

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

Enclosure 1.2.

**MINISTRY OF LABOUR AND SOCIAL POLICY
LABOUR MARKET DEPARTMENT**



***ANNUAL REPORT
ON EURES NETWORK ACTIVITY
in POLAND
1 April 2008 – 31 March 2009
part II***

Warsaw, June 2009

Annual report on EURES network activity in Poland
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Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°	<i>No 4 - Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities</i>
Name and N° of the activity:	No 1 - Promotion of the services provided by the EURES network among jobseekers and domestic employers
Implementing body:	Voivodeship Labour Offices (VLO)
Partners:	EURES advisors from Norway, Germany, Ireland, Cyprus, PLO, Information and Career Planning Centres (ICPC), Europe-Direct, Europass, VLC, Regional Development Agencies, Gmina Information Centres (GIC), EEA countries embassies, Social Insurance Institution (ZUS), Treasury Chamber, National Health Fund (NFZ), universities, Academic Career Offices (ACO), trade unions, associations of the unemployed, European Information Centres (EIC), labour market organisations and associations, employer organisations and associations, local media
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>In order</u> to provide jobseekers and employers with reliable information about EURES services and to promote EURES, the following activities are planned to be implemented:</p> <p><u>Activities aimed at the unemployed and jobseekers</u></p> <ol style="list-style-type: none"> 1. Delivery of information meetings, seminars, workshops, presentations – about 171 activities for the total of about 3.3 thousand people, 2. Participation of EURES staff in job fairs, conferences – about 30 activities, including 3 foreign activities, 3. Visits to stakeholders – about 15 activities, 4. Sending mail/invitations notifying about the projects organised – about 85 letters, 5. Development and printing of information materials about the projects organised – about 21.4 thousands leaflets and about 730 posters, 6. Publishing advertisements and sponsored articles about EURES services as well as the activities delivered – about 42 items, 7. Ordering promotional gadgets – about 565 items, 8. Development and publishing of a leaflet “<i>Before you leave – read – family, social and health benefits, and taxes</i>” – about 1.3 thousand leaflets (about 25 pages each, A5 format), 9. Announcement of a contest in the local press concerning the knowledge of living and working conditions in the EEA – 4 contest questions published once a week. <p><u>Activities aimed at Polish employers</u></p> <ol style="list-style-type: none"> 1. Delivery of information meetings, seminars, workshops – about 31 activities for the total of about 550 persons, 2. Participation of EURES staff in the projects delivered by partners – about 5 activities, 3. Sending information materials/invitations notifying about the projects delivered – about 235 letters, 4. Development and printing of information materials – about 1.1 thousand items, 	

5. Publishing advertisements and sponsored articles about EURES services as well as the activities delivered – about 10 items,
6. Radio broadcasts – about 2 broadcasts,
7. Broadcast of advertising spots on the radio – about 40 spots,
8. Ordering promotional gadgets – about 665 items.

Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:

Activities aimed at the unemployed and jobseekers

Promotional and information activities about EURES services and employee mobility in the EEA for Polish jobseekers and Polish citizens returning from emigration were above all:

- ***Employee Mobility Days*** organised by EURES staff on local and regional levels. EURES advisors from the EEA were invited to participate in the activity. Beneficiaries had the opportunity to acquaint themselves with living and working conditions in the EEA countries and to receive individual counselling provided by EURES advisors from countries invited to participate in the activity;

- ***Information meetings***, at which the EURES network was promoted and services offered by it were discussed and beneficiaries were provided with information on living and working conditions in selected EEA countries. Meetings organised by the VLO in Białystok entitled “EURES services – the European labour market” and “Services provided by the EURES network. News from the European labour market” may serve as an example. These meetings were in the form of a multimedia display and individual counselling. In the VLO in Rzeszów, a project aimed at employees dismissed as a result of collective redundancies is implemented under the “Outplacement” programme developed by the ICPC in Rzeszów. EURES job offers and information on the ways of looking for a job through the EURES network were available at a Contact Point functioning in one of Polish companies. An information meeting for people made redundant was also organised. The project started in December 2008 and has been continued in 2009 since the company is planning further collective redundancies;

- ***Workshop meetings***, at which up-to-date information on living and working conditions abroad, as well as the rules of undertaking legal employment in the EEA countries was presented. For example, a workshop entitled „*Navigating Cultural Difference*” (Communication challenges in a multicultural work environment) was organized by The VLO in Kraków and delivered in English by the Tischner European University, Tristan Ace, Intercultural Navigators Project and British Council. In the Zachodniopomorskie Voivodeship, due to the falling interest in seeking employment abroad, this form of delivering information was abandoned in favour of *individual counselling*. At the VLO website, an „*EURES Inquiry Form*” was placed which is used for providing answers to the interested ones by electronic communication channels;

- ***Seminars, such as a seminar entitled “Working, studying, undergoing training in Europe – what is worth knowing before going abroad and returning to Poland” organised by the VLO in Kraków with the participation of external experts, and a seminar entitled “Competences through mobility”;***

- ***Participation of EURES staff in national and international job fairs and Career Days***, at which services offered within the EURES network were presented and advice regarding mobility was provided;

- ***Promotion of activities through the media*** (such as websites: national EURES websites, VLO websites and local websites; local press, television and radio campaigns). A workshop entitled “*Job mobility portal and the Polish EURES website. The computer and the Internet as tools for looking for a job*”, delivered by the VLO in Białystok, may be an example here. The workshop was attended by people looking for a job abroad. Information on the European Job Mobility Portal and the Polish EURES website, as well as opening “My EURES” account was provided. The meeting was in the form of workshops with computer access for each participant;

- ***Publishing information brochures and advertisements promoting EURES services***. For example, a brochure “*Guidelines for people returning from abroad*” was published by the VLO in Lublin, which included useful information on returning from emigration, as well as contact data of institutions operating in the Lubelskie Voivodeship, which would help in coping with new conditions;

- ***Publishing press articles***, for example, articles published by the VLO in Kielce, entitled “*Your European CV*”

and “*Are you looking for your place in the European Union? – Try EURES*”, printed in regional supplements to national newspapers. They included information on how to create a European CV and what the rules of EURES functioning are, as well as a description of what information can be obtained and where in the region owing to the EURES network. Under this activity, 4 articles were also printed in the Polish community press in countries to which the largest number of Polish citizens emigrated to look for a job. Sponsored articles in the Polish community press appeared in *Dziennik Polski* edition in the territory of Great Britain and in two editions of *Nasz Głos* weekly magazine in the territory of Ireland. This activity was implemented by the VLO in Gdańsk. Articles in the Polish community press were a method for reaching new beneficiary groups better and more effectively;

- **EURES knowledge contests**, for example, a contest entitled „*Be mobile on the European labour market*” organised in local press by the VLO in Gdańsk. Advertisements in the form of contest cards appeared in Friday editions of *Dziennik Bałtycki*. This contest was also advertised at the Gdańsk VLO website. Promotional materials, such as backpacks and T-shirts with the EURES logo, were used in the implementation of the project.

- **Visits to PLOs** in order to strengthen cooperation with local partners at the labour market and to distribute information and promotional materials related to serviced provided by the EURES network.

Owing to the emerging phenomenon of Polish citizens returning from emigration, some of the above mentioned activities were aimed at Polish jobseekers who have emigrated and now are going to come back to Poland.

Activities aimed at Polish employers

Promotional and information activities about EURES services and employee mobility in the EEA for Polish employers were above all:

- **Cooperation fairs and employers' fora**. At the meetings, EURES had its stands and there were presentations on EURES activities;

- **Meetings with employers**, including employment agencies. For example, the VLO in Warsaw organised a meeting entitled “*Rules applicable to the employment of foreign nationals*”, which featured a discussion on the rules of the employment of the EEA countries’ nationals through the European EURES network and provisions on employing “third-country” nationals applicable in Poland. The VLO in Białystok organised a meeting entitled „*An employer – a seeker*”, at which information on the possibility of undertaking employment abroad, opportunities and threats related to going abroad and EURES services was provided. In the Zachodniopomorskie Voivodeship, due to the lack of interest of employers, the intended meetings were not organised. Employers were afraid of excessive expectations of future employees – foreigners. The few employers who contacted with EURES advisors and Powiat EURES assistants were rather looking for cheap workers for seasonal work from non-EU countries. Owing to the emerging phenomenon of Polish citizens returning from emigration, this activity included projects aimed at Polish citizens returning from emigration. In the Świętokrzyskie Voivodeship, it was originally planned to organise a meeting entitled “*Europe in the age of mobility*” with the participation of selected employers interested in EURES services related to providing help in the recruitment process. As a result of significant changes on the local labour market, including, among other things, the reduction of employment in numerous companies, collective redundancies in large workplaces and the actual lower interest in hiring new employees by employers, the meeting did not take place;

- **Questionnaire studies**. In the Zachodniopomorskie Voivodeship, the majority of companies from this region did not have problems with filling the vacancies in 2008. Therefore, there was no questionnaire study on the demand for employees from the EEA countries;

- **Seminars**. For example, the VLO in Gdańsk organised a seminar entitled „*Polish citizens return from abroad. Reality or myth?*”. The meeting was attended by local employers, representatives of employers’ organizations, ACO representatives, EURES staff, representatives of universities and an EURES advisor from Ireland, as well as the local media. The seminar provided information on migration after 1 May 2004, current trends on the Polish labour market and the situation of Polish migrants on the Irish and British labour markets;

- **Publishing of sponsored articles and press advertisements related to EURES services**, the opportunity to promote Polish job offers among Polish emigrants and the EEA citizens, and, at the same time, to practically support employers by EURES advisors in registering their offers on the European EURES portal, making those offers available at job fairs and organizing the process of recruiting employees from the EEA countries;

- *Visits to employers' organisations.* For example, the VLO in Bydgoszcz organised a meeting with the Kujawsko-Pomorska Craft and Entrepreneurship Chamber, at which information and promotional materials on the EURES network, in particular devoted to services aimed at employers, were distributed.

Beneficiaries of the activity:

Jobseekers, the unemployed, graduates, students, employers and employers' organisations, social partners and other partners on the labour market, people returning from economic migration.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Activities aimed at the unemployed and jobseekers

Qualitative results:

At the meetings, the beneficiaries were provided with practical information on the functioning of the EURES network and the current possibilities of employment.

Quantitative results:

The following were organised:

- Employee Mobility Days attended by about 2 thousand beneficiaries;
- 10 seminars attended by about 500 persons;
- 40 workshops attended by about 450 beneficiaries;
- 75 information meetings for about 1,800 jobseekers.

In addition, EURES staff participated in 32 national job fairs attended by about 18 thousand beneficiaries.

The above mentioned meetings and job fairs featured presentations of information about EURES services and distribution of information and promotional materials. About 700 posters were distributed, 2 banners were produced, and about 30 advertisements informing about activities were printed in the regional press.

In addition, about 14 articles and advertisements about EURES were placed in the local and regional press, which contributed to the popularisation of information on EURES among the Polish jobseekers and employers. 4 sponsored articles aimed at Polish citizens returning from emigration were published. There were about 10 radio broadcasts and 10 radio contests delivered.

About 6 thousand EURES information leaflets, 312 small gadgets and 1 brochure in an edition of 2,000 copies were produced.

The above mentioned materials and promotional and information materials were distributed among jobseekers and employers at information meetings and job fairs, and sent by mail.

Activities aimed at Polish employers

Qualitative results:

As a result of activities, cooperation was established or strengthened with selected employers and trade organisations of employers. For example, in the Dolnośląskie Voivodeship cooperation was established with an employer who was going to publish a weekly magazine for Polish citizens living abroad, in order to promote the idea of their return to Poland.

Quantitative results:

The following were organised:

- 1 cooperation fair which resulted in establishing cooperation with about 55 employers, interested mainly in recruiting high-class specialists from the EEA countries, who are not available on selected voivodeship labour markets;
- 4 seminars attended by about 100 persons;

- 30 information meetings, including workshops for employers, attended by about 400 persons.

There were about 6 articles published twice in the regional press, 8 press advertisements and about 500 information brochures issued.

Owing to the publication of articles and the cooperation with PLOs, 48 job offers from Polish employers for the total of 298 vacancies were received, which then were promoted on the European Job Days, for example on the European Job Day in Liverpool, in Great Britain.

The majority of objectives and expected outputs have been reached. The number of information materials issued decreased as compared to the intended one.

Describe how the activity has been evaluated:

Activities aimed at the unemployed and jobseekers

Attendances at employee mobility days organised in the territory of the Dolnośląskie Voivodeship increased as compared to a similar event organised the previous year. It proves that there is a high demand for information on living and working conditions in the EEA countries in this region. At the meetings, a questionnaire study was carried out, which shows that people were most interested in information on living and working conditions in Ireland, Great Britain, Norway, Germany, Cyprus, the Netherlands, Spain and Italy. There was also an increase in the number of telephone calls to EURES staff after the meetings.

The press publications in Gdańsk were evaluated on the basis of an increased number of telephone and personal contacts with jobseekers, the unemployed and persons interested in information on living and working conditions in the EEA countries. More than 700 CVs were received for specific job offers, as well as with a request to help in finding appropriate employment. Clients confirmed many times (by telephone and in person) that they found information on EURES just while reading *Dziennik Bałtycki*.

In the Podkarpackie Voivodeship, information advertisements and broadcast of radio spots resulted in an increased interest of people looking for a job abroad in EURES job offers (after the publication of articles the number of people interested in making use of the EURES network increases by 30%).

Activities aimed at Polish employers

The activities carried out resulted in an increase in contacts and interest in the EURES services on the part of national employers.

A great interest of Polish emigrants and numerous questions submitted by them to Polish EURES advisors made it necessary to publish a brochure for the ones returning to Poland by the VLO in Lublin.

The questionnaire studies carried out in the Mazowieckie Voivodeship show that there is a need to update and provide employers with information on the rules of the employment of foreign nationals in Poland, based on the most recent legal provisions.

In the Lubuskie Voivodeship, there was no increase in Polish employers' interest in EURES services observed. During the implementation of the grant, none of Polish employers interested in hiring foreigners from the EEA countries contacted with the VLO in Zielona Góra. In the Pomorskie Voivodeship, a contrary trend appeared – the proposal to cooperate on recruiting employees made by EURES positively influenced the image of international employment services among Polish employees. It was proved by the high number of questions asked by employers at the workshops and the demand for employees signalled by them. After the meeting, a few companies interested in the issues of employing foreigners contacted the VLO, and the number of telephone talks to employers increased as well.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Activities aimed at the unemployed and jobseekers

The participation of EURES advisors in job fairs in the territory of Poland allows for meeting and establishing contacts with representatives of numerous institutions operating on the labour market, and in the case of international job fairs organised in Poland, it is possible to establish contact and cooperation with foreign EURES advisors. People looking for a job abroad were particularly interested in presentations on living and working conditions in the EEA countries, while lectures on applying for a job according to the European

standards were attended mainly by high school and university students.

It was a very good move to provide interpreters at the fairs. As a consequence, the language barrier preventing people who do not speak foreign languages from access to information provided directly by EURES advisors was overcome. Another important aspect was the distribution of promotional materials and gadgets which contained website addresses and practical information on how to make use of EURES services.

In addition to promotional activities, it is also appropriate to intensify promotional and information activities, such as talks to teachers at schools, in order to allocate time for taking part in EURES events during classes.

In view of the fact that beneficiary groups were diverse in terms of age, some of them had difficulty in assimilating certain information, for example information on the opportunities provided by EURES portals. The middle-aged have some difficulty using the computer and the Internet. Much younger people who know foreign languages were highly interested. Despite these difficulties, this kind of activity should not be abandoned; however, it is appropriate to reconsider the form and content of information presented.

Sponsored articles, published both in the region and abroad, turned out to be a very effective way to inform the public about the opportunities provided by EURES on the European labour market and communicate with the society. Articles make it possible to reach a wide group of beneficiaries (an edition of as much as 300,000). While it is worth continuing those good practices in the future, it should be also noted that it is necessary to devote considerable time to cooperating with the editorial team and preparing materials published in press properly. Although they required increased capital expenditure, articles in the Polish community press turned out to be a perfect form of promoting EURES services among people who are currently abroad, which in turn seems to be a welcome initiative in the current situation on the British and Irish labour markets.

In the case of contest advertisements, it is necessary to ensure appropriate, encouraging prizes in-kind, which motivate to take part in a contest. Publishing advertisements in the form of a contest in the press is an effective method of making people interested, especially new target groups, in EURES services. It is a way to enhance the image and promote EURES activities.

It was a good practice to include external experts in the implementation of such activities as workshops for people interested in mobility and aspects determined by mobility, for example related to communication in an international environment. Such an offer of classes prepared in this way, at which EURES services are promoted, is diverse and includes specialist workshops for various beneficiary groups.

The promotion of EURES in the media is capital intensive, but without such activities the number of event participants is much lower.

Events aimed at people returning from emigration were highly popular – in particular those during which participants could meet in one place representatives of other institutions providing help to people who returned to Poland from emigration.

In the Podkarpackie Voivodeship, a new form of activity, which will be implemented since 2009, is the inclusion of EURES services to the “Outplacement” programme of services, aimed at persons dismissed as a result of collective redundancies caused by economic recession.

Activities aimed at Polish employers

It would be appropriate to gain a better insight into various kinds of press titles targeted at employers.

As regards the Lublin Voivodeship, in view of the fact that the vast majority of applying employers were interested in hiring mainly Ukraine nationals, it is recommended that publication of articles on the national level should be considered.

In the Mazowieckie Voivodeship, meetings with employers should be continued since employers from the Mazowsze region are still not familiar enough with EURES services. It could be a good solution to combine the issues related to EURES with a presentation on similar issues, which would make employers more interested.

In the Zachodniopomorskie Voivodeship, activities aimed at employers do not seem appropriate. Currently, the majority of them is not interested in recruiting employees from the EEA countries, which is proved by the opinions of Powiat EURES assistants, the VLO own observations and studies on the labour market situation.

In the Kujawsko-Pomorskie Voivodeship, due to the still insufficient knowledge of employers of the possibility of employing candidates from the EEA countries, it seems appropriate to organise further information meetings

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with representatives of employers' organisations.

In the Pomorskie Voivodeship, it was difficult to encourage employers to take part in information meetings. The selection of an attractive location for the meeting played a significant role. In the future, more financial resources should be allocated for the promotion of EURES services in the mass-media since they are the most effective source of information on EURES services for both employers and people looking for a job in the EEA.

While organising meetings for employers, it is worth combining issues related to EURES services with other issues (such as the employment non-EEA foreign nationals, services for employers provided by PLOs, recruitment and selection of employees). It makes meeting more appealing and employers more interested.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 4 - Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities</i>
Name and N° of the activity:	No 2 – Providing information about EURES and various aspects of mobility using the promotional materials
Implementing body:	VLO in Wałbrzych, Toruń, Zielona Góra, Lublin, Łódź, Kraków, Opole, Rzeszów, Białystok, Gdańsk, Olsztyn, and Szczecin
Partners:	PLO, VLC, Treasury Chamber, National Health Fund, Information and Career Planning Centres (ICPC), regional and local media, Regional Development Agencies, Regional Economic Chambers, Employment Agency, Training Institutions, ACO
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>The objective</u> of the activity was to increase awareness and disseminate knowledge on the EURES network, the opportunities offered by the European labour markets, the significance of job and spatial mobility, and the possibility of undertaking employment.</p> <p>In order to provide jobseekers and employers with reliable information about EURES services and to promote EURES, the following activities <u>were planned</u> to be implemented:</p> <ul style="list-style-type: none"> - Production and dissemination of various EURES promotional materials and gadgets (about 17.2 thousand items), - development and updating of information materials (about 22 thousand information leaflets, 100 copies of a regional handbook, 250 copies of guidebooks, 150 copies of “<i>Looking for a job abroad – guidelines</i>”, 100 copies of “<i>Employer’s Handbook</i>”), - cooperation with the national and local media and EURES advertisement (22 sponsored articles and advertisements, 10 broadcasts, 157 advertising spots on the radio and TV, 2 TV documentaries, 4 spots in means of public transport). 	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>Promotional and information activities about EURES services and employee mobility in the EEA for Polish jobseekers and employers were implemented as follows:</p> <ul style="list-style-type: none"> - <i>production and dissemination of various EURES promotional materials and gadgets</i> – small gadgets and EURES promotional materials were produced and disseminated – pencils, pens, umbrellas, mouse pads, files, paper clips, organizers, phone leashes and holders, which were distributed at the organised job fairs, mobility days, information and recruitment days, information meetings for jobseekers, the unemployed and employers, as well as radio competitions. The gadgets and information materials produced were used in the other activities covered by the grant agreement; - <i>development or updating of information materials</i> – information materials were produced in the form of leaflets, guidebooks, posters, brochures and banners, which provide information and advice on how to use a job offer from abroad and how to prepare to undertake employment abroad, as well as how to set up a business abroad and second employees outside the country. Under this activity a multimedia guide “<i>Looking for a job abroad – guidelines</i>” was produced, among other things, which is aimed at people looking for a job abroad. <p>The guide „<i>Employer’s Handbook</i>” was produced with national employers in mind. It includes information on employing foreign nationals from the EU/EEA.</p> <p>The leaflets produced made the unemployed, jobseekers and employers more familiar with the range of EURES</p>	

services, provided information on website addresses related to the EURES network and invited to make use of the wide range of services offered by the EURES network.

The information materials produced were also used in the other activities covered by the grant agreement.

- *cooperation with the national and local media and promotion of EURES* in form of broadcast of radio spots and programmes, radio features, delivery of radio contests and publication of press articles and advertisements, promoting the potential of the EURES network and job mobility on the European labour market. Communication through the media was aimed at both people looking for a job abroad and employers seeking employees from the EU/EEA countries. Under this activity, a series of radio programmes was delivered, among other things: “*Safer with EURES*”, “*EURES services for jobseekers*” and “*EURES services for employers*”. The programmes related to services and tools offered by the EURES network and portal, the ways of functioning on the EU labour market safely, avoiding unfair intermediaries, the activity of employment agencies, current job offers and ongoing recruitment, etc.

Beneficiaries of the activity:

Job seekers, the unemployed, graduates, students, employers and employers’ organisations, social partners and other partners on the labour market, people returning from economic migration.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results:

The promotional materials produced contributed to enhancing the image of EURES among various beneficiary groups as an institution of a recruitment and information nature, extending knowledge of EURES services, and mobility on the European labour market in particular. As a result of broadening the range of advertisements in the media, and in public transport means in particular, a larger number of EURES beneficiaries were reached.

The above mentioned activities contributed to promoting services provided by the EURES network and raising awareness of local employers and the public of the operation of the EURES network.

Quantitative results:

The following were produced: about 8.6 thousand of small gadgets providing information on EURES services, about 28 thousand EURES information leaflets, 524 information posters of EURES services, and 1 banner.

2 guides were prepared and published:

- multimedia guide for jobseekers – „*Looking for a job abroad – guidelines*” on a CD in 150 copies,
- 22-page guide entitled „*Employer’s Handbook*” for national employers on paper or a CD in 100 copies.

In addition, about 26 articles and advertisements about EURES were placed in the local and regional press. The following were broadcast: about 230 radio spots, 7 TV spots, 6 radio programmes combined with contests concerning mobility and EURES services, and 1 TV programme. Moreover, 2 TV documentaries about the issue of job and spatial mobility in the EU/EEA countries were made and broadcast.

The following were placed in public transport means:

- between October 2008 and February 2009 in suburban railways (SKM) in Gdańsk, Gdynia and Sopot, the total of 224 posters were displayed;
- in October 2008 (for 7 days) and March 2009 (for 14 days) on TV in buses in Kraków, in the total of 115 buses, the EURES advertisement spot was broadcast 70 times a day.

Since a wide range activities with the media – radio, television – were undertaken, the intended number of small gadgets (17.2 thousand items were planned) and information leaflets was not produced. Due to organisational problems (cancelled tender), the intended number of information banners was not produced.

However, a larger number of sponsored articles (22 articles were planned) and radio and TV spots (157 spots were planned) was delivered.

The rise in production of some materials under the activity did not result in a budget increase. All projects were

implemented within the allocated budget.

The publication of a 30-page guide on the Dolnośląskie Voivodeship was not implemented under the activity. It was financed with own resources.

The majority of objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

The dissemination of information on EURES contributed to raising awareness of people looking for a job abroad, as well as employers, who have been chary about recruiting employees from other EEA countries so far.

As a consequence, interest increased significantly, in particular among jobseekers, in collecting EUROPASS documents, living and working conditions in the EEA countries, recognition of qualifications, and safe functioning on the European labour market.

Main benefits resulting from participation in meetings, enumerated by participants, included: EURES network information, systematisation and extension of information, enhancement of knowledge with new information sources, familiarising oneself with job seeking opportunities and ways, benefits and vices of working abroad. The meetings delivered facilitated access to reliable information about the activity and services offered by the EURES network.

A questionnaire study on the usefulness of EURES information and promotional materials was carried out.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The promotion of projects, especially in the media by purchasing broadcast time and placing chargeable advertisements in the local press, also plays a significant role. The scale of interest in EURES services after such promotion is increased and translates into a greater number of clients in the office, attendants of meetings, telephone calls made and e-mails sent to the office.

Questionnaire studies show that services provided by EURES are not widely recognised among jobseekers and employers. They also reveal that press and radio advertisements are the most effective means of communication.

Little interest in EURES services among employers was noted. It was difficult to encourage them to participate in an information meeting about the rules of employing foreigners. The selection of an attractive location for the meeting played a significant role in the implementation of this project. EURES marketing gadgets distributed among the participants were an additional attraction.

Cooperation with other institutions involved in the issue of mobility is another important aspect of project implementation. Therefore, participants are able to obtain comprehensive information on issues relating to working abroad and employing foreigners.

Activities for the young should be intensified so that these persons could make informed decisions on their future professional life.

Annual report on EURES network activity in Poland
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EURES guidelines 2007-2010 priority N°:	<i>No 4 - Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities</i>
Name and N° of the activity:	No 4 - Development of the national EURES website www.eures.praca.gov.pl
Implementing body:	MLSP
Partners:	None
Date/Dates:	June 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>objective</u> of the activity was to facilitate access of jobseekers, employers and other stakeholders to information on geographical mobility within the EEA, operation of the EURES network and its services.</p> <p><u>It was intended</u> to run the national EURES website www.eures.praca.gov.pl and further extend the range of information offered in terms of its users needs, i.e. jobseekers, employers and EURES staff.</p> <p>Moreover, it was envisaged maintaining the main sections of the website in English, German and French.</p> <p>It was expected that there would be 1 million visits to the national EURES website a year.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>Information on the national EURES website were regularly updated on the basis of current EURES activities, e.g. job fairs, recruitment projects, conferences delivered by both MLSP and VLOs.</p> <p>The website was redesigned and got a new layout. The new version of the website was launched in March 2009.</p> <p>The new website was extended to include a tool for publishing events occurring in region in the form of “<i>Events calendar</i>”. The structure and form of information published were changed. The website content was enriched with graphic elements.</p> <p>The Intranet – i.e. the password-protected part of the website – was extended. The EURES monitoring base and the EURES on-line register of job offers were also enhanced.</p> <p>Tools for obtaining more clear statistics of the EURES website, in order to monitor the site more closely, were implemented. A poll for users was launched on the website, which facilitates gathering opinions from users on the usefulness of information published on the website.</p> <p>Four language versions of the website were created. The website is available in Polish and English, German and French.</p>	
Beneficiaries of the activity:	
EURES staff, PES, jobseekers, the unemployed, employers, social partners and other institutions, as well as individuals.	
Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:	
<p><u>Qualitative results:</u></p> <p>Extension of the information content of the website facilitated access to information on EURES services and current events. EURES staff received new tools for disseminating information on EURES events organised in regions.</p> <p>The management of and access to EURES staff contact data in the open and password-protected parts of the website were enhanced. The change of layout also involved the internal network (Intranet), which facilitated mutual communication.</p>	

It also became easier to obtain figures resulting from statistics on visits to the website.

Quantitative results:

The estimated number of visits to the national EURES website between 1 April 2008 and 31 March 2009 is 673 thousand as compared with the expected number of 1 million.

Owing to the change of computer hardware on which the national EURES website is run and the change of software for monitoring visits to the site, there were interruptions in preparing statistics and the amount of 673 thousand visits was roughly estimated. In fact, the number of visits could be close to the intended one.

The majority of objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

Talks with EURES staff at VLOs and PLOs and statistics of website visits, as well as information from polls published on the website reveal that the direction of website development is appropriate.

The changes introduced were assessed positively as they enable users to make use of information content of the national website more effectively and provide them with access to information on current EURES events home and abroad.

Establishment of the electronic „Regional events calendar” was assessed positively, which is proved by EURES staff opinions expressed in telephone talks and e-mails.

Results of Internet polls show that the most frequently visited bookmark on the website is “*Search for a job*”. The majority of respondents claim that information provided on the new version of the website is useful.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The national EURES website is a practical and reliable information tool about EURES and mobility in Europe, therefore it is very important to update it on a regular basis and develop in accordance with users’ needs. It is one of the basic tools of EURES information and communication strategy in Poland.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 4 - Enhance the visibility of the services provided by the EURES network, by reinforcing its communication activities</i>
Name and N° of the activity:	No 5 – Updating and publication of an information brochure on the conditions of living and working in Poland
Implementing body:	MLSP
Partners:	None
Date/Dates:	July – December 2008
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>objective</u> of the activity was to provide foreigners from the EEA countries looking for a job or going to undertake employment in Poland with up-to-date information in the form of a brochure on the conditions of living and working in Poland.</p> <p>As a result of the changing legal situation, it was intended to verify and update the contents of the brochure so that it was a reliable source of information for people interested in finding a job in Poland. The brochure would then be translated into English, German and French.</p> <p><u>It was planned</u> to print additional copies of the brochure in the three foreign languages: English, German and French, in the total of 35 thousand copies. The intended volume of the brochure was about 40 pages.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>The content of the brochure entitled „Living and working conditions in Poland” was updated as of November 2008 and additional copies of it were printed in English, French and German.</p> <p>The brochure had 44 pages in the English version, 52 pages in the German version and 48 pages in the French version. The material was submitted to all VLOs in Poland.</p> <p>The chapters of the brochure were formatted in a way suited to the publication on the Internet and are available on the website www.eures.praca.gov.pl in three language versions.</p> <p>An electronic version of the brochure in English, German and French was published on the above mentioned national EURES website for users to download.</p>	
Beneficiaries of the activity:	
Foreigners from the EEA countries interested in working and living in Poland.	
Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:	
<p><u>Qualitative results:</u></p> <p>Development of reliable material on the conditions of living and working in Poland, collecting and systematising information in the area of: stay, labour, taxes, conducting economic activity, social insurance, unemployment, health care – useful for foreigners interested in taking up employment or settling in Poland.</p> <p><u>Quantitative results:</u></p> <p>Additional copies of the brochure entitled “<i>Living and working conditions in Poland</i>” in the amount of 7,580 were printed. In total, 22,740 copies were printed.</p> <p>Due to the fact that during the update the number of pages of the brochure increases as compared with the intended one, it was necessary to reduce the number of copies from the intended edition of 35 thousand to 22.7 thousand. Therefore, the activity implementation budget was not exceeded.</p> <p><i>The majority of objectives and expected outputs have been reached.</i></p>	

Describe how the activity has been evaluated:

On the basis of several talks with the selected Polish EURES advisors it may be found that the material prepared was evaluated positively.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The brochure on living and working in Poland is an important element of Poland's promotion, and targeted at an appropriate group of foreigners from the EEA will result in the increase of interest in work in Poland.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 6 – In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders</i>
Name and N° of the activity:	No 6 – Dissemination of information about EURES among the labour market partners
Implementing body:	VLO in Warsaw, Opole and Białystok
Partners:	PLO, EURES advisor from Sweden
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>Objectives:</u></p> <p>Dissemination of information about EURES among the Polish labour market partners, including organizations of employees and employers.</p> <p>Acquainting the labour market partners with up-to-date information about the functioning of the EURES network and undertaking employment by the Polish citizens abroad. Establishment and maintenance of systematic contacts with labour market partners.</p> <p>Providing basic knowledge of the functioning of the EURES network, acquainting employers with the opportunities resulting from using the EURES network, gaining knowledge by employers on how to use EURES services, and encouraging them to cooperate.</p> <p><u>The intended objectives were to be accomplished by:</u></p> <p>Acquainting about 120 employees from various organizations and institutions and the local authorities with up-to-date information about the functioning of the EURES network and undertaking employment by the Polish citizens abroad. Around 40 employers were supposed to acquire new knowledge – at the meetings – about EURES services and the opportunities of finding employees from abroad. It was intended to establish and strengthen cooperation with local employers and employers’ organisations.</p> <p>It was planned to provide about 100 Polish employers with marketing materials.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p><u>Activities aimed at labour market partners and their clients</u></p> <p>Organisation of a seminar entitled “<i>Possibilities and rules of supporting Polish economic migrants</i>” on 12 March 2009 at Kyriad Prestige Hotel in Warsaw. The following issues were presented at the seminar: the situation of economic migrants, including Polish nationals, on the Swedish labour market (EURES advisor from Sweden), the balance of costs and benefits of economic migrations of Polish citizens after 2004 (Institute for Social Studies, Warsaw University), results of the study “<i>Returns of Polish migrants</i>” (Centre of Migration Research, Warsaw University), the situation (problems) of Polish migrants (Office of the Commissioner for Civil Rights Protection), the activity of the Citizens Advice Bureaux for Polish migrants (Association of Citizens Advice Bureaux), portal www.powroty.gov.pl (MLSP), coordination of social security systems in terms of unemployment benefits (VLO in Warsaw), the employment of foreigners in Poland and returns of migrants (VLO in Warsaw), the current EURES activities for migrants and employers (VLO in Warsaw).</p> <p><u>Activities aimed at Polish employers and employers’ organisations</u></p> <p>Delivery of 10 information meetings in companies in the Opolskie Voivodeship. The subject matter of the meetings were EURES services for employers. Each of the entrepreneurs visited received an EURES file with EURES leaflets and brochures, the presentation printout, EURES gadgets and a questionnaire form for the employer. This activity was implemented in cooperation with poviats labour offices, i.e. employment agents and EURES staff.</p> <p>Sending information materials on EURES services for employers to Craft and Economic Chambers in the Opolskie Voivodeship and to 27 employers from the Podlaskie Voivodeship (advertisement materials were</p>	

produced under another activity).

Participation of EURES staff in Poviats Employment Board in Łomża. The meeting was attended by representatives of employers and local authorities and presented information on EURES services and the situation on the European labour market, as well as information on the current EURES activity.

Beneficiaries of the activity:

PLO, ACO, GIC, employers, Confederation of Polish Employers, members of Employment Boards, Mazowiecka Craft and Entrepreneurship Chamber in Warsaw, Central Statistical Office, Trade Unions Forum, "Regardless of Bad Weather" Foundation, Voivodeship Commission for Social Dialogue, Vocational Training Institution, Social Policy Department – Office of the Mazowieckie Voivodeship, Independent Self-governing Trade Union "Solidarity", Mazowsze Region.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results:

Providing a wide range of beneficiaries with information on EURES. Extending knowledge of EURES, including acquiring knowledge on the current situation of migrants returning to Poland and the activity provided by the EURES network for the returning ones.

Quantitative results:

Activities aimed at labour market partners and their clients

The seminar was attended by 74 persons (31 PLO representatives, 6 ACO representatives, 2 GIC representatives; the total of 23 representatives of employers, foundations, local authorities, the media, employers' associations; 7 representatives of VLO Branch in Warsaw and 5 speakers from outside of VLO in Warsaw, including an EURES advisor from Sweden).

Activities aimed at employers and employers' organizations

10 visits throughout the country were organised, during which the EURES advisor met 29 employers from the Opolskie Voivodeship.

15 parcels, containing EURES information leaflets and brochures, as well as gadgets and promotional materials, were sent to Craft and Economic Chambers in the Opolskie Voivodeship and to 27 employers from the Podlaskie Voivodeship.

The Employment Board was attended by 21 participants.

Due to little interest in cooperation of poviats labour offices and employment boards, not all intended meetings were organised.

The majority of objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

The seminar entitled "*Possibilities and rules of supporting Polish economic migrants*" was evaluated by 49 participants, who completed and returned evaluation questionnaires. The vast majority of them – 48 respondents – unanimously agreed that such meetings are necessary.

29 entrepreneurs visited by EURES advisors were asked to fill in a questionnaire form (18 forms were returned). An analysis of questionnaire forms reveals that 61% of respondents have never heard anything about EURES, and none of them ever used services provided by the EURES network. At the same time, 20% of employers would like to broaden the range of services offered through the EURES portal, and 32% of them are not interested in any form of cooperation.

The significant number of questions asked after the presentation proves that members of the Employment Board were interested in the presented issues.

The collected opinions of employers prove that the distributed promotional materials and gadgets are useful.

Evaluation method:

Number of persons participating in the seminar and meetings (number of participating organisations and institutions, reports, photographs).

An evaluation questionnaire on the seminar.

Information included in reports prepared by EURES advisors.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The seminar entitled "*Possibilities and rules of supporting Polish economic migrants*" brought up the hot subject, in the current situation on the labour market, concerning migration and returns of Polish citizens from abroad and activities taken for these people. This activity should be continued in order to disseminate up-to-date knowledge on the situation on the labour market and EURES activity in this regard.

Despite the unwillingness of some poviats labour centres, visits to employers allow for an effective exchange of information and individual approach to each employer. Such visits result in obtaining knowledge on the functioning of companies, employment plans, risks on the labour market and employers' interest in establishing cooperation with EURES.

It is appropriate to prepare and distribute EURES promotional materials since they make it possible to reach a wide group of beneficiaries.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No. 6 - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders</i>
Name and N° of the activity:	No 7 – Increasing the chances of young persons on the international labour market
Implementing body:	VLO in Białystok, Zielona Góra, Katowice, Kielce
Partners:	EURES advisors from Norway, representatives of Europass, Eurodesk and the Foundation for the Development of the Education System
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>Activities aimed at young people (students and graduates)</u></p> <p>OBJECTIVE: Providing the future young employees with knowledge necessary to find one's place on foreign labour markets (knowledge on the conditions of living and working abroad, how to look for legal employment, how to prepare for going abroad and what requires special attention, threats related to going abroad for work). Getting acquainted with the EURES portal, its tasks and potential.</p> <p>Establishing cooperation with the partners in order to improve the nature and quality of services, according to the needs of the target group.</p> <p><u>Activities aimed at Academic Career Offices and student organisations</u></p> <p>OBJECTIVE: Raising awareness of opportunities offered by the European labour markets. Providing students and graduates with information, advice and support in finding their place on the European labour market, through the Academic Career Offices and other student organizations.</p> <p>The intended objectives under the above mentioned projects were to be accomplished by:</p> <ul style="list-style-type: none"> - delivering 16 meetings to university students and graduates, - organising 4 meetings with representatives of Academic Career Offices and student associations, - organising a seminar entitled “<i>Education and employment abroad</i>”, - placing the EURES logo and brief information about EURES on partners' websites, - EURES information stand during 2 job fairs and career days organised by partners, - provision of information about EURES events and EURES promotional and information materials at the meetings with partners. 	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p><u>Activities aimed at young people (students and graduates)</u></p> <p>Numerous meetings with pupils, students and graduates were organised, at which information on EURES services and opportunities provided by the EURES portal was delivered in the form of a presentation and through information materials. The meetings took place: on 5 and 6 November 2008 in the Technical and General Education School Complex in Sulęcín, on 26 November 2008 in the Technical and General Education School Complex in Żary, on 1 December 2008 in the Garment Industry School Complex in Gorzów Wielkopolski, on 4 December 2008 in the School Complex in Witnica, on 5 and 11 December 2008 in the School Complex in Kostrzyń nad Odrą, on 9 January 2009 in the Upper-Secondary School Complex No 2 in Nowa Sól.</p> <p>On 24 March 2009, a seminar entitled “<i>Education and employment abroad</i>” was organised in the College of Computer Science and Business Administration in Łomża. The seminar was attended by EURES advisors from Norway, representatives of Europass, Eurodesk and the Foundation for the Development of the Education</p>	

System. Information on living and working conditions in Norway, possibilities of studying in Norway, Europass documents, studying and undergoing training abroad was delivered.

On 26 March 2009, a radio programme with the participation of EURES advisors from Norway and the Podlaskie Voivodeship was broadcast, and after the broadcast, the EURES advisor from the Podlaskie Voivodeship was available to answer questions about education and job opportunities abroad.

Activities aimed at Academic Career Offices (ACOs) and student organisations

On 15 December 2008, there was a meeting with representatives of ACOs and student organizations in the seat of VLO in Katowice. At the meeting EURES staff presented objectives and tasks of the EURES network, as well as opportunities provided by the EURES portal and national EURES website. In addition, the rules of recognising education and professional qualifications in the EU and the scope of activity of EURODESK, the European information programme for young people and youth workers, were discussed at the meeting.

The interested ACOs and student organisations were provided with information newsletters, prepared by EURES voivodeship staff, including information on such issues as: the EURES network and portal, the EURES-T Beskydy partnership, the "Returns" programme, the information campaign "EURES – Your source of information" conducted in cooperation with PLOs, and job fairs for Cypriot employers.

On 11 December 2008, a meeting entitled "*Coordination of activities for job mobility of young people in the Świętokrzyskie Voivodeship*" was organised in VLO in Kielce with the representatives of ACOs and student associations, in order to establish cooperation within EURES for the circle of graduates. Future joint activities were arranged and a strategy of cooperation was developed in the form of a "*Declaration on cooperation within the circle of graduates*". The final version of the declaration was sent to vice-chancellors of 6 universities in the Świętokrzyskie Voivodeship (4 universities signed this document).

Beneficiaries of the activity:

Students, graduates-to-be, the unemployed and jobseekers, ACO employees.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The conducted activities resulted in revealing, to young people in particular, the possibilities of studying and working abroad and the opportunities provided by the EURES network. Owing to the cooperation established with student organisations and ACOs, information on mobility and events organised under EURES reaches a larger number of students and young people in general. An increase in interest in issues related to EURES on the part of universities was noted.

Quantitative results

Activities aimed at young people (students and graduates)

8 meetings were organised at schools, which were attended by the total of 464 persons.

1 seminar entitled "*Education and employment abroad*" was organised, which was attended by 123 persons.

1 radio programme was broadcast.

Activities aimed at Academic Career Offices (ACOs) and student organisations

2 meetings took place, which were attended by the total of 31 persons.

2 newsletters were sent by e-mail to 15 ACOs and student organisations, which placed them on their websites and notice boards.

4 universities from the Świętokrzyskie Voivodeship established cooperation with VLOs on the basis of the so-called "*Cooperation Declaration*".

The majority of objectives and expected outputs have been reached. Due to the changing needs of beneficiaries and administrative obstacles, not all intended qualitative results could be achieved.

Describe how activity has been evaluated:

The meetings conducted increased beneficiaries' interest in EURES job offers (mainly seasonal work) and living and working conditions in the EEA countries, which was reflected in a higher number of telephone calls, online inquiries and personal visits to the office, usually shortly after the meetings.

The activities have been evaluated on the basis of:

- attendance list – the large attendance at a seminar reflects interest in the possibility of studying and working abroad,
- evaluation questionnaires filled in by the attendants. 89% of attendants admitted that the meetings was useful for them, and 84% – that the presented thematic scope was appropriate,
- reports from the meetings drawn up by EURES staff.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Meetings with young people organised in schools are highly popular. Last years' students – graduates-to-be – are most active. Information on EURES portals was easily assimilated. Numerous questions referred in particular to the possibility of undertaking seasonal work.

Radio programmes facilitate the provision of information to a wide circle of beneficiaries and enhance the credibility of the information transmitted.

The benefits obtained were in line with the expected ones. Due to the wide range of issues relating to mobility in the EU, it is worth organising similar meetings systematically to keep people working with students and graduates informed. It also seems that the electronic newsletter sent to ACOs, and disseminated by them among young people, is a good means of communication.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°	<i>No 6 - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders.</i>
Name and N° of the activity:	No 8 - Activities aimed at recruiting employees for domestic and foreign employers
Implementing body:	VLO in Wałbrzych, VLO in Toruń, VLO in Zielona Góra, VLO in Łódź, VLO in Kraków, VLO in Opole, VLO in Rzeszów, VLO in Białystok, VLO in Gdańsk, VLO in Kielce, VLO in Olsztyn, VLO in Poznań, VLO in Szczecin
Partners:	Foreign employers, foreign EURES advisors, PLO, Powiat Starosties, Chambers of Commerce
Activity implementation date(s):	April 2008 – March 2009
<p>Short description of activity to be implemented and description of activity objectives (pursuant to grant agreement):</p> <p>The activities were divided into two categories, depending on the group of beneficiaries at which they were targeted:</p> <p>a) <u>Recruitment of Polish employees to be posted to EEA countries;</u></p> <p>b) <u>Recruitment of employees from EEA countries;</u></p> <p>The objective of both activity categories was to support Polish and foreign employers in recruiting employees with required qualifications; helping the unemployed and jobseekers in finding suitable employment in the EEA countries in line with their qualifications and expectations; making candidates familiar with the living and working conditions in the EEA countries; enhancing cooperation between the EURES advisors from Poland and from the other EEA countries, which would allow to obtain a larger number of job offers and the implementation of the subsequent projects promoting mobility;</p> <p>promotion of the EURES image as one of the services provided by the PES which support job mobility.</p> <p>Planned activities included:</p> <p>a) <u>with regard to the recruitment of Polish employees to be posted to EEA countries:</u></p> <ol style="list-style-type: none"> 1. organisation of about 44 recruitment projects for foreign employers; 2. organisation of 4 information and recruitment days, including 2 which would have cross-border character and 1 closed job fair; 3. organisation of about 20 visits to other EEA countries for Polish EURES advisors; 4. promotion of the activities in the media – about 4 press advertisements, 100 posters and 1 thousand information leaflets. <p>As a result of the above-mentioned activities, it was planned to obtain 3.7 thousand vacancies from about 120 employers and employ about 2.5 thousand people.</p> <p>b) <u>with regard to the recruitment of employees from EEA countries to work in Poland:</u></p> <ol style="list-style-type: none"> 1. organisation of about 5 recruitment projects for Polish employers; 2. organisation of about 4 visits to other EEA countries for Polish EURES advisors; 3. promotion of the activities in the media – about 2 press advertisements. <p>As a result of the above-mentioned activities, it was planned to obtain 135 vacancies and employ about 45 people (foreigners from the EEA).</p>	
Describe the implementation of the activity, in particular if changes in the original project design have	

occurred during the implementation phase and explain possible financial implications:

Recruitment of Polish employees to be posted to the EEA countries:

This activity included the organisation of a number of projects involving the recruitment of Polish citizens by the employers from the EEA countries:

1. **recruitment** for an employer from Spain – for the following jobs: maid, waiter assistant, waiter, chef assistant, kitchen maid, barman, maintenance technician (Dolnośląski Labour Office in Wałbrzych and Wrocław).

2. **3rd Cross-border Information and Recruitment Days** in Ząbkowice Śląskie (Dolnośląski Labour Office in Wałbrzych), during which 13 exhibition stands were set up and 5 thematic presentations were carried out, *inter alia*, about the living and working conditions in the Czech Republic and on conducting business activity.

3. **International Job Fair** (VLO in Łódź). The Job Fair was attended by the EURES advisors from Denmark, Finland, Great Britain, Italy and Sweden and the representatives of the Federal Labour Office in Bonn, Germany. Job interviews were carried out in relation with the following vacancies: temporary workers in agriculture, internships and work training for pupils/students/graduates of agricultural schools (Denmark), a poultry farm worker, a temporary worker in agriculture (Finland), technicians (electrician, mechanical engineering mechanic), metal sector workers (turner, milling machine operator, welder), IT specialist, (electrical, mechanical and mechanical engineering) engineers, medical staff (various medical experts, nurses), hotel and restaurant workers (chef, waiter, maid) (Germany). At the time of job interviews, there were presentations on living and working conditions in Denmark, Great Britain, Germany, Sweden, Finland and Italy. There were also presentations concerning proper preparation of European application documents, which were delivered by a career advisor from the ICPC. Also, the offer of the VLC in Łódź was presented.

4. **Recruitment project** by Kinglea Plants Ltd. (UK) which was aimed at recruiting workers to work in horticulture. As a result of the recruitment process, 305 people submitted their application documents (VLO in Rzeszów).

5. **Recruitment for the job of forest worker in Sweden** (VLO in Gdańsk) – an offer by Svenska Skogsplanter AB. The employer invited 24 candidates to take part in the recruitment process. The meeting was attended by the employer and a EURES advisor from Sweden. At the recruitment meeting the candidates were provided with the information concerning the company, the character of the job and the working conditions. The candidates received a set of information in Polish with regard to accommodation, food, working hours, etc. In the end, 13 people were accepted to fill the vacancies.

6. **Recruitment** for jobs for hotel staff in the hotel chain Iberostar Hotels&Resorts in Majorca (VLO in Gdańsk). Over 350 candidates got interested in the vacancies in Majorca. The job interviews were attended by 59 out of 95 invited candidates.

7. **Recruitment** of seasonal workers to work in Spain (VLO in Poznań). The employer, Masia Ciscar, offered about 100 jobs. 99 people took part in the job interviews, 91 of whom got the jobs and left to work abroad.

8. **Recruitment** for seasonal work in Denmark (VLO in Poznań). The recruitment was carried out, on behalf of Danish employers, by a EURES advisor together with a representative of Danish Employment Services. The job offer was targeted at 100 people, but it follows from the preliminary information received from the Danish side that about 40 people who took part in the recruitment process will have the opportunity to take up employment in Denmark.

9. **Recruitment** with the involvement of an employer from Cyprus, Louis Hotels, who expressed interest in recruiting workers for the following jobs: organiser of cultural events, lifeguard, a cleaning lady, kitchen maid, maintenance technician, waiter/waitress, chef (VLO in Toruń).

10. **7 Information and recruitment meetings** for people interested in taking up employment in Spain, Sweden, Great Britain and Belgium (VLO in Olsztyn). The meetings were attended by Spanish, Swedish and Belgian employers and the EURES advisors from Great Britain and Sweden. The meetings concerned: the presentation of the living and working conditions in the said countries, information on the up-to-date EURES job offers held by the VLO in Olsztyn and the presentation of particular job offers of the employers present at the meeting. The result of the meetings were 7 recruitment processes for the following companies: ACPH (harvesting citrus fruit – Spain), G's Marketing Limited (agricultural worker/packer – Great Britain), Flemish Confederation of Employers in Building Industry (construction workers – Belgium), Masia Ciscar (harvesting – Spain), Svenska

Skogsplantor (forest worker – Sweden), Activ (organisers of cultural events – Spain). It is estimated that, as a result of these interviews, 320 people were offered a job opportunity.

International recruitment processes were preceded by a **broad information campaigns**, including press advertisements.

The deteriorating economic situation in the EU countries and rising unemployment made the recruitment difficult. Many of the planned recruitment meetings were cancelled. For instance, employers from Denmark and the Netherlands gave up on recruiting workforce due to a decreased demand for workers from other countries; Czech employers have started mass redundancies and are not interested in looking for new employees (despite sending over 160 enquires and invitations to employers via the Czech Chambers of Commerce in Nachod and Jeseník, there were no employers interested in conducting recruitment; two British companies withdrew from recruitment: IFC and R. H. Scrimshaw & Son; and Iceland completely „suspended” recruitment activity.

Due to little interest from foreign partners, the "Information Days" planned by the VLO in Szczecin were also cancelled.

Other activities were the information and workshop meetings devoted to:

1. **On-line application** for seasonal work done via various websites (VLO in Wałbrzych). The presentations dealing with the following topics were delivered: "Ways to apply for seasonal work in Denmark", "Ways to apply for seasonal work in the Netherlands", "*Procedure for confirming the periods of employment and insurance after the employment in the EU/EEA countries with the use of UE forms*". The interested persons received instructions as to how to fill in a registration form on the website: www.seasonalwork.dk or www.seasonalwork.nl. After the presentation, some of them, with the help of EURES advisors, filled in on-line registration forms.

2. "**Norwegian Day**" (VLO in Białystok). The meeting was attended by the EURES advisors from Norway. Information was provided with regard to job search, living and working conditions in Norway and the current situation on the Norwegian labour market.

EURES advisors went on a number of business trips which were aimed at starting cooperation with the foreign EURES and obtaining foreign job offers, or solving the current recruitment problems:

1. **Visit to Great Britain** (VLO in Rzeszów). The goal of the visit was to verify the credibility of Kinglea Plants Ltd – the employer for which 305 workers had been recruited from Poland.

2. **Meeting of the EURES advisors** (VLO in Rzeszów), **in the town of March (UK)**, with a group of 60 people from Poland, who were to lose their jobs in DHL, due to redundancies. The meeting was intended to present what steps should be taken after employees were given notice. The employees who were made redundant were informed about the ways of looking for a job and the requirements one needed to meet in order to be eligible for a benefit in Great Britain. Also, advice was provided as regards the possibility of transferring the British benefit to Poland. The counselling was provided individually for each interested person, which allowed for adjusting the advice and information to the particular needs of the dismissed workers.

3. **Meeting with the Dutch employers** and obtaining job offers for seasonal work in agriculture and horticulture for the employees from Poland (VLO in Gdańsk). The two meetings with the Dutch employers resulted in an arrangement that they would offer 17 vacancies for workers responsible for sorting strawberry seedlings and for tending, cutting and sorting roses. Moreover, the aim of the meeting with a EURES advisor from the CWI (Dutch Centre of Work and Income) was to discuss the possibility of having a video conference during the job fairs in Gdańsk and to find out about the living and working conditions in the Netherlands.

4. **Visiting Kankaanpää, Eura, Pori – Finland** (VLO Gdańsk) and learning about the project "Work in Western Finland" which is aimed at recruiting qualified staff for the jobs such as: welders, metal workers, nurses, medical doctors, workers in horticulture and agriculture. There were three presentations on the living and working conditions and the economic situation in Poland, with a special focus on the Pomorskie Voivodeship.

5. **Visit to Campobasso (Italy)** (VLO in Kielce and VLO in Poznań). The aim of the visit was to agree on the joint action within the scope of the project entitled "Progetto Badanti" which was intended to support the recruitment of workers to look after the elderly, promote the project, inform about the living and working conditions in Italy. The Italian side prepared a special database to store information about employers and candidates' CVs. Job offers for carers for the elderly provided by the Italian employers will be promoted by

Polish EURES advisors in the local press and on the radio, and the interested candidates will be registered in the CV database for further recruitment. Moreover, the EURES staff from the VLO in Poznań took part in the seminars entitled “*Living and Working in Europe*” and “*Care and Health working sector*”. The seminars were targeted at the EURES staff and Italian employers and provided an opportunity for networking the Polish EURES with the Italian employers from the local labour market.

6. Participation in the international conference entitled “EURES resources and initiatives addressed to our users” (VLO in Poznań), which was targeted at Spanish employers and provided an opportunity for making contacts with the Polish EURES. The EURES advisors visited the Spanish employers (the companies: Masia Ciscar and Frutas Esther) and discussed the details pertaining to the recruitment of Polish seasonal workers to work in Spain.

7. Visit of the EURES advisors (VLO in Toruń) **to Cyprus** (Larnaka), during which there was a meeting with a Cypriot employer in order to discuss the details of recruitment and the working conditions in hotels. The EURES advisors also paid a visit to the labour offices in Larnaca and Dherynia, where they presented their offer to extend the cooperation within the EURES network.

8. Business trip to Turku in Finland (VLO in Białystok): a meeting with the coordinators of the project entitled “Project from Gdańsk to Turku” in the labour office in Turku, a visit to the Jobcaffè – a centre for career information and consultancy in Turku, a meeting with the coordinator of the Spurtti project in the labour office in Turku which is targeted at emigrants intending to take up employment in Finland (an agreement was reached with the Centre for Professional Development in Białystok as to the rules for testing the skills and qualifications of welders – candidates to work in Finland), a meeting of the EURES staff with the representatives of the labour office in Turku, a meeting with the employers from KL - Invest Oy/CA (a company providing cleaning services) in order to discuss recruitment of staff.

9. Business trip to Falun, Karlshamn in Sweden (VLO in Białystok): a meeting in the labour office in Falun in Karlshamn with the EURES staff and the office employees, an evaluation visit to Sylva Skog (a company in the forestry sector) and talks with employers and a representative of the Union of Workers from the Forestry Sector on the conflict between the employer and Polish workers, a meeting with the employer from Mora Skogservice (a company in the forestry sector) in Mora, a meeting with the advisor of the Union of the Officials of the Forestry and Agricultural Sector in the Union’s office in Falun, a meeting with the employers from the “VAREBORGSBARODLING” strawberry farm, a meeting with the employers from Olle Svensson company at a farm in Olofstrom combined with a visit to the farm. The talks concerned future recruitment of workers for harvesting strawberries.

10. Business trip to Kristiansand in Norway (VLO in Białystok) – a meeting with the staff of the Norwegian labour office and social policy in Kristiansand, a meeting with the EURES advisors, and job offers obtained as a result of it in the catering sector in the Forstereis A/S restaurant, a meeting with the employees of the Chamber of Commerce in Kristiansand, obtaining information on the programme targeted at the emigrants taking up employment in Norway – INN EXPAD SUPPORT PROGRAMME, a meeting with the representatives of local self-government and employers (medical sector, technical personnel) in Lyngdal – obtaining information on the activities of the local self-government and carrying out the talks on recruitment of nurses, engineers, technicians and seasonal workers from Poland.

11. Participation in a two-day seminar for Czech employers in Brno and Prague (VLO in Opole). The aim of the seminar was to present the situation on particular labour markets to Czech employers; there was a presentation concerning the situation on the Polish labour market, unemployment rate, the number of unemployed people and levels of remuneration. It also presented shortage and surplus occupations on the labour market in Poland.

12. Visit of the VLO in Olsztyn to Spain (the Canary Islands – Las Palmas); visiting three employers who employed workers from the regions of Warmia and Mazury in the catering sector in previous years, a meeting of a EURES advisor, the employees of six local labour offices, a representative of “Arka” Polish-Canarian Association and the Polish Honorary Consul by the Government of the Canary Islands. The meetings with the employers were an opportunity to hear their opinions about Polish workers, specify the criteria for recruitment of candidates, as well as made it possible to thoroughly learn about the socioeconomic conditions. During the conversations with the EURES advisor and employers, it was confirmed that there would be cooperation with regard to joint recruitment activities.

Recruitment of workers from the EEA countries

Due to the lack of interest in the organisation of recruitment projects for Polish employers, these activities, to a large extent, have not been implemented. The Polish employers who expressed the intention to employ workers from outside of Poland were not willing to get directly involved in the recruitment projects. The only action that they did take was to forward job offers to be advertised.

The EURES staff from the VLO in Poznań, while taking part in the three job fairs abroad (Limerick, Granada, Malta), advertised the job offers from the Polish employers (52 job offers in total, which translated to 252 vacancies).

A EURES advisor (VLO in Toruń) participated in the *International Job Fairs in Reykjavik* in Iceland, which were devoted to the construction sector. The EURES advisor provided information on Polish job offers to the jobseekers (in a majority of cases they were Polish citizens). Also, leaflets and promotional materials concerning the EURES network were available to the unemployed. During the fairs, the EURES advisor made contacts with a representative of Hagvangur (an Icelandic company in the employment sector) who expressed interest in starting cooperation with the EURES network in Poland.

Beneficiaries of the activity:

The unemployed, jobseekers, university students, youth; Polish and foreign employers.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

Cooperation with the foreign EURES and foreign employers was extended, as a result new jobs were obtained and there was involvement in the implementation of international recruitment projects.

Quantitative results

Recruitment of employees from Poland to be posted to the EEA countries

17 press advertisements, 100 posters and 1,000 information leaflets advertising the labour fair were issued.

The labour fairs and the meetings held all over Poland were attended by about 4,330 people.

The recruitment was carried out for about 20 foreign employers from the following sectors: horticulture – 11 employers, cleaning services – 1 employer, catering – 1 employer, construction – 1 employer, hotel industry – 4 employers and forestry sector – 2 employers.

The above-mentioned employers offered 1,741 vacancies (horticulture – 1,481 vacancies, cleaning services – 7, catering – 10, construction – 12, hotel industry – 186, forestry – 45).

In relation of the above-mentioned vacancies, 2,910 CVs from Polish citizens were received, including: horticulture – 1,924 CVs (1006 of which were passed on to the employers), cleaning services – 16 CVs (15 of which were passed on to the employer), catering – 137 CVs (all the CVs were passed on to the employer), construction – 12 CVs (all the CVs were passed on to the employer), hotel industry – 738 CVs (316 CVs were passed on to the employer), forestry – 95 CVs (52 CVs were passed on to the employer).

The foreign employers interviewed 1,211 candidates and, in the course of the recruitment process, they took on about 900 people. The number is an approximation. On the day the reports were prepared many employers did not provide information on the health of their employees.

Moreover, in many cases, jobseekers applied for work on line – directly via the website www.seasonalwork.dk, www.seasonalwork.nl or to the Federal Labour Office in Bonn. The vacancies applied for this way were related to horticulture (Germany, Denmark, the Netherlands) as well as to the hotel industry, catering, the electrical sector, the metal sector, health care sector and IT sector (Germany).

It is estimated that about 120 jobseekers found employment with at least 9 employers.

The following were delivered:

- 14 recruitment projects for foreign employers,

- 1 event called “Cross-border Information and Recruitment Days”,
- 1 International Labour Exchange,
- 2 information and workshop meetings.

There were 13 foreign visits (business trips), in which 13 EURES employees took part.

Recruitment of employees from the EEA countries

There were 4 foreign trips (business trips), in which 4 EURES employees took part.

During these trips 52 job offers submitted by Polish employers were advertised; the offers provided 252 vacancies in Poland.

The intended objectives and results were partly achieved. The reason of such a state of affairs was the financial crisis and the deteriorating situation on the labour markets, which resulted in a decreased interest of beneficiaries and a lower number of job offers.

Activity evaluation – one should describe the way the activity was evaluated:

The evaluation of the activity was carried out on the basis of the number of people interested in taking up employment abroad, the number of participants of the labour fairs and recruitment projects and the number of employers interested in employing Polish citizens.

Recruitment of employees from Poland to be posted to the EEA countries

The recruitment of workers to work abroad was effectively coordinated and was very popular with the candidates (Polish EURES has been cooperating with some candidates for years). Many times the number of interested people surpassed the expectations of the VLO. There has been a clear increase in demand for seasonal job offers. The high attendance at the meetings may suggest that people look for jobs which will allow them to survive a difficult time when there are considerable difficulties with finding employment on the national and foreign labour market (by analogy, in August 2008, when there were no clear signs of the global economic crisis in Poland, during the recruitment carried out for a British temporary work agency, when the Polish currency was very strong and the wages offered by the employer were minimal, few candidates were interested in working in Great Britain.)

Moreover, a considerable interest in taking up seasonal work may indicate that the candidates are familiar with the seasonal work project in Denmark or with the employer who has been recruiting workers from the Wielkopolska Region for 3 years. A large number of people attended an information meeting on the ways of applying for seasonal work in Denmark and the Netherlands, which was held in the Dolnośląskie Voivodeship, the International Job Fairs in Łódź or Information Days. The high attendance on the Norwegian Day and an increased number of phone calls in that respect indicate that there is a great interest in going to Norway. It was noted that an increasing number of clients asked about the organisation of thematic days.

Good example of cooperation between various employment services is the project carried out by the EURES from Italy and Poland, the main goal of which was to specify the details of recruitment with the foreign EURES staff and the employers. The activities that have already been started, in relation to recruitment and information exchange concerning the situation on the labour market in the two countries, are planned to be continued in 2009.

The great interest in the services provided by the VLO may be indicated by the number of times the website with job offers is viewed and the large number of CVs that have been received.

Recruitment of employees from the EEA countries

Polish employers emphasised that it was necessary to organise meetings. They mentioned that they had never heard of the EURES service provided by the VLO and PLO before. Some of the employers expressed interest in finding highly qualified professionals from the EEA. This proves that the EURES network has become more recognisable among employers.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Recruitment of employees from Poland to be posted to the EEA countries

There are plans to stay in touch with foreign employers and carry out activities within EURES.

the German job offers were very popular, especially from the metal sector; many candidates also attended job interviews related to seasonal work in agriculture in Denmark and Finland. The experience gained from recruitment shows that Polish job seekers are still mostly interested in taking up employment which does not require qualifications and the knowledge of a given foreign language, which does not correspond to the needs of foreign employers who are more interested in hiring qualified workers, as there is no more shortage of unqualified workforce on the labour market. The result of such needs is the predicted lower level of employment of Polish seasonal workers in Denmark, who will not find jobs, due to the fact that they do not know the language well enough to be able to communicate.

Foreign trips for the EURES staff provide a great opportunity to: exchange experience at the international level, obtain up-to-date information on the living and working conditions, obtain information on the forms of support for Polish workers and direct negotiations of offers in order to obtain job offers for Polish citizens.

Recruitment of employees from the EEA countries

It is necessary to take action aimed at providing support to the persons who lose their jobs in the EEA countries, due to lay-offs, in cooperation with EURES advisors from these countries.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 6 - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders</i>
Name and N° of the activity:	No 9 – International Job Fairs in Toruń
Implementing body:	VLO in Toruń
Partners:	MLSP, EURES from Finland, Spain and the Netherlands, PLOs from the Kujawsko-Pomorskie Voivodeship
Date/Dates:	3 March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>objective</u> of this activity was to provide exhaustive information on taking up legal employment in Ireland as well as to present possible opportunities and risks related to this. Employers from the EEA countries were to find the right employees.</p> <p><u>It was assumed</u> that about 1,000 people interested in taking up employment in the EEA countries would participate in the job fairs, where they would have the opportunity to be interviewed by employers as well as see the presentation on the living and working conditions in the EEA countries. It was estimated that the fairs would be visited by about 15 employers representing the following sectors: the hotel industry, catering, the food industry, the metal industry, transport, agriculture and healthcare, who would offer about 100 vacancies. It was planned to produce the following for marketing purposes: 180 posters , 1,000 informational brochures, 1,000 files, 1 outdoor banner, 50 ID badges for exhibitors.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>International Job Fairs were organised in Toruń, in the conference centre of the Filmar Hotel. During the fairs, job interviews were held with the participation of the following foreign and national employers:</p> <ul style="list-style-type: none"> - Finland – Salamisen Mansikkatila (vacancies in agriculture: workers to harvest fruit and vegetables – 6 vacancies), Satakunnan Hernerengas Oy (vacancies in agriculture: workers to harvest fruit and vegetables – 10 vacancies), Jakko Seppa (1 vacancy in agriculture: 1 worker in a poultry farm). - Spain – Bionest, Frutas Borja, Cuna de Platero (companies from the agricultural sector, workers to harvest blueberries, strawberries, raspberries; the number of vacancies: 100). - the Netherlands – Duoflex Group (vacancies in the construction, electrical and metal sector; the jobs for: concreters (4 vacancies), electricians (4 vacancies), maintenance technicians (4 vacancies), road builders (6 vacancies), tank constructors (2 vacancies), varnishers (4 vacancies), plasterers (2 vacancies), bricklayers (6 vacancies), house carpenter (4 vacancies), carpenter (6 vacancies). - Poland – Allianz AS (vacancies in the insurance sector), Generale Industrialne (job offers for: electrician, welder, assembler, mechanic, bricklayer, painter, plasterer), Time Work (job offers for carers for the elderly). <p>The invited employers have an opportunity to conduct job interviews directly on the spot and in 3 separate recruitment rooms.</p> <p>The following institutions also had their exhibition stands: the VLO in Toruń, the VLC and the Employment and Economic Development Centre in Finland.</p> <p>The jobseekers visiting the fairs received a set of information materials pertaining to the event (available at the information point) as well as could listen to the presentation on the living and working conditions in Finland, Sweden and Great Britain, as well as on the Spurtti Programme from Finland (1 session). Moreover, the interested persons had the opportunity to obtain personal advice from a EURES advisor or from an appropriate representative of one of the invited institutions (the information was also provided in Polish thanks to the hired translators as well as EURES advisors and assistants from Poland).</p> <p>The following promotional and informational materials were prepared and published for the above-mentioned</p>	

job fairs: brochures with a detailed programme, A4 file, posters sized A1 and A3, outdoor advertising banner. There was also a possibility to photocopy application documents of the candidates interested in taking up employment abroad. Moreover, there were advertisements in the local press, radio stations, on city buses and poster pillars in Toruń.

Beneficiaries of the activity:

The unemployed and jobseekers, and in particular those from the Kujawsko-Pomorskie Voivodeship. Employers from Finland, Spain, the Netherlands and Poland.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

International Job Fairs in Toruń were very popular. The jobseekers obtained information on taking up legal employment abroad as well as to present possible opportunities and risks related to this, and the possibility to apply for a particular position. Employers from the EEA countries had an opportunity to find the right employees.

Quantitative results

The International Job Fairs in Toruń which were attended by about 1 thousand jobseekers interested in taking up employment in the EEA countries. The Fairs were attended by 11 representatives of the employers from the EU Member States, 6 foreign EURES advisors and 6 representatives of the invited institutions. The unemployed and jobseekers could choose from a total of 25 job offers (200 vacancies), 16 of which came from foreign employers (159 vacancies) and 9 from Poland (41 vacancies).

Moreover, there was one session of multimedia presentations (on the living and working conditions in Finland, Sweden, Great Britain and one presentation on the Sprutti Programme from Finland). During the presentations about 70 thousand people were present in the lecture hall.

The following marketing materials were printed: 80 posters sized A1, 100 posters sized A3, 550 files, 1000 information brochures, 1 outdoor banner.

The advertising campaign about the International Job Fairs included: publication of advertisements in the local press – 4 times, radio advertisements – 32 times, posters placed in city buses in Toruń – 50 pieces for 14 days, posters placed in city buses in Toruń – 64 pieces for 14 days.

The objectives and expected outputs have been reached.

Describe how activity has been evaluated:

The International Job Fairs in Toruń were very popular among the jobseekers. The high attendance was caused by an effective advertising campaign conducted in the press, on the radio, on the websites of the institutions involved in the endeavour. The job offers presented during the Fairs were available, *inter alia*, on the VLO and PLO websites in Poland.

Describe how activity has been evaluated: On the basis of a report from the International Job Fairs in Toruń, the attendance list of the invited guests and the number of people who were taken on as a result of the recruitment that was carried out during the Fairs.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The International Job Fairs in Toruń were the second recruitment event on a larger than regional scale organised by the EURES team from the VLO in Toruń. The cooperation with all the partners involved in the organisation of the Fairs was satisfying. However, relatively many members of the EURES network resigned from participation in the Fairs (e.g. from Norway and the Netherlands). Ultimately, only the representatives of five EEA countries took part in the Fairs. Also, what is noticeable is a decreased interest on the part of foreign employers.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No. 6 - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders</i>
Name and N° of the activity:	No 10 – 2nd International Job Fairs in Rzeszów
Implementing body:	VLO in Rzeszów
Partners:	EURES advisors from Sweden, Germany and Great Britain, foreign representatives of the institutions of the labour market, the PLO
Date/Dates:	9–10 October 2008
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>objective</u> of that activity was to provide employment opportunities on the labour markets of the EEA countries. It was planned that the 2nd International Job Fairs in Rzeszów were targeted at the people were qualified for surplus occupations on the labour market.</p> <p><u>It was estimated</u> that the Fairs would be attended by approx. 100 employers (20 foreign and 80 Polish ones representing such sectors as: construction, electrical and mechanical engineering, food industry, chemical industry, transport, services for the public, agriculture) who would present 300 vacancies. It was estimated that as a result of these activities employment abroad would be found by approx. 250 people.</p> <p>It was planned to produce the following for marketing purposes: 1,000 advertising posters, 9 billboards, invitations which will be sent to local companies; 30,000 advertising leaflets, insert in the local daily <i>Gazeta Codzienna Nowiny</i>; 6 promotional articles in local newspapers; 2 commercials on the radio – 40 broadcasts each; TV commercial. There will be, as it is planned, 10 presentations on living and working conditions in the EEA countries, a presentation on the methods of looking for work prepared by professional advisers from the Information and Career Planning Centres and separate stands for psychologists from these Centres.</p>	
Description of the implementation of the activity. In the case of modifications during activity implementation – as compared to the provisions of the grant agreement - one should describe the modifications and present their possible financial outcomes:	
<p>2nd International Job Fairs in Rzeszów were organized in cooperation with the International Trade Fairs in Rzeszów, PLO, local media and labour market partners.</p> <p>The VLO in Rzeszów co-organised the event, which entails that the EURES network was involved in inviting some of the exhibitors. The other exhibitors volunteered to take part in the Fairs, without any encouragement from the EURES.</p> <p>The 2nd International Job Fairs were preceded by an information campaigns on a large scale. Ten advertisements were published in <i>Gazeta Codzienna Nowiny</i> and <i>Super-Nowości Dziennik Polski Południowo-Wschodnie</i>. Moreover, there were commercials were aired on the local radio station (Polskie Radio Rzeszów) 20 times and 1,000 promotional posters were distributed. Due to the small number of exhibitors-employers from the EEA countries who express their intention to participate in the Fairs, no TV commercial was produced.</p> <p>The following exhibitors accepted the EURES invitations and took part in the Fairs:</p> <ul style="list-style-type: none"> - employers who filed their offers within the EURES network: Kinglea Plants Limited and Tesco Stores LTD, - foreign EURES advisors (Sweden, Germany, Great Britain), - The representatives of the Europe, External Affairs and Culture Directorate, the Fresh Talent Policy Team and Scottish Government. <p>The EURES advisor prepared and gave a presentation on the working and living conditions as well as on the situation on the Polish labour market.</p>	

Beneficiaries of the activity:

Jobseekers, the unemployed, students, persons interested in taking up employment in the EEA countries.
Employers from Great Britain.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The people interested in taking up employment in the EEA countries had an opportunity to receive information on the living and working conditions in Sweden, Germany and Great Britain directly from the EURES advisors and to apply directly for a specific job.

Quantitative results

10 press advertisements were published and 20 radio commercials were produced to advertise the Fairs.

The foreign employers presented:

- 300 job offers for people interested in taking up employment in horticulture (Kinglea Plants Limited) – 305 job applications (CVs) were submitted for these vacancies,
- 330 job offers for people interested in taking up employment in the supermarket chain in Great Britain (Tesco Stores LTD) – 200 job applications (CVs) were submitted for these vacancies.
- approx. 100 job offers for seasonal work in Germany (EURES advisor from Germany).

It is estimated that 250 people found employment abroad thanks to job offers introduced within the EURES network. The recruitment for Kinglea Plants Limited was also conducted after the Fairs and the employer received 305 CVs from Polish candidates.

The presentation on the living and working conditions and employment opportunities in Great Britain, Germany and Sweden was attended by about 400 people.

International Job Fairs in Rzeszów were attended by about 3 thousand people.

The objectives and expected outputs have been reached.

Describe how activity has been evaluated:

The positive evaluation of the activity has been based on the great interest in the stand of the EURES network at the Fairs, which were visited by about 3 thousand people. They had an opportunity to receive information on the living and working conditions and the ways of looking for a job, and at the employers stands they had a possibility of filing applications (CVs) for the jobs they were interested in and attending job interviews at the special stands.

The EURES stands at the Fairs were visited by approx. 3,000 people. As a result of the recruitment carried out by Kinglea Plants Limited, 305 job applications were filed; whereas in the case of Tesco Stores LTD, the number of filed applications was 200. The presentations on the living and working conditions delivered by the EURES advisors from Great Britain, Germany, Sweden, and from the VLO in Rzeszów, were attended by 400 people. No survey was conducted among the visitors of the Fairs.

Describe how activity has been evaluated: the number of people who came to the Fairs, the number of presentations, the number of job applications submitted at the employers and EURES advisers from the EEA countries.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The visitors were mostly interested in the job offers for seasonal work and vacancies that did not require very good language skills; hence, in the future, the invitations to the Fairs should be targeted at the employers who can offer that kind of vacancies.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No. 6 - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholder.</i>
Name and N° of the activity:	No 11 – 4 th International Job Fairs in Lublin
Implementing body:	VLO in Lublin
Partners:	International Job Fairs in Lublin,
Date/Dates:	28 October 2008
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>The objective</u> was to create opportunities for the unemployed and jobseekers from the Lubelskie Voivodeship to find employment on the European labour market by providing a direct contact with foreign employers and foreign EURES advisers. It was assumed that those people would receive practical information concerning, <i>inter alia</i>, effective search for employment abroad, conditions of access to the labour markets of the EEA countries, preparation of necessary documents, job interviews, the functioning of the EURES network, etc.</p> <p><u>It was estimated</u> that the Fairs would be visited by around 15 exhibitors representing the sector of agriculture, care services, metallurgical industry, construction, medical services and IT and that they will present approx. 200 vacancies in the jobs sought after on the regional labour market. It was expected that 4,000 people would take part in the Fairs and 100 of them would take up employment. It was planned to deliver 6 presentations on the living and working conditions in the EEA countries.</p> <p>Also, for the marketing purposes, there were plans to print 350 posters and 1,500 information leaflets.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase and explain possible financial implications:	
<p>The 4th International Job Fairs in Lublin were organised in the Exhibition Centre of the International Fairs in Lublin.</p> <p>The Fairs were attended by 13 foreign exhibitors, including 12 EURES advisors from 8 countries (Great Britain, Ireland, Sweden, Switzerland, Denmark, Germany, Norway, and Slovenia) and 5 employers, invited by them (from Great Britain, Ireland, Norway and Germany), who were interested in the recruitment of Polish workers. The invitation to the Fairs was also received by the Social Insurance Institution, Tax Chamber, and the National Health Fund; their task was to provide information on their activity in the context of Polish citizens taking up employment abroad.</p> <p>The Fairs were an exhibition and recruitment event. The exhibition hall was divided into 3 parts intended for exhibitions, workshops and recruitment.</p> <p>In the part devoted to exhibitions the interested visitors could directly meet with the exhibitors, get to know the employers' profiles, obtain interesting information, as well as leave their CV.</p> <p>At the same time, foreign employers conducted job interviews with selected candidates at the special stands. Students fluent in foreign languages (English and German) were involved in providing assistance at exhibition stands or during job interviews. In an area specially marked off for exhibitions the employers showed their multimedia presentations and the invited EURES advisors presented employment opportunities, as well as living and working conditions in the particular EEA countries.</p>	
Beneficiaries of the activity:	
<p>People looking for employment opportunities and information on the living and working conditions in the EU/EEA countries.</p> <p>Foreign employers from Great Britain, Ireland, Norway and Germany looking for workers.</p>	
Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:	
<u>Qualitative results</u>	

The people looking for employment in the EEA countries – by gaining direct access to foreign employers and foreign EURES advisors – had an opportunity to find employment on the European labour market. The interested visitors received practical information concerning, *inter alia*, effective search for employment abroad, conditions of access to the labour markets of the EEA countries, preparation of necessary documents, the functioning of the EURES network, etc.

The employers from Great Britain, Ireland, Norway and Germany had an opportunity to find workers from Poland that would be interested in working in these countries.

Quantitative results

The Fairs were attended by 13 foreign exhibitors, including 12 EURES advisors from 8 countries (Great Britain, Ireland, Sweden, Switzerland, Denmark, Germany, Norway, and Slovenia) and 5 employers, invited by them (from Great Britain, Ireland, Norway and Germany), who were interested in the recruitment of Polish workers.

The participants of the Fairs offered about 2,500 vacancies:

- work in agriculture – Great Britain – about 1,800 vacancies,
- looking after the elderly – Great Britain – 500 vacancies,
- work in agriculture and the construction sector – Norway – 40 vacancies,
- butchers / meat cutters – Ireland – 100 vacancies,
- medical doctors/nurses – Denmark – 30 vacancies,
- electrotechnical engineers and engineers specialising in mechanical engineering, medical doctors, IT specialists, welders, constructors, chefs, maids and electricians – Germany– 30 vacancies,
- internships and work training – Germany– 10 vacancies.

On the day the report was prepared there was no feedback from a majority of employers with regard to the recruitment process and the number of the employed people.

During the Fairs there were 8 presentations on the living and working conditions in individual countries which were delivered by the EURES advisors and attended by approximately 213 people.

International Job Fairs in Lublin which were attended by about 6.3 thousand people. The number was estimated on the basis of stubs torn out from information leaflets which were handed out to the visitors at the entrance to the exhibition.

200 catalogues and 400 posters advertising the Fairs were published.

The objectives and expected outputs have been reached.

Describe how activity has been evaluated:

Before the end of the Fairs, 150 randomly selected visitors were asked to fill in questionnaires aimed to assess customer satisfaction. As result, the organisers received 84 filled in questionnaires. The analysis of answers showed that the majority of respondents (56%) evaluated the organisation of the event in a positive way. 36% of the respondents gave a very good mark, and only 8% considered the organisation as poor. A great majority (89%) was of the opinion that the dates and hours of the Fairs were appropriate. The respondents also gave a high mark with regard to the presentations – 75% gave a good mark, and 13% gave a very good mark. Only 11 people regarded the presentations as poorly prepared. The majority of respondents (78%) stated also that the thematic scope of information conveyed by the exhibitors was sufficient. On the whole, the event met the participants expectations and this was confirmed by 85% of respondents.

Moreover, foreign exhibitors were asked to fill in short questionnaires concerning the organisation and coordination of the Fairs For seven exhibitors this was a subsequent edition of the International Fairs in Lublin that they took part in. All the respondents held the view that the Fairs were very well organised and the attendance surpassed the expectations The exhibitors also positively evaluated the idea of providing separate recruitment stands for conducting job interviews. Four exhibitors pointed out that job interviews were interrupted by the noise that could be heard from the part where presentations were delivered. All the exhibitors very positively evaluated the assistance of the English and German-speaking students, who made it easier for

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

the exhibitors to communicate with the visitors that did not speak foreign languages. As regards logistics, a vast majority, i.e. 87% of the exhibitors, were very positive about the organisation of the Fairs, i.e. the transport services from the airport to the hotel and then from the hotel to the Fairs, the hotel as well as the venue and the opening hours of the Fairs. Three employers suggested that two-day Fairs would be more effective. 8 % of the exhibitors considered the lack of an airports to be a disadvantage.

Overall, the 4th International Job Fairs in Lublin were evaluated by the foreign exhibitors as very well organised, and a vast majority of them (80%) expressed willingness to take part in a future event of that kind in Lublin.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

The current format of the International Job Fairs and the manner of their organisation do not need considerable changes.

Unfortunately, there is still a problem with foreign guests who do not meet the deadlines set forth for notifying their participation in the Fairs and sending relevant information and documents. Another problem is the lack of feedback from foreign employers on the number of employed Poles.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No. 6. - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders.</i>
Name and N° of the activity:	No 12 – 5th International Job Fairs in Warsaw
Implementing body:	VLO in Warsaw
Partners:	EURES advisors from the Netherlands, Belgium, Luxembourg, France, Germany, Ireland, Great Britain, Finland, Norway, Sweden, Estonia and Slovakia, foreign trade unions, Main Centre for Vocational Activation in Warsaw, Foundation for Specialist Transportation Services for the Disabled, Polish Support Association for the Mentally Handicapped, Warsaw University, The Capital City of Warsaw – the Labour Office in Warsaw, Centre for Professional Development in Warsaw
Date/Dates:	29 October 2008
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>The objective</u> was to organise International Job Fairs in order to help people looking for employment abroad to take up employment in the selected EEA countries, especially in the Netherlands, Belgium and Luxembourg and to help foreign employers to find the right workers from Poland. Moreover, the objective was to provide the interested visitors with information on the living and working conditions in the selected EEA countries, with a special focus on the Netherlands, Belgium and Luxembourg, as well as the rules and objectives of EURES activity.</p> <p><u>It was estimated</u> that the Fairs would be attended by 3–4 thousand people. It was planned to deliver four presentations on the living and working conditions in the Netherlands, Belgium, Luxembourg and Iceland.</p> <p>It was assumed that the Fairs would be attended by about 20 foreign employers and about 70 Polish employers from the following sectors: construction, metallurgy industry, logistics, meat and fish production, agriculture, horticulture, services (sales), banking and IT; and that they would offer about 350 vacancies in the jobs sought after on the regional labour market. It was estimated that about 80 people would take part in the recruitment process.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>The VLO in Warsaw co-organised the 5th Edition of the International Job Fairs which were held in Warsaw in the exhibition rooms of the Palace of Culture and Science. The honorary guest were the Benelux countries. As part of the preparations for the Fairs, a EURES advisor from the VLO in Warsaw was on a study visit in the Netherlands on 20–22 July in 2008 in order to arrange for the participation of Dutch EURES advisors, employers and institutions in the fairs in Warsaw.</p> <p>During the Fairs the following activities were carried out:</p> <ul style="list-style-type: none"> - interested visitors were informed about the living and working conditions in the selected EEA countries, and in particular in the Netherlands, Belgium and Luxembourg. - jobseekers were assisted in their search for employment in Poland or abroad. - foreign employers were assisted in their search for the right workers. - jobseekers were informed about the rules and objectives of EURES activity. <p>The foreign exhibitors included the PES/EURES from the 12 countries: the Netherlands, Belgium, Luxembourg, France, Germany, Ireland, Great Britain, Finland, Norway, Sweden, Estonia and Slovakia.</p> <p>The EURES advisors provided information on the living and working conditions in the particular countries</p>	

(issues related to vacancies, remuneration, insurance, taxes, etc.) The interested visitors could also get advice from the employees of the tax, insurance and educational institutions from the Netherlands, Belgium, Ireland, Great Britain, France, Norway and Finland.

Almost 1500 vacancies abroad were offered, *inter alia*, for the following jobs: CNC-machine operator, welder, maintenance engineer, administration worker, mechanic, metalsmith, roofer, geodesist, butcher, land surveyor, dentist. A large number of job offers concerned employment in agriculture, gardening and transport.

Approximately 500 job offers from the Netherlands were targeted at university graduates majoring in: Physics, Chemistry, Medical Sciences, Biology, IT, Construction, Electrical Engineering and Mathematics.

During the Fairs the employers were provided with a special room for conducting job interviews with the candidates who visited the Fairs.

The VLO in Warsaw did not carry out any recruitment of candidates for vacancies due to the fact that foreign employers did not provide their job offers appropriately early before the Fairs. Therefore, there is no data as to the number of CVs submitted by people who applied for work abroad and the number of people hired after the Fairs by foreign employers.

During the Fairs, six presentations were delivered on living and working conditions in the Netherlands, Belgium and Luxembourg. They were attended by approx. 250 people who were interested in taking up employment in these countries.

The advice concerning EURES was provided at the VLO stand. Moreover, leaflets and other information materials on the activity of the EURES network were distributed.

The Fairs were visited by about 8 thousand people. The interested visitors could choose from the offers presented by approximately 130 exhibitors, including 44 who were from abroad and came to Warsaw after receiving an EURES invitation from the VLO in Warsaw.

Beneficiaries of the activity:

People interested in taking up jobs abroad; Polish and foreign employers.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The 5th International Job Fairs in Warsaw provided an opportunity to find out about vacancies abroad available in 12 countries, in many jobs sought after. The Fairs were an opportunity not only to present a wide range of job offers, but also to acquire indispensable knowledge, necessary in the case of taking up employment abroad.

Quantitative results

The Fairs were visited by about 8 thousand people.

The fairs were attended by 130 exhibitors, 44 of them foreign.

Almost 1500 vacancies abroad were offered.

Six presentations were delivered on the living and working conditions in the Netherlands, Belgium and Luxembourg, which were attended by approx. 250 people interested in the possibility of taking up employment in these countries.

One foreign trip to the Netherlands was organised.

The EURES grant covered the cost of the publications of 3 press advertisements. The remaining costs of the promotional campaign were covered from the partners' resources.

The objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

The activity was assessed on the basis of the evaluation questionnaire which was filled in by the participants of the Fairs. 86 % of the respondents evaluated the activity as useful. 73 % of the respondents evaluated the organisation of the Fairs as very good and good. 66 % of the respondents were satisfied with the usefulness of

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

the information received during the Fairs. According to the respondents, the most interesting were the presentations on the living and working conditions in the Netherlands and Luxembourg.

According to the information received from the employers and EURES advisors from particular countries, a positive evaluation was also made on the basis of the number of people attending in the Fairs and presentations, the number of people taking part in the recruitment process and the number of people who found employments.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Due to the organisational difficulties, the number of partners involved in the activity should be reduced and the number of the invited foreign EURES advisors should be limited.

The great popularity of the Fairs indicates that the activity should be continued.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No. 6. - In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders.</i>
Name and N° of the activity:	No 13 – European Job Fairs in Katowice
Implementing body:	VLO in Katowice
Partners:	PLO, EURES advisors from the Czech Republic, Slovakia, France, Germany and Norway, Polish and foreign employers, representatives of Norwegian institutions (trade unions, local authorities, national institutions), educational institutions
Date/Dates:	12 June 2008
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The key objective of the activity was to help employers find workers with the necessary qualifications and to assist jobseekers in finding appropriate occupation.</p> <p>Moreover, the activity was aimed at popularising the EURES services and network among employers and jobseekers, promoting safe work migration for people interested in taking up employment in the EEA countries, making new contacts and strengthening the existing contacts with employers, the institutions of the labour market and social partners.</p> <p>It was estimated that the Fairs would be visited by approx. 70 exhibitors, including about 10 foreign employers, from the sector of industry, tourism and catering who would present about 150 vacancies in the jobs which are sought after in the regional labour market. It was estimated that, as a result of such activities, approx. 70 people would find employment abroad.</p> <p>As part of the Fairs, it was planned to deliver about 12 presentations on European labour markets, the rules of conducting one's own business activity in Poland and in EEA countries, the preparation of application documents and the coordination of social security.</p> <p>It was expected that the Fairs would be visited by a minimum of 3000 people and that a minimum of 100 people would participate in the workshops and presentations related to the Fairs. For marketing purposes, it was planned to produce about 6,000 leaflets and about 300 posters promoting the activity.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>The European Job Fairs were held in the Building of Sejm Śląski in Katowice.</p> <p>The Fairs were attended by Polish and foreign employers (from the Czech Republic, Norway and Great Britain), Public Employment Services, EURES advisors (from the Czech Republic, France, Germany and Norway), educational institutions and institutions supporting entrepreneurship as well as the representatives of Norwegian trade unions and local authorities. The exhibitors provided the interested visitors with information, and also with information materials (leaflets, brochures).</p> <p>Overall, approx. 4,550 offers were presented, including 4,513 from Poland and 37 from abroad. The employers looked for workers from, <i>inter alia</i>, the construction sector, the mining industry, the transport sector and services sector. Foreign employers looked for category B drivers, sales representatives, production workers and warehouse-keepers. The survey conducted among Polish and foreign employers two weeks after the Fairs indicates that, as a result of the Fairs, about 10 people found employment, 5 of whom were hired in Poland and the other 5 – abroad (since in many cases the recruitment procedure wasn't finished at the moment the survey was carried out, not all employers were able to provide the final number of the people who found employment).</p> <p>In relation to the Fairs, there were the presentations on the living and working conditions in Germany, France, Norway, the Czech Republic and Slovakia, the workshops on the opportunities for obtaining the funds for the development of micro-enterprises within the Regional Operational Programme for Śląskie Voivodeship, for obtaining resources for commencement of business activity within the Operational Programme Human</p>	

Resources as well as the meeting for jobseekers which was entitled “*Stress – a Friend or enemy? How to overcome it when looking for a job?*”.

In connection with the activity, 180 posters and 3.2 thousand leaflets were printed. The materials were used to promote the event, *inter alia*, in labour offices, GICs and ACOs. The Fairs were also promoted in the media – 3 advertisements were published in the local press.

Beneficiaries of the activity:

The unemployed, jobseekers, people interested in conducting business activity or in raising their qualifications. Polish and foreign employers looking for qualified workers.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

An opportunity for the employers from Poland and other EU countries who look for workers to present their job offers, and for the jobseekers to look into these offers. During the Fairs there was a possibility of filling in personal questionnaires and obtaining detailed information on employment opportunities. Training institutions encouraged youth and adults to choose from their offers of opportunities for training and raising qualifications. Institutions supporting entrepreneurship presented their offer of support for entrepreneurs and people planning to start business activity.

Quantitative results

86 exhibitors from 7 countries participated in the Fairs, including:

- 24 PLOs and the Employment Promotion Bureau of the VLO,
- 15 national employers,
- 19 training and educational institutions,
- 9 institutions supporting entrepreneurship,
- 18 foreign institutions: EURES advisors from the Czech Republic, Germany, France and Norway, 3 training institutions, 5 employers (from the Czech Republic, Norway and Great Britain), 5 representatives of Norwegian institutions (trade unions, local authorities and national institutions).

The interested visitors were provided with 4,550 job offers, including 4,513 from national employers and 37 from foreign ones.

The five presentations on the living and working conditions in the given EEA countries were attended by 52 people. Altogether, all the workshops and presentations were attended by 216 people.

Three workshops were organised.

Overall, the Fairs were visited by approx. 4,000 participants.

180 posters and 3,200 leaflets were printed.

Three advertisements were published in the local press.

The objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

At the end of the fairs, 2 evaluation surveys were carried out, one among visitors and the other one among exhibitors.

Visitors' survey:

500 questionnaires measuring the degree of satisfaction were distributed among random visitors, 352 of which have been completed. A group of 352 persons who completed the questionnaires was treated as representative of all visitors.

The answers show that 63% of them found job offers interesting for them, 88% received other information that would be useful when taking up employment, and 87% expressed positive opinions on the organisation of the fairs. More than 98% supported the need for organising such events in the future, and 95% expressed their willingness to participate in

them.

The great majority of the visitors to the fairs thought the event was needed and useful to aid in the process of looking for employment, as source of both job offers and information that may help in finding employment.

Exhibitors' survey:

At the end of the fairs, a survey was conducted among the exhibitors in order to determine the assessment of the event. 60 completed questionnaires were obtained. In the opinion of 26% of the respondents, visitors to the fairs were moderately interested in their offer, whereas 53% of them stated that the interest shown by the visitors was high, and 20% of the exhibitors thought it very high. 98% of the exhibitors who completed the questionnaires were of the opinion that fairs are needed and that help in mitigating the effects of unemployment.

All exhibitors expressed their willingness to participate in the next year event. However, the respondents pointed out to the need for an extension of the length of fairs. The realisation of the offer by the exhibitors proved difficult due to high expectations of job candidates and the lack of knowledge of a foreign language by a part of persons looking for employment abroad.

Furthermore, 2 weeks after the fairs, telephone surveys were conducted with those of the exhibitors who were also employers. The group of exhibitors was limited to employers only as it was impossible to assess the effectiveness of exhibitors presenting their training and educational services, and promoting entrepreneurship. It was possible to contact 15 employers out of a group of 20 Polish and foreign employers. According to the employers' estimates, their stands were visited by approx. 2,279 people. 11 employers estimated that 138 (6%) of jobseekers contacted them after the fairs, 25 (1%) of whom were invited for a job interview. However, 4 employers could not specify if the persons who contacted them regarding employment received information about vacancies during the fairs. In addition, 3 Polish and 2 foreign employers employed at least 5 persons each, altogether at least 10 persons (0.4%). 6 Polish employers stated that recruitment was still ongoing, which made it difficult to assess the number of the persons employed.

On comparing the results of the questionnaires completed by the visitors and exhibitors, it can be concluded that the organisation of the fairs has been evaluated as useful and needed for the realisation of common interests of these two groups.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Due to the fact that more and more clients of the EURES network are the employed interested in changing jobs, their participation in projects, e.g. job fairs, should be facilitated. Therefore, it is worth considering the possibility of organising similar events during holidays (e.g. on Saturdays) or in later hours to enable the participation of the employed. The realisation of the offer by the exhibitors proved difficult due to high expectations towards job candidates and the lack of knowledge of foreign languages by persons looking for employment abroad.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 6 – In addition to the overall provision of information, establish, where needed, more systematic contacts with specific groups of stakeholders.</i>
Name and N° of the activity:	No 14 – European Job Days 2008
Implementing body:	VLO in Poznań, VLO in Kraków
Partners:	PLO, ACO, VLC, EuropeDirect, Voivodeship Public Library in Kraków, Municipality Public Library in Tarnów, EURES advisors from: Norway, Sweden, Germany, Denmark, the Netherlands, Romania, Ireland, Great Britain, the Czech Republic, Bulgaria and Austria
Date/Dates:	7 October 2008 (Poznań) 15 October 2008 (Kraków, Tarnów, Nowy Sącz)
Short description of the planned activity including the objectives (as per grant agreement):	
<p>Due to the promotion of occupational and geographical mobility, as well as an increase in the number of jobseekers in Poland and abroad, the following two events were planned:</p> <ul style="list-style-type: none"> - “European Job Days 2008” in Poznań, - “European Job Days 2008” in Kraków. <p>The objective of the two events was to inform jobseekers and the unemployed about the living and working conditions in a given EEA country and job opportunities abroad, as well to conduct interviews with jobseekers. Moreover, it was assumed that the Job Days would facilitate vocational activation of the unemployed and jobseekers by providing them with a direct contact with the representatives of the institutions active in the labour market and with foreign employers. EURES advisors from the given EEA countries and the EURES national staff were to inform the visitors about the opportunities related to the European Labour Market and the benefits arising from mobility.</p> <p>Additionally, during the “European Job Days 2008” in Kraków, an important element was also the promotion of the Małopolska Region as an ultimate place of employment and residence of the citizens of the EEA by presenting information on the local labour markets to the EURES staff invited to the “European Job Days” from the selected EEA countries. The activity was also aimed at raising awareness of the residents of the Małopolska Region with regard to the advantages and disadvantages of work migration, opportunities and risks on the European labour markets as well as any formal issues which should be remembered about after the return to the home country.</p> <p><u>During the “European Job Days 2008” in Poznań, it was planned to:</u></p> <ul style="list-style-type: none"> - win over 35 exhibitors (including 12 foreign employers from the sector of catering, construction and transport that were to offer about 200 vacancies for the jobs sought after in the regional labour market, 12 national employers that were to offer about 300 vacancies as well as temporary employment agencies), - attract about 2,000 visitors to the Job Days, - conduct job interviews with 400 people and employ about 100 people abroad, - prepare the following promotional materials: about 1,000 key rings, 100 pens and travel mugs for the exhibitors, - organise about 15 presentations on the living and working conditions abroad, tax regulations, social security and health insurance for the people leaving and returning to Poland. <p><u>During the “European Job Days 2008” in Kraków, it was planned to:</u></p> <ul style="list-style-type: none"> - host employers and EURES advisors from the selected EEA countries, e.g. Bulgaria, Denmark, Norway, Slovakia, the Czech Republic, Italy and Great Britain (at least 15 employers and institutions of the labour 	

market in the sectors such as IT, accountancy, construction and the hotel and catering industry, who would offer at least 100 vacancies for the jobs sought after in the regional labour market),

- attract about 5,000 visitors to the Job Days,
- conduct job interviews with approx. 700 people and employ about 100 people abroad,
- prepare the following promotional materials: at least 10,000 leaflets, at least 500 posters and at least 5,000 information guides on the Fairs,
- organise at least 5 presentations on EURES services, the living and working conditions abroad, and the employers.

Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:

“European Job Days 2008” in Poznań

The information on the Job (Fairs) Days was disseminated in the local media and in some regions in the country. Additionally, in Poznań, a few days before the Fairs, a banner advertising the “European Job Days – Poznań 2008” was placed near one of the main streets of the city.

Apart from the representatives of VLO in Poznań, the Fairs were attended by the employees of the PLO in Poznań, the VLC, EuropeDirect, and EURES advisors from: Norway, Sweden, Germany, Denmark, the Netherlands, Romania, Ireland, Great Britain and the following *foreign employers*:

- Easttech B.V. – the Netherlands (electricians, installation electricians),
- CO-RO Food – Denmark (production worker),
- Masia Ciscar – Spain (worker to harvest strawberries),
- Concordia – Norway (bus driver),

As well as the following *Polish employers*:

- Grupa Allegro (*inter alia*, research and development worker),
- Leroy Merlin (*inter alia*, cashier),
- Makro Cash and Carry Polska S.A (*inter alia*, cashier, forklift operator),
- BIS Plettac Sp. z o.o (scaffolder),
- Rossmann (cashier/shop assistant),
- McDonald's Polska Sp. z o.o. (restaurant worker),
- H&M (*inter alia*, worker for unloading and loading goods),
- Komputronik (*inter alia*, warehouse-keepers, computer assembler),
- Firma Karlik (*inter alia*, metalsmith, varnisher, mechanic),
- AD Grupa Continental Sp. z o.o. (cleaning staff).

All the employers offered over 500 jobs, including about 350 foreign vacancies. The job interviews were attended by several hundred people, including about 50 who were invited to the interviews by the employees of the VLO in Poznań. The information received from the employers indicates that at least 27 people found employment in Spain as workers harvesting strawberries and 9 bus drivers found jobs in Norway. Polish employers offered jobs to 31 people.

The main part of the Fairs were 8 presentations prepared by Foreign EURES advisors which dealt with the living and working conditions in other countries, the presentations by a Europe Direct representative and a representative of the Regional Centre of Social Policy in Poznań which concerned family benefits for work migrants.

All the presentations were attended by about 250 people.

During the Fairs, interested visitors could participate in the workshops entitled “*How to prepare one’s application documents?*” and “*How to make a good impression on the employer during a job interview?*” which were conducted by career advisors from the VLO; there were also training sessions about how to start and conduct business activity in Poland and abroad. The workshop meetings were very popular. The participants learned the theoretical concepts as well as had a chance to put their practical skills to the test. The number of participants was higher than the earlier estimates for groups. Most of the visitors who took part in the workshops were young people without or with little work experience. There were also middle-aged people with greater life and work experience. Moreover, the workshop on the preparation of application documents was attended by a **group of 8 young hearing-impaired people who were accompanied by sign language translator**. The workshops were attended by approx. 100 people.

A psychologist and career advisors had their duty hours at a special stand.

It is estimated that the Fairs were attended by approx. 2,000 people from all over the country.

“European Job Days 2008” in Kraków

The European Job Days were organised **simultaneously in three cities** in the Małopolska Region – **Tarnów, Nowy Sącz and Kraków**.

During the European Job Days in the Małopolska Region, recruitment was carried out the employers and job interviews were conducted with candidates representing the following sectors: the hotel industry, distribution, logistics, production, sales, services, administration, telecommunications, trade/supermarkets, construction, the automotive industry, medicine. The jobs offered were, *inter alia*, house carpenter/steel fixer, bricklayer, crane operator, road construction manager, construction manager, deputy of the chief engineer, worker estimating the overall cost of the construction, worker specialising in the production arrangements, designer assistant, financial and insurance advisor, construction engineer, tenderer assistant, occupational safety and health inspector, bricklayer, carpenter, construction carpenter, worker specialising in laying parquet, roofer, plumber, assembler, machine operator, bus driver, truck driver, car mechanic, butcher/ meat cutter, chef, baker, waiter/waitress, barman, hotel personnel, mechanic, sales representative, production worker, construction manager, soldier, warehouse keeper, sales person, beautician, baby-sitter, nurse. The above-mentioned employers offered about 170 vacancies.

The people who took part in the Job Days had an opportunity, *inter alia*, to: obtain information concerning important issues before taking up employment abroad and after their return to Poland after work migration; take part in presentations and workshops aimed at developing various skills and providing the knowledge which would facilitate moving about on the regional, national and European labour market; meet with career advisors and EURES advisors – from the Netherlands, Denmark, the Czech Republic, Austria and Norway – in order to get information on the national and European labour market; see the presentations of the invited institutions and employers which were targeted at the people interested in planning their own career on the regional, national, and European labour market; learn how to set up one’s own business in Poland and abroad; meet with employers and obtain first-hand information on job opportunities in their companies and to find out about national and foreign vacancies.

During the Job Days, there were many related events such as: 6 seminars, 33 information meetings and workshops. Overall, 1,103 people took part in these events.

During the “European Job Days 2008” in the Małopolska Region, there were 4 competitions for the youth and adults which concerned the issues of mobility and the European labour market.

The event was widely advertised in the local press, on the radio and TV, as well as on the website devoted to that event. Also, information and promotional materials were produced, including posters and information leaflets.

It is estimated that the European Job Days in the Małopolska Region were attended by approx. 5.09 thousand people.

Beneficiaries of the activity:

Foreign and Polish employers, visitors of the fairs, the unemployed, jobseekers, people interested in changing their current jobs and Polish work migrants returning from the EEA countries, institutions of the labour market,

VLO, Voluntary Labour Corps, training and educational institutions, Association of Temporary Work Agencies.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The European Job Days 2008 were very popular. The jobseekers obtained information on taking up legal employment abroad - potential opportunities and risks related to this - and had an opportunity to apply for a particular post. By contrast, the employers from the EEA countries had an opportunity to recruit the right workers. Additional events (seminars, workshops) were also very popular, as they allowed the participants to expand their knowledge with regard to work migration.

Quantitative results

The Job Days (Fairs) were attended by over 7,000 people, including: 2,000 people in Poznań, 2,830 in Kraków, 1,500 in Tarnów, and 760 in Nowy Sącz.

Overall, 155 exhibitors participated in the Job Days, including:

- in Poznań – 25, including 4 foreign employers and 10 employers from Poland;
- in Kraków, Tarnów and Nowy Sącz – about 130 Polish employers.

All the employers offered over 670 vacancies, including:

- in Poznań – about 500 vacancies, including about 350 abroad and about 150 in Poland.
- in Kraków, Tarnów and Nowy Sącz – about 170 vacancies in Poland.

According to the received information, after the Job Days at least 36 people found employment abroad and at least 31 people did so in Poland.

The EURES representatives from abroad carried out 12 presentations on the living and working conditions in the EEA countries. Moreover, 10 presentations which were thematically related to the Fairs were delivered (by EuropeDirect and the Regional Centre of Social Policy in Poznań with regard to family benefits for migrant workers). All the presentations were attended by about 450 people.

There were 7 seminars, 33 information meetings and workshops e.g. entitled “*Work, learning, internships in Europe – what should one know before going abroad and after returning to Poland*”. They were organised in Kraków, Tarnów and Nowy Sącz, and were attended by about 1,500 people.

Four workshops were organised, and attended by about 100 people.

The information on the Fairs was publicised in the media: 1 sponsored article in all the newspapers of the publishing group called Polskapress, TV commercials – shown 35 times, printing and placing posters around Kraków, Tarnów and Nowy Sącz: 1,900 posters, 6,000 information leaflets. Additionally, in Poznań, a few days before the Fairs, a banner advertising the “European Job Days – Poznań 2008” was placed near one of the main streets of the city.

Promotional materials were purchased for the exhibitors and participants of the Fairs (gadgets with EDP printed on them), inter alia, 300 T-shirts, 300 folders, 1,000 pens, 250 watches, 500 identification badges, 700 pens, 600 mobile phone cases, 250 pencil sharpeners, 300 paper bags.

The majority of objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

A positive evaluation has been made on the basis of the reports by EURES staff which concerned the organised “*European Labour Days - 2008*”, the attendance lists of the persons appointed for job interviews during the Fairs and the evaluation questionnaires assessing the organisation of the events.

“European Job Days 2008” in Poznań

The “European Job Days” organised by the VLO in Poznań have been positively evaluated in 90 % by the employers in respect of the organisation of the Fairs, as well as the technical support.

The participation in the Fairs partly met the employers' expectations as regards intended recruitment objectives.

Despite that, 70 % of the Polish companies which participated in the events are planning further cooperation with the VLO in Poznań. Out of all the Polish employers who took part in the Fairs, no less than 90 % intends to recommend the VLO in Poznań to other employers. As the conducted survey suggests, 60 % of Polish employers have not yet visited the European Job Mobility Portal.

"European Job Days 2008" in Kraków

The "European Job Days 2008" in the Małopolska Region were very popular with the visitors.

The exhibitions stands of companies, public institutions, career offices and other organisations, active in the realm of the labour market, education and training, were frequently visited by the participants.

Many people sought information on the EURES services, safe and legal job opportunities, as well as on the living and working conditions, especially in the Scandinavian countries.

No survey was conducted.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

"European Job Days – 2008" in Poznań

The changes that have taken place in the labour market in Poland and other EEA countries resulted in the necessity to change the character of the event from international job fairs to information days. Inviting a larger number of employers and Polish institutions, due to their need to find qualified staff, was necessary and turned out to a perfect tool for promoting the event. The large number of visitors as well as the interest of both local and national media proves that there is a need for a similar event in the future.

A large number of people attending private consultations with a career advisor – a psychologist and of the participants of workshops indicates that there is an increasing need for that kind of services and a broader understanding of job search going beyond job offers. Many people on the labour market feel the need to expand their knowledge of their vocational skills and to gain new skills useful both at work and in personal life. Therefore, such an offer should be included in the subsequent job fairs organised by the labour office.

"European Job Days – 2008" in Kraków

A great interest of the visitors in the proposed endeavours and positive opinions of the invited guests, employers, institutions and organisations from the realm of the labour market, education and training prove that it is worth taking up such activities in the future.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 9 - 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.</i>
Name and N° of the activity:	No 16 – International activities to eliminate bottlenecks on European labour market
Implementing body:	VLO in Poznań, VLO in Wałbrzych, VLO in Białystok, VLO in Kielce, VLO in Lublin, VLO in Łódź, VLO in Opole, VLO in Białystok, VLO in Gdańsk, VLO in Olsztyn, VLO in Rzeszów, VLO in Kraków, VLO in Katowice, VLO in Toruń
Partners:	PES in Spain, Bulgaria, Cyprus, the Netherlands, Ireland, Estonia, Italy, Iceland, Finland, the Czech Republic
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>The objective</u> of the activity was to reduce the imbalances on the EEA labour market by the means of participation of the Polish EURES staff representatives in the events organized abroad, with the application of the “country of origin” financial principle. The events were activities of a following nature:</p> <ul style="list-style-type: none"> - information activities in the form of seminars, workshops and information days; - recruitment activities in the form of job fairs and recruitment projects; - intervention activities in problematic cases connected with recruitment. <p><u>All in all</u>, it was planned that approximately 107 Polish EURES representatives would participate in about 13 international job fairs, about 7 workshops and seminars, about 7 “European Job Days – 2008”, about 3 campaigns for the employers in the framework of European Job Days, about 3 events for employers, about 8 recruitment projects, about 17 information days, about 1 study visit/traineeship, about 1 training, about 1 event regarding cross-border cooperation, about 2 bilateral meetings on the EURES cooperation, about 2 projects concerning work mobility and quality, about 3 meetings on the PES and EURES participation in the cross-border cooperation, about 5 intervention visits.</p> <p>It was expected that approximately 170 persons from Poland would find employment in result of recruitment activities. It is difficult to estimate the number of foreigners who will find jobs in Poland due to their participation in the abovementioned foreign projects.</p> <p><u>Participation</u> in 1 project directed at Polish emigrants in Ireland was also planned. In the framework of this project the following were planned: participation in 5 meetings in Ireland and organization of 1 meeting in Poland (2 days meetings for about 20 participants from Ireland and Poland).</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase and explain possible financial implications:	
<p>Participation of Polish EURES representatives in the events organized abroad depended on inviting Poland to participate in these events. These invitations were being received by Poland during the financial year.</p> <p>The EURES events abroad, in which the Polish EURES staff actively participated, are presented below.</p> <p>Belgium</p> <ul style="list-style-type: none"> • Participation of 1 EURES advisor from VLO in Kielce in the „European Job Fairs/Days” in Brussels on 27 September 2008. The EURES advisor from Poland provided information on, inter alia, possibilities of education, social security systems, raising professional qualifications, living and 	

working conditions as well as on the situation on the local labour market. During the Fair, EURES advisors participated also in workshops entitled „*EURES workshops – Living and Working in Europe*”. The workshops consisted in giving a presentation within the subject area „*Looking for a job in Europe*” regarding the situation on local labour markets. EURES advisor from Poland gave advice to 64 persons interested in work. The event had approximately 2,500 visitors.

- Participation of 1 EURES advisor from the VLO in Lublin in the „*International Contact Days*” in Brussels on 21-22 November 2008. The EURES advisor gave a presentation on living and working conditions in Poland and on the possibility of establishing business activity in Poland. The EURES advisor from Poland gave over 140 advices. In total, the Job Fair was visited by approximately 10,000 visitors. Besides the EURES advisors representing PES, over 60 employers had their stands in the Job Fair.

Bulgaria

- Participation of 1 EURES advisor from the VLO in Lublin in the „*European Job Days*” in Veliko Tarnowo, on 8-9 October 2008. The EURES advisor promoted job offers of Polish employers recruiting employees mainly to work in the sectors of agriculture, construction (4 job offers for 12 vacancies: steel fixer, concreter, interior decorator, 3 vacancies: plasterer, tiller, bricklayer), job offer for a cook (5 vacancies), carer of elderly people (5 vacancies). A presentation was made regarding the situation on the Polish labour market and possibility of employing in Poland employees from Bulgaria. Also, contacts were established with potential employers willing to recruit employees from outside Bulgaria. It is estimated that the attendance amounted to approximately 770 visitors. In response to the promoted job offers, sixteen CVs of Bulgarian citizens were brought from the Fair and handed over to the Polish employers.
- Participation of 1 advisor from the VLO in Poznań in the „*Information Days for Jobseekers*” in Plovdiv, Smolyan and Pazardjik on 24-26 June 2008. The meetings objective was to present the jobseekers from Bulgaria with living and working conditions in Poland as well as the situation on the Polish labour market. The EURES advisor presented specific offers of Polish employers. The job offers were handed over to the EURES advisor from Bulgaria for implementation. During the Information Days, individual consultations with jobseekers were carried out. Promotion and information materials on EURES, living and working conditions as well as taking up employment in Poland were also distributed. Approximately 90 jobseekers participated in the conference in Plovdiv, on the second day in Smolyan approximately 50 and on the third day in Pazardjik approximately 40. Three presentations were made on living and working conditions in Poland.

Czech Republic

The activity has been partially implemented. Two out of four planned activities have not been implemented due to the lack of invitation from the Czech EURES.

- Participation of 1 advisor from the VLO in Opole in the *International Fair „JOB DAYS 2008”* in Prague on 29-31 May 2008. The EURES advisor from Poland promoted job offers for foreigners sent in by the labour offices from the whole of Poland as well as the job offers from the Opolskie Voivodeship which were at the disposal of the VLO in Opole. Information materials available at the stand regarded: EURES services, living and working conditions in Poland, possibility of taking up employment in Poland as well as leaflets for the Czech employers interested in the employees from Poland. Issues raised by the visitors included, inter alia, the possibility of taking up employment and establishing a business activity in Poland, information regarding websites which contain job offers as well as the possibility of real estate purchase and studying at Polish universities. Apart from the exhibition stands, the organizers prepared also presentations given by representatives of employers, universities and PES who participated in the Fair. The Polish stand was visited by approximately 150 people. In total, 27 EURES advisors from different EU countries participated in the Fair. Most people were interested in general information about the possibility of working in Poland, several were interested in conducting business activity. The Fair was also visited by several Poles working in the Czech Republic and people connected with Poland by their studies, families or friends.
- Participation of 1 advisor from the VLO in Katowice in the „*International Job Fair*” in Brno on 7–9 October 2008. The EURES advisor from Poland promoted the offers of Polish employers interested in recruiting employees with the necessary qualifications. The advisor presented information on living

and working conditions in Poland. The presentation discussed situation on the Polish labour market, taking into consideration shortage and surplus occupations. The EURES advisor from Poland participated in a press conference transmitted on-line on the *iDnes* journal website. At the conference, the scope of EURES network activities was presented along with the situation on the Polish labour market. The cross-border partnership EURES-T Beskydy was also described. In total, 12 Polish job offers were presented for at least 40 vacancies for skilled workers from construction sector (plasterer-bricklayer, steel fixer, general construction worker, construction technician and engineer), welders, miners, marketing specialists and a process engineer. 78 exhibitors and EURES advisors from 12 EEA countries participated in the Fair. According to the organizers' estimates the total number of all the visitors, including the *Invex*, *Digitex*, *Interkamera* Fair, amounted to 53,232 people. The Polish EURES stand was visited by approximately 105 people. Approximately 12 persons participated in the workshops on living and working conditions in Poland, while approximately 10 journalists participated in the press conference.

Cyprus

Participation of 1 EURES advisor from the VLO in Poznań in the "5th European Job Fair" in Larnaca in Cyprus on 26-27 February 2009. In total, the Job Fair was visited by 28 Cypriot employers. The Cypriot Employers as well as EURES advisors and managers from the EEA countries participated in the Fair. Each of EURES advisors received a presentation, a film on the EURES services in Cyprus as well as information leaflets and gadgets. The EURES advisor from Poland participated in a seminar where he received information on living and working conditions in Cyprus. The EURES advisor carried out interviews with Cypriot employers who searched for employees, inter alia, to install and maintain elevators in buildings (technicians, electricians, plumbers, mechanics), for hotel services (waiters, cooks, animators), skilled workers specializing in the assembly and repair of cellular mobile telephones subassemblies, dairy workers, nurses, workers for glass treatment in the car windscreen repair and replacement facilities, welders and industrial facility cleaners.

The Cypriot job offers have been distributed and are currently available on the VLO Poznań websites. The EURES advisor visited a Cypriot employer, who presented his activity profile and his experience from the cooperation with EURES, which so far resulted in him employing several dozen employees. All in all, 28 employers and 25 EURES advisors and managers from 16 EU countries participated in the Fair. The Polish stand was visited by 11 employers, who were interested in recruiting employees for 73 vacancies. 16 Cypriot offers were gathered (catering workers, skilled technicians: electricians, mechanics, welders, offset press operators, elevators and cellular telephone service technicians, nurses) during the Fair. Eleven interviews were carried out with Cypriot employers.

Denmark

The activity has not been realized due to the lack of invitation from the Danish EURES.

Estonia

The activity has been partially implemented. One out of two planned activities has not been realized due to the lack of invitation from the Estonian EURES.

Participation of 1 advisor from the VLO in Białystok in "European Job Day 2008" in Tallinn on 26 September 2008. The EURES advisor from Poland provided information on living and working conditions in Poland, situation on the Polish labour market and methods of searching for job in Poland. The offers of Polish employers from the Podlaskie Voivodeship were also distributed. The EURES advisor prepared and gave a presentation on the working and living conditions as well as on the situation on the Polish labour market. Moreover, leaflets, pamphlets and promotion materials presenting the EURES network activity in Poland were distributed. In total, the Fair stands were visited by over 2,000 people and the Polish stand by approximately 150 people. The Fair was attended by employers from 4 countries. The EURES advisor from Poland gave 1 presentation attended by approximately 25 persons.

Finland

The activity was partially implemented. Three out of four planned activities have not been realized due to the verification of the Finnish EURES activities plan and lack of possibility for the Polish EURES advisors to participate in the foreign visits.

- Participation of 1 advisor from the VLO in Warsaw in the *meetings with Finnish employers in Vaasa*,

Jyväskylä and Mariehamn, on 5-9 May 2008. Within the framework of the activity, meetings were carried out with local labour offices in Vaasa, Jyväskylä and Mariehamn in order to exchange information on the local labour markets, as well as with local companies: OPTINOVA (production of medical equipment), Quickly Tvättcentralen Ab company (services for the hotel industry) and KESPET OY (production of insulation systems), including Polish citizens employed in the above mentioned companies. The EURES advisor discussed Poland's economic situation, education system as well as the current situation on the labour market. The meeting was attended by representatives of labour offices, education centres, employers and local media: 25 persons in total. The EURES advisor gave an interview to the local radio on the current situation on the Polish labour market and the aid provided to Poles in regard to the employment in Finland. The acquired information was used in several contacts with persons interested in going to Finland to work. The established contacts with EURES advisors from Finland contributed to the continuation and development of cooperation consisting in information exchange and forwarding the Finnish job offers for Polish citizens for positions such as: metal grinder, steel structure sandblasting operator, ophthalmologist, general practitioner, nurses. Information acquired from the employer suggests that the recruitment resulted in the employment of a metal grinder from Poland. In the framework of the established cooperation, an EURES advisor from Mariehamn participated in the 5th International Job Fair in Warsaw.

- Participation of 1 EURES advisor from Rzeszów in the *Employers Campaign* combined with the "European Job Day, 2008" in Vaasa, Turk and Tampere on 15–19 September 2008. The EURES advisor from Poland visited the Economic Development Centre in Tampere. The participants of the meeting included: local employers from the metal and healthcare sector as well as training institutions, employees of the local labour offices in Vaasa, employees of the local labour offices in Turk, local employers from the construction sector, healthcare and mining sectors as well as representatives of private employment services agencies. The EURES advisor visited the following employers: Wartsila, a manufacturer of marine engines, and CiTec. The EURES advisor participated in the meeting with local press and radio journalists as well as with the head of employers' organization in Vaasa. All of the meetings included a presentation regarding the situation on the Polish labour market. Both EURES advisors and local employers were invited to participate in the 2nd International Job Fair which took place in Rzeszów on 9-10 October 2008. As a result of this activity, a daily economic newspaper was printed in 10,000 copies with an attached article on the Polish labour market.
- Participation of an advisor from the VLO in Lublin in the *meetings with employers in Kuopio and Joensuu* and the representatives of the institutions dealing with the labour market issue on 08-12 September 2008. The EURES advisor gave a presentation on the situation of the Polish labour market and possibilities of recruiting employees from Poland and established contacts with potential Finnish employers willing to employ persons from outside Finland. The EURES advisor participated in a visit in the Labour Office in Kuopio, where he learned about the Office work. The EURES advisor learned about the situation on the local labour market and problems of local employers regarding redundancies in the wood processing sector. The advisor participated in the meeting with a local employer, Lasilinkki Oy, whose activity profile includes decorative glass manufacture. Also, a meeting with employers and representatives of the labour market institutions took place. It regarded the issue of workforce availability in the whole EU. The EURES advisor gave a presentation on the regional labour market and gave an interview to the local economic newspaper published in Joensuu, where he answered questions related to the situation on the Polish labour market.
- Participation of 1 advisor from the VLO in Łódź in the *Job Fair „Tekija 2008/Worker 2008”* in Hameenlinna, a meeting with Finnish PES and *Finnish employers* as well as in a *national seminar* on 27-31 October 2008. The EURES advisor participated in a meeting with the employees of the labour office in Kouvola, gave a presentation on the Polish labour market and provided the local radio and local newspapers with information regarding the situation on the Polish labour market. The EURES advisor visited LCA Engineering Oy and Aptual Oy companies. He also made a presentation "Living and Working Conditions in Poland" directed at students and "Thinking about an Employee from Poland" directed at Finnish employers. The EURES advisor attended a meeting in CIMO, Centre for International Mobility in Helsinki, where he familiarized himself with the programmes implemented by the Centre as well as the services directed at students. The advisor participated in a National Seminar on *Migration and International Employment Services*, gave a presentation for the Finnish PES employees on the situation on Polish labour market and recruitment of Polish employees to work

abroad. All in all, the EURES advisor from Poland participated in meetings with 2 employers, made 4 presentations attended by approximately 200 people and participated in 2 meetings with Finnish PES employees.

Spain

The activity has been partially implemented. One out of three planned activities have not been realized due to the lack of invitation from the Spanish EURES.

- Participation of 1 advisor from the VLO in Poznań in the “8th International Job Fair” in Grenada, on 17-19 April 2008. Polish materials on employment in Poland were promoted on the Polish EURES stand. The Polish EURES stand was visited by Spaniards who have previously studied in Poland on student exchanges, participated in vocational trainings in Poland or intended to take up studies or work in Poland by means of contacts with Polish students studying in Grenada. The stand was visited by several Poles who study or work in Grenada and plan to return to Poland. The EURES advisor delivered a lecture on living and working conditions in Poland as well as on establishing business activity in Poland. The advisor conducted interviews with several Spanish employers on the cooperation in regard to the recruitment process. In total, the Job Fair was attended by approximately 6–8 thousand visitors each day. Interviews with several dozens of people were carried out at the Polish stand. Several persons attended the presentation and 3 persons were in regular contact with the EURES advisor after the Fair. The gathered information suggests that 2 Spaniards were employed in Poland.
- Participation of 2 EURES advisors from VLOs in Warsaw and Poznań in the „9th International Job Fair” in Grenada on 26-28 March 2009. The EURES advisors carried out interviews and consultations with visitors to the Polish stand. The job offers of Polish employers were promoted; those of greatest interest included: electronic engineer – radio frequency specialist and computer games tester. As in the previous edition of the fair, the Polish EURES stand was visited by Spaniards who have previously studied in Poland on student exchanges, participated in vocational trainings in Poland or intended to take up studies or work in Poland by means of contacts with Polish students studying in Grenada. The EURES advisors delivered a lecture on living and working conditions in Poland, including Wielkopolskie and Mazowieckie Voivodeships, as well as establishing business activity in Poland. In total, the Fair was attended by 45 exhibitors and approximately 14 thousand people.

The Netherlands

The activity has been partially implemented. Two out of four planned activities have not been realized due to the lack of invitation from the Dutch EURES and due to lack of possibility for the Polish EURES advisors to participate in the foreign visits.

- Participation of 2 EURES advisors from VLOs in Wałbrzych and Jelenia Góra in a two-day *meeting with Dutch employers* on 10-13 December 2008. EURES advisors from Poland participated in a meeting with a Dutch employer from the agricultural sector (preparation and selling of the raspberry and strawberry grafts and shrubs), which was combined with a visit in greenhouse and employees premises. EURES advisors visited a workers’ hostel in order to discuss employees’ social and housing conditions. They also attended a meeting with the Dutch employer from the agricultural and horticultural sector (roses planter) which was combined with the visit of the workplaces. The issues discussed included: working conditions, demand for seasonal workers and employer’s experience with employees from Poland. 2 vacancies were offered. EURES advisors met with the Dutch EURES advisor in CWI in Leiden. They familiarized themselves with the customer service office and discussed cooperation in regard to the recruitment for Dutch employers from the horticultural and hotel sector as well as on-line recruitment. In total, 2 meetings were carried out with Dutch employers, which were attended by 3 EURES advisors (1 from the Netherlands and 2 from Poland). A proposition was put forward regarding the employment of 22 seasonal workers from Poland in the horticultural sector and a greenhouse. The following have been established: a profile of a seasonal employee from Poland, conditions and methods of seasonal employees’ recruitment as well as the conditions of employees’ work and accommodation.
- Participation of 2 advisors from the VLO in Białystok and the VLO in Opole in “12th Emigration Fair” in Nieuwegein on 7-8 March 2009. EURES advisors from Poland provided information on the possibility of taking up work and studies in Poland, situation on the Polish labour market, social security system and working and living conditions in Poland. In total, the Fair stands were visited by

over 10,470 people (citizens of the Netherlands – 79%, Belgium – 12%, Germany – 9%) and the Polish stand by approximately 150 persons. The number of exhibitors from various countries amounted to 178; the Fair was attended by EURES advisors from 14 EU countries. EURES advisors from Poland gave 2 presentations, which were attended by 52 participants.

Ireland

The activity has been partially implemented. Six out of ten planned activities have not been realized due to lack of invitation to participate from the Irish EURES as well as EC guidelines on limiting foreign trips and choosing the most effective projects.

- Participation of 1 advisor from the VLO in Lublin in the Information Days “*FAS Jobs Munster 2008*” on 17-20 April 2008 in Cork. The EURES advisor from Poland informed jobseekers about the Polish Labour Offices services, promoted Polish job offers from the Lubelskie Voivodeship, which were received from the regional PLO, indicated possible sources of job offers and provided information on the rules of coordinating social security system. All in all, approximately 200 people were provided with advice and 50% of them were people, who found about the possibility of transferring to Poland the unemployment benefit granted by Ireland. Approximately 50 persons familiarized themselves with job offers of employers from Lubelskie Voivodeship.
- Participation of 1 advisor from the VLO in Gdańsk in the “*International Job Fair*” in Bundoran on 16 October 2008. The EURES advisor from Poland offered vacancies in Pomeranian companies, especially in such occupations as: drivers in international transport, construction manager/construction engineer, manager of steel construction manufacture, plasterer, painter, drywall installer, database analyst, market analyst, junior market analyst, SAP consultant, IT specialist – PHP programmer, assistant store manager, administrative employee, marketing sales manager, cook, etc. Participants of the Fair were provided with information on living and working conditions in Poland. In total, the Job Fair was visited by approximately 1,000 jobseekers. Over 20 exhibitors participated in the Fair. The EURES advisor presented 18 Polish job offers from 13 Pomeranian companies.
- Participation of 2 advisors from the VLOs in Gdańsk and Białystok in the “*International Job Fair in Dublin*” on 27-29 March 2009. The advisors distributed job offers and handed out leaflets, pamphlets and promotion materials. The EURES advisors from VLOs in Gdańsk and Białystok provided information on the possibility of taking up work and studies in Poland, situation on the Polish labour market, social security system, working and living conditions in Poland and the Poland’s economic situation in the light of the global crisis. In total, approximately 600 jobseekers visited the Fair and 19 representatives from 13 EU countries participated in them. 40 job offers on 48 vacancies were presented by Poland.
- Participation of 1 advisor from the VLO in Rzeszów in a meeting initiating the “*Dialog*” project in Dublin on 31 October 2008. The meeting aimed to establish a common ground for the identification of problems concerning migrants from the EEA countries working in Ireland and to create a cooperation network for the institutions providing aid to migrants. The meeting was attended by the EURES advisors from Ireland, Poland, Latvia, Lithuania, Romania and Slovakia and representatives of the following institutions: Polish embassy in Dublin, Immigrant Council of Ireland, NERA, Citizens Information Board, Crosscare Migrant Project, The Migrant Rights Centre Ireland and SIPTU. Participants of the meeting shared their experiences in terms of cooperation and aiding migrants; the major problems concerning this group of employees were also identified. It has been established that the said problems constitute a basis for further development of the Dialog project and at least some of them might be solved under the project cooperation. 15 representatives of institutions and organizations supporting migrants (including 5 EURES advisors) participated in the meeting. The following practical results of the cooperation under the project were established during the meeting: creation of the Dialog project website (the website would include links to all the partners’ websites, information on the common initiatives and a section of FAQs); invitation of all the project partners to the next “*Open Information Day for Migrant Workers*” organized by FAS; increased promotion of *Language Line*; cooperation regarding the preparation of materials and pamphlets for migrants in order to avoid repetitive publications. The part of the project planned for the implementation in Poland in form of the project partners’ meeting has not been realized since there was no need for such action.

Iceland

- Participation of 1 EURES advisor from the VLO in Warsaw in the *seminar on mobility* in Reykjavik combined with a *visit to Icelandic employers* from 28 May to 1 June 2008. The EURES advisor participated in the seminar on job mobility: “*Fighting for Workforce – Future Trends on the European Labour Market*”. Information presented during the seminar concerned, inter alia, the Icelandic labour market, demand for professionals in Iceland, the forecasted situation on Norwegian labour market and the situation on Danish labour market – recruitment and project plans. The EURES advisor participated in the workshops with an aim to discuss the possibilities and problems in respect of qualified staff recruitment in the EU/EEA countries. Additionally, the advisor visited the companies Kaffitár (food and foodservices sector) and Dmm lausnir (IT sector). The visits were aimed at gathering information on activities and recruitment rules of the companies. The EURES advisor also established contact with a Polish employer of the Icelandic labour office. As a result, cooperation has been established, which enabled a quick information flow, necessary for migrants and persons returning from Iceland to Poland.
- Participation of 2 advisors from VLOs in Rzeszów and Łódź in the “*European Job Fair for the Construction Sector*” in Reykjavik on 21-22 November 2008. During the Job Fair, the EURES advisors presented job vacancies offered by Polish companies from the construction sector in specific occupations: general construction worker, plasterer, roofer, carpenter, water and sewerage pipeline fitter, plumber, bricklayer assistant, construction painter. Due to the great interest of Polish construction workers staying in Iceland, EURES advisors distributed all the current job offers registered in the PLO and available on the website www.epuls.praca.gov.pl. They presented the methods of effective job seeking in Poland via Internet by means of popular portals with job offers as well as provided information on the economic situation on labour market of the selected voivodeships in Poland. They presented information on living and working conditions in Poland as well as the tendencies on the construction services market in Poland. They also distributed information materials, inter alia, pamphlet on the “*Living and Working Conditions in Poland*”, leaflets on EURES. The EURES advisor from the VLO in Łódź gave an interview to the Icelandic media (Icelandic television RUV1) and a local newspaper. In total, the Fair was attended by approximately 50 representatives from 9 EEA countries. The employers and EURES advisors participating in the Job Fair had several thousand job offers in numerous occupations of the construction sector. The Job Fair was visited by approximately 2,4 thousand jobseekers. Among them, Poles were a significant group (approximately 500 persons). Those interested in working in Poland were mainly men from 20 to 60 years of age, engineers experienced in their profession or skilled professionals – carpenters, roofers, bricklayers, fitters, painters, steel fixers, etc. In total, the EURES advisor from the VLO in Łódź presented approximately 25 job offers from the construction sector of the Łódzkie Voivodeship for approximately 40 vacancies offered by the companies of this voivodeship. 48 of the presented vacancies were from the Podkarpackie Voivodeship.

Lithuania

The activity has been implemented as part of the activity No 17 “*Strong support for development of cross-border labour markets*” and funded from the activity no 17 budget.

Latvia

The activity has not been implemented due to the lack of invitation from the Latvian EURES.

Germany

The activity has been partially implemented. Four out of six planned activities have not been implemented due to the lack of invitation from the German EURES.

- Participation of 1 advisor from the VLO in Katowice in the “*Career Fair*” in Dresden on 30 January 2009. The Fair was directed mainly at students and graduates interested in the possibility of a career in the cross-border region. The EURES advisor discussed the situation on the national and voivodeship labour market, including shortage and surplus occupations, unemployment rate and structure as well as tasks of Polish PES. The advisor presented conditions for applying for the benefits in Poland as well as methods of applying for a job in Poland. In total, 41 exhibitors participated in the Fair and 20 persons attended workshops.
- Participation of 1 advisor from the VLO in Łódź in the “*European Job Days EURECA*” in Berlin on 30

September 2008. The EURES advisor promoted several dozens of job offers, mainly from the Łódzkie Voivodeship (most frequently from the construction sector), distributed information materials on living and working conditions in Poland, leaflets on EURES as well as leaflets on preparing application documents in Poland and preparing oneself for a job interview. In total, the Fair was attended by approximately 100 representatives from 15 EEA countries and Canada. All in all, the EURES advisor presented approximately 30 job offers from the Łódzkie Voivodeship. The Fair was visited by ca. 1,000 jobseekers. The Polish stand was visited by approximately 30 people. The Polish EURES advisor was asked about opening a property development company in Poland, general situation on the Polish labour market, job seeking in Poland (sales engineer, translator, IT specialist, career counsellor, social worker, carer of elderly people, doctor, marketing graduate, chemist, geologist, lawyer, locksmith, foundryman), shortage occupations in Poland and recruiting employees in Poland by a foreign job agency. Half of the visitors came from Germany, the other half from Poland.

Norway

The activity has not been implemented due to the lack of invitation from the Norwegian EURES.

Portugal

The activity has not been implemented due to lack of invitation from the Portuguese EURES.

Romania

The activity has not been implemented. It was decided that Polish EURES should not participate in the event due to low effectiveness of the Polish visit to Romania.

Slovakia

The activity was not implemented as part of activity No 17. Unimplemented activities were cross-border in nature and partially funded from a separate EURES grant for EURES T Beskydy, implemented as part of activity No 17 "*Strong support for development of cross-border labour markets*" and funded from the budget of activity No 17.

Slovenia

The activity has not been implemented in cooperation with Slovenia due to too high participation costs of the Polish EURES advisor at the Job Fair in Slovenia as compared to the expected results of the activity. However, upon the consent of the EURESCO, the cooperating country was changed and an identical activity conducted in cooperation with EURES in Slovakia.

One EURES advisor from the VLO in Katowice participated in the "*International Job Fair*" in Bratislava on 17 March 2009. The EURES advisor from Poland provided information to persons interested in taking up studies, work, or starting a business in Poland. Brochures on "*Living and working conditions in Poland*", leaflets about EURES (*EURES – "Your job in Europe"*, "*EURES is a good advisor*", "*EURES – your job in Poland*"), brochures and leaflets on launching a business activity, and regional information guides were all promoted. The EURES advisor presented 11 job offers from Poland for positions such as commercial agent, cook and English teacher. The advisor delivered a presentation on living and working conditions, including registration and residence procedures for EEA citizens in Poland, as well as on the methods of looking for work and accommodation, basic provisions of the labour law and information on the situation on the Polish labour market (while taking into account shortage and surplus occupations). Issues related to the Polish taxation system, social and health insurance and living costs were also discussed. In total, 40 exhibitors from 17 EEA countries participated in the Fair, and they presented approx. 1,250 job offers. Approximately 1,450 visitors attended the Fair. The Polish stand was visited by approximately 80 visitors. Approximately 15 visitors attended the presentation on living and working conditions in Poland.

Switzerland

The activity has not been implemented as the Polish EURES advisor could not participate.

Sweden

One EURES advisor from the VLO in Gdansk participated in a seminar entitled "*Living and Working in Bottleneck Professions in Sweden*" in Göteborg on 26–28 May 2008. The seminar was organised for EURES advisors from EEA countries, responsible for the preparation of information on living and working conditions

in Sweden. Experts from various fields were also invited to participate in the meeting. They presented the economic situation on the Swedish labour market, shortages and surpluses in individual vocational sectors, the taxation system, the situation of the health care system, education and the coordination of social security schemes. In total, 15 EURES advisors from selected EEA countries participated in the seminar.

Hungary

The activity was not implemented in cooperation with Hungary due to the lack of invitation from the Hungarian EURES. However, upon consent of the EURESCO, the cooperating country was changed and an identical activity conducted in cooperation with EURES in Netherlands.

One EURES advisor from the VLO in Walbrzych participated in a two-day seminar entitled "*Development of Strategies and Vision of Eures in 2010-2013*" in Middelburg on 3–6 February 2009. The EURES advisor participated in a discussion forum on the future and scope of the EURES-T. In total, 43 persons from 4 countries (Germany, Belgium, Netherlands and Poland) participated in the seminar. The EURES advisor met with the representatives of the EURES-T Scheldemond partnership. At the meeting, planned joint projects under the EURES were discussed, as well as a project under the Leonardo da Vinci programme, to which the VLO will be a partner. A meeting with Belgian EURES was held during the visit in Middelburg in the Netherlands. Current relations between EURES in Poland and Belgium were discussed, as well as the situation on the Belgian labour market and the possibility of joint recruitment projects.

United Kingdom

The activity has not been implemented due to the lack of invitation from the British EURES.

Italy

One EURES advisor from the VLO in Lublin participated in "*European Job Fairs*" in Sardinia on 13–14 March 2009. The EURES advisor from Poland offered information on the current situation on the Polish labour market, the possibility of finding employment, living conditions and aspects related to staying in Poland. He also promoted job offers submitted by domestic employers interested in employing EEA citizens, including one job offer addressed to Italian citizens. In total, approx. 85 persons visited the Polish stand. More than half of the visitors were interested in finding employment in other countries, 38 of whom were interested in finding employment in Poland. The majority of them were students who chose Poland for their student exchange programme and people employed by the Fiat car factory who were offered a change in their place of work. Approximately 30 persons attended 2 presentations on living and working conditions in Poland. Contacts were established with 3 Italian employers willing to offer employment in the hotel industry and catering.

Selected EEA countries

Apart from the above mentioned projects, recruitment projects were also carried out that could not have been planned at the time the application for the EURES 2008/2009 grant was prepared. Therefore, they had to be grouped in projects without naming individual countries. Such formulation of the description of the action in the contract for the EURES 2008/2009 grant enabled the following activities to be implemented.

4 out of 5 planned recruitment projects were carried out.

Ireland

- Two advisors from the VLOs in Gdansk and Olsztyn participated in the "*International Job Fair for the Construction Sector*" in Dublin on 13–14 June 2008. Polish EURES advisors promoted job offers from Polish firms in the construction sector in the following occupations: bricklayer, steel fixer, plasterer, carpenter, façade fitter, steel fitter, interior decorator specialist, vertical and horizontal insulation specialist, building foreman, construction manager, construction engineer. They distributed information materials, such as brochures on "*Living and working conditions in Poland*", leaflets on the EURES network, as well as multimedia discs on Pomorskie Voivodeship, information brochures "*Pomorskie in Numbers*" and "*Surpluses and Shortages on the Labour Market in Warmińsko-Mazurskie*". More than 2 thousand jobseekers attended the Fair, both Polish and Irish citizens. 20 representatives from 9 EU countries participated, including 18 employers. Approximately 30 job adverts for over 200 vacancies were presented by the EURES advisor from the VLO in Gdansk. Employers and EURES advisors participating in the Job Fair presented several thousand job offers for various occupations in the construction sector. EURES advisors gave interviews to Irish media (Radio RFI, portal www.constructionjobs.ie), media of the expatriate Polish community (Nasz Głos, Evening

Herald) and Polish media (Gazeta Wyborcza). After returning, several individuals from Ireland who wanted to find employment in Poland and a few small construction firms who wanted to establish cooperation with Polish firms as subcontractors contacted the EURES advisors. Employment for four Irish roofers was actively sought for. The Irish received 5 job offers from Poland. Polish employers pledged to provide accommodation and logistic assistance in their first few months in Poland. Employment arrangements were not finalised because of unrealistic financial expectations from the Irish.

- Two advisors from VLOs in Lodz and Gdansk participated in the “*International Job Fair for the Construction Sector*” that took place in Cork on 12–13 September 2009. The EURES advisors from Poland presented approx. 70 job adverts from Poland for over 100 vacancies in the construction sector in individual trades: mason, plasterer, general construction worker (insulation), bricklayer, painter, carpenter, roofer and grinder. The visitors were also informed about labour force shortages in this sector and conditions offered by Polish employers. In view of great interest shown by the Polish construction workers, the EURES advisor from the VLO in Lodz also gave information about all current job offers registered at PLO and those available on the Internet website www.epuls.praca.gov.pl, and showed how to effectively look for work in Poland using popular job websites. Overall, the employers and EURES advisors participating in the Job Fair had a few thousand job offers for various occupations in the construction sector. The EURES advisors promoted Internet websites of the EURES network and informed about the economic situation on the Polish labour markets in selected voivodeships, living and working conditions in Poland and trends in the construction sector services. Brochures on “*Living and working conditions in Poland*” and leaflets on the EURES network were distributed. The EURES advisors gave an interview to the Irish media (Polska Gazeta). In total, approximately 600 persons visited the fair stands, and the Polish stand was visited by approx. 200 persons. In total, 40 job adverts from Poland were presented for a total of 48 vacancies. Job offers from the Pomorskie Voivodeship were, for example, for: panel beaters and car sprayers, drivers, locksmiths, forwarding agents, machine operators, traders, building inspectors, property maintenance inspectors and accountants.
- Four EURES advisors from VLOs in Lodz, Katowice, Gdansk and Cracow participated in “*DELL employees open days*” in Limerick on 27-28 February 2009. The event was targeted exclusively at Polish workers because of the current crisis and planned collective redundancies of the Polish workers. The aim of the event was to help Polish workers by presenting them with working conditions and possibilities of self-employment in Poland. The EURES advisors distributed information materials, including brochures on “*Living and working conditions in Poland*”, EURES leaflets, brochures and leaflets on launching a business activity and information guides for jobseekers prepared by the Centre for Information and Career Planning at the VLO in Lodz, regional guides on individual voivodeships, including the Łódzkie Voivodeship: multimedia discs about Łódzkie Voivodeship prepared by the Office of the Marshal, information brochures “*Łódzkie in numbers*”, information about investments in Łódzkie Voivodeship, as well as EURES business cards for the unemployed. In total, 82 persons attended the event, including 10 from Łódzkie Voivodeship, and received individual consultations with the Polish EURES advisors and the representatives of the Polish Agency for Enterprise Development, which provided information on conducting business activities in Poland. Some of the participants were interested in information on launching a business activity in Ireland and providing services in the EU. The information gathered from the attendees shows that Polish workers in Ireland who are at risk of redundancy in the nearest future declare their intention to return to Poland. However, in the majority of cases they have not set a date of return.

United Kingdom

Two EURES advisors from VLOs in Cracow and Wroclaw participated in the “*European Job Day*” in Liverpool on 30 September 2008. The aim of the event was to provide British jobseekers with information about job opportunities, living and working conditions in EEA countries, and to raise awareness in respect of services provided by the EURES network and to increase workers’ mobility, especially among young people with higher education qualifications. The Polish EURES advisors ran an information stand, provided advice on employment opportunities in Poland and promoted job offers from Polish employers.

In total, 48 job adverts from Dolnośląskie Voivodeship were presented, for a total of 298 vacancies in:

- construction occupations (concrete steel fixer, paver, carpenter, roofer, tiler, plumber, insulation specialist,

building conservator, painter/paperhanger, scaffolding erector, bricklayer/plasterer, geodesist, paver helper, bricklayer helper, floor-layer, construction worker, construction disassembly worker, steel fixer);

- mechanical trades (automatics engineer, machine construction engineer, production engineer, technical engineer, traffic maintenance department manager, designer/draftsman, mechanic, lorry mechanic, locksmith);

- and other (quality inspector, beautician, car sprayer, nursery teacher, room attendant, upholsterer helper, materials management department worker, verification and inputting orders specialist, welder, seamstress, upholsterer, tractor/harvester operator, lecturer).

Moreover, the EURES advisors presented 27 job offers for 52 vacancies from other regions in Poland, from Wielkopolskie and Małopolskie Voivodeships, for the following positions: production line operator assistant, construction engineer, construction master, architect, C+E driver, bricklayer, locksmith, welder, CO² welder, geodesist, trade specialist, construction manager to outside sewage system works, outside sewage system installer, panel beater, poultry slaughter production line worker, refrigeration engineer, furniture upholsterer, joiner, technical department manager, driver, car sprayer, car mechanic, scaffolding erector, steel welder, transport specialist, sales representative, tool locksmith, wireman. Jobs offered by the Polish employers were mainly targeted at Poles wishing to return to Poland.

The Polish stand was visited by approximately 50 persons, including 10 Polish immigrants. The British who visited the stand were mainly young people. Poles who visited the stand were between 25 and 40 years old and looking for work in other EEA states (most often in Scandinavian countries, mainly Norway, and in Spain). Approximately 30 brochures „*Living and working conditions in Poland*” and leaflets on methods of looking for work in Poland were distributed during the event. A video was recorded to promote the European *Job Day — 2008* organised in Małopolska by the VLO in Cracow and will be used to create a documentary on EURES services.

Scheduled **inspections** to the foreign employers were not carried out since no complaints were received from aggrieved workers.

Beneficiaries of the activity:

Jobseekers, unemployed persons, employers from the EEA, Polish employers, students and graduates, persons looking to start their own business, PES from the EEA, Polish citizens in the EEA, persons interested in returning to Poland, Polish workers employed in EEA countries and at risk of redundancy or already redundant.

Results of the activity — name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The implementation of the projects succeeded in establishing extensive cooperation with EURES personnel and employers from the EEA and Poland which may bring about a large number of projects related to Polish citizens taking up employment abroad and the EEA citizens in Poland. Within the activity mainly job offers from Polish employers were promoted and taking up employment in Poland was encouraged.

Quantitative results

In total, 44 business trips were made (the given number is the number of travels — one EURES advisor could participate in a few events during a year) by the EURES network representatives in order to participate in the following events outside Poland:

- 15 international job fairs,
- 3 seminars,
- 5 European Job Days – 2008,
- 5 campaigns and events for foreign employers,
- 4 information days,

- 1 cross-border activity (EU cross-border regions),
- 1 project for Polish immigrants in Ireland “Dialog”.

EURES personnel from Poland delivered approx. 30 presentations abroad and provided information on living and working conditions in Poland to approx. 2,000 foreign jobseekers and Polish immigrants.

Within the activity it was possible to obtain:

- approx. 55 job offers (vacancies) from employers in EEA countries,
- approx. 340 job offers (vacancies) from Polish employers for foreigners and Polish immigrants looking for work in Poland,
- approx. 83 CVs of foreigners who submitted job applications in response to job offers from Polish employers,
- approx. 58 CVs of Poles who submitted job applications in response to job offers from foreign employers.

Since there was no feedback from foreign and Polish employers it is difficult to estimate the precise number of Poles who found employment abroad and foreigners who found employment in Poland.

The majority of objectives and expected outputs have been reached.

Not all of the planned activities were implemented because of the absence of invitations from EURES in other EU/EEA countries, in turn caused by the lack of implementation of the activity in the respective countries or the absence of an invitation for Polish representatives to participate in their hosted events. This might have been influenced by the economic crisis, which led to a decrease in the number of available job offers and waning interest of employers in recruiting new workers.

Evaluation of the activity — describe how the activity has been evaluated:

The activity was conducive to establishing cooperation between the Polish EURES personnel and employers from the EEA that may result in joint recruitment projects in the future. An increased interest in EURES services could also be observed. This will result in more effective recruitment activities aimed at balancing future surpluses and shortages on the EEA labour markets.

Polish EURES personnel was able to obtain valuable information on foreign labour markets. Foreign employers expressed their positive opinions on EURES in Poland. It can be thus assumed that recruitment projects will be continued in the future.

Meetings of the Polish EURES personnel with foreign employers were evaluated as highly effective as they allowed to recognise their needs, establish recruitment conditions and guarantee maximum information on the job offers to future employees.

Foreign visits have contributed to establishing or enhancing cooperation.

An increased interest in taking up employment in Poland was observed during the job fairs. Information provided by the Polish EURES personnel in the form of presentations or advice aroused significant interest among the citizens of EEA countries. This manifested itself in the high number of distributed information materials and requests for advice.

At the *Fair in Cyprus* reservations were caused only by the quality of the job offers prepared by the employers since in the majority of cases remuneration offered was close to the minimum (approx. EUR 800 gross) and accommodation costs could be as much as 50% of the offered gross remuneration.

At the *Fair in Czech Republic*, Polish stand was not as popular with visitors as Norwegian, British or German stands, for example, but much more popular than Slovak or Romanian. Visitors enquiring about employment opportunities in Poland appreciated the language proximity but at the same time were not interested in taking up employment because of low remuneration offered by the Polish employers. Among the jobseekers the main group was university graduates, without or with little work experience, while Polish employers targeted qualified workers. It is worth considering to introduce a method of counting the actual number of visitors to Job Fairs, since the number of attendees was given together with the number of visitors to other fairs, such as *Invex*, *Digitex*, *Interkamera* that were organised simultaneously.

The eager participation in the meeting with EURES advisors from Poland noted among Poles living in Ireland at the *meeting with the Polish DELL workers in Ireland* suggests this type of event should be organised more frequently. Questions asked by the immigrants indicate that there is a great demand for specific information and direction, mainly on setting up own business in individual regions of Poland, as well as methods and possibilities of applying for grants for setting up own business. This type of event could also be organised in other EU states in which many Polish immigrants have settled.

Numerous interviews with the visitors at the *Job Fair in Iceland* showed that organising job fairs in Iceland, especially taken into account the financial crisis, was of deep meaning and was awaited by Polish immigrants that had lost their jobs and considered returning to Poland.

The majority of visitors to the Polish stand at the *Fair in Germany* were young people interested in taking up employment in Poland either because of personal reasons, previous job experience or an interest in Poland, its culture and language. However, it turned out that a lack of knowledge of Polish was most frequently the main barrier.

Information received from the Polish citizens visiting the *Fair in the United Kingdom* allowed for a conclusion that they do not consider returning to Poland. They notice that there are fewer employment opportunities and it is difficult to maintain a job in the UK, mainly because of the economic slowdown, however, they would rather take up employment in an EU country other than Poland. As a result, they were not interested in leaving their CVs with the EURES advisor so that they could be forwarded to employers in Poland. Another reason given as an explanation for the low interest in Polish job offers was the remuneration offered, which was described as unattractive. In most offers presented by the EURES advisor the remuneration oscillated between PLN 1,126 and PLN 3,000 gross.

Each trip has been described in detail in a report. However, the actual evaluation of the stages of the trip should be made by their organisers, that is EURES in EEA countries.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Polish EURES personnel should continue their participation in international job fairs, information days and meetings with foreign employers as these are opportunities to establish direct cooperation with foreign employers, which in turn translate into:

- job offers for the Polish unemployed and jobseekers,
- possibility of offering employment to foreign workers with qualifications sought after by Polish employers.

The knowledge of foreign labour markets and the operation of EURES gathered during visits is mirrored in the quality and reliability of information disseminated among Polish jobseekers interested in taking up employment abroad.

The *Fair in Bulgaria* showed that in this country nothing is known about living and working conditions or taking up employment in Poland. Participation of the PES representative from Poland was described as necessary. Poland is perceived as attractive by immigrants from Bulgaria, thus it is worth promoting knowledge about it. Employers from the Lubelskie region who received CVs from the Bulgarians were of the opinion that the candidates were appropriately selected.

The European *Job Fair on Cyprus* can be described as a well-prepared event, mainly because of its nature, since the visitors were employers. Another important aspect was that upon registering to participate in the event, employers had their job offers, previously registered at the EURES website, with them, which helped the EURES personnel when discussing the employers' expectations.

The *Fair in Spain* showed that the Spanish are ever more interested in working and studying Poland. This is why participation of the Polish EURES personnel in future job fairs in Grenada seems to be well-justified. The *Fair in Ireland* was organised in the time of crisis in the construction sector, when collective redundancies were common. In the opinion of Polish visitors to the fairs, the possibility of acquiring information in Polish and from a Polish civil servant representing Polish PES was extremely important. The situation of Poles in Ireland is worsening, many of them lost their jobs, especially in the construction sector. Either they are looking for work or want to participate in free courses organised by the FAS in order to acquire a new profession. All of them

declare they intend to return to Poland, but only 10% can give an approximate date of return. Poles abroad know very little, and in some cases nothing, about the coordination of social security systems, E series forms, and rights and obligation resulting from undertaking employment in a country other than Poland. Despite living in Ireland, ca. 50% of them do not speak English. Therefore, this type of events could also be organised in other EU states in which many Polish immigrants have settled.

Project "Dialog" in Ireland: participants of the meeting agreed that the project should be continued. However, in order to increase the effectiveness of such meetings, the representatives of the institutions not represented at the first meeting should also participate in them (for example, representatives of the embassies of Latvia, Slovakia and Lithuania, as well as Irish Ministry of Social Affairs). Partners to the Project should concentrate at developing practical solutions, which would be a visible manifestation of the cooperation between the institutions involved. All partners need to ensure that the partners and institutions cooperating in their countries at the national and regional level know about the objectives of the project *Dialog*.

The *Fair in Iceland* was organised during financial crisis when many workers, mainly from the construction sector, were losing their jobs. Therefore, participation of EURES advisors from Poland who presented job offers and offered knowledge on living and working conditions in Poland, and who know the situation on the Polish and local labour markets was well-justified and should be continued next time a similar event is organised (unless the economic situation in Poland worsens significantly).

The information gathered during the *Fair in Slovakia* from the visitors interested in taking up employment in Poland shows that people looking for work in Poland are most often young persons, university graduates without work experience and people with secondary vocational education looking for work in industry or construction sectors. Those interested in taking up employment in Poland were also citizens of regions adjacent to Śląskie and Małopolskie Voivodeships, who worked for Polish employers before.

Participation in the *Job Fair in Italy* showed that despite global economic crisis, employers from the United Kingdom, Czech Republic, Norway, France and even Spain (with a higher unemployment rate than Poland) still have vacancies to offer. The number of people interested in moving to Poland was a surprise. It was definitely higher in comparison with the previous job fair in Cagliari in 2008. It proved a good practice to prepare a list of Italian firms and chambers of commerce and industry operating in Poland bringing together Italian firms and Polish firms with Italian capital. It seems to be one of the most basic methods of looking for work for people who cannot speak Polish.

At the *Fair in the UK*, young Brits enquired mainly about employment opportunities in Poland, including office work and jobs in construction. They could not speak Polish and had no professional qualifications. The interviewed Polish immigrants were interested in the current employment situation in Poland and wanted to know the chances of finding a well-paid job there, but the majority of them declared that they wanted to look for work in a country other than the UK or Poland.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>N° 10 – 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 'newer' EU Member States, or between 'older' and 'newer' Member States.</i>
Name and N° of the activity:	No 17 – Strong support for development of cross-border labour markets
Implementing body:	VLO in Zielona Góra, VLO in Kraków, VLO in Opole, VLO in Rzeszów, VLO in Białystok, VLO in Katowice, VLO in Szczecin
Partners:	ZAV, DGB, KOWA, EURES advisors from Germany and Lithuania, PLOs from the cross-border region, Sprewa-Nysa-Bóbr Euroregion, ACOs, VLCs, Social Integration Centre in Zielona Góra, University of Zielona Góra, Labour Offices in Stará Ľubovňa, Bardejov, Poprad, Kežmarok, Opole University, regional and local media
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>The objective</u> of the activity was to stimulate cross-border mobility and reduce employee mobility obstacles in the cross-border regions between Poland and Germany, the Czech Republic, Slovakia and Lithuania through regular meetings of representatives of Public Employment Services (PES), social partners and other labour market organisations and institutions.</p> <p>Furthermore, the activities were also aimed at exchanging up-to-date information about living and working conditions and the situation on cross-border labour markets, including information on shortage and surplus occupations.</p> <p>The following activities were planned to be implemented in 7 voivodeships bordering the EU Member States:</p> <p>Lubuskie Voivodeship:</p> <p>Project 1 – Forms of assistance for jobseekers on both sides of the Polish-German border.</p> <p>It was planned to organise about 2 meetings with the participation of the German side and about 2 visits to Germany, in order to meet in institutions providing the unemployed jobseekers with assistance in finding employment.</p> <p>Project 2 – First job abroad.</p> <p>It was planned to organise 1 conference about the possibility of undergoing training during study and the possibility of finding employment after graduating, aimed at pupils, students, graduates of schools and institutions of higher education, along with inviting representatives of competent institutions responsible for mobility in the cross-border region between Poland and Germany and German employers offering pupils and students traineeships or employment at their workplaces.</p> <p>Project 3 – Analysis of the labour market in the cross-border region between Poland and Germany after Poland's accession to the EU.</p> <p>It was planned to organise about 4 meetings with German partners, aimed at examining, discussing and preparing an analysis of the labour market on both sides of the border in the period after Poland's accession to the EU, with a special emphasis on shortage and surplus occupations in the cross-border region, including the preparation and dissemination of results of the analysis.</p> <p>Małopolskie Voivodeship:</p>	

Project 1 – Information activities for jobseekers and employers in the cross-border region between Poland and Slovakia.

It was planned to prepare, update and disseminate information on vacancies, including shortage and surplus occupations, information on vocational training offer on both sides of the border, as well as information about the living and working conditions in the cross-border region between Poland and Slovakia.

Project 2 – Cooperation with employers, institutions of the business environment and organisations of social partners in the area of employee mobility.

It was planned to organise about 2 meetings with the unemployed and jobseekers – residents of border gminas – addressing the issues of the living and working conditions and possibilities of employment in Slovakia, and 1 meeting with employers of the Nowosądecki and Gorlicki cross-border regions.

In order to appropriately implement the above mentioned projects, it was planned to organise meetings between Polish and Slovakian partners and employees involved in the implementation of EURES cross-border activities.

Opolskie Voivodeship:

Project 1 – International Job Fairs in the cross-border region between Poland and the Czech Republic.

It was planned to organise International Job Fairs in Nysa for jobseekers (Polish citizens), with the participation of employers for the Czech Republic and EURES advisors from the Czech Republic.

Podkarpackie Voivodeship

Project 1 – Information activities aimed at jobseekers and employers in cross-border regions.

It was planned to prepare and publish an information leaflet and to conduct an information campaign in the regional and local media in the form of press articles, radio broadcasts and advertising spots. Information activities were supposed to address the issues related to EURES services, the possibility of undertaking employment in the cross-border region between Poland and Slovakia, and the situation on the cross-border labour market of the Podkarpackie Voivodeship and Slovakia.

Project 2 – Development of cross-border cooperation on the basis of joint projects implemented by the employment services of the cross-border regions and their partners on the labour market.

It was planned to extend the sub-site of the website of the VLO in Rzeszów, devoted to the cross-border cooperation, to include information on the living and working conditions in Poland, with a Slovak language version, as well as to prepare information materials promoting the website.

Podlaskie Voivodeship

Project 1 – Cross-border cooperation between Poland and Lithuania.

It was planned that an EURES advisor from the Podlaskie Voivodeship would participate in about 4 conferences for the Lithuanian employers, devoted to the Bulgarian, Romanian, Latvian and Polish labour markets, and to the shortage and surplus occupations. Meetings with employers will take place in 4 towns in Lithuania, such as Alytus and Klaipėda. 1 study visit to the Podlaskie Voivodeship, with the participation of 2 EURES advisors and 2 EURES line managers from Lithuania, was planned.

Project 2 – Conference on the living and working conditions in Lithuania.

It was planned to organise 1 conference in the cross-border region, with the participation of 2 EURES advisors from Lithuania, aimed at the unemployed and jobseekers interested in undertaking employment in Lithuania.

Śląskie Voivodeship

Project 1 – Updating an information guide about the living and working conditions in the cross-border region between Poland, the Czech Republic and Slovakia.

It was planned to update and publish a guide on living and working conditions.

Project 2 – Study visit to Belgium under the EURES T Scheldemonde partnership

A study visit was planned in cooperation with the Opolskie and Dolnośląskie Voivodeships. It was planned that 5 persons from the VLO in Katowice would take part in the visit.

Zachodniopomorskie Voivodeship

Project 1 – *Preparation of information for jobseekers and employers from the cross-border region between Poland and Germany.*

It was planned to invite the German EURES staff to participate in job and education fairs, information meetings and other events delivered by the Polish side, as well as to update information on the living and working conditions, the situation on the labour market, shortage and surplus occupations, as well as the possibilities of working and studying in Germany, aimed at the Polish employers, and place it on the VLO website.

Project 2 – *Promotion of EURES services in the cross-border region between Poland and Germany.*

It was planned to publish about 500 copies of an information brochure, in German, concerning the formalities and EURES services, aimed at the German employers interested in employing Polish citizens.

Project 3 – *Online information for the German employers.*

It was planned to place information prepared under Project 2 and completed with information about the region on the VLO website.

Project 4 – *Extending the possibility of studying and continuing professional development*

It was planned to invite representatives of interested schools, universities and educational institutions to participate in about 2 information and working meetings organised by the VLO and attended by EURES staff from Mecklenburg-Vorpommern, in Germany, so that they could come into contact with the German side, with a view to establishing cooperation, organising student exchanges, internships and traineeships.

Project 5 – *Lessons learned and plans by EURES around the Baltic Sea – organising a conference and working meetings with a view to exchanging information.*

It was planned to deliver 1 conference entitled “*Lessons learned and plans by EURES around the Baltic Sea*” with the participation of the EURES staff from Germany, Sweden, Estonia, Lithuania and Latvia as an Information Exchange Forum devoted to the situation on the labour markets, shortage and surplus occupations, economic migration, mobility in the respective countries in terms of their shorter and longer membership of the EU.

It was planned to deliver 1 working meeting with the participation of the EURES staff from Mecklenburg-Vorpommern in order to exchange information on the situation on the labour markets and shortage and surplus occupations.

Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications: Lubuskie Voivodeship

Lubuskie Voivodeship

The following projects were implemented under the activity:

1. Acquainting partners with the forms of assistance to the unemployed, jobseekers and school graduates offered on both sides of the cross-border region

Within the project implementation, there was 1 meeting with German partners in labour market institutions in the Lubuskie Voivodeship, which provide the unemployed and jobseekers with various forms of assistance. The invited guests acquainted themselves with the organisation and functioning of the Social Integration Centre (SIC) in Zielona Góra, the PLO in Nowa Sól, the Job Club in Szprotawa, the Education and Training Centre (ETC) in Wiechlice. There was also a meeting with the representatives of municipal authorities in Szprotawa, at which the attendants met with the Mayor of Szprotawa. The meeting was attended by 14 people, including 3 persons from Germany.

2. Making pupils and students of schools and institutions of higher education familiar with the possibility of undergoing training on the German labour market

Within the project implementation, 1 seminar entitled “*First job abroad – the possibility of employment and traineeship in Germany*” concerning the possibility of traineeship during study and the possibility of finding employment after graduating, aimed at pupils, students, graduates of schools and institutions of higher education, was organised in Zielona Góra. The seminar took the form of lectures. The following institutions had

also their exhibition stands: EURES Poland, EURES Germany, VLC and ICPC Zielona Góra. The seminar was attended by about 80 people, including 7 representatives of the German side. There was a total of 6 lectures. The attendants were acquainted with the possibilities of undertaking employment and undergoing training in Germany.

3. Examination and analysis of the labour market in the cross-border region between Poland and Germany after Poland's accession to the EU

Within the project implementation, 2 meetings were delivered in Zielona Góra, aimed at examining, discussing and preparing an analysis of the labour market on both sides of the border in the period after Poland's accession to the EU, with a special emphasis on shortage and surplus occupations in the cross-border region. The meetings were attended by a total of 50 people, including 15 guests from Germany.

Małopolskie Voivodeship

The following projects were implemented under the activity:

1. Information activities for jobseekers and employers in the cross-border region between Poland and Slovakia

Within the project implementation, 4 quarterly sets of information on the situation on the labour market in the cross-border region between Poland and Slovakia, including information on shortage and surplus occupations, were prepared. This information was collected in the ***Information point on the Slovakian cross-border labour market***.

Within the activity of the above mentioned ***Information point***:

- a job offer of 1 Polish employer for hiring 15 employees in catering professions was delivered to the Slovakian EURES advisors;
- 1 Polish employer was provided with assistance in recruiting Slovakian employees possessing professional qualifications required in Poland;
- 281 job offers were received from 7 Slovakian employers and submitted to EURES assistants in labour offices in the following poviats: Gorlicki, Nowosądecki, Nowotarski, and in the labour office in Nowy Sącz;
- 167 unemployed residents of the Małopolska region were served and 5 persons were provided with assistance in preparing a job application form in order to find employment in Slovakia;
- 2 sets of information on vocational training organised by the public employment services of Poland and Slovakia were prepared;
- employee recruitment services and sets of information collected in the *Information point* during 9 information meetings entitled “*Before you leave to work abroad*”, attended by 551 residents of the cross-border region, were promoted;
- the total of 1,795 people were informed of the possibility to use the EURES websites, including information and tools available to Polish employers on the European EURES portal and the national EURES website.

With a view to implementing joint Polish-Slovakian activities, **5 working meetings** were organised in the territory of Poland, which were attended by the representatives of the Branch Office of the VLO in Kraków established in Nowy Sącz, the Sądecki Labour Office, the PLO in Gorlice, Nowy Sącz and Nowy Targ. The meetings were attended by the representatives of the cross-border labour offices from Slovakia from Stará Ľubovňa, Bardejov, Poprad, and Kežmarok.

Within the activity **2 meetings** were organised and delivered to 44 unemployed and jobseekers from Polish border gminas in Krynica Zdrój and Wysowa. The aim of the meetings was to communicate information on the cooperation between the PES in the cross-border region between Poland and Slovakia, the living and working conditions in Slovakia, the situation on the cross-border labour market, including shortage and surplus occupations, as well as information on the forms of vocational activation aimed at the unemployed and jobseekers, resulting from the Act on Employment Promotion and Labour Market Institutions. One of the meetings was attended by the Mayor of Krynica Zdrój. The meetings were also attended by the representatives of the Slovakian Labour Offices from Stará Ľubovňa, Bardejov, Poprad and Kežmarok, as well as the Polish

Labour Offices from Nowy Sącz and Grolice.

2. Cooperation with employers, institutions of the business environment and organisations of social partners in the area of employee mobility

Within the project implementation, the representatives of the PES of the Małopolska cross-border region attended 1 meeting with the Slovakian employers entitled “*Breakfast with Employers*”, organised by UPSVaR in Stará Ľubovňa (Slovakia). The employees of the VLO in Nowy Sącz responsible for the EURES network participated in 2 *job and information fairs* in Levoča and Stará Ľubovňa in Slovakia.

1 meeting entitled “*Breakfast with Employers*” was organised and delivered to the Polish employers from the Małopolska cross-border region. The aim of the meeting was to communicate information on the Polish and Slovakian cross-border labour market and the possibilities of employing Polish employees in the Slovakian cross-border region, as well as to present the support programme of the VLO in Kraków for Polish employers and the possibility of labour offices to assist employers in creating new job places, pursuant to the amendment of the Act on Employment Promotion and Labour Market Institutions. The meeting was attended by 35 Polish employers from the Nowosądecki and Gorlicki Poviats and from Nowy Sącz, as well as by the PES representatives from the cross-border region between Poland and Slovakia.

Opolskie Voivodeship

1 project was implemented under the activity:

1. *International job fairs in the cross-border region between Poland and the Czech Republic*

On 13 March 2009, the *International Job and Education Fairs* were organised in Nysa in cooperation with the General VLC Headquarters in the Opolskie Voivodeship. The aim of the Fairs was to provide information on the possibility of working in the cross-border regions of the Czech Republic. The situation on the European labour market (crisis) thwarted the organisers’ plans, and despite sending several dozen invitations, none of the Czech employers arrived at the Fairs. The Fairs were attended by 20 exhibitors, including 3 EURES advisors from the Czech Republic (all of them from regions included in the cross-border EURES-T Beskydy partnership). The following 3 presentations were delivered: EURODESK, The conditions of living and working in the Czech Republic, Undertaking employment abroad through the EURES network. It is estimated that the Fairs were visited by approximately 1.5 thousand people.

Podkarpackie Voivodeship

The following projects were implemented under the activity:

1. Information campaign

Within the project:

- a promotional article on the EURES network services provided in the cross-border regions between Poland and Slovakia was published in *Gazeta Wyborcza*;
- a 30-second advertising spot promoting the services provided by the EURES network in the cross-border region between Poland and Slovakia was broadcast 20 times on Polish Radio Rzeszów.

The intended project to publish an information leaflet aimed at jobseekers in the cross-border regions between Poland and Slovakia has not yet been implemented due to long-lasting public procurement (tender) procedures. The tender is supposed to be settled by the end of April 2009. The cost of printing the leaflet will be financed from the Labour Fund resources with the possibility of applying for reimbursements of these costs from resources of the EURES 2009/2010 grant.

2. Extension of the website of the VLO in Rzeszów

A website <http://www.pswwp.wup-rzeszow.pl/>, concerning the cross-border cooperation between Poland and Slovakia, was launched. The creation of the website aimed at disseminating and promoting knowledge on cross-border mobility among residents of cross-border regions. The website includes information on the living and working conditions in Slovakia and job offers of Slovakian Labour Offices.

In addition, the VLO in Rzeszów was visited by the delegation of representatives of the Slovakian PLO in Bardejov. The delegation arrived in Poland within the framework of the Leonardo da Vinci programme. The aim of the visit was to acquaint the visitors with the Polish system of employment services and the work of

various institutions providing assistance to the unemployed and jobseekers. Good practises in terms of employment services, vocational counselling and provision of training to the unemployed were exchanged. The meeting featured a presentation on EURES services. There was also a discussion on the possibility of employers to participate in job fairs organised by Slovakian and Polish offices, as well as an exchange of job offers.

Podlaskie Voivodeship

The following projects were implemented under the activity:

1. Exchange of information on shortage and surplus occupations with EURES advisors from other countries.

The project took the form of:

- the participation of a Polish EURES advisor in a seminar in Lazdijai in Lithuania on 29 January 2009. The seminar was attended by lower-secondary school (gimnazjum) students as well as jobseekers and the unemployed. The meeting focused on such issues as: the living and working conditions in Poland, the situation on the Polish labour market, shortage and surplus occupations. The meeting took the form of a presentation. Furthermore, on the same day there was a meeting delivered in the labour office in Lazdijai on the situation on the labour market in the Alytus County, the activity of the office and the projects implemented within the ESF;
- the participation of a Polish EURES advisor in a conference, directed at the employers from the Alytus County, on 30 January 2009. The conference focused on the situation on the national and regional labour market in Lithuania and the trends on the Lithuanian labour market, as well as the situation on the labour market in Poland and in the Podlaskie Voivodeship. The EURES advisor presented information on the current situation on the Polish labour market, the economic situation of Poland in the face of a global financial crisis and the ways of counteracting the effects of the crisis. Moreover, on the same day there was a meeting in the labour office in Alytus. The meeting was attended by the employees of the office and EURES advisors from Poland and Lithuania. The meeting focused on the economic situation and the situation on the labour markets of Poland and Lithuania in the face of crisis;
- visit study (to Poland) to the VLO in Białystok of a Lithuanian delegation on 9-10 October 2008. The meeting focused on the development of cross-border activities among the Podlaskie Voivodeship and the Alytus County. The current EURES activity in Poland and Lithuania was discussed, with a special emphasis on the activities of the Podlaskie Voivodeship and the Alytus County. Information on the Lithuanian and Polish labour markets was exchanged. The delegation also attended the meeting in the Podlaska Regional Development Foundation in Białystok, at which the projects implemented by the Foundation were discussed, as well as the meeting in the Career Office of the College of Public Administration in Białystok. This meeting focused on the activity of the ACO and the possibilities of establishing cooperation with the Lithuanian educational institutions.

2. Providing appropriate information activities to Polish citizens going to work abroad in the EEA countries.

The project took the form of a conference entitled “*The conditions of living, studying and working in Lithuania*”, organised on 8 December 2008 in Suwałki, in Poland. The conference was aimed at the Polish unemployed and jobseekers interested in undertaking employment in Lithuania and upper-secondary school (liceum) students interested in continuing their education in Lithuania. The conference was attended by EURES advisors from Lithuania. The meeting took the form of a presentation on the conditions of living, studying and working in Lithuania, as well as individual consultations.

Śląskie Voivodeship

1 project was implemented under this activity:

1. Updating and publishing an information guide about living and working conditions in the cross-border region.

“*Information guide on the living and working conditions in the cross-border region between Poland, the Czech Republic and Slovakia*” was updated, translated and published. This publication includes information in 3 languages of the cross-border region – in Polish, Slovak and Czech. It was disseminated among EURES-T Beskydy partners and during EURES cross-border events.

Zachodniopomorskie Voivodeship

The following projects were implemented under the activity:

1. *Preparing information for jobseekers and employers from the cross-border region between Poland and Germany.*

Within the project, a regular contact with the German side was maintained, as a result of which the German side could establish contacts with other institutions operating for the labour market more easily, information materials were exchanged, inquiries were answered and job offers were handled. On 31 March 2009, the EURES staff from Pasewalk attended the Job Fairs in Szczecin, where they received the most recent brochure for employers, in German, prepared by EURES from the Zachodniopomorskie region.

2. *Promoting EURES services in the cross-border region between Poland and Germany*

1 information brochure – *“Information für die deutschen Arbeitgeber”* – concerning the necessary formalities and EURES services was prepared in German, in 500 copies, for German employers interested in employing Polish citizens.

3. *Online information for the German employers*

The above mentioned brochure for employers was placed on the website of the VLO in Szczecin.

4. *Lessons learned and plans by EURES around the Baltic Sea – organising a conference and working meetings with a view to exchanging information*

1 conference entitled *“Lessons learned and plans by EURES around the Baltic Sea”* was organised on 22 October 2008 near Koszalin. The conference took the form of an Information Exchange Forum devoted to the situation on the labour markets, shortage and surplus occupations, economic migration, mobility in the respective countries in terms of their shorter and longer membership of the EU. The conference was attended by the EURES advisors from Sweden, Germany and Estonia, the EURES poviat assistants, the management of PLOs, the representatives of the Office of the Marshall of the Zachodniopomorskie Voivodeship and the municipal authorities of Koszalin. A total of 48 people attended the conference. The planned meeting with the EURES staff from Mecklenburg-Vorpommern, aimed at exchanging information on the situation on the labour markets and shortage occupations, took place on the day of the conference. At the meeting, there was a discussion on issues concerning the scope of further cooperation and an exchange of information on the labour market on both sides of the border, in accordance with the EURES needs and the objective of the meeting. The planned meetings of the EURES staff from Mecklenburg-Vorpommern with the representatives of schools from the Zachodniopomorskie Voivodeship, under Project 4 – *Extending the possibility of studying and professional development*, which were supposed to be devoted to the possibility of organising traineeship and professional training, did not take place. Despite the talks carried out, the headmasters of Polish schools were not interested in such an offer. At that time, they were more oriented on meeting the needs of the Polish employers.

Beneficiaries of the activity:

PLO clients from the cross-border region, employers, ACO, VLC, ICPC and other institutions dealing with providing the unemployed and jobseekers with various forms of assistance in finding employment, residents of the cross-border region of Poland, Germany, the Czech Republic, Slovakia and Lithuania.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

Stimulating cross-border mobility and reducing employee mobility obstacles in the cross-border region between Poland and Germany, the Czech Republic, Slovakia and Lithuania. Disseminating information among the unemployed and jobseekers as well as employers from the cross-border regions, and facilitating access to this information.

Facilitating the exchange of up-to-date information on living and working conditions and the situation on the cross-border labour markets, including information on shortage and surplus occupations. Such information is

necessary to carry out cross-border employment services within EURES.

Lubuskie Voivodeship

Quantitative results

1 meeting was delivered, at which the partners were acquainted with the forms of assistance provided to the unemployed, jobseekers and school graduates. The meeting was attended by 14 people, including 3 persons from Germany. 1 seminar was delivered, which was attended by about 80 people, including 7 representatives of the German side. 6 lectures were delivered. The attendants were acquainted with the possibilities of undertaking employment and undergoing training in Germany.

2 meetings took place, which were attended by 50 people, including 15 guests from Germany in total.

Małopolskie Voivodeship

Quantitative results

Within the activity *Information point on the Slovakian cross-border labour market*:

- services were provided to 167 unemployed residents of the Małopolska region
- 1 Polish employer was provided with assistance in recruiting Slovakian employees possessing professional qualifications required in Poland,
- 2 sets of half-yearly information on vocational training courses organised by the public employment services of Poland and Slovakia were prepared and delivered to partners,
- 551 residents received leaflets and promotional materials about EURES,
- 1,795 people were informed about the possibility of using the EURES websites,
- 35 employers and 13 social partners acquired knowledge on the services provided by the EURES network.

Furthermore, 2 meetings were organised with 44 residents of border gminas.

Opolskie Voivodeship

Quantitative results

International Job and Education Fairs were organised. The Fairs were attended by 20 exhibitors, including 3 EURES advisors from the Czech Republic. 3 presentations were delivered. The Fairs were attended by a total of about 1.5 thousand people. 200 posters and 800 leaflets promoting the event were produced. 1 article informing about the project was published in the local press.

Due to the poor economic situation on the Czech labour market, not all intended objectives were achieved – the employers from the Czech Republic did not arrive at the Fairs, and thus it was impossible to conduct recruitment. The EURES advisors from the Czech Republic brought around 500 job offers being at disposal of the Czech PES, and therefore the participants of the Fairs could make use of job offers of the Czech employers.

Podkarpackie Voivodeship

Quantitative results

1 promotional article was published. 1 advertising spot was broadcast 20 times on Polish Radio Rzeszów in the prime time. 1 website was created.

Podlaskie Voivodeship

Quantitative results

The participation of a Polish EURES advisor in 1 seminar and 1 conference organised in Lithuania for a total of 100 people.

Attending to 1 study visit of a Lithuanian delegation to Poland – 4 Lithuanian delegates, 3 meetings in Poland.

Śląskie Voivodeship

Quantitative results

Publishing the “*Information guide on the living and working conditions in the cross-border region between Poland, the Czech Republic and Slovakia*” in 3 languages in 720 copies.

Zachodniopomorskie Voivodeship

Quantitative results

Within the activity the German side was provided with assistance in handling 33 German job offers for 65 vacancies, mainly for engineers, IT specialists, drivers, sales representatives, doctors and nurses.

1 information brochure – “*Information fur die deutschen Arbeitgeber*” – was published in German in 500 copies (12 pages).

1 conference, attended by a total of 48 people, was organised. Information on this event was communicated by the local press, local TV Max from Koszalin and the radio.

1 meeting with the EURES staff from Mecklenburg-Vorpommern was organised.

The majority of objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

The implementation of the task in the Lubuskie Voivodeship revealed the problems faced by institutions responsible for offering services, which may result in developing an action plan in order to reduce the existing problems. Increased interest in undergoing training in Germany was noticed – it was reflected in a higher number of personal contacts and telephone calls.

In the Małopolskie Voivodeship the activity was evaluated in the form of special articles in the local press and interviews on the local radio. Reports from working meetings and information meetings with residents of border gminas and with employers were prepared. The activities were assessed positively, which is proved by the feedback received from individual clients and the feedback from group information meetings.

In the Podkarpackie Voivodeship, promotional articles and the radio broadcast contributed to increased interest of people looking for a job abroad in job offers of the EURES network (after the publication of articles, the number of people interested in making use of the services provided by the EURES network has increased by 30%).

The website devoted to the Polish-Slovakian cross-border EURES activities was visited by about 350 people interested in acquiring information on the living and working conditions in Slovakia and job offers from this country.

In the Zachodniopomorskie Voivodeship, as a result of the activities implemented, the EURES bookmark on the website of the VLO in Szczecin had about 19 thousand visits. The activities implemented were positively evaluated by the beneficiaries. The evaluation was based on an attendance list and the opinions provided directly by persons using EURES services. Furthermore, the German partners also positively assessed the brochure released and the quality of information provided. The assistance in handling the job offers received was also positively evaluated by the German side.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

In the Lubuskie Voivodeship 1 project has not been fully implemented due to the fact that the German side did not offer the Polish side to participate in a similar project.

Within Project 2, the intended form of the meeting, namely a conference, was changed into a seminar, since it was not possible to develop and print an information guide in Polish and German, which was supposed to be directed at young people. This change occurred due to the difficulty in finding a partner on the German side, who would be willing to engage in such a project. The originally expected outcome of the seminar has not been fully reached due to the lack of interest on the German side of both the public authorities and the businesses – the German employers did not express the will to participate in the seminar.

Implementation of Project 3 did not result in reaching the expected outcome, which was the preparation of an analysis of the Polish-German labour market. The content of the analysis prepared by the VLO in Zielona Góra, which was submitted to the German side, did not evoke a response. The German side did not express any interest in a joint project. Therefore, it was planned to prepare an analysis of the labour market of the Lubuskie region, translate it into German and deliver the finished material to the German partners.

In the Małopolskie Voivodeship it was settled that during the implementation of EURES grant for 2009-2010, in response to the need of a closer cooperation between Labour Offices in Poprad and Kežmarok, the area of cross-border cooperation will be extended and that on the Polish side the VLOs in Zakopane and Nowy Targ will be included into the implementation of activities.

In the Podkarpackie Voivodeship, as a result of the fact that Slovakia entered the eurozone, the salaries offered in future may turn out to be more attractive for people living in cross-border regions, and thus may cause greater interest in undertaking employment in Slovakia. The fact that new road connections between the Podkarpackie Voivodeship and the Prešov Region are built and the existing ones rebuilt will also contribute to increased interest. In order to promote the website, it is intended to place links to it on the websites of cooperating institutions: Wrota Podkarpackie portal and the websites of PLOs from cross-border regions.

In the Podlaskie Voivodeship it was a good idea to organise a conference in the Suwalski Powiat (cross-border region). The conference extended knowledge of people from this region about the Lithuanian labour market and the living and working conditions in Lithuania.

In the Śląskie Voivodeship the greatest difficulty during the implementation of the activity was, due to the wide range of the "*Information guide...*", to find a contractor who would update information on the living and working conditions in the cross-border region. It is worth considering the possibility of dividing the information guide into a few thematic sections (such as social security, labour law, setting up business activity) and commissioning a few experts in respective areas to update the guide.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>N° 10 - 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 'newer' EU Member States, or between 'older' and 'newer' Member States.</i>
Name and N° of the activity:	N° 19 – EURES TriRegio
Implementing body:	Dolnośląskie Voivodeship Labour Office (DVLO), Wałbrzych
Partners:	PLO in Zgorzelec, all partners forming the EURES TriRegio partnerships, institutions operating in the labour market, economy and education sectors in the cross-border region between Poland, the Czech Republic and Germany
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p><u>It was planned</u> to implement 4 projects under this activity:</p> <ol style="list-style-type: none"> <i>1. Cross-border Information and Recruitment Day in Zgorzelec.</i> The objective of this activity was to enter this Day into the calendar of regular events organised for the residents of the cross-border region between Poland, the Czech Republic and Germany. The project aimed at acquainting the Polish residents of the cross-border region with the possibility of studying, continuing professional development, undertaking employment and exercising the freedom to provide services, as well as undertaking business activity on the Czech and German side of the border. An indirect objective was to facilitate establishing mutual cooperation between various institutions of the labour, education and entrepreneurship markets in terms of the cross-border issues. <i>2. Conference on living and working conditions in the cross-border regions and publication of the information guide.</i> The objective of the conference was to acquaint employees of various institutions supporting mobility in the cross-border area with the living and working conditions in Poland, Germany and the Czech Republic, which are important from the point of view of people undertaking employment abroad. The publication of the information guide was supposed to be useful to employees of institutions forming the partnership, but first of all to clients interested in working abroad. <i>3. Meeting of the working group of the prepared EURES TriRegio partnership,</i> in order to prepare to the development of an annual plan of EURES work for the budget year 2009-2010. <i>4. Participation of the Polish EURES staff in activities undertaken by the Czech and German partners</i> in the cross-border region. 	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>The following projects were implemented under the activity:</p> <ol style="list-style-type: none"> The <i>Cross-border Information and Recruitment Day</i> was organised in Zgorzelec on 18 February 2009. The objective of the meeting was to make the residents of cross-border regions more familiar with the living and working conditions in the Czech Republic and Germany, related to undertaking business activity, studying and the coordination of social security systems. The meeting was attended by the EURES advisors from the Czech Republic, from Liberec, employees of Czech and German labour offices, economic and commercial chambers from both countries, trade unions from Poland, the Czech Republic and Germany, educational institutions, institutions of higher education, representatives of PLOs, Powiat Starosty, and Regional Development Agencies. The project took the form of an exhibition and information event; 	

2. The **Conference** was organised in Jelenia Góra on 7 October 2008. It was devoted to the labour law in Poland, the Czech Republic and Germany. The conference was attended by the representatives of the created EURES TriRegio partnership and numerous representatives of other Polish, Czech and German institutions, which deal with the cross-border issues, as well as the EURES advisors from the Czech Republic and Germany and the EURES-T Scheldemond partnership. At the conference, law specialists-practitioners delivered lectures on legal provisions and their interpretation. In addition, a lecture was given about the access of new Member States' nationals to the German labour market. Originally, the conference was intended to cover issues related to the living and working conditions in Poland, the Czech Republic and Germany, however, the questionnaire studies conducted made the organisers change the plans and focus on the issues of labour law, which did not affect the financing of the conference. *A post-conference information brochure was issued;*

3. The **meeting of the working group** took place in Jelenia Góra on 8-9 October 2008. The meeting covered such issues as: information on the functioning of partnerships (on the basis of the EURES-T Scheldemond and EURES-T Beskydy partnerships), the division of tasks among the members of the partnership, and the services provided by the partnerships; presentation of the material gathered by the members of the working group, which was supposed to complete the feasibility study constituting an integral part of the application for recognition of a partnership submitted to the EC; the letter from the EC informing on changes in the financing of the activity of partnerships and the deadlines determined by the EC for identifying the collector and submitting a full set of documents, as well as the deadline for submitting a funding application; the plan of work for 2009-2010. The meeting was attended by all members of the working group of the created EURES TriRegio partnership, EURES managers from Germany and the Czech Republic and representatives of the EURES-T Scheldemond and EURES-T Beskydy cross-border partnerships. It was also attended by the EURES advisors from Poland (3 persons), the Czech Republic (1 person) and Germany (1 person). The meeting took the form of workshops;

4. The EURES Staff from the VLO in Wałbrzych participated in **projects implemented in the cross-border region between Poland, the Czech Republic and Germany** and in such projects which facilitated the presentation of cross-border activities of the future EURES TriRegio partnership. They included the following: *consultation days, conferences, job fairs, working groups, meetings of the Steering Committee, working meetings*. They aimed at mutual presentation of services, making familiar with partners, enhancing work within the network and making it possible to establish contacts and implement joint, thematically related **projects**:

- EURES advisors attended a project entitled “*Polish-German Consultation Day*”, which was systematically delivered once a month in the Labour Office in Görlitz, Germany, on 18 June 2008, 16 July 2008, 20 August 2008, 17 September 2008, 26 November 2008, 17 December 2008, 21 January 2009, 25 February 2009, 09 March 2009, and 18 March 09. The offer was directed at future employees, both Polish and German, wishing to find answers to questions concerning German work permits, free access to the labour market in Poland, ways of handling job offers in both countries, salaries, ways of applying for a job and preparing oneself for an interview with an employer. Advisory meetings were conducted by the EURES advisors from Poland and Germany, as well as the representative of the Economic and Commercial Chamber from Dresden, Branch Office in Görlitz. It was possible to make an appointment over the phone or by sending an e-mail to the German EURES advisor. Consultation days took the form of individual consultations;
- EURES advisors attended, at the invitation of the Czech and German partners, 1 *conference*, organised in Budziszyn on 16 March 2009, *on demographic issues and the development of qualified staff* in the triangle of countries in the cross-border region between Poland, the Czech Republic and Germany. The conference was attended by the members of the future EURES TriRegio partnership, representatives of the labour administration, trade unions and employers' organisations from the three countries, and EURES advisors from the Czech Republic and Poland;
- EURES advisors attended 1 *expert forum* entitled “*Mobility in Europe – opportunities and challenges for the cross-border labour market*” organised on 23 June 2008 in Dresden by the German Trade Unions DGB. The forum took the form of a discussion on the current development and opportunities for the future labour market. It was also discussed how the Dresden labour market can benefit from the EU enlargement and the future removal of obstacles in access to the German labour market for nationals of the new EU Member States;
- EURES advisors attended 1 *seminar for employers*, addressing the issues of support for Saxon employers in their operations on the Polish market, in Görlitz on 19 March 2009. The seminar featured a presentation on issues related to taxes and the tender procedure applicable in Poland, as well as a

discussion on issues related to employing Polish employees;

- EURES advisors attended 1 *International Job Fairs of the Hotel and Catering Industry* in Chemnitz on 31 March 2009. The Fairs were attended by EURES advisors from Germany, the Czech Republic and Austria, as well as employers from Germany looking for employees to the hotel and catering industry for the 2009 summer season. There were exhibition stands, thematic presentations were delivered, and application documents were collected;
- EURES advisors attended 5 *meetings of the working group* on 29 April 2008 in Miśnia and on 20 May 2008, 19 September 2008, 1 September 2008, 18 December 2008 in Dresden, which were also attended by EURES advisors from the Czech Republic and Germany;
- EURES advisors attended 2 *meetings of the Steering (Preparatory) Committee* for the EURES TriRegio initiative in Ústí nad Labem, the Czech Republic, on 17 June 2008 and 15 January 2009;
- EURES advisors attended 3 *organisational meetings on cooperation*, featuring a discussion on joint projects, on 19 May 2008 in Görlitz, on 12 March 2009 in Liberec, and on 14 January 2009 in Hradec Králové. The meetings were of an advisory and working nature;
- EURES advisors attended 1 *training course for the German EURES staff* on 16-17 February in Leipzig. The meeting took the form of an education and exhibition event;
- EURES advisors attended 1 *educational meeting* on 28 May 2008 in Zittau. It was an educational meeting;
- EURES advisors attended 1 *meeting organised by the Polish employers* on 29 June 2008 in Legnica. The meeting was organised within the scope of exchange of good practices and presentation of services of cross-border partnerships. It was attended by the representatives of the EURES-T Scheldemond partnership.
- EURES advisors attended 1 *meeting of the EURES staff from the cross-border labour offices* on 1-2 July 2008 in Zittau, during which the current cooperation in the cross-border region was discussed.

Beneficiaries of the activity:

Residents of the cross-border region between Poland, Germany and the Czech Republic looking for a job (students, working people, the unemployed), people working abroad in the cross-border region and returning home, employers' organizations from Poland, the Czech Republic and Germany.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

Improvement in the quality of knowledge of the Polish residents of the cross-border region about the possibilities of undertaking employment, education and providing services in the cross-border region between Poland, Germany and the Czech Republic.

Quantitative results

1. The Cross-border Information and Recruitment Day was attended by 500 people, 7 presentations were delivered to 160 people, 17 stands were presented. The event was attended by a total of 66 representative of various institutions. 200 posters, 2,000 leaflets and 500 information brochures were published, 2 press advertisements were released in the local and regional press prior to the event and 1 summary article after the event. However, due to the economic crisis and the situation on the labour market, none of the invited employers arrived to recruit employees.

2. A total of 85 people attended the conference; 4 lectures were delivered. 1 brochure, in 3 languages, covering the content of lectures on the labour law (250 copies), with an insert – a map of the created EURES TriRegio partnership, was released and distributed among the conference attendants and cooperating institutions.

3. The meeting of the working group was attended by 32 people. The document entitled "*Plan of Work for*

2009-2010” was developed. It was accepted by the Steering (Preparatory) Committee for the EURES TriRegio initiative in January 2009.

4. Within the activity, a total of 10 Polish-German consultation days took place, which were attended by 85 beneficiaries. EURES advisors attended: 1 conference, 1 expert forum, 1 seminar for employers, 1 international job fair, 1 meeting of the working group, 2 meetings of the Steering (Preparatory) Committee, 3 organisational meetings concerning the planned, future cooperation and the implementation of projects under EURES, 1 training course for the German EURES staff, 1 meeting addressing the issue of education in Saxony, 1 meeting organised by FPPZ (Federation of Employers from Western Poland), 1 meeting of the EURES staff from the cross-border labour offices.

The objectives and expected outputs have been reached.

Describe how the activity has been evaluated:

The implemented activities reveal increased interest in information and consultation offer in the cross-border region – it can be proved by the number of people attending the Polish-German consultation days and the interest of the PLO in Zgorzelec in organizing an additional consultation event in Poland. The participation of EURES advisors in various activities implemented in the cross-border region, promoting this region and cooperation within the EURES TriRegio partnership, results in an increasing number of cross-border contacts, the participation of the activity partners in the implemented projects and cooperation offers on the part of the Czech and German partners.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

Owing to considerable interest of various beneficiary groups in *Information Days*, it would be appropriate to modify the activity. The modification may involve offering a parallel programme of presentations – one for students and one for jobseekers. Due to the large number of issues addressed and time limits, it is necessary to enable the attendants to actively participate in presentations that are of interest to them (by allowing some question time). It is necessary to introduce a summary of the project by exhibitors in the form of a final seminar devoted to the exchange of good practices.

The meetings of working groups of the future EURES TriRegio partnership should last for 2 days (which allows not only to discuss, but also to work on materials) and take place at least 4 times a year, in order to prepare a plan of work, an action plan, to allocate funds and prepare meetings of the Steering Committee.

In the future it is recommended to continue activities involving the participation of EURES staff in educational projects, with a view to acquiring and developing consultation knowledge and competences, and in exhibition events, with a view to establishing contacts with foreign exhibitors, obtaining job offers or new cooperation offers, as well as presenting the offer of the EURES TriRegio partnership.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	<i>No 10 - 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 'newer' EU Member States, or between 'older' and 'newer' Member States.</i>
Name and N° of the activity:	No 21 - Participation in the session of the Steering Committees of the EURES TriRegio, EURES T Beskydy partnerships, and the EURES T Odra-Oder Preparatory Committee
Implementing body:	Ministry of Labour and Social Policy (MLSP)
Partners:	PES, social partners, labour market institutions and organisations from the cross-border regions of Poland, Czech Republic and Slovakia
Date/Dates:	14-16 May 2008 19-20 August 2008 24-25 November 2008 12-13 March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>objective</u> of the activity was the participation of a representative of the Ministry of Labour and Social Policy in the SC meetings in order to supervise the activities of cross-border EURES partnerships in the cross-border regions of Poland, Czech Republic and Slovakia. The participation in the Steering Committee meetings also aims at enabling efficient communication and exchange of information between the partners, as well as effective functioning of EURES T partnerships in accordance with the Guidelines of the European Commission.</p> <p>The participation of a representative of the Ministry of Labour and Social Policy was <u>planned</u> in a total of 9 meetings of the Steering Committees of EURES T Beskydy and EURES TriRegio and the Preparatory Committee of the planned EURES T Odra-Oder.</p> <p>The participation in the meetings of the Steering Committees of EURES T Beskydy and EURES TriRegio partnerships depended on the formal acceptance of the European Commission of the establishment of those partnerships.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase and explain possible financial implications:	
<p>Due to the European Commission's formal acceptance of the establishment of the EURES T Beskydy, the representative of the Ministry of Labour and Social Policy participated in 3 meetings of the Steering Committee and one meeting of the partners of the EURES T Beskydy partnership.</p> <ol style="list-style-type: none"> 1. Meeting of the Steering Committee of EURES T Beskydy – Oszczadnica (Slovakia), 14-16 May 2008. 2. Meeting of the Steering Committee of EURES T Beskydy – Katowice (Poland), 19-20 August 2008. 3. Meeting of the partners of EURES T Beskydy - Bielsko-Biała (Poland), 24-25 November 2008. 4. Meeting of the Steering Committee of EURES T Beskydy – Bielsko-Biała (Poland), 12-13 March 2009. <p>Due to the lack of the European Commission's acceptance of the formal establishment of EURES TriRegio, the meetings of the Steering Committee were not organised and the representative of the Ministry of Labour and Social Policy did not participate in the meetings.</p> <p>As regards the preparations to the establishment of EURES T Odra-Oder, the representative of the MLSP did not participate in the meetings due to other official duties performed on the days of the meetings in the Polish-</p>	

German cross-border region.

Beneficiaries of the activity:

EURES T Beskydy coordinator, PES and partners from the cross-border region of Poland, Czech Republic and Slovakia.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

Support for the preparation of the revision of the action strategy of the EURES T Beskydy partnership for 2008-2010, including promotional activities, revision of the Action Plan of EURES T Beskydy for 2008-2010 and the Internal regulations of the partnership. Obtaining information about the implementation of the planned activities and disbursement of the budget. Ensuring the implementation of the EURES T Beskydy activities according to the Commission's Guidelines.

Quantitative results

Participation in 3 meetings of the Steering Committee and one meeting of the EURES T Beskydy partners

The objectives and expected outputs have been reached only with regard to EURES T Beskydy.

Describe how activity has been evaluated:

In the case of the EURES T Beskydy partnership, the participation in the meetings of the Steering Committee and the meetings of partners achieved the intended objective. The revision of the Action Strategy and the Action Plan of EURES T Beskydy for 2008-2010, which allowed the EURES T Beskydy to file a grant application to the European Commission for further financing of the partnership in the 2009-2010 budget year.

The Steering Committee's meetings contribute to the better acquaintance of the partners what results in easier communication and more efficient implementation of the planned activities, as well as the creation of ideas for new projects in future.

Detailed minutes and reports have been drawn up from the meetings.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

It was observed that the active participation of the representatives of the PES headquarters in the EURES T activities is essential, in particular in the initial phase of the partnership activities.

The efficient functioning of the EURES T Beskydy required a great amount of work on the part of the MLSP, in relation to the support for the partnership and the Coordinator during:

- the revision of strategic documents and action plans of the partnership;
- preparation of the appropriate internal regulations;
- verification of the description of activities planned in the EURES grant application for the 2009-2010 budget year;
- other activities related to operational work.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	-----
Name and N° of the activity:	No 22 - Human resources development – trainings on the regional and local level.
Implementing body:	Voivodeship Labour Offices (VLOs)
Partners:	PLO, Tax Chamber, Voluntary Labour Corps, EUROPASS, Social Insurance Institution, Information and Career Planning Centres. EURES advisors from Germany, Finland, Norway and Sweden.
Date/Dates:	April 2008 - March 2009
<p>Short description of the planned activity including the objectives (as per grant agreement):</p> <p>The <u>objective</u> of the activity was to provide the EURES staff from the Poviats Labour Offices (PLOs) with necessary information to provide EURES services, establish cooperation with EURES assistants from PLOs, their inclusion in active participation in projects implemented in the territory of a given voivodeship and to prepare a unified model of EURES operation in the voivodeship.</p> <p>Around 36 trainings for approximately 829 EURES assistants from PLOs were <u>planned</u> under the activity.</p> <p>The trainings were to include:</p> <ul style="list-style-type: none"> - expanding the general knowledge of the EURES staff from PLOs, necessary for appropriate performance of the EURES tasks; - methodology of EURES work; - method of handling job offers; - rules of organising recruitment and job fairs; - keeping statistics; - recommendation of the procedure; - activities implemented under the EURES 2008/2009 grant; - tools available at the EURES portal of the European Commission; - acquisition of practical skills of working with customers. <p>The plans included also inviting foreign EURES advisors who were to present the mode and scope of work of EURES advisors in their country.</p>	
<p>Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase and explain possible financial implications:</p> <p>The activities included mainly trainings for poviats and voivodeship EURES staff. The trainings concerned mainly:</p> <ul style="list-style-type: none"> - coordination of the social security systems; - specificity of the implementation and settlement of the EURES grant, including the information about current guidelines and recommendations of the MLSP and the European Commission; - planned and implemented activities of the EURES network in individual voivodeships; - tasks of the poviat EURES assistant; - standards and conditions for the implementation of EURES services; - living and working conditions in Germany, Sweden, Norway and Finland; 	

- exchange of experience on activities implemented by EURES assistants;
- promotion of EURES services among employers and jobseekers;
- new tools on the European EURES internet portal and the Polish EURES website.

The trainings had the form of presentations, lectures, discussions and workshops. A German EURES advisor was invited to the training in the Lubelskie Voivodeship due to the increased interest in employment in Germany observed from the beginning of 2008. The task of the advisor was to familiarize the EURES staff with the issues related to living and working conditions in Germany. The German advisor presented the possible jobs available to Polish citizens, tax system and social insurance system and the rules of starting a business in the territory of Germany.

The training entitled *Modern employment agency services in the 21st century* was delivered in the Mazowieckie Voivodeship. The subject matter of the training included such issues as provisions regulating employment agency services in Poland, active forms of job offers acquisition, interpersonal communication, rules of recruitment of jobseekers for employers and foreign employment agency services.

The trainings in the Podlaskie Voivodeship included the presentation, with the participation of foreign EURES advisors, of information about the living and working conditions, the situation on labour markets and deficit and surplus professions in Norway, Sweden and Finland. The importance of cultural awareness was discussed, as well as cultural differences between the Polish, Norwegian, Swedish and Finish societies and the impact of those differences on the work environment.

One of the trainings in the Zachodniopomorskie Voivodeship was devoted to *Assertiveness and stress management in EURES customer service*. The training included the discussion on the methodology of work with difficult customers, techniques of nervous tension reduction and development of stress resistance. The training had the form of workshops and was delivered by a job advisor – psychologist.

In the Podkarpackie Voivodeship, an information meeting was organised for job advisors from the voivodeship and powiat labour offices from the territory of the voivodeship on the presentation of the EURES network services, within the framework of outplacement services provided to persons laid off in group layoffs.

Beneficiaries of the activity:

EURES assistants from PLOs, employment agents responsible for EURES in PLOs, EURES advisors from VLOs and career advisors. Customers – PLO and VLO customers.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The beneficiaries of the trainings acquired knowledge on i.a. coordination of social security systems, tasks of the powiat EURES assistant and EURES services standards. They also obtained up-to-date information on activities implemented and planned within the framework of the EURES network. It was translated into a marked improvement of cooperation within the regional EURES network, increased professionalism of provided services and quality of provided information. As regards the trainings with the participation of foreign EURES advisors, the activity contributed to expanding the knowledge about living and working conditions, situation on the labour markets in the EEG countries and the importance of cultural differences in individual societies.

Quantitative results

A total of 26 trainings with 636 participants were organised.

The objectives and expected outputs have been partly reached. The reason for this was the reduction of the budget of activity No 22 by the European Commission by around 40% as compared to the amount requested in the Polish application for EURES 2008/2009 grant.

Describe how activity has been evaluated:

Surveys were conducted among the participants of the trainings. The results of the surveys showed that the trainings allowed to exchange experience and information with regard to EURES tasks implemented by EURES assistants. This contributed to the strengthening of the EURES network and the improvement of communication inside the network, as well as the resolution of problems occurring in the EURES functioning.

The participants of the trainings in the Mazowieckie Voivodeship pointed to the lacking subjects of the trainings, such as the issues related to the tasks of employment agents responsible for EURES in PLOs and the employment of foreigners.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.).

In the course of implementation of the activity, subjects of the trainings should be agreed before its beginning. The subjects should be presented at length, with the opportunity to discuss them and the time for questions. A sufficient amount of time should be reserved for specific subjects in order to discuss them at length instead of discussing a lot of subjects in a way which is too general.

The participation of foreign EURES advisors in the trainings provided an opportunity to learn about counterpart organisations in the EEG countries and allowed to exchange experience and improve cooperation with the Polish EURES staff. The respondents in the Mazowieckie Voivodeship proposed additional issues to be used while planning further trainings, namely, employment agency standards, recruitment techniques, assessment centres, employment agency services for employers, work with difficult customers, modern IT technologies in recruitment, amended Act on employment promotion and labour market institutions, assertiveness, self-presentation and burnout. In view of the above, the organisers of the trainings stated that longer trainings should be prepared, if possible, to enable the expansion of the scope of subjects covered by the trainings. Similar suggestions to organise longer trainings appeared in the Opolskie Voivodeship, where it was also proposed to add work with customers to the subjects of the trainings and use workshops as one of the methods of work. Due to the fact that the Opolskie Voivodeship is the smallest voivodeship with only 11 powiat labour offices, it is suggested that future trainings should be organised together with another voivodeship.

The trainings also showed that it is worth inviting EURES advisors to trainings organised for PLO employees dealing with EURES, as it is conducive to establishing of direct contacts between the EURES staff. The participation in such trainings provides EURES advisors with the opportunity to get information about the work of the EURES staff at the local level in Poland, exchange of experience and identification of good practices.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	-----
Name and N° of the activity:	No 23 - Human resources development - training at the national level
Implementing body:	Ministry of Labour and Social Policy
Partners:	MLSP experts on selected issues related to the mobility on the European labour market, EURES advisers from Germany and the Netherlands
Date/Dates:	25-26 September 2008 and 13 February 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The <u>purpose</u> of the activity was to improve qualifications of EURES staff from the VLO by participation in two trainings devoted to two different subjects.</p> <p>The first training was to be devoted to discussing EURES activities performed in 2007-2008, setting of directions for the new EURES activities to be performed over the period 2008-2009, presentation of the financial aspects of managing the EURES grant, exchanging experience concerning projects carried out by Polish EURES advisers within EURES, promoting EURES services among the employers and employees, new tools on the EURES EC website and other issues from the EURES area.</p> <p>The second training – <i>Pertaining for new candidates for EURES advisers</i> – was to be targeted at persons qualified for <i>EURES Initial Training – 2009</i> and EURES assistants. The pre-training was to be carried out according to the EC guidelines.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase and explain possible financial implications:	
<p><u>Training No 1</u></p> <p>The training intended for EURES staff from the VLO was held on 25-26 September 2008 in Warsaw.</p> <p>The training included the following issues:</p> <ul style="list-style-type: none"> - EURES activities in the period between April 2007 and March 2008,; - EURES activities scheduled until March 2009; - EURES activities on the Community level; - EURES trainings of the European Commission (Initial and Advanced Training); - Implementation and settlement of grant 2007/2008, including financial guidelines; - Living and working conditions in the Netherlands and Germany with the participation of EURES advisers from those countries; - International double taxation agreements; - Assumptions of the Polish migration policy; - Draft amendments in the Act on promotion of employment in the scope of EURES activity; - Principles of coordinating social security systems; - Principles of cooperation of EURES with privately-owned employment agencies from abroad; - New information and communication technologies to support the EURES network; - Draft MLSP guidelines on EURES international employment agency for foreign employees; - Activities of cross-border partnerships – EURES T- Beskydy. 	

Training No 2

The training for 4 persons qualified to participate in the *EURES Initial Training 2009* was delivered on 12 February 2009 in Warsaw. The training was also attended by 13 EURES assistants from the VLO who had not participated in such a training so far. The topics covered by the training included such issues as EURES objectives and legal regulations, organisational structure, National EURES Action Plan for 2007-2010, role and tasks of EURES staff at the national and Community level, the European Job Mobility Portal, and EURES IT tools. The rules of work of a EURES adviser were presented in a practical form by a EURES adviser who attended the *EURES Initial Training* in 2008.

Beneficiaries of the activity:

EURES line managers, EURES advisers, EURES assistants, candidates for EURES advisers qualified from Poland for *EURES Initial Training – 2009* from the VLO.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

The trainings were aimed at exchanging information concerning the functioning of the network, gathering knowledge and skills necessary to prepare for the *EURES Initial Training - 2009* by the new candidates for EURES advisers, and the exchange of experience by EURES staff. The trainings are also intended to solve emerging problems and serve as an occasion to hold individual consultations.

Quantitative results

Training No 1 was attended by 41 participants – representatives of Polish EURES staff from VLO as well as 11 instructors.

Training No 2 was attended by 17 participants, including 4 candidates for EURES advisers from VLO, as well as 3 instructors.

The assumed objectives and results have been achieved.

Describe how activity has been evaluated:

Both trainings can be evaluated positively as their results translated into smooth operation of the EURES network in Poland in subsequent months; the candidates for EURES advisors completed the first stage of *EURES Initial Training – 2009* with positive results.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.)?

The effects of work performed during the trainings are long-term and serve enhancing intra-network communication.

Investigation into the training needs of EURES staff prior to the trainings allowed preparing a curriculum which satisfies the needs.

The trainings included new issues connected with mobility of employees, i.e. migration policy, double taxation, social insurance, etc. Training participants were satisfied with extending the scope of trainings to include topical subjects connected with mobility.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	-----
Name and N° of the activity:	No 24 - Human resources development - training at the EU level
Implementing body:	Ministry of Labour and Social Policy
Partners:	European Commission
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>In connection with participation of five candidates for EURES advisers in the <i>EURES Initial Training</i> in 2007, participation of five persons in the final conference in the framework of the training in 2008 was planned (total of five trips). The purpose of attending the final conference was to exchange experience of all participants gathered during the training and planning further activities in the area of co-operation between training participants.</p> <p>At the same time, as regards another cycle of <i>EURES Advanced Training</i>, the planned participants from Poland include:</p> <ul style="list-style-type: none"> - 21 EURES advisers (21 trips); - 1 EURES manager and 4 line managers from VLO (5 trips). <p>The participation of EURES advisers in the <i>EURES Advanced Training</i> was to allow acquiring specialist knowledge and enhancing the qualifications in the field of labour markets in EEA countries, principles of the EURES network functioning, rules of co-operation with employers and graduates, project management, and the functioning of social security systems.</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>Polish EURES staff took part in the following conferences/trainings:</p> <ol style="list-style-type: none"> 1. Final conference in the framework of EURES Initial Training – 2007/2008 held on 29-30 May 2008 in Madrid (five individuals). 2. EURES Advanced Training - 2008 for EURES advisers (standard): <ul style="list-style-type: none"> - Training held on 9-11 July 2008 in Amsterdam (2 persons); - Training held on 16-11 July 2008 in Barcelona (3 persons); - Training on 3-5 September 2008 in Budapest (1 person); - Training held on 17-11 September 2008 in Amsterdam (2 persons); - Training held on 8-10 October 2008 in Seville (1 person). 3. EURES Advanced Training - 2008 for EURES advisors (specialist): <ul style="list-style-type: none"> - Training on services intended for employers and graduates held on 6-7 November 2008 in Brussels (2 persons); - Training on project management held on 13-14 November 2008 in Budapest (2 persons); - Training on coordination of cross-border projects held on 20-21 November 2008 in Brussels (1 person); - Seminar on the new EURES Information and Communication Strategy held on 20-21 May 2008 in Madrid (1 person). 4. EURES Advanced Training – 2008 for EURES Managers and EURES line managers: Training held on 23-24 October 2008 in Valencia (4 persons). 	

Beneficiaries of the activity:

Candidates for EURES advisors, EURES advisors, EURES Manager and EURES line managers from VLO and the chief EURES specialist from MLSP.

Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:

Qualitative results

Thanks to the participation in *EURES Initial Training* the candidates for EURES advisers acquired appropriate knowledge and skills allowing for efficient functioning in the international EURES network and performing the function of a EURES adviser.

EURES advisers acquired specialist knowledge from various fields concerning the mobility on the labour market, which allows improving the quality of EURES services; they also acquired the skills to cooperate in the international and intercultural environment.

The EURES Manager and EURES line managers had an opportunity to establish contacts with their counterparts from other EEA countries and to share their experience.

Quantitative results

EURES Initial Training – 2007/2008 – participation of 5 persons.

EURES Advanced Training – 2008 – participation of 19 persons in 9 trainings and in 1 seminar.

The majority of intended objectives and results have been achieved.

Describe how activity has been evaluated:

The participants prepared reports on the participation in the trainings. The opinions about the training were submitted to the organiser by means of evaluation questionnaires.

Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.)?

Participation in such trainings is very important since it not only allows gaining the necessary knowledge but also facilitates the establishment of contacts between EURES staff from various EEA countries. It is justified to adjust the number of accommodations which are provided by the organiser of the abovementioned trainings to the actual travel possibilities of participants or allowing financing of additional necessary accommodation from the EURES grant. One must also remember that journey from to and from the airport, especially in Poland, usually takes many hours and forces the participants to take long journeys which last for over 10 hours.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	-----
Name and N° of the activity:	Activities under the EURES network – journeys according to the EURESco schedule
Implementing body:	Ministry of Labour and Social Policy
Partners:	EURES Co-ordination Office at the European Commission
Date/Dates:	April 2008 – March 2009
Short description of the planned activity including the objectives (as per grant agreement):	
<p>The activity was aimed at allowing smooth communication and information flow within the EURES network, as well as ensuring effective management of the national EURES network through participation in meetings, EC working groups, and conferences.</p> <p>It was planned that activities within the framework of the international EURES network will require the participation in the following meetings and conferences:</p> <ol style="list-style-type: none"> 1. EURES Working Party on 5 and 6 June 2008 in Portorož – participation of the EURES Manager. 2. EURES cross-border conference and EURES Working Party in September 2008 – participation of the EURES Manager and one EURES representative. 3. Meeting on the EURES grant management in October 2008 in Brussels – participation of the EURES Finance Expert. 4. EURES Working Party in November 2008 in France - participation of the EURES Manager. 5. EURES Working Party in the first quarter of 2009 – participation of the EURES Manager. <p>In addition, the participation in 6 different thematic working groups within the framework of EURES was planned, <i>inter alia</i> in Working Party for Information, Working Party for Training, Working Party for Job Offers and Working Party for IT Platform. One participant per each of the 6 one-day meetings twice a budget year is planned (in total around 12 return journeys).</p>	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
<p>Within the framework of the activity, the EURES Manager participated in the following meetings:</p> <ul style="list-style-type: none"> - EURES Working Party meetings which took place on 5-6 June 2008 in Portorož, Slovenia; 16-17 October 2008 in Reims, France; 5-6 March 2009 in Brussels; - Conference on EURES cross-border activities held on 2–3 October 2008 in Paris. The meeting was also attended by the Director of the Katowice VLO who acts as the President of the EURES-T “Beskydy” Steering Committee (in the framework of a separate EURES grant for EURES-T “Beskydy”) and the career adviser from the Cracow VLO (the Nowy Sącz branch – located in the borderland). <p><u>In addition:</u></p> <ul style="list-style-type: none"> - The EURES finance expert took part in the training on the procedure of submitting applications for EURES grant 2009/2010 which took place on 10 October 2008 in Brussels; - MLSP experts took part in meetings of the EURES Working Party for training which took place on 5 June 2008 and on 29 January 2009 in Brussels; - An MLSP expert took part in a meeting of the EURES Working Party for IT Support and EURES Promotion which took place on 25 May 2008 in Brussels; - An MLSP expert took part in a meeting of the EURES Working Party for Information which took place on 26 March 2009 in Brussels; 	

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

Beneficiaries of the activity: EURES Manager, MLSP specialists, and a career adviser from the Cracow VLO (Nowy Sącz branch).
Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached: EURES Manager, specialists from MLSP and VLO obtained information necessary for appropriate management of the EURES network in Poland in accordance with the EC guidelines. The participation in the above-mentioned meetings has an impact on smooth communication and information flow within the EURES network. It also contributes to the effective management of the national EURES network.
Describe how activity has been evaluated: Activities have been evaluated positively. Reports were drawn up after each meeting.
Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.)? The participation in the above-mentioned meetings is essential from the point of view of appropriate management of the national EURES network.

Annual report on EURES network activity in Poland
within 1 April 2008 – 31 March 2009 (Part II)
Grant Agreement of 9 April 2008, VS/2008/0033

EURES guidelines 2007-2010 priority N°:	-----
Name and N° of the activity:	No 26 – Financial audit
Implementing body:	Ministry of Labour and Social Policy
Partners:	-----
Date/Dates:	April – June 2009
Short description of the planned activity including the objectives (as per grant agreement):	
Audit of the EURES grant provided for the budget year from April 2008 to March 2009 by an external auditor in accordance with the international standards, provisions of the grant agreement and the provisions of the “Vademecum on EURES grant agreements for EURES members and partners. Budget year 2008.”	
Describe the implementation of the activity, in particular if changes in the original project design have occurred during the implementation phase, and explain possible financial implications:	
The financial audit was performed after the completion of the budget year from 1 April 2008 to 31 March 2009, in accordance with international standards, provisions of the above-mentioned agreement and the Vademecum, and the EURESco guidelines. The contract with the auditor was concluded in March 2009.	
Beneficiaries of the activity:	
Ministry of Labour and Social Policy	
Name the quantitative and qualitative results or products, describe if and how objectives and expected outputs have been reached, or explain why they have not been reached:	
The relevant certificate and the auditor’s report.	
Describe how activity has been evaluated:	
None.	
Lesson learned from this activity/further follow-up necessary? Any adjustment needed for the activity to be more effective in the future (such as a different group of beneficiaries, implementation method, nature of activity, etc.)?	
Due to decentralised nature of Polish public employment services, it is necessary to conclude 16 agreements with the authorities of voivodeships in order to transfer the funds from the EURES grant from MLSP to VLO, where the EURES advisers are employed. Such a situation results in labour- and time-intensive audit. We recommend EURESco to simplify the provisions concerning the requirements of external audits of EURES grants in the future Vademecums.	