

Poland Activity Report

1. Executive summary

The activities of the EURES network in Poland in 2020 were carried out at the **central** (coordination) level and at the **regional, local and cross-border** level (providing support services to jobseekers and employers).

The COVID-19 outbreak had a significant impact on the scope of the tasks performed at each level. The mobility of workers in Europe has been very limited, which has significantly limited the possibilities of conducting international job placement and the organization of meetings, job fairs and other group events in person. EURES advisory services have also been limited, but not as much as job placement. A vast part of the EURES staff from Public Employment Services (PES) from all levels (central, regional and local) was delegated to implement the activities supporting the fight against negative effects of pandemic on the labor market in Poland, which also affected the smaller scope of implemented activities.

Activities at the central level were run by the Labour Market Department at the Ministry of Family, Labour and Social Policy (MRPiPS or MFLSP) and then (from October 2020) at the Ministry of Economic Development, Labour and Technology (MRPiT or MEDLT). These activities included the implementation of the tasks of the **National EURES Coordination Office** in Poland, namely:

- coordination of activities of EURES members and partners (voivodeship and poviats labour offices and Voluntary Labour Corps),
- cooperation in matters of work with work at the European Labour Authority, which will take over the coordination of the EURES network in the EU / EFTA and the implementation of the single Digital Portal (Regulation of the European Parliament and of the Council No. 2018/1724) within the part related to the national EURES network,
- maintaining the national law related EURES issues in one act and four regulations,
- preparation of the national action plan of the EURES network for 2021, report on the implementation of the national action plan of the EURES network for 2019 and monitoring of EURES activities in Poland in accordance with the EURES results measurement system in the EU,
- cooperation with the IT Department of the MRPiPS in the area of maintaining at an appropriate level EURES PES IT systems, in particular CV transfers from PES IT systems to the EURES portal of the European Commission (EC),
- maintaining the national website: www.eures.praca.gov.pl,

- preparation of information materials on living and working conditions and the labour market in Poland for the EURES EC portal, publication of EURES publications, in particular brochures on living and working conditions in Poland in three languages,
- coordination of the participation of the national EURES staff in training courses organised by the EC and of the application of EURES communication tools provided by the EC,
- cooperation with the contractor of the EURES training project for PES staff co-financed by the ESF from the Knowledge, Education and Development Operational Programme 2014-2020 and issuing opinions on the drafts of new EURES projects from regional operational programmes 2014-2020,
- cooperation with the ESF managing authorities in Poland in the field of preparatory work for the implementation of the new financial perspective for ESF + for 2021-2027 in order to co-finance of EURES activities from the ESF in the next financial perspective,
- monitoring the implementation of the mapping task of the Polish Classification of Professions and Specialties for ESCO classification,
- supporting the activities of EURES cross-border partnerships operating in Poland,
- participation in meetings of the EURES Coordination Group, participation in meetings of relevant EC EURES working groups and other meetings in the field of EURES.

Activities at the regional, local and cross-border level were carried out by voivodeship and poviast labor offices (VLO and PLO) and the Voluntary Labour Corps (VLC) in the following areas:

- job placement services for the Polish unemployed and those who seek the employment abroad, in the EU / EFTA countries, related to the surplus or balanced industries and occupations on the Polish labour market,

- job placement for Polish employers especially interested in employing EU / EFTA citizens,
- providing information on living and working conditions in Poland and in the EU / EFTA countries,
- internships and apprenticeships for Polish unemployed and jobseekers who seeks a job abroad in EU / EFTA countries and for foreigners - EU or EFTA citizens interested in taking up employment in Poland,
- post-recruitment assistance for the Polish unemployed and jobseekers recruited to work abroad in EU / EFTA countries and for foreigners - EU or EFTA citizens recruited to work in Poland,
- job placement and counseling services for the unemployed and jobseekers who seeks a job in the cross-border regions of Poland bordering with Slovakia, the Czech Republic and Germany particular in the form of cross-border partnerships: EURES-T Beskydy, EURES-TriRegio and initiatives: EURES Odra-Oder and EURES Poprad-Dunajec,
- implementation of three projects in the field of EURES that are co-financed by the ESF regional operational programmes 2014-2020 and participation, as a cooperating partner, in the Your First EURES Job 2019-2020 and Reactivate 2019-2020 programmes.

The detailed results of the activities described above, in the form of indicators, are presented in the further part of the report (parts 2-4).

2. General support services

2.1 Support services for workers

ACTIVITY 1

Support for Polish unemployed / jobseekers before recruitment under the EURES network - information and advice preparing for recruitment abroad to EU / EFTA countries.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland on recruitment abroad:	51 274	28 275	

ACTIVITY 2

Handling foreign job offers of EU / EFTA employers particularly interested in employing Polish citizens. Economic sectors and professions in which there is a surplus or equivalent labor force on the Polish labor market and labor placement activities abroad to the EU / EFTA are planned, in particular: finance and accounting, sales and marketing, industry, production, metallurgy, trade and customer service, BPO sector services, transport, hotel and gastronomy, fruit growing, telemarketing and call center, construction, gardening, logistics, production, cleaning services, machine operators, forklift operators, tourism, electronics. Countries with which it is planned to cooperate in employment placement abroad to the EU / EFTA, in particular: France, Germany, Austria, the Netherlands, Lithuania, Latvia, Croatia, Romania, Belgium, Denmark, Czech Republic, Norway, Iceland, Ireland, Finland, Cyprus, Sweden, Belgium, Great Britain Britain, Spain, Estonia, Malta, Greece, Portugal.

Indicator	Estimated target	Actual target	Explanation
Number of job vacancies handled and processed	6 604	1 418	

Number of Polish citizens employed abroad by foreign employers from EU / EFTA as a result of organized calls:	510	155	Economy sectors and professions in which recruitment projects for foreign employers were implemented: sectors: production, logistics, warehouse management, processing, services, industry, transport, construction, hotel and catering, food processing, horticulture, agriculture, meat industry, mechanics, industries: electrical, commercial, manufacturing, assembly, wood, telecommunications, production, automotive industry, care industry, telemarketing and call-center, veterinary, IT-programming and professions: laser cutting operator / press brake operator, culture animator, cook, waiter, baker/confectioner, receptionist, hotel worker, butcher, meat processing worker, cleaning workers, production worker, machine operator, cook, kitchen assistant, driver. The reduced number of serviced foreign job offers resulted from the reduced mobility of employees related to the COVID-19 epidemic. Cooperation with countries: AT,BE,CR,CY,CZ,DK,E E,FR,FI,GR,IS,IR,LT,LV, ES,NL,MT,DE,NO,SE,P T,RO,UK
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ACTIVITY 3

Support for CVs of Polish candidates applying for foreign job offers.

Indicator	Estimated target	Actual target	Explanation
Number of job applications handled and processed	2 629	760	

ACTIVITY 4

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

Indicator	Estimated target	Actual target	Explanation
Number of organized interviews with foreign employers from EU / EFTA:	196	77	
Number of Polish unemployed / jobseekers participating in job interviews with foreign employers from the EU / EFTA:	810	145	

ACTIVITY 5

Participation of the Polish staff of EURES members and partners in European job fairs abroad in the EU / EFTA to provide information on EURES or to provide other services of the EURES network.

Indicator	Estimated target	Actual target	Explanation
Number of job fairs:	21	1	
Number of national vacancies presented at job fairs:	171	0	

ACTIVITY 6

Participation of the Polish staff of EURES members and partners in job fairs in Poland with the exhibition stand, where information on EURES was provided or other services of the EURES network were provided.

Indicator	Estimated target	Actual target	Explanation
Number of job fairs:	661	43	
Number of unemployed / jobseekers who were provided information on EURES or other services provided by the EURES network:	17 539	1 749	

ACTIVITY 7

Organization of European (international) job fairs in Poland, including industry ones. Economic sectors in which there is a surplus or equivalent labor force on the domestic labor market and European job fairs are planned in Poland - in particular: machine operators, equipment operators, cashiers, construction, agriculture, tourism, hotel and gastronomy, domestic help and cleaners, production, logistics. Countries with which it is planned to cooperate in the organization of job fairs - in particular: Germany, the Czech Republic, Great Britain, Sweden, Norway, the Netherlands, Ireland and France.

Indicator	Estimated target	Actual target	Explanation
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Number of job fairs:	5	1	Sectors of the economy or professions that took part in organized job fairs: logistics, care services, medical services, agriculture. Countries cooperating with the organization of the job fair: the UK.
Number of visitors:	6 950	6 000	
Number of organized interviews with foreign employers from EU / EFTA:	49	1	
Number of Polish unemployed / jobseekers participating in job interviews with foreign employers from the EU / EFTA:	475	25	

ACTIVITY 8

Organization of stationary European Job Days (EJD) in Poland, including industry ones. Economic sectors in which there is a surplus or equivalent labor force on the domestic labor market and EJD is planned in Poland - in particular: construction, logistics, production, hotel and gastronomy, trade, telecommunications. Countries with which cooperation with EJD is planned: Czech Republic, Germany, France, Austria, Norway, Ireland, Spain, Portugal, Lithuania, Latvia, Estonia.

Indicator	Estimated target	Actual target	Explanation
Number of stationary EJD:	3	0	Due to limitations related to the COVID-19 pandemic, the events were not organized.
Number of visitors:	200	0	
Number of organized interviews with foreign employers from EU / EFTA:	51	0	
Number of Polish unemployed / jobseekers participating in job interviews with foreign employers from the EU / EFTA:	90	0	

ACTIVITY 9

Organization of European Job Days (EJD) online on the platform of the European Commission (EC) for Polish employers, including industry ones. Economic sectors for which EJD is planned - in particular: construction, transport, production, metal industry, wood and furniture industry, food industry, IT, BPO sector, call center, finance and accounting, customer service, sales and marketing, employees small gastronomy, truck drivers, cleaners, processing machine operators creates artificial, metal construction fitters, welders, sales representatives. Countries with which cooperation is planned in the organization of EJD - in particular: the Netherlands, Ireland, Great Britain, Norway, Iceland, Sweden, Denmark, Finland, Bulgaria, Croatia, Czech Republic, Estonia, Spain, Lithuania, Latvia, Germany, Romania, Slovakia, Slovenia.

Indicator	Estimated target	Actual target	Explanation
Liczba EJD on-line:	5	0	Due to the difficult situation of Polish employers related to COVID-19 outbreak about limits in recruitment, the events did not take place. Additionally, the EURES staff in voivodship labor offices were mostly delegated to work on other tasks aimed at combating the effects of the epidemic on the labor market.
Number of unemployed / jobseekers registered on the IT platform supporting EJD on-line in total:	1 400, including full profile and CV: 800	0	
Number of Polish employers registered on the IT platform that supports EJD on-line:	70	0	

ACTIVITY 10

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

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with foreigners - EU / EFTA citizens:	1 312	431	

ACTIVITY 11

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

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland:	19 880	11 983	

2.2 Support services for employers**ACTIVITY 1**

Information and advice for Polish employers particularly interested in employing foreigners - EU / EFTA citizens, in the field of preparation for international recruitment.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish employers about preparation for international recruitment:	3 050	2 003	

ACTIVITY 2

Handling domestic job offers for foreigners - EU / EFTA citizens from countries selected by Polish employers. Economic sectors and professions for which employment agency activities are planned for Polish employers - in particular: finance and accounting, sales and marketing, IT, industry, production, metallurgy, trade and customer service, BPO services, transport, hospitality and gastronomy, horticulture, telemarketing and call center, construction, gardening, logistics, production, cleaning services, machine operators, sales representatives.

Countries with which cooperation is planned in recruitment activities, in particular: the Czech Republic, Germany, Bulgaria, Romania, Croatia, Slovakia, Lithuania, Bulgaria, Romania, Spain, Sweden, Finland, France, Germany.

Indicator	Estimated target	Actual target	Explanation
Number of national vacancies for EU / EFTA citizens served by the Polish EURES team:	341	320	Economy sectors/professions for which recruitment projects for Polish employers were implemented: sectors: construction, banking, finance and accounting, logistics, gastronomy, trade and customer service, hotel and gastronomy, industry, transport, IT and professions: representative commercial, tinsmith, fitter, varnish worker, turner, bricklayer-plasterer, electrician, machine operator, locksmith, turner, welder, CNC operator, picking warehouse worker, bus driver in international transport, specialists with knowledge of Scandinavian languages, paver, caretaker / help home, care worker for the elderly. Cooperation with countries: Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Netherlands, Spain, Lithuania, Latvia, Germany, Norway, Portugal, Romania, Slovenia, Slovakia, Sweden, Hungary, Italy.

Number of employed foreigners - EU / EFTA citizens at Polish employers as a result of recruitment organized by the Polish EURES team:	75	13	
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ACTIVITY 3

Support for CVs of foreigners - EU / EFTA citizens applying for polish job offers.

Indicator	Estimated target	Actual target	Explanation
Number of job applications handled and processed	217	175	

ACTIVITY 4

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

Indicator	Estimated target	Actual target	Explanation
Number of Polish employers who will be supported:	435	254	

3. Specific support services

3.1 Support to apprenticeships and traineeships

ACTIVITY 1

Support for the Polish unemployed and jobseekers in the field of internships, apprenticeships and vocational training having employment character (employment contracts) abroad in EU / EFTA countries.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish unemployed / jobseekers in the field of internships, apprenticeships and apprenticeships abroad in EU / EFTA countries:	479	149	
Number of foreign vacancies having the character of internships, apprenticeships and apprenticeships received directly from EU / EFTA members and partners, served by VLO or VLC:	94	50	
Number of CVs of Polish unemployed / jobseekers transferred abroad:	163	35	There was no recruitment for the 10th edition of the project "Internships in Austria for the best"
Number of Polish citizens employed abroad, with EU / EFTA employers as part of internships, apprenticeships and apprenticeships:	72	22	As part of the 9th edition of the "Internships in Austria for the best" project, 18 people from the Lubuskie province were also employed.

ACTIVITY 2

Support for foreigners - EU / EFTA citizens in undertaking internships, apprenticeships and vocational training in the form of employment (employment contracts) in Poland.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with foreigners - EU / EFTA citizens in undertaking internships, apprenticeships and vocational training in Poland:	85	13	

Number of Polish vacancies having the character of internships, apprenticeships and professional preparation for foreigners - EU / EFTA citizens, served by the VLO or VLC:	13	0	
Number of CVs of foreigners - EU / EFTA citizens, served by the VLO or VLC:	31	0	
Number of foreigners - EU / EFTA citizens employed in Poland as part of internships, apprenticeships and apprenticeships:	19	0	

3.2 Support services in cross-border regions

ACTIVITY 1

Cross-border cooperation - cross-border partnership **EURES-T BESKYDY (PL-SK)** **VLO Katowice:** continuation of work on developing a draft framework agreement for 2021-2027, translation of the agreement into English, organization of a Steering Committee meeting, continuation of work on creating a study (research) of the cross-border labor market. **Powiat Labour Offices (PLO) in Cieszyn, Jastrzębie Zdrój, Wodzisław Śląski and Żywiec:** provision of EURES support services at cross-border level. **VLO in Opole:** Organization of the Job Fair in Głubczyce and information materials promoting the Cross-Border Job Fair will be printed. **VLC in Katowice:** - individual contacts with jobseekers from Poland from border regions; - individual contacts with employers from Poland from border areas; - expert duties of a EURES representative at the headquarters of labor market units and cooperating institutions as well as schools located in the border area.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland from border areas on employee mobility in these areas:	557	329	

<p>Number of individual contacts with foreigners - EU citizens from border areas on employee mobility in these areas:</p>	<p>3</p>	<p>2</p>	<p>VLO in Katowice: a meeting of the working group and the EURES-T Beskydy Steering Committee were organized; information on the situation of cross-border workers related to crossing borders and restrictions resulting from Covid-19 was exchanged with EURES advisers from CZ and SK from border regions; the study on Polish side "Cross-border labor market in the area of EURES-T Beskydy operations" was completed in PL and EN, 2 electronic votes of the EURES-T Beskydy Steering Committee were organized on the election of a new Vice-President of the EURES-T Beskydy Presidium and the adoption of a new partner into the Partnership structure and the geographical extension to include the territorial scope of this partner's activity and acceptance of the content of the EURES Partnership Agreement - T Beskydy 2021-2027; appropriate powers of attorney and authorizations were collected regarding the signing of the new EURES-T Beskydy Partnership Agreement 2021-2027</p>
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Number of individual contacts with employers from Poland from border areas on employee mobility in these areas:	143	79	an application was submitted for granting a Power of Attorney by the Board of the Śląskie Voivodeship for the VLO Directors regarding the signing of the above Agreement, the purchase of a sworn translation service from PL into EN of the above Agreement was made; Information was exchanged with EURES advisers from border areas on restrictions and regulations related to border crossing, resulting from the spread of the Sars-CoV-2 virus.
Number of individual contacts with EU employers from border areas on employee mobility in these areas:	35	22	<p>PLO in Cieszyn: individual information for the unemployed on employee mobility. PLO in Jastrzębie-Zdrój: planned activities did not take place due to the Covid-19 pandemic.</p> <p>PLO in Wodzisław Śląski: Due to the Covid-19 epidemic and the closure of the borders, the interest in working in the Czech Republic decreased, there were also no new job offers for Polish citizens in the border region, 2 job fairs were organized for the Czech employer, due to the introduction of distance learning in Due to the Covid 19 pandemic, no meetings with young people took place. PLO in Żywiec: Lack of interest of the unemployed and jobseekers as well as employers from border areas regarding labor mobility.</p>
Number of foreign vacancies received directly from EU employers or representatives of the Public Employment Services (PES) from the EU from border areas and published in CDOJ:	1	0	VLO and PUP of the Opolskie Voivodeship: meetings and individual advice, distribution of leaflets

Number of foreign vacancies received directly from EURES members or EURES partners from EU border areas and published in CDOJ:	45	242	Śląska VLC: - individual contacts with jobseekers from Poland from border regions; - individual contacts with employers from Poland from border areas; - expert duty hours of a EURES representative at the headquarters of labor market units and cooperating institutions and schools located in the border area, - individual contacts with employers from Slovakia from border regions, - individual advice for a Slovak citizen from regions border as part of the Netop account service. The lack of CVs of Polish candidates transferred abroad is the result of restrictions resulting from the Sars-Cov-2 pandemic.
Number of national vacancies for foreigners - EU citizens served by the VLO or VLC as part of recruitments to work in Poland in border areas:	5	2	
Number of CVs of Polish citizens transferred abroad as a result of recruitments to work abroad in border areas:	106	0	
Number of CVs of foreigners - EU citizens received as a result of recruitments to work in Poland in border areas:	2	0	
Number of Poles employed abroad in border areas:	43	5	
Number of foreigners - EU citizens employed in Poland in border areas:	2		

ACTIVITY 2

Cross-border cooperation - **EURES TriRegio cross-border partnership (PL-CZ-DE) Activities of Lower Silesian Employers:** - VII Cross-border labor market forum Lower Silesia; - information campaign "Returns" addressed to Poles working abroad - promotion of work and life on the borderland; - event "How the Czechs work - find out, learn, check" and "How Poles work - find out, meet, check"; - workshops for employers on dual education. **Activities of VLO in Wałbrzych:** 1. Polish-German and Polish-Czech advisory days; 2. Workshops "Safe work on the border"; 3. EURES for employers. 4. Forum and workshops for employers; 5. Cross-border Job Fair; 6. Multipliers in crossborder area; 7. Competition about living and working in crossborder area; 8. Information meetings for young people on the possibilities of acquiring a profession, undertaking internships and internships on the borderland; 9. Chat on-line; 10. Cross-border seminar.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland from border areas on employee mobility in these areas:	1 200	1 896	
Number of individual contacts with foreigners - EU citizens from border areas on employee mobility in these areas:	100	22	Due to the COVID-19 pandemic and the ban on gatherings, it was not possible to organize events under the Partnership by Lower Silesian Employers (Cross-Border Labor Market Forums, workshops). The implementation of activities commenced: - Conducting a paid promotional and informational campaign of the Project in social media, ie Facebook, YouTube, Google Plus, Twister and Google AdWords - 12 months; - developing a film material promoting "RETURNS" (film length: 5 minutes).

<p>Number of individual contacts with employers from Poland from border areas on employee mobility in these areas:</p>	<p>50</p>	<p>31</p>	<p>Lower Silesian Voivodship Labor Office: Due to the situation caused by the spread of the coronavirus in Poland and neighboring countries, all planned activities have been suspended or canceled since mid-March 2020 (including Polish-Czech and Polish-German advisory days, Cross-Border Job Fair in Zgorzelec, workshops and meetings). Attempts to organize planned events were made twice. For technical and organizational reasons, it was not possible to organize online activities with EURES advisers from Germany and the Czech Republic. Completed: 3 Polish-German advisory days - 19 advice was given, the content was prepared and 500 copies of the leaflet "Traineeships and apprenticeships on the borderland - A chance for development for young people in the Czech Republic and Germany" were issued; placing a chat window on the website www.eures.dwup.pl - extending the availability of EURES-TriRegio services; participation in: a meeting of Polish youth at AOK in Görlitz,</p>
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Number of individual contacts with EU employers from border areas on employee mobility in these areas:	170	359	a seminar organized by EGTC Novum "Cross-border labor market in the era of an epidemic", Polish-Czech seminar "Cross-border labor market in the era of an epidemic"; Polish-Czech webinar with representatives of the Labor Inspectorate, ZUS, NFZ ; 27. Polish-Czech-German Business Cooperation Exchange online; Polish-Czech webinar with representatives of the Sanitary and Epidemiological Station (SANEPID); KHK Hradec Kralove seminar "Changes in the Czech labor law 2020/2021"; Polish-Czech webinar "How the pandemic affected on unemployment on both sides of the border? What is the situation in the Czech Republic and Poland "
Number of foreign vacancies received directly from EU employers or representatives of the Public Employment Services (PES) from the EU from border areas and published in CDOJ:	200	39	
Number of foreign vacancies received directly from EURES members or EURES partners from EU border areas and published in CDOJ:	500	487	
Number of national vacancies for foreigners - EU citizens served by the VLO as part of recruitments to work in Poland in border areas:	30	20	
Number of CVs of Polish citizens transferred abroad as a result of recruitments to work abroad in border areas:	170	0	
Number of CVs of foreigners - EU citizens received as a result of recruitments to work in Poland in border areas:	1	0	

Number of Poles employed abroad in border areas:	20	0	
Number of foreigners - EU citizens employed in Poland in border areas:	1		

ACTIVITY 3

Cross-border cooperation - EURES Odra-Oder cross-border initiative (PL-DE).

VLO in Zielona Góra: - EURES adviser on duty from Germany; - individual consultations for jobseekers; - cooperation with the EURES staff from the Land of Brandenburg; - exchange of statistical data on the sought jobs in the cross-border area and the level of unemployment; - cooperation with organizations in the province; - handling of foreign job offers of EU employers from border regions particularly interested in employing Polish citizens (hotel, catering, trade, industry, services - country Germany), - servicing Polish employers interested in employing people from the EU, - information for Polish employers, - handling CVs of Polish candidates, - providing information and advice on living and working conditions in EU countries, taking into account the specificity of employment as a frontier worker for Polish jobseekers, - organization meetings for foreign employers if needed.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland from border areas on employee mobility in these areas:	100	84	
Number of individual contacts with foreigners - EU citizens from border areas on employee mobility in these areas:	10	0	Actions taken as part of cross-border cooperation: VLO in Zielona Góra: Cross-border cooperation was hindered by the COVID-19 epidemic. 61 job offers from border regions were accepted for implementation. 16 CVs were compiled with jobseekers. Due to the episode, the following were not carried out: the duties of the EURES adviser from Germany in Poland, individual consultations, information days. Exchange of information on planned activities related to starting work. There was constant contact with 3 organizations: Academic Career Office, OPZL, Employment Agency AUDIT

Number of individual contacts with employers from Poland from border areas on employee mobility in these areas:	5	21	
Number of individual contacts with EU employers from border areas on employee mobility in these areas:	15	0	
Number of foreign vacancies received directly from EU employers or representatives of the Public Employment Services (PES) from the EU from border areas and published in CDOJ:	250	0	
Number of foreign vacancies received directly from EURES members or EURES partners from EU border areas and published in CDOJ:	100	61	
Number of national vacancies for foreigners - EU citizens served by the VLO as part of recruitments to work in Poland in border areas:	5	0	
Number of CVs of Polish citizens transferred abroad as a result of recruitments to work abroad in border areas:	5	0	
Number of CVs of foreigners - EU citizens received as a result of recruitments to work in Poland in border areas:	5	0	
Number of Poles employed abroad in border areas:	25	0	
Number of foreigners - EU citizens employed in Poland in border areas:	3		

ACTIVITY 4

Cross-border cooperation - **EURES cross-border initiative Poprad - Dunajec (PL-SK) VLO in Krakow**: 1. General information, promotion and advice for the Polish unemployed and jobseekers, such as: • individual and group meetings; • disseminating information on the EURES network by distributing leaflets; • information on the PLOs websites about EURES events, EURES job offers, CV form; • information during job fairs organized in the cross-border region; • dissemination of information on living and working conditions in the cross-border region, through the website; • providing individual information through the Information Point on the Border Labor Market of Slovakia in Nowy Sącz. 2. General information, promotion and advice for Polish employers. 3. General information and promotion activities for the unemployed and jobseekers who are EU / EFTA citizens. 4. Participation in job fairs / events in Poland with the EURES exhibition stand and other activities.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland from border areas on employee mobility in these areas:	145	137	
Number of individual contacts with foreigners - EU citizens from border areas on employee mobility in these areas:	71	0	
Number of individual contacts with employers from Poland from border areas on employee mobility in these areas:	213	84	
Number of individual contacts with EU employers from border areas on employee mobility in these areas:	6	0	Actions taken as part of cross-border cooperation: VLO in Kraków: Most of the planned events and meetings, especially with foreigners and employers on both sides of the PL-SK border, did not take place due to the COVID-19 epidemic. Other activities included: 1. Individual meetings promoting the EURES network with people interested in taking up employment abroad, and telephone contacts regarding general information about EURES 2. Individual contacts with employers - general information activities.
Number of foreign vacancies received directly from EU employers or representatives of the Public Employment Services (PES) from the EU from border areas and published in CDOJ:	6	0	
Number of foreign vacancies received directly from EURES members or EURES partners from EU border areas and published in CDOJ:	0	0	

Number of national vacancies for foreigners - EU citizens served by the VLO as part of recruitments to work in Poland in border areas:	2	0	
Number of CVs of Polish citizens transferred abroad as a result of recruitments to work abroad in border areas:	0	0	
Number of CVs of foreigners - EU citizens received as a result of recruitments to work in Poland in border areas:	0	0	
Number of Poles employed abroad in border areas:	0		
Number of foreigners - EU citizens employed in Poland in border areas:	0		

ACTIVITY 5

Cross-border cooperation within the EURES network **outside the** field of operation of the EURES-T BESKYDY and EURES TriRegio cross-border partnerships and the EURES Odra-Oder and EURES Poprad-Dunajec:

VLO in Szczecin: providing brokerage and advice for people seeking work in the Polish-German border area and for employers from the Polish-German border area.

VLO in Białystok: group events (e.g. seminars, workshops, information meetings), promotion of job offers.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland from border areas on employee mobility in these areas:	304	13	
Number of individual contacts with foreigners - EU citizens from border areas on employee mobility in these areas:	25	7	Actions taken under cross-border cooperation: VLO in Szczecin: Information meetings, intermediation and counseling for jobseekers in the Polish-German border area and for employers from the Polish-German border area. VLO in Białystok: no job offers from Lithuania were obtained.
Number of individual contacts with employers from Poland from border areas on employee mobility in these areas:	68	0	

Number of individual contacts with EU employers from border areas on employee mobility in these areas:	105	31	
Number of foreign vacancies received directly from EU employers or representatives of the Public Employment Services (PES) from the EU from border areas and published in CDOJ:	12	0	
Number of foreign vacancies received directly from EURES members or EURES partners from EU border areas and published in CDOJ:	37	1	
Number of national vacancies for foreigners - EU citizens served by the VLO as part of recruitments to work in Poland in border areas:	19	0	
Number of CVs of Polish citizens transferred abroad as a result of recruitments to work abroad in border areas:	5	0	
Number of CVs of foreigners - EU citizens received as a result of recruitments to work in Poland in border areas:	13	0	
Number of Poles employed abroad in border areas:	13	0	
Number of foreigners - EU citizens employed in Poland in border areas:	2		

3.3 Post-recruitment in assistance

ACTIVITY 1

Informing Polish citizens recruited under the EURES network to work abroad in the EU / EFTA about important administrative procedures regarding employment and provisions applicable to employees when taking up work, as well as about support available after recruitment, e.g. activities supporting integration: language courses, training professional etc.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish unemployed / jobseekers:	1 152	841	

ACTIVITY 2

Informing foreigners - EU / EFTA citizens recruited under the EURES network to work in Poland about important administrative procedures regarding employment and provisions applicable to employees when taking up employment, as well as about support available after recruitment, e.g. activities supporting integration: language courses, vocational training, etc.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with foreigners - EU / EFTA citizens:	135	108	

3.4 Other activities and contributions to other programmes**ACTIVITY 1**

EURES project with ESF - central:

"Training of key and substantive employees of voivodship and poviats labor offices in the provision of services under the EURES network", 2018-2020 (continuation of the project)

Indicator	Estimated target	Actual target	Explanation
Number of PES employees (VLO and PLO) covered by support in the project:	750	744	The achieved indicator applies to participants covered by support in 2018-2020.

ACTIVITY 2

EURES projects from the ESF - regional: 1) Lower Silesian Voivodship Labor Office Project title: "Lower Silesian perspectives for work in the EU", duration: January 2020 - December 2021; 2) Voivodship Labor Office in Gdańsk, Project title: "Pomeranian! I'm coming back here. I work here", duration: 01.10.2019 - 30.09.2021; 3) Voivodship Labor Office in Katowice, Project title: "Working with EURES - your success!" (3rd edition), duration: 01/03/2018 - 29/02/2020.

Indicator	Estimated target	Actual target	Explanation
Number of unemployed / jobseekers supported in the project:	289	530	
Number of unemployed / jobseekers seeking employment:	126	277	
Number of unemployed / jobseekers who will obtain qualifications after leaving the project:	71	78	

ACTIVITY 3

The "Your First Job with EURES" project in 2019-2020.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland about the "Your First Job with EURES" project:	2 136	144	
Number of individual contacts with foreigners - EU / EFTA citizens about the "Your First Job with EURES" project:	39	9	
Number of individual contacts with employers from Poland about the "Your First Job with EURES" project:	18	5	
Number of group events for jobseekers / unemployed from Poland and foreigners - EU / EFTA citizens about the "Your First Job with EURES" project:	12	5	
Number of national vacancies for foreigners - EU / EFTA citizens served by VLOs under the "Your First EURES Job" project:	12	0	
Number of foreign vacancies received directly from EURES members or partners under the "Your First Job with EURES" project and published in CDOJ:	15	0	
Number of CVs of Polish unemployed / jobseekers under the "Your First Job with EURES" project:	4	1	
Number of foreigners served - EU / EFTA citizens under the "Your First Job with EURES" project:	4	0	
Number of Poles employed abroad in EU / EFTA countries under the "Your First Job with EURES" project:	7	0	
Number of employed foreigners - EU / EFTA citizens, in Poland as part of the "Your First Job with EURES" project:	3	0	

ACTIVITY 4

"Reactivate" project in the years 2019 - 2020.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland about the "Reactivate" project:	405	35	
Number of individual contacts with foreigners - EU / EFTA citizens about the "Reactivate" project:	36	1	
Number of individual contacts with employers from Poland about the "Reactivate" project:	80	4	
Number of group events for jobseekers / unemployed from Poland and foreigners - EU / EFTA citizens about the "Reactivate" project:	16	2	
Number of CVs Polish unemployed / jobseekers' served under the "Reactivate" project:	8	0	
Number of CVs of foreigners - EU / EFTA citizens served under the "Reactivate" project:	5	0	
Number of Poles employed abroad in the EU / EFTA countries under the "Reactivate" project:	2	0	
Number of employed foreigners - EU / EFTA citizens in Poland under the "Reactivate" project:	1	0	
Number of national vacancies for foreigners - EU / EFTA citizens served by VLOs under the "Reactivate" project:	0	0	
Number of foreign vacancies received directly from EURES members or partners under the "Reactivate" project and published in CDOJ:	0	0	

4. Resources and governance

4.1 Human resources

The activities included in the report were implemented in Poland in 2020 by jointly approx. **905 employees**.

Due to the fact that EURES tasks are not carried out full-time by the overwhelming majority of the aforementioned 905 employees, **the number of full-time equivalent jobs implementing EURES tasks in 2020 was approx. 177** (this number was calculated on the basis of the average working time devoted to EURES tasks by EURES staff).

4.2 Financial resources

On the national scale, EURES activities in 2020 were spent about **PLN 9.83 million** (equivalent to approx. **EUR 2.21 million**), **95%** of which came from **national funds** (budgets: MRPiPS and MRPiT, voivodship self-governments, powiat self-governments, the Labour Fund, VLC budget, other national funds), and **5%** of the expenditure came from **EU funds** (ESF, EaSI programme).

As part of the total amount of funds spent on EURES activities in Poland in 2020 **approx. 93%** was allocated to activities of a **central, regional and local nature**, while **approx. 7%** was allocated to activities in **cross-border regions**.

4.3 IT/Infrastructure

The Syriusz IT system, implemented in all 340 PLO, is used to service job offers at the PLO level. Technical support for Syriusz IT system is provided by MFLSP and MDLT. Polish job offers introduced by the PLO employee using the Syriusz system are collected at the national level in the Central Job Offers Database (CJOD), publicly available on the Internet. Offers from CJOD are presented on EURES portal. The tasks of VLO, including EURES tasks, are carried out using the VLO-Viator IT system, which is implemented in all 16 VLO. Syriusz and VLO-Viator IT systems are integrated. Communication within the EURES network at the national level takes place using the national website www.eures.praca.gov.pl. Support for the EURES accreditation processes is supported by the STOR platform, on which the public "Register of entities accredited to conduct job placement in Poland under the EURES network" is located (<http://stor.praca.gov.pl/portal/#/eures>) together with with IT tools for submitting applications for accreditation and servicing accredited entities. The IT infrastructure to service clients used by VLC in the field of job placement consists of the IT system www.mbp.ohp.pl which is connected to CJOD and automatically to EURES portal. The housing infrastructure adapted to the organization of meetings, recruitment events in the buildings of the PES and VLC is limited. COVID-19 pandemic caused intensification of usage by PES online tools for meetings such as Zoom, MS Teams, Webex.

4.4 Governance

ACTIVITY 1

Implementation of the tasks of National Coordination Office, including: • cooperation on issues related to the creation of the European Labor Authority, which will take over the tasks of coordinating the EURES network in the EU / EFTA and issues of implementing the Single Digital Gateway(Regulation of the European Parliament and of the Council No. 2018/1724) in the part concerning the national EURES network, • preparation of the National EURES Action Plan and the EURES Network Information Action Plan in Poland for 2021, • quarterly monitoring of EURES activities conducted by VLO, PLO and VLC, • preparation of a report on the implementation of the National Action Plan of the EURES Network in Poland in 2019, • coordination of the

participation of the national EURES staff in trainings organized by the EC, • cooperation with the MFLSP IT Department in maintaining the MFLSP IT systems at the appropriate level for the purposes of EURES activities.

See the executive summary for more information.

Indicator	Estimated target	Actual target	Explanation
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ACTIVITY 2

Maintaining national legal regulations on EURES in: • the draft act on the labor market, • executive regulations to the draft act on the labor market, • Regulation of the Council of Ministers of 18 March 2009 on remuneration of local government employees, • Regulation of the Minister of Labor and Social Policy of 30 April 2008 on the conditions of remuneration for work and granting other work-related benefits to employees employed in some state budgetary units. If legislative work in the field of labor market services is commenced, possible involvement in these works in the event of the need to amend EURES in national legal regulations.

Indicator	Estimated target	Actual target	Explanation
Number of national legal acts that cover EURES issues:	5	5	Due to the fact that the Labor Market Act has not been adopted, the provisions on EURES have remained in the existing Act on employment promotion and labor market institutions and in 2 executive regulations to this Act and 2 regulations concerning remuneration of employees.

ACTIVITY 3

Recognition of EURES activities in the relevant National Action Plan for Employment for 2020.

Indicator	Estimated target	Actual target	Explanation
Number of National Action Plans for Employment which include EURES activities:	1	0	The obligation to prepare the National Action Plan for Employment for 2020 for Poland has been legally abolished for 2020.

ACTIVITY 4

Support for EURES members and partners in Poland in using the European Social Fund for EURES activities, including through: - issuing relevant MFLSP recommendations regarding the use of ESF funds for EURES activities, - providing opinions on the criteria for selecting projects from regional operational programs (ROPs) 2014-2020, - giving opinions on support for EURES activities from ROPs 2014-2020 planned to be launched in non-competitive and competition projects, - cooperation with ESF managing and implementing institutions to monitor the use of ESF funds for EURES activities in 2020.

Indicator	Estimated target	Actual target	Explanation
Number of MFLSP recommendations:	1	0	
Number of approved project selection criteria for ROPs 2014-2020:	2	0	
Number of opinioned EURES projects from ROPs 2014-2020:	2	1	

ACTIVITY 5

Cooperation with managing and implementing institutions at the national and regional level under the European Social Fund (ESF) 2014-2020 to enable the use of ESF funds for EURES activities in Poland.

Indicator	Estimated target	Actual target	Explanation
Number of national ESF managing and implementing institutions with which cooperation will be maintained:	2	2	
Number of regional ESF managing authorities with whom cooperation will be maintained:	14	1	

ACTIVITY 6

Maintaining information in Polish on the living and working conditions in the EU / EFTA countries on the national EURES website.

Indicator	Estimated target	Actual target	Explanation
Number of information materials on EU / EFTA countries:	32	32	

ACTIVITY 7

Preparation of information material on the Polish labor market and voivodship labor markets, as well as surplus and deficit occupations in Poland, on the EURES EC portal.

Indicator	Estimated target	Actual target	Explanation
Information material updates:	1	1	

ACTIVITY 8

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

Indicator	Estimated target	Actual target	Explanation
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Number of information material updates:	1	1	
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ACTIVITY 9

Exchange of information with EURES staff about deficit and surplus professions in individual EU / EFTA countries.

Indicator	Estimated target	Actual target	Explanation
Number of contacts with the EURES staff from the EU / EFTA:	204	136	

ACTIVITY 10

Cooperation at the regional level with Polish organizations operating in particular in the area of: - tax and customs administration, - social security, - healthcare - checking employment conditions, - international activities, - protecting the interests of employees exercising the right to free 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, specialist consultations, participation in organized trainings, open days, workshops, conferences, seminars, information meetings, joint organization of projects, information campaigns, cooperation in recruitment projects and other.

Indicator	Estimated target	Actual target	Explanation
Number of contacts with organizations at regional level:	1 239	1 270	

ACTIVITY 11

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

Indicator	Estimated target	Actual target	Explanation
Number of contacts with cooperating EU networks:	183	121	At the regional level, the following networks were cooperated with: Enterprise Europe Network, Europe Direct, Eurodesk, Europass, Solvit, Portal Your Europe, Euraxes, Euroguidance

4.5 Training**ACTIVITY 1**

National training for EURES staff and other relevant personnel of EURES members and partners on EURES activities, including pre-training.

Indicator	Estimated target	Actual target	Explanation
Number of trainings:	2	0	Due to the COVID-19 epidemic and the involvement of the staff of the National EURES Coordination Office in other tasks related to combating the effects of the epidemic on the labor market, the training did not take place.
Number of training participants:	100	0	

ACTIVITY 2

Regional and local trainings on EURES activities organized by VLO or VLC for employees who are not EURES staff.

Indicator	Estimated target	Actual target	Explanation
Total number of trainings:	73	60	Majority of trainings took place on-line.
Total number of training participants being EURES staff:	462	235	
Total number of non-EURES training participants:	57	329	

ACTIVITY 3

Coordination of the participation of the Polish EURES staff in training organized on behalf of the EC, full-time and virtual, as part of the EC horizontal activities.

Indicator	Estimated target	Actual target	Explanation
Number of stationary training:	15	12	The number of participants in on-site training has decreased due to the outbreak of the COVID-19 pandemic and the need to cancel flights.
Number of participants of stationary training:	25	19	
Number of virtual trainings:	18	14	
Number of participants in virtual trainings:	40	25	

4.6 Communication

ACTIVITY 1

General information, promotion and advice for the Polish unemployed and jobseekers - excluding job fairs,

such as: information meetings, workshops, seminars, individual counseling and meetings, consulting days, career days, open days, running bulletin boards, dissemination leaflets and publications, lectures, articles in the press and on the Internet, social media, advertising, group tips and contacts, group classes, information campaigns, radio spots, trainings, conferences and others.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with the unemployed / jobseekers from Poland:	70 929	43 685	
Number of group events organized for the unemployed / jobseekers:	1 783	892	
Number of participants in group events organized for the unemployed / jobseekers from Poland:	20 500	10 075	
Number of posts (publications) related to EURES in social media:	1 020	4 274	

ACTIVITY 2

General information, promotion and advice for Polish employers, including labor markets, surplus and deficit professions in the EU / EFTA - excluding job fairs, such as: individual and group advice, information campaigns, information meetings, open days, social media, publications on the Internet, organization of meetings, workshops, dissemination of information and promotional materials, participation in seminars, conferences, entrepreneurship days, information meetings, sponsored articles, radio spots, workshops, expert roster and other.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish employers:	8 782	7 854	
Number of contacts with Polish employers' organizations:	269	230	
Number of group events organized for Polish employers:	132	44	
Number of participants in group events organized for Polish employers:	2 036	947	
Number of posts (publications) related to EURES in social media:	515	382	

ACTIVITY 3

General information and promotion activities for the unemployed / jobseekers of foreigners - EU / EFTA citizens, including: individual and group advice, information days, participation in seminars, conferences, open days, workshops, the use of social media and other.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with unemployed / jobseekers - EU / EFTA citizens:	869	861	

ACTIVITY 4

National publications, information and promotional materials about the EURES network for clients created by MFLSP.

Indicator	Estimated target	Actual target	Explanation
Number of types of publications, e.g. leaflets, brochures, posters, etc.:	10	8	The Covid-19 pandemic resulted in a reduction in the amount of materials produced due to a reduction in the number of events and contacts with clients of labor offices
Number of copies:	473 900	328 100	

ACTIVITY 5

Regional and local publications, information and promotional materials about the EURES network for clients created on their own initiative by EURES members and partners.

Indicator	Estimated target	Actual target	Explanation
Number of types of publications, e.g. leaflets, brochures, posters, etc.:	103	37	
Number of copies:	20 340	10 978	

ACTIVITY 6

Running the national EURES website www.eures.praca.gov.pl.

Indicator	Estimated target	Actual target	Explanation
Number of visits to the site per year:	420 000	415 286	

ACTIVITY 7

Posting on the websites of: MFLSP, PES (vortal), EURES members and partners links to websites www.eures.praca.gov.pl or www.eures.europa.eu.

Indicator	Estimated target	Actual target	Explanation
Number of websites on which the links will be posted:	378	343	

ACTIVITY 8

Information activities and counseling for Polish citizens residing abroad in EU / EFTA planning to return from emigration to Poland, including: individual counseling, information meetings, advisory days, dissemination of information materials.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish citizens abroad in the EU / EFTA:	1 058	721	

ACTIVITY 9

Preparation, launch and maintenance of the national EURES page on Facebook.

Indicator	Estimated target	Actual target	Explanation
Number of fans / followers:	300	0	National EURES page on Facebook has not been launched due to the need to delegate the staff of the National EURES Coordination Office at MFLSP to tasks related to combating the effects of the pandemic on the labor market.

4.7 Monitoring and evaluation of activities

The IT tools used in the national EURES monitoring database have been used to prepare various reports, and have also been adapted to collect the statistics needed for the Single Digital Gateway.