

<b>EURES member activities in 2008 and 2009</b>	
<b>Implemented activities sheet</b>	
<b>EURES member</b>	Polish Public Employment Services Ministry of Labour and Social Policy
<b>Date:</b>	22 June 2009
How do you evaluate the implementation of the action programme for the years 2008-2009 (EURES grant and additional activities)?	
Very good <b>Good</b> Average                  Poor                  Very poor	
<b>Implementation of the activity:</b> Please summarise briefly the positive and negative effects.	
<b>Main achievements</b>	<b>Significant adversities/obstacles</b>
<p style="text-align: center;"><u><b>At the central level:</b></u></p> <p>Implementation of <b>legislative amendments</b> allowing for integration of EURES activities with standard activities of employment services. The goal of above mentioned amendments was to enhance visibility and accessibility of EURES services to the customers, as well as to draw attention to the character of EURES activities inside labour offices.</p> <p>Placing EURES in the <b>strategic programme documents concerning the labour market and employment policy</b>, i.e. the National Action Plan for Employment 2007 and 2008, and the National Reform Programme for 2005 – 2008.</p> <p>Redesign of the Polish EURES website (<a href="http://www.eures.praca.gov.pl">www.eures.praca.gov.pl</a>), which resulted in a new layout. The new website was extended to include a regional "Events Calendar". The structure and form of information published were changed. The EURES monitoring base and the EURES on-line register of job offers were also enhanced. Intranet was expanded. User evaluation survey was introduced. Four language versions of the site were created, namely Polish, English, German and French.</p> <p>Two trainings for the EURES staff in VLO were organised.</p> <p style="text-align: center;"><u><b>At the regional level:</b></u></p> <p><u><i>Activities aimed at the unemployed and jobseekers included:</i></u></p> <ul style="list-style-type: none"> <li>• Employee Mobility Days for about 2 thousand beneficiaries;</li> <li>• 10 seminars for about 500 beneficiaries;</li> <li>• 40 workshops for about 450 beneficiaries;</li> <li>• 75 information meetings for about 1,800 jobseekers.</li> </ul> <p>EURES staff participated in <b>32 national job fairs</b> attended by about 18 thousand beneficiaries.</p> <p>About 44 advertisements and articles informing about the activities were placed in regional press as a part of <b>media promotion</b>. About 10 radio broadcasts and 10 radio contests were delivered.</p>	<p><b>Procedures of transferring the funds</b> from EURES grant to VLO are <b>time consuming</b>, due to decentralisation of Polish PES.</p> <p><b>Economic crisis</b> in other EEA countries influences considerably the activities of Polish EURES. The deteriorating economic situation in the EU countries and growing 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, while Czech employers have began laying off employees on a large scale and are not interested in looking for new ones (despite over 160 enquires and invitations sent to employers via Czech Chambers of Commerce in Nachod and Jeseník there were no employers interested in conducting recruitment), and two British companies, namely IFC and R. H. Scrimshaw &amp; Sons, stopped recruiting, while Island completely „suspended” its recruitment activity. Due to little interest from foreign partners, the "Information Days" planned by the VLO in Szczecin were also cancelled.</p> <p><b>The numbers provided of persons employed</b> by foreign employers should be treated as <b>estimates</b>. By the day when the report was prepared, the majority of employers failed to provide the number of</p>

<p><u>Activities aimed at Polish employers included:</u></p> <ul style="list-style-type: none"> <li>• cooperation fair which resulted in establishing cooperation with about 55 employers,</li> <li>• 4 seminars attended by about 100 people;</li> <li>• 10 national visits during which an EURES advisor met with 29 employers;</li> <li>• 330 information meetings, including workshops for employers, attended by about 400 people;</li> <li>• 15 packages sent to Craft and Economic Chambers and to 27 employers.</li> </ul> <p>As a part of <b>media promotion</b>, there were about 6 articles published in the regional press, 8 press advertisements placed and about 500 information brochures issued.</p> <p><b>48 job offers from Polish employers</b> for the total of <b>298 vacancies</b> were received, which then were promoted on the European Job Days, for example on the European Job Day in Liverpool, the United Kingdom.</p> <p><u>Activities aimed at labour market partners and their customers included:</u></p> <p>A seminar entitled „Possibilities and rules of supporting Polish economic migrants” was organised.</p> <p><u>Activities aimed at young people (students and graduates) included:</u></p> <ul style="list-style-type: none"> <li>• 8 meetings at schools for 464 people;</li> <li>• a seminar entitled “Education and employment abroad”, attended by 123 people;</li> <li>• a radio programme broadcast.</li> </ul> <p><u>Activities aimed at Academic Career Offices (ACOs) and student organisations included:</u></p> <ul style="list-style-type: none"> <li>• 2 meetings attended by 31 people;</li> <li>• establishing cooperation of 4 universities from the Świętokrzyskie Voivodship with VLO on the basis of the so-called “Cooperation Declaration”.</li> </ul> <p><u>Organising job fairs and recruitment of Polish employees to be directed to EEA countries:</u></p> <p>Over 4 thousand people attended international job fairs and meetings nationwide. The recruitment was carried out for about 20 foreign employers for the total of 1741 vacancies.</p> <p>2910 CVs of Polish citizens were submitted in relation to the above mentioned vacancies.</p> <p>Foreign employers interviewed 1211 candidates and in result <b>employed about 900 people</b>.</p> <p><u>Organising international job fairs:</u></p> <p><b>International Job Fairs in Toruń</b> which were visited by about 1 thousand jobseekers interested in working in EEA states. Jobseekers could choose from a total of 25 job offers (200 vacancies), 16 of which came from foreign employers (159 vacancies) and 9 from Polish employees (41 vacancies).</p> <p><b>International Job Fairs in Rzeszów</b> visited by about 3 thousand people. Foreign employers presented about 760 job offers for people interested in working in horticulture, trade and as seasonal workers –</p>	<p>persons employed by them (there are difficulties involved in obtaining such information). Moreover, in many cases, jobseekers applied for work on line – directly via the website <a href="http://www.seasonalwork.dk">www.seasonalwork.dk</a>, <a href="http://www.seasonalwork.nl">www.seasonalwork.nl</a>, or to the Federal Labour Office in Bonn. The vacancies offered in this manner were related to horticulture (Germany, Denmark, the Netherlands) as well as to hotel industry, catering, electrical sector, metal sector, health care sector and IT sector (Germany).</p> <p><b>Different standards regulating the EURES activities in individual EEA states are a hindrance in European job placement.</b></p> <p>Adopting uniform guidelines – based on future results of the work of <i>Ad hoc Working Group of EURES Job Vacancies Handling Quality Standard</i> - will make the activities uniform and, in result, improve their quality and effectiveness.</p>
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500 job applications (CVs) were submitted. 250 people are estimated to have started working abroad thanks to job offers introduced by EURES.

**International Job Fairs in Lublin** visited by about 6.3 thousand people. 13 foreign exhibitors participated in the fairs and presented about 2.5 thousand vacancies.

**International Job Fairs in Warsaw** visited by about 8 thousand people. 130 exhibitors, 44 of whom were foreigners, participated in the fairs. Almost 1500 job offers to work abroad were presented.

**European Job Fairs in Katowice** visited by a total of 4 thousand participants. 86 exhibitors from 7 countries participated in the fairs. Jobseekers could choose from 4.55 thousand offers, out of which 4,513 were presented by domestic employers and 37 by foreign exhibitors.

**European Job Days in Kraków and Poznań** attended by over 7 thousand people. 155 Exhibitors participated in the fairs: 4 from abroad and 140 from Poland, offering together over 670 vacancies, about 350 abroad and 220 in Poland.

Recruitment of employees from EEA states included:

During 4 international visits, Polish EURES staff advertised **52 Polish job offers** (252 vacancies).

Activities for equalizing differences on international labour markets included:

44 delegations of Polish EURES staff with the goal to participate in international undertakings regarding **international employment services**, including Irish programme for Polish immigrants called „Dialogue”.

The following were obtained in the course of the activities:

- about 55 job offers from the employers from EEA states;
- about 340 job offers (vacancies) from Polish employers for foreigners and for Polish emigrants seeking job in Poland;
- about 83 CVs from foreigners, who submitted their applications in response to Polish job offers;
- about 58 CVs from Poles, who submitted their applications for foreign job offers.

The cross-border cooperation activities included:

- 4 meetings, 1 seminar, 6 lectures, 1 conference,
- as a part of the activity *Information point on Slovakian cross-border labour market*, 167 unemployed were serviced, a Polish employer was helped in acquiring Slovakian employees and 2 meetings with 44 inhabitants of border gminas were organised;
- International Job and Education Fairs were organised, with participation of 20 exhibitors. In total, the Job Fairs were visited by about 1,500 people;
- a promotional article and an information brochure entitled „*Information fur die deutschen Arbeitgeber*” were published;
- „*Information guide on life and employment conditions in cross-border region between Poland, the Czech Republic and Slovakia*” was published;
- 33 job offers from German employers were advertised for a total of 65 vacancies.

<p><u>The EURES-T Triregio partnership activities included:</u> <b>Cross-border Information and Recruitment Day</b>, which was attended by about 500 people, as well as <b>13 projects</b> in the Polis-Czech-German cross-border region, including conferences, consultations, seminars, meetings with employers and jobseekers, workgroup meeting, trainings, etc.</p>	
<p><b>Operational capacity:</b> please consider the sources available to you and their input into the final result</p>	
<p><b>Strengths</b></p>	<p><b>Weaknesses</b></p>
<p><b>Active EURES advisors, having a long experience and good contacts within the EURES network, ensure professional implementation of EURES activities.</b> Low staff turnover among Polish EURES advisors.</p> <p><b>Proper legal basis for EURES</b> permits to implement the activities at local (PLO) and regional (VLO) levels, as well as their coordination at central level (MLSP).</p> <p><b>Integration of EURES activities in labour offices</b> with other PES activities (in particular with job placement) allows for reaching a wide group of beneficiaries.</p> <p>Guidelines, procedures, explanations and interpretations issued by MLSP regarding EURES activities guarantee <b>high quality of EURES services</b> and ensure <b>uniform standards</b> in all labour offices in Poland.</p> <p><b>National EURES monitoring</b>, conducted quarterly, permits the access to updated results of EURES activities implemented by all Voivodship and Poviast Labour Offices in Poland.</p>	<p><b>Staff shortages</b> at all PES levels make it impossible to implement all necessary EURES activities.</p> <p><b>Negative perception of labour offices</b> by the beneficiaries of services leads to a low quality of job offers submitted by Polish employers (low remuneration, no special qualifications required).</p> <p><b>Insufficient number of meetings/trainings</b> with regional EURES staff, because the central EURES staff in MLSP is overworked.</p>
<p><b>Future strategy:</b> what are you planning to do in the forthcoming year to deal with the weaknesses?</p>	
<p>Instructing VLO and PLO management on the need to ensure the adequate number of staff dedicated to implementing the EURES tasks, as well as the adequate amount of time which the VLO and PLO employees should spend on EURES related activities. This activity applies in particular to the local level (PLO).</p> <p>Stressing the importance of actions enhancing the visibility of EURES activities, as well as disseminating information on benefits resulting from using EURES services. This will help to improve the quality of job offers submitted to labour offices.</p>	
<p><b>Your success in the years 2008-2009:</b> please describe the most successful activity, providing its context, goal, input, output, critical factors, contact persons who can provide additional information, etc.</p>	
<p><b><u>Seminar entitled „Possibilities and rules of supporting Polish economic migrants”</u></b></p> <p>The seminar entitled „Possibilities and rules of supporting Polish economic migrants” was organised by Warsaw VLO on 12 March 2009 in Hotel Kyriad Prestige in Warsaw. The seminar addressed a very significant problem on the labour market of today, namely the migration and returns of Poles from abroad and the activities with the aim to assist such persons.</p> <p>The following issues were presented at the seminar: the situation of economic migrants, including Poles on the Swedish labour market (EURES advisor from Sweden), the costs and benefits balance of economic migrations of Polish citizens after 2004 (Institute for Social Studies, Warsaw University), results of the study “Returns of Polish migrants” (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 Bureau for Polish Migrants (Association of Citizens Advice Bureaux), portal <a href="http://www.powroty.gov.pl">www.powroty.gov.pl</a> (MLSP), coordination of social insurance</p>	

systems in terms of unemployment benefits (VLO in Warsaw), employing foreigners in Poland and returns of migrants (VLO in Warsaw), the current EURES activities for migrants and employers (VLO in Warsaw).

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#### **International Job Fairs in Warsaw**

Warsaw VLO was one of the organisers of the 5th International Job Fairs which took place in Warsaw, in Palace of Culture and Science exhibition rooms. **The honorary guests were the Benelux countries.** The following activities were implemented:

- information was offered to persons interested in living and working conditions in some EU/EEA states, especially in the Netherlands, Belgium and Luxemburg,
- assistance was offered to job seekers in finding employment in Poland and abroad,
- foreign employers were also assisted in acquiring appropriate employees,
- rules and aims of EURES activities were outlined.

The Fairs were visited by about 8 thousand persons.

Jobseekers could choose from offers of almost 130 exhibitors, including 44 from abroad. PES/EURES from the following 12 countries participated in the Fairs: the Netherlands, Belgium, Luxemburg, France, Germany, Ireland, the United Kingdom, Finland, Norway, Sweden, Estonia, Slovakia.

A total of almost 1500 workplaces were offered at the Fairs.

6 presentations on living and working conditions in the Netherlands, Belgium and Luxemburg were organised. They were participated by about 250 persons interested in working in those countries.

Activity evaluation was conducted on the grounds of a survey with the Fairs participants. 86% of the respondents evaluated the undertaking as useful. 73% evaluated the organisation of the Fairs as very good and good. 66% of the respondents found the information obtained during the Fairs useful. The presentations on living and working conditions in the Netherlands, Belgium and Luxemburg were evaluated by the respondents as the most interesting.

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#### **„European Job Days 2008” in Małopolska**

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

During the European Job Days in Małopolska, job applicants were interviewed and recruited. The employers offered about 170 workplaces.

Persons who attended the Job Days could, among others, obtain important information on employment abroad and the return to Poland after economic migration, they could participate in presentations and workshops developing various skills and offering essential knowledge on the Małopolska, Polish and European labour markets, they had a possibility to meet with career consultants and EURES advisors – from the Netherlands, Denmark, the Czech Republic, Bulgaria, Austria and Norway - and obtain information on national and European labour market, they could watch presentations of the invited institutions and employers directed at persons interested in planning their professional career in Małopolska, Poland and Europe, they could learn how to establish own business in Poland and abroad, they could meet with employers and discuss with them the possibilities of joining their companies, and could study Polish and foreign job offers.

Numerous accompanying events were organised during the Job Days, including: 6 seminars, 33 informational meetings and workshops. Those events were attended by 1103 persons. During the 2008 European Job Days in Małopolska, 4 contests were organised for youth and adults on knowledge of European labour market mobility.

The event was widely advertised in the local press, radio, television and on the internet website dedicated to the event. Additionally, informational and promotional materials, including posters and leaflets, were produced.

The European Job Days are estimated to have been visited by 5.09 thousand jobseekers.

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