

# Poland Activity Report

## A. Executive summary

### **Activities of the Labor Market Department (DRP) in the Ministry of Family, Labor and Social Policy (MFLSP) implementing the tasks of the National Coordination Office of EURES focused, in addition to standard coordination activities, in particular on:**

- preparation of a draft amendment to a part of the national legal provisions in the field of EURES in the newly-amended Labor Market Act and the executive regulation in the field of accreditation to conduct job placement within the EURES network;
- participation in the EU decision-making process in the scope of 4 executive acts to Regulation of the European Parliament and of the Council (EU) 2016/589 of 13.04.2016 on the European Employment Services Network (EURES), employees' access to mobility services and further integration of markets work and amendments to Regulations (EU) No 492/2011 and (EU) No 1296/2013, hereinafter referred to as "the EURES Regulation". The acts concerned the interoperability of IT systems, programming EURES activities, admission systems to the EURES network and the system measuring the results of the EURES network (acts entered into force in August 2017 and in February 2018);
- inclusion of EURES in the National Employment Plan for 2017;
- implementation of the EURES Regulation, including the issue of training guidelines for the staff of EURES members and partners;
- substantive support of the Headquarters of Voluntary Labor Corps (VLC) in the scope of coordinating the activities of the EURES network in the VLC structures;
- preparation of a report on the implementation of the National EURES Network Action Plan in Poland in 2017 and the National Action Plan of the EURES network in Poland in 2018;
- quarterly monitoring of the activities of voivodeship and poviats labor offices and VLC;
- updating DRP recommendations in the Ministry of Labor and Social Policy for institutions managing operational programs (at the national and regional level) regarding the possibility of using the European Social Fund (ESF) funds from 2014-2020 for EURES activities in Poland;
- conducting information activities in the form of running a website [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl), which recorded approx. 501,682 thousand visits, issuing a series of information materials for the Public Employment Services (PES) and Voluntary Labor Corps (VLC) (about 618,130 copies), as well as the preparation of the EURES Communication Plan in Poland in 2018, in accordance with the new communication strategy EURES for 2015-2020;

- organization of annual training and initial training for EURES staff from Voivodship Labor Offices (VLO) and VLC for a total of 76 people and coordination of the Polish EURES staff participation in EU training, in which 70 people from PES and VLC participated (of which 34 people in stationary training and 36 people in virtual training);
- preparation of materials about living and working conditions and the labor market in Poland on the EURES portal of the European Commission (EC);
- participation in 13 meetings at the EU level such as: meetings of the EURES Committee, the EURES Coordination Group, the Interoperability Group, a meeting on the Measurement Measurement System, workshops for national training coordinators, a communication conference and a job placement workshop;
- cooperation with the IT Department in the preparation of PES IT systems to the obligations arising from the EURES Regulation - full compliance with the new interoperability standards of the EURES EC portal in the scope of job offers transfers and works on the transfer of personal data of people registered in poviat labor offices as unemployed have been started agree to the transfer of their data because the CV database on the EURES KE portal;
- handling matters related to the inclusion of EURES in the European Social Fund (ESF): centrally - cooperation with the Department of Fund Implementation in the Ministry of Regional Development, in the launch of a competition for EURES training project for OHP in 2017, including a training project for EURES for PES to the pool of competitions for 2018; regional - opinion on two EURES projects in regional operational programs 2014-2020 for the Dolnośląskie and Śląskie voivodeships.

EURES network activities in Poland at national, regional and local level were accomplished – in total – by 428 organizations with over 1 thousand persons (ca. 221 full time equivalents) who worked for EURES.

**The main activities carried out by the Polish EURES network in the provision of EURES network services for jobseekers and employers at the regional and local level, include:**

- **job placement for Polish employers in the field of support before recruitment, handling job offers of Polish employers particularly interested in employing European Union citizens/the European Free Trade Association (hereinafter "UE/EFTA"), recruitment projects, recruitment support.** The main results of the activities include: approx. 4,600 contacts with Polish employers, handling 1,418 national vacancies, where employers were interested in employing EU/EFTA citizens, handling 379 CVs of EU/EFTA citizens, getting employment in Poland as part of recruitment activities by 79 foreigners – EU/EFTA citizens;
- **job placement for foreign employers from the EU/EFTA in the field of handling foreign job vacancies from EU/EFTA employers who**

**were interested in recruiting Polish citizens, support after recruitment.** The main results of the activities include: 83,888 individual contacts with Polish jobseekers about working abroad, handling around 49,820 foreign vacancies of employers from the EU/EFTA, servicing approximately 4,130 CVs of Polish citizens interested in working abroad, and support 1,928 Polish unemployed/jobseekers in job interviews with foreign employers from the EU/EFTA;

- **co-organization of international job fairs in Poland.** A total of 8 events were organized, including 3,620 visitors, approx. 77 foreign employers and 123 interviews;

- **conducting information activities on EURES.** As part of these activities, 3,203 group/mass events for the unemployed / jobseekers were organized and about 124,400 individual contacts with Polish unemployed and jobseekers, approx. 17,840 contacts with Polish employers, approx. 1,490 contacts with foreign citizens of the EU/EFTA and 798 contacts with Poles staying abroad;

- **cooperation with national organizations and EU networks in order to broaden the access of Polish unemployed and jobseekers as well as Polish employers to specialized mobility guidance.** Cooperation with 2,711 national organizations was noted (high number of these organizations resulted from the fact that cooperation with the same organizations was repeated by variety of Polish EURES member organizations) and with 6 leading EU networks in the area of mobility such as Europe Direct, Europass, Eurodesk, Erasmus +, Solvit and Enterprise Europe Network;

- **European Job Days on-line,** with participation of 22 Polish employers and 2,121 registered jobseekers;

- **activities to support the mobility of young people up to the age of 29.** As part of these activities, 28,080 contacts with Polish youth were carried out, around 1,520 CV of young people interested in working abroad were handled and assistance in interviews with foreign employers from the EU/EFTA for 760 youth was organized;

- **activities in Poland's cross-border regions with Germany, the Czech Republic and Slovakia under two cross-border partnerships EURES-T Beskydy and EURES-TriRegio and two EURES Odra-Oder cross-border initiatives and EURES Porad-Dunajec,** which together accounted for approx. 740 serviced vacancies from employers or representatives of the PES from border regions, 6,172 contacts with the unemployed and jobseekers, mainly from Poland, approx. 1,390 contacts with Polish employers and employment of 59 Poles in the border region.

## **A.1 Conclusions and recommendations**

### **Situation on the labor market:**

- the situation on the Polish labor market in 2017 improved compared to 2016, the number of employed persons increased (the employment rate for people aged 15-64 according to Eurostat in the fourth quarter of 2017 was 66.4%) and the unemployment rate registered at the end of 2017 amounted to 6.6%;
- due to the good situation on the domestic labor market, there is a decline in the interest of unemployed and jobseekers in taking up employment in EU and EFTA countries. The decline in interest was also affected by the deteriorating situation regarding the sense of security and the start of the Brexit process in the Great Britain, which until now was one of the main directions of Poles' emigration;
- as part of EURES job placement, a large number of job offers persisted from employers from Germany and the Czech Republic, there is still considerable interest of foreign employers (mainly from border regions) in participation in job fairs in Poland and participation in recruitment interviews;
- Polish employers who have problems in finding job candidates in Poland mostly benefit from employment opportunities for third-country nationals mainly from Ukraine than from EU Member States.

### **Problems:**

- in the area of ESF co-financing - 2 EURES projects are launched from regional operational programs, experience in their service shows: limited possibilities of supporting jobseekers due to a narrow and difficult target group characterized by low activity on the labor market, low independence, low skills of using electronic services; requirements for achieving specific indicators; time-consuming project management by the EURES staff results in limited possibilities to implement the statutory EURES activities;
- in the area of financing from national resources - small possibilities of financing EURES activities from regional and local budgets, which practically gives up the participation of EURES advisors in international activities, eg job fairs abroad and stationary training organized by the European Commission, which in the long term will be reducing cooperation with EURES advisors from the EU / EFTA;
- in the area of national trainings - due to the workload of the national EURES coordination office, national trainings for EURES staff are organized once a year, this is too little training compared to the needs of EURES staff from VLOs and VLC;
- in the area of monitoring employment results - very small possibilities remain an open and controversial issue;
- in the field of international recruitment:

- effective recruitment is hampered by the fact that a significant part of candidates interested in taking up employment in EU / EFTA countries are people with low professional qualifications and without a foreign language knowledge, and among the EURES job offers prevail the proposals for qualified people;

- Polish job seekers on a larger scale than the EURES network use recruitment of personal contact networks (family, friends) and other sources of information on vacancies, including Internet, press, private employment agencies;

- according to information from powiat labor offices, Polish employers are looking primarily for candidates for work from countries outside the EU / EFTA;

- more and more often there are situations where foreign employers looking employees in occupations with high demand in Poland (deficit professions in Poland). This situation causes restrictions in the recruitment of candidates from Poland abroad within the framework of the EURES network, because in the first place the needs of Polish employers should be met to avoid disturbances on the national labor market. The Polish EURES network focuses on conducting job placement within the framework of the EURES network in professions that are in surplus or in balance on the domestic labor market.

### **Good practices:**

- cooperation in many regions with powiat labor offices, which actively participate in many activities, especially in the organization of advisory days, recruitment meetings and workshops for Polish job seekers, among others, on the creation of application documents in English as well as living and working conditions in EU countries;
- meetings and information campaigns about safe trips to work abroad, which are organized in cooperation with relevant national organizations, eg dealing with counteracting human trafficking, are very popular with jobseekers;
- an effective method of getting information for jobseekers - EU / EFTA citizens is the participation of EURES staff in international (European) job fairs abroad in EU / EFTA in order to present job offers of Polish employers (Polish EURES network took part in 8 projects of this type in 2017);
- in the light of limited financial resources, on-line events with the use of the Internet, eg the organization of European Job Days, play an important role;
- an original project carried out by EURES Advisors and EURES Assistants was met with great interest by jobseekers. "EURES go Further", aimed at promoting EURES network services among rural communities and small towns;
- good practice is the cooperation of EURES staff with academic career offices, including the participation of EURES staff in academic job fairs, because they are usually very popular among young people interested in foreign job offers in EU / EFTA countries;
- effective activities from the point of view of disseminating information are also meetings with employers and jobseekers during job fairs, conferences, seminars and EURES duty in VLOs, LLOs and VLC supported by earlier

promotion, eg with the help of co-organizers, through the media, social media and cooperating entities.

### **Recommendations:**

- ensuring a stable source of financing of the EURES network from EU funds, as the membership organizations of the EURES network in the need to finance other important statutory tasks do not allocate adequate funds to support mobility on the EU labor market;
- intensification of information activities on EURES towards Polish employers and employers' organizations as well as on EU / EFTA citizens potentially interested in working in Poland and Polish return migrants, using modern forms of communication, eg social media;
- intensification of cooperation between members of the EURES network – PES and VLC - through the organization of joint events such as job fairs, conferences, workshops, information meetings;
- intensification of recruitment activities aimed at young people from other EU / EFTA countries that would be interested in working in Poland, but this group would require more support from EURES when starting work in Poland;
- an increase in the number of domestic trainings for the Polish EURES staff.

## **B. Administrative details**

**Country:** Poland

### **National Coordinator Office**

Ministry of Family, Labour and Social Policy

Labour Market Department

Nowogrodzka 1/3/5, 00-513 Warsaw, POLAND

Phone: +48 22 461 64 00, Fax: +48 22 461 64 01,

e-mail: sekretariat.DRP@mrpips.gov.pl

### **Partners**

EURES Members: 16 RLOs in cooperation with 340 LLOs and Headquarters of VLC together with 65 subordinated entities. Additionally - partners cooperating within EURES cross-border partnerships: 2 trade unions, 2 employers' organisations and 1 vocational training center.

### **Cross-border co-operation**

EURES cross-border co-operation was carried out in 2017 in the following forms :

Crossborder partnerships: EURES-T Beskydy (PL-SK-CZ) and EURES-TriRegio (PL-DE-CZ)

Crossborder initiatives: EURES Odra-Oder (PL-DE) and EURES Poprad-Dunajec (PL-SK)

## C. Resources

### Staff Available

EURES activities were carried out 1,048 employees within: ca. 212 full-time employments (FTE) (national, regional and local activities), ca. 9,25 FTE (cross-border activities).

Number of EURES advisers - 56: 42 EURES advisers in RLOs (= ca. 33 FTE), 14 EURES advisers in VLC (= ca. 11 FTE).

Number of EURES assistants -76 within: 21 EURES assistants in RLOs (= ca. 13 FTE), 55 EURES assistants in VLC (= ca. 24 FTE).

Number of client advisers on EURES issues in LLOs – 795 (= ca. 112 FTE).

### IT/Infrastructure Available

The IT infrastructure for customer service used by the Polish PES was expanded. IT system "Syriusz" was used to handle the job offer by Local Labour Office (LLO), which was implemented in all 340 LLOs. Technical support for the Syriusz system was provided by MRPiPS (IT Department).

Polish job offers are entered by PES staff of LLO, using the IT system Syriusz, after that job offers were collected at the national level in the Central Base of Job Offers (CBOP), available to clients on the Internet. These job offers were also presented on the European Job Mobility Portal EURES [www.eures.europa.eu](http://www.eures.europa.eu).

Tasks of Regional Labour Offices (RLO), including tasks EURES, were carried out using IT system "WUP-Viator", which was implemented in all 16 RLOs. The Syriusz and WUP-Viator IT systems were integrated.

Work on improving the above-mentioned IT systems and CBOP. The development of these systems was planned in the direction of the most complete automation of RLO and LLO tasks, in particular in the field of job placement.

Communication within the EURES network at the national level was carried out using the national website [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl). An internal network was also available for the EURES staff, which includes the following software: Monitoring Database, Event Calendar.

Support for the accreditation process for EURES members outside the PES was realized by the STOR IT platform, which contains a public "Register of Accredited bodies for the job placement within the EURES Network" (<http://stor.praca.gov.pl/portal/#/eures>). There are IT tools for applying for accreditation and also handling of accredited bodies. The platform also includes an up-to-date list of all organizations in Poland entitled to provide EURES services with relevant search engines.

IT infrastructure to customer service used by Voluntary Labour Corps (VLC) for job placement consists of the IT system "Youth Job Placement Office" ([www.mbp.ohp.pl](http://www.mbp.ohp.pl)). This IT system was connected to CBOP on January 1, 2016 and automatically to the EURES portal.

Infrastructure suitable for organizing meetings, recruitment events in PES and VLC buildings was limited. As far as possible, the meetings were organized for not too large numbers of clients at the premises of the labour offices or VLC.

Videoconferencing equipment were not widely available in the Polish PES and VLC.

## Financial Resources

Planned financial resources in total: approx. EUR 2,759,356, of which: - from national resources: approx. EUR 2,489,936 - from EU funds: approx. EUR 269,420.

## D. Common objectives

### D.1 Matching of vacancies and applications for employment and placement in transnational and cross-boarder framework

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#### 1 ACTIVITY

Information and advice for Polish employers particularly interested in employing foreigners – EU/EFTA citizens, with regard to preparing for international recruitment.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with employers from own	3400	4526	



country (assistance with matching & recruitment)			
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## 2 ACTIVITY

Service of national job offers for foreigners – EU/EFTA citizens including ind. job offers and offers as part of recruit projects. Sectors in relation to which recruit projects are planned for Polish employers: finance, banking, catering and hospitality, trade services, modern business services – BPO /SSC (accounting, IT, ICT), transport, industry/production, wood industry, aircraft industry, construction industry, logistics, metallurgy, metal industry, science, pharmacy, engineering industry, agriculture, horticulture, fruit growing, shipping, specialised linguistics, aviation, customer service, e-commerce, accounting, design of web and multimedia applications. Professions, in relation to which recruit projects are planned for Polish employers: employees of call centres/IT support centres, employees of accounting depart, drivers, cooks, chambermaids, waiters, telemarketers, manual workers, production employees.

Cuntries: BG,CZ,HR,DK,EE,FI, FR,ES,NL,IR,LT,LV,DE,NO,PT,RO,SK SE,HU,IT UK.

Indicator	Estimated target	Actual target	Explanation
Number of vacancies handled from employers from own country in EURES matching and recruitment process	937, including 379 within recruitment projects	1418, including 449 within recruitment projects	Sectors of the economy/professions for which recruitment projects for Polish employers were implemented: trade, sales, industry, production, catering, agriculture, construction, transport, gardening, care for the elderly, IT, helpdesk, railways, customer service, e-commerce commerce, call center, finance, accounting, education, marketing, logistics. Countries with which we cooperated in recruitment projects: Germany, the Netherlands, the

			Czech Republic, Italy, Ireland, Spain, France, Slovakia, the Czech Republic, Bulgaria, Croatia, Estonia, Romania, Hungary, Lithuania, Latvia, Denmark, Sweden, Finland and Slovenia.
Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	105	79	

### 3 ACTIVITY

Handling resumes of foreigners – EU/EFTA citizens, applying for national job offers for EU/EFTA nationals as part of recruitment projects.

Indicator	Estimated target	Actual target	Explanation
Number of CVs handled of jobseekers in EURES matching and placement process from another EURES Member	414, of which 135 women; including 232 youth under the age of 29;	379, of which 164 women, including 227 youth under the age of 29	

### 4 ACTIVITY

Support for Polish employers in matters related to the recruitment of foreigners - EU/EFTA citizens, other than handling job offers and resumes, e.g. interviews, information, advice.

Indicator	Estimated target	Actual target	Explanation
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The number of Polish employers, which will be provided with support	605	347	
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## 5 ACTIVITY

Informing foreigners – EU/EFTA citizens, recruited within the framework of the EURES network to work in Poland, about the essential administrative procedures relating to employment and about the rules applicable to employees when taking up employment, as well as about support available after recruitment, e.g. activities in support of integration: language courses, vocational training, etc.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	293	406	

## 6 ACTIVITY

Support for the Polish unemployed/job seekers before recruitment within the framework of the EURES network –information and advice preparing for recruiting abroad to the EU/EFTA countries.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers your own country (assistance with matching & recruitment)	78.5 thous., of which 32.3 thous. women; including 28.1 young people under the age of 29	83.8 thous., of which 35.5 thous. women; including 28 thous. young people under the age of 29	

## 7 ACTIVITY

Handling foreign jobs offers from EU/EFTA employers interested in employing Polish citizens, including individual job offers and offers as part of recrui.projects. Sector in which there may be interest in employment abroad in the EU/EFTA

countries among the Polish unemployed/job seekers, and thus in which projects may be planned: construction, hospitality and catering, ogistics, horticulture fruit growing, agriculture, care of the elderly, automotive industry, transport, seasonal work, tourism food processing, industrial processing industry/production, crafts, medical industry, warehouse management, metal industry metallurgy, engineering industry, trade, services. Profession: production worker, packer, industrial employee, construction employee, carer, medical industry employee craftsman, warehouse worker, electrician, fitter of electric bundles, operator of machine tools, assembly operator.

Countries: AT,BE,CZ,DK,EE,FI,FR,NL,ES,IR,LV,DE,NO,SK,UK,IT.

Indicator	Estimated target	Actual target	Explanation
Number of vacancies handled from another EURES Member country in EURES matching and recruitment process	18.6 thous., including 1.5 thous. within recruitment projects	49.8 thous., including 3.5 thous. within recruitment projects	Sectors/industries/professions for which recruitment projects for Polish unemployed/jobseekers were implemented: catering, construction, hotel industry, agriculture, fruit growing, tourism, metal industry, transport and logistics, finance, gardening, seasonal work, media, education, physiotherapy , automotive industry, energetics and electrics, electronics, industrial processing, trade, customer service, animation and entertainment, mechatronics, metal industry, production, tailoring, IT. Countries with which we cooperated in recruitment projects: Denmark, Germany, Malta, Spain, Ireland, Portugal, Estonia, Czech Republic, the Netherlands, Austria, Norway, and the UK. Britain, Spain, Ireland, Sweden, Belgium, Norway, France.

## 8 ACTIVITY

Handling resumes of Polish candidates applying for foreign job offers as part of recruitment projects.

Indicator	Estimated target	Actual target	Explanation
Number of CVs handled of jobseekers in EURES matching and placement process from own country	5.1 thous., of which 1.8 thous. women; including 1.7 thous. young people under 29 years of age	4.1 thous. of which 1.7 thous. women; including 1.5 thous. young people under 29 years of age	

## 9 ACTIVITY

Support for the Polish unemployed/job seekers in interviews with foreign employers from the EU/EFTA countries.

Indicator	Estimated target	Actual target	Explanation
The total number of the Polish unemployed/job seekers who will take part in interviews with foreign employers from the EU/EFTA countries	3.1 thous., of which 1.8 thous. women; including 1 thous. young people under 29 years of age	1.9 thous., of which 684 women; including 756 young people under 29 years of age	

## 10 ACTIVITY

Informing Polish citizens, recruited within the framework of the EURES network to work abroad in the EU/EFTA countries, about the essential administrative procedures relating to employment and about the rules applicable to employees when taking up employment, as well as about support available after recruitment, e.g. activities in support of integration: language courses, vocational training, etc.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers	7.2 thous.	8.0 thous.	

your own country (assistance with matching & recruitment)			
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## 11 ACTIVITY

Participation of the Polish staff of the EURES members and partners in the international (European) job fairs abroad in the EU/EFTA countries in order to present job offers of Polish employers.

Indicator	Estimated target	Actual target	Explanation
The number of job fairs	5	8	1) Job Day in Palma de Mallorca, Palma de Mallorca, Spain, 23/03/2017; 2) Job Expo 2017, Nitra, Slovakia, 27-28/04/2017; 3) International Job Fair "Dublin Job Fair", Dublin, Ireland, 11/05/2017; 4) International Career Day, Ancona, Italy, 12/05/2017; 5) Università Aperta in Padova, Padova, Italy, 25/05/2017; 6) Polish-German Information Day 2017, Pasewalk, Germany, 11/10/2017; 7) The "EDUCA My Job 2017" Fair, Liberec, Czech Republic, 13/10/2017; 8) Job Fair "Profesia Days", Prague, Czech Republic, 25 - 26/10/2017.

The number of Polish 65  
job offers presented  
at job fairs 48

Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	180	322	
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## 12 ACTIVITY

Participation of the Polish staff of the EURES members and partners in job fairs in Poland with an exhibition stand where the information on EURES is provided or EURES services are provided.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from own country (general info)	20.9 thous.	25.5 thous.	
The number of job fairs where the EURES staff had their stand	746	806	

## 13 ACTIVITY

Organisation in Poland of the international (European) job fairs, including those of industry nature. Branches of the economy, for which it is planned to organise the international job fair in Poland are, in particular: construction, industry, automotive industry, hospitality and catering, agriculture, horticulture, production, transport and logistics, care of the elderly, services.

Countries with which it is planned to cooperate in organising job fairs, are, in particular: CZ, DE, NL, UK, NO, SE.

Indicator	Estimated target	Actual target	Explanation
The number of job fairs	6	8	Industries for which international job fairs were

			organized in Poland: catering, industry, electrical industry, sanitary industry, trade and services, construction industry, production, logistics, gardening and agriculture, hospitality, transport, IT, care for the elderly, production. Countries that took part in the fair: Denmark, Germany, Portugal, the Netherlands, Austria, Bulgaria, the Czech Republic, Slovakia.
The number of visitors	6 thous.	3.6 thous.	
The total number of the Polish unemployed/job seekers who will take part in recruitment interviews with foreign employers from the EU/EFTA countries	1.2 thous., of which 440 women; including 535 young people under 29 years of age	936, of which 300 women; including 202 young people under 29 years of age	
The number of recruitment interviews	80	123	
Number of individual contacts with jobseekers/workers from own country (general info)	1.7 thous.	1.7 thous.	

## 14 ACTIVITY



Organising the stationary European Job Days (EJD) in Poland, in cooperation with the partners from the labour market in Pomorze including those of industry nature. Branches of the economy, for which it is intended to organise EJD, are, in particular: agriculture, catering, hospitality, construction, care of the elderly, shipbuilding industry.

Countries, with which it is planned to cooperate in organising EJD are, in particular: DK, FI, NL, IR, NO, DE.

Indicator	Estimated target	Actual target	Explanation
The number of stationary EJD	1	0	
The number of visitors	500	0	
The total number of the Polish unemployed/job seekers who will take part in recruitment interviews with foreign employers recruitment from the EU/EFTA countries	100, of which 50 women; including 25 young people under 29 years of age	0	
The number of recruitment interviews	6	0	
Number of individual contacts with jobseekers/workers from own country (general info)	200	0	

## 15 ACTIVITY

Organising the European Job Days (EJD) online on the EC platform, including those of industry nature for Polish employers. Branches of the economy, for which it is planned to organise EJD are, in particular: IT industry, transport and logistics, financial, accounting and IT services, telephone and email customer support (call centre), metal and machinery industry (metal work), BPO.

Countries, with which it is planned to cooperate in organising EJD are, in particular: BG, HR, CZ, EE, NL, IR, LT, LV, NO, DE, RO, SK, SI, UK, HU.

Indicator	Estimated target	Actual target	Explanation
The number of EJD on-line	3	1	<p>Industries for which European On-line Job Days in Poland were organized: IT, transport and logistics, accounting and finance, electronic, telephone customer service, metal industry, BPO.</p> <p>Countries that took part in the European On-line Job Days: Poland.</p> <p>Countries that were asked to disseminate information about the event among the people jobseekers: EU/EFTA countries.</p> <p>Number of views: 3,279. Number of unique views: 2,121. Number of registered persons. jobseekers: 418, including EU (318) + non-EU citizens (100). Number of messages per public chat: 285. Number of calls per individual chatroom: 41. Number of people watching video presentations: 154 (85 from Poland, 66 from EU countries : Spain, France, Italy, Croatia, Greece, the</p>

			United Kingdom and 3 Indian citizens).
The number of visitors being the unemployed/job seekers registered on the platform	620	2 121	
The total number of employers registered on the platform	32, of which 30 Polish employers, 2 employers from the EU/EFTA countries	22 polish employers	
The total number of people registered on the portal with the full profile and resume	130, of which 55 women, including 55 young people under 29 years of age	418, of which 134 women; including 57 young people under 29 years of age	

## **D.2 Support to a better integration of labour markets in the EU**

### **1 ACTIVITY**

Implementation of the tasks of the National Coordination Office.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
	n/a	n/a	The activities carried out by the Labor Market Department in the Ministry of Labor and Social Policy are described in the section "A. Summary".

### **2 ACTIVITY**

Maintenance and possible amendment to the national legislation regarding the EURES. Maintenance of the full integration of EU job placement (EURES) with job placement conducted by VLO,PLO and VLC.

Indicator	Estimated target	Actual target	Explanation
The number of national legal acts, which contain the EURES issues	5	5	

### 3 ACTIVITY

Inclusion of the EURES activities in the National Action Plan for Employment for the years 2015-2017. Preparation of contributions regarding the EURES to the interim reports on the implementation of the Plan.

Indicator	Estimated target	Actual target	Explanation
The number of National Action Plans for Employment, in which are the EURES activities are included	1	1	

### 4 ACTIVITY

General information and publicity measures and advice for the Polish unemployed and job seekers - EXCLUSIVE OF JOB FAIRS AND EJD, REFERRED TO IN THE SECTION "JOB FAIR" POINT D. 1.11-15, inter alia: information meetings, workshops, seminars, advice and individual meetings, counselling days, career days, open days, running job offer notice-boards, distribution of leaflets and publications, lectures, articles in the press and on the Internet , social media, advertising, advice and group contacts, group classes, participation in conferences and other events, information campaigns, radio spots, training courses, conferences, and more.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from own country (general info)	110.3 thous.	124.3 thous.	Personal and group advice, including organization of workshops, conducting bulletin boards, dissemination of leaflets and

			publications, lectures, articles in the press and on the Internet, social media posts, organization of job fairs, conferences, videoconferences, seminars, career days, advisory days, information campaigns , radio spots and programs, trainings, conferences, information dispatches using instant messengers, on-line chats, thematic presentations.
The number of group/mass events organised for the unemployed/job seekers	1.9 thous.	3.2 thous.	
The total number of participants in group/mass events organised for the unemployed/job seekers in Poland	26.2 thous., of which 12.2 thous. women; including 14.8 thous. young people under 29 years of age	41.3 thous., of which 20.5 thous. women; including 28.4 thous. young people under 29 years of age	

## 5 ACTIVITY

General information and publicity measures and advice for Polish employers, including on labour markets, low-demand and deficit professions in the EU/EEA - EXCLUSIVE OF JOB FAIRS AND EJD, REFERRED TO IN THE SECTION "JOB FAIR" POINT D. 1.11-15, inter alia: individual and group advice, information campaigns, information meetings, open days, social media, online publications, organising meetings and workshops, dissemination of information and publicity materials, participation in seminars, conferences, enterprise days, information meetings, sponsored articles, radio spots, workshops, expert duties, etc.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
Number of individual contacts with employers from own country (general info)	11.5 thous.	17.8 thous.	Individual advice: personal, e-mail, telephone, group advice, information meetings, open days, instant messaging, on-line chats, social media posts, online publications, job exchanges, workshops, dissemination of information and promotion materials, organization/participation in workshops, job fairs, seminars, conferences, days of entrepreneurship, conducting bulletin boards.
The number of contacts with Polish employers' organisations	397	518	

## 6 ACTIVITY

General information and publicity measures for the unemployed/job seekers foreigners - EU/EFTA citizens, inter alia, individual and group advice, information days, participation in seminars and conferences, open days, workshops, use of social media etc.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	1.9 thous.	1.4 thous.	Individual and group advice, information days, participation in stock exchanges, seminars, information meetings, open days, use of social media/instant messengers, internet

			chats, information about living conditions, work, job market in Poland, sharing publications/information materials, assistance in preparing a CV in Polish.
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## 7 ACTIVITY

Publications, information and publicity materials on EURES for clients, issued at the national level.

Indicator	Estimated target	Actual target	Explanation
The number of publications	13	13	
Number of copies (circulation)	619.9 thous.	618.1 thous.	

## 8 ACTIVITY

Publications, information and promotional materials on EURES to clients issued at the regional level.

Indicator	Estimated target	Actual target	Explanation
The number of publications	139	103	
Number of copies (circulation)	41.6 thous.	53.7 thous.	

## 9 ACTIVITY

Keeping the national EURES website [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl) and its adjustment in terms of information to the requirements of the EU EURES Regulation.

Indicator	Estimated target	Actual target	Explanation
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The number of unique website visits a year	650 thous.	501.6 thous.	
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## 10 ACTIVITY

Inclusion of the EURES logo and redirections to the website [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl) on the MFLSP websites, national PES vortal and the websites of the EURES members and partners.

Indicator	Estimated target	Actual target	Explanation
The number of websites on which the information will be placed	367	368	

## 11 ACTIVITY

Information measures and advice for Polish citizens staying abroad in the EU/EFTA countries and planning to return to Poland, inter alia, individual advice, information meetings, counselling days, distribution of information materials.

Indicator	Estimated target	Actual target	Explanation
The number of individual contacts with Polish citizens staying abroad in the EU/EFTA countries:	1.5 thous.	798	Dissemination of information materials, individual advice, participation in job fairs, days and information meetings, on-line chats.

## 12 ACTIVITY

Carrying out the EURES information measures according to the "Plan of communication measures in Poland for 2017."

Indicator	Estimated target	Actual target	Explanation
n/a	n/a		Report on the implementation of



			the "Communication Plan in Poland for 2017" contains a separate document.
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### 13 ACTIVITY

Cooperation at the regional level with Polish organisations operating, in particular, in the area of: tax and customs administration, social security, health care, control of the employment conditions, international activities, protection of interests of employees using their right to freedom of movement of EU/EFTA employees, border control, recognition of professional qualifications, - employment of foreigners – EU/EFTA citizens in Poland. Type of cooperation: exchange of information, expert consultation, participation in organised training courses, open days, workshops, conferences, seminars, information meetings, joint organisation of projects, information campaigns, cooperation on recruitment projects etc.

Indicator	Estimated target	Actual target	Explanation
The number of contacts with organisations at the regional level	2.1 thous.	2.7 thous.	

### 14 ACTIVITY

Cooperation at the regional level with the EU networks, i.e.: Solvit, Europe Direct, Europass, Portal Twoja Europa, Enic-Naric, Enterprise Europe Network, Euraxes, Eurodoradztwo, Eurodesk, European Migration Network.

Indicator	Estimated target	Actual target	Explanation
The number of contacts with the cooperating EU networks	348	193	

### 15 ACTIVITY

National training courses for the EURES staff and other appropriate staff of the EURES members and partners on the EURES activities.

Indicator	Estimated target	Actual target	Explanation
The number of training courses	2	2	
The number of participants in training courses	100	76	

## 16 ACTIVITY

Regional and local training courses for the EURES staff and other appropriate staff of the EURES members and partners on the EURES activities.

Indicator	Estimated target	Actual target	Explanation
The total number of training courses	114, including 7 for VLO employees, 17 for PLO employees, 96 for VLC employees and 7 for employees of other institution	281, including 3 for VLO employees, 23 for PLO employees, 246 for VLC employees and 9 for employees of other institution	
The total number of participants in training courses who are the EURES staff	579, including 44 form VLO, 358 from PLO, 172 from VLC, 5 form cooperatin entities	433, including 35 from VLO, 224 from PLO, 169 from VLC, 5 from cooperatin entities	
The total number of participants in training courses who are not the EURES staff	283, including 22 from VLO, 41 from PLO, 190 from VLC, 30 from cooperating entities	908, including 16 from VLO, 311 from PLO, 539 from VLC, 42 from cooperating entities	

## 17 ACTIVITY

Coordination of participation of the Polish EURES staff in training courses organised on behalf of the EC, both classroom and virtual, within in the framework of the EC horizontal activities.

Indicator	Estimated target	Actual target	Explanation
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The number of classroom training courses	28	12	
The number of participants in classroom training courses	35	34	
The number of virtual training courses	21	9	
The number of participants in virtual training courses	80	36	

### 18 ACTIVITY

Maintenance of appropriate transfers of job offers from the Central Database of Job Offers (CDJO) to the EC EURES portal.

Indicator	Estimated target	Actual target	Explanation
The number of Polish job offers transferred daily from the CDJO to the EC EURES portal	27.7 thous.	24.8 thous.	
The number of foreign EURES job offers published daily in the CDJO	440	580	

### 19 ACTIVITY

Maintenance and modernisation of the PES systems connected to the CDJO for carrying out the EURES activities: update of the SYRIUSZ IT system, update of the WUP-Viator IT system.

Indicator	Estimated target	Actual target	Explanation
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The number of national PES IT systems into which the EURES issues have been included	2	2	
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## 20 ACTIVITY

Maintenance and development of the VLC IT systems for appropriate transfer of job offers published in the VLC job offer database (Youth Employment Agency - [www.mbp.ohp.pl](http://www.mbp.ohp.pl)) to the CDJO.

Indicator	Estimated target	Actual target	Explanation
The number of national PES IT systems into which the EURES issues have been included	1	1	

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## 21 ACTIVITY

Maintenance and development of the electronic "Register of operators accredited for conducting EURES job placement" ("[www.stor.praca.gov.pl/portal/#/eures](http://www.stor.praca.gov.pl/portal/#/eures)).

Indicator	Estimated target	Actual target	Explanation
The number of IT systems supporting the register of accreditation	1	1	

## 22 ACTIVITY

Cooperation with managing and implementing authorities at the national and regional as part of the ESF 2014-2020 in order to enable the use of the ESF funds for the EURES activities in Poland.

Indicator	Estimated target	Actual target	Explanation
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The number of national ESF managing and implementing authorities with which cooperation will be maintained	2	2	
The number of regional ESF managing authorities with which cooperation will be maintained:	14	2	

### 23 ACTIVITY

Support for the EURES members and partners in Poland in the use of the ESF funds for the EURES activities, inter alia, through: issuing appropriate MFLSP recommendations on the use of the ESF funds for the EURES activities, reviewing selection criteria of projects from the ROP 2014-2020 - reviewing support for the EURES activities from the ROP 2014-2020, planned to be launched in the non-competition and competition projects, cooperation with ESF managing and implementing authorities in order to monitor the use of the ESF funds for the EURES activities in 2017.

Indicator	Estimated target	Actual target	Explanation
The number of MFLSP recommendations	1	2	
The number of reviewed selection criteria of projects from the ROP 2014-2020	16	0	
The number of reviewed EURES projects from the ROP 2014-2020	4	2	

### 24 ACTIVITY

Preparation of the documentation to launch the non-competition project with regard to support for the EURES network in the years 2018-2020 from the Operational Programme Education Knowledge Development 2014-2020.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
project documentation	1	1	A fiche was prepared for the Action Plan for 2018 of the Operational Program Knowledge Education and Development 2014-2020 for a team of a training competition project entitled: "Training of employees of Voluntary Labor Corps in the provision of services within the EURES network".

## 25 ACTIVITY

Launching of the competition training project for VLC from the Operational Programme Education Knowledge Development 2014-2020.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
The number of projects	1	0	The first MFLSP (Funds Implementation Department – "FID") competition was announced on 2 June 2017 but the project was not launched due to the lack of eligible applicants. The criteria for access to the project, which were approved by the Monitoring Committee, were eased

			Operational Programme Education Knowledge Development 2014-2020, which allowed FID to announce the next competition on December 15, 2017. The competition received three applications and negotiations began. FID plans to launch the project from May 2018 (so potential beneficiaries have established themselves in submitted applications for co-financing).
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### **D.3 Exchange of information on living and working conditions**

#### **1 ACTIVITY**

Preparation of information materials on the living and working conditions in Poland to be placed on the EC EURES portal.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
The number of updates of information materials	1	1	

#### **2 ACTIVITY**

Information and advice on the living and working conditions in Poland for foreigners – EU/EFTA citizens.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
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Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	1.8 thous.	1.5 thous.	
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### 3 ACTIVITY

Information and advice on the living and working conditions in the EU/EFTA countries for the Polish unemployed/job seekers.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from own country (general info)	32.3 thous.	28.8 thous.	

### 4 ACTIVITY

Keeping, on the EURES national website, an information section in Polish on the living and working conditions in the EU/EFTA countries.

Indicator	Estimated target	Actual target	Explanation
The number of information materials about the EU/EFTA countries	31	31	

## D.4 Exchange of information on labour markets

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### 1 ACTIVITY

Preparation of information material about the Polish labour market and voivodeships labour markets, as well as low-demand and deficit professions in Poland, to be placed on the EC EURES portal.

Indicator	Estimated target	Actual target	Explanation
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The number of updates of information material	1	1	
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## 2 ACTIVITY

Exchange of information with the EURES staff about the deficit and low-demand professions in the EU/EFTA States.

Indicator	Estimated target	Actual target	Explanation
The number of contacts with the EURES staff from EU/EFTA	617	723	

### D.5 Measures to encourage and facilitate the mobility of young workers

### D.6 Exchange of information on traineeships and apprenticeships

### D.7 Development of methodologies and indicators to support the reporting cycle

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## 1 ACTIVITY

Adjusting the monitoring system for the EURES activities in Poland and the reporting framework to a new programming system for the EURES activities in the EU.

Indicator	Estimated target	Actual target	Explanation
n/a	n/a		Due to the delay in the publication of EU regulatory provisions to the EU EURES Regulation regarding monitoring, the work was postponed to 2018.

## E. Specific objectives

### 1 ACTIVITY

Implementation of EURES Regulation

Indicator	Estimated target	Actual target	Explanation
not applied	-	-	

### 2 ACTIVITY

The implementation of the EU EURES Regulation.

Indicator	Estimated target	Actual target	Explanation
n/a	n/a		The activity was carried out on an ongoing basis (details in the "A. Summary" section).

### 3 ACTIVITY

Substantive support for NH VLC as regards coordination of the EURES activities within the VLC structures.

Indicator	Estimated target	Actual target	Explanation
n/a	n/a		The operation was carried out on a regular basis.

#### 4 ACTIVITY

Project "Your first job with EURES 2017-2018". Participation in the project as a cooperating applicant: of the VLC National Headquarters and VLO in Warsaw.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers your own country (assistance with matching & recruitment)	2.5 thous.	372	General information activities, promotion of the program during job fairs, conferences, workshops, meetings with the unemployed and jobseekers; also promotion of the program via the Internet and social media.
Number of individual contacts with employers from own country (assistance with matching & recruitment)	150	6	
Number of individuals resident in own country and employed abroad in another EURES Member country as a result of EURES Activity	156, of which 83 women; including 133 young people under 29 years of age	3, of which 1 woman; including 3 young people under 29 years of age	
Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	25, of which 13 women; including 17 young people under 29 years of age	1, of which 1 young person under 29 years of age	

#### 5 ACTIVITY

EURES projects from the ESF Regional level: 1) DVLO in Wałbrzych: "Support for mobility in Europe, facilitating the use of job offers under the EURES network for the residents of the Dolnośląskie Voivodeship", 1.01.2016-30.11.2017 2) VLO Gdańsk: "Returns with EURES" – up to 24 months (2nd quarter of 2017 – 2nd quarter of 2019.) 3) Podkarpacka VH VLC: "Compass – comprehensive project of support and social adaptation for NEET in Podkarpacie" (2016-2017) 4) VLO Katowice: "Improving the employability of job seekers and unemployed persons – EURES non-competition projects", implementation period – 1st quarter of 2017 – 1st quarter of 2018 Central level: MFLSP – "Training for the key and substantive staff of Voluntary Labour Corps on providing services within the framework of the EURES network", 2017-2018.

<b>Indicator</b>	<b>Estimated target</b>	<b>Actual target</b>	<b>Explanation</b>
The number of the unemployed/job seekers covered by support under the programme - regional level	239	243	A detailed list of projects co-financed from the ESF at the regional and central level is contained in a separate document.
The number of the unemployed/job seekers from Poland, who were employed - regional level	144	133	
The number of the unemployed/job seekers from Poland, who obtained qualifications after leaving the programme - regional level	104	63	
The number of employees of the labour market institutions other than PES, covered by support under the programme - central level	630	0	

## 6 ACTIVITY

Border cooperation – cross-border partnership EURES-T BESKYDY (PL-SK) -VLO Katowice: training for the EURES-T Beskydy partners, training for EURES advisers and assistants on vocational guidance, cooperation within the EURES network, conference “How are things on the Slovak-Polish border?”, information and recruitment days, brochure on coordination of social security systems, mobile information points, promotional video for job seekers and employers, annual conference for all EURES-T Beskydy partners, cross-border job fair by the PLO - VLO Opole : cross-border exchange of job offers, cross-border job fair and exchanges, conference on the Polish-Czech border, information and recruitment day, mobile information points -Śląska VH VLC: two-day labour days in cooperation with the CZ and SK, carrying out information and publicity measures regarding employment opportunities in the border area, conference promoting the initiative and summing up the current achievements of the EURES-T Beskydy.

Indicator	Estimated target	Actual target	Explanation
The number of handled foreign vacancies received from employers or PES representatives from the border regions	34	287	Information meetings and advice, dissemination of leaflets and publications, information campaigns, recruitment meetings, participation in the Prudnik Transnational Education and Entrepreneurship Fair, participation in the International Job Fair Perspektywy 2017 in Nysa, meeting for representatives of EURES-T Beskydy partners interested in joining the application for allocation of funds under the EaSI program, section in the seminar on mapping the needs

			of employers in cross-border regions organized by EURES Slovakia.
Number of vacancies handled from employers from own country in EURES matching and recruitment process	4	10	
Number of vacancies handled from another EURES Member country in EURES matching and recruitment process	55	58	
Number of individual contacts with jobseekers/workers from own country (general info)	1.2 thous.	891	
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	59	97	
Number of individual contacts with employers from own country (general info)	672	295	
Number of individual contacts with employers from another EURES Member country (general info)	126	42	
Number of individuals resident in own country and employed abroad in another EURES Member country as a	102, of which 39 women; including 51 young people under 29 age of years	40, of which 15 women; including 15 young people under 29 age of years	

result of EURES  
Activity

Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	2, of which 0 women; including 1 young man under 29 years of age	0	
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## 7 ACTIVITY

Border cooperation – cross-border partnership EURES TriRegio (PL-CZ-DE)  
Planned activities of the DVLO: 1) Brochure “10 steps forward and 10 steps backward or advice for people taking up employment in the border area”, 2) Drawing competition “When I am grown up, I will work in Poland, Czech Republic or Germany”, 3) Workshop “Safe trips to work abroad”, 4) EURES for employers, 5) Counselling days for employers from the Dolnośląskie Voivodeship, 6) Workshops for employers, 7) Information and counselling days, 8) Job fairs, 9) Mobile partnership – information campaign, 10) Cross-border seminar, 11) Multipliers on the border Activities of the “Dolnośląscy Pracodawcy” Association: 12) Cross-border Labour Market Forum – 1st and 2nd edition, 13) Workshops for employers, 14) Expert opinion “Cross-border labour market – today and tomorrow. Analysis and review of solutions improving employment and mobility of workers in Poland, Czech Republic and Germany.

Indicator	Estimated target	Actual target	Explanation
The number of handled foreign vacancies received from employers or PES representatives from the border regions	400	432	Planned activities of the Lower Silesian Regional Labor Office: 1.2. Brochure "10 steps forward and 10 steps back, or advice for those who are working on the border", 1.3. Drawing contest "How big I will be in Poland, in the Czech Republic or in Germany", 1.4. Workshops "Safe trips to work

			abroad", 2.4 .: EURES for employers, 2.5. Advisory days for Lower Silesian employers, 2.7. Workshops for employers, 3.1. Information and consulting days, 3.2. Job fairs, 4.2. Mobile partnership - information campaign, 8.1. Cross-border seminar, 8.2. Multipliers on the border Activities of Lower Silesian Employers: 2.6. Cross-border Labor Market Forum - I and II edition, 2.7. Workshops for employers, 6.2. Expertise "Cross-border labor market - today and tomorrow. Analysis and review of solutions increasing employment and employee mobility in Poland, the Czech Republic and Germany.
Number of vacancies handled from employers from own country in EURES matching and recruitment process	10	12	
Number of vacancies handled from another EURES Member country in EURES	100	130	



matching and recruitment process			
Number of individual contacts with jobseekers/workers from own country (general info)	2.5 thous.	2.1 thous.	
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	50	60	
Number of individual contacts with employers from own country (general info)	635	300	
Number of individual contacts with employers from another EURES Member country (general info)	280	275	
Number of individuals resident in own country and employed abroad in another EURES Member country as a result of EURES Activity	60, of which 10 women; including 15 young people under 29 years of age	19, of which 6 women and 0 young people under 29 years of age	
Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	2, of which 1 woman; including 1 individual under 29 years of age	0	

## 8 ACTIVITY

Border cooperation – cross-border initiative EURES Odra-Oder (PL-DE): ind. consultations for job seekers, information days, cooperation VLO Zielona Góra -

land of Brandenburg (analysis of information on low-demand and deficit professions, exchange of statistical data on sought after professions in the cross-border and on the level of unemployment), cooperation with organisations in the voivodeship, handling foreign job offers from the EU employers from the border regions, handling resumes of Polish candidates applying for foreign job offers as part of recruitment projects, information and advice on the living and working conditions, in case of interest on the part of foreign employers – organising meetings of foreign employers with job seekers abroad, sharing information about the parties, information on the living and working conditions in the EU/EFTA countries, providing information about current job offers, sharing leaflets and information materials.

Indicator	Estimated target	Actual target	Explanation
The number of handled foreign vacancies received from employers or PES representatives from the border regions	969	738	There were 10 recruitments for employers from Germany in which 276 people took part, recruitments took place at the VLO headquarters and poviat labor offices in the Lubuskie voivodship. VLO in Zielona Góra took part in the Polish-German Information Day organized by the German labor office in Frankfurt on the Oder, which gave advice to about 80 people, and in the 2nd Polish-German Information Day organized by the employment office of Cottbus and the city office Guben- advice about 50 people were granted. Four EURES advisor's

			from Germany at the VLO in Zielona Góra headquarters were organized and carried out.
Number of vacancies handled from employers from own country in EURES matching and recruitment process	2	0	
Number of vacancies handled from another EURES Member country in EURES matching and recruitment process	950	737	
Number of individual contacts with jobseekers/workers from own country (general info)	200	406	
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	2	3	
Number of individual contacts with employers from own country (general info)	4	4	
Number of individual contacts with employers from another EURES Member country (general info)	198	165	
Number of individuals resident in own country and employed abroad in another EURES	150, of which 70 women; including 30 young people under 29 years of age	20, of which 11 women; including 4 young people under 29 years of age	

Member country as a result of EURES Activity

Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	1, 0 women, 0 young people under 29 years of age	0	
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## 9 ACTIVITY

Border cooperation - cross-border initiative EURES Poprad-Dunajec (PL-SK)  
Planned activities: general information and publicity measures and advice for the Polish unemployed and job seekers and for Polish employers, as well as the unemployed and job seekers being EU/EFTA countries; participation in fairs/mass events in Poland with an exhibition stand of EURES; participation in international (cross-border) job fairs abroad within the EU in order to present job offers of Polish employers; organising in Poland international (cross-border) job fairs; preparing quarterly information about deficit and low-demand professions in the cross-border region and about the situation in the local labour market and sending it to PLO from the Polish and Slovak border area; in addition to the dissemination of information on the web portal of the Partnership POPRAD-DUNAJEC; distributing received job offers in the VIATOR system.

Indicator	Estimated target	Actual target	Explanation
The number of handled foreign vacancies received from employers or PES representatives from the border regions	15	20	Providing individual information about job offers, living and working conditions for Polish unemployed and jobseekers, providing information to Polish employers about acquiring employees under EURES; participation in national fairs (Gorlice, Krynica Zdrój, Limanowa), where the services

			of the EURES network were promoted, co-organization with the VLC of the Cross-border Job Fair, Education and Entrepreneurship, organization of the Labor Market Forum for employers from the cross-border area of Poland, participation in the conference "Updating information on conditions life and work in the border area Poland - Slovakia, quarterly information on occupations of deficits and surpluses in the cross-border region and the situation on the local labor market, further disseminated information on the POPRAD-DUNAJEC Partnership website, and disseminated job offers received in the VIATOR system.
Number of vacancies handled from employers from own country in EURES matching and recruitment process	20	0	
Number of vacancies handled from another EURES Member country in	20	20	

EURES matching and recruitment process			
Number of individual contacts with jobseekers/workers from own country (general info)	2.4 thous.	2.9 thous.	
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	200	35	
Number of individual contacts with employers from own country (general info)	1 thous.	791	
Number of individual contacts with employers from another EURES Member country (general info)	10	1	
Number of individuals resident in own country and employed abroad in another EURES Member country as a result of EURES Activity	6, of which 2 women; including 2 young people under 29 years of age	0	
Number of individuals resident in another EURES Member country and employed by an employer from own country as a result of EURES activity	3, of which 1 woman; including 1 individual under 29 years of age	0	