

Annual report – Final report on overall evaluation of EURES activity in Poland
within 1 April 2006 – 31 March 2007 (part I) – Enclosure 1.1.
Ministry of Labour and Social Policy
Labour Market Department

Enclosure 1.1.

MINISTRY OF LABOUR AND SOCIAL POLICY
LABOUR MARKET DEPARTMENT



ANNUAL REPORT- FINAL REPORT
ON OVERALL EVALUATION
OF EURES ACTIVITY
in POLAND
within 1 April 2006 –31 March 2007
part I

Warsaw, June 2007

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 Services were 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.

This report defines complex description of EURES activities carried out by Polish Public Employment Services in period from April 2006 to March 2007. This period ends the accomplishment of EURES National Action Plan for Poland for 2004-2007, done by Polish Public Employment Services and ends EURES Guidelines 2004-2007 of the European Commission.

Year 2006 was announced by the European Commission *an European Year of Worker's Mobility* and therefore during this period Polish EURES carried out many activities under the auspices of this initiative of the European Commission.

Below are presented the activities implemented with reference to each of 10 priorities established by the Commission for the years 2004-2007. They comprise of the activities financed from the EURES grant on the basis of grant agreement number VS/2006/0148 as well as those financed from financial resources of the Ministry of Labour and Social Policy (Labour Fund) and own financial resources of Voivodeship and Powiat Labour Offices.

In order to underline the scale and kind of activities done by Polish Public Employment Services within EURES, under the auspices of *the European Year of Worker's Mobility*, additional part describing these activities was included in this report.

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

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5. Participation in sessions of the Labour Committee of the Polish Parliament in order to pass information about EURES to Members of Polish Parliament attending the sessions.	Participation in 1 Labour Committee	Members of Polish Parliament	MPIPS, DRP	None
6. Passing information about EURES to proceedings of National Labour Board.	-	Members of National Labour Board.	MPIPS, DRP	None
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. Operating in the Labour Market Department in MPIPS five-person team responsible for coordination of EURES activities in Poland. Appointment by the IT Department of MPIPS a staff member responsible for coordinating IT issues related to EURES.	6 MPIPS employees	MPIPS	MPIPS	Own financial resources of MPIPS
2. Operating in WUP 16 EURES Line Managers, 32 EURES Advisors and 29 EURES Assistants.	77 WUP employees	WUP	WUP	Own financial resources of WUP
3. Operating in PUP about 356 EURES Assistants.	About 356 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.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing

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<p>1. Organising national seminars and training courses for EURES Line Managers, EURES Advisors and EURES Assistants based with WUPs.</p>	<p>2 training courses for the EURES staff. 51 training participants.</p>	<p>EURES Line Managers, EURES advisors and EURES assistants from WUP</p>	<p>MPIPS, DRP</p>	<p>Labour Fund – own contribution to EURES grant 2006/2007</p>
<p>2. The information training organised by the EURES staff at the voivodeships level for EURES Assistants and other WUP and PUP personnel.</p>	<p>54 training courses for EURES assistants and other PUP personnel, including 18 training courses for WUPs and 36 for PUPs. 943 training participants, including 152 from WUPs and 791 from PUPs.</p>	<p>WUP and PUP personnel</p>	<p>WUP</p>	<p>Own financial resources of WUP</p>

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PRIORITY 2	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.			
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 administration of the national EURES website at www.eures.praca.gov.pl available now in 4 language versions (Polish, German, English, French) - consisting of two sections: a public section and a section accessible to the EURES staff through a password.	About 1 130 000 visits to the website	Unemployed, jobseekers, employers and other actors	MPIPS, DRP and DI ⁵	Own financial resources of MPIPS
2. Maintaining 3 IT systems “PULS”, “BEZROBOTNI” and “RUBIKOM+” adapted to EURES system.	Operating of 3 IT systems	PUPs and Polish employers	MPIPS, DI	Own financial resources of MPIPS and EURES grant 2004/2005
3. Works to prepare an effective integration of vacancies data-bases: the one on the portal www.eures.europa.eu with a new coming Polish vacancies data-base consisting of vacancies from Polish labour offices “Central Vacancy Data-Base”..	Modification of the data-base project.	Polish employers, unemployed and jobseekers	MPIPS, DRP, DI	Own financial resources of MPIPS
4. Preparation of procedure for WUP and PUP – “International labour mediation within EURES for Polish employers”.	Procedure of dealing with vacancies from Polish employers interested in recruiting EEA citizens	Polish employers	MPIPS, DRP	None

⁵ IT Department,

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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 279 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.	- 38,8 thousands of contacts with described above institutions,.	Personnel of partner institutions	a) WUP b) WUP and PUP	Own financial resources of WUP and PUP together with EURES grant 2006/2007
3. Cooperation with following networks: EUROPASS and EURODESK	Exchange of information materials.	EUROPASS & EURODESK	MPIPS, DRP	None
Task 3:	Providing clients with easy access to information about job offers provided not only by EURES but also other partners on labour market.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Provide clients from PUP with special terminals which have access to Internet and which enable to view websites of EURES www.eures.europa.eu and www.eures.praca.gov.pl These terminals were bought by IT Department of MPIPS.	716 terminals distributed to PUP	Unemployed and jobseekers	MPIPS, DI	Own financial resources of MPIPS

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PRIORITY 3	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.			
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
	1. Providing public with actual and important information about mobility on the labour market within EU/EEA through the EURES website www.eures.praca.gov.pl	Related sections on Polish national EURES website www.eures.praca.gov.pl	Unemployed and jobseekers	MPIPS, DRP
				Source of financing
				EURES grant 2006/2007
Task 2:	Actualizing and providing information (eventually with participation of social partners) about living and working conditions in Poland on base of the data made by iggrent bodies within Polish PES. The information shall be actualized twice a year – till 31 of May and 30 of November.			
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity
	1. Preparing and printing electronical version of the brochure about “Living and working conditions in Poland” in 3 language versions (English, German and French) and placing it on national EURES website.	750	Unemployed and jobseekers	MPIPS, DRP
	2. Actualisation of information about living and working conditions in Poland and information about labour market in Poland. Passing this information to the European Commission.	Making 1 actualisation of information about living and working conditions in Poland .	The European Commission - EURESCO	MPIPS, DRP, WUP
				Source of financing
				Own financial resources of MPIPS and WUP
Task 3:	Quality standards should be developed and respected within the organisation, in particular for the provision of personalised services.			

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Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Working on draft project of the Ordinance of the Minister of Labour and Social Policy concerning standards of labour market services in the area of EURES.	Ordinance from 2 of March 2007 about standards of labour market services (Dz.U.07.Nr 47,poz.314)	Polish PES	MPIPS, DRP	None

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PRIORITY 4	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			
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.	100% of WUPs and 85% 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
2. See priority 2 task 3 point 1.				

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PRIORITY 5	Approach employers actively and provide them with support for transnational recruitment.			
Task 1:	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	Source of financing
1. Promotion of EURES services towards Polish employers in a form of information meetings, seminars, sending promotion materials, phone contacts and correspondence, etc.	14,8 thousands of contacts with Polish employers and employers' unions.	Employers, employers' unions, Enterprise Centers, Economic Chambers, Agencies of Regional Development.	WUP and PUP	EURES grant 2006/2007 and obw resources of WUP and PUP
2. Development and purchase of national EURES promotional materials intended for employers and their distribution to WUPs and PUPs.	The following materials within Publishing Plan of MPIPS were produced: 15,000 information folders about EURES 16,500 cardboard folders;	Employers and employers' organizations	MPIPS, DRP	MPIPS own resources
3. Production and purchase of regional EURES promotion materials focused on employers.	The following materials were produced: A. <ul style="list-style-type: none"> • 21 ball pens displaying the EURES logo; • 310 conference folders; • 200 notebooks, • 5,700 copies of the leaflet for employers; 	Employers and associations of employers	WUP	EURES grant 2006/2007

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	<ul style="list-style-type: none"> • 400 copies of the brochure <i>Labour market situation in the Warmińsko-Mazurskie Voivodeship in 2006</i>; • 300 copies of the brochure <i>Provision of services in the EU/EEA countries</i> with information on how to start a business and post workers in the EEA territory; • 1,000 copies of the EURES information brochure for employers; • 70 anti-stress balls; • 75 visiting card holders; • 55 wall calendars; • 450 ball pens. <p>B.</p> <ul style="list-style-type: none"> • Leaflet “<i>Living and working conditions in Cyprus</i>” – 2,000 copies; • EURES leaflet in English for foreign employers – 5,000 copies; • 12-CD holder – 80 items; • Conference bag – 40 items; • USB pen drive – 40 items; • Business card holder – 50 items; • Document holder – 40 items; • Ball pen + pencil set – 50 items; 			
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	<ul style="list-style-type: none"> • Notebook holder – 200 items; * Notebooks – 200 items. 			
<p>4. Recruitment projects for the foreign employers.. To display all recruitment effects, results of recruitments described in priority 5 in points 5 till 9 and at “European Job Fairs within EYWM”, were included to breakdown presented aside.</p>	<p>Recruitment projects:</p> <ul style="list-style-type: none"> - There were about 12 thousands recruitment projects; - from the EURES international vacancy data registry that were made by WUP we know that Poland received about 48,7 thousands vacancies; - The number of CV that were sent abroad is 26,9 thousands; - number of person employed is estimated as 6,8 thousands, however 2 thousands were confirmed officially. <p><u>including</u> recruitment projects subsidised from the EURES grant 2006/2007:</p> <p>123 recruitments were held for employers from the Great Britain, Ireland, Sweden, , Finland, Czech Republic, , Germany, Iceland, Denmark, Spain, Cyprus, Malta and Slovenia. During these recruitments 2,3 thousand vacancies were received, 4,7 thousand CVs were transmitted abroad and about 1 thousand persons were employed.</p>	Employers from the EEA countries	EURES from the EEA states, WUPs and PUPs	EURES grant 2006/2007 and own financial resources of WUP and PUP

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<p>5. “III International Job Fair” on 18 October 2006 in Warsaw and “British Day” on 19 October 2006 in WARSaw. Both events were combined with interviews for employers from EEA countries and presentations about “Living and working conditions” in chosen EEA countries.</p>	<p>Number of visitors – about 15,000; Number of employers – about 98 Polish employers and 33 foreign ones; 15 EURES Advisors from the EEA, including 10 from the Great Britain; 760 vacancies; Number of CVs - 260 220 individuals selected for interviews with employers; Persons employed: data lacking; Presentations about living and working conditions in the EEA countries – 15; Persons participating in the presentations – 1,5 thousands.</p>	<p>Employers from the EEA countries and Polish unemployed and jobseekers</p>	<p>WUP in Warsaw and PUP in Warsaw</p>	<p>EURES grant 2006/2007</p>
<p>6. “II International Job Fairs – Recruiting Day” on 28 November 2006 in Lublin. Job fairs were combined with interviews for employers from EEA countries and presentations about “Living and working conditions” in chosen EEA countries.</p>	<p>Number of visitors – about 8,000; Number of employers – 73, including 10 foreign; 9 EURES Advisors from the EEA; 200 vacancies; Over 320 CVs; 200 individuals selected for interviews with employers; Number of people employed - 112 Presentations about living and working conditions in the EEA countries – 5; Persons participating in the presentations – 500.</p>	<p>Employers from the EEA countries and Polish unemployed and jobseekers</p>	<p>WUP in Lublin</p>	<p>EURES grant 2006/2007 own financial resources of WUP in Lublin</p>

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<p>7. “Irish Day” on 19-20 October 2006 in Szczecin. This event was combined with interviews for employers from Ireland countries and presentations about “Living and working conditions in Ireland”.</p>	<p>Number of visitors – about 1,500; Number of employers – 9; EURES Advisors from Ireland - 2; Over 152 vacancies; Number of CVs – about 236; 236 individuals selected for interviews with employers; Number of persons employed – no data; Presentations about living and working conditions in Ireland – 9; Persons participating in the presentations – 95.</p>	<p>Employers from Ireland and Polish jobseekers and unemployed.</p>	<p>WUP in Warsaw</p>	<p>EURES grant 2006/2007.</p>
<p>8. “International Recruitment Day” “British Days” on 31 of May and 1 of June in Lublin. The event was combined with interviews for employers from Great Britain and presentations about “Living and working conditions”.</p>	<p>Number of visitors – about 5,000; Number of employers – about 10; 4 EURES Advisors from Great Britain; 470 vacancies; Number of CVs - 730; 320 individuals selected for interviews with employers; Persons employed: 180; Presentations about living and working conditions in Great Britain countries – 4; Persons participating in the presentations – 400.</p>	<p>Employers from the Great Britain, Polish unemployed and jobseekers</p>	<p>WUP in Lublin</p>	<p>EURES grant 2006/2007 and own resources of WUP in Lublin.</p>

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9. Cooperation with IT Department of MPIPS to modificate CV data-base on portal of Polish public employment services www.psz.praca.gov.pl to enable clients show their preferences in searching jobs abroad in the EU/EEA countries.	-	Unemployed and jobseekers	MPIPS, DRP	Own financial resources of IT Department in MPIPS
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PRIORITY 7	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.				
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. Operating the section “Transition Periods” in the national EURES website www.eures.praca.gov.pl to provide information about transition periods for access of Polish nationals to the EEA labour markets and how to obtain work permits.	An information section of the website www.eures.praca.gov.pl .	Unemployed and jobseekers	MPIPS, 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. Monitoring changes connected to transition periods in access of citizens of the EEA countries to Polish labour market and passing information to EURESco in European Commission. Since 17 January 2006 Poland does not use work permissions for foreigners – EEA citizens.	-	European Commission EURESco	MPIPS, DRP	None

PRIORITY 8	Support strongly the development of cross-border labour markets.
<p>1. Labour offices in the Polish-German, Polish-Czech-German 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, employers' organisations, tertiary education establishments and other partners.</p> <p>There are some activities that require special attention:</p> <p>a) <u>dolnośląskie voivodeship:</u></p> <p>The EURES staff of the Wałbrzych VLO attended 10 working meetings as well as CBWG and CBPC meetings on the cross-border cooperation within the EURES framework and the building of EURES-T Sil-Bo-Sax with the participation of representatives of PES and social partners from Poland, the Czech Republic and Germany. As a result of the meetings, the following tasks were undertaken with a view to establishing the EURES-T Sil-Bo-Sax partnership:</p> <ul style="list-style-type: none">• Progress in the establishment of the EURES-T partnership was examined;• Joint initiatives were planned as part of applications for EURES 2007/2008 grant;• A draft framework agreement was prepared;• The Coordinating and Working Group was established with the task of preparing source documents for the future EURES-T partnership;• A three-year work plan for the EURES-T partnership was prepared;• The Work Plan was adopted at a meeting of the Coordinating Group. <p>The EURES staff of the Wałbrzych VLO participated in 1 job fair in Germany, during which the EURES advisor presented information on living and working conditions in Poland and provided advice for 50 German job seekers.</p> <p>The EURES staff of the Wałbrzych VLO participated in 1 workshop in Poland and in 1 conference in Germany on cross-border labour markets with the participation of PES and social partners.</p> <p>A conference on the identification of financial flows for the partnership being established was organised in Wrocław with 50 participants. The conference reached the conclusion that, due to the specificity of the Polish legal framework, EURES could not play a leading role in managing the budget of the future EURES-T Sil-Bo-Sax partnership in Poland.</p> <p>300 brochures were published about living and working conditions in Poland, which was translated to Czech and German.</p>	

Lubuskie Voivodeship

1. 24 persons participated in the meeting. The meeting provided an opportunity to increase the knowledge of EURES-T services and operations as well as share up-to-date information on developments in Polish and German cross-border labour markets and on matters such as employment opportunities, workers' rights and obligations, tax systems and social security arrangements.
2. A total of approx. 10 members of the EURES staff participated in 3 meetings organised by the German partner. The meetings provided an opportunity to share experiences and agree rules of closer cooperation between Polish and German labour market institutions.

Śląskie Voivodeship

1. A brochure on living and working conditions in the cross-border region of Poland, the Czech Republic and Slovakia was published in 3,000 copies.
2. The CBWG meeting was attended by 7 persons, including 3 EURES advisors and 1 EURES assistant from Poland, 1 EURES advisor from the Czech Republic and 1 EURES advisor from Slovakia. The results of the feasibility study were presented by the Czech partner. A preliminary schedule was drawn up of activities in the period from 1 April 2007 to 31 March 2008 and the information brochure was updated and corrected.
3. The EURES staff of the Katowice VLO had 2 representatives at the conference. The participants expressed an opinion that the establishment of a formal EURES-T Beskid partnership would have a significant impact on the region's development, thereby benefiting both workers and employers. Following discussions, the Labour Office in the Slovak town of Čadca agreed to accept the role of leader and take on the responsibility for coordinating and financing the future EURES-T Beskid partnership.

Opolskie Voivodeship

1. The conference was attended by 2 representatives of the EURES staff of the Opole VLO: 1 advisor and 1 line manager.
2. The job fair was attended by 1 representative of the EURES staff of the Opole VLO (EURES line manager).
3. The leaflet was published in the Czech language (2,000 copies).
4. The EURES staff of the Opole VLO had 2 representatives at the CBWG meeting: 1 advisor and 1 line manager.

Podkarpackie Voivodeship

1. The meeting was attended by 17 representatives of Slovak and Polish labour market institutions (including 1 representative of the MPIPS), labour market partners and the local and regional media. A record of the meeting was prepared and distributed to all participants. Factors favourable and unfavourable to cross-border migration were identified. The following factors were considered favourable to mobility: new investments in Slovakia which were driving demand for workers in different fields and with different qualifications (as well as creating an opportunity for unqualified workers to gain qualifications); simple employment procedures; higher pay for specialists in different fields; no language barrier (the knowledge of foreign languages is a requirement which often prevents workers from taking up employment in EU markets); the existing arrangements governing the flow of information on job vacancies. The following factors were considered obstacles to cross-border mobility: lower pay offered in Slovakia to

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workers in occupations in high demand on the labour market (production workers) compared with other EU countries; the reluctance of some persons to take up employment in another country due to the need to change residence or commute to work; the mismatch between expectations and the reality of job offers available in cross-border regions; the shortage of properly qualified workers; the lack of assistance by employers in providing accommodation; cases of recruitments organised by job agencies in recent years where the conditions of work and pay differed from those advertised.

2. The information brochure was published in 2,000 copies, 600 of which were handed over to the Slovakian partner.

Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
1. Disseminating information about EURES services among the unemployed, jobseekers and employers from the regions bordering with the EEA states.	<ul style="list-style-type: none"> - 4,8 thousands contacts from the Polish unemployed and jobseekers interested in foreign jobs in border regions; - 57 contacts from foreign nationals from border regions who were interested in finding employment in the border regions of Poland; - 125 contacts from Polish employers from border regions who were interested in employing foreign nationals from border regions; - 299 contacts from foreign employers from border regions who were interested in employing Polish nationals in the border region; - 2,1 thousands contacts from the unemployed and jobseekers for information about living and working conditions in border regions; 	Unemployed, jobseekers and employers from the border regions of Poland and of neighbouring the EEA states	WUP and PUP	Own financial resources of WUP and PUP

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PRIORITY 9	Ensure the qualitative and quantitative evaluation of the results achieved by EURES and the regular monitoring of EURES operations				
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.	Development of an annual report on the implementation of the grant agreement EURES VS/2006/0148 and overall activities implemented by the Polish Public Employment Service in the period from April 2006 to March 2007.	Annual report on EURES activity in Poland in the period from April 2006 to March 2007.	EURESco	MPIPS, DRP	None
2.	Commissioning to outer company doing research about EURES activity in Poland in the period of May 2004 – December 2006, according to European Commission Guidelines.	Report	EURESco	MPIPS, DRP	EURES grant 2006/2007
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				
	Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	
				Source of financing	
1.	In the period from April 2005 to March 2006 the Polish EURES Advisors produced and inputted monthly EURES reports into the database designated by EURESco.	In the period from April 2006 to March 2007, there were 32 EURES Advisors in Poland– the average response ratio for mandatory reports was 84,5%.	EURESco	WUP	None

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2. Operation of the national EURES monitoring database, which is updated on a quarterly basis by all WUPs and PUPs.	National EURES monitoring database enabled complex monitoring of EURES activities on a scale of the whole country.	MPIPS, WUP and PUP	MPIPS, DI	EURES grant 2006/2007
Task 4:	EURES members will be providing EURESco periodically with data about number of clients searching for advices on their national websides andsearching for jons on special data-bases with joboffers.			
Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
See priority 2, activity 1, point 1.				

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PRIORITY 10	Provide appropriate information and communication about EURES to the public, to the social partners and other relevant actors.			
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. Promotion of EURES services among jobseekers and other interested individuals through presentations, information meetings, workshops, seminars, EURES days, press publications, media interviews, TV reportages, projects with schools and universities, participation in job fairs and exchanges, distribution of promotion materials.	In general there were carried out: a) About 357 thousands contacts with unemployed and jobseekers, including: <ul style="list-style-type: none"> • 23,6% of general information • 8,7% information about living and working conditions • 60,3% information about searching for a job • 7,4% of others, b) 99,4% contacts with Polish citizens and 0,6% with foreigners and EEA citizens, c) participation with EURES stand in 518 job fairs in Poland.	Unemployed, jobseekers and others partners on labour market	WUP and PUP	EURES grant 2006/2007 and own resources of WUP and PUP
2. Development and purchase of national EURES marketing materials intended for the unemployed and jobseekers and their distribution to WUP and PUP.	Following materials were produced: <ul style="list-style-type: none"> - 18,500 ball pens with the EURES logo; - 100 shoulder bags with the EURES 	Unemployed, jobseekers and labour market partners	A) MPIPS, DRP	A) EURES grant 2006/2007 and Labour Fund – own

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	<p>logo;</p> <ul style="list-style-type: none"> - 100 business card holders with the EURES logo; - 100 pen drives with the EURES logo; - 330 EURES badges; - 34,000 EURES leaflets in three language versions: English, German and French; - 34 EURES roll-ups; - 357,000 EURES information leaflets. <p>Within Printing Plan of MPIPS following materials were produced:</p> <ul style="list-style-type: none"> - 34 thousands of EURES leaflets; - 2 thousands of paper note-books; - 16,5 thousands of paper satchels; - 1,6 thousands wall calendars; - 450 office calendars; 	<p>B) Unemployed, jobseekers and labour market partners, WUP and PUP</p>	<p>B) MPIPS, DRP</p>	<p>contribution to EURES grant 2006/2007</p> <p>B) Own financial resources of MPIPS</p>
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<p>3. Production of voivodeship EURES marketing materials towards unemployed and jobseekers.</p>	<p>The following materials were produced:</p> <ul style="list-style-type: none"> - 60 posters; - 45,000 leaflets; - 260 copies of the information leaflets for job seekers "<i>Finding a job in an enlarged Europe</i>"; - 2,200 information brochures; - 1,800 calendars; - 100 paper blocks; - 2,500 business cards; - 50 visiting card holders; - 150 leashes; - 150 trolley tokens; - 3 shirts; - 20 mouse pads; - 900 ball pens; - 50 umbrellas; - 1 banner; - 100 paper bags; - 100 T-shirts; - 4 leaflet stands. 	<p>Unemployed and jobseekers and partners on labour market</p>	<p>WUP</p>	<p>Grant EURES 2006/2007</p>
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III DESCRIPTION OF REALIZATION OF ACTIVITIES CARRIED OUT UNDER AUSPICES OF EUROPEAN YEAR OF LABOUR MOBILITY
 Year 2006 was announced by European Commission as European Year of Workers Mobility (ERMP). According to European Commission Guidelines Polish Public Employment Services carried out under auspices of ERMP many activities. These activities were classified to priority 5 and 10 of the EURES Guidelines for 2004-2007.

In the frame of Priority 5 following activities were organized:

Carried out activities and quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
<p>1. Participation in events such as meetings, seminars, job fairs:</p> <ul style="list-style-type: none"> o 9 seminars (meetings) for employers, including 5 presentations given to employers during meetings of voivodeship-level Social Dialogue Commissions and Employment Councils as well as Chambers of Commerce and Industry, employers' organisations, etc.; o 2 meetings with job seekers at GICs; o 4 meetings with students at ACOs and with students' associations; o Approx. 10 meetings with PLO and ICPC clients; o 2 meetings with employers (international economic fora). <p>2. The following marketing materials displaying the logo of EURES were designed and commissioned for execution:</p> <ul style="list-style-type: none"> o 200 copies of an information brochure for businesses wishing to provide services in EEA countries, in particular Germany; o 100 ball pens; o 50 advertising bags; o 10,944 copies of regional leaflets on mobility. <p>3. The following press articles and radio programmes were prepared and published/broadcast:</p> <ul style="list-style-type: none"> o An article intended to provide employers with information about EURES and the EYWM (the monthly <i>Personel i Zarządzanie</i> published by INDOR, December 2006); o 3 advertisements in the regional press (dailies <i>Gazeta Wyborcza</i> and <i>Gazeta Krakowska</i>); o An article intended for Małopolska's employers on the editorial page of the daily <i>Gazeta Krakowska</i>; 	<p>Polish employers, associations of employers, persons interested in starting their own bussiness abroad in EEA countries</p>	<p>WUP</p>	<p>EURES Grant 2006/2007</p>

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<ul style="list-style-type: none"> ○ The advertisement/article on EURES under the title “Być mobilnym pracodawcą” (<i>Being a mobile employer</i>) published in the local press of the Świętokrzyskie Voivodeship; ○ An article on the EYWM (dailies <i>Gazeta Olsztyńska</i>, and <i>Dziennik Elbląski</i>, the <i>Nasza Praca</i> supplement); ○ An interview with the EURES Line Manager of the Olsztyn VLO (Radio Olsztyn). The interview was broadcast in four parts over four consecutive days. Radio Olsztyn has a daily listener ship of approx. 140,000. <p>4. 210 parcels containing materials on EURES and the EYWM were mailed to selected employers and partners.</p>			
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In the frame of Priority 10 following activities were organized:

Carried out activities and quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
<p><i>1. Approx. 27 conferences, seminars, fairs and meetings were organised on the topic of the EYWM.</i></p> <p>3 publications were prepared and published:</p> <ol style="list-style-type: none"> 1. “Economic migration of Poles in the European Union – mobility without borders” 2. “A guide for mobile workers and their families” 3. “Looking for a job in Małopolska” <p>Participation in approx. 25 events devoted to the EYWM (including international events).</p> <p>Numerous advertising media were prepared:</p> <ul style="list-style-type: none"> - 55 citylight posters; - 108 binders and 4 portfolios with information on the EEA countries; - 1,000 local leaflets on EURES; 	Unemployed and jobseekers	WUP	EURES Grant 2006/2007

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<p>- 1,000 leaflets on the EYWM; - websites devoted to the EYWM.</p> <p>The television feature “Kierunek Islandia i inne...” (<i>The direction Island and other countries</i>) was produced on the recruitment of workers in Małopolska for the construction of an aluminium factory in Iceland. The feature was broadcast in the regional TVP station (TVP3) in March 2007.</p> <ul style="list-style-type: none"> o 4 radio programmes were broadcast. o A television advertising spot was broadcast. o 7 sponsored articles were published contributing to the popularisation of EURES services. o Approx. 200 sets of information materials on EURES were mailed to the social partners, employers, GICs and ACOs. <p><i>2. Mobility Day on 6 October 2006 in Warsaw</i></p> <p>The Mobility Day contributed to increasing the awareness of the European dimension of mobility and of the rights and obligations resulting from the freedom of movement within the territory of the EEA as well as to promoting EURES services.</p> <p>This was manifested by an increased number of phone calls with questions about the opportunities for employment abroad. There has been an increase in the interest in the EURES network and in foreign job vacancies.</p> <p>The Mobility Village was visited by approx. 500 persons. A total of 80 persons attended presentations. A questionnaire survey was conducted on the sample of 58 participants.</p> <p>The event was filmed into a documentary under the title “Dzień Mobilności” (Mobility Day).</p> <p>The following marketing materials were also produced to promote the project: 1 banner; 100 ID badges; 400 posters; 5,000 leaflets; 4,000 balloons with EURES and EYWM logos; 8 information boards; 1 press advertisement in the daily <i>Gazeta Wyborcza</i>.</p>			
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Carried out activities	Quantitative results	Beneficiaries	Institution, which carried out activity	Source of financing
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<p>1. European Job Fairs within ERMP on 29 of September 2006 in Poznań</p>	<p>Number of visitors – 4 thousands</p> <p>Number of employers – 19</p> <p>Number of EURES Advisers from EEA – 11</p> <p>Number of vacancies – 750</p> <p>Number of CVs – 600</p> <p>Number of persons asked for interviews with employers – 400</p> <p>Number of people employed – 32</p> <p>Number of presentations about different aspects of mobility – 25</p> <p>Number of persons who were participating in the presentations 1,2 thousands</p>	<p>Unemployed, jobseekers and labour market partners</p>	<p>WUP and PUP</p>	<p>EURES grant 2006/2007 and own resources of WUP and PUP</p>
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PARTICIPATION IN EURES INITIAL TRAINING AND ADVANCED TRAINING

In the period of April 2006 till March 2007 EURES staff were participating in the following trainings organized by the European Commission:

1. EURES Initial Training – 2006:

- Training in Amsterdam on 3–7 April 2006 (3 persons);
- Conference in Bilbao on 15–16 June 2006 (12 persons);

2. EURES Initial Training – 2007:

- Training in Amsterdam on 26 February – 2 March 2007 (2 persons);
- Training in Amsterdam on 5–9 March 2007 (3 persons);
- Training in Amsterdam on 19–23 March 2007 (2 persons);

3. EURES Advanced Training 2006 for EURES advisors:

- Training on social security in Budapest on 16–17 November 2006 (1 person);
- Training on the collaboration with employers in Amsterdam on 23–24 November 2006 (1 person);
- Training on the collaboration with graduates in Budapest on 30 November – 2 December 2006 (1 person);
- Seminar on the EURES information and communication strategy in Lille on 13–14 December 2006 (2 persons: EURES Manager and MPIPS specialist);

4. EURES Advanced Training 2006 for EURES Managers and EURES Line Managers:

1. Training in Lisbon on 19–20 October 2006 (3 persons).

It must be also pointed out that participation in “EURES Initial Training” allows employees of labour offices to execute tasks of EURES advisers.

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

As part of the activity, the EURES Manager participated in the following meetings:

- The EURES Working Party in Vienna on 8–9 June 2006;
- The EURES Working Party combined with an annual meeting of representatives of EURES cross-border partnerships in Riga on 13–15 September 2006 (the meeting was additionally attended by the EURES Assistant Manager);
- The EURES Working Party in Helsinki on 20–21 November 2006;
- The EURES Working Party in Brussels on 14 February 2007.

Furthermore:

- The EURES Finance Specialist participated in a training course on EURES grant management in Brussels on 24 October 2006;
- A MPIPS specialist participated in a meeting of the working group on EURES training in Brussels on 25 April 2006;
- A MPIPS specialist participated in two meetings of the working group on supporting and promoting the EURES IT platform in Brussels on 29–30 May 2006 and on 6 December 2006.

VI. SUMMARY

Period April 2006 – March 2007 is an especial one. It combines accomplishment of EURES National Action Plan for Poland for 2004-2007, *the European Year of Worker's Mobility* and the fact of abolishing, since 17 January 2007, work permits for all foreigners – citizens of the EU/EEA.

Including EURES activities in appropriate strategic plans of Polish Public Employment Services and in national law regulations, allows to fully integrate EURES services with other services provided by Polish Labour Offices. EURES is one of 5 basic services provided by labour offices, apart from job placement, vocational counseling, support in active job looking, trainings organisation.

In above mentioned period, national trainings were organised for employees of voivodeship and poviats labour offices. However this field needs more support, particularly for poviats labour offices.

EURES staff, including EURES Line Managers and EURES advisers, took part in EURES Initial and Advanced Trainings, organised by the European Commission. It led to increase qualifications and gain experience in international environment.

Information delivered by national EURES website www.eures.praca.gov.pl was a crucial element. The number of customers visiting this website is increasing every year (circa 1 million visitors yearly).

Efficient transfer of Polish employers' vacancies to the EURES portal of the European Commission, needs improvements. However, taking into account implementation of new central vacancies of labour offices' data base, that is planned to be held in 2007, proper actions were done, in order to prepare integration of future Polish *Central Job Vacancies Data Base* with job vacancies data base on www.eures.europa.eu portal. At the same time proper modifications of newly created Polish Public Employment Services' *CV Data Base* were made, in order to facilitate search of mobile jobseekers interested in working abroad.

Co-operation with Polish representatives of EUROPASS and EURODESK networks were established, in order to provide synergy of activities.

Publishing of brochure "Living and Working Conditions in Poland" in three languages, was important.

Many diversified information and promotion activities for both Polish employers and Polish unemployed and jobseekers, were carried out. Promotion and information materials were produced in order to use them during EURES activities.

Several dozen recruitment projects, done by voivodeship labour offices for foreign employers, succeeded in employing circa 6.8 thousands persons abroad (confirmed 2 thousands placements).

As an example of large-scale events, it is worth to mention two international job fairs, Irish Days and British Days, that attracted many thousands visitors each.

Independent external evaluation of EURES activity in Poland in 2004-2006 was carried out and it showed, among others, directions for future improvements.

Polish EURES monitoring data base, that includes results of EURES services provided by voivodeship and poviats labour offices, enabled to generate solid statistics, that were used in this report.

In the framework of *the European Year of Worker's Mobility*, there were many information activities held, that promoted mobility at the European labour market. Activities were focused on as well jobseekers as employers, for example conferences, seminars, information meetings, workshops, presentations, press articles, broadcasts, brochures, leaflets, etc. Special attention should be attracted to two projects that were organised in Poland for the first time – *European Job Days* and *Mobility Day* combined with arrival of mobile bus – element of international project called *the European Mobility Roadshow*.

Within the framework of EURES there are being organised more activities every year. The situation at national labour market has been changing recently in a way that combines a decrease of unemployment (unemployment rate at the end of May 2007 was 13,0 %) and emerging problem of Polish employers who must face shortages of labour forces at national labour market. This situation leads to necessity of adjusting Polish EURES services to the needs of domestic labour market. Therefore the EURES activities for next period 2007/2008 are planned in a way to meet changing needs of Polish labour market.