, lessons learned, etc?**

EURES clients require individual approaches, also the range of issues in which clients are interested broadens. It is justifiable to organise information events in the form of exhibitions, seminars as well as workshops and individual consultations. It is also important to carry out events not only in larger cities, but also in smaller places of a particular region – this way the range of promotion and information about EURES services increases.

In spite of the crisis on the labour market, several employers were invited. They prepared more than 200 job offers. It is worth inviting Polish companies to participate in Fair. Their participation results in increasing interest of persons also from the outside of the voivodeship. More and more persons visit the Fair and therefore benefit from job interviews or receive information about living and working conditions in the region or abroad. Interest in workshops relating to establishing and running business activity indicates that undertakings of this type are worth promoting since more and more people are interested in this kind of activity. Interest in individual conversations and consultations with professional advisors and psychologists is very large and it indicates that activities of this type should be provided in the future. Large interest in the offer of institutions such as SII, Tax Chamber, NHF means that these institutions should be invited to participate in the European Labour Days.

### **Other remarks:**

Surveys were carried out among employers. Most employers were satisfied with participation in Labour Fair in relation to achieving the planned recruitment goals. They intend to continue cooperation with the PES. Most

surveyed employers want to recommend PES services to other employers.

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<b>EURES guidelines 2007-2010 priority No.</b>	-----
<b>No. and name of the activity:</b>	<b>No. A08 - Human resources development – training on regional and national level</b>
<b>Implementing body:</b>	<p><b><u>Regional training</u></b></p> <p>All 16 VLO</p> <p><b><u>National training</u></b></p> <p>MLSP, DLM</p>
<b>Partners:</b>	<p>ICPC, VLC, ESF, Tax Chamber, SII, Foundation for Education Development, EUROPASS, EURODESK, Ministry of Science and Higher Education, Katowice School of Economics, Europe Direct, Regional Centre of European Information.</p> <p>EURES advisors from Germany, Switzerland, Holland, Norway, Spain and Great Britain.</p>
<b>Date/ Dates of implementing the activity:</b>	<p><b><u>Regional training</u></b></p> <p>April 2009 – May 2010</p> <p><b><u>National training</u></b></p> <p>10-11.09.2009 - annual trainings for EURES staff from the VLO</p> <p>01.03.2010 - pre-training for candidates for EURES advisors</p>
<b>Are the results according to the planned results?</b>	
<p>A significant majority of planned results were achieved. The amount of 80.14% of funds allocated in the budget of activity A08 were spent.</p> <p>Less trainings were organised, however the number of persons participating in them is slightly less than planned. The reasons of failing to conduct all trainings were time limitations and staff shortages in the VLO.</p>	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
No.	
<b>Was the activity plan modified? Why?</b>	
No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A08.	
<b>What are the results achieved?</b>	
<i>Regional training</i>	
<b><u>Qualitative results:</u></b>	
PLO employers become acquainted with living and working conditions in selected EU/EEA countries,	

improved their competence concerning working with clients, learned about EURES undertakings planned for the period of 2010-2013 and services of other European networks operating in the area of labour market and education. Trainings for EURES staff at the local level is very important for integrating EURES with actions carried out by PES in Poland.

**Quantitative results:**

A number of trainings for PLO employers, including EURES staff from the local level and other key employees were carried out.

Number of trainings: **26**; number of participants in the trainings: **720**.

***National training***

**Qualitative results:**

Exchange of experience and information concerning activities under the EURES which were implemented by the EURES and VLO, strengthening the EURES network and improving communication inside the Polish network, solving problems with functioning of the EURES. Improving the quality of services provided by Polish staff of the EURES from the PES.

**Quantitative results:**

Organisation of the annual training for EURES staff from the VLO and pre-training of candidates for EURES advisors.

Number of trainings: **2**; number of participants in the trainings: **61**.

**What are the links with the three-year activity plans 2007-2010?**

Under activity A08 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 2 activity No. 3 were implemented: activities No. 3.1 and 3.2

**What are the best practices, lessons learned, etc?**

It is justifiable to prepare a training programme in cooperation with participants of the training. Inviting representatives of other institutions of the labour market in order to present their services is a good practice. This results in starting cooperation and possibilities of better promotion of the network among EURES clients.

Regional trainings for PLO employers dealing with EURES tasks are very significant. This provides integration of the EURES with PES and providing EURES services through local PES.

**Other remarks:**

Persons participating in trainings took part in surveys – before the trainings and after they had been finished. The issues concerning tax system and coordination of the social security system are the most difficult for participants in the trainings. The surveys showed a large interest in lectures about living and working conditions with participation of EURES advisors from various countries.

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<b>EURES guidelines 2007-2010 priority No.</b>	-----
<b>No. and name of the activity:</b>	<b>No. A09 - Human resources development – training at the EU level</b>
<b>Implementing body:</b>	MLSP and selected VLO in cooperation with RSO, a training consortium operating upon European Commission’s request
<b>Partners:</b>	-----
<b>Date/ Dates of implementing the activity:</b>	April 2009 – May 2010
<b>Are the results according to the planned results?</b>	
<p>Some planned results were achieved. The amount of 40.23% of funds allocated in the budget of activity A09 were spent.</p> <p>The reasons of failure to fully use the funds and implement all planned activities were limits of the possible number of participants in trainings of the cycle entitled <i>EURES Advanced Training</i> which were determined by the RSO and independent of the MLSP. Only 5 persons were trained while the initial number of EURES advisors to participate in training was 24.</p>	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
No.	
<b>Was the activity plan modified? Why?</b>	
No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A09.	
<b>What are the results achieved?</b>	
<b><u>Qualitative results:</u></b>	
Polish EURES staff obtained new EURES advisors due to participation in European trainings of the EURES Initial Training cycle. EURES advisors who had obtained this status before, improved their professional qualifications.	
<b><u>Quantitative results:</u></b>	
Participation of Polish EURES staff in trainings of the cycle: <i>EURES Initial Training - 2009, EURES Initial Training – 2010, EURES Advanced Training - 2010</i> and <i>EURES Train the Trainer - 2010</i> .	
Number of persons included in trainings of <i>EURES Initial Training - 2009</i> and <i>EURES Initial Training – 2010</i> : <b>6</b> .	
Number of persons included in trainings of <i>EURES Advanced Training – 2010</i> : <b>5</b> ; Number of persons included in trainings of <i>EURES Train the Trainer - 2010</i> : <b>3</b> .	
<b>What are the links with the three-year activity plans 2007-2010?</b>	
Not applicable	

**What are the best practices, lessons learned, etc?**

The main remarks made by participants in trainings from Poland related to not enough time for practical classes and so-called case studies concerning operation of the EURES network and to focusing on international examples which are not always suitable because of multicultural aspects.

Generally speaking, remarks of the team coordinating the EURES programme at the national level are the following:

- the number of places for trainings intended for EURES advisors from Poland is too small given the country size and number of EURES advisors working in Poland
- the new procedure of applying for trainings directly to the RSO in the on-line system does not provide the EURES managers with a possibility to monitor the course of recruitments to these trainings.

**Other remarks:**

5 EURES advisors were admitted to and participated in trainings of the cycle entitled *EURES Advanced Training*. This group consists only 12% of all EURES advisors working in Poland.



<b>EURES guidelines 2007-2010 priority No.</b>	-----
<b>No. and name of the activity:</b>	<b>No. A10 - Operations within EURES network – visits according to EURESCO agenda</b>
<b>Implementing body:</b>	MLSP
<b>Partners:</b>	European Commission
<b>Date/ Dates of implementing the activity:</b>	June 2009—May 2010
<p><b>Are the results according to the planned results?</b></p> <p>A half of the planned results were achieved. The amount of 33.06% of funds allocated in the budget of activity A10 were spent.</p> <p>The reason of failure to fully use the funds and implement all planned activities were the following:</p> <ul style="list-style-type: none"> <li>– some of the planned meetings were joined,</li> <li>– the Commission did not organised some meetings,</li> <li>– for the conference on the occasion of the EURES 15<sup>th</sup> anniversary in Brussels, the organisers covered most costs of the travel and stay,</li> <li>– prices of air tickets or hotels were lowered than expected.</li> </ul>	
<p><b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b></p> <p>No.</p>	
<p><b>Was the activity plan modified? Why?</b></p> <p>No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A10.</p>	
<p><b>What are the results achieved?</b></p> <p><b><u>Qualitative results:</u></b></p> <p>The activity resulted in provision of efficient communication and information flow within the EURES network and increase of effective management for the national EURES network by means of participation in meetings, European Commission working groups and conferences.</p> <p>The EURES Manager and MLSP employers who deal with EURES issues received information necessary for the proper management of the EURES network in Poland, in accordance with the Commission's guidelines.</p> <p><b><u>Quantitative results:</u></b></p> <p>As regards the activity, MLSP representatives participated in the following meetings and conferences:</p> <ol style="list-style-type: none"> <li>1. EURES Working Group on 4-5 June 2009 in Prague – the EURES Manager participated.</li> <li>2. Working Group for EURES trainings on 16-17 June 2009 in Brussels – 1 EURES representative from the MLSP participated.</li> </ol>	

3. Working Group for EURES information and Meeting of Coordinators for EURES 15<sup>th</sup> anniversary on 28-30 October 2009 in Brussels – 1 EURES representative from the MLSP participated.
4. EURES Working Group on 9-12 November 2009 in Stockholm – the EURES Manager participated.
5. Conference on the occasion of EURES 15<sup>th</sup> anniversary on 16-17 November 2009 in Brussels – the EURES Manager participated.
6. Working Group for IT Support and Promotion on 9-11 December 2009 in Brussels – 1 EURES representative from the MLSP participated.
7. Working Group for EURES Training and Meeting of EURES-T Coordinators and EURES representatives concerning financial issues (EURES grants) on 12-15 January 2010 - 1 EURES representative from the MLSP participated.
8. Working Group for EURES Information on 23-25 March 2010 in Brussels – 1 EURES representative from the MLSP participated.
9. Meeting with representatives of the European Commission concerning the EURES Grant Application 2010/2011 on 5-6 May 2010 in Brussels – 2 EURES representatives from the MLSP participated.

Number of meetings, conferences, working groups: **9**, number of persons participating in these events: **10**.

**What are the links with the three-year activity plans 2007-2010?**

Not applicable

**What are the best practices, lessons learned, etc?**

Participation in the above meetings is necessary for proper management of the national EURES network.

**Other remarks:**

None

<b>EURES guidelines 2007-2010 priority No.</b>	-----
<b>No. and name of the activity:</b>	<b>No. A13 - Participation in meetings of the Steering Committees of „EURES TriRegio” and „EURES T Beskidy” partnerships and of the „EURES T Odra-Oder” Preparatory Committee.</b>
<b>Implementing body:</b>	MLSP
<b>Partners:</b>	Partners from cross-border partnerships of EURES-TriRegio, EURES-T Beskidy and EURES Odra-Oder cross-border initiative
<b>Date/ Dates of implementing the activity:</b>	September 2009 – May 2010
<p><b>Are the results according to the planned results?</b></p> <p>Most planned results were achieved, representatives participated in 7 out of 9 planned meetings. The amount of 56.72% of funds allocated in the budget of activity A13 were spent.</p> <p>The reason of failure to fully use the funds was the fact that EURES-T Coordinators did not organise all planned meetings of the Steering Committees because negotiating the necessary issues was conducted by post.</p>	
<p><b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b></p> <p>No.</p>	
<p><b>Was the activity plan modified? Why?</b></p> <p>No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A13.</p>	
<p><b>What are the results achieved?</b></p> <p><b><u>Qualitative results:</u></b></p> <p>Participation of MLSP representatives in cross-border meetings of the Steering Committees, Preparatory Committee and Working Group contributed to facilitating communication and information flow between partner organisations from cross-border areas and to developing common strategies and activity plans for the future.</p> <p><b><u>Quantitative results:</u></b></p> <p>Participation in the following meetings:</p> <ul style="list-style-type: none"> <li>– Steering Committee of <i>EURES TriRegio</i> (1 meeting in Poland, 1 meeting in Germany) and Working Group of <i>EURES TriRegio</i> (1 meeting in Poland),</li> <li>– Steering Committee of <i>EURES T Beskidy</i> (1 meeting in Poland, 1 meeting in the Czech Republic, 1 meeting in Slovakia)</li> <li>– Preparatory Committee of <i>EURES Odra-Oder</i>, the cross-border initiative (1 meeting in Poland).</li> </ul> <p>Number of meetings in total: <b>7</b>.</p>	
<p><b>What are the links with the three-year activity plans 2007-2010?</b></p> <p>Under activity A13 the following elements of the EURES Activity Plan 2007-2010 for Poland, priority No, 10</p>	

were implemented: point 2 of the Plan - *Support for development of cross-border labour markets*

**What are the best practices, lessons learned, etc?**

MLSP representatives' participation in meetings of partnerships and cross-border initiatives of the EURES is required in order to monitor cross-border activities and support partners in developing joint strategies and action plans.

**Other remarks:**

None

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<b>EURES guidelines 2007-2010 priority No.</b>	----- -----
<b>No. and name of the activity:</b>	<b>No. A14 - Financial audit</b>
<b>Implementing body:</b>	MLSP
<b>Partners:</b>	Not applicable
<b>Date/ Dates of implementing the activity:</b>	July – August 2010
<b>Are the results according to the planned results?</b>	
<p>The obtained results are according to the agreed activities. The amount of 17.18% of funds allocated in the budget of activity A14 were spent.</p> <p>The reason of failure to fully use the funds was the fact that audit prices in Poland had decreased. What is more, as a result of submitting offers for implementation of the audit, an advantageous price of the service was obtained. It was much lower than planned.</p>	
<b>Did you carry out activities not foreseen in the activity plan or which are not in line with the grant agreement?</b>	
No.	
<b>Was the activity plan modified? Why?</b>	
No annexes were drawn up for the grant agreement. No shifts of funds up to 10% occurred between the headings of eligible costs under activity A14.	
<b>What are the results achieved?</b>	
<b><u>Qualitative results:</u></b>	
The activity enabled to analyse the correctness of expenditure incurred for implementation of the EURES activities in the period of April 2009 - May 2010 and confirm their proper use.	
<b><u>Quantitative results:</u></b>	
As regards the activity, the auditor was provided the necessary substantive and financial documentation, <i>inter alia</i> the EURES Grant Agreement of April 2009 – May 2010, <i>Manual of EURES grant agreements for EURES members and partners for the budget year 2009</i> , final report on provision of the EURES Grant Agreement of April 2009 - May 2010 and accounting books, accounting evidence and other documents connected with implementation of EURES activities which were necessary to carry out the audit. The auditor was provided with necessary explanations in order to allow an efficient conduct of the audit. A report on the audit of the EURES Grant of April 2009 – May 2010 and audit certificate were drawn up.	
<b>What are the links with the three-year activity plans 2007-2010?</b>	
Not applicable	
<b>What are the best practices, lessons learned, etc?</b>	
None	
<b>Other remarks:</b>	
None	