

VOIVODSHIP LABOUR OFFICE IN TORUŃ

LABOUR MARKET AND LABOUR MARKET PROGRAMMES IN KUJAWSKO – POMORSKIE VOIVODSHIP IN 2004



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CONTENTS:

1.	General description of labour market in Kujawsko – Pomorskie Voivodship	1
2.	Institutional labour market service and law conditions	2
3.	Characteristic of changes in unemployment in 2004	3
4.	Structure of unemployed persons in Kujawsko – Pomorskie Voivodship	6
5.	Voivodship Self-Government programmes realization	7
5.1.	Sectoral Operational Programme Human Resources Development (SOP HRD).....	7
5.2.	Integrated Regional Operational Programme (IROP)	8
5.3.	EU Community Initiative INTERREG III C ADEP Project	10
5.4.	EU Community Initiative EQUAL	10
5.5.	Rural Development Programme SUB-Component B-1 Labour Redeployment (POW)	11
5.6.	Kujawsko – Pomorski Human Resources Development Programme realized within Phare 2001 PL 01.06.09.01 Economic and Social Cohesion Human Resources Development	12
5.7.	Kujawsko – Pomorski Human Resources Development Programme realized within Phare 2002 Economic and Social Cohesion	12
5.8.	Kujawsko – Pomorski Human Resources Development Programme realized within Phare 2003 Economic and Social Cohesion	13
5.9.	Leonardo da Vinci Programme – „European Economy Animators Programme in expanding Europe”	13
5.10.	Deliver Programme – „Innovations attitude to direction of changes”	14
5.11.	A Programme of Vocational Activation of recent graduates „First Job””	15
5.12.	Financing temporary employment in agriculture infrastructure, tourism, environment protection and social infrastructure	16
6.	The other programmes realized by VLO in Toruń	16
6.1.	Co-operation with labour market partners.....	16
6.2.	Labour market surveys	17
6.3.	Substitute service	18
6.4.	Employment of Polish citizens abroad	18
6.5.	Services within European Employment Services (EURES) Network	19
7.	List of the most important publications prepared by Voivodship Labour Office in Toruń	20

TABLES, MAPS AND GRAPHS:

Main data about Kujawsko – Pomorskie Voivodship	21
Employed persons by Sections of Polish Classification Activities (PKD) in Kujawsko – Pomorskie Voivodship in 2003	22
Employed by sex - graph.....	22
Economic entities of Polish Classification of Activities (PKD) in Kujawsko – Pomorskie Voivodship in 2004	23
Economic entities by PKD sections in year 2004 – graph	23
Economic entities in Kujawsko –Pomorskie Voivodship in years 2003 – 2004. As of the end of year	24
Registered unemployed persons and unemployment rate. As of the end of period	25
Unemployed persons by the kind of activity of their last job. As of the end of period	26
Unemployment rate by voivodships. December 2004 - map	27
Unemployment rate by poviats in Kujawsko – Pomorskie Voivodship. As of 31.12.2004 – map	28
Unemployment rate in Poland and Kujawsko – Pomorskie Voivodship in years 2001 – 2004. As of the end of quarter – graph	29
Structure of unemployed persons in Kujawsko – Pomorskie Voivodship. As of 2004 - graph	30

1. GENERAL DESCRIPTION OF LABOUR MARKET IN KUJAWSKO - POMORSKIE VOIVODSHIP

Kujawsko-Pomorskie Voivodship has an area of 17,970 km², which accounts for 5.7% of the total area of Poland. The Voivodship consists of 19 poviats and 4 cities with poviat status. Kujawsko - Pomorskie Voivodship has 144 communes (of which 17 are municipalities, 35 are municipal-rural communes and 92 rural ones). There are 52 towns and 3,580 villages in our region.

Population of Voivodship (which was established as of 30.09.2004) accounts for 2 068,1 thousand inhabitants what makes 5.4% of the Poland population. The majority of the region inhabitants are women (51.7%). In total it is 107 women per 100 man. In towns there live 61.8% of the Voivodship's population. The meaningful majority of the Voivodship's population (65.6%) is at working age. The population of pre-working age accounts for 22.3% of the total and at post-working age – 12.1%.

According to the Statistical Office in Bydgoszcz data, in the REGON register in Kujawsko – Pomorskie Voivodship as of the end of 2004 were registered 185,2 thous. economic entities. In the public sector 3.4% of entities were active and in private sector – 96.6%. In relation to December 2003 number of economic entities decreased by 3.1%. Small entities (which employ up to 9 persons) account for 95.4% of the total. Medium entities (from 10 to 49 persons), amount to 3.6% of all and large entities (more than 49 persons) – 1.0%. Private persons conducting economic activity account for 80.3% of all economic entities.

The Central Statistical Office information show that in Kujawsko – Pomorskie Voivodship economically active (civilians) amount to 850,9 thousand persons, of which 534,4 thousand persons are employed. Average employment in enterprises sector in December 2004 amounted to 212,9 thous. persons in Kujawsko – Pomorskie Voivodship. It was higher than in the same period previous year by 0.1%.

In the structure of land the largest areas use the agricultural lands – 64.6% of the total area (in Poland – 59.0%). It is one of the highest indicators in Poland (4th place). Among agricultural lands as man as 87.1% are arable lands, meantime in Poland this indicator accounts for 76.2%. Forest cover (22.3%) of Kujawsko- Pomorskie Voivodship, what placed the Voivodship on the distanced 13th place. Forests and forest land cover 28.4% of Poland area.

Natural – scenery and cultural features contribute to large tourist attractiveness of our Voivodship. The resources and environmental valorous, survived as cultural heritage, are wealth of the region and also are important discriminates of its attractiveness. They are also very important in interregional competitiveness estimation. These resources are not completely used, mainly because of the inadequate degree and the standard of development in range of accommodation establishment and common technical infrastructure. There is a possibility of wider development of different specialist tourism forms, for example: sailing, rowing, cycling, horse riding. The Voivodship participation in organising the country's tourism movement takes by: number of accommodation, number of beds - 4.1%, tourists accommodated - 3.7%.

If the economic and social potential place our Voivodship in the middle place in the country, the situation on labour market is much more complicated: Kujawsko-Pomorskie Voivodship belongs to regions, which are the most threatened by unemployment among all Voivodships.

2. INSTITUTIONAL LABOUR MARKET SERVICE AND LAW CONDITIONS

Voivodship Labour Office and 20 local labour offices are responsible for institutional service of labour market in Kujawsko – Pomorskie Voivodship. Voivodship Labour Office works as Voivodship Self-government Organisation Unit and makes self – government tasks in accordance with the Act on Employment Promotion and Labour Market Institutions. Tasks of poviats' councils in this range are realised by local labour offices. Three of them: in Bydgoszcz, Grudziądz, Włocławek include two poviats – so-called: city with poviat status and rural administrative region. In Toruń there are two separated local labour offices: for Toruń City and for toruński rural administrative region.

Since 1st June 2004, the Act of April 20, on Employment Promotion and Labour Market Institutions has been in force. This Act substituted The Act on Employment and Counteracting Unemployment. The new Act is a part of 'Action plan stimulating growth in years 2002-2004', which was accepted by Council of Ministers on 1st July 2004. The essence of the plan is to create complex system in aid of employment improvement and unemployment inhibition. The Act on Employment Promotion and Labour Market Institutions has been realised these aims, i.a. through active and precautionary actions. These actions give unemployed persons and non-active persons possibility of labour market participation and also give support of labour market institutions. There are, i.a.: EURES – since accession to UE, national employment service has become a part of European Employment Service. The Act adjusts European regulations to Polish law. These rules concern free flow and social protection systems co-ordination.

Presently the most important VLO's in Toruń tasks are:

- to co-operation in describing and realization regional labour market policy and human resources development,
- to fix criteria's of Labour Funds assets share for poviats self-governments,
- labour market analyses preparations and demand on work surveys,
- programming and performing task realized with European Structure Fund co-finance,
- intervoivodship and international employment agency (i.a. EURES service),
- to organize and coordinate vocational counselling services and vocational information,
- co-operation with institutional and social partners in range of employment Policy realization and human resources development,
- describing, on the basis of Classification of Occupations and Specialities, list of occupations, where can be refund for vocational preparation of juveniles,
- organizing, directing and financing training for Voivodship Labour Office and local labour office staff.

Owing to extensive and essential changes in law system in range of labour market policy and also that since 1st May 2004 disbursement tasks (from EFS) have been executed, there is a necessity to create new VLO's charter.

Voivodship Labour Office Statute has been settled on the basis of Resolution no. XXIII/281/04 of Sejmik of Kujawsko – Pomorskie Voivodship from 21 June 2004. After Statute had been authorised, VLO prepared new Organisation Rules, which have been authorised by Resolution no 41/599/2004 of Kujawsko – Pomorskie Voivodship Board.

Relevant support in labour market programmes realisation (co-financed from EFS) is VLO support in frames within Sectoral Operational Programme Priority III Technical Assistance and Integrated Regional Operational Programme Priority IV Technical Assistance.

3. CHARACTERISTIC OF CHANGES IN UNEMPLOYMENT IN 2004

In 2004 some symptoms of situation improvement were noted down. It was expressed by the number of unemployed persons decrease. In 2004 there was for the first time decrease of unemployed for Kujawsko – Pomorskie Voivodship, in comparison with the previous year.

Unemployed persons in Kujawsko – Pomorskie Voivodship. As of the end of year

Specification	Number of registered unemployed	Increase / decrease as compared with the previous period
December 2000	181 230	X
December 2001	205 232	13.2
December 2002	211 593	3.1
December 2003	212 066	0.2
December 2004	199 566	- 5.9

Number of unemployed persons as of the end of 2004 in Kujawsko – Pomorskie Voivodship amounted to 199,566 (6th place in Poland). Compared with the end of 2003 unemployment dropped by 5.9% (12,500 persons).

The unemployment rate (a relation of registered unemployed persons to the economically active civilian population) for Kujawsko – Pomorskie Voivodship amounted to 23.5% in December 2004 (December 2003 – 24.6%). Kujawsko – Pomorskie is on the fourth position in Poland (while average country's – 19.1%, in 2003 – 20.0%).

Higher outflow from than inflow to unemployment has influenced on changes in the unemployment in 2004 year. In local labour offices in Kujawsko – Pomorskie Voivodship were 174,128 newly registered unemployed persons and deleted from the register – 186,628 persons. Inflow rate (a ratio of newly registered unemployed persons to unemployed persons as of the end of previous reported period) amounted to 82.1% in 2004.

Outflow rate (a ratio of persons deleted from the register to unemployed persons as of the end of previous reported period) amounted to 89.0%. Among persons deleted from the register most of them is outflow to job – 48.4% and the lack of readiness to take a job – 33.4%.

In 20 poviats during the 2004 the number of unemployed persons decreased: the highest – by 14.9% in Toruń, the lowest – in inowrocławski powiat (by 1.7%). In other three poviats occurred increase of unemployment: from 0.5% in lipnowski powiat to 4.3% in aleksandrowski powiat. In year 2004 the highest decrease of unemployed person in Kujawsko – Pomorskie Voivodship was noted down in April and the highest increase in December. These changes are illustrated below.

Only during the three months in 2004: January, February and December in Kujawsko – Pomorskie Voivodship there was increase of unemployed persons. In others months unemployment level decreased.

Unemployed persons and unemployment rate in Kujawsko-Pomorskie Voivodship in 2004

Months	Unemployed persons		Unemployment rate	
	Number of registered unemployed	Increase / decrease as compared with the previous period	Voivodship	Poland
December '2003	212 066	X	24.6	20.0
January '2004	220 355	8 289	25.3	20.6
February	220 879	524	25.3	20.6
March	219 017	-1 862	25.2	20.4
April	211 376	-7 641	24.5	19.9
May	205 284	-6 092	24.0	19.5
June	204 492	-792	23.9	19.4
July	202 006	-2 486	23.7	19.3
August	199 733	-2 273	23.4	19.1
September	197 084	-2 649	23.2	18.9
October	194 815	-2 269	23.0	18.7
November	194 409	-406	22.9	18.7
December'2004	199 566	5 157	23.5	19.1

In 2004, economic entities in Kujawsko – Pomorskie Voivodship dismissed fewer persons terminated for company reasons than in previous years. In 2004 companies extended to local labour offices 59 notifications of persons terminated for company reasons – 2,218 persons (in 2003 – 149 notifications and 4,526 employees). As a consequence, number of unemployed persons terminated for company reasons amounted to 5,421 persons (by 36.9% less than in December 2003), it was 2.7% of all unemployed persons.

In 2004 – Ministry of Economic Affairs, Labour and Social Policy according to decision from 5th February 2004 – Kujawsko – Pomorskie Voivodship received from Labour Fund amount of 93,413.6 thous. zł. In this amount there were i.a. assets on unemployed activation programmes realized by local self-governments (Labour Fund assets which have been allocated according to algorithm) and 30% - reserve which is scheduled on voivodship self-government tasks realization.

According to Ministry of Economic Affairs and Labour decision on 29th October 2004, Labour Fund assets were increased, by the algorithm and 30% of the Marshall of Kujawsko – Pomorskie Voivodship allowance. All-in from the algorithm, Kujawsko – Pomorskie Voivodship possessed Labour Fund assets 96,634.8 thous. zł total.

Till 1st April 2004 to Voivodship Labour Office in Toruń from poviats self-governments came in 56 applications (which relevant additional LF assets – 33,318.7 thous. zł). On 19th April 2004 Minister of Economic Affairs, Labour and Social Policy decreed decisions which gave additional LF assets for poviats self-governments of Kujawsko – Pomorskie (from 10% of reserve – 3,579.0 thous. zł).

Moreover on the basis of agreement from 2nd April 2004 between Ministry of Economic Affairs, Labour and Social Policy and Ministry of Agriculture and Rural Development in re *unemployed activation aged no more than 25 and tertiary graduates through tasks realization in aid of farmer's help in winning assets from UE funds, among them direct payments*, there occurred possibility to use LF assets from the reserve of Minister of Economic Affairs, Labour and Social Policy financing programmes in aid of counteracting unemployment in 2004.

In connection with needs, which were applied through starost of poviats in this case, 10 local labour offices of Kujawsko – Pomorskie Voivodship tendered for applications, which relevant LF assets – 504,824.00 zł. Ministry of Economic Affairs and Labour on 16th June 2004 realigned decisions and gave additional amount of money – 501.0 thous zł total (in particular for the agreement tasks realisations).

Minister of Economic Affairs and Labour, in 2004 realigned also additional amount of LF assets – 4,249.0 thous. zł. on counteracting unemployment programmes realisation (among them there is additional agreement from 31.05.2004 for the Starost of Sępoleński powiat on 60.0 thous. zł. which describes the finishing realization of “Green Work Places”). Moreover, Starosts of Sępoleński and Włocławski poviats gave applications to Ministry of Economic Affairs and Labour – they received additional LF assets – 85.0 thous. zł.

To sum up, Kujawsko – Pomorskie Voivodship in 2004 received 105,048.8 thous zł from Labour Fund on active counteracting unemployment programmes realization.

Structure of Labour Fund expenditures in years 2003 - 2004

Specification	2003		2004	
	Amount (in thous. zł.)	Share (in %)	Amount (in thous. zł.)	Share (in %)
TOTAL,	700 584,8	100,0	600 888,2	100,0
therefrom				
1. Benefits	576 299,5	82,3	486 477	81,0
therefrom				
- unemployed benefits	268 365,6	38,3	250 846,8	41,7
- pre-retirement benefits	186 106,0	26,6	116 050,2	19,3
- pre-retirement allowances	121 827,9	17,4	119 580,2	19,9
2. Active forms of counteracting unemployment	116 846,2	16,7	103 860,5	17,3
a/ forms directed to unemployed	97 142,4	13,9	92 314,5	15,4
b/ vocational preparation of juveniles	19 703,8	2,8	11 546,0	1,9
3. Others	7 439,1	1,1	10 550,5	1,8

The most frequently labour market instruments, which had been used by local labour offices on programmes realization were public work, intervention work, loans and training courses.

In 2004 in local labour offices obtained 47,908 job offers. It was the highest number of job offers which have been noticed since Kujawsko – Pomorskie Voivodship had arisen (in 2003 – 47,346). There were by 1.2% job offers more than in the same time previous year. Number of job offers on not supported employment increased by 17.4% but on supported employment decreased by 9.1%

Increase of number of job offers caused increase number of people who were taking up a job. In 2004 outflow to job – 90,410 unemployed (by 2.1% more than previous year). Counter than in previous year, growth of employment applied only to not supported employment (by 9.2%), but supported employment decreased by 20.5%.

4. STRUCTURE OF UNEMPLOYED PERSONS IN KUJAWSKO – POMORSKIE VOIVODSHIP

Structure of unemployed persons in Kujawsko – Pomorskie Voivodship has rather not changed. The most essential characteristic of this structure are:

1. High unemployment level among women (107,399 persons): women consist 53.8% of total number of unemployed persons, but among long - term unemployed persons share of unemployed women amount to 61.6% and in group lasting without work more than 24 months – 66.9%. In comparison with the end of 2003, number of unemployed women increased by 0.7% when number of unemployed men decreased by 7.2%.
2. High level of unemployment on the rural areas: unemployed persons from the rural areas (88,471 persons) amounted to 43.1% of all unemployed persons (in 2003 – 44.3%). This population decreased during the year by 3.1%. One should remember about large scale of hidden unemployment on the rural areas.
3. A considerable number of young persons among unemployed: 25.8% of unemployed (51,571 persons) are aged 18 to 24 years. Compared to the end of 2003 this population decreased by 11.4%.
4. A considerable number of long – term unemployed and repeated unemployed persons: as of the end of 2004 persons who had been unemployed for over 12 months (105,501) amounted to 52.9% of all unemployed persons (in 2003 – 52.6%). During the year number of long – term unemployed persons decreased by 5.4%. These registered several times (151,817 persons) account for 76.1% of all unemployed persons (in 2003 – 74.2%).
5. Low professional qualifications of the unemployed: as of the end of 2004 year 72.3% of the unemployed (144,298 persons) had only basic vocational, lower secondary and below (in 2003 – 155,051 and 73.1%). The level and structure of the qualifications of unemployed persons still do not meet the expectations of prospective employers.

5. VOIVODSHIP SELF-GOVERNMENT PROGRAMMES REALIZATION

Year 2004 characterized diversification of labour market programmes, which were realised in Kujawsko – Pomorskie Voivodship. Main undertakings were Sectoral Operational Programme Human Resources Development (SOP HRD) and Integrated Regional Operational Programme (IROP).

In 2004 realization of Rural Development Program Sub-component B-1 Labour Redeployment (co-financed from World Bank) and PHARE 2001 Economic & Social Cohesion Human Resources Development were finished.

Among the others programmes, where VLO in Toruń has participated (as a self-government unit) were: EU Community Initiative INTERREG IIIC ADEP Project, EU Community Initiative EQUAL, Leonardo da Vinci Programme, DELIVER Programme, and also PHARE 2002 and PHARE 2003 Economic & Social Cohesion Human Resources Development, A Programme of Vocational Activation for Recent Graduates “First Job”, Programme “Financing temporary employment for long-term unemployed persons in agriculture infrastructure, tourism, environment protection and social infrastructure”.

5.1 SECTORAL OPERATIONAL PROGRAMME HUMAN RESOURCES DEVELOPMENT (SOP HRD)

Sectoral Operational Programme Human Resources Development (SOP HRD) supports activities undertaken under the European Employment Strategy and National Action Plan for Employment. Its main objective is the development of an open, knowledge-based society through provision of conditions facilitating human resources development by gaining education, undergoing training and performing work.

SOP HRD objectives are implemented by three Priorities:

- Priority 1: Active labour market and vocational and social inclusion policy
- Priority 2: Development of a knowledge-based society
- Priority 3: Technical assistance

VLO in Toruń is a implementation institution (is responsible for implementation and realization of two measures within Priority 1 on the regional level):

- Measure 1.2. Perspectives for youth
- Measure 1.3. Counteracting and combating long-term unemployment

Main objective of **Measure 1.2 – “Perspectives for youth SOP HRD”** is to provide the fullest possible support to young people, including school graduates (promoting and supporting self-employment of young people), so that they do not become and remain unemployed.

Main objective of **Measure 1.3 – “Counteracting and combating long-term unemployment SOP HRD”** – consists in reducing the number of persons unemployed for more than 12 months, reducing the causes for this phenomenon and improving vocational qualifications of persons threatened with unemployment and support for their families.

Assets from Labour Fund were the source of first co-finance for Measure 1.2 and Measure 1.3 SOP HRD in 2004. These assets Self-Government of Kujawsko – Pomorskie had received on counteracting unemployment activities. Amount, which had been originally planed on Measures 1.2 and 1.3. SOP HRD realisation in Kujawsko – Pomorskie Voivodship in 2004 decreased from 22,4 to 20,9 mln. zł.

Voivodship Labour Office in Toruń projects:

- *Development of youth qualifications* (within Measure 1.2)
- *Support for the unemployed by developing qualifications and entrepreneurship* (within Measure 1.3).

were prepared in association with local labour offices on the beginning of the 2004 and according to procedures were accepted by Steering Committee for Priority 1 SOP HRD concurrently with the Framework of Measures Realization Plan. On 7th April 2004 there were also authorised by Kujawsko – Pomorskie Voivodship Board. Realization of the projects has been started on 1st May 2004 and will have been finished by 31st March 2005.

Within “***Development of youth qualifications – 2004***” project by the end of March 2005, there will have been 7,449 activated young unemployed registered in labour offices in Kujawsko – Pomorskie Voivodship (up to 25 age and all types of schools graduates). On the programme realisation there was 20,9 mln zł.

By the end of December 2004 7,322 persons used support, of which: vocational counselling – 7,271 persons, employment agency – 6,419 persons, practices – 5.077 persons (the number was higher than it had been assumed because some of the unemployed persons resigned during the practice), training – 1,335 persons, grants – 78 persons. Realisation of the project is agreeable with the schedule.

Within project “***Support for the unemployed by developing qualifications and entrepreneurship***” by the end of March 2004 support will have been given to 2,610 unemployed persons who have been unemployed up to 24 months, among them about 50% long-term unemployed. Amount of money of the project realization is more than 6,9 million.

By the end of December 2004 2,370 persons had used support, of which: vocational counselling – 2,370 persons, employment agency – 1,784 persons, training – 1,200 persons, vocational preparations – 808 persons, grants – 305 persons.

5.2. INTEGRATED REGIONAL OPERATIONAL PROGRAMME (IROP)

The basis to Actions within Integrated Regional Operational Programme implementation is the Act on the National Development Plan of April 20, 2004 and executive acts. Main aim of IROP is “*to create the conditions for the increase of competitiveness of the regions and prevention of the marginalization of some areas, in such a way as to enhance the long term economic development of the country, its economic, social and territorial cohesion, as well as integration with the European Union*”

VLO in Toruń with the authorisation of Kujawsko – Pomorskie Voivodship Board, acts Implementation Institution role within Priority II IROP for the following measures:

- Measure 2.1 “Development of competencies linked to the regional Labour Market needs and Life Long Learning opportunities”,
- Measure 2.3 “Vocational reorientation of persons leaving agriculture sector”,
- Measure 2.4 “Vocational reorientation of the workforce affected with restructuring process”.

On 30th September 2004, Voivodship Board announced contest on projects realization (within Measures 2.1, 2.3 and 2.4 Priority II IROP). The contest had open character, what means, that beneficiaries could have submitted tenders (applications) all the time to assets exhaustion. The contest involved all types of projects, which had been defined in Programme Complement to IROP with exclusive of subsidised employment in Measures 2.3 and 2.4.

Level of beneficiaries interest in administration about ESF assets was diversified within particular Measures. The most popular were supported forms, which were predicted in Measure 2.1. with applications about project subsidisation presented 36 beneficiaries. There were 84 applications total. People mainly applied for training and courses in range of foreign languages learning, computer and vocational education.

In Measure 2.3 there came 16 application forms. Beneficiaries applied for vocational training subsidisation and complex supported forms, like: employment agency, vocational information, advisory services and vocational training.

2 beneficiaries submitted application forms about projects realisation within Measure 2.4. They applied for subsidisation for complex support forms, like: employment agency, vocational information, advisory service and vocational training.

In this reporting period there were applications control and verification. Verification process consists of: formal rating (by IROP Implementation Department), content-related rating (by Project Appraisal Committee). Thereby formal rating, in Measure 2.1 there were 63 applications verified, in Measure 2.3 – 12 applications and in Measure 2.4 – 2 applications.

On 6th October 2004, the Director of VLO in Toruń according to Regulation no. 16/2004 accepted by law of Project Appraisal Committee VLO in Toruń for Measures 2.1, 2.3 and 2.4 within Priority II IROP. During the same day there were also appointed Project Appraisal Committees for particular Measures.

First PAC sessions started on 30th November 2004. Within Measure 2.1 to content-related rating were verified 21 applications (accounted for 14,735,391 zł). In case of Measure 2.3 - were verified 4 applications (accounted for 5,520,362 zł) and 2.4 – one application (2,859,415 zł).

It is important to mention, that the amount of assets in 2004, which were available on projects realization within Measure 2.1 accounted for 7,629,032 zł, in Measure 2.3 – 4,922,055 zł, in Measure 2.4 – 5,594,733 zł.

Because of lack of additional act for National Development Plan and also lack of definitive regulations about application of procedure choosing about subsidised projects realization, clinching a deals with beneficiaries has been put forward in time. In connection with foregoing, the term of PAC sessions was changed and there was necessity to change the Framework of Measures Realization Plan on 2004 year.

5.3 EU COMMUNITY INITIATIVE INTERREG IIIC ADEP PROJECT

The aim of Community Initiative INTERREG (financed from European Regional Development Fund - ERDF) is designed to strengthen economic and social cohesion throughout the EU. Beside Kujawsko – Pomorskie Voivodship, in Project take part also: Midi – Pyrenees (Coordination Team), Navarra (Spain), Tuscany (Italy), Pohjois Suomi (Finland), Border Midland and Western (Ireland), Podkarpackie Voivodship (Poland). Within INTERREG III three stands have been exhaled:

- Stand A: cross-border co – operation,
- Stand B: transnational co – operation,
- Stand C: interregional co - operation

Kujawsko-Pomorskie Voivodship Board after being familiar with Midi-Pyrenees propose accepted Voivodship participation in the INTERREG IIIC programme within interregional co - operation agreement. For realization of the Programme were chosen:

- The Marshall Office of Kujawsko – Pomorskie Voivodship,
- The Voivodship Labour Office in Toruń,
- The Regional Centre of Social Policy in Toruń..

The INTERREG III C overall aim is to improve the effectiveness of regional development policies and instruments through large-scale information exchange and sharing of experience (networks) in a structured way. The INTERREG IIIC Programme is concentrated on regional co - operation, particularly on promoting co - operation on European scale between regions and communes, which is directed to streaming and exchange information, knowledge and good practices (know-how).

The INTERREG IIIC is financed by the European Regional Development Fund (ERDF), and co-financed by national project partners. The Programme INTERREG IIIC will have been realised from 1st January 2004 till 31st December 2006.

On 16th December 2004, Kujawsko – Pomorskie Voivodship Board, took resolution about contest of subproject to ADEP project. Subprojects will be realized in areas: *Quality territorial approach* and *Local employment programmes*.

5.4. EU COMMUNITY INITIATIVE EQUAL

Community Initiative EQUAL is a part of the European Union strategy (financed from EFS). EQUAL means new manners of solving the discrimination problems on the labour market. The Initiative is realised through projects from Partnerships for Development (to solve a concrete problem). Measures within EQUAL are directed to employed persons, job-seekers and for these who contest for refugee status.

On 31st August 2004 VLO in Toruń put in to National Support Structure own project within Community Initiative EQUAL. “New role of women from the rural areas” in these thematic field A: “*Facilitating access and return to the labour market for these who have difficulty in being integrated or re-integrated into a labour market which must be open to*”.

The project was turned down, although it had been accepted during the formal verification. The appeal wasn't processed favourably in supplemental procedure.

VLO in Toruń participates as a partner in realization of project **“Partnership-Family-Equality-Work”** – project applicant – Nicolas Copernicus University in Toruń, project was turned within thematic field G- *“Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services”* and also in project. Main objective of the project is examining methods of alignment of women's chances in career development, and improving their attractiveness on labour market with simultaneous reconciling social roles of a mother and an employee.

5.5. RURAL DEVELOPMENT PROGRAMME SUB-COMPONENT B-1 LABOUR REDEPLOYMENT (PAOW)

In 2004 Voivodship Labour Office in Toruń finished Rural Development Programme Sub-Component B-1 Labour Redeployment realization. The programme was subsidised by World Bank assets. The main objective of activities suggested under Sub-Component B-1 PAOW components was an expansion of some non-farming activities in the rural areas and small towns of Kujawsko-Pomorskie Voivodship to 20 thous. inhabitants and improvement qualifications of the inhabitants thereof.

The programme plans included also strengthening and development of the institutions of the business milieu, as well as the advisory and technical support of the local councils. It should have indirectly support areas with the worse social and economic situation.

Within PAOW the following measures were undertaken:

- *employment services,*
- *services in range of training,*
- *assistance in receiving seasonal employment in out of agriculture,*
- *services in range of Enterprise Centres,*
- *services in range of Planning Regional Development (for local self-governments),*
- *support for small economic entities provided by Entrepreneurship Incubators*

The Rural Development Programme Sub-Component B-1 Labour Redeployment in fact was realized in years 2002-2004. This period was a time of intensive Programme realization. As a partners took part almost all self-government entities (communes and poviats). As executors took part several tens non-governmental organizations, training entities, enterprises and water companies.

The programme was (apart the most important action – activation in different forms 13.242 persons and preparation of 30 local development plans) important element in VLO preparation and also in co-operative partners to structural funds absorption after Polish accession to EU.

5.6. KUJAWSKO – POMORSKI HUMAN RESOURCES DEVELOPMENT PROGRAMME REALIZED WITHIN PHARE 2001 PL 01.06.09.01 ECONOMIC AND SOCIAL COHESION HUMAN RESOURCES DEVELOPMENT

Within PHARE 2001 Economic and Social Cohesion, apart infrastructuring programmes and small and medium enterprises development, there are realized projects in aid of Human Resources Development. PHARE 2001 ESC HRD objects (possibility of employment increase, entrepreneurship development, ability of accommodation, equality of women and men chances on the labour market, identified with ESF objectives.

PHARE 2001 ESC HRD Programme consists of two components (national and regional). The regional component which is realized in Kujawsko – Pomorskie Voivodship involves four measures (subprojects):

- Subproject 1 – Active forms of counteracting unemployment,
- Subproject 2 – Entrepreneurship promotion,
- Subproject 3 – Entrepreneurship adaptation capability promotion
- Subproject 4 – Support for local agreement development in aid of employment.

4.135 persons used the different forms of support within PHARE 2001 ESC HRD in Kujawsko – Pomorskie Voivodship. In 23 poviats local agreement were initiated. There were 22 agreement concerning vocational schools and psychological and pedagogical centres (which received IT equipment).

Total budget of PHARE 2001 ESC HRD for Kujawsko – Pomorskie Voivodship accounted for: 2,447.4 thous. EURO.

5.7. KUJAWSKO – POMORSKI HUMAN RESOURCES DEVELOPMENT PROGRAMME REALIZED WITHIN PHARE 2002 ECONOMIC & SOCIAL COHESION

Overall objective of the project is increase of social and economic cohesion in Kujawsko-Pomorskie Voivodship through human resources development. Immediate objectives are: employment promotion, entrepreneurship development promotion, equalisation women and men chances on labour market, local partnership development to improve educational offers of vocational schools. On PHARE 2002 ESC HRD Programme realization is planning 1,093,333.33 EURO.

Within the programme will be realized the following measures:

- Subproject 1 - Active labour market measures for unemployed and persons at risk of unemployment,
- Subproject 2 - Entrepreneurship promotion – assistance for persons undertaking business activity,
- Subproject 3 - Assistance for local employment initiatives. Target group will be about 50 persons. The subproject will be implemented in 5 poviats of the Voivodship.

Tasks of VLO in Toruń within Programme realization are: tasks range preparation, changes in project fiche, participation in Pre-Qualifying Commission, estimation of contents and methodology which was proposed through Contractor within particular subprojects, not allocated on behalf of Voivodship Board (Director of VLO in Toruń) agreement with Contractor, estimation of all reports concerning agreement realization (monthly, quarterly, half yearly, yearly), monitoring and audit of programme realization, own reports concerning Programme realization for Voivodship Office, Marshal Office and Polish Agency for Enterprise Development.

The agreement on Project realization was signed on 30th November 2004, the finish is anticipated in November 2005. The beginning of realization started in December 2004 (promotion, seminary), but realization of beginning training will take place in February 2005.

5.8. KUJAWSKO – POMORSKI HUMAN RESOURCES DEVELOPMENT PROGRAMME REALIZED WITHIN PHARE 2003 ECONOMIC & SOCIAL COHESION

In year 2004 works on PHARE 2003ESC have been continued.

The strategic aim is to increase economic and social cohesion of Kujawsko – Pomorskie Voivodship through human resources development. The project realization will improve employability through vocational reorientation of long-term unemployed and persons at the risk of unemployment.

There will be also result in local pact formation in aid of counteracting unemployment, social exclusion and marginalization of these group. Project realisation will cause improving quality of SME's human capital in service sector and entrepreneurship development for the people in the areas, which use local resources and cultural traditions. Implementation for Kujawsko – Pomorskie Human Resources Development Programme will contribute to equalisation of powiats' development level, and what is more to improvement of social and economic cohesion of Voivodship. In 2004 in Ministry of Economic Affairs and Labour there were works on projects' filing cards change.

5.9. LEONARDO DA VINCI PROGRAMME – “EUROPEAN ECONOMY ANIMATORS PROGRAMME IN EXPANDING EUROPE”

Voivodship Labour Office in Toruń acceded to project named “European Economy Animators Programme in expanding Europe” realization. Programme is submitted within Leonardo da Vinci programme and co-ordinated through University of Technology and Agriculture in Bydgoszcz. The overall aim of the project is diversification of university graduates abilities and entrepreneurship employees in technological culture area and entrepreneurship area through educational programmes for entrepreneurship animators preparation in selected specialities:

- “Technological development animation”,
- “Regional development animations”,
- “Entrepreneurship animations”.

VLO part in the project is to: coordinate and prepare researches, which concern labour market needs as regards new occupations necessity, counselling and co-operation within entrepreneurship animators programmes, participation in audit quality system and project's results dissemination.

Project partners represent different institutions, such as: universities (University of Technology and Agriculture in Bydgoszcz, Polytechnic in France, University in Sweden, Higher Vocational School in Netherlands), educational centre in Italy, Voivodship Labour Office in Toruń, entrepreneurs and employers organizations, engineers associations.

5.10. DELIVER PROGRAMME – “INNOVATIONS ATTITUDE TO DIRECTION OF CHANGES”

On behalf of Kujawsko – Pomorskie Board, in 2004 year, VLO in Toruń acceded to Deliver Programme realization, named “Innovation attitude to management of changes”.

The main objective of the project is to stimulate vocational, professional and territorial mobility on the labour market. This will be done by transnational collaboration and an integrated approach where the regional stakeholders will become more responsive to structural changes. Labour exchange and recruitment agencies, training providers, employers, employees and trade unions will be the beneficiaries of the project. The project will result in an enhanced understanding of what comprises a responsive labour market and, adding to that, in new tools to improve its performance.

The general aims of the project are to:

- Stimulate vocational, professional and geographical mobility in the participating regions.
- Understand and describe the dynamics that work in the restructured economy.
- Improve equal opportunities and reduce the gender segregation.
- Reduce the lack of competence in the restructured labour market.
- Reduce the number of unemployed and individuals with a weak involvement to the labour market.

In February 2004, the letter of intent (where the Marshal of Kujawsko – Pomorskie Voivodship confirmed participation in the project) had been sent. The project leader is Regionforbundet Ostsam (Ostsam Regional Development Council) and partners are Edinburgh Learning in Scotland and Riga City Council in Latvia. The participation will be consisted on taking part of two VLO's representatives in conferences, seminars and workgroups in years 2004 – 2006. Eventual participation costs will be paid from project budget.

5.11. A PROGRAMME OF VOCATIONAL ACTIVATION OF RECENT GRADUATES

“FIRST JOB”

On the basis of Act on Employment and Counteracting Unemployment, in months January – Mai 2004 Programme “Firs Job” had been continued.

In connection with the Act on Employment Promotion and Labour Marker Institutions, the Act of April 20, which replaced the previous one, since 1st June 2004 the regulations concern i.a. receivers of the Act have been changed. The is no more “unemployed graduate” name. “First Job” receivers are these, who are aged up to 25 years and who meet requirements of the programme. Concurrently, “First Job” Programme has been continued and still was based on segments:

- small and medium enterprises and self-employment,
- information, career counselling and employment agency.

Local labour offices of Kujawsko – Pomorskie Voivodship since January 2004 to December 2004 on unemployed activation within “First Job” have expended 34,933.1 thous zl.

In segment “Small and Medium Enterprises and Self-Employment” local labour offices of Kujawsko – Pomorskie took actions within following labour market instruments:

1. resulting from the Act on Employment and Counteracting Unemployment and Act on Employment Promotion and Labour Market Institutions - training (9,559 persons), vocational preparation – 419 persons. Reimbursement from graduates employment used 808 persons. Thereby Labour Fund assets receiving, 118 graduates and unemployed at the aged up to 25 years took self-employment, 23 graduates used loans for creation new workplaces. 2,311 graduates and unemployed aged up to 25 years were appointed to practice. There were 5 training loans and 290 persons received scholarships by virtue of education continuing. Activation benefits received 284 persons and from the refunds of accessory costs of work place – 25 persons. Within interventional works there were employed 1,403 persons, public works – 1,179 persons and reimbursement of drive – 1,053 persons.
2. resulting from the Act on Employment facilitation for graduates – there were refunds of insurance premiums for 10 graduates who took economic activity. Moreover, there were refunds of insurance premiums for 12 employers who employed graduates.

Action within this segment were also taken into account in others programmes in aid of counteracting unemployment. PHARE 2001 took 421 graduates and unemployed aged up to 25 years, and PAOW B-1 – 32 persons.

In segment “Information, career Counselling and Employment Agency”, local labour offices and Centres of Information and Planning Vocational Career VLO within activities in aid of employment activation of graduates and unemployed at the age up to 25 years in period January – December 2004 organised 392 work exchanges and fair exchanges. Within programme “Independence in first job searching”, local labour offices with CliPKZ organised 1,903 informational meetings, where took parts 6,902 persons. Moreover, there were 778 workshops of job searching within IPD, where were 4,330 persons.

In this period within Work Clubs, 1,181 persons started activation and 1,153 finished, 215 person started practice. At the same time, labour offices staff gave 17,444 individual consultations, however class counselling received 7,966 persons.

5.12. FINANCING TEMPORARY EMPLOYMENT IN AGRICULTURE INFRASTRUCTURE, TOURISM, ENVIRONMENT PROTECTION AND SOCIAL INFRASTRUCTURE

On 16 February 2004, Self-Government of Kujawsko-Pomorskie Voivodship Board accepted the resolution in re criteria of Labour Funds assets share for powiat self-governments on financing programmes in aid of active counteracting unemployment and financing of the other activities in year 2004.

The Kujawsko – Pomorskie Board, according to the Resolution No. 9/73/2004 from 25 February 2004, accepted the rules of Labour Fund assets use. The Resolution specify, that the Labour Fund assets in 80% are destined on projects co-finance from ESF within Sectoral Operational programme Human Resources development (SOP HRD – amount 21,291.4 thous. zł, of which on Measure 1.2. *Perspectives for youth* – 16,006.8 thous. zł and *Counteracting and combating long-term unemployment* – 5,284.6 thous. zł).

However, the other 20% of the limit (5,604.8 thous. zł) had been destined on undertakings continuation realized through powiats **in range of temporary employment in agriculture infrastructure, tourism, environment protection and social infrastructure.**

There were following priorities: meliorative mechanisms conservation, tourist routs alignment, dumping sites liquidation, employment support in community centres and community homes

The programme is aimed mainly at long-term unemployed especially at people who in last 12 months didn't use any vocational activation forms and to these whose spouses are also unemployed.

Local Labour Offices planed that in 2004 they would have involved allin 1,524 unemployed. It results from the reports which had been sent to VLO in Toruń, that as of the end of December 2004 in the Programme took part 1,652 persons. In the agriculture infrastructure – 536 persons took a job, environment protection – 543 persons, tourism – 392 persons, in social infrastructure (employment support in community centres and community homes) – 181 persons.

6. THE OTHER PROGRAMMES REALIZED BY VLO IN TORUŃ

6.1. CO-OPERATION WITH LABOUR MARKET PARTNERS

Within regional policy realization in 2004 VLO in Toruń representatives co-operated with social partners and institutions which acting in aid of human resources development. Up to date VLO was in touch with institution connected with education (School Inspectorate, Powiat Government Offices, post-gymnasium schools and tertiary schools, training institutions), VLO's representatives participated in powiat and gmina self –governments sessions, where local labour market problems had been detailed.

In connection with new tasks for voivodship self-government (quantification of Labour Fund assets share and list of professions, where can be remuneration refund and premiums on social insurance for youth employees employed on the basis of work agreement to vocational preparation) there were consultations with interested entities.

Voivodship Labour Office in Toruń is responsible for **Regional Action Plan for Employment 2005**. Works have been taken in the fourth quarter of 2004.

The following documents bind to Regional Action Plan for Employment preparation:

- Treaty on European Union (article 125 and 128),
- Strategy of Kujawsko – Pomorskie Voivodship Development,
- Article 3 Rules of Act on Employment Promotion and Labour Market Institutions (Dz.U.No. 99, item 1001).

Composition of Regional Action Plan for Employment corresponds with National Action Plan for Employment content and European Union directives. Regional Action Plan for Employment is an document which describe and co-ordinate regional labour market policy and human resources development with respect to national labour market policy.

6.2. LABOUR MARKET SURVEYS

Unemployed graduates of colleges in Kujawsko – Pomorskie Voivodship by finished specialisation study. As of 31.01.2004. Counteracting unemployment of young people (therein graduates) is one of the priority action of labour market institution. Statistic data, especially which concern dynamic of increase of number of unemployed graduates of colleges in years 1999 – 2005 shows that unemployment among the young people who finished college is worrying process. In January 2004 data analysis was prepared. The data was gained on the basis of further records prepared by local labour offices.

Use of labour market information. Survey financed from INTERREG III C ADEP project assets. Report **“Use of labour market information”** was prepared on the basis of survey which was realized within INTERREG III C ADEP Project. Main aim was identification of difficulties in labour market information and also needs identification on updating and detailing data from employment and unemployment areas.

Among the representatives the most numerous group were local labour offices (22.5% of all), Poviát Government Offices (19.7%), psychological and pedagogical centres (19.7%). Institutions, which took part in the survey, were very interested in information from unemployment area, hence statistic and analysis were very popular. The most popular lecture study and also the most important source of data are Informational Bulletin and VLO’s analysis.

The most important settlements of the survey are:

1. There is necessity of further development of co-operation among institutions, which are responsible for labour market monitoring in range of information exchange.
2. There is need to comprehensiveness training needs survey development of unemployed.

3. Needs to permanent data actualisation and also specification current tendencies connected with professions situation on the regional and local labour market, need to these information popularisation, i.a: school organisation and psychological.
4. Need to publicise more detailed information about unemployment, i.a: number of employed in PKD sections, structure of employed by occupations and structure of small entrepreneurship which employed up to 9 employees.

There is more need do labour market information use through post-gymnasium and tertiary schools.

6.3. SUBSTITUTE SERVICE

In 2004 in Kujawsko – Pomorskie Voivodship 403 persons received verdicts from Voivodship Recruit Commission and Local Recruit Commissions, which give the right to substitute service. 409 recruits have been substitute service.

In this period, 279 persons have been directed to substitute service. 1,448 recruits were preparing to subsidiary service.

Nowadays, 234 posts are signed in “Central register of units, which can be hold substitute service.”. The co-operation offer, which promote employment within substitute service had been sent to all 152 entities.

On the basis of Act on 28 November 2003, there occurred voivodship substitute service commission. The commission took over tasks of Powiat Recruit Commissions. In 2004 there were 39 commission sessions, 439 verdicts (of which 126 were positive). There also processed 22 claims about discharges of powiat/local recruit commissions. 19 decisions about substitute services had been cancelled.

6.4. EMPLOYMENT OF POLISH CITIZENS ABROAD

One of the form of employment of polish citizens abroad are seasonal contracts. In 2004 to Voivodship Labour Office came in 15,010 contracts of employment to work in Germany (of which 428 contracts were unclaimed – resignation). There were all in 14,283 contracts.

Voivodship Labour Office sent 249 questionnaires of candidates to seasonal work. In Germany within anonymous job (of which 28 were qualified).

In 2004 to Voivodship Labour Office came in 77 contracts to seasonal work in Spain (of which 11 were unclaimed). There were total 66 contracts.

In February 2004 further tasks connected with women seasonal works (strawberries) were realised. The women had been accepted as employees by representatives within interview in November 2003. There were 204 persons qualified to work in Spain (8 persons resigned with the seasonal work).

In September 2004, there was another recruitment to seasonal work in Spain. 830 persons took part in interview (418 persons were finally employed).

Within long-term offers realisation (passed on by Ministry of Economic Affairs and Labour in 2004 on the territory of Kujawsko – Pomorskie Voivodship) there was recruitment to work in: Great Britain (Jersey Island), Switzerland, France, Spain and Cyprus.

242 persons used from above job offers. The documents were sent to Ministry of Economic Affairs and Labour in Warsaw – Labour Market Department. It is impossible to show how many people took employment.

In 2004, 146 certificates about employment in German Democratic Republic and Socialist republic of Czechoslovakia and 9 certificates concerning fees on Labour Fund .

6.5. SERVICES WITHIN EUROPEAN EMPLOYMENT SERVICES “EURES” NETWORK

In connection with accession to European Union in 2004 year, plan for EURES and financial plan of tasks realisation were prepared. There were also information about living standards and work standards in European Union countries, and information about their labour markets

In April 2004, there were in Łódź for the first time Polish-British work fair (where participated VLO in Toruń representatives).

In 2004 within EURES net there was recruitment to such country as follows were conducted:

- Ireland – for bricklayers, vesicles, hardhats, receptionists, housemaids, waiters, barmans and butchers,
- Great Britain – for well qualified swappers and bus drivers, for receptionists, barmans chefs, fitness instructors, catering assistants,
- Slovenia – for anaesthetists,
- Czech Republic – for pharmacist,
- Malta – for technician who service fire system on ship’s deck.

Employers mostly involved vocational experience and foreign language knowledge (generally English). Newness of these offers is lack of age limit. Total there were 217 applications on job offers.

7. LIST OF THE MOST IMPORTANT PUBLICATIONS PREPARED BY VOIVODSHIP LABOUR OFFICE IN TORUŃ IN 2004

- Labour market in Kujawsko – Pomorskie Voivodship in 2003,
- Job offers and unemployed persons by occupations in Kujawsko – Pomorskie Voivodship in 2003,
- Long – term unemployed persons in Kujawsko – Pomorskie Voivodship in 2003,
- The unemployment in the rural areas in Kujawsko - Pomorskie Voivodship in 2003,
- Young unemployed (including graduates) in Kujawsko – Pomorskie Voivodship in 2003,
- Labour market in Kujawsko – Pomorskie Voivodship by Polish Classification of Activities in 2003,
- Disabled unemployed persons and job – seekers without unemployment in Kujawsko – Pomorskie Voivodship in 2003,
- Labour market and labour market programmes in Kujawsko – Pomorskie Voivodship in 2003 (English version also),
- Unemployed upper-secondary schools leavers in Kujawsko – Pomorskie Voivodship” – report based on the III edition of survey.
- Unemployed college graduates in Kujawsko – Pomorskie Voivodship. As of 31.01.2004.
- Report from “Financing temporary employment in agriculture infrastructure, tourism, environment protection and social infrastructure”
- Labour market programmes financed from Labour Fund in Kujawsko – Pomorskie Voivodship in 2003,
- Labour market in Kujawsko – Pomorskie Voivodship in the I half 2004,
- Job offers and unemployed persons by occupations in Kujawsko – Pomorskie Voivodship in the I half 2004,
- Long – term unemployed persons in Kujawsko – Pomorskie Voivodship in the I half 2004,
- The unemployment in a rural areas in Kujawsko - Pomorskie Voivodship in the I half 2004,
- Young unemployed in Kujawsko – Pomorskie Voivodship in the I half 2004,
- Disabled unemployed persons and job – seekers without unemployment in Kujawsko – Pomorskie Voivodship in the I half 2004,
- Labour market in Kujawsko – Pomorskie Voivodship by Polish Classification of Activities in the I half 2004,
- Folder “Labour market in Kujawsko – Pomorskie Voivodship (English version also),
- Voivodship Labour Office Bulletin ‘Labour market in Kujawsko – Pomorskie Voivodship’ – monthly.

MAIN DATA ABOUT KUJAWSKO - POMORSKIE VOIVODSHIP

Specification	the end of year	
	2003	2004
Total number of population	2 068 142	2 068 258
of which living:		
-on the country	787 260	791 405
-in the city	1 280 882	1 276 853
Population by sex:		
-female	1 068 835	1 069 310
-male	999 307	998 948
Population at age:		
-pre-working	467 670	453 662
-working	1 306 605	1 318 776
-post-working	293 867	295 820
Number of females for 100 males	107	107
Total balance of migration	-0.7	-
Employed (in thousands)	649.1	651.3
of which:		
-out of individual agriculture	532.2	534.4
-in individual agriculture	116.9	116.9
Economically active persons – civilians (in thous.)	861.2	850.9
Economic units registered in REGON	191 040	185 175
of which in sector:		
-public	6 165	6 329
within		
state owned enterprises	76	73
with foreign capital participation	10	-
- private	184 875	178 846
within		
natural persons conducting economic activity	155 547	148 742
with foreign capital participation	1 271	-

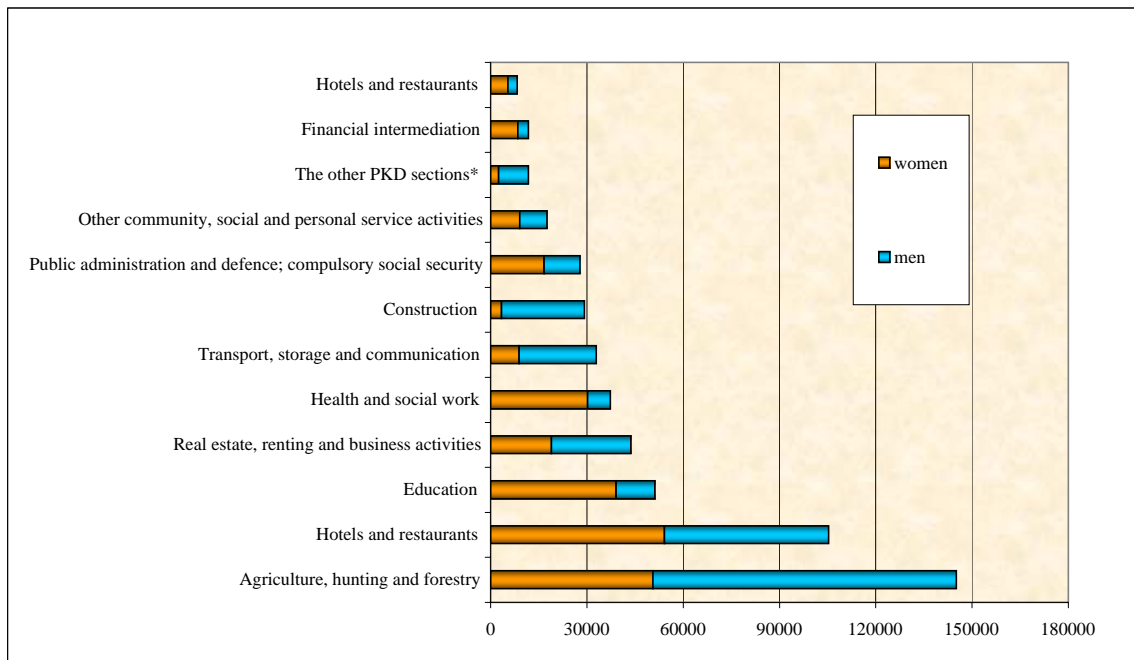
Source: Statistical Office in Bydgoszcz;

**EMPLOYED PERSONS BY SECTIONS OF POLISH CLASSIFICATION OF ACTIVITIES (PKD) IN KUJAWSKO -
POMORSKIE VOIVODSHIP IN 2003**

Sections of Polish Classification of Activities	2002	2003	%
	number of persons		
Agriculture, hunting and forestry	119 830	118 449	18.5
Manufacturing	148 328	145 203	22.6
Construction	32 231	29 340	4.6
Trade and repair	103 045	105 381	16.4
Hotels and restaurants	8 358	8 378	1.3
Transport, storage and communication	34 251	33 012	5.1
Financial intermediation	13 065	11 859	1.8
Real estate, renting and business activities	42 063	43 735	6.8
Public administration and defence; compulsory social security	27 022	27 921	4.4
Education	47 923	51 278	8.0
Health and social work	43 035	37 390	5.8
Other community, social and personal service activities	17 064	17 683	2.8
The other PKD sections*	11 981	11 911	1.9
Total employed	648 196	641 540	100.0

* There are such sections as: Electricity, gas and water supply; Fish and fishing; Mining and quarrying; Households which employ peoples.

EMPLOYED BY SEX



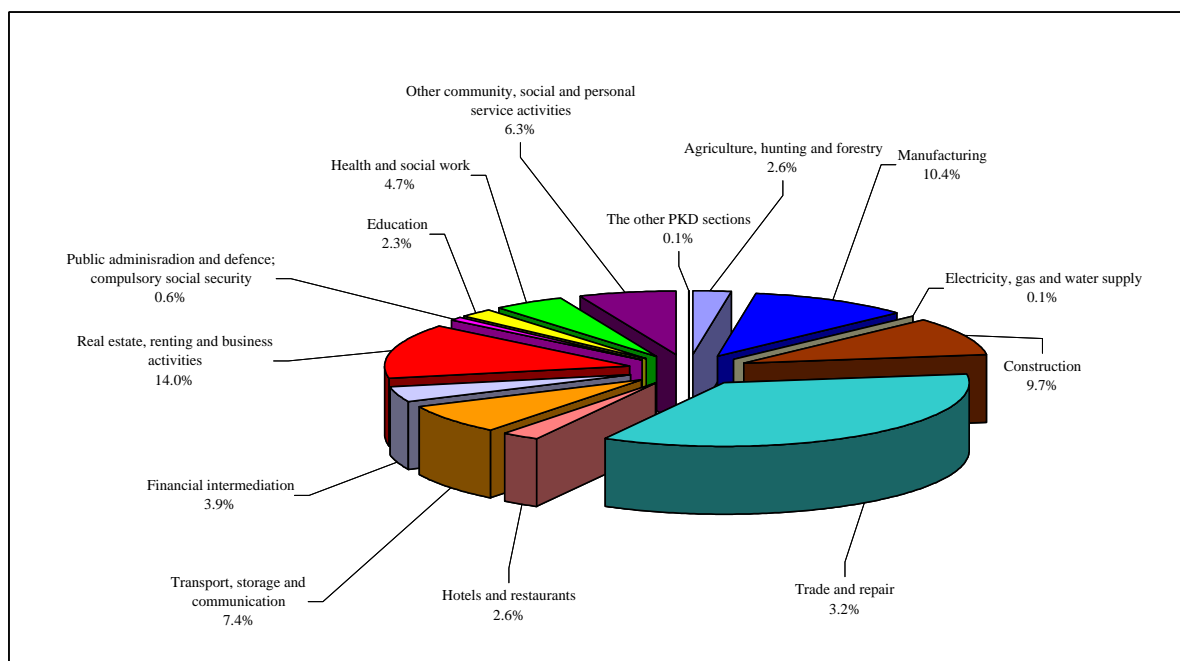
source: Statistical Office in Bydgoszcz

**ECONOMIC ENTITIES OF POLISH CLASSIFICATION OF ACTIVITIES (PKD) IN KUJAWSKO - POMORSKIE
VOIVODSHIP IN 2004**

Sections of Polish Classification of Activities	2003	2004	increase/decrease
	number of entities		
Agriculture, hunting and forestry	6 768	4 863	-1 905
Manufacturing	19 704	19 264	-440
Construction	196	197	1
Trade and repair	18 392	17 790	-602
Hotels and restaurants	67 617	65 194	-2 423
Transport, storage and communication	4 979	4 911	-68
Financial intermediation	14 562	13 761	-801
Real estate, renting and business activities	7 232	7 138	-94
Public administration and defence; compulsory social security	25 915	25 971	56
Education	1 184	1 187	3
Health and social work	3 930	4 229	299
Other community, social and personal service activities	8 686	8 738	52
The other PKD sections*	11 619	11 746	127
Total employed	256	186	-70
Podmioty gospodarcze ogółem	191 040	185 175	-5 865

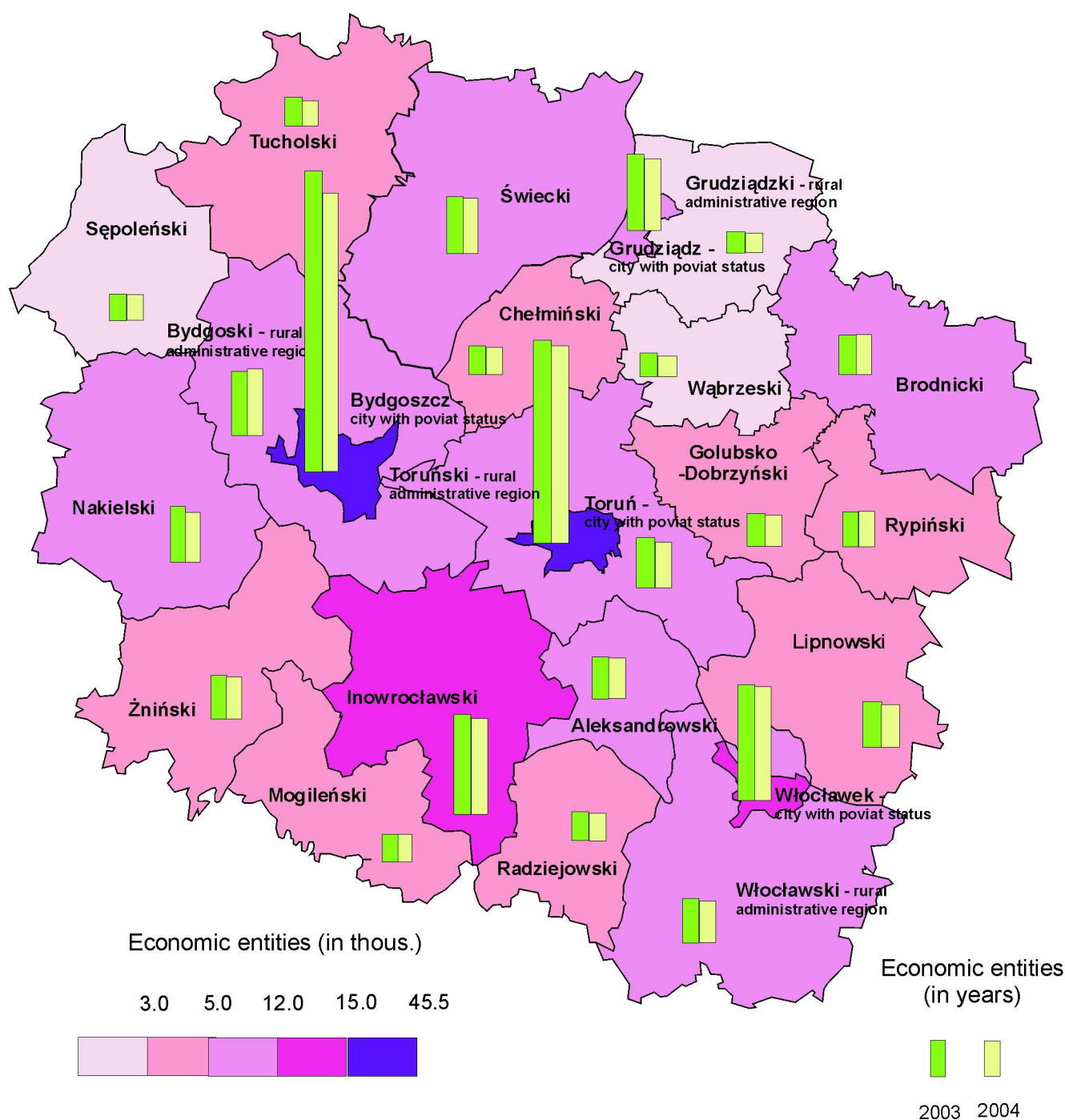
*i.a: Fish and fishing; Mining and quarrying, Households which employ people.

ECONOMIC ENTITIES BY PKD SECTIONS IN YEAR 2004 - STRUCTURE



source: Statistical Office in Bydgoszcz

ECONOMIC ENTITIES IN KUJAWSKO - POMORSKIE VOIVODSHIP IN YEARS 2003 - 2004. AS OF THE END OF YEAR



REGISTERED UNEMPLOYED PERSONS AND UNEMPLOYMENT RATE

As of the end of period

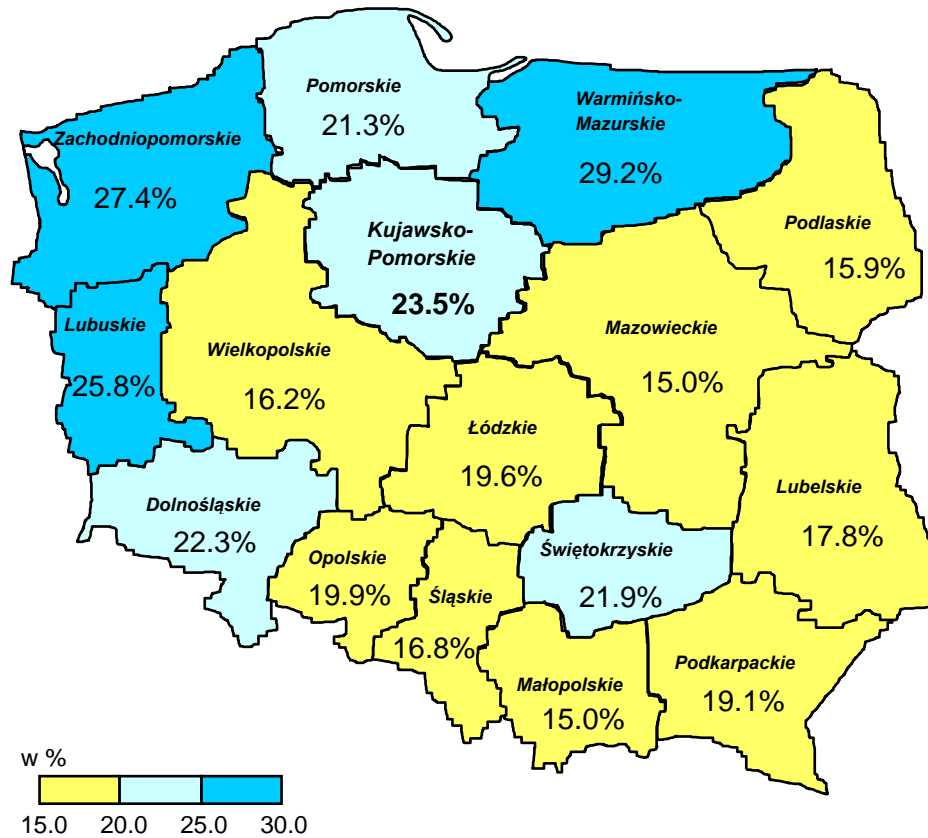
Powiats	Registered unemployed persons			Unemployment rate in % (index of unemployed persons to the total number of economically active persons)		
	2003	2004	increase/ decrease	2003	2004	increase/ decrease
VOIVODSHIP	212 066	199 566	-12 500	24.6	23.5	-1.1
BYDGOSZCZ - city with powiat status	21 514	18 521	-2 993	12.9	11.2	-1.7
BYDGOSZCZ - rural administrative region	7 463	6 993	-470	22.8	21.6	-1.2
GRUDZIĄDZ - city with powiat status	12 861	11 670	-1 191	32.7	30.6	-2.1
GRUDZIĄDZ - rural administrative region	5 508	5 272	-236	34.2	33.2	-1.0
TORUŃ - city with powiat status	14 317	12 180	-2 137	15.2	13.1	-2.1
TORUŃ - rural administrative region	9 440	8 482	-958	32.0	29.7	-2.3
WŁOCŁAWEK - city with powiat status	13 114	12 247	-867	23.0	21.7	-1.3
WŁOCŁAWEK - rural administrative region	10 005	9 799	-206	30.7	30.2	-0.5
ALEKSANDRÓW KUJAWSKI	6 505	6 784	279	27.7	28.5	0.8
BRODNICA	8 329	8 040	-289	26.9	26.1	-0.8
CHEŁMNO	5 581	5 785	204	27.6	28.3	0.7
GOLUB-DOBRZYŃ	5 210	4 812	-398	30.1	28.4	-1.7
INOWROCLAW	21 011	20 626	-385	30.1	29.7	-0.4
LIPNO	8 005	8 046	41	29.7	29.7	0.0
MOGILNO	5 919	5 497	-422	30.8	29.2	-1.6
NAKŁO NAD NOTECIĄ	10 752	10 388	-364	34.9	34.1	-0.8
RADZIEJÓW	4 794	4 540	-254	26.6	25.5	-1.1
RYPIN	6 050	5 680	-370	30.7	29.3	-1.4
SĘPÓLNO KRAJEŃSKIE	5 356	5 160	-196	33.7	32.8	-0.9
ŚWIECIE	10 581	10 018	-563	27.0	25.8	-1.2
TUCHOLA	5 691	5 424	-267	30.8	29.7	-1.1
WĄBRZEŻNO	4 529	4 341	-188	31.6	30.6	-1.0
ŻNIN	9 531	9 261	-270	34.2	33.5	-0.7

UNEMPLOYED PERSONS BY THE KIND OF ACTIVITY OF THEIR LAST JOB

As of the end of period

Sections of Polish Classification of Activities		2003	2004
Agriculture, hunting and forestry	A	9 317	8 939
Fishing and fish	B	44	34
Mining and quarrying	C	178	195
Manufacturing	D	47 796	42 416
Electricity, gas and water supply	E	858	735
Construction	F	17 405	15 524
Trade and repair	G	31 460	32 535
Hotels and restaurants	H	3 854	3 744
Transport, storage and communication	I	4 240	3 832
Financial intermediation	J	1 353	1 257
Real estate, renting and business activities	K	4 963	5 175
Public administration and defence; compulsory social security	L	16 265	15 988
Education	M	2 452	2 523
Health and social work	N	4 400	4 312
Other community, social and personal service activities	O	15 791	14 610
Households which employ peoples	P	688	655
Organizations and ex-territorial groups	Q	93	117
Not identify activity	R	5 327	5 844
Total number of previously employed persons		166 484	158 435
Previously not employed persons		45 582	41 131
Total		212 066	199 566

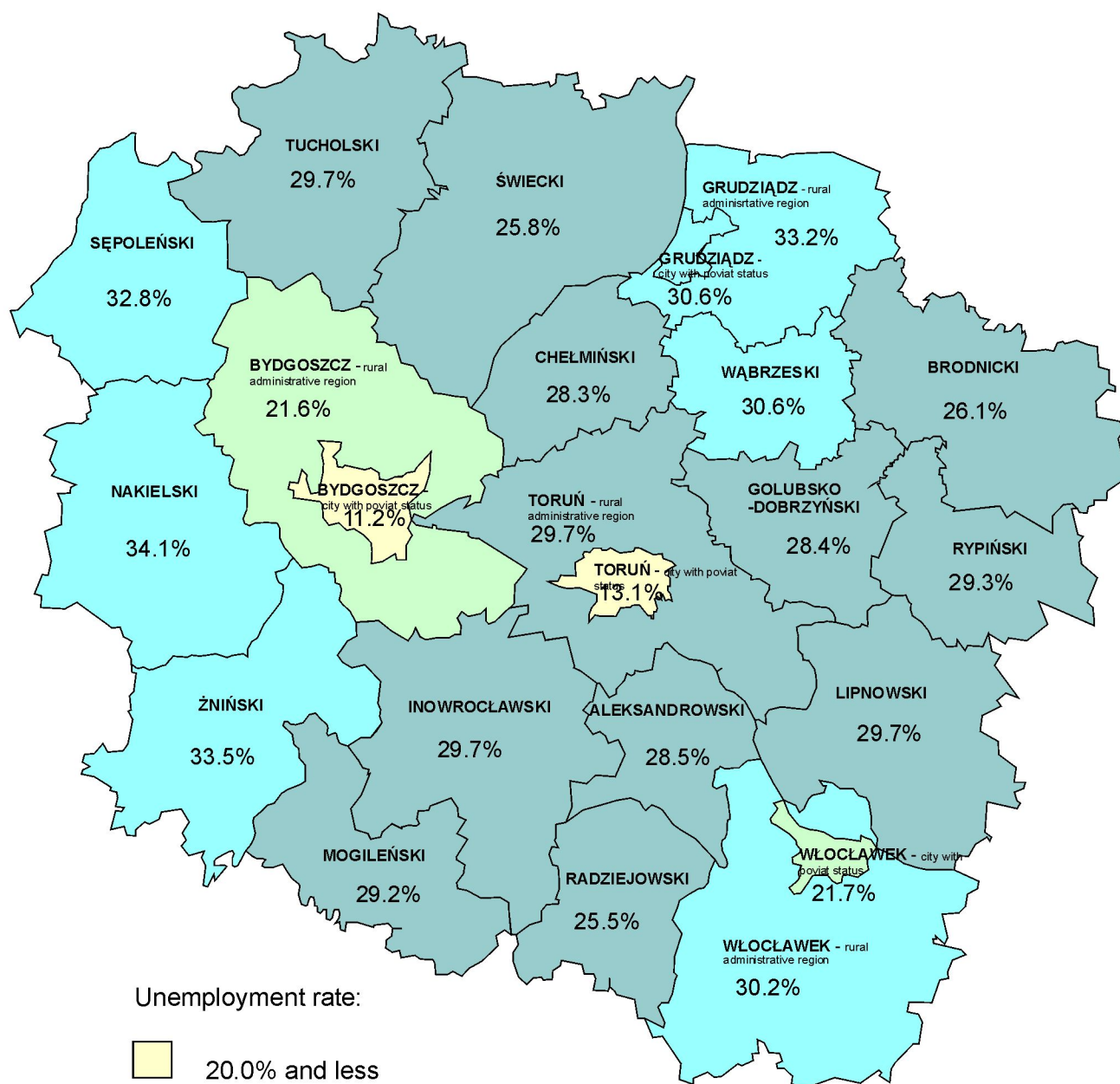
Unemployment rate by voivodships December 2004



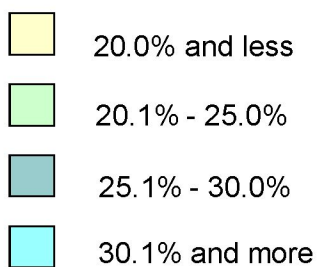
Polska - 19.1%

source: Statistical Office in Bydgoszcz data

**UNEMPLOYMENT RATE
BY POVIATS
IN KUJAWSKO - POMORSKIE VOIVODSHIP
As of 31.12.2004**



Unemployment rate:



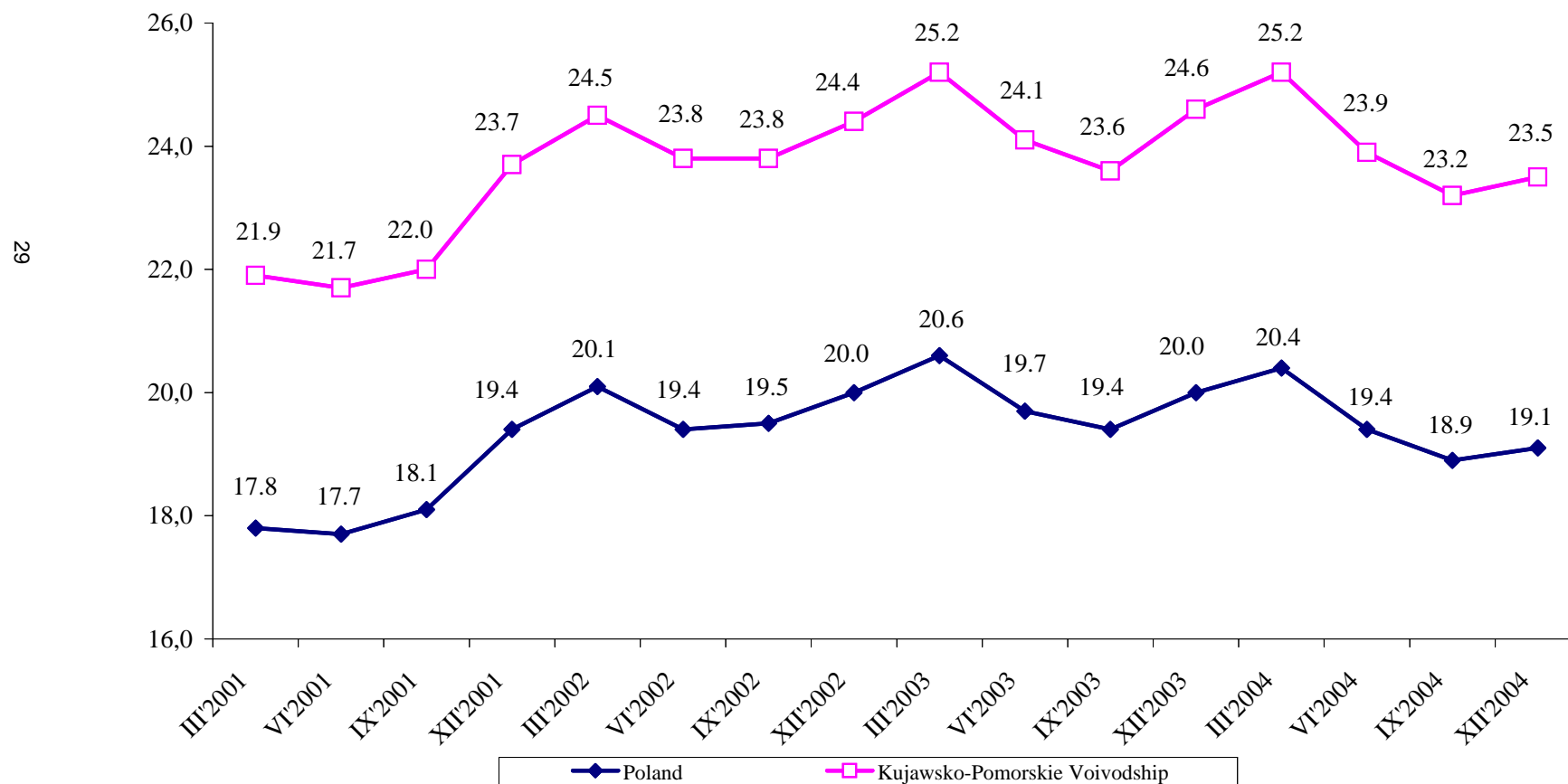
Poland - 19.1%

Kujawsko-Pomorskie voivodship - 23.5%

bydgoski subregion - 22.1%

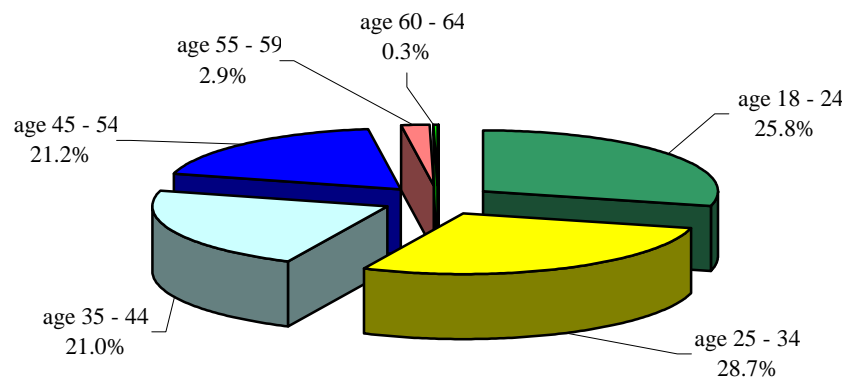
toruńsko - włocławski subregion - 24.8%

UNEMPLOYMENT RATE IN POLAND AND KUJAWSKO - POMORSKIE VOIVODSHIP
IN YEARS 2001 - 2004
As of the end of quarter

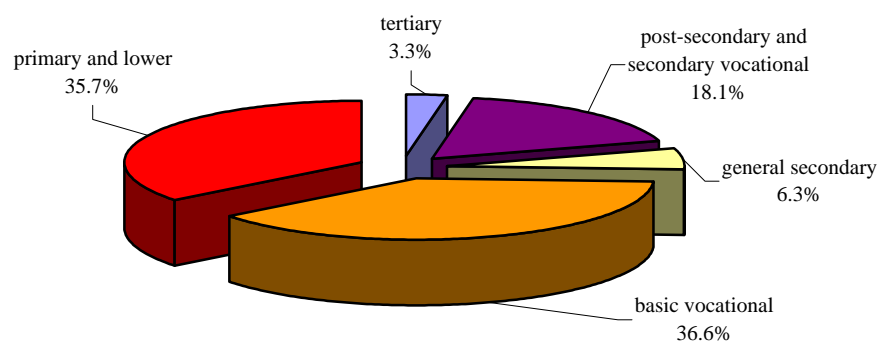


STRUCTURE OF UNEMPLOYED PERSONS IN KUJAWSKO-POMORSKIE VOIVODSHIP. As of 2004

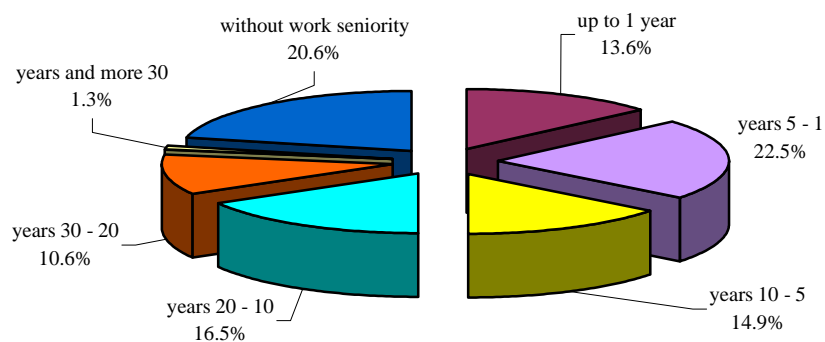
age



education



work seniority



duration of unemployment

