

Annual report – Final report on overall evaluation of EURES activity in Poland  
within May 2004 – March 2005 (part I) – Enclosure 1.1.  
Ministry of Economic Affairs and Labour  
Labour Market Department

**MINISTRY OF ECONOMIC AFFAIRS AND LABOUR**  
**LABOUR MARKET DEPARTMENT**



***ANNUAL REPORT- FINAL REPORT***  
***ON OVERALL EVALUATION***  
***OF EURES ACTIVITY***  
***in POLAND***  
***within MAY 2004 – MARCH 2005***  
***part I***

**Warsaw, June 2005**

## I. INTRODUCTION

On 1 May 2004, by virtue of Commission Decision of 23 December 2002 implementing Council Regulation (EEC) No. 1612/68 as regards the clearance of vacancies and applications for employment (2003/8/EC), the Polish Public Employment Service was incorporated into EURES, the European Employment Service. It was also that day that a new labour market service – EURES service – was introduced by virtue of the Act of 20 April 2004 on the promotion of employment and labour market institutions. The new service was to be provided by all labour offices at voivodeships (regional) and powiat (local) level.

The establishment of a national legal framework for EURES was motivated by two reasons. The first reason was the need to accommodate one of the EURES guidelines for the years 2004-2007 that were established by the Commission regarding the priority status of EURES for Public Employment Services throughout the European Economic Area. The other fairly important reason was that direct application of EU rules on EURES by Polish labour offices could cause discrepancies in interpretation, thus hindering the coordination of tasks implemented within the decentralised structure of the Polish Public Employment Service.

The effective deployment of the EURES network in Poland was a result of preparations undertaken in 2002. Prior to Poland's accession to the EU, in addition to introducing EURES provisions to the abovementioned Act, a draft Ordinance of the Council of Ministers was produced concerning detailed responsibilities of employment bodies in implementing tasks resulting from the participation of the Public Employment Service in EURES. Furthermore, the national EURES staff were appointed and trained. These were the EURES Manager and the EURES Assistant Manager based with the Labour Market Department of the Ministry of Economic Affairs and Labour, 16 Line Managers, 12 candidates for EURES Advisors and 19 EURES Assistants based with the Voivodeship Labour Offices and EURES Assistants based with nearly all Powiat Labour Offices.

In accordance with the Commission's guidelines, a EURES Activity Plan for Poland for the years 2004-2007 was developed incorporating Voivodeship EURES Activity Plans.

Information on living and working conditions in Poland and the situation of national and voivodeships labour markets was developed and published on the Commission's EURES website at [www.europa.eu.int/eures](http://www.europa.eu.int/eures).

Work commenced to integrate the national IT systems supporting Powiat Labour Offices with Web Services, the EURES IT system. The national EURES website was developed at [www.eures.praca.gov.pl](http://www.eures.praca.gov.pl).

Procedures were put in place for all the most important processes involved in providing EURES services and the scope of responsibilities was established for EURES Advisors and Assistants based with Voivodeship and Powiat Labour Offices.

An application was prepared and submitted with the Commission for a grant to finance the implementation of activities set out in the EURES Activity Plan for Poland for the years 2004-2007 within the period of 1 May 2004 to 31 March 2005.

Following Poland's accession to the EU, the EURES grant agreement no. VS/2004/0151 was signed. The first grant funds were to be released in the middle of July 2004.

However, the Polish Public Employment Service was unpleasantly surprised by the Commission's decision to offset claims against the EURES grant awarded to the Ministry of Economic Affairs and Labour. In consequence, the amount received from the Commission was EUR 78,644.33 instead of the expected 50% of the grant, i.e. EUR 180,399.33. Considerable difficulties were encountered in recovering these funds. With the recovery process being finally completed in January 2005, the grant funds were transferred to Voivodeship Labour Offices as late as the first quarter of 2005. This seriously hampered the financing of EURES activities in Poland in the first year of EU membership.

Nevertheless, a majority of the activities set out in the grant agreement were successfully implemented owing to the involvement of the Polish EURES staff. What is more, the results achieved are highly satisfactory as demonstrated by the high level of satisfaction with EURES services among clients of Polish labour offices, the satisfaction generally expressed by foreign employers with the quality of service provided within the EURES framework in Poland and the effective cooperation with foreign EURES Advisors.

Below are presented the activities implemented within the period of May 2004 to March 2005 with reference to each of the 10 priorities established by the Commission for the years 2004-2007. They comprise both the activities funded from the EURES grant as well as those financed from financial resources of the Ministry of Economic Affairs and Labour (Labour Fund) and own financial resources of Voivodeship and Powiat Labour Offices.

This report does not contain a qualitative evaluation of activities implemented and of best practices. Such evaluation is contained in the second part of the annual report.

**II. DESCRIPTION OF EURES ACTIVITIES IN POLAND IN THE CONTEXT OF THE PROGRESS IN IMPLEMENTING THE EURES ACTIVITY PLAN FOR POLAND FOR THE YEARS 2004-2007**

<b>PRIORITY 1</b>	<b>Step up the mainstreaming of EURES in the Public Employment Services throughout the EU/EEA territory.</b>			
<b>Task 1:</b>	<b>EURES to be included in the PES policy planning process, including in relation to any targets and performance indicators set at national and regional level.</b>			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Incorporation of EURES activities into the 2005 National Action Plan for Employment adopted by the Council of Ministers on 21 September 2004.	Contribution to the 2005 National Action Plan for Employment	Polish Public Employment Services	MGiP <sup>1</sup> , DRP <sup>2</sup>	None
2. Implementation of legal regulations on EURES within the Act of 20 April 2004 on the promotion of employment and labour market institutions (Official Journal – Dz.U. 04, No. 99, item 1001 and No. 273 item 2703).	The Act	Polish Public Employment Services	MGiP, DRP	None
3. Implementation of the Ordinance of the Council of Ministers of 15 March 2005 concerning detailed responsibilities of employment bodies related to the implementation of tasks resulting from the participation of the Public Employment Service in EURES (Official Journal – Dz.U. 05, No. 57, item 492).	The Regulation	Polish Public Employment Services	MGiP, DRP	None
4. Inclusion of EURES tasks in the annual Work Plans of the Labour Market Department of the Ministry of Economic Affairs and Labour for the years 2004 and 2005.	-	MGiP, DRP	MGiP, DRP	None

<sup>1</sup> Ministry of Economic Affairs and Labour

<sup>2</sup> Labour Market Department

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5. Cooperation with representatives of self-government authorities at voivodeships and poviats level concerning the full acceptance of EURES-related activities.	Ongoing coordination	WUP <sup>3</sup> and PUP <sup>4</sup>	MGiP, DRP	Own financial resources of MGiP
Task 2:	A clear allocation of staff resources must be made to EURES in the PES at central level and throughout the territory with a clear definition of their respective roles and tasks, with all hierarchy levels in the Public Employment Service knowing and acknowledging the attribution of staff to EURES tasks.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Appointment of the EURES Manager and a two-person team within the Labour Market Department of the Ministry of Economic Affairs and Labour. Appointment of a staff member responsible for coordinating IT issues related to EURES within the IT Department of the Ministry of Economic Affairs and Labour.	4 MGiP employees	MGiP	MGiP	Own financial resources of MGiP
2. Appointment of 16 EURES Line Managers by the Marshals of the Voivodeships representing regional self-government authorities and of 24 candidates for EURES Advisors and 9 EURES Assistants based with WUPs by WUP Directors.	48 WUP employees	WUP	WUP	Own financial resources of WUP
3. Appointment of EURES Assistants based with PUPs by PUP Directors.	338 PUP employees	PUP	PUP	Own financial resources of PUP
Task 3:	Organise the in-house training of staff dealing with EURES and ensure that EURES is included in in-house training given to all front line staff.			

<sup>3</sup> Voivodship (Regional) Labour Office

<sup>4</sup> Poviats (Local) Labour Office

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Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Organising national seminars and training courses for EURES Line Managers and EURES Advisors and Assistants based with WUPs.	4 training courses for the EURES staff. 133 training participants.	EURES Line Managers, EURES advisors and assistants from WUP	MGiP, DRP	Labour Fund – own contribution to EURES grant 2004/2005
2. The information training organised by the EURES staff at the voivodeships level for EURES Assistants and other WUP and PUP personnel.	126 training courses for EURES assistants and other PUP personnel, including 56 training courses for WUPs and 67 for PUPs.  1,593 training participants, including 466 from WUPs and 1,127 from PUPs.	WUP and PUP personnel	WUP	Own financial resources of WUP

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<b>PRIORITY 2</b>	<b>By 2005 all job vacancies advertised by the Public Employment Services to be accessible to jobseekers for consultation throughout the whole EU/EEA area, and effectively used to enhance recruitment and placement.</b>			
Task 1:	In order to enhance the transnational recruitment and placement of workers within the EU/EEA, all vacancies that have been made public by a EURES member or partner shall be accessible by 1 January 2005 to all the other members and partners using a uniform system and common models that allow them to be further distributed by up-to-date technology. In addition, specific vacancies identified as being of particular European interest shall be flagged up and dealt with appropriately.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Development and deployment of the national EURES website at <a href="http://www.eures.praca.gov.pl">www.eures.praca.gov.pl</a> consisting of two sections: a public section and a section accessible to the EURES staff through a password.	457,807 visits to the website	Unemployed, jobseekers, employers and other actors	MGiP, DRP and DI <sup>5</sup>	Own financial resources of MGiP
2. Drafting of procedures for flow of job vacancies within EURES. Development and implementation of a EURES vacancies register to be used by all WUPs.	Draft procedures EURES vacancies register	EURES staff based with WUPs and PUPs	MGiP, DRP	None
3. Integration of the e-PULS national vacancies database with the EURES vacancies database by adapting the following IT systems: “PULS”, “BEZROBOTNI” and “RUBIKOM+”.	Adaptation of 3 IT systems	PUPs and Polish employers	MGiP, DI	Own financial resources of MGiP and EURES grant 2004/2005
4. Development of tables for mapping between codes used in the Polish IT system and those used in the EURES IT system to provide a basis for integrating the databases referred to in point 3.	Mapping tables, including for mapping between ISCO 88 COM to ISCO 88.	PUPs and Polish employers	MGiP, DRP	Own financial resources of MGiP

<sup>5</sup> IT Department,

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5. Ensuring effective functioning and proper maintenance of the Polish IT systems integrated with the EURES IT system.	Functioning of 3 integrated systems	PUPs and Polish employers	MGiP, DI	Own financial resources of MGiP
6. Development and adaptation of the English version of ISCO 88 codes to the Polish Classification of Professions and Occupations. The comparison will provide a basis for displaying professions in Polish when browsing the vacancies database on the EURES website.	Comparison and adaptation of code versions	EURESco	MGiP, DRP	Own financial resources of MGiP
7. Purchase of computer equipment for EURES Advisors.	14 laptops complete with peripheral devices	EURES advisors from WUP	MGiP, DI	Labour Fund and EURES grant 2004/2005
Task 2:	Information on the vacancies thus published by other EURES members and partners shall be made available for all staff dealing with international recruitment within the EURES member or partner organisations.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Inclusion of a link to the national EURES website from WUP and PUP websites and coordination of this activity.	A link to the national EURES website is available on the websites of all 16 WUPs and 241 PUPs	Unemployed, jobseekers, employers and other actors	WUP and PUP	None
2. Establishment of cooperation with institutions with a relatively large flow of clients expecting to be able to use the EURES database, including in particular in labour offices, occupational information and career planning centres, gmina information centres, academic career offices, European information centres, etc.	a) 1,620 contacts took place between WUPs and the institutions concerned in the period from May to December 2004; b) WUPs recorded 2,432 contacts and PUPs 6,553 contacts with the institutions concerned in the period from January to March 2005.	Personnel of partner institutions	a) WUP b) WUP and PUP	Own financial resources of WUP and PUP together with EURES grant 2004/2005

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<b>PRIORITY 3</b>	<b>Improve substantially the provision of information on all aspects of labour market mobility, including on the rights related to free movement of workers, and ensure the monitoring and removal of obstacles to mobility.</b>				
Task 1:	All information made available should be appropriate for the respective target group in terms of content, language and support (paper, on-line etc.).				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1.	Development of facts in Polish on living and working conditions in each state covered by the EURES network and publication of these facts on the national EURES website.	26 fact files were developed in Polish on living and working conditions in all EEA states. Each fact file contains about 25 pages.  The fact files are available in the electronic version on the national EURES website.	Unemployed and jobseekers	MGiP, DRP	EURES grant 2004/2005
2.	A folder with answers to the questions most frequently asked by jobseekers and employers concerning EURES was developed and made available to clients on the national EURES website.	The FAQ folder on the national EURES website	Unemployed, jobseekers and employers	MGiP, DRP	None
Task 3:	Quality standards should be developed and respected within the organisation, in particular for the provision of personalised services.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing



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1. Drafting the national EURES service standard compliant with quality standards applied within the EURES network.	Draft of EURES service standard	MGiP	PHARE project “Improving quality standards of employment promotion services” – EuropeAid/113 853/D/SV/PL	Financial resources of PHARE project
2. Implementation of a questionnaire survey among Polish applicants for foreign jobs taking part in EURES recruitment projects.	A report on the client satisfaction survey concerning EURES recruitment services was produced demonstrating a high level of satisfaction with EURES services among clients.	MGiP and WUP	WUP	EURES grant 2004/2005

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<b>PRIORITY 4</b>	<b>EURES services must be provided to persons irrespective of their EU/EEA country of residence, and be available for use by the broadest possible range of persons</b>				
Task 1:	All EURES members and partners shall ensure that in the provision of EURES services, the fundamental principle of equal treatment for all persons, irrespective of their country of residence in the EU/EEA area, is respected, with the basic information being provided in the country of residence on the basis of a needs analysis.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1.	Informing the EURES staff during one of national training courses about the need to provide all EURES clients with equal treatment irrespective of their country of residence in the EEA.	-	EURES personnel from WUP	MGiP, DRP	None
Task 2:	All EURES members and partners shall give special attention in their service provision to the less privileged groups in society and shall, along with their continuous development of IT services, ensure that clients who are currently not able to use these services get the same level of service, or assistance in accessing IT services.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1.	Providing WUP and PUP clients with access to an Internet-enabled computer for browsing the EURES website. This is an important facility considering limited availability of Internet access among the unemployed.	94% of WUPs and 60% of PUPs have an Internet-enabled computer available for clients.	Unemployed, jobseekers and other interested individuals	WUP and PUP	Own financial resources of WUP and PUP

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<b>PRIORITY 5</b>	<b>Approach employers actively and provide them with support for transnational recruitment.</b>			
Task 1:	All EURES members and partners shall offer mobility-related services which are specifically geared to employers' needs. This requires an analysis of the relevant labour market and a differentiated approach to various sectors and sizes of enterprises. Procedures should be compared (data must be accessible and comparable throughout the network), statistical reports and websites should be analysed, and bottlenecks should be identified.			
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity
	1. Analysing labour market needs in Lubelskie, Pomorskie, Opolskie, Kujawsko-Pomorskie and Zachodniopomorskie Voivodeships and the demand for employees among Polish employers from these voivodeships, including for employees from EEA states – a pilot project.	A report on the survey of Polish employers	Employers from Lubelskie, Pomorskie, Opolskie, Kujawsko-Pomorskie and Zachodniopomorskie Voivodeships and the EURES staff	WUPs in Lublin, Gdańsk, Opole, Toruń and Szczecin
Task 2:	EURES members and partners shall improve the knowledge of EURES by employers through the enhancement of existing services and introduction of new ones as key tools for the recruitment of international staff. These tools include websites, videoconferencing and streaming video, job fairs, guides for employers, as well as advice and assistance for large-scale recruitment.			
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity
	1. Development and purchase of EURES promotional materials intended for employers and their distribution to WUPs and PUPs.	The following was produced: 682,000 EURES leaflets intended for employers; 7,000 cardboard folders;	Employers and employers' organizations	MGiP, DRP
				EURES grant 2004/2005 and Labour Fund – own contribution to EURES grant 2004/2005

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	<p>4,000 sheets of stickers with the EURES logo;</p> <p>5,050 A4 notebooks with the EURES logo;</p> <p>5,050 A5 notebooks with the EURES logo;</p> <p>3,400 cardboard holders with the EURES logo;</p> <p>7,000 pens with the EURES logo.</p>			
2. Designing an electronic CV database for individuals interested in employment in EEA states. The database will be available directly to the Polish unemployed and jobseekers.	The database prototype	Employers and employers' organizations	MGiP, DRP	EURES grant 2004/2005
3. Promotion of EURES services among Polish employers through information meetings and seminars, distribution of promotional materials, phone contacts and correspondence, etc.	<p>a) ca. 2,270 contacts of WUPs with Polish employers and 96 employers' organisations;</p> <p>b) 2,425 contacts of PUPs with Polish employers and 67 employers' organisations in the 1<sup>st</sup> quarter of 2005;</p> <p>c) production of regional promotional materials – 1,500 leaflets and 1,000 pens.</p>	Employers, employers' organisations, associations and unions, Business Centres, Crafts Chambers, Regional Development Agencies	<p>a) WUP</p> <p>b) PUP in Q1 2005</p> <p>c) WUP in Cracow and Poznań</p>	EURES grant 2004/2005 and own financial resources of WUP and PUP

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<p>4. Recruitment projects for EEA employers</p>	<p>Recruitment projects:</p> <ul style="list-style-type: none"> <li>- 961 recruitment projects for single or multiple vacancies;</li> <li>- 13,355 vacancies;</li> <li>- 14,124 CVs transmitted abroad;</li> <li>- the number of individuals employed is difficult to estimate;</li> </ul> <p><u>including</u> recruitment projects subsidised from the 2004/2005 EURES grant:</p> <ul style="list-style-type: none"> <li>a) 6 recruitment projects were conducted for Irish employers; 396 vacancies were obtained; 2,105 CVs were transmitted; 221 individuals were employed;</li> <li>b) 4 recruitment projects were conducted for UK employers; 183 vacancies were obtained; 285 CVs were transmitted; 107 individuals were employed;</li> <li>c) 2 recruitment projects were conducted for Norwegian employers; 10 vacancies were obtained; 39 CVs were transmitted; 5 individuals were employed.</li> </ul>	<p>Employers from the EEA countries</p>	<p>EURES from EEA states, WUPs and PUPs</p>	<p>EURES grant 2004/2005 and own financial resources of WUP and PUP</p>
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<p>5. The Polish-UK Recruitment Fair organised in Łódź on 19-20 April 2004. While this event took place 10 days before Poland's accession to the EU, it nevertheless deserves a mention in view of the success it turned out to be.</p> <p>The fair was accompanied by job interviews with employers.</p>	<p>Ca. 7,000 visitors;                  28 employers;                  8 EURES Advisors from Jobcentreplus;                  960 vacancies;                  Over 3,000 CVs;                  1,100 individuals selected for interviews with employers.</p>	<p>Employers from the UK</p>	<p>Jobcentreplus from the UK,                  MGIP, DRP,                  WUP in Łódź</p>	<p>Jobcentreplus financial resources and own resources of WUP in Łódź</p>
<p>6. The International Job Fair – Warsaw 2004 on 14 October 2004.</p> <p>The fair was accompanied by job interviews for UK and Irish employers and presentations on living and working conditions in the UK, Ireland, Norway and Sweden.</p>	<p>Ca. 5,000 visitors;                  11 employers;                  10 EEA EURES Advisors;                  200 individuals selected for interviews with employers;                  4 presentations on working and living conditions in EEA states;                  280 individuals attending the presentations.</p>	<p>Employers from the EEA countries</p>	<p>WUP in Warsaw</p>	<p>EURES grant 2004/2005, own resources of WUP in Warsaw and partners' resources</p>

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<p>7. The International Job Fair – Gdańsk 2005 on 18 March 2005.</p> <p>The fair was accompanied by job interviews for UK and Irish employers and presentations on living and working conditions in the UK, Ireland, Denmark, Finland, Norway, Netherlands, Slovenia and Sweden.</p>	<p>Ca. 5,000 visitors;                  14 employers;                  16 EEA EURES Advisors;                  Ca. 1,000 vacancies;                  Ca. 3,000 CVs;                  1,200 individuals selected for interviews with employers;                  8 presentations on working and living conditions in EEA states;                  2,500 individuals attending the presentations.</p>	<p>Employers from the EEA countries</p>	<p>WUP in Gdańsk</p>	<p>EURES grant 2004/2005, own resources of WUP in Gdańsk and partners' resources</p>
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<b>PRIORITY 6</b>	<b>Contribute to identifying labour shortages and bottlenecks which can be attenuated by transnational labour mobility, develop and co-ordinate appropriate action.</b>			
Task 2:	Transnational mobility activities should be developed in conformity with identified trends and future prospects on the labour market situation			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Supporting the development of EURES T Beskidy Partnership – a seminar held on 26-27 August 2004 in Ustroń under the title “Preparations of the Public Employment Services of the Border Region of Poland, the Czech Republic and Slovakia for Establishment of the EURES-T Beskidy Cross-Border Partnership”.	<p>30 participants from Poland – MGiP, DRP, WUP in Katowice and PUPs from the border region..</p> <p>10 participants from the Czech Republic – MPSV<sup>6</sup> and labour offices from the border region.</p> <p>8 participants from Slovakia – CUPSVaR<sup>7</sup>.</p> <p>2 representatives of EURES T partnerships in Germany.</p> <p>5 representatives of the local labour market.</p> <p>Establishment of the future Steering Committee and the EURES Cross-Border Working Group.</p> <p>Planning cross-border activities for 2005/2006.</p>	Public Employment Services from the border regions of Poland, the Czech Republic and Slovakia	MGiP, DRP	Labour Fund – own contribution to EURES grant 2004/2005

<sup>6</sup> Ministry of Labour and Social Affairs of the Czech Republic

<sup>7</sup> Centre for Labour, Social Affairs and Family of Slovakia



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<b>PRIORITY 7</b>	<b>In the context of enlargement, provide easily accessible and up-to-date information on the rights of workers to free movement during the transitional periods applicable to the new Member States.</b>				
Task 1:	By 1 May 2004, all national EURES websites should contain a section explaining the national rules applicable to citizens from the future Member States on access to the labour market during the transitional period. EURES Managers should provide for EURES advisors, EURES assistants and any other relevant PES staff to be informed about these rules.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
	1. Inclusion of the section “Okresy Przejściowe” in the national EURES website at <a href="http://www.eures.praca.gov.pl">www.eures.praca.gov.pl</a> to provide information about transition periods for access of Polish nationals to EEA labour markets and how to obtain work permits.	An information section of the website <a href="http://www.eures.praca.gov.pl">www.eures.praca.gov.pl</a> .	Unemployed and jobseekers	MGiP, DRP	None
Task 2:	EURES Members should inform EURESco about the applicable rules and any changes therein. This includes the provision of detailed and up-to-date legal information as well as information presented in a way suitable for the general public.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
	1. Designation of a person within the Labour Market Department of the Ministry of Economic Affairs and Labour who would be responsible for providing the Commission with information about any changes in transition periods for access of EEA nationals to the Polish labour market.	Developing and providing EURESco with information about transition periods for access of EEA nationals to the Polish labour market	EURESco	MGiP, DRP	None

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PRIORITY 8	<b>Support strongly the development of cross-border labour markets.</b>			
<p>1. Labour offices in the Polish-German, Polish-Czech and Polish-Slovak border regions engaged in cross-border activities concerning the labour market. The activities were carried out in cooperation with a variety of labour market institutions, Euroregions, employers' organisations, tertiary education establishments and other partners.</p> <p>They were primarily concerned with shaping labour market policies in border regions, including sharing experiences and information on the situation of labour markets and options for seeking jobs and employment in border regions.</p> <p>Particular mention is deserved by activities of the Dolnośląskie Voivodeship Labour Office such as, for instance, participation in the ENLARGE-NET project. The project is concerned with cross-border cooperation between cities and regions of Saxony, the Dolnośląskie Voivodeship and Northern Czech Republic and is designed to support regional integration. On the part of Poland, the project's partner is the Marshal's Office of the Dolnośląskie Voivodeship, which participates in the Working Group No. 2 "Migration/Social Problems".</p> <p>Based on experience gained from the ENLARGE-NET project, it is proposed to continue working on the establishment of a EURES T partnership in the Polish-Czech-German border region. Such project would help address labour market problems in the border region.</p>				
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
2. Disseminating information about EURES services among the unemployed, jobseekers and employers from the regions bordering with EEA states.	a) The following results were achieved in the period from May to December 2004:  - 1,961 contacts from the Polish unemployed and jobseekers interested in foreign jobs in border regions;  - 9 contacts from foreign nationals from border regions who were interested in finding employment in the border regions of Poland;	Unemployed, jobseekers and employers from the border regions of Poland and of neighbouring EEA states	a) WUP	Own resources of WUP

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	<ul style="list-style-type: none"> <li>- 20 contacts from Polish employers from border regions who were interested in employing foreign nationals from border regions;</li> <li>- 39 contacts from foreign employers from border regions who were interested in employing Polish nationals in the border region;</li> <li>- 605 contacts from the unemployed and jobseekers for information about living and working conditions in border regions;</li> </ul>			
	<p>b) The following results were achieved in the period from January to March 2005:</p> <ul style="list-style-type: none"> <li>- 1,182 contacts from the Polish unemployed and jobseekers interested in foreign jobs in border regions;</li> <li>- 25 contacts from foreign nationals from border regions who were interested in finding employment in the border regions of Poland;</li> </ul>	<p>Unemployed, jobseekers and employers from the border regions of Poland and of neighbouring EEA states</p>	<p>b) WUP and PUP</p>	<p>Own resources of WUP and PUP</p>

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	<ul style="list-style-type: none"><li>- 35 contacts from Polish employers from border regions who were interested in employing foreign nationals from border regions;</li><li>- 34 contacts from foreign employers from border regions who were interested in employing Polish nationals in the border region;</li><li>- 634 contacts from the unemployed and jobseekers for information about living and working conditions in border regions.</li></ul>			
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<b>PRIORITY 9</b>	<b>Ensure the qualitative and quantitative evaluation of the results achieved by EURES and the regular monitoring of EURES operations</b>				
Task 1:	With a view to enhancing effectiveness of their actions, all EURES members should initiate an external, independent evaluation on the results achieved by EURES in their respective areas of responsibility at least once in the period covered by these guidelines. After consultation of the High Level Strategy Group, EURESco will provide guidelines on a minimal set of questions that shall be common to all these qualitative and quantitative evaluations. In addition, all EURES members shall undertake an evaluation of the activities carried out under the activity plans on an annual basis, and submit the results obtained to EURESco.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1.	The Under-Secretary of State, the Deputy Director of DRP in MGIP and the EURES Manager took part in a survey commissioned by EURESco and conducted by ECORYS.	-	EURESco	ECORYS	The European Commission resources
2.	Development of an annual report on the implementation of the grant agreement EURES VS/2004/0151 and overall activities implemented by the Polish Public Employment Service in the period from May 2004 to March 2005.	Annual report on EURES activity in Poland in the period from May 2004 to March 2005	EURESco	MGiP, DRP	None
Task 2:	Where the PES of a country belonging to the EURES network undertakes a large scale evaluation on their services (including quality assessments or customer satisfaction surveys), EURES members should include EURES services in these evaluations.				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
See Priority 3, Task 3, point 2.					
Task 3:	EURES managers should ensure that all their organisations' EURES advisors regularly provide the data asked for in the required EURES advisors monthly report in place since 2001, in order to monitor the level of contacts and activities. The response rate shall not be below 75 % for any month and for any country. EURES managers should regularly check the quality of the data provided by the EURES advisors				

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Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. In the period from July 2004 to March 2005 the Polish EURES Advisors produced and inputted monthly EURES reports into the database designated by EURESCO.	<p>In the period from July 2004 to January 2005, there were 12 EURES Advisors in Poland, of whom one was on a maternity leave – the average response ratio for mandatory reports was 98.6 %.</p> <p>In the period from February to March 2005, there were 11 EURES Advisors in Poland, of whom one was on a child-raising leave – the response ratio for mandatory reports was 100 %.</p>	EURESCO	WUP	None
2. Operation of the national EURES monitoring database, which is updated on a quarterly basis by all WUPs and PUPs.	<p>The deployment of the monitoring database in the 1<sup>st</sup> quarter of 2005 provided a basis for comprehensive countrywide monitoring of EURES activities.</p> <p>The May-December 2004 data presented in this report concern only WUP activities. Comprehensive data on WUP and PUP activities are available for the 1<sup>st</sup> quarter of 2005.</p>	MGiP, WUP and PUP	MGiP, DI	Own resources of MGiP
Task 4:	Periodically, EURES members shall supply EURESCO with figures on the number of customers seeking advice on their national EURES web-pages and the related job databanks.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
See Priority 2, Task 1, point 1.				

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<b>PRIORITY 10</b>	<b>Provide appropriate information and communication about EURES to the public, to the social partners and other relevant actors.</b>			
Task 2:	Develop a marketing and communication strategy, stressing the efficiency of the network, combining state of the art technologies with a strong human component, stressing the reliability of the PES, using quality standards throughout the network and underlining the free nature of most of the services provided.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Development and purchase of EURES marketing materials intended for the unemployed and jobseekers and their distribution to WUPs and PUPs.	The following was produced: 503,025 copies of the EURES leaflet (type 1); 390,000 copies of the EURES leaflet (type 2); 7,650 copies of the EURES poster; 68 small-sized leaflet stands; 3 medium-sized leaflet stands.	Unemployed, jobseekers and labour market partners	MGiP, DRP	EURES grant 2004/2005 and Labour Fund – own contribution to EURES grant 2004/2005

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<p>2. Promotion of EURES services among jobseekers and other interested individuals through presentations, information meetings, workshops, seminars, EURES days, press publications, media interviews and participation in job fairs and exchanges.</p>	<p>a) The following results were achieved in the period from May to December 2004:</p> <ul style="list-style-type: none"> <li>- 63,936 contacts with the unemployed and jobseekers, including:                             <ul style="list-style-type: none"> <li>▪ 94 % individual contacts and 4% group contacts;</li> <li>▪ 34% contacts for general information, 60% concerning job searching and 6% for other purposes;</li> </ul> </li> </ul>	<p>Unemployed, jobseekers and labour market partners</p>	<p>a) WUP</p>	<p>EURES grant 2004/2005 and own resources of WUP and PUP</p>
	<ul style="list-style-type: none"> <li>- 14,633 contacts from the Polish unemployed and jobseekers for information about living and working conditions in EEA states;</li> <li>- 182 contacts from the unemployed and jobseekers from EEA states for information about living and working conditions in Poland;</li> <li>- 99% of contacts with Polish nationals and 1% with EEA nationals;</li> <li>- the EURES stand was present at 47 national job fairs.</li> </ul>			



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	<p>b) The following results were achieved in the period from January to March 2005:</p> <ul style="list-style-type: none"> <li>- 78,789 contacts with the unemployed and jobseekers, including:                             <ul style="list-style-type: none"> <li>▪ 99% individual contacts and 1% group contacts;</li> <li>▪ 29% contacts for general information, 59% concerning job searching and 12% for other purposes;</li> </ul> </li> </ul>		<p>b) WUP and PUP</p>	<p>EURES grant 2004/2005 and own resources of WUP and PUP</p>
	<ul style="list-style-type: none"> <li>- 16,822 contacts from the Polish unemployed and jobseekers for information about living and working conditions in EEA states;</li> <li>- 202 contacts from the unemployed and jobseekers from EEA states for information about living and working conditions in Poland;</li> <li>- 99% of contacts with Polish nationals and 1% with EEA nationals;</li> <li>- the EURES stand was present at 108 national job fairs;</li> </ul>			

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	c) production of 5,800 regional leaflets, 1,500 information brochures and 100 pens with the logo;		d) WUP in Zielona Góra, Cracow, Kielce, Warsaw and Poznań	EURES grant 2004/2005
3. The workshop on living and working conditions in the UK and Lithuania on 8 November 2004 in Wigry.	A total of 77 persons participated in the workshop.	EURES staff based with WUPs and PUPs	MGiP, DRP	EURES grant 2004/2005 and Labour Fund – own contribution to EURES grant 2004/2005
4. Use of modern technologies by WUPs and PUPs in providing international job agency services is hampered by the limited access to such facilities.	1 WUP out of the total 16 and 23 PUPs out of the total 338 have videoconferencing facilities.	Employers, unemployed and jobseekers.	WUP and PUP	Own resources of WUP and PUP

### **PARTICIPATION IN EURES INITIAL TRAINING**

The Commission allocated the Polish Public Employment Service a total of 12 vacancies in the EURES Initial Training 2004/2005 for EURES candidate advisors. The completion of the training entitles candidates to perform the duties of a EURES Advisor.

In the period from May 2004 to March 2005, a total of 7 Polish candidates for EURES Advisor took part in the first phase of the EURES Initial Training 2004/2005.

3 candidates for EURES Advisor took part in the training organised in Niece on 21-25 February 2005, while the remaining 4 candidates participated in the training in Amsterdam on 7-11 March 2005.

### **PARTICIPATION IN THE EURES WORKING PARTY AND OTHER ACTIVITIES INITIATED BY THE COMMISSION**

The EURES Manager participated in the following events:

- A meeting of the EURES Working Party on 27-28 May 2004 in Brussels;
- The conference “Job Mobility in Europe” on 18-19 June 2004 in Dublin;
- An annual meeting of the EURES Working Party with coordinators of EURES cross-border partnerships and chairpersons of the Steering Committees on 21-22 October 2004 in Constance;
- A training meeting on the management of EURES grants on 16 November 2004 in Brussels;
- A meeting of the EURES Working Party on 18-19 November 2004 in Hague;
- A meeting of the EURES Working Party on 31 January and 1 February 2005 in Brussels.

#### Furthermore:

- The EURES Assistant Manager participated in a meeting of the Working Party on Living and Working Conditions that took place on 10 March 2005 in Brussels;
- The EURES Advisor from the Voivodeship Labour Office in Łódź participated in a meeting of the Working Party on EURES Training that took place on 14 January 2005 in Brussels;
- A staff member of the IT Department participated in 2 meetings concerned with integrating national IT systems with the EURES Web Services and other IT issues related to EURES. The meetings were held on 6 October 2004 and 2 March 2005 in Brussels.

### **III. SUMMARY**

The activities carried out in the period from May 2004 to March 2005, as described above, demonstrate that grounds for the operation of EURES in Poland have been properly and efficiently established and are adapted to the national structure of the Public Employment Service.

The EURES service is fully integrated with services provided by Polish labour offices. The EURES service is one of the five basic labour market services, the other four being job agency, occupational guidance and information, assistance in active job searching and organisation of training courses.

The very good results achieved in the first year of Poland's EU membership were possible owing to the full mobilisation of the Public Employment Service despite such obstacles as staff shortages and financial constraints.

The fact that Polish EURES Advisors have the higher ratio in EEA of EURES-related contacts with labour office clients per EURES Advisor provides evidence of highly effective performance of the EURES staff in Poland. This is attributable to factors such as high unemployment in Poland and the consequent need to provide services to a high number of clients.

EURES marketing has an important role to play. In the first year of Poland's EU membership, marketing activities started to be properly conducted as late as the first quarter of 2005 after the funds available under the EURES grant had been received by WUPs. This was due to the fact that the funds deducted by the Commission from the EURES grant to offset claims were fully recovered only in January 2005.

It should be emphasised that Poland is committed to effectively carrying out EURES tasks with proper financial support from the Commission. We hope that the situation where claims are offset against the EURES grant will not occur in the future.

It is very important to continue disseminating EURES services in Poland. In the future, this will lead to an increase in support for the unemployed, jobseekers and employers, thus facilitating mobility on the European labour market. This is significant in view of the future elimination of transition periods for access to EEA labour markets and the granting of full freedom of movement of workers within EEA states.