

VOIVODSHIP LABOUR OFFICE IN TORUŃ

**LABOUR MARKET  
AND LABOUR MARKET PROGRAMMES  
IN KUJAWSKO-POMORSKIE  
VOIVODSHIP IN 2008**

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

Kujawsko-pomorskie voivodship covers a territory of 17 970 km<sup>2</sup>, which accounts for 5.7% of the total area of Poland. The voivodship consists of 19 powiats and 4 cities with powiat status. The kujawsko – pomorskie voivodship has 144 gminas (of which 17 are urban, 35 are urban-rural and 92 rural ones). There are 52 towns and 3 533 villages in our region.

Population of voivodship (as of end of December 2008) accounts for 2 067 918 of inhabitants what makes 5.4% of Polish population. A majority of regional population are women (51.7%). In total it is 107 women per 100 man. In towns live 60.9% of the voivodship's population. The meaningful majority of the voivodship's population (64.6%) is at working age. The population of pre-working age accounts for 20.0% of the total and at post-working age – 15.3%.

Number of employed persons in enterprise section in December 2008 amounted to 235 718 persons and was higher than in the previous year by 5 178 persons. Employment rate by Labour Force Survey (LFS) in IV quarter 2008 accounted for 49.7% (in IV quarter 2007 – 47.5%; in Poland 51.0% and in the same period previous year – 49.5%). Activity rate calculated according to the LFS methodology accounted for – 54.1% in IV quarter 2008, while in VI quarter 2007 – 51.7%. In Poland – 54.7% and in the same period in 2007 – 54.1%.

According to the data of Statistical Office in Bydgoszcz, in the REGON register in kujawsko – pomorskie voivodship in 2008 were registered 192 182 economic entities which consists 5.1% of overall number of economic entities in Poland. In the public sector 3.0% of entities were active and in private sector – 97.0%.

Average employment in enterprises sector in 2008 amounted to 231 682 persons in kujawsko – pomorskie voivodship. It was higher than in the same period in the previous year by 6 513 persons.

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: the 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 the kujawsko – pomorskie voivodship. The Voivodship Labour Office is a Voivodship Self-government

Organisation Unit and carries out self – government tasks in accordance with the Act on Employment Promotion and Labour Market Institutions.

Tasks of powiats' councils in this range are realised by local labour offices. Three of them: in Bydgoszcz, Grudziądz, Włocławek includes two powiats – so-called: city with powiat status and rural administrative region. In Toruń there are two separated local labour offices: for Toruń city and for toruński powiat.

### 3. CHARACTERISTIC OF CHANGES IN UNEMPLOYMENT IN 2008

In 2008 fifth time from the beginning of existence of kujawsko – pomorskie voivodship decreasing the number of unemployed person's was noted down (compare to the previous year). Number of unemployed persons as of the end of 2008 in the kujawsko – pomorskie voivodship amounted to 110 256 persons. Compare to the end of 2007, decrease by 12 978 persons (10.5%) of number of unemployed was noted down.

Unemployed persons in the kujawsko – pomorskie voivodship.  
As of the end of the year.

Year	number of the unemployed	change in %
1998	128 192	x
1999	156 309	21.9
2000	181 230	15.9
2001	205 232	13.2
2002	211 593	3.1
2003	212 066	0.2
2004	199 566	-5.9
2005	188 021	-5.8
2006	160 061	-14.9
2007	123 243	-23.0
2008	110 256	-10.5

Source: Analysis of VLO in Toruń.

During the reference period in local labour offices in the kujawsko – pomorskie voivodship there were 171 668 new unemployed registered (by 0.3% less than in the previous year). Comparing to 2007 the number of unemployed registered for the first time increased by 3.6% and a number

of repeatedly unemployed decreased by 1.0%. In 2008 there were 188 655 unemployed persons removed from unemployment rolls (by 11.6% less than in the previous year). The main reason of removing from employment rolls (41.8%) was undertaking a job (in the previous year 44.8%), most of all non-subsidised (79.5% of total received a job, while in the same period of 2007 – 81.6%). In 2008, 61 347 unemployed persons took non-subsidised employment (by 19.7% less than in the same period of 2007). Subsidised jobs was taken by 15 827 unemployed persons (by 7.9% less than in the same period of 2007): most of them were public works (by 5.3% less than in 2007) and intervention works (by 30.3% less). 2 709 of the unemployed started their own business (by 7.8% more than in the previous year), and 2 706 unemployed persons received a job within employment costs' refunding (by 7.1% more). Most of the unemployed undertaking a job in 2008 were men: women accounts for 49.5% of this group (in the previous year – 48.1%). The unemployed number increased only in three months of 2008 – in January, November and December – while in another months the number has been decreasing.

Unemployed number and unemployment rate in kujawsko – pomorskie voivodship in 2008 (as of the end of a month).

Months	unemployed		unemployment rate (%)	
	number	changing to previous period	voivodship	Poland
January	128 010	4 767	15.2	11.5
February	126 571	-1 439	15.1	11.3
March	123 306	-3 265	14.7	10.9
April	117 203	-6 103	14.1	10.3
May	111 155	-6 048	13.5	9.8
June	106 952	-4 203	13.0	9.4
July	105 230	-1 722	12.8	9.2
August	103 571	-1 659	12,6	9.1
September	100 519	-3 052	12.3	8.9
October	99 600	-919	12.2	8.8
November	103 088	3 488	12.6	9.1
December	110 256	7 168	13.4	9.5

Source: Analysis of VLO in Toruń on the basis of MPiPS – 01 report

The decrease of unemployed number was observed in all categories regard social and demographic features. Especially among persons whose situation on labour market was specific: long-term unemployed (by 25.2%)

and without vocational qualification (by 14.9%). However increase of the unemployed number was observed among persons in a period 12 months since completing the education (by 18.4%) and among disabled unemployed (by 13.6%).

In 2008, 12 034 of the unemployed started training (by 6.0% more than in the previous year), internships – 10 665 persons (by 8.7% less), vocational preparing in a work place – 5 696 unemployed (by 9.7% more than in 2007), socially useful works – 5 990 persons (by 17.9% less).

In 2008 there were 64 982 job offers submitted to powiat labour offices (by 18.7% less than in the previous year). In the country decreasing amounted to 8.0%. Decrease in a number of job offers was noted down in 19 powiats (from 45.3% in toruński powiat to 0.3% in lipnowski powiat). Increase in a number of job offers were noted in 4 powiats: in inowrocławski powiat by 1.8%, mogileński by 11.1% , radziejowski by 1.8% and żniński powiat by 1.0%. The number of offers for subsidized employment decreased by 8.8% and for non - subsidized employment by 29.3%.

In 2008 economic entities in the kujawsko – pomorskie voivodship more often than in the previous years dismissed people due to company reasons. To local labour offices were submitted 57 notifications for 3 407 persons terminated due to company reasons (in 2007 – 22 notifications and 799 persons). As a consequence, number of unemployed persons dismissed due to company reasons at the end of 2008 decreased compared to the previous year by 15.4% and amounted to 1 643 persons (1.5% of the total number of the unemployed (previous year – 1.6%).

In 2008 significant increase in the number of persons who returns from abroad and submitted application for a right to benefit: in 2007 there were 613 persons, in 2008 their number increased by 161.7% (1 604 persons).

Inflow rate (a ratio of newly registered unemployed persons to unemployed persons as of the end of the previous reported period) amounted to 139.3% in 2008 (in 1999 – 130.4%, in 2000 – 104.9%, in 2001 – 87.4%, in 2002 – 80.3%, in 2003 – 81.5%, in 2004 – 82.1%, in 2005 – 93.2%, in 2006 – 85.5%, in 2007 – 107.5%). The highest value the indicator had in Toruń (216.9%), the lowest in inowrocławski powiat (89.1%).

Outflow rate (a ratio of persons removed from the register to unemployed persons as of the end of the previous reported period) amounted to 149.8% (in 1999 – 108.5%, in 2000 – 89.0%, in 2001 – 71.4%, in 2002 – 77.2%, in 2003 – 81.3%, in 2004 – 89.0%, in 2005 – 99.0%, in 2006 – 103.1%, in 2007 – 130.5%). The highest value the indicator had in Toruń (220.6%), the lowest in inowrocławski powiat (104.9%).

Labour market flows (a ratio of unemployed persons who moved take a job to newly registered unemployed) amounted in 2008 to 45.0% (in 1999 –

42.6%; in 2000 – 43.6%; in 2001 – 42.4%; in 2002 – 48.1%; in 2003 – 51.3%; in 2004 – 51.9%; in 2005 – 50.5%, in 2006 – 57.8%, in 2007 – 54.4%). The best situation regarding the indicator was in inowroclawski powiat (58.6%), the worst in Włocławek (35.5%).

#### **4. STRUCTURE OF UNEMPLOYED IN KUJAWSKO – POMORSKIE VOIVODSHIP**

Structure of unemployed in kujawsko-pomorskie voivodship has not changed. The most threatening characteristic of unemployment have been preserved:

- **high unemployment level among women** – as of the 31st December 2008 there were registered 65 964 unemployed women and they amounted to 59.8% of the total number of unemployed (in 2007 – 76 067 persons and 61.7%); among unemployed women the unemployed for more than 12 months amounted to 41.9% (in the previous year – 52.6%). Women possess benefit rights amounted to 16.4%; women are majority almost in all unemployed categories, especially among persons whose situation on labour market was specific.
- **high level of unemployment on the rural areas** - as of the 31st December 2008 there were registered 50 590 persons. They amounted to 45.9% of the total number of the unemployed persons; Comparing to the end of the previous year number of the unemployed on rural areas decreased by 5 995 persons, 10.6% (whereas total number of the unemployed in kujawsko – pomorskie decreased by 10.5%).
- **considerable share of unemployed aged up to 25 years** – as of the 31st December 2008 there were registered 23 807 unemployed. Their amounted to 21.6% of the total number of unemployed in voivodship. Compared to the end of 2007 their share increased by 1.8 percentage points. The number of unemployed aged up to 25 years decreased as compared to the previous year by 553 persons, 10.5%.
- **a considerable number of young persons among unemployed** – among registered unemployed persons in kujawsko-pomorskie voivodship the majority constituted young people: 49.7% is aged up to 34 years.
- **a considerable share of the unemployed over 50 years old** - as of the 31st December 2008 there were 22 065 registered persons over 50 years old; they amounted to 20.0% of the total number of the unemployed. Compared to 2007 their share decreased by 0.1% percentage point.
- **a considerable number of long – term unemployed persons** – as of the 31st December 2008 there were 60 594 long-term unemployed registered.

They amounted to 55.0% of the total unemployed. Compared to the end of the previous year their share decreased by 10.7 percentage point.

- **a considerable share of the unemployed with relatively low level of education** – still the majority constituted unemployed with lower secondary, primary and incomplete primary education (34.7%) and basic vocational (31.1%).

## 5. LABOUR FUND

Sejmik of Kujawsko – Pomorskie Voivodship on 28 th December 2007 with the Act of Low No XV/316/07 define criteria of establishing the Labour Fund means on financing programmes on employment promotion, mitigation unemployment effects and vocational activation and other facultative tasks realized by powiats in 2008.

In 2008 in a line with decision of the Minister of Labour and Social Policy on 1<sup>st</sup> February 2008 the kujawsko – pomorskie voivodship received amount 194,314.4 thousands zł from the Labour Fund for programmes on employment promotion, mitigation effects of unemployment and vocational activation.

The total amount for voivodship in 2008 was divided according to criteria established by Sejmik, and 50.0%, i.e. 97 157.2 thousand zł was passed to powiat self-governments.

In a line with the Act No 12/108/08 of Board of Kujawsko – Pomorskie Voivodship, 14 February 2008 on principles of exploiting the Labour Fund means for financing tasks realized by the voivodship self-government in 2008 the amount 97 157.2 thousand zł (50.0% of the total amount) was allocate for:

1. project system of the Operational Programme Human Capital (HC OP) within Measure 6.1 “Improvement of the access to employment and support of vocational activity in region” sub – measure 6.1.3 “Improvement of ability for employment and rising vocational activation level of unemployed” realized by powiat labour offices
2. for local programmes realized by powiat labour offices – 26 059.8 thousand zł in particular:
  - financing “Job and Environment 2008” programme
  - activities supporting preparation and realisation of projects within Regional Operational Programme of Kujawsko - Pomorskie Voivodship (RPO)
  - activities supporting employment development and business on basis of cultural resources
  - for project supporting mitigation of deterioration of situation on labour market as a results of employment restructuring.

According to the resolution of May 14, 2008 the Minister of Labour and Social Policy awarded means from the Labour Fund from 10% reserve for a programme of measures for employment, mitigation effects of unemployment and vocational activation for realization of following programmes:

- 45/50 PLUS programme
- Programmes directed to unemployed from rural areas and cities up to 25 inhabitants
- Programmes of vocational activation of the unemployed
- Programmes of vocational activation of the unemployed on areas destroyed by natural disasters and unforeseen occurrences.

Powiat Labour Offices submitted applications for additional means of the Labour Fund from Minister's reserve for three type of programmes:

- 15 applications for programmes of vocational activation; the Minister granted amount of 15 280.0 thousand zł
- 6 application for programmes for unemployed from rural areas and towns up to 25 thousand inhabitants; the Minister granted amount of 5 510.0 thousand zł
- 17 applications for 45/50 PLUS programme; the Minister granted amount of 6 551.55 thousand zł

According to Minister's resolutions in 2008 self-governments received additionally from reserve the amount of 5 660.0 thousand zł.

In total the kujawsko – pomorskie voivodship in 2008 received 227 315,8 thous. zł of the Labour Fund means for vocational activation of the unemployed (in 2007 – 190 944.9 thous. zł).

In 2008 another advantageous changes in structure of the Labour Fund means expense were noted (data according to *MGiP-02 Report on income and expense of the Labour Fund in December 2008*). While expenditure from the Labour Fund in 2008 increased by 3.7% comparing to the previous year and amounted to 404 760.1 thousand zł. It's worth to stress that amount for employment promotion programme increased by 19.1%.

Share of means for active forms of counteracting unemployment has increased from 48.8% in 2007 to 56.1% in 2008, and means for benefits for unemployed constituted 37.9% (in 2007 – 46.4%).

## Structure of Labour Fund expenditure in 2007 - 2008

Specification	2007		2008			
	in thous. zł	Share %	in thous. zł	Share %	change	
					in thous. zł	in %
Expenditure in total	390 492	100.0	404 760	100.0	14 268	3.7
Benefits	186 156	47.7	160 640	39.7	-25 516	-13.7
Therefore unemployed benefits	181 235	46.4	153 261	37.9	-27 974	-15.4
Programmes for employment promotion	190 503	48.8	226 870	56.1	36 367	19.1
Others	13 277	3.4	17 250	4.3	3 973	29.9

Source: Report on income and expenditures of the Labour Fund in December 2007 and 2008.

## 6. LABOUR MARKET PROGRAMMES REALIZATION

Voivodship Labour Office as a voivodship self-government organisational unit is engaged directly in many labour market programmes. The most important are those financed from European Social Fund within Priority VI Operational Programme Human Capital.

### 6.1 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 to increase employment and growth share of professional activity and the development of an open, knowledge-based society.

The VLO in Toruń was an implementation institution – unit responsible for implementation and realization of two Measures within Priority 1 on the regional level:

- Measure 1.2. Perspectives for youth (to provide support to unemployed aged 25 and below (also who plan to start their own business) – out of job for period no longer than 24 months and unemployed graduates all type of school)
- Measure 1.3. Counteracting and combating long-term unemployment (supports the unemployed 25 and more – who are out of job for period no longer than 24 months, excluding unemployed graduates).

Forms of assistance for the Final Beneficiaries within both mentioned Measures are individual matching as to make activities more effective. Supporting proposed within projects was based on crucial, the most effective forms of unemployed activation:

- vocational information and guidance services, including individual plans of actions,
- vocational training, therein those using the latest technical achievements as to meet labour market needs by gaining or changing qualifications,
- internships and vocational trainings in a work place,
- guidance, training and one-off means for setting up business,
- subsidised employment.

Beneficiaries who could submit applications within mentioned Measures have been powiat labour offices from kujawsko-pomorskie voivodship.

Since 2004 in kujawsko – pomorskie voivodship within Measure 1.2 and 1.3 SOP HRD signed 82 contracts and agreements for cofinancing projects for total amount 177 350 291.00 zł. Realisation of two Measures in 2004 – 2008 proceed correctly, regarding level of accessible allocation and achieved results. Support was given to 49 749 final beneficiaries:

- within Measure 1.2 “ Perspectives for youth” 41 projects were realised. Support was given to 28 624 persons: 8 889 final beneficiaries took a job, 677 start their own business. Employment efficiency constituted 42.28%.
- within Measure 1.3 “Counteracting and combating long-term unemployment” 41 projects were realised. Support was given to 21 125 persons. 6 772 final beneficiaries took a job, 3 178 start their own business. Employment efficiency constituted 47.10%.

In 2008, in connection with ending realisation of all projects implemented within SOP HRD, financial issues of Measure 1.2 and 1.3 and activities of closing the programme, i.e. were done:

- closing card for each project were prepared
- final report of Measures 1.2 and 1.3 SOP HRD was prepared and sent to Managing Institution (MI) with project closing cards.

Simultaneously in 2008 following tasks were conducted:

- monitoring of means returned by final beneficiaries and information for Managing Institution (MI) was prepared
- monthly reports were made form realisation of Measures 1.2 and 1.3 for MI
- information about contracted means within national public contribution

- up dating of national data base of projects realised within Measures 1.2 and 1.3 SOP HRD
- implementing data of realised projects to SIMIK (computing system in scope of control and irregularities, reported financial corrections).

## **6.2. INTEGRATED REGIONAL OPERATIONAL PROGRAMME (IROP).**

The VLO as a Final Beneficent authorized by Kujawsko-Pomorskie Board in 2006 continued implementation of measures 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” and Measure 2.4 “Vocational reorientation of the workforce affected with restructuring process” within 2 Priority of the Integrated Regional Operational Programme in programming period 2004 – 2006.

Within measure 2.1 “Development of competencies linked to the regional Labour Market needs and Life Long Learning opportunities” contracting process had been finished in 2006. Value of signed 64 agreements within Measure as 31 December 2007 is 30 845 415.60 zł. Among 64 projects which were realised since beginning implementation of the Measure 2.1 – 10 projects could be regard as a big project (over 1 mln zł).

Within signed agreements support will receive over 20 thousand Final Beneficiaries. In trainings for adults participated 18 thousand Final Beneficiaries. Vocational counseling was given to 2 410 persons, therein 1 416 students. Within vocational studies for nurses and midwives was given support to over 400 persons, research and analysis for regional labour market within that support benefits 43 institutions which are dealing with monitoring of regional labour market.

The biggest group of projects carried on within the Measure 2.1 IROP are training projects for employed adults. Training organised within this Measure are: language courses (the biggest group among all courses), computer courses, training developing vocational qualifications (ex. in latest welding techniques, driver license courses, human resources area courses, accountancy courses, training developing qualification of counselors for farmers).

Within measure 2.3 “Vocational reorientation of persons leaving agriculture sector” contracting process had been finished in 2006. Value of signed 17 agreements as on 31 December 2008 is 7 023 755.93 zł. At the end of 2008 realisation of all 17 agreements were finished. Among 17 projects which have been realising since the beginning of implementation of measure

2.3 – 2 projects are big projects (above 1 mln zł). 10 projects among realized were integrated projects, i.e. they offers more than one form of activities.

Within signed agreements support will receive 2 thousand Final Beneficiaries. In kujawsko-pomorskie in the Measure 2.3 IROP most projects beside vocational training include vocational counseling, vocational information and vocational guidance.

Courses and training carried on within the Measure 2.3 characterizes wide variety of subjects. They offer preparation to performing such jobs as: driver, welder, secretary, security worker, the elderly carer, trade representative, net administrator, statistical data analyst, computer graphic designer, web pages designer, multimedia operator, magazine worker, florist, cosmetician, specialist for projects management, small gastronomy worker, accountancy officer, warehouse worker, human resources officer and other.

Within Measure 2.4 “Vocational reorientation of the workforce affected with restructuring process” contracting process had been finished in 2006. Value of signed 11 agreements within the Measure 2.4 as on 31 December 2008 was 6 194 470.05 zł (therein 1 project of value 327 814.41 zł hadn’t been realised because of terminate of the agreement). At the end of 2008, 10 projects realisation was finished and among them 1 project was a big project (value over 1 mln zł regarding annex to the agreement).

Within signed agreements support received over 1.5 thousand Final Beneficiaries. The majority of projects is integrated, which means that most of them after vocational trainings offers Final Beneficiaries vocational counseling, vocational information, job guidance and subsidized employment (1 project). Projects within the Measure 2.4. IROP offered such vocational courses as: forklift trucks drivers, computer analyst, assistant - secretary, computer accountancy, C category driver (trucks) with license for carrying things, welder, modern salesman able to deal with fiscal counter and computer, etc.

### **6.3. OPERATIONAL PROGRAMME HUMAN CAPITAL**

The Operational Programme Human Capital (HC OP) is one of the operational programmes for the National Strategic Reference Framework 2007 – 2013 realization and includes all the European Social Fund intervention (ESF) anticipated in Poland in this programming period.

Main aim of the Programme is increasing level of employment and social cohesion. This aim would be accomplished with vocational activation of the unemployed and persons economically inactive, developing adaptive potency of entrepreneurs and its employees, disseminating education and increasing society’s educational level, decreasing areas of social exclusion,

supporting mechanisms of effective management in administrative sector and increasing territorial cohesion.

The HC OP consists of 10 Priorities realized on central and regional level. 85% of the Programme is financed with the ESF means, while 15% - with national means.

Ministry of Regional Development as the Managing Institution is responsible for implementing whole Programme, while voivodships' self-governments are responsible for implementing regional components on local level as Intermediating Institutions.

The Voivodship Labour Office in Toruń according to the decision of the Board of Kujawsko – Pomorskie Voivodship participates in the HC OP as 2<sup>nd</sup> Level Intermediate Body in Priority VI „The labour market open for all” for following Measures:

- 6.1 Improvement of availability of employment and supporting vocational activity in region,
- 6.2 Support and promotion of entrepreneurship and self-employment,
- 6.3 Strategy of human capital development on rural areas.

VLO tasks as 2<sup>nd</sup> Level Intermediate Body are as following: preparation of criteria for projects selection and recruitment of applications and their formal and content-related verification, signing agreements with beneficiaries, consideration of lodge protests, make a payments, monitoring of projects realization (payments verification and reports verification), to detect irregularities and to get back amounts not correctly paid, launching information and promotion, elaboration of assumptions for Work Plan for Priority VI and call for means of development subsidy and Labour Fund for projects realization.

Share of the Priority VI in total financial allocation for the regional component is about 32%. In kujawsko – pomorskie voivodship it's amount about 127 millions Euro, i.e. 480 millions zł (EURO = 3.74 zł) therein:

Measure 6.1 – 385 109 186.75 zł (80.91% means within Priority VI):

- 6.1.1 Support for persons without employment in regional labour market (18%)
- 6.1.2 Support for local and voivodship labour offices in tasks realization for activation the unemployed in the region (5%)
- 6.1.3 Improving of ability for employment and rising level of vocational activity of the unemployed (77%).

Measure 6.2 – 84 536 162.89 zł (17.76 % means within Priority VI), Measure 6.3 – 6 326 811.13 zł (1.33% means within Priority VI).

Projects within the Priority VI will be carried out on a basis of contests and systemic support, which means that public tasks are co- financed according to Act of Law on Employment Promotion and Labour Market Institutions.

Final beneficiaries of the Priority can be unemployed persons (registered or not in a labour office), persons intending to start their own business, labour market institutions and its employees, local societies and institutions/units acting on regional level for vocational activation and human resources development.

On 17 December 2007 the VLO in Toruń announced three contests for submitting projects. There were first competitions in kujawsko – pomorskie voivodship. Available amount within announced competitions:

- Measure 6.1.1 – 4 436 000.00 zł
- Measure 6.1.2 – 3 766 500.00 zł
- Measure 6.3 – 664 000.00 zł.

In reply on contests No 1/6.1.1/2007 for projects cofinancing within Sub-measure 6.1.1, 138 application were submitted. Entities which submitted the applications: private entities, institution of public finance sector, NGO's and universities. The most projects submitted beneficiaries from Bydgoszcz, Włocławek and Toruń. Outside voivodship applications were submitted by 23 entities. All submitted applications were verified formally. Finally 96 projects were submitted to Commission which carried out content-related assessment. Commission recommended 51 applications for total value 17 590 639.81 zł for realization. Amount of allocation within the competition allowed for signing 14 agreements for amount 4 150 951.37 zł. Support was given to non working persons registered or not in labour offices.

In reply on contest No 1/6.3/2007 were submitted 34 applications. In the competition participated gminas, NGO's, agricultural adviser centers, local activity group, private entities. The most number of projects were submitted by entities from Bydgoszcz and Inowrocław. Project applications were verified according to formal criteria. Formal criteria were fulfill by 20 applications. Commission recommended 5 project applications on value 230 901.80 zł. Agreements were signed in May 2008. Means were destined for project realization within a scope:

- Supporting and creating local information initiatives, trainings, advising, which contribute to vocational activation on rural areas and improving abilities for employment of residents of that areas
- Development of dialog, public – social partnership and cooperation for human resources development on local level
- Vocational activation of residents of rural areas
- Improving of abilities for employment and development of activation service.

Target group of Measure 6.3 are local community and entities active on rural areas for vocational activation of residents of rural areas, gminas and cities up to 25 thousand inhabitants.

In reply on contest No 1/6.1.2/2007 were submitted 19 project applications. After formal verification to content-related verification were passed 19 applications. All applications were given co-financing. Within Sub- measure 6.1.2 – “Supporting of powiat and voivodship labour offices in realization of tasks for vocational activation of unemployed in the region” in March 19 agreements were signed for amount 3 417 161.79 zł.

Within Sub - measure 6.1.2 VLO realized own project “Regional labour market monitoring”. The objective is development of monitoring and prognosis system of labour market in scope of supply and demand of job in the region.

In February 2008 Powiat Labour Offices submitted systems projects within Sub – measure 6.1.3. Twenty agreements were signed for total amount 71 401 940.83 zł. In that projects support to registered unemployed was realized: vocational counseling, job placement, trainings, internships/vocational preparing in job place, intervention work, means for starting own business. Within that projects about 15 thousand people from our voivodship were given support.

In replay to contest No 2/6.1.1/2008 were submitted 152 project applications. Formal criteria fulfilled 124 applications. Assessment project Commission recommended 40 applications for total amount 19 252 213.19 zł. The allocation amount allows for contracting 15 agreements.

In replay to the first contest within Measure 6.2 “Support and promotion of entrepreneurship and self-employment” were submitted 46 project applications. Only 31 applications fulfilled formal criteria and finally 5 agreements were signed for total amount 28 458 778.66 zł. Persons whose ideas for own business will be most interesting will be given financial support – average 30 thousand zł.

In replay to contest within Measure 6.3 “Local initiatives for increasing vocational activity on rural areas” were submitted 42 project applications. In 2008, 6 agreements were signed and 8 agreement were signed in I quarter 2009.

Summing up – in 2008 there were signed 70 agreements for total amount 108 028 925.00 zł (public means 107 795 088.00 zł). Regarding amounts of signed agreements within priority VI OP HC at the end of 2008, VLO in Toruń placed on 6. position in the country.

## **6.4. LOCAL PROGRAMMES REALIZED BY POWIAT LABOUR OFFICES**

### **A. JOB AND ENVIRONMENT 2008**

In 2008 in our voivodship was realised the programme “JOB AND ENVIRONMENT 2008” which was the continuation of the programmes

realized in 2005 - 2007. Activities within the project: to carry on conservation work and repair work on rivers and land drainage systems' instruments, to act for natural environment conservation as to develop run-down of forest – recreational areas, trails, bicycle paths, areas around lakes. In the project people were employed within public works and vocational preparation on work place. Within the programme 2 955 unemployed gain support and after completing the project 820 persons found a job.

## **B. ACTIVITIES SUPPORTING PREPARATION OR REALIZATION OF PROJECTS WITHIN REGIONAL OPERATIONAL PROGRAMME OF KUJAWSKO-POMORSKIE VOIVODSHIP**

Within the programme 9 powiat labour offices submitted projects on amount to 4 487.7 thousand zł. Support was given to 1 258 persons and after completing the programme 288 persons (22.9%) found a job.

## **C. ACTIVITIES SUPPORTING DEVELOPMENT OF EMPLOYMENT AND BUSSINESS ON A BASIS OF CULTURAL RESOURCES**

Projects realized within that activities are continuity in activities within community initiative INTERREG III C ADEP. The programme started 4 powiat labour offices. Support was given to 176 persons and 54 persons found a job (30.7%).

## **D. PROJECTS SUPPORTING MITIGATION OF EFFECT OF DETERIORATING SITUATION ON LABOUR MARKET AS A RESULT OF EMPLOYMENT RESTRUCTURISATION**

There is a need of assurance of means from the Labour Fund for projects realisation in powiat threaten by group dismissal. In programme participated 3 powiat labour offices. Support was given to 244 persons and 182 persons found a job (74.6%).

## **6.5. VOIVODSHIP PROGRAMMES REALISED IN 2008 FROM MINISTRY OF LABOUR AND SOCIAL POLICY RESERVE**

### **A. PROGRAMME 45/50 PLUS**

Ministry of Labour and Social Policy granted for kujawsko – pomorskie means of the Labour Fund from ministry reserve (amount of 6 551.55 thousand zł). The objective of the programme is to restore employability, activation and create possibility to get and keep a job by unemployed in aged 45 and more, regarding unemployed aged 50 whose situation on labour market is specific. Programme was implemented by 17 powiat labour offices. Form of activation used within the programme: trainings, single means for own business, refund of cost for equipment of post, public works, intervention works, vocational preparation in work place. Within the programme 1 477 unemployed were activated and 595 persons got a job (40.3%).

### **B. PROGRAMMES DIRECT TO UNEMPLOYED FROM RURAL AREAS AND CITIES UP TO 25 THOUS. INHABITANTS**

Projects were directed to unemployed whose situation on labour market is specific. The programme was implemented by 6 powiat labour offices. During the realization unemployed were activated within refund of cost of equipment for post, trainings and single means for starting own business. Support were given to 1 080 persons and 547 persons were employed. Efficiency amount to 50.6%.

### **C. VOCATIONAL ACTIVISATION OF UNEMPLOYED PROGRAMMES**

Programme was implemented by 15 powiat labour offices. Within the programme 3 841 persons got a support and 1 225 unemployed were employed. Efficiency of employment amount to 31.9%.

## **6.6. EUROPEAN EDUCATIONAL PROGRAMME LEONARDO DA VINCI**

The Marshal of kujawsko-pomorskie voivodship signed List of Intent to join VLO in Toruń to the project within Leonardo da Vinci „*Prof – ELP. Professional ELP to improve EU workers Employability by the improvement of their Professional foreign language skills*”. Total amount for realization of the project is 57 587.00 euro (67.38% of a total amount financed from the grant).

Regional Labour Office in Pamplona (Spain) is a leader of the project (Servicio Navarro de Empleo). Apart VLO in Toruń in the project participated 3 partners: CEIN - Innovation and Enterprises European Centre of Navarre (Spain), RACTI – Research Academic Computer Technology Institute (Greece), Swedish TelePedagogic Knowledge Center (Sweden).

The objective of the project Prof.- ELP is to stimulate the autonomous learning by offering a key tool which will serve mainly for those who require linguistic training for the employment, but at the same time will involve those who offer services of linguistic training from the employment and public services involved in the processes. By Professional Portfolio we understand a tool based on a specific methodology which allows the apprentice of a language, as well as his/her tutor, to take the initiative when it comes to planning, organizing and carrying out his/her own learning process of a language other than his/her mother tongue. The main difference between the Professional ELP and the rest of the Portfolios approved by the Council of Europe lays in the public-objective of the tool, as well as in the particular use that this public will make of it. The target group are adult persons who use the language in their professional life and that is why the new ELP will be orientated to promote the autonomous learning of languages in order to use them in the job environment.

Period of the project 1<sup>st</sup> November 2008 – 31<sup>st</sup> October 2010 (24 months). Kick – off meeting took place in Pamplona in 19 – 20<sup>th</sup> January 2009.

## **7. OTHERS LABOUR MARKET PROGRAMMES REALIZED BY VOIVODSHIP LABOUR OFFICE IN TORUŃ**

### **7.1. PROMOTIONAL AND INFORMATIONAL ACTIVITY**

In 2008 VLO cooperates with social partners and institutions for human resource development. VLO delivered to partners many analysis and publications about situation on regional labour market: Informational Bulletin, thematic analysis of chosen issues (e.g. unemployment on rural

areas, among disabled, women situation on labour market, effectiveness of labour market programmes). Within that activity VLO organized or participated in organization of many events e.g.:

- scientific conference “Economy and labour market in globalization”; participants: employers, trades union, self-government and government administration, high schools, Voivodship Employment Council, workers of public employment service.
- Panel “Labour market in kujawsko – pomorskie voivodship in integration process with UE”
- Panel “ If kujawsko-pomorskie voivodship has a chance become good place to work and live in?”
- Cycle of conferences “Summing up results of implementing of ESF by powiat labour offices in kujawsko – pomorskie voivodship”
- Conferences “European Social Fund – Human Investment”
- Training for participants of Monitoring Committee HC OP “Perspectives of Operational Programme Human Capital 2007 – 2013 programme”
- Organizing informational meeting for potential beneficiaries in scope of application possibilities
- On location events: galas, harvest homes
- Publications in local newspapers
- Promotional documents Operational Programme Human Capital – posters, leaflets, gadgets
- Every monthly information for Sejmik and Board of Kujawsko – Pomorskie Voivodship

In 2008 also press articles were published in local newspaper. Articles about implementing SOP HRD programme, IROP Programme and OP HC programme. Many promotional materials (leaflets, posters) were published and disseminated.

## **8. LABOUR MARKET SURVEYS**

### **8.1. STATISTICAL RESEARCHES**

According to the Disposition of the Government on statistical researches of public statistics in 2008 the Voivodship Labour Office in Toruń gathers and verifies the powiat Reports MPiPS - 01 on labour market (monthly report) with enclosures (one quarterly, three added every half-year and four annual) and the Reports MPiPS-07 on disabled unemployed persons or job seekers not employed. This verification includes formal and numerical checking and also preserving continuity with previous periods. After

checking, the reports are sent to the Statistical Office in Bydgoszcz (deadline is determined in the Disposition).

Complex data base was created on the basis of gathered information. They concern different categories of data: number and structure of unemployed by gminas, disabled, persons dismissed due to company reason and activation forms. Once a year is gathered formula "Active labour market programme". The formula is helpful in establishing criteria of division of the Labour Fund means. All the publications are available on the official website of the Voivodship Labour Office in Toruń. These publications are disseminated among institutional and social partners connected with accomplishment of employment, counteracting unemployment and social exclusion policy.

## **8.2. SOCIOLOGICAL SURVEY**

### **A. POLL AMONG EMPLOYERS FROM KUJAWSKO – POMORSKIE VOIVODHSIP**

In 2008 Department of Research and Analysis worked out methodology of pilot research of employers from kujawsko – pomorskie voivodship. The main aim of the research was diagnosis of employment plans in entities in powiats. Results were used in prognostic part of annual report wrote in powiats as for 2007 and in voivodship report from monitoring surplus and shortage occupations.

In a poll took part 688 employers from voivodship. Powiat labour offices staff surveyed employers in April and May 2008. Used method – questionnaire.

Pilot research shows that in surveyed population 59.0% of employers intended to employ new workers. Changes were not provide for 34.2% and 1.0% planned only dismissals. Others employers – 3.6% - declared both that they employ new workers as well as dismissed workers. However 1.9% has a difficulties with anticipating future situation. 431 entities were going to employ 2 933 employers till the end of 2008. The most demand was for industrial workers and crafts, operator of machines and plant, simple workers. Employers expectations – occupation was not so important and no additional qualifications were expected. Generally additional qualifications was directly connected with job and tasks. Employers are seeking workers with experience in a given occupation.

Some problems in recruitment had 58.9% employers. The highest problem was with inappropriate candidates qualifications. The main reasons of that: earning migration – 15.9%, low salaries and lack skilled workers – 13.8%.

In the poll employers assessed graduates qualification not so high (62.9% of negative opinions). Among others reasons they mentioned: too general knowledge in schools and general low level of education. Only few employers noticed not adjustment of educational system to labour market needs.

The report is available on VLO in Toruń website, in publication – labour market ([www.wup.torun.pl](http://www.wup.torun.pl)).

## **B. FUNCTIONING OF ENTITIES SET UP BY USING THE LABOUR FUND MEANS**

VLO in Toruń gathered data of functioning entities set up by unemployed thanks to using means from the Labour Fund (in period 01.01.2005 – 30.06.2007). Research was carried out by powiat labour offices in II half of the year 2008. The main aim of the research was checking the effectiveness of that active labour market tool. Conclusions are used in preparation of subsidy in powiat labour offices and are helpful in realization of Measure 6.2 HC OP “*Support and promotion of entrepreneurship and self-employment*” (Priority VI). Collective analysis will be prepared for voivodship and partly in division for powiats.

## **C. ANALYSIS OF TRAININGS ORGANIZED BY POWIAT LABOUR OFFICES AND TRAINING INSTITUTIONS IN KUJAWSKO – POMORSKIE VOIVODSHIP**

In II half 2008 powiat labour offices sent to VLO in Toruń their trainings plans for 2008. Also training institutions were asked for delivery of information about trainings. All powiat labour offices sent their plans and 58 from 226 training institutions sent back questionnaires (it consists 26%).

The objective of analysis was verification of training proposals of powiat labour offices and training institutions from our region. Surveyed institutions are registered in Training Institution Register keep by VLO in Toruń and selected educational institutions out of the Register. Collected data show that training proposals of powiat labour offices in 2008 consists of 490 trainings. The most numerous were: driving courses (different category, the most common – category C, E, C+E), tricking of persons and things (82 trainings) and training which gives entitlement of operator of machines, tools, heavy equipment (54 courses), welding – various method ( 40 courses). At 4. place there are sales and commerce trainings (36 courses), computer trainings (32 courses), entrepreneurship (26 courses). In total trainings organized by powiat labour offices form our region in 2008 were direct to 9 595 persons.

Proposals of training institutions in 2008 consists of 358 different trainings. The most numerous thematic fields of training are: supplementary trainings – mainly vocational trainings given right to work in chosen professions (55 courses, constituted 15.4% of total courses), thematic trainings in scope of European Union (28 trainings and 7.8%) and training of personality development and vocational career development (26 courses and 7.3%). The analysis is available on VLO in Toruń website ([www.wup.torun.pl](http://www.wup.torun.pl)) in Publications.

## 9. THE INFORMATION AND CAREER PLANNING CENTRE (CIIPKZ)

In presented year 15 560 persons took advantage of services of the Information and Career Planning Centre (CIIPKZ) in Toruń, Bydgoszcz and Włocławek (by 1.1% less than in the previous year). Mostly the clients of Centre are the unemployed but also pupils and job-seekers and others (e.g. employers, prisoners).

Clients of the CIIPKZ in kujawsko – pomorskie voivodship in 2007 – 2008

Specification	2007	2008		
		change		
	persons	persons		%
Toruń	5 850	5 522	-328	-5.6
Bydgoszcz	5 937	6 415	478	8.1
Włocławek	3 945	3 623	-322	-8.2
CIIPKZ in total	15 732	15 560	-172	-1.1

Source: Analysis of VLO in Toruń

Clients of the CIIPKZ in kujawsko – pomorskie voivodship in 2008

specification	2007	2008					
		total	Bydgoszcz	Toruń	Włocławek		
clients in total	15 732	15 560	6 415	5 522	3 623		
therein	young persons of schools	4 168	7 987	2 256	1 887	844	
	unemployed persons	8 216	7 666	2 461	2 969	2 236	
	others	3 348	2 907	1 698	666	543	
	therein	job-seekers	1 676	1 643	1 081	298	264
	others	1 652	1 264	617	368	279	

Source: Analysis of VLO in Toruń

Clients of the Information and Career Planning Centres can use information base (therein via the Internet), individual and group vocational counselling therein specially computer programmes and full psychological diagnosis supporting a process of decision and counselling.

Vocational counselling for the unemployed, job-seekers and persons leaving persons concentrated on such elements of counselling process that would result in improving vocational potency of persons and then would let solve basic problems with entering and maintain on labour market. Counselling for young persons (pupils of upper secondary schools, students) includes the widest as possible support of youth in a process of passing from school to further education or employment. A common ground of influencing clients was supporting them in making decisions individually.

In November 2008 the Centre in Toruń organized conference – “Contemporary labour market as a challenge for long-learning education and counselling in a life time”. Participants were public employment services, adult educational institutions, employers and other entities dealing with relationship of education, labour market and planning vocational career.

CLiPKZ in Włocławek within agreement with Caritas of Włocławek Diocese organized 11 meeting with disabled about active searching a job. On agreements signed with the Social Insurance Institution (ZUS) and the Internal Revenue Service in Włocławek (US) is an information-counselling station where people can get free of charge counselling in the scope of: unemployment, economic activity, rules of social insurance and taxes.

CLiPKZ in Bydgoszcz participated in work group for social readaptation and aid for convicted persons. The tasks of the council is cooperation public authorities and community in crime prevention and helping in social readaptation, social control and penal policy.

The Information and career Planning Centre in Toruń carry on a registry of training institutions. According to applications which are basic for registering an institution there is a common publication compiled and actualised that displays training offer in kujawsko – pomorskie voivodship.

The Centres’ employees participated also in many fairs, seminars and conferences concerning labour market topic, human resources development and vocational counselling development.

## **10. SUBSTITUTE SERVICE**

As of the state on 31 December 2008 in the kujawsko – pomorskie voivodship 156 persons received the right to substitute service: 52 draftees from Toruń, 33 draftees from Bydgoszcz and 71 draftees from Włocławek.

In 2008 there were 103 persons directed to substitute service, 16 were deferred, 5 persons were suspended and 3 dismissed. For substitute service are waiting 51 persons: 15 draftees from Toruń, 22 draftees from Bydgoszcz and 14 draftees from Włocławek.

To “Central roster of entities when a substitute service can be hold” are enrolled 232 entities. In 83 entities the substitute service take place. In 2008 to the Voivodship Recruit Commission in Toruń were submitted 137 applications; 94 had positive verdicts and 45 negative.

## 11. EMPLOYMENT OF POLISH CITIZENS ABROAD

In January 2008 was realized holiday work proposal for students in **Germany**. Finally fulfilled formula submitted 43 students which were delivered by VLO in Opole to ZAV in Bonn. Number of persons who was employed is unknown because in signing agreements process VLO don't participate.

In December 2008 recruitment of students for seasonal work in 2009 were launched. Applied can extramural and night school students, no at last year of learning, who know German and declared willingness to work at least 2 months. For a job can applied 46 students. Recruitment was finished in January 2009.

Till the end of June 2008 there were carry out 5 recruitment for seasonal works in **Spain**. Seasonal workers in Spain work at strawberry, raspberry and cranberry harvest and citrus fruit. Other works: seeding strawberries and also sorting and storing citrus fruits. Employment of Polish citizens to seasonal works is realized within directed agreements of cooperation with employers and associations of foreigner employers. Other offers VLO received form Spanish Embassy in Poland.

In I quarter 2008 were realized 2 recruitments (in January and March) for **Spanish Employers Association (Freshuelva Association)**. Association offer a work at strawberry, raspberry and cranberry harvest. The period of work – min. 2 months and work hours per day 6,5 hours. Salary 35.23 euro per day. Cooperation with association is carried on the basis of cooperation agreement signed by VLO in Toruń and Association Freshuelva. As an effect of recruitment of 177 persons qualified to work.

In April 2008 recruitment for **Dittmeyer** employer was carried out. Time work – 39 hours per week, min. 2 months. Salary – 35.98 euro per day. In 2008 new regulation was signed which guarantees for workers salary for min. 18 day work in case of breaks in work caused by the weather. Dittmeyer employed 33 persons (blueberries and citrus harvest).

In April 2008 recruitment for new **Spanish partner (Ascociofruit association)** was conducted. Association offers works in Five Senses Group A.I.E. and Complejo Agrícola S.A. at vegetables harvest and fruits for 80 women and 30 men. Applied 110 persons and 96 persons went abroad to work. Employer Complejo Agrícola S.A. resign form employment 40 women and that persons were employed in another employer – Bionest. Employer offers work 39 hours per week, min. 2 months period, salary – 42.37 euro per day.

In May 2008 by the **Spanish** Embassy in Poland, VLO received job offer form the **ACOSEPA Association**. They intend to employ 60 persons to fruit harvest. For work were qualified 52 persons. They offered work for 4 months, salary per hour 7.50 euro and period of work 10 hours per day.

With **FONTESTAD** company VLO in Toruń cooperates since 2006. In September – November 2008 they intended to employ 200 women but in face of decreasing demand for citrus the number changed. They offer salary 6 .29 euro per hour, time work 40 hours per week. With the association VLO in Toruń cooperates since 2006. Because of organizational problems meeting the FRESHUELVA representatives took place to clarify the applied arguable problems between employer and employees (announced by workers in 2007/2008 season) and there were discussed recruitment rules and visit of VLO staff which took place in December 2008. VLO Staff had the opportunity to get knowledge of work organization and productivity cycle. During meetings with Polish workers they announced their problems which mostly were solved during the meeting.

**Visit of Spanish plantation.** During work visit staff of VLO's in Toruń visited Association of Entities of Fruit and Vegetables (ASOCIATFRUIT, FIVE SENSES GROUP A.I.E., BIONEST, MOGUER, CUNA DE PLATERO, S.C.A. w Moguer – HUELVA). The aim of the visit was:

- acquaint with work and dwelling condition of Polish workers
- acquaint with possibilities and scale of further cooperation with Spanish employers associated in Association of Entities of Fruit and Vegetables in Andaluzja ASCIAFRUIT
- meeting with employers who employ Polish seasonal workers in order to future cooperation and possibilities of beginning direct cooperation in scope of recruitment by the agency of VLO in Toruń
- meeting with potential employers in order to beginning direct cooperation in scope of recruitment Polish seasonal workers
- explanation of emerged contentious issues (employer – employees).

## **11.1. EMPLOYMENT OF POLISH CITIZENS ABROAD WITHIN EUROPEAN EMPLOYMENT SERVICE “EURES” NETWORK**

Interest in the EURES service is high, in 2008 the unemployed and job-seekers had contacted 3 883 times in the scope of abroad employment (direct contact, via telephone and e-mail): 3 222 had concerned possibilities of employment in the UE and EOG countries, 408 – work and living conditions abroad and, 253 concerned other subjects.

Till the end of 2008, 497 offers of job abroad were registered, which offered 9 947 vacancies. A number of countries which submitted job offers to the network has enlarged. The largest number of offers was received from UK, Czech Republic, Spain, Ireland and Cyprus. The most offers were for permanent employment, for people knowing foreign languages (mainly English) and possessing vocational qualifications.

In March 2008 two recruitments for Cypres employer – for Luis Hotels Group (gastronomic and hotel branch) – they finally employed 16 persons and for SIGMA Bakery (offers for bakers) – employer didn't employ any of candidates.

In cooperation with VLO in Rzeszów, recruitment for British Select Service Partners (workers for gastronomic points at airports (55 vacancies), finally they employed 16 persons.

For most of the EURES offers interested persons apply on their own by sending CV directly to employers or to the EURES guides from another voivodship labour office, that's why it is difficult to give accurate number of persons from kujawsko – pomorskie voivodship employed by foreign employers.

The most sought workers in UE countries were:

- engineers (building, mechanic, chemist)
- skilled building workers (plumbers, brick-layers)
- welders, locksmiths, woodturner, fixers
- carer of elders and disabled
- computer scientists, programmers, electronics
- drivers, mechanics, electricians, programists
- operators and programmers of machines to metal treatment
- seasonal workers in agriculture, hotels and catering
- butchers.

Most of tasks were realized within EURES grant:

- 5 visits of EURES advisers in employers organisations; the aim was a promotion of EURES and cooperation
- up date of folder for employees who promote EURES services

- preparing and buying promotional materials
- seminar for employers and employers organization: EURES services presentation and possibilities of recruitment of workers from EU/EEA countries (37 participated in)
- participation of EURES adviser in seminar in Bari (Italy) – meeting with students and Italian employers, presentation of work and live conditions in Poland
- organizing of a conference “Job in UE/EEA” for students, job-seekers, unemployed – advisers from Cyprus and Sweden were invited, they presented live and work condition; (80 persons took part)
- participation of EURES advisers in job exchange “Work in Finland”.

On 9<sup>th</sup> July 2008 agreement of realization of EURES grant was signed. The total amount for that task was 45 432.66 zł. To the agreement task “International job market in Toruń” was added. EC granted 49 235.95 zł for that task. The activity will take place in I quarter 2009, it is planned one-day job exchange with participation of employers from UE/EEA countries.

Till the end of 2008 within EURES grant following tasks were done:

- organizing training for powiat EURES advisers from kujawsko-pomorskie voivodship
- up date and printout of promotional materials of EURES
- participation of EURES advisers in European Job market - helping in interview during the event
- participation of EURES advisers in V International Job Market
- participation of EURES advisers in International Job Market – building branch in Reykjavik – EURES stand, presentation of job offers, distribution of leaflets and brochures on work and live condition in Poland.

## **11.2. NATIONAL JOB GUIDANCE**

In 2008 there were submitted 257 job offers from employers 118 employers form all country. Mostly there were sought: construction workers, sales representatives, machines operators, drivers. The most offers was from kujawsko – pomorskie voivodship, mazowieckie and wielkopolskie.

National standards of job placement was implemented i.a. creating electronic employers cards, continued cooperation with employers as to updating job offers and gaining fed back information of acquire employees and estimating the VLO in Toruń services in scope of job placement.

### 11. 3. EMPLOYMENT AGENCIES

In 2008, 34 applications on entering in the employment agencies registry were noted down. There were 70 preliminary certificates delivered (to 33 entities) and 25 certificates (14 entities) were delivered.

Number of employment agency in kujawsko – pomorskie voivodship

Type of employment agency	number
Agency of job placement on area of Poland	47
Agency of job placement abroad at foreign employers	40
Agency of personal advise	31
Agency of temporary job	41
Agency of vocational advise	21
Total agency	180

In 2008 administrative investigation was carried out against 37 entities: 24 entities which didn't present information of their activity in 2007 and 13 entities which didn't present any of activity in delivered information.

In 2008 there were 19 entities removed from the registry – 8 entities (21 agencies) as a result of non presenting information of their activity in 2007 and 11 entities on their own application.

In 2008 to Local Labour Inspectorate were sent 8 complaints which mainly concern such issues as following: payment for advise, not to do their duties, suspicion of illegal activity.

## 12. COORDINATION OF SOCIAL SECURITY SYSTEMS

In a scope of coordination of social security systems VLO cooperates with a Polish liaison institution – the Department of Migration of the Ministry of Labour and Social Policy and other liaison institutions and main institutions of the EU/EEA Member States and Switzerland.

The VLO's in Toruń employees participated in an international conference in the scope of coordination organised by the TREES – Training and Reporting on European Social Security and also in training co-organised by the Ministry of Labour and Social Policy (MPiPS).

Tasks in the scope of coordination of social security systems are carried out by the VLO in Toruń in constant cooperation with all powiat labour offices of kujawsko – pomorskie voivodship and their affiliates.

In 2005 – 2008 number of persons interested in receiving benefits on the basis of coordination of social security system systematically grown up. It is predicted that the tendency in following years will be persist.

The Voivodship Labour Office in Toruń in 2008 received 1 604 applications calling for right to the unemployment benefit (613 applications were submitted in 2007). The most number of unemployed applied for benefit were in Powiat Labour Office in Bydgoszcz - 316 persons, Toruń – 175 persons, Grudziądz – 151 persons, Włocławek – 140 persons, Inowrocław – 134 persons.

From among applications in 2008 finally have been finished 1 195 cases (75%) – 557 favourably and 42 applications were turned down.

Moreover, the Voivodship Labour Office in Toruń, according to bases of the coordination of social security systems received 1 620 applications calling for the E 301 form (to include employment or insurance periods from other states of the EU/EEA and Switzerland). In 2007 there were submitted 649 applications. Therein 1 538 applications concern receiving E 301 formula form by the agency of VLO in Toruń from institutions in other countries as to receive benefit right in Poland. Finally 1 104 applications were finished (got 1 090 formulas E 301), 434 applicants are still investigated. According to VLO data citizens of kujawsko – pomorskie voivodship sue for confirmation of working period/insurance on E 301 formula in Great Britain, Ireland, Spain and Germany. Other 82 applications concerned receiving E 301 formula to affirm employment in Poland for persons applied for benefit in member country. All applications for E 301 formulas were considered favourable.

In 2008 the VLO in Toruń received also 8 applications for receiving E 302 formula which describe financial and vocational situations of the unemployed family members who apply for benefit. Formulas E302 are used only by country which social security systems cares of family members (e.g. Ireland and Austria). In 2008 increased number of persons who were interested in transfer unemployed benefit to other UE/EEA countries and to Switzerland. VLO delivered 14 E303 formulas which gave right to transfer benefit from Poland to other country. The VLO in Toruń received also 67 applications on the E 303 mainly form Ireland, British and German institutions. Total amount of benefit transfer from another member countries to Poland amounted about 520 thousand zł. All applications for E 303 formulas were definitely considered.

### **13. LIST OF THE MOST IMPORTANT PUBLICATIONS PREPARED BY THE VOIVODSHIP LABOUR OFFICE IN TORUŃ IN 2008**

1. Effectiveness of active labour market programmes in kujawsko – pomorskie voivodship in 2007.
2. Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in 2007.
3. Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in 2007 – II part.
4. Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in I half 2008
5. Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in 2007 – brochure.
6. Poll among employers from Kujawsko – pomorskie voivodship
7. Labour market in kujawsko – pomorskie voivodship in 2007
8. Information on unemployment in cities and communes of kujawsko – pomorskie voivodship in 2007.
9. Labour market and labour market programmes in kujawsko – pomorskie voivodship in 2007.
10. Rynek pracy i programy rynku pracy w województwie kujawsko – pomorskim w 2007 roku
11. Information of women situation on labour market in kujawsko – pomorskie voivodship in 2007
12. Unemployment on rural areas in kujawsko-pomorskie in 2007
13. Persons whose situation is specific on labour market in kujawsko – pomorskie voivodship in 2007
14. labour market in kujawsko – pomorskie vpoivodship in I half 2008
15. The disabled unemployed and job seeking out of employment in kujawsko – pomorskie voivodship in 2007.
16. The disabled unemployed and job seeking out of employment in kujawsko – pomorskie voivodship in I half 2008.

## 1. MAIN DATA ABOUT THE KUJAWSKO - POMORSKIE VOIVODSHIP

Specification	the end of the year	
	2007	2008
Total number of population	2 066 136	2 067 918
of which living:		
on the country	803 559	808 456
in the city	1 262 577	1 259 462
Population by sex:		
female	1 069 475	1 070 633
male	996 661	997 285
Population at age:		
pre-working	421 767	413 722
working	1 334 274	1 336 920
post-working	310 095	317 276
Number of femals for 100 males	107	107
Total migration balance (per 1 000 population)	-1803*	-1 681
Employed persons in enterprise sector <sup>1</sup>	225 169	231 682
Registered economic activity of population aged 15 and more by the LSF <sup>2</sup>		
employment rate (in %)	47.5	49.7
activity rate (in %)	51.7	54.1
Economic units registered in REGON		
of which in sector:	188 531	192 182
-public		
within	6 399	5 773
state owned enterprises	29	11
- private		
within	182 132	186 409
natural persons conducting economic activity	148 248	151 475

Source: Statistical Office in Bydgoszcz

1 Data on average paid employment includes persons employed on the basis of a labour contract on a full and part-time basis, converted to full-time work period

2 Labour Force Survey (LFS) is conducted quarterly; The survey includes the members of randomly selected households.

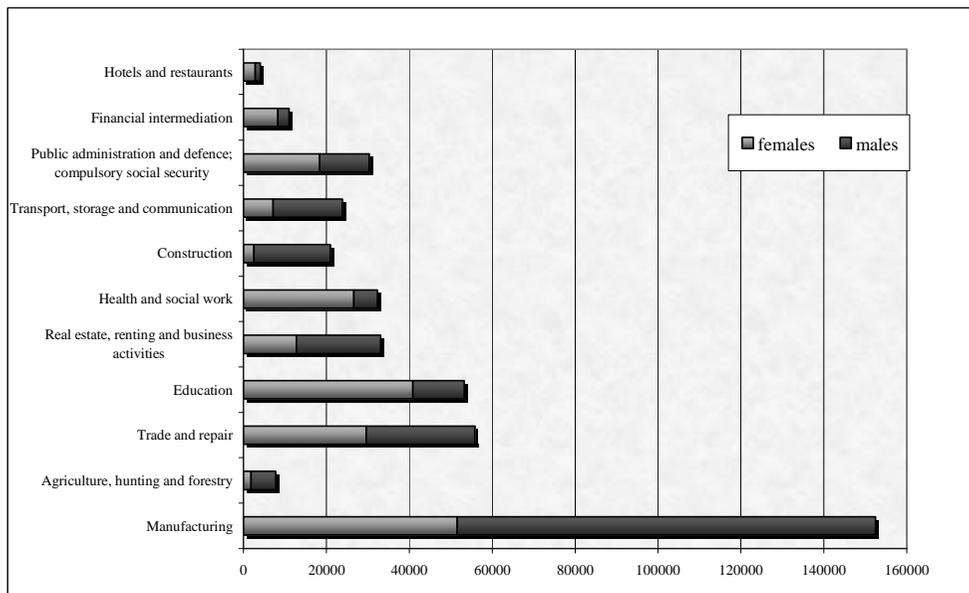
\* I-IX 2007 data

**2. EMPLOYED PERSONS BY SECTIONS OF POLISH CLASSIFICATION OF ACTIVITIES IN THE KUJAWSKO-POMORSKIE VOIVODSHIP**

Sections of Polish Classification of Activities	2006	2007	%
	number of persons		
Agriculture, hunting and forestry	117 952	118 394	17,0
Manufacturing	153 980	162 348	23,3
Construction	34 101	38 970	5,6
Trade and repair	108 487	115 046	16,5
Hotels and restaurants	9 099	9 203	1,3
Transport, storage and communication	33 584	35 449	5,1
Financial intermediation	13 666	14 330	2,1
Real estate, renting and business activities	43 455	49 800	7,1
Public administration and defence; compulsory social security	29 790	30 375	4,4
Education	54 935	54 796	7,9
Health and social work	37 288	38 835	5,6
The other PKD sections*	31 001	29 959	4,3
Total employed	667 338	697 505	100,0

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

**3. THE EMPLOYED BY SEX IN 2007**



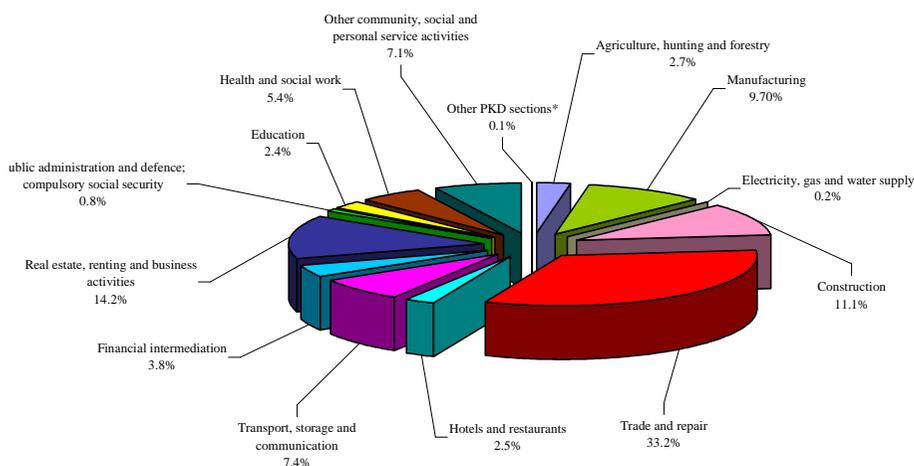
Source: Employed in national economy entities in 2006; the Central Statistical Office

**4. ECONOMIC ENTITIES OF POLISH CLASSIFICATION OF ACTIVITIES (PKD)  
IN THE KUJAWSKO - POMORSKIE VOIVODSHIP IN 2008**

Sections of Polish Classification of Activities	2007	2008	increase/ decrease
	number of entities		
Agriculture, hunting and forestry	5 067	5 133	66
Manufacturing	18 767	18 724	-43
Electricity, gas and water supply	256	294	38
Construction	19 884	21 326	1 442
Trade and repair	62 501	61 776	-725
Hotels and restaurants	4 790	4 772	-18
Transport, storage and communication	13 768	14 254	486
Financial intermediation	7 211	7 565	354
Real estate, renting and business activities	26 695	27 374	679
Public administration and defence; compulsory social security	1 418	1 438	20
Education	4 522	4 580	58
Health and social work	10 089	10 918	829
Other community, social and personal service activities	13 387	13 842	455
Other PKD sections*	176	186	10
<b>Economic Entities In Total</b>	<b>188 531</b>	<b>192 182</b>	<b>3 651</b>

\* Fish and fishing; Mining and quarrying, Households which employ people.

**5. ECONOMIC ENTITIES BY THE POLISH CLASSIFICATION OF ENTITIES SECTION IN 2007 -  
STRUCTURE**



source: Statistical Office in Bydgoszcz

## 6. REGISTERED UNEMPLOYED PERSONS AND UNEMPLOYMENT RATE

As of the end of period

Powiats	Registered unemployed			Rate of unemployment		
	2007	2008		2007	2008	
		persons	persons		number	in %
<b>Województwo razem</b>	<b>123 243</b>	<b>110 256</b>	<b>-12 987</b>	<b>14,9</b>	<b>13,4</b>	<b>-1,5</b>
Bydgoszcz - city with powiat status	10 318	8 139	-2 179	6,2	4,9	-1,3
Bydgoszcz - rural administrative region	3 753	3 097	-656	11,0	9,1	-1,9
Grudziądz - city with powiat status	7 205	6 862	-343	20,0	19,0	-1,0
Grudziądz - rural administrative region	3 489	3 255	-234	24,1	22,8	-1,3
Toruń - city with powiat status	5 802	5 589	-213	6,3	6,0	-0,3
Toruń - rural administrative region	4 989	4 312	-677	15,9	13,9	-2,0
Włocławek- city with powiat status	8 191	7 381	-810	14,4	13,0	-1,4
Włocławek - rural administrative region	7 101	6 483	-618	22,2	20,6	-1,6
Aleksandrów Kujawski	4 249	3 734	-515	19,5	17,5	-2,0
Brodnica	4 383	3 663	-720	14,7	12,5	-2,2
Chełmno	3 005	3 278	273	17,4	18,6	1,2
Golub – Dobrzyń	2 971	2 611	-360	18,0	16,1	-1,9
Inowrocław	14 992	12 614	-2 378	22,3	19,3	-3,0
Lipno	5 661	5 434	-227	22,4	21,6	-0,8
Mogilno	3 665	3 442	-223	20,2	19,1	-1,1
Nakło nad Notecią	6 311	5 117	-1 194	22,0	18,5	-3,5
Radziejów	3 414	3 496	82	19,9	20,2	0,3
Rypin	3 533	2 705	-828	19,2	15,3	-3,9
Sępólno Krajeńskie	3 191	3 140	-51	21,8	21,4	-0,4
Świecie	5 914	5 763	-151	16,1	15,6	-0,5
Tuchola	3 188	2 674	-514	18,5	15,9	-2,6
Wąbrzeźno	2 521	2 236	-285	19,4	17,5	-1,9
Żnin	5 397	5 231	-166	21,9	21,2	-0,7

Source: Analysis of VLO in Toruń

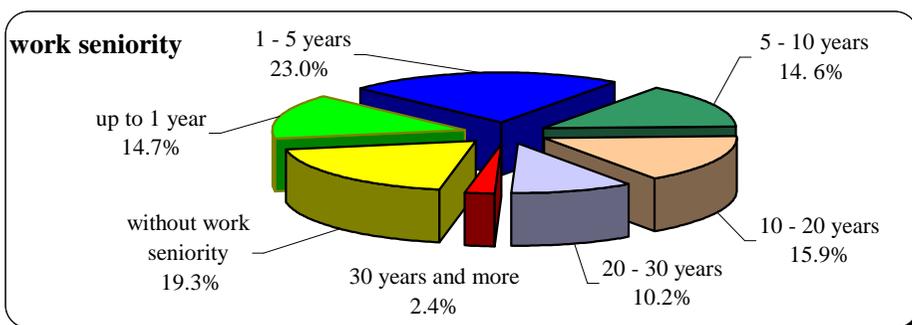
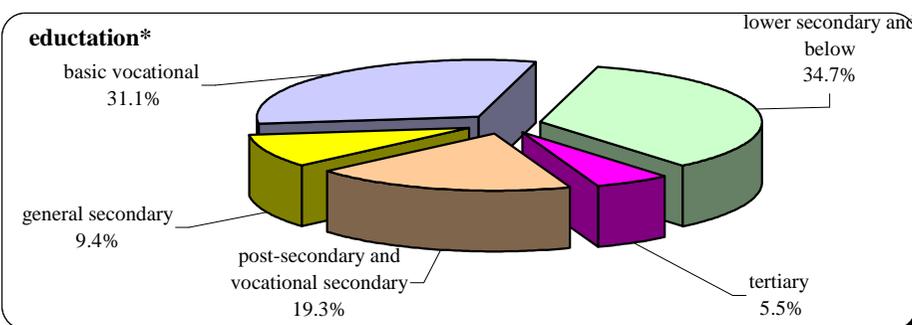
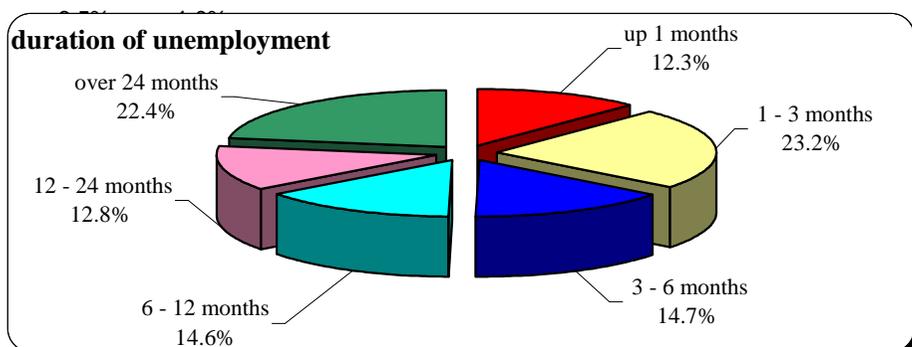
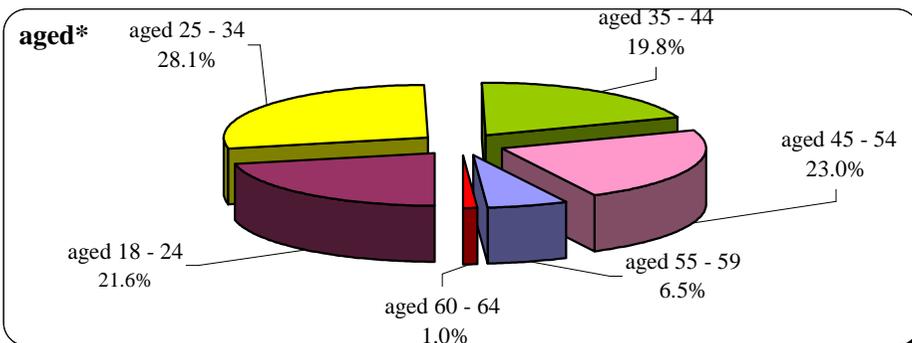
## 7. UNEMPLOYED PERSONS BY THE KIND OF ACTIVITY OF THEIR LAST JOB

As of the end of a period

Polish Classification of Activities Sections		2007	2008		
			persons	change	
				persons	number
Agriculture, hunting and forestry	A	5 741	4 526	-1 215	-21,2
Fishing and fish	B	15	18	3	20,0
Mining and quarrying	C	81	77	-4	-4,9
Manufacturing	D	24 914	23 110	-1 804	-7,2
Electricity, gas and water supply	E	443	375	-68	-15,3
Construction	F	7 527	6 925	-602	-8,0
Trade and repair	G	19 015	16 253	-2 762	-14,5
Hotels and restaurants	H	2 238	1 916	-322	-14,4
Transport, storage and communication	I	2 094	1 921	-173	-8,3
Financial intermediation	J	827	727	-100	-12,1
Real estate, renting and business activities	K	4 234	4 336	102	2,4
Public administration and defence; compulsory social security	L	10 257	9 231	-1 026	-10,0
Education	M	1 919	1 687	-232	-12,1
Health and social work	N	3 006	2 439	-567	-18,9
Other community, social and personal service activities	O	9 791	9 262	-529	-5,4
Households which employ peoples	P	373	298	-75	-20,1
Organizations and ex-territorial groups	Q	14	16	2	14,3
Not identify activity	R	5 998	5 842	-156	-2,6
Total number of previously employed persons		98 487	88 959	-9 528	-9,7
Previously not employed persons		24 756	21 297	-3 459	-14,0
<b>Total</b>		<b>123 243</b>	<b>110 256</b>	<b>-12 987</b>	<b>-10,5</b>

Source: Analysis of VLO in Toruń

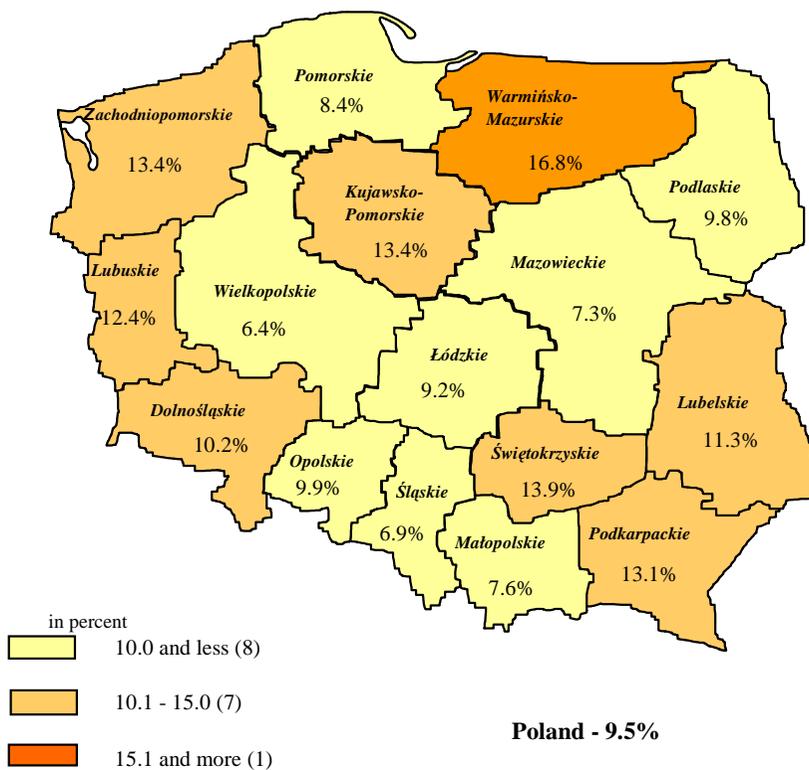
## 8. STRUCTURE OF THE UNEMPLOYED IN THE KUJAWSKO - POMORSKIE VOIVODSHIP. As of the end of 2008



\*according to roundings the sum of all position isn't 100.0%

## UNEMPLOYMENT RATE BY VOIVODSHIP

as of the end of December 2008



Source: Central Statistical Office data

**Unemployment rate by poviats  
in kujawsko-pomorskie voivodship  
as of 31.12.2008**



Source: Analysis of VLO in Toruń on the basis of Central Statistical Office data.

# UNEMPLOYMENT RATE IN POLAND AND IN KUJAWSKO - POMORSKIE VOIVODSHIP IN 2001 - 2008. AS OF THE END OF A QUARTER

after correction on 13.10.2008 for the period: December 2007 - August 2008

