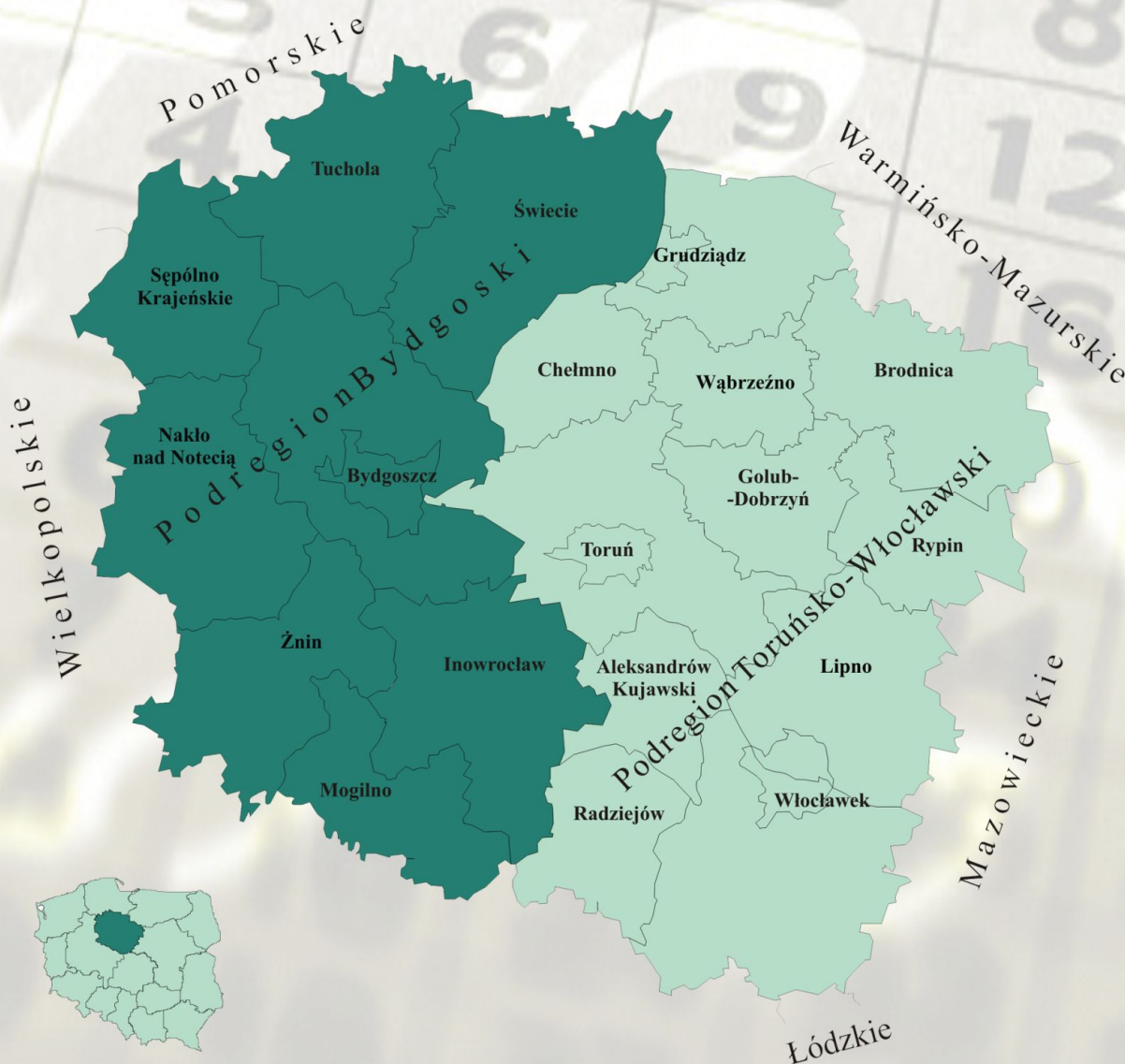


VOIVODSHIP LABOUR OFFICE IN TORUŃ

LABOUR MARKET AND LABOUR MARKET PROGRAMMES IN KUJAWSKO - POMORSKIE VOIVODSHIP IN 2007



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**LABOUR MARKET
AND LABOUR MARKET PROGRAMMES
IN KUJAWSKO-POMORSKIE VOIVODSHIP
IN 2007**

TORUŃ APRIL 2008

The report was prepared in the Voivodship Labour Office in Toruń
in the Department of Information, Research and Analyses www.wup.torun.pl

When publishing data please indicate the source.

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

Kujawsko-pomorskie voivodship covers a territory of 17,970 km², 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 2007) accounts for 2,066,136 of inhabitants what makes 5.4% of Polish population. A majority of regional population are women (51.8%). In total it is 107 women per 100 man. In towns live 61.1% 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 20.4% of the total and at post-working age – 15.0%.

Number of employed persons in enterprise section in December 2007 amounted to 230,540 persons and was higher than in the previous year by 7,901. Employment rate by Labour Force Survey (LFS) in IV quarter 2007 accounted for 47.5% (in IV quarter 2006 – 45.6%). Activity rate calculated according to the LFS methodology accounted for – 51.7% in IV quarter 2007, while in VI quarter 2006 – 53.6%.

According to the data of Statistical Office in Bydgoszcz, in the REGON register in kujawsko – pomorskie voivodship in 2007 were registered 188,531 economic entities which consists 5.1% of overall number of economic entities in Poland. In the public sector 3.4% of entities were active and in private sector – 96.6%.

Average employment in enterprises sector in 2007 amounted to 225.169 persons in kujawsko – pomorskie voivodship. It was higher than in the same period in the previous year by 8,336 persons.

In the structure of land the largest areas use the agricultural lands – 58.4% of the total area of kujawsko-pomorskie voivodship (in Poland – 51.7%). It is one of the highest indicators in Poland (6th place). Among agricultural lands 87.5% are arable lands (in Poland 73.4%). Majority of soils are good quality so it's favour to intensive development of agriculture. Forest and forest land cover 23.6% area of voivodship (in Poland 29.5%).

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 determinants 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 – 4.4%, tourists accommodated – 5.2%.

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 2007

In 2007 fourth 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 2007 in the kujawsko – pomorskie voivodship amounted to 123,243 persons. Compare to the end of 2006, decrease of number of unemployed was noted down by 36,818 persons (23.0%).

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

During the reference period in local labour offices in the kujawsko – pomorskie voivodship there were 172,127 new unemployed registered (by 7.0% less than in the previous year). Comparing to 2006 the number of unemployed registered for the first time decreased and a number of repeatedly unemployed decreased by 4.9%.

In 2007 there were 208,945 unemployed persons removed from unemployment rolls (by 2.0% less than in the previous year). The main reason of removing from employment rolls (93,604 persons, which makes 44.8%) was undertaking a job (in the previous year it was 98,182 persons and 46.1%), most of all non-subsidised (81.6% of total received a job, while in the same period of 2006 – 84.6%). In 2007 76,424 unemployed persons took non-subsidised employment (by 8.0% less than in the same period of 2006). Subsidised jobs was taken by 17,180 unemployed persons (by 13.5% more than in the same period of 2006): most of them were public works (7,663 persons, by 26.7% more than in 2006) and intervention works (4,142 persons, by 15.1% less). 2,512 of the unemployed started their own business (by 21.9% more than in the previous year), and 2,526 unemployed persons received a job within employment costs' refunding (by 47.9% more). Most of the unemployed undertaking a job in 2007 were men: women accounts for 48.1% of this group (in the previous year – 43.5%).

The unemployed number increased only in three months of 2007 – in January, November and December – while in another months the number has been decreasing. The decrease was noted down in all powiats: the highest relative decrease was in chełmiński powiat (37.4%), the lowest in włocławski powiat (13.5%).

Number of the unemployed and unemployment rate in kujawsko – pomorskie voivodship in 2007 (as of the end of a month).

months	Unemployed		Unemployment rate (%)	
	number	Changing to previous period	Voivodship	Poland
January	164 179	4 118	19.5	15.1
February	161 597	-2 582	19.2	14.8
March	154 714	-6 883	18.5	14.3
April	145 267	-9 447	17.6	13.6
May	136 953	-8 314	16.7	12.9
June	130 454	-6 499	16.0	12.3
July	127 666	-2 788	15.7	12.1
August	125 526	-2 140	15.4	11.9
September	123 496	-2 030	15.2	11.6
October	119 581	-3 915	14.8	11.3
November	120 517	-936	14.9	11.2
December	123 243	2 726	15.2	11.4

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: unemployed aged up to 25 (by 30.0%) and long-term unemployed (by 26.0%).

In 2007, 11,349 of the unemployed beginning training (by 13.4% more than in the previous year), internships – 11,681 persons (by 2.8% more), vocational preparing in a work place - 5,192 unemployed (by 10.5% less than in 2006), socially useful works - 7,299 persons (by 15.1% less).

In 2007 there were 79,928 job offers submitted to powiat labour offices (by 10.6% more than in the previous year). Increase of job offers was noted down in 15 powiats (from 0.6% in grudziądzki powiat to 107.1% in Toruń). Whereas in 8 powiat in 2007 there were less jobs offers submitted than in the previous year (from 1.1% in mogileński powiat to 23.8% in chełmiński powiat. The number of subsidized job increased by 1.0% while for non-subsidized job by 23.1%.

In 2007 economic entities in the kujawsko –pomorskie voivodship rarely dismissed people due to company reasons than in the previous years. To local labour offices were submitted 22 notifications for 799 persons terminated due to company reasons (in 2006 - 26 notifications concerning 1,157 persons). As a consequence, number of unemployed persons dismissed due to company reasons at the end of 2007 amounted to 1,943 persons (by 34.3% less than in the December 2006), who constituted to 1.6% of the total number of the unemployed (previous year – 1.8%).

Inflow rate (a ratio of newly registered unemployed persons to unemployed persons as of the end of the previous reported period) amounted to 107.5% in 2007 (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%).

Outflow rate (a ratio of persons removed from the register to unemployed persons as of the end of the previous reported period) amounted to 130.5% (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%).

Labour market flows (a ratio of unemployed persons who moved take a job to newly registered unemployed) amounted in 2007 to 54.4% (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%).

4. STRUCTURE OF UNEMPLOYED PERSONS IN THE KUJAWSKO – POMORSKIE VOIVODSHIP

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

- **high unemployment level among women** – as of the 31 December 2007 in kujawsko-pomorskie voivodship there were registered 76,067 unemployed women and they amounted to 61.7% of the total number of unemployed (in 2006 – 93,729 persons and 58.6%); among unemployed women the unemployed for more than 12 months amounted to 52.6% (in 2006 – 56.4%). Women possess benefit rights amounted to 12.7%; 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 31 December 2007 in kujawsko-pomorskie voivodship there were registered 56,585 persons. They amounted to 45.9% of the total number of the unemployed persons (compared to the end of 2006 their share increased by 0.5 percentage point); the number of unemployed from rural areas decreased as compared to the previous year by 16,087 persons, 22.1%.
- **a considerable share of unemployed aged up to 25 years** – as of the 31 December 2007 in kujawsko-pomorskie voivodship there were registered 24,340 unemployed. They amounted to 19.7% of the total number of unemployed in voivodship. Compared to the end of 2006 their share decreased by 2 percentage points. The number of unemployed aged up to 25 years decreased as compared to the previous year by 10,443 persons, 30.0%.
- **a considerable number of young persons among unemployed** – among registered unemployed persons in kujawsko-pomorskie voivodship the majority constituted young people: 48.1% is aged up to 34 years.

- **a considerable share of the unemployed over 50 years old** - as of the 31 December 2007 in kujawsko-pomorskie voivodship there were 24,738 registered persons over 50 years old; they amounted to 20.1% of the total number of the unemployed. Compared to 2006 their share increased by 3.1% percentage point.
- **a considerable number of long – term unemployed persons** – as of the 31 December 2007 in kujawsko-pomorskie voivodship there were 80,955 long-term unemployed registered. They amounted to 65.7% of the total unemployed. Compared to the end of the previous year their share decreased by 2.7 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 (36.3%) and basic vocational (32.3%).

5. LABOUR FUND

The Chamber of Kujawsko – Pomorskie Voivodship has determined on 29th January 2007 with the Act No. IV/59/07 criteria of defining criteria of determining the Labour Fund means on financing programmes on employment promotion, mitigation the effects of unemployment, vocational activation and other facultative tasks realized by powiats in 2007.

In 2007 according to a decision of the Minister of Labour and Social Policy on 30 January 2007 the kujawsko – pomorskie voivodship received 167,729.7 thousands PLN from the Labour Fund means for programmes on employment promotion, mitigation effects of unemployment and vocational activation. According to the ruling law 70% of this sum (117,410.8 thousands PLN) was passed directly to powiats' self-governments (according to the criteria resolved by Self-government Board).

The Board of Kujawsko – Pomorskie Voivodship has enacted on 8th February 2007 with the Act No 10/58/07 principles of exploiting the Labour Fund means for financing tasks realized by the voivodship self-government in 2007. According to this statement 50,318.9 thousands PLN (remaining 30% of total sum) was passed for:

– completing a realization of powiat labour offices' projects started in 2006 which were co financed with the Labour Fund means within the Sectoral Operational Programme Human Resources Development (SOP HRD):

a/ Measure 1.2 Perspectives for youth – scheme a) Supporting youth on labour market – 14,672.6 thousands PLN

b/ Measure 1.3 Counteracting and combating long-term unemployment – scheme a) Supporting the unemployed, the long term unemployed therein – 20,993.6 thousands PLN.

– the „JOB AND ENVIRONMENT 2007” Programme – 14,652.7 thousands PLN.

According to the resolution on 29 June 2007 the Minister MPiPS (Minister of Labour and Social Policy) awarded to powiats in kujawsko-pomorskie voivodship means from the Labour Fund from 10% reserve for a programme of measures for employment, mitigation effects of unemployment and vocational activation:

- „Investment in Shortage Qualifications on Labour Market – IKD” - 8,570.4 thous. PLN
- “Job for the Young – Good Start” – 4,285.1 thous. PLN.

On 31 July 2007 the Minister of MPiPS allowed additional means from the Labour Fund to 9 self-governments for realization programme “Active Woman” – 1,549.8 thous. PLN.

According to Minister’s resolutions in 2007 self-governments received additionally from “reserve” the amount 190,944.9 thous. PLN. In total means from the Labour Fund’s “reserve” was 23,215.2 thous. PLN.

In total the kujawsko – pomorskie voivodship in 2007 got 190,944.9 thous. PLN of the Labour Fund means for activation the unemployed (in 2006 – 158,453.1 thous. PLN).

In 2007 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 2007*). While expenditure from the Labour Fund decreased by 1.8%, the amount for programmes of employment promotion increased by 20.8%.

Share of means for active forms of counteracting unemployment has increased again from 39.7% in 2006 to 48.8% in 2007, and means for benefits for unemployed amounted to 46.4% (in 2006 – 55.6%).

Structure of Labour Fund expenditure in 2007

Specification	2006		2007			
	in thous. zł	Share %	in thous. zł	Share %	change	
					in thous. zł	in %
Expenditure in total	397,578.3	100.0	390,491.9	100.0	-7 086.4	-1.8
Benefits	225,589.1	56.7	186,155.8	47.7	-39 433.3	-17.5
Therefore unemployed benefits	221,033.1	55.6	181,235.4	46.4	-39 797.7	-18.0
Programmes for employment promotion	157,695.6	39.7	190,502.9	48.8	32 807.3	20.8
Others	14, 293.6	3.6	13,277.4	3.4	-1 016.2	-7.1

Source: Report on income and expenditures of the Labour Fund in December 2006 and 2007.

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: Sectoral Operational Programme Human Resources Development (SOP HRD) and Integrated Regional Operational Programme (IROP) and from 2007 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.

An institution responsible for SOP HRD realisation is Department of Managing ESF in the Ministry of Regional Development.

The VLO in Toruń is 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 schools)
- Measure 1.3. Counteracting and combating long-term unemployment (consists in supporting the unemployed 25 and more – who are out of job for period no longer than 24 months (without unemployed graduates).

Forms of assistance for the Final Beneficiaries within both mentioned above Measures are individual matching so as to make activities more effective.

Support was based on core the most effective activation forms. They are as following:

- vocational information and guidance services, including individual plans of actions,
- vocational training, therein those utilising the latest technical achievements aimed to make qualifications more adequate to 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 two Measures have been powiat labour offices from kujawsko-pomorskie voivodship.

In 2007, 40 projects of powiat labour offices' had been continued. The projects had been realised on the basis of agreements signed 31 March 2006. Realisation of last projects was completed in November 2007.

- 20 projects within Measure 1.2 “ Perspectives for youth”. In total there were 45,423,362.54 PLN spent within the projects therein in 2007 – 20,836,268.01 PLN. Support was given to 11,521 persons (therein in 2007 – 7,143 persons. Vocational counselling – 11,518 beneficiaries (in 2007 – 5,218); vocational guidance – 10,443 persons (4,296); training – 2,157 persons (719); internships – 8,582 (5,601); vocational preparing in a work – 298 persons (151); subsidised employment – 13 (9); single grants for starting business – 467 persons (266);

After ending the projects 4,635 persons found a job (therein 3,132 persons in 2007) and 499 started their own business (therein in 2007 – 285 persons). Employment efficiency amounted to 44.56%. According to questionnaires filled up by the beneficiaries 98.32% of them were satisfied with participation in the project.

- 20 projects within Measure 1.3 “Counteracting and combating long-term unemployment”. In total there were 49,365,893.42 PLN spent therein in 2007 – 29,881,293.86 PLN. Support was given to 12,425 persons (therein in 2007 – 8,449 persons). Vocational counselling – 12,425 beneficiaries (in 2007 – 7,771); vocational guidance – 8,727 persons (4,819); training – 5,846 persons (3,704); vocational preparing in a work – 5,079 persons (3,449); subsidised employment – 203 (145); single grants for starting business – 2,022 persons (1,340). After ending the projects 3,766 persons found a job (therein 2,661 persons in 2007) and 2,088 started their own business (therein in 2007 – 1,395 persons). Employment efficiency amounted to 47.11%.

According to questionnaires filled up by the beneficiaries 98.32% of them were satisfied with participation in the project. After ending the projects 3,766 persons found job (in 2007 – 2,661 persons) and 2,088 started own business (in 2007 – 1,395). Employment efficiency amounted to 47.11%.

According to questionnaires filled up by the beneficiaries 95.54% of them were satisfied with participation in the project.

On 6th February 2007 the VLO in Toruń was informed about means over contract planed by Ministry of Regional Development within Measure 1.2 SOP HRD for 2007. Additionally amount for our voivodship was 5,176,000.00 PLN. So the VLO informed local labour offices about possibility of possessing additionally means. After consultation the division of additional means was made within Measure 1.2 SOP HRD on the basis of algorithm of financing activities in voivodship from the Labour Fund.

The Voivodship Labour Office in Toruń – Control Department supervised local labour offices which implemented Measures 1.2 and 1.3 schema A SOP HRD.

In 2007 there were 30 supervised conducted in local labour offices, therein:

- 20 mid-term control of project realisation
- 7 post realisation control
- 3 casual control (5 projects).

In total 59 projects were controlled within Measures 1.2 and 1.3.

Since 2004 in kujawsko-pomorskie voivodship within two Measures SOP HRD there had been signed 82 agreements on projects' co-financing of total value amounting to 177,350,291.00 PLN therein 100,114,791.00 PLN within Measure 1.2 and 77,235,500.00 PLN within Measure 1.3. Support received 49,749 Final Beneficiaries.

At the end of 2007 kujawsko-pomorskie with amount 31,649,346.00 EURO was on 4th position in the country concerning the refund from the ESF means within Measures 1.2 and 1.3 SOP HRD.

Projects within Measures 1.2 and 1.3 in 2004 – 2007 was realised properly regard achieved results and using level of accessible allocation.

6.2. INTEGRATED REGIONAL OPERATIONAL PROGRAMME (IROP).

The VLO as a Final Beneficent authorized by Kujawsko-Pomorskie Board in 2006 continued implementation 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 32,628,597.71 PLN.

Among 64 projects which are being realising since the beginning of implementation Measure 2.1 – 10 projects are big projects (above 1 mln PLN).

Realisation of 42 projects on total value 19,520,277.36 PLN had been finished therein 20 agreements had been calculated finally on total value 7,657,830.45 PLN.

Within signed agreements support will receive 19,021 Final Beneficiaries. Support within completed projects was given to 13,041 Final Beneficiaries what is 69% of all persons who according to Final Recipients will be participated in supports within Measure 2.1. Within training projects for adult employees 11,596 Final Beneficiaries finished their participation. Vocational counseling was given to 1,402 students.

The biggest group of projects carried on within the Measure 2.1 IROP still consists mainly of training projects for the adult. Training organised within this Measure are: language courses (the biggest group of courses), computer courses (the second biggest group), 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 within Measure as 31 December 2007 is 7,434,925.18 PLN. At the end of 2007 there were realised 5 projects of total value 3,832,816.34 PLN therein

- 3 agreements of value 2,720,385.70 PLN (therein ESF 2,040,289.28 PLN) had been realized in financially and objectives term
- 2 agreements of value 1,112,430.64 PLN (therein ESF 834,322.98 PLN had been realized financially.

Realisation of 12 projects had been finished on total value 3,602,108.84 PLN (1 agreement was terminate) therein 5 projects had been finally calculated on total value 736,530.76 PLN.

Among 17 projects which have been realising since the beginning of implementation Measure 2.3 – 2 projects are big projects (above 1 mln PLN).

Within signed agreements support will receive 1,900 Final Beneficiaries. Support within completed projects was given to 786 Final Beneficiaries what is 40% of all persons who according to Final Recipients will be participated in supports within Measure 2.3.

In kujawsko-pomorskie in 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 Measure 2.4 as on 31 December 2007 was 6,754,305.90 PLN

(therein 1 project of value 327,814.41 PLN hadn't been realised because of terminate of the agreement). At the end of 2007 there were realised 6 projects of total value 3,368,067.88 PLN therein:

- 5 agreements of value 2,554,709.77 PLN (therein ESF 1,916,032.33 PLN) had been realized in financially and objectives term
- 1 agreements of value 813,358.11 PLN (therein ESF 610,018.58 PLN had been realized finally in financially terms.

Realisation of 4 projects had been finished on total value 3,058,423.61 PLN therein 1 projects had been finally calculated on total value 93,034.24 PLN.

Among 10 projects which have been realising since the beginning of implementation Measure 2.4 – 1 project is a big project (value above 1 mln PLN regarding annex to agreement).

Within signed agreements support will receive 1,612 Final Beneficiaries. Support within completed projects was given to 857 Final Beneficiaries what is 53% of all persons who according to Final Recipients will be participated in supports within Measure 2.4.

In kujawsko – pomorskie voivodship within Measure 2.4 IROP 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 carried on within the Measure 2.4. IROP offer 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.

6.3. OPERATIONAL PROGRAMME HUMAN CAPITAL

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

Main aim of the Programme is to increase a 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 OP HC consists of 10 Priorities accomplished on central and regional level. 85% of the Programme would be financed with the ESF means, while 15% - with national means.

Ministry of Regional Development as the Managing Institution is responsible for accomplishing whole Programme, while voivodships' selfgovernments are responsible for accomplishing 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 OP HC as the second degree Intermediary Institution in **Priority VI „The labour market open for all”** for 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.

Preliminary share of the Priority IV in total financial allocation of the regional component is about 32%. In kujawsko – pomorskie voivodship it's about 127 millions Euros, 480 millions PLN (EURO = 3.74 PLN) therein:

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

- 6.1.1 Support for persons without employment in regional labour market – 69,319,653.62 PLN (18%)
- 6.1.2 Support for local and voivodship labour offices in tasks realisation for activation the unemployed in the region – 19,255,459.34 PLN (5%)
- 6.1.3 Improving of ability for employment and rising level of vocational activity of the unemployed – 296,534,073.80 PLN (77%).

Measure 6.2 – 84,536,162.89 PLN (17.76 % means within Priority VI),

Measure 6.3 – 6,326,811.13 PLN (1.33% means within Priority VI).

Projects within the Priority VI will be carried out through competitions and systemic support, which means that public tasks determined in other statements of law will be co-financed by public administration units.

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 competitions for submitting projects coo financed from ESF within Priority VI OP HC – Measures 6.1.1 and 6.3. Available amount within announced competitions:

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

The competitions were closed on 30.01.2008 for Measures 6.1.1 and 6.3 and on 8.02.2008 for Measure 6.1.2.

6.4. JOB AND ENVIRONMENT 2007

In 2007 in our voivodship was realised the programme “JOB AND ENVIRONMENT 2007” which was the continuation of the “SAFE VOLLEY 2005” Programme and “JOB AND ENVIRONMENT 2006” programme. The Programme was realised with cooperation with Kujawsko-Pomorki Board of Specific Land Drainage System and Water Instruments in Włocławek; Agriculture, Rural Areas Development and Geodesy Department of the Kujawsko-Pomorski Marshall Office in Toruń, local labour offices and the VLO in Toruń.

The Programme was started in April and accomplishment was planned in November 2007. Due to suitable weather project’s realization period was prolonged until December 2007.

The programme was addressed to long-term unemployed, the unemployed over 50 years old, people with low vocational qualifications, persons whose situation on labour market was specific (art. 49, Act on 20 April 2004 of employment promotion...).

Within the programme 3,066 unemployed gain support (they planned 2,478 persons to be activated so it is by 588 persons more). The programme established that employment effectiveness will be on level 20%. That indicator went beyond: 946 persons were employed after finishing the programme (efficiency indicator 30.8%). The highest employment indicator was in powiats: toruński – 66.7%; golubsko-dobrzyński and grudziądzki – 62.0%.

Aim of the programme is:

- to decrease negative effects of unemployment by organizing seasonal subsidized jobs and preparing the unemployed to a job,
- to act for natural environment conservation by improving existing instruments of specific land drainage systems and by right managing of water used in farming,
- to carry on conservation of specific land drainage systems’ instruments, which are under care of water partnerships, farmers and other interested units,
- to counteract decapitalising the instruments,
- to improve safety of population on areas secured with anti-flood instruments system (pumps, dikes),
- to clean up water and surrounding areas by garbage collecting (sacks, foil, tires, beans, bottles and other rubbish).

6.5. EU COMMUNITY INITIATIVE INTERREG IIIC ADEP PROJECT

Since 2004 till the end of June 2007 kujawsko – pomorskie voivodship had participated in the ADEP Project within the EU Community Initiative INTERREG IIIC. The INTERREG II 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. Beside kujawsko – pomorskie voivodship there were also Midi Pyrenees Region (who is the Leading Partner), Navarra Region – both from Spain, Toscana Region (Italy), Pohjois Suomi Region (Finland), Border Midland and Western Region (Ireland), podkarpackie voivodship (Poland).

In kujawsko – pomorskie voivodship there had been three sub-projects accomplished:

- a subproject in area of Local employment plans "Let's start with what we already have... – New methods of exploiting local resources" Association "Partnership of Inowroclaw County".
- a subproject in area of Improving quality of area "Rich culture of the region inspires the economic development of rural areas in kujawsko – pomorskie voivodship" PARTNER Association of Regional Development in Bydgoszcz.
- a sub-project in area of subproject Improving quality of area "Signs of Europe – cultural and historical heritage" Pomorsko – Kujawskie Centre of Local Democracy in Bydgoszcz.

A conference summarising the project implementation took place on 13th June 2007 in Przysiek. In the first part of the conference there were assumptions of international and interregional cooperation displayed and of the interregional cooperation in kujawsko – pomorskie voivodship and also implementation of the project ADEP in the voivodship has been summarised. In the other part there was the project's genesis and influence on our region displayed and every partner presented own achievements within three sub-projects.

Aim of the „Rich culture of the region inspires the economic development of rural areas in kujawsko – pomorskie voivodship” sub-project was to promote local and regional products produced with traditional methods, which encourage conservation of rural culture heritage, economic development and development of agro-tourism and rural tourism. The project was presented by PARTNER Association of Regional Development in Bydgoszcz. More information on the project can be found on <http://www.kujawsko-pomorskie.pl/regionalne/>.

Aim of the „Let's start with what we already have... – New methods of exploiting local resources” sub-project was to prepare plans of actions for new job places creation. The project was presented by Association "Partnership of Inowroclaw County". Main results of the project are: preparing a conception of new job places creation on area of inowroclawski powiat (Łojewo) exploiting local natural, human and organisational resources and also preparing a programme of actions for social

initiatives development and new job places creation on area of nakielski powiat exploiting non-governmental organisations' potency.

As a result of „Signs of Europe – cultural and historical heritage” is a tourist route created including historical, archaeological and natural subjects characteristic for communes: Chełmża, Mogilno and Śępólno Krajeńskie. Creation of the route gives a chance for tourism development and new job places creation. The project was presented by Pomorsko – Kujawskie Centre of Local Democracy in Bydgoszcz.

The Voivodship Labour Office in Toruń coordinated actions connected with preparation (translating in English, French and Spanish and printing) and dissemination of three folders promoting regions taking part in the INTERREG IIIC project implementation in our voivodship.

There have been also publications passed by partners from Ireland, Spain and France prepared for translation and printing in the VLO for the project ADEP dissemination:

- Supporting micro-entrepreneurships on rural areas of Europe. Innovative and tested instruments of support – guide (TOOLBOX),
- Handbook ADEP Local Employment Plans,
- „ADEP Compendium. A meeting accomplishing cooperation within the EU Community Initiative INTERREG IIIC”. This publication presents actions accomplished within the ADEP by 30 partners.

On 21 June 2007 in Toulouse in France (Midi-Pyrenees Region) a Forum of the ADEP project accomplishment took place. The aim of the Forum was to present achieved results within the sub-projects.

6.6. EU COMMUNITY INITIATIVE EQUAL

The VLO in Toruń participated as a partner in the “Partnership-Family-Equality-Work” project. The Nicolaus Copernicus University in Toruń is promoter and an administrator of the project. The project concerns 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 service”*.

The project was carried out by a Partnership, which is made up by Kujawsko – Pomorska Economic Fund “Pro Europa”, the Chamber of Commerce and Industry and the Nicolaus Copernicus University in Toruń.

In 2007 the Voivodship Labour Office in Toruń participated in such undertakings within the EQUAL like:

- creating recruitment tools for a third group of beneficiaries – women planning their vocational career,

- recruitment process of the third group of beneficiaries – women planning their vocational career,
- participation in a conference together with foreign partners,
- participation in training – „Gender mainstreaming”.

In II half of 2007 VLO completed their active role in the project. The indoors and outdoors audit has been done.

6.7. LEONARDO DA VINCI PROGRAMME – “EUROPEAN CURRICULA FOR ECONOMIC ANIMATOR IN THE ENLARGING EUROPE”

Within the successive edition of Leonardo da Vinci programme in 2003 the Voivodship Labour Office in Toruń started cooperation with University of Technology and Life Sciences (UTP) in Bydgoszcz, Kujawsko – Pomorskie Association of Employers and Entrepreneurs in Bydgoszcz, Bydgoszcz Board of Federations of Research-Technological Association and 5 foreign Partners: Christelijke Agrarische Hogeschool in Dronten Holland, Linköping University Sweden, L’Institute Nationale Polytechnique de Toulouse in France, Gobierno Vasco Departamento de Industria Comercio y Turismo Spain, Umbria Training Centre Italy. The project started in October 2004 and finished in November 2007.

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 animation” and “Entrepreneurship animation”.

Owing to cooperation of 9 partners institutions, educational and non-educational from 6 European countries (Poland, France, Italy, Holland, Spain, Sweden) three educational programmes for three specialties - regional development animator, entrepreneurship animator, technological development animator was created. The programmes beside diversification of existing educational offer also response for labour market needs facing of changing economy circumstances. Further information on the project accomplishment can be found on the website at <http://www.animatorzy.utp.edu.pl>. Information on the project are also at the VLO’s website <http://www.wup.toru.pl/programy/leonardo/materialy.php>.

It should be underline that three specialties of economic animator has been introduced to Polish Classification of Occupations and Specializations. These are the jobs: economic animator in entrepreneurship area, economic animator in regional development area, economic animator in technological development area. On the basis of materials received from the partners the VLO has prepared the Partnership Strategy. That document shows genesis, objectives and effectiveness of partners cooperation and also perspectives of using project’s results after the project realisation.

6.8. EVALUATION SURVEY - IROP

On commission of the VLO in Toruń, Social and Marketing Research Office SOMA conducted evaluation research within a project “Evaluation research IROP – the VLO in Toruń” which was financed from Technical Assistance IROP. The survey was conducted in October – November 2007.

The objective was the evaluation of the projects realised within IROP Measure 2.1, 2.3 and 2.4 in our voivodship. The survey concerned of three matters:

- Type of beneficiaries and type of realised projects
- Supporting to rural residents (measure 2.1 and 2.3)
- Supporting to restructuring process (Measure 2.4).

Besides gaining deepen knowledge on realisation of the Measures 2.1, 2.3 and 2.4 in the region on projects’ level the research was supposed to answer for query about influence of the projects on the regional labour market (from beneficiaries point of view). The main objective was to recon of factors which determine success or failure of the projects and their adjustment to labour market needs. The researchers used three methods: analysis of documents, in-depth interview with Implementation Body workers and questionnaires interviews with beneficiaries (telephone and internet).

The most important conclusions. In each Measure the same group of problems occurred: ability to results estimation (not sufficient or off target indicators, not precise detailed in pointing target group), realisation of a project regard operative administration, possibilities of achieving planned results (facile recognition of interest of a project’s participation, motivation of potential participants) and finality of a project (lack of recon of labour market needs). In-depth interviews confirm that achieving success guarantees: good structure of managing, permanent monitoring which allows current solving of problems and insist on partners involved in a project. Failure of a project is determine by: too instrumental attitude to a project so one regard a project as a way of financing current activity of firm.

Owing to projects increased number of people who gain new very needed competences. The projects influenced on activity of inhabitant of the region, they built more acceptance for long lasting learning among adults. The researches stressed that it is difficult to present complete estimation of influence projects on labour market because of short time from finishing the projects and additional circumstances accrued in labour market at the same time.

6.9. DEVELOPING THE VOCATIONAL COUNSELLING CADRE FOR THE QUALITY OF SERVICE

Since 2nd January 2007 the VLO Labour Office in Toruń has carried out the project within the SOP HRD Measure 1.1 „Developing the vocational counselling cadre for the quality of service” of total value amounting to 162,220.16 PLN. The project is co-financed with the ESF means. The vocational counsellors of the VLO in

Toruń working in the Centres of Information and Career Planning in Toruń, Bydgoszcz and Włocławek participate in the project. Vocational counsellors from powiat labour offices in Toruń, Bydgoszcz and Włocławek were also invited to take part in the project. A direct aim of the project is to increase competencies of the counsellors in personnel selection and using tools of vocational counselling during three training courses:

1. Picture Vocational Interest Test (BBT) by M. Achtnich,
2. Description of a job place,
3. Recruitment and selection.

To a final conference which summarise the project were invited employers, representatives of employers and crafts organizations, a Voluntary Labor Corps, counsellors from mentioned institutions.

6.10. INVESTMENT IN SHORTAGE QUALIFICATIONS IN LABOUR MARKET - ISQ

The aim of the program “Investment in shortage qualifications in labour market – ISQ” was to prepare persons who have difficulties in labour market with getting and keep employment. Activities were focus on trainings and starting own business by project participants.

In the program took part all local labour offices from our voivodship. The programme was financed from the Labour Fund from 10% “reserve” Ministry of Labour and Social Policy for employment promotion, mitigation of unemployment effects and vocational activation. For realisation of the programme local labour offices were given in total 8,570.4 thous. PLN.

In the period from July to December 2007 1,840 unemployed persons were activated. Most of all within trainings, vocational internships, refunding costs for work places equipment for directed to the programme unemployed, means for starting business, public works, vocational preparation in a work place and interventions works.

The participants of the project were people who tackle with difficulties with finding a job indicated in art. 49 Act of promotion employment and labour market institutions (people aged up to 25 years, over 50 years, bringing up single-handed at least one child aged 7 and below, disabled).

6.11. JOB FOR YOUTH – GOOD START

The main aim of the program was increasing a chance of youth for getting first vocational experience, extend possessing vocational qualifications, gain a job and give a help in start own business. Preparing Individuals Active Plans for young unemployed was a necessary condition to self-governments for getting means from the Labour Fund.

With participation in the project was interested 19 local labour offices. The programme was financed from the Labour Fund from 10% “reserve” Ministry of Labour, and Social Policy for employment promotion, mitigation of unemployment effects and vocational activation. For realisation of the programme local labour offices were given in total 4,285.1 thous. PLN.

In the period from July to December 2007 1,449 unemployed persons were activated. Most of all within trainings and vocational internships, means for starting business. The participants of the project were young people aged up to 25 years who have difficulties in finding job and unemployed academic graduates aged up to 27 years.

6.12. ACTIVE WOMAN

The Minister of Labour and Social Policy on decision on 31 August 2007 gave additional means from the Labour Fund to 9 self-governments interested in a programme in total amount 1,549.8 thous. PLN.

The aim of the programme was boosting employment indicators of women aged above 50 years and facilitate of unemployed women taking part in activities which boosts chances for getting and keeping employment or to start their own business. Since September to December 2007, 386 persons were activated.

6.13. MONITORING THE ACT OF SOCIAL COOPERATIVES

In 2007 two monitoring sessions of the act on 27 April 2006 were conducted (the programme “Monitoring the act of social cooperatives”). The idea of monitoring was to collect information of social cooperatives existing in our voivodship. Collected information shows that in our voivodship are two of them “ANEW” in Chełmno and “LIDIA” in Świecie nad Wisłą.

The amount for supporting creation of social cooperatives was 184,458.09 PLN therein for unemployed who started their own business (member of social cooperatives) – 152,830.00 PLN and 31,628.09 PLN means for refunding premiums.

6.14. MONITORING OF SOCIALLY USEFUL WORKS

The VLO in Toruń in July 2007 summarised information of efficiency and suggestions of using socially useful works. The aim of the analysis was to collect materials about that form of activation towards persons threaten by social exclusion.

Remarks of local labour offices go for modification of the socially useful works process e.g. increasing to 20 hours work per week per one person, higher rate of refunding to 65%, hour rate.

7. OTHER PROGRAMMES CARRIED OUT BY THE VLO IN TORUŃ

7.1. COOPERATION WITH LABOUR MARKET PARTNERS

In 2007 the Voivodship labour Office in Toruń continued to cooperate with social partners and institutions working for human resources development. There were constant contacts with educational institutions (powiat offices, upper-secondary and tertiary schools, educational institutions organized in extracurricular system) and the VLO's employees participated in meetings with powiats' and gminas' offices, during which problems connected with local labour market functioning were discussed.

Within its informational function, the VLO in 2007 provided partners cooperating for mitigation of unemployment effects with many analyses describing a regional labour market. Beside monthly published Informational Bulletin of the VLO "Labour market of kujawsko – pomorskie voivodship", there were other publications concerning different problems of labour market and also annual analyses on the regional labour market's situation and folders shows basic data of voivodship and the VLO's tasks.

A vital part in cooperation with labour market partners plays the team of ESF Information and Promotion, which carries out its tasks according to the Annual Plan of Promotion VLO in Toruń, especially these written in the ESF Informational - Promotional Measures Timetable in the scope of the Integrated Regional Programme (IROP), the Sectoral Operational programme Human Resources Development (SOP HRD) and the Operational Programme Human Capital as well.

On 14th June 2007 the Voivodship Labour Office in Toruń in cooperation with the Nicolaus Copernicus University in Toruń organised a conference "Challenges for labour market of kujawsko – pomorskie voivodship after integration with the European Union". Representatives of labour unions, employers, students, the School Inspectorate, non-government organisations and public service of employment participated in the conference. During the conference such problems as: situation on labour market of kujawsko – pomorskie region after the accession, salaries as a factor of international migration, social consequences of migrations, need for work in entrepreneurship, need for employees in employer's opinion, forming policy of training for the unemployed were discussed. There were also "good practices" in vocational education displayed.

In June 2007 the Voivodship Labour Office in Toruń participated also in the IX Environmental Fest organised by the Continuing Education Centre in Gronowo. The VLO's representatives were informing a society about possibilities of gaining the ESF means for projects within the OP HC.

The VLO participated also in events on voivodship level summarising effectiveness of crops on Pomorze and Kujawy on 1 – 2 September 2007 in Jabłonowo Pomorskie.

The VLO in cooperation with local labour offices organized series of 9 conferences "Summarising implementation of the European Social Fund results made by local labour offices in kujawsko-pomorskie". The aim of the conference was introducing experiences of using ESF in programming period 2004 – 2007 and

possibilities of realisation tasks within the OP HC in 2007 – 2013 by local labour offices.

Workers from the Team of ESF Information and Promotion in VLO participated in elaborating IROP Informational Bulletin of Structural Funds of kujawsko-pomorskie voivodship (members of editorial body), also in creating Information Bulletin ESF VLO in Toruń, worked out IROP booklets, articles to supplement to Gazeta Pomorska “European Funds”. The sub-website of the ESF was also carried on (www.wup.torun.pl/efs).

8. LABOUR MARKET SURVEYS

8.1. STATISTICAL RESEARCHES

According to the Disposition of the Government on statistical researches of public statistics in 2007 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 checking from formal and number point of view and also preserving cohesion with previous periods. The advanced reports are then sent to the Statistical Office in Bydgoszcz according to a term determined in the Disposition.

According to the gathered data a complex data base on social – demographic structure of unemployment in kujawsko – pomorskie voivodship was created. This information together with data facilitated by statistical offices are used to compile the monthly Informational Bulletin of the Voivodship Labour Office in Toruń – Labour Market of Kujawsko – Pomorskie voivodship and period analyses (four published every half-year and six annual) concerning different categories of the unemployed. In 2007 the Voivodship Labour Office compiled analyses of: general situation on regional labour market, labour market programmes and their effectiveness, chosen group whose situation on labour market was specific, monitoring of shortage and surplus occupations.

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. MONITORING OF SHORTAGE AND SURPLUS OCCUPATIONS

According to the Act on employment promotion and labour market institutions on 20 April 2004 (Dz. U. Nr 99, poz. 1001 with changes made later) one of the voivodship self-government task is to conduct a survey of demand for work, including a monitoring of shortage and surplus occupations. The monitoring of shortage and surplus occupations according to undiversified bases was conducted in 2005.

Monitoring of shortage and surplus occupation means a systematic observation process of phenomena occurring on labour market, concerning shaping a demand and supply of work resources from territorial and occupational section view. Shortage occupation means an occupation, which there is higher demand for than a number of persons searching for this kind of job on labour market. Surplus occupation means an occupation, which there is lower demand for than a number of persons searching for this kind of job on labour market.

An obligation of conducting the monitoring of shortage and surplus occupation aim to provide current coordination of the unemployed training and also education according to labour market needs.

More detailed aims of this survey are as following:

- defining directions and intensity of changes in the vocations – skills structure on local labour market,
- creating an informational database for defining future vocations – skills structures in the local scope,
- defining appropriate directions of the unemployed training, which would provide better efficiency of the training,
- revamping vocational counselling with pointing shortage and surplus occupations,
- revamping vocational guidance with providing information about future job offers and anticipated number of people completing education concerning a particular job,
- facilitating realisation of special programmes for the long-term unemployed' activation aimed to promote their renewed employment,
- correcting level, structure and content of vocational training (concerning educational authorities and schools managers).

Recipients of the report were: self-governance and national administration, upper secondary schools, educational authorities and others interested in changes directions in vocational structure on labour market.

In May 2007 a report „The Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in 2006” was published on the VLO's in Toruń website. Its character is both diagnostic and prognostic. The diagnostic part includes analyses of shortage and surplus occupations in the voivodship.

In 2007 a report for the I half of the year 2007 was prepared. Its character is diagnostic. The analyses was compiled according to statistical reports (enclosure no 2 „The unemployed by a kind of activity of last employer and job offers” and enclosure no 3 „The unemployed and job offers by occupations and specialties” to the report MPiPS-01 in I half 2007).

According to results of the surveys and the statistical data concerning the unemployed a prognosis of anticipated shortage and surplus occupations in kujawsko – pomorskie voivodship in 2007.

On the top of a list of shortage occupations are:

- fitters of electronic devices
- assemblers of ready-made products
- policeman
- the operators of casting roller-like devices and all the others alike

Among surplus occupations (alike as in I half 2006) should be pointed:

- salespersons,
- finance and sales associate professionals,
- cooks,
- tailors, hatters and the others alike
- locksmith and the others alike.

Choice of surplus and shortage occupations mainly is based on data from statistical reports for the period I half 2007.

8.3. SURVEY OF JOB GUIDANCE AND COUNSELLING DEVELOPMENT POSSIBILITIES

According to the VLO's in Toruń preparations to implementing the Operational Programme Human Capital there was a research on job guidance and counseling development possibilities conducted in February 2007. Its aim was to evaluate means essential for accomplishment of tasks determined in the Priority IV OP HC "Labour market open for all" and promotion of social integration. Representatives of all powiat labour offices in kujawsko – pomorskie voivodship took part in the survey. Questionnaires consisted of two parts: the first one concerned vocational guidance and the second – vocational counseling.

As of the end of January 2007, 117 persons performed tasks connected with vocational guidance in powiat labour offices of the voivodship. Almost all the respondents answered that there are too few persons performing the tasks connected with vocational guidance

The increase of the number of persons performing tasks connected with vocational guidance would improve a quality of service, increase a number of clients and a number of job offers.

8.4. SURVEY OF POWIAT LABOUR OFFICERS' OPINION ABOUT THE SITUATION OF UNEMPLOYED WOMEN

Within the survey there were questionnaires sent to all vocational guides and counsellors of powiat labour offices in kujawsko – pomorskie voivodship. The research aimed to gather their opinions on a future situation of unemployed women. The powiat labour offices received 192 questionnaires and a number of questionnaires

sent to a particular office depended on a number of guides and counsellors employed. A rate of answers was very high and accounted for 89.6%.

Most of the respondents, 88.4% noticed that a situation of unemployed females is more difficult than males'. In the respondents' opinion, the most common reason of unemployment among women is considering women as a person to care about home, children and the elderly (41.3%). Other cause that makes receiving a job more difficult for women is inflexibility (20.3%) and low qualifications (19.8%).

According to results of the survey, employers sending a job offer very often determine sex of the employee (52.9% of the respondents). Most of the respondents had also noticed that women are not sent to trainings and jobs commonly known as „male” (63.4%). As a cause of such decisions they usually pointed lack of job offers for women in these trades and that „these jobs are typically male”. The vocational guides and counselors were also asked what kind of measures would improve a situation of women on labour market. Most of them said that making kindergartens more available would be a good idea (35.5%). A chance of improvement was also considered in increasing a number of activating meetings (20.3%).

The gathered information let determine, what measures taken up by the powiat labour offices, would improve the situation of unemployed women. There should be more activating programmes. They should support women in finding their place on labour market, increase their vocational activity and help to join vocational responsibilities and family. These measures should be accompanied with an informational action sent to employers to make them change stereotypical opinion about woman. Measures for improving the situation of women on labour market should also include organisation of training and courses that would bring new competencies and improve qualifications of women.

8.5. CONSULTATION UPON RESEARCH AREAS FOR THE OPERATIONAL PROGRAMME HUMAN CAPITAL

On preparation works to implementing of the Operational Programme Human Capital Priority VI “*A labour market open for all*” information of researches fields of interest within the Priority were collected. Suggestions of research fields were based on consultations with local labour offices from kujawsko-pomorskie. Consultations were conducted twice in November and December 2007.

Need of deep analysis in kujawsko-pomorskie labour market in opinion of local labour offices is as following:

- Research area I: Women situation in labour market
- Research area II: Situation in labour market of persons over 50 years
- Research area III: Demand for job (survey of demand for occupations and qualifications and prognosis of future demand)
- Research area IV: Active form of help for disabled
- Research area V: Earning migration

- Research area VI: Communication problems
- Research area VII: Entrepreneurship based on start-up loan

8.6. PILOT SURVEY ABOUT VOCATIONAL PLANS OF PERSONS WHO COLLECT PENSIONS OR ANTICIPATORY OLD-AGE BENEFIT NOT BEING IN RETIRING AGE

On preparation works to implementing the Operational Programme Human Capital preliminary survey was conducted about vocational plans of persons who collect pensions aged no more than 59 years (women) and 64 years (men). The survey was conducted among persons who fulfill following conditions: collect pensions or anticipatory old-age benefit and weren't at retiring age.

The aim of the survey was recognition of vocational plans of inactive persons in productive age. It was emphasis that willingness to boost own qualification and improving situation in labour market through participation in trainings. Respondents answered for questions about skills which they would like gain and in which activities they would like take part due to facilitate entering into labour market. Because of pilot character of the survey, results weren't disseminated.

9. THE INFORMATION AND CAREER PLANNING CENTRE (CIiPKZ)

In 2007 15 723 persons made use services of the Information and Career Planning Centre (CIiPKZ) in Toruń, Bydgoszcz and Włocławek (by 18.9% less than in the previous year).

Clients of the CIiPKZ in kujawsko – pomorskie voivodship in 2006 – 2007

Specification	2006	2007		
			change	
	persons	persons		%
Toruń	6 400	5 850	-550	-8.6
Bydgoszcz	7 950	5 937	-2 013	-25.3
Włocławek	5 048	3 945	-1 103	-21.9
CIiPKZ in total	19 398	15 732	-3 666	-18.9

Most of the clients are the unemployed but there are also young persons of schools and job-seekers and others (e.g. employers, prisoners).

Clients of the CliPKZ in kujawsko – pomorskie voivodship in 2007

specification		2006	2007			
			total	Bydgoszcz	Toruń	Włocławek
clients in total		20 485	15 732	5 937	5 850	3 945
therein	young persons of schools	5 930	4 168	1 414	1 573	1 181
	unemployed persons	11 152	8 216	2 535	3 310	2 371
	others	3 403	3 348	1 988	967	393
	therein job-seekers	2 330	1 676	1 227	244	205
	therein others	1 073	1 652	761	703	188

Clients of the Information and Career Planning Centres make use of 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 another form of education or employment. A common base of influencing clients was supporting them in making decisions individually.

CliPKZ in Włocławek within agreement with Caritas of Włocławek Diocese organized 21 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.

On request of County (District) Officer staff of the CliPKZ in Toruń prepared programme and conducted psycho - educational workshops for probation officers – “Developing of skills of motivating process for clients”. In activity participated 60 persons.

Within cooperation with labour market partners CliPKZ in Bydgoszcz organized i.a.:

- Workshop “Ferrier of the future”
- Three edition of information – trainings activities about active job searching and possibilities of participating in various counselling for adapting soldiers to civilian surroundings

- Activities “Work with client” for staff of academic career offices (in Bydgoszcz region)
- Four editions of information-trainings activities for staff of Gminas Information Centres

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 registry of training institutions is published on the VLO's in Toruń website at:http://www.wup.torun.pl/rejestr_instytucji/informacje_ogolne.php.

The CliPKZ in Toruń was a coordinator for Centres in Bydgoszcz and Włocławek. Its role was improving works of vocational advisers – common activities connected with creating local vocational information, trainings on using new tools and new methods, planning common activities.

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 2007 in the kujawsko – pomorskie voivodship 307 persons received the right to substitute service:

- 98 draftees from Toruń area
- 88 draftees from Bydgoszcz area
- 121 draftees from Włocławek.

In 2007 there were 152 directed to substitute service, 10 - were suspended and 10 - dismissed. 89 draftees still wait for a call-up to substitute service.

According to changes of regulation since 3 January 2007 to reserve will be moved 1,070 recruits.

To “Central roster of entities when a substitute service can be hold” are enrolled 225 entities. In 128 entities the substitute service take place.

In 2007 to the Voivodship Recruit Commission in Toruń were submitted 246 applications; 138 had positive verdicts and 104 negatively.

11. EMPLOYMENT OF POLISH CITIZENS ABROAD

In 2007 the Department of Counselling and Co-ordination of Social Security Schemes in the VLO Toruń organized following recruitments:

- SPAIN: in 2007, 8 recruitment for seasonal works and 1 191 persons passed qualification. 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.
- NETHERLANDS: since November 2007 welders interested in a job in Netherlands can apply to the VLO in Toruń. Recruitment process is held on the basis of agreement about cooperation signed with Netherlands firm
- GERMAN: in December 2007 a recruitment for students interested in holiday works in Germany in summer 2008. Fulfilled forms were submitted by 43 students. The forms were passed via VLO in Opole to ZAV in Bonn.

On 17 - 21 April 2007 there was a business trip to Spain (Huelva Province), which aimed for:

- recognising work and live conditions of Polish workers directed by the VLO in Toruń to seasonal work at fruit and vegetables harvest,
- recognising possibilities of further cooperation of Spanish employers (associations) with the VLO in a scope of directing Polish seasonal workers,
- meeting the FRESHUELVA representatives to clarify the applied arguable problems between employer and employees and signing an agreement on cooperation between the FRESHUELVA association and the VLO in Toruń.

On 12 – 13 December 2007 visitation in Fonestad in Valencia in Spain were held. In 2007 the VLO in Toruń conducted two recruitments for mentioned firms and 318 persons passed qualification.

The VLO's staff conducted control in the Fonestad where Polish workers from kujawsko-pomorskie are employed. The aim of the visit was to see work and housing conditions and clarify an arguable problems called by workers.

In December 2007 preparations to another recruitment for Spain Employment Association Freshuelva for picking up strawberries, raspberries and cranberry in 2008. Willingness of taking part in interview notified over 250 candidates from kujawsko-pomorskie.

In December 2007 to the VLO in Toruń another Spain firm - Dittmeyer was interested in signing agreement of recruitment process for workers at picking up strawberries.

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

Interest in the EURES service is high, in 2007 the unemployed and job-seekers had contacted 4,570 times in the scope of abroad employment (direct contact, via telephone and e-mail): 3,430 had concerned possibilities of employment in the UE and EOG countries, 412 – work and living conditions abroad and, 728 concerned other subjects.

Till the end of 2007, 907 offers of job abroad were registered, which offered 9,740 vacancies. A number of countries which submitted job offers to the network has enlarged. The largest number of offers was received from UK, Spain, Ireland, Denmark and Finland. The most offers were for permanent employment, for people knowing foreign languages (mainly English) and possessing vocational qualifications.

In February 2007 recruitment for Cypress employer of hotel – gastronomic branch was organised. Candidates for such vacancies as: waiter, barman, chambermaid, lifeguard, cook, cook assist, doorkeeper, gardener and enterprise animator were sought. There were 70 CV's received, 30 persons took part in an interview and 21 persons were employed.

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 evaluate exact number of persons from kujawsko – pomorskie voivodship employed by foreign employers.

The most sought occupations were:

- doctors, nurses
- 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
- operators and programmers of machines to metal treatment
- seasonal workers in agriculture, hotels and catering
- butchers.

From 1st January to 31st March 2007 from EURES grant was realized:

- 5 meetings (visits) of EURES advisers in employers organisations from kujawsko-pomorskie region; the aim was a promotion of EURES and cooperation

- Realisation of recruitment process (hotel and catering sector) within EURES cooperation on Cyprus – discuss about rules of future cooperation
- Sending promotional materials to 1,000 employers from kujawsko-pomorskie region
- Seminar for employers from kujawsko-pomorskie voivodship: EURES services presentation and possibilities of recruitment of workers from EU/EEA countries
- Recruitment in hotels and catering sector – a Louis Hotels Group from Cyprus; employer had choose 21 candidates
- Seminar for students and job-seekers “Mobility without borders”; themes of the seminar: How to find a job in European Union by EURES, Life and work in Northern Ireland, EUROPASS documents
- Training for EURES assistants from local labour offices
- Organizing a visit of EURES adviser from Northern Ireland.

On 9th July 2007 agreement of realization of EURES grant 2007/08 between Minister of Labour and Social Policy and self-government of kujawsko-pomorskie voivodship was signed. The total amount for that task was 39,533.49 PLN. Till the end of 2007 within EURES grant following tasks were done:

- International recruitment project with cooperation with Education and Vocational Improving Department from Northern Ireland
- Updating and printout of leaflets “How to find a job in EU by EURES”, “How to place CV on EURES website”, How to prepare EUROPASS CV”, “EURES – local”, printout visiting cards
- Order of press article of EURES.

11.2. NATIONAL JOB GUIDANCE

In 2007, 398 job offers from employers of all country were received. Mostly there were sought: construction workers, sales representatives, machines operators, drivers.

Recruitment for Shimizu Poland were conducted for jobs: secretary, administration assistant, driver, accountant, architect. Documents were submitted by 23 persons. We haven't knowledge of how many persons took a job. Recruitment to Grupa CB Polska in Toruń has been started for a secretary/assistance of board job. Documents were submitted by 11 persons (we haven't knowledge of how many persons passed qualifications).

Activities connected with preparations to implementing national standards of job placement i.a. creating electronic employers cards, continued cooperation with employers as to updating job offers and gaining back information of acquire employees and estimating the VLO in Toruń services in scope of job placement.

11.3. EMPLOYMENT AGENCIES

In 2007, 42 applications on entering in the employment agencies registry were noted down. There were 102 preliminary certificates delivered (to 45 entities).

There were 6 entities removed from the registry on their own application. One entity was removed because the Local Labour Inspectorate was informed that the entity disturbed an act of 20 April 2004 on employment promotion and labour market institutions through taking fees from job-seekers. 64 agencies were removed from the registry as a result of administrative investigation conducted in the line with non reporting about activity or not sending an information about activity in 2006 (therein 20 entities were removed permanently).

The VLO's workers gave comprehensive information to all interested in setting up employment agency and about services of employment agency currently. In 2007 employment agencies submitted to the VLO in Toruń 108 job offers which were made available to all interested in.

12. COORDINATION OF SOCIAL SECURITY SYSTEMS

The Voivodship Labour Office as a main institution in a scope of coordination of social security systems 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. In the first half of 2007 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 in Warsaw (March) and also in training co-organised by the Ministry of Labour and Social Policy (MPiPS) in Zakopane (May), training in Arłamowo organized by VLO in Rzeszów and MPiPS (October) in the scope of coordination of social security systems. 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.

The Voivodship Labour Office in Toruń in 2007 noticed dynamic growth of a number of applications from persons interested in getting formula E 301 and getting a right to unemployed benefit on the basis of community coordination. Increase of application number is connected mainly with earn migration of inhabitants from kujawsko-pomorskie region. Polish citizens are more willing for employment in European Union countries and benefit from social benefits.

The Voivodship Labour Office in Toruń in 2007 received 613 applications on the unemployment benefit therein finally 422 matters were finished. According to that the VLO accepted 278 applications on the unemployment benefit and refused 109

applicants, mostly for a lack of the E 301 form. The 39 decisions of remittance due to removing from unemployed rolls and 20 applications were recognition for lack of formal demands of applications. The others applications on the unemployment benefit were still investigated.

Moreover, the Voivodship Labour Office in Toruń, according to bases of the coordination of social security systems received 649 applications on the E 301 form in aim to include employment or insurance periods from other states of the EU/EEA and Switzerland (mostly Ireland, UK, Spain and Germany), therein 447 applications were definitely investigated – 5 persons applications were refused to receive the E 301 form for not paying social insurance contributions. Other 15 applications were not investigated for not completing formal lack in application (art. 64 § 2 KPA).

The VLO in Toruń received also 50 applications from other countries' main institutions in the scope of social security system coordination on the E 301 form according to employment or insurance period in Poland. Most of them came from Ireland and concerned Polish citizens applying for the unemployment benefit in Ireland. The Voivodship Labour Office in Toruń in the scope of social security systems coordination delivered 14 decisions on transfer of the benefit from other states of the EU/EEA to Poland (7 transfers concerned German citizens, 3 Irish citizen and 2 Denmark, France and Finland).

In 2007 the VLO in Toruń received also 26 applications on the E 303 form concerning transfer of the benefit from Poland to other states of the EU/EEA and Switzerland (mostly to UK, Sweden and Ireland). All applications on delivering the E 301 and E 303 form were investigated.

13. LIST OF THE MOST IMPORTANT PUBLICATIONS PREPARED BY THE VOIVODSHIP LABOUR OFFICE IN TORUŃ IN 2007

- Information on unemployment in cities and communes of kujawsko – pomorskie voivodship in 2006.
- Labour market in kujawsko – pomorskie voivodship in 2006.
- The young unemployed in kujawsko – pomorskie voivodship in 2006.
- Unemployment on rural areas in kujawsko-pomorskie in 2006.
- The disabled unemployed and job seeking without any employment in kujawsko – pomorskie voivodship in 2006.
- Labour market and labour market programmes in kujawsko – pomorskie voivodship in 2006.
- Labour market and labour market programmes in kujawsko – pomorskie voivodship in 2006 – English version.
- Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in 2006.
- The unemployed and job offers by occupations with special attention to shortage and surplus occupations in kujawsko – pomorskie voivodship in 2006.
- Effectiveness of active labour market programmes in kujawsko – pomorskie voivodship in 2006.
- ADEP COMPENDIUM – A meeting accomplishing cooperation within the UE Initiative INTERREG IIIC
- Handbook ADEP Local Plans of Employment
- Supporting micro-entrepreneurships on rural areas, INTERREG III C
- Labour market in kujawsko-pomorskie voivodship in I half 2007
- The disabled unemployed and job seeking without any employment in kujawsko – pomorskie voivodship in I half 2007.
- Monitoring of shortage and surplus occupations in kujawsko – pomorskie voivodship in I half 2007
- Long-term unemployed in kujawsko-pomorskie voivodship. As of 30 June 2007
- Summarising of reports about employment agencies activity in kujawsko-pomorskie in 2006
- The young unemployed in kujawsko – pomorskie voivodship in I half 2007
- The unemployed and job offers by occupations with special attention to shortage and surplus occupations in kujawsko – pomorskie voivodship in I half 2007
- Labour market and labour market programmes in kujawsko-pomorskie in I half 2007.

1. MAIN DATA ABOUT THE KUJAWSKO - POMORSKIE VOIVODSHIP

Specification	the end of the year	
	2006	2007
Total number of population	2 066 371	2 066 136
of which living:		
-on the country	796 956	803 559
-in the city	1 269 469	1 262 577
Population by sex:		
-female	1 068 911	1 069 475
-male	997 514	996 661
Population at age:		
-pre-working	436 087	421 767
-working	1 330 194	1 334 274
-post-working	300 144	310 095
Number of femals for 100 males	107	107
Total migration balance (per 1 000 population)	-1,7	-1,8*
Natural increase (per 1 000 population)	0,7	1,9*
Employed persons in enterprise sector¹	222 639	230 540
Registered economic activity of population aged 15 and more by the LSF²		
employment rate (in %)	45,6	47,5
activity rate (in %)	53,6	51,7
Economic units registered in REGON	186 949	188 531
of which in sector:		
-public	6 352	6 399
within		
state owned enterprises	59	29
- private	180 597	182 132
within		
natural persons conducting economic activity	147 762	148 248

1 Units which carry out economic activities in the following areas: forestry; sea fishing; mining, quarrying; manufacturing; electricity, gas and water supply; construction; wholesale and retail trade, repairs etc.

hotels and restaurants; transport, storage and communication; real estate activities, renting etc. without operator and of personal and household goods, computer and related activities, other business activities; collection and treatment o sewage and of other waste etc.; recreational, cultural and sporting activities and other service activities

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

* III quarter 2007

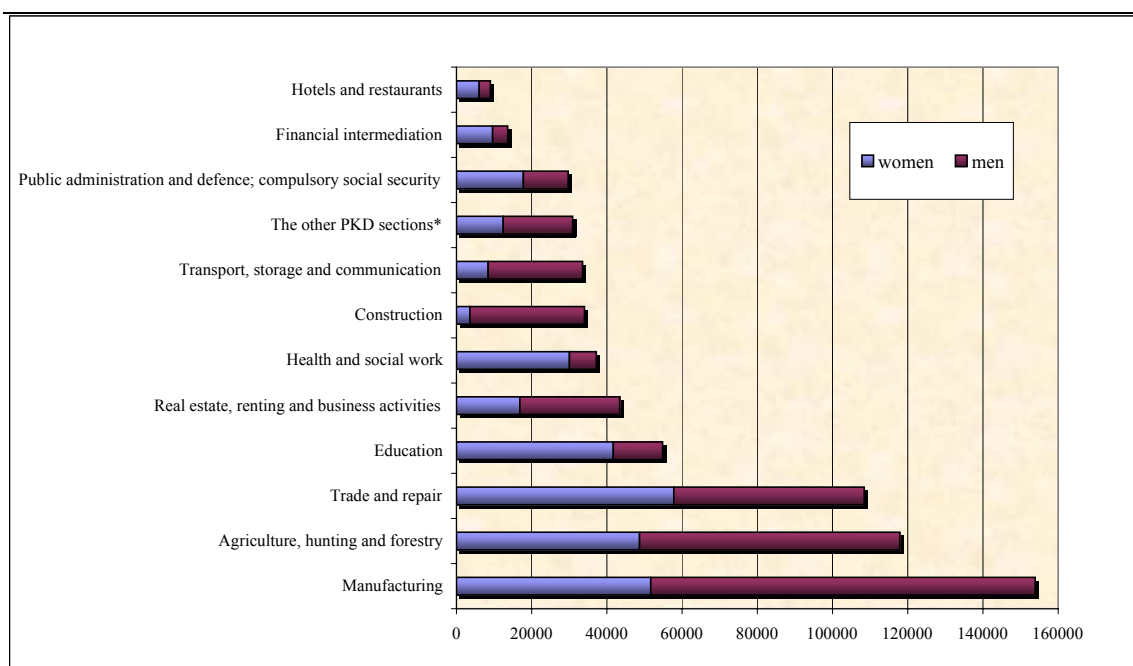
Source: Statistical Office in Bydgoszcz

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

Sections of Polish Classification of Activities	2005	2006	%
	number of persons		
Agriculture, hunting and forestry	118 068	117 952	17.7
Manufacturing	147 575	153 980	23.1
Construction	29 588	34 101	5.1
Trade and repair	107 140	108 487	16.3
Hotels and restaurants	8 398	9 099	1.4
Transport, storage and communication	32 101	33 584	5.0
Financial intermediation	13 124	13 666	2.0
Real estate, renting and business activities	41 442	43 455	6.5
Public administration and defence; compulsory social security	29 071	29 790	4.5
Education	54 757	54 935	8.2
Health and social work	37 125	37 288	5.6
The other PKD sections*	29 528	31 001	4.6
Total employed	647 917	667 338	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 2006



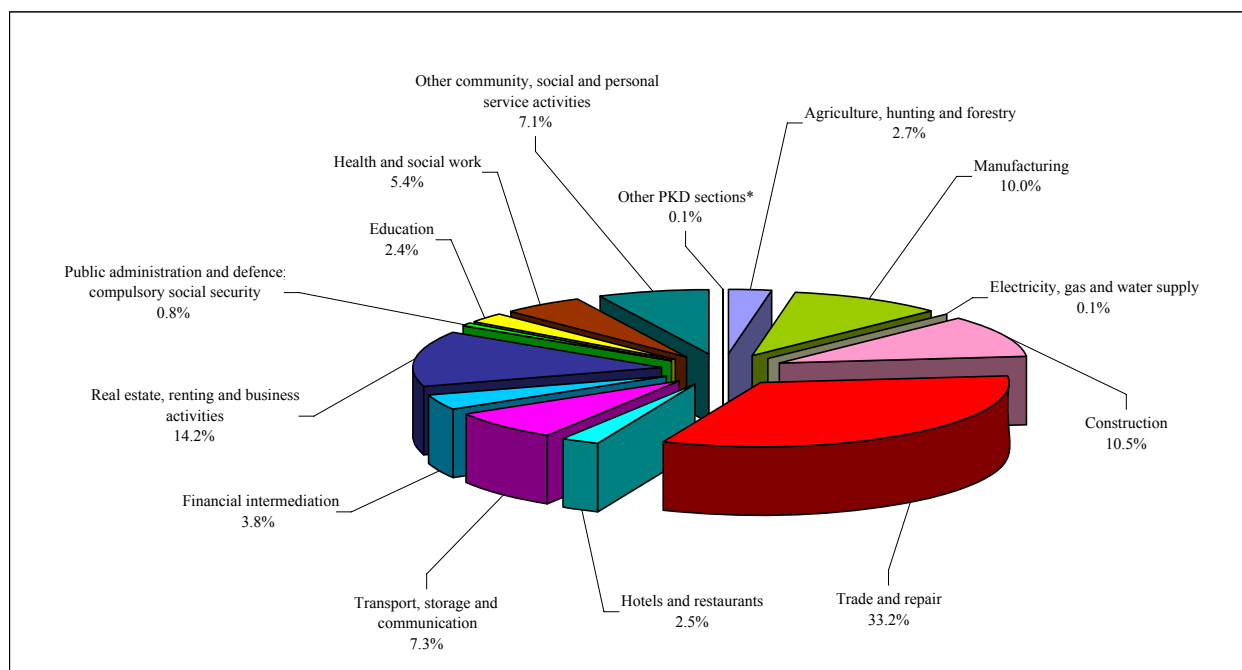
Source: Employed in national economy entities in 2006; the Central Statistical Office

**4. ECONOMIC ENTITIES OF POLISH CLASSIFICATION OF ACTIVITIES (PKD)
IN THE KUJAWSKO - POMORSKIE VOIVODSHIP IN 2007**

Sections of Polish Classification of Activities	2006 rok	2007 rok	increase/decrease
	number of entities		
Agriculture, hunting and forestry	5 071	5 067	-4
Manufacturing	18 906	18 767	-139
Electricity, gas and water supply	226	256	30
Construction	18 537	19 884	1 347
Trade and repair	63 366	62 501	-865
Hotels and restaurants	4 829	4 790	-39
Transport, storage and communication	13 373	13 768	395
Financial intermediation	7 042	7 211	169
Real estate, renting and business activities	27 103	26 695	-408
Public administration and defence; compulsory social security	1 330	1 418	88
Education	4 442	4 522	80
Health and social work	9 601	10 089	488
Other community, social and personal service activities	12 944	13 387	443
Other PKD sections*	178	176	-2
Economic Entities In Total	186 949	188 531	1 582

* 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 persons			Unemployment rate in % (index of the unemployed to the total number of the economically active)		
	December 2006	December 2007	increase/ decrease	December 2006	December 2007	increase/ decrease
VOIVODSHIP	160 061	123 243	-36 818	19.2	15.2	-4.0
BYDGOSZCZ - city with powiat status	13 717	10 318	-3 399	8.4	6.3	-2.1
BYDGOSZCZ - rural administrative region	5 386	3 753	-1 633	16.1	11.6	-4.5
GRUDZIĄDZ - city with powiat status	9 234	7 205	-2 029	25.1	20.3	-4.8
GRUDZIĄDZ - rural administrative region	4 308	3 489	-819	28.4	24.1	-4.3
TORUŃ - city with powiat status	8 969	5 802	-3 167	9.8	6.4	-3.4
TORUŃ - rural administrative region	7 113	4 989	-2 124	24.8	18.6	-6.2
WŁOCŁAWEK - city with powiat status	9 881	8 191	-1 690	17.8	14.9	-2.9
WŁOCŁAWEK - rural administrative region	8 205	7 101	-1 104	25.3	22.4	-2.9
ALEKSANDRÓW KUJAWSKI	5 496	4 249	-1 247	24.3	19.6	-4.7
BRODNICA	6 201	4 383	-1 818	20.1	14.8	-5.3
CHELMNO	4 799	3 005	-1 794	25.1	17.1	-8.0
GOLUB-DOBRZYŃ	3 957	2 971	-986	23.1	18.2	-4.9
INOWROCLAW	18 382	14 992	-3 390	26.6	22.4	-4.2
LIPNO	7 100	5 661	-1 439	27.2	22.7	-4.5
MOGILNO	4 327	3 665	-662	2.,7	20.5	-3.2
NAKŁO NAD NOTECIĄ	7 973	6 311	-1 662	27.1	22.4	-4.7
RADZIEJÓW	4 037	3 414	-623	23.2	20.1	-3.1
RYPIN	4 545	3 533	-1 012	23.8	19.2	-4.6
SĘPÓLNO KRAJEŃSKIE	3 930	3 191	-739	26.1	22.0	-4.1
ŚWIECIE	7 491	5 914	-1 577	20.1	16.3	-3.8
TUCHOLA	4 142	3 188	-954	23.8	19.1	-4.7
WĄBRZEŻNO	3 502	2 521	-981	25.6	19.6	-6.0
ŻNIN	7 366	5 397	-1 969	28.0	21.9	-6.1

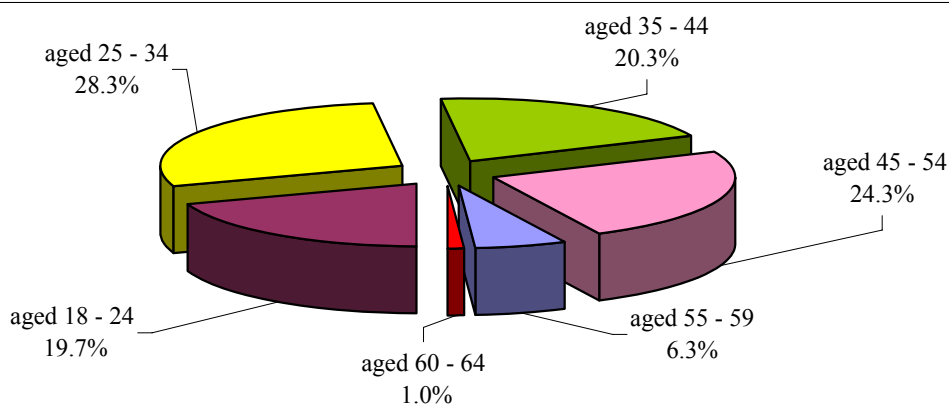
7. UNEMPLOYED PERSONS BY THE KIND OF ACTIVITY OF THEIR LAST JOB

As of the end of a period

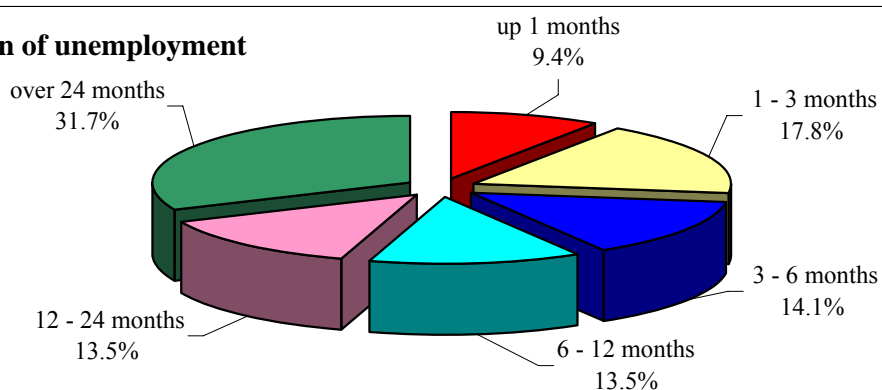
The Polish Classification of Activities sections		2006	2007		
				change	
		persons			%
Agriculture, hunting and forestry	A	7 481	5 741	-1 740	-23.3
Fishing and fish	B	35	15	-20	-57.1
Mining and quarrying	C	135	81	-54	-40.0
Manufacturing	D	32 757	24 914	-7 843	-23.9
Electricity, gas and water supply	E	594	443	-151	-25.4
Construction	F	10 467	7 527	-2 940	-28.1
Trade and repair	G	25 109	19 015	-6 094	-24.3
Hotels and restaurants	H	3 004	2 238	-766	-25.5
Transport, storage and communication	I	2 918	2 094	-824	-28.2
Financial intermediation	J	993	827	-166	-16.7
Real estate, renting and business activities	K	5 132	4 234	-898	-17.5
Public administration and defence; compulsory social security	L	12 799	10 257	-2 542	-19.9
Education	M	2 274	1 919	-355	-15.6
Health and social work	N	3 771	3 006	-765	-20.3
Other community, social and personal service activities	O	12 461	9 791	-2 670	-21.4
Households which employ peoples	P	447	373	-74	-16.6
Organizations and ex-territorial groups	Q	15	14	-1	-6.7
Not identify activity	R	6 561	5 998	-563	-8.6
Total number of previously employed persons		126 953	98 487	-28 466	-22.4
Previously not employed persons		33 108	24 756	-8 352	-25.2
Total		160 061	123 243	-36 818	-23.0

8. STRUCTURE OF THE UNEMPLOYED IN THE KUJAWSKO - POMORSKIE VOIVODSHIP. As of the end of 2007

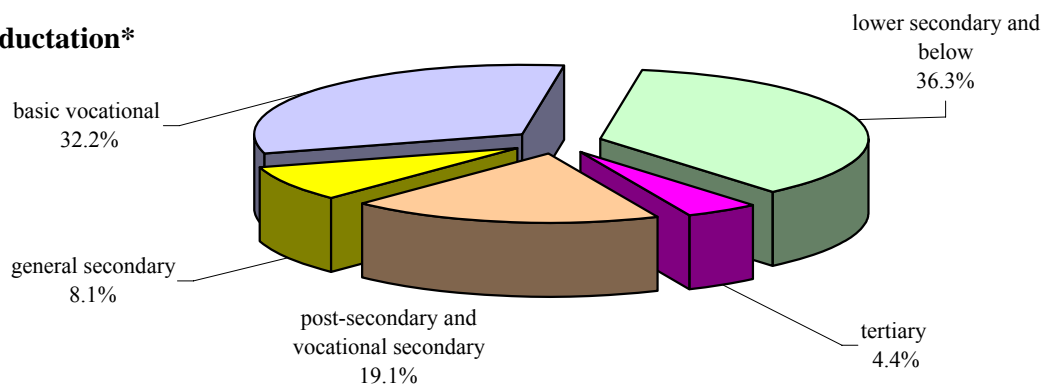
aged*



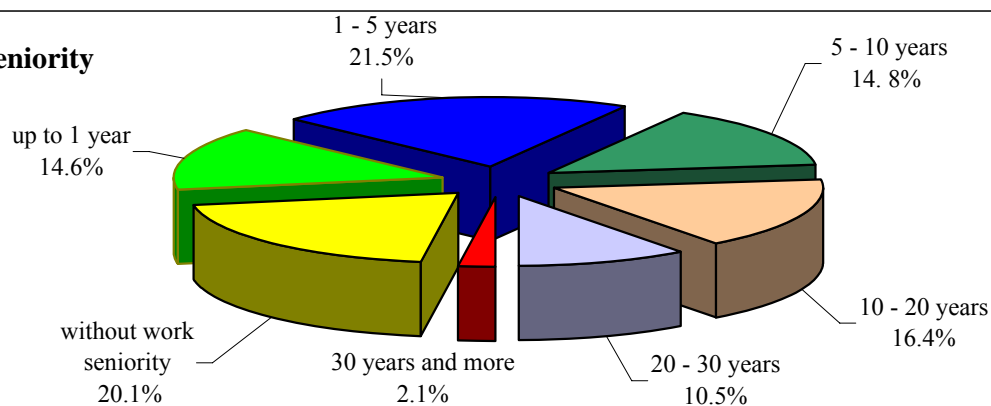
duration of unemployment



education*

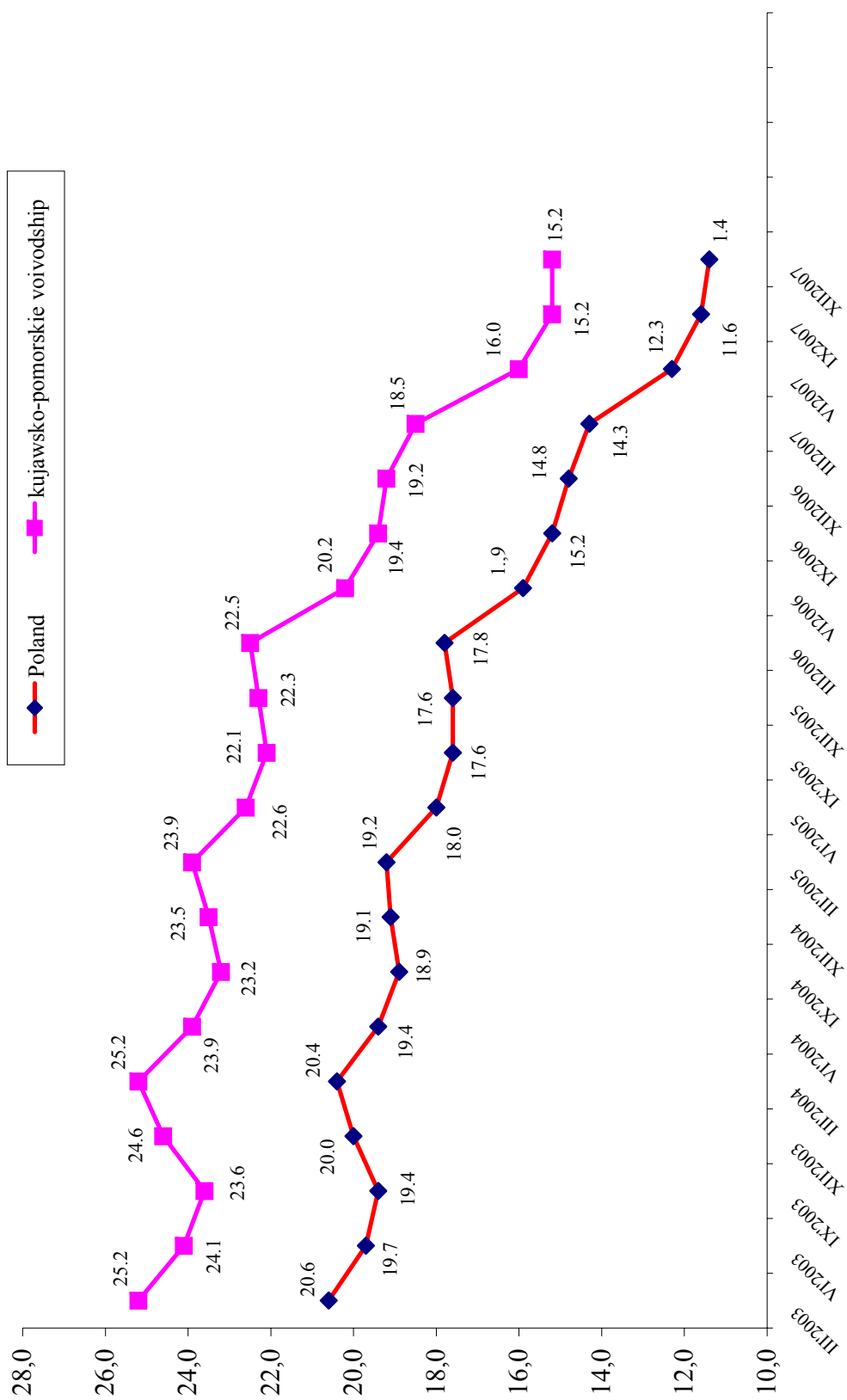


work seniority



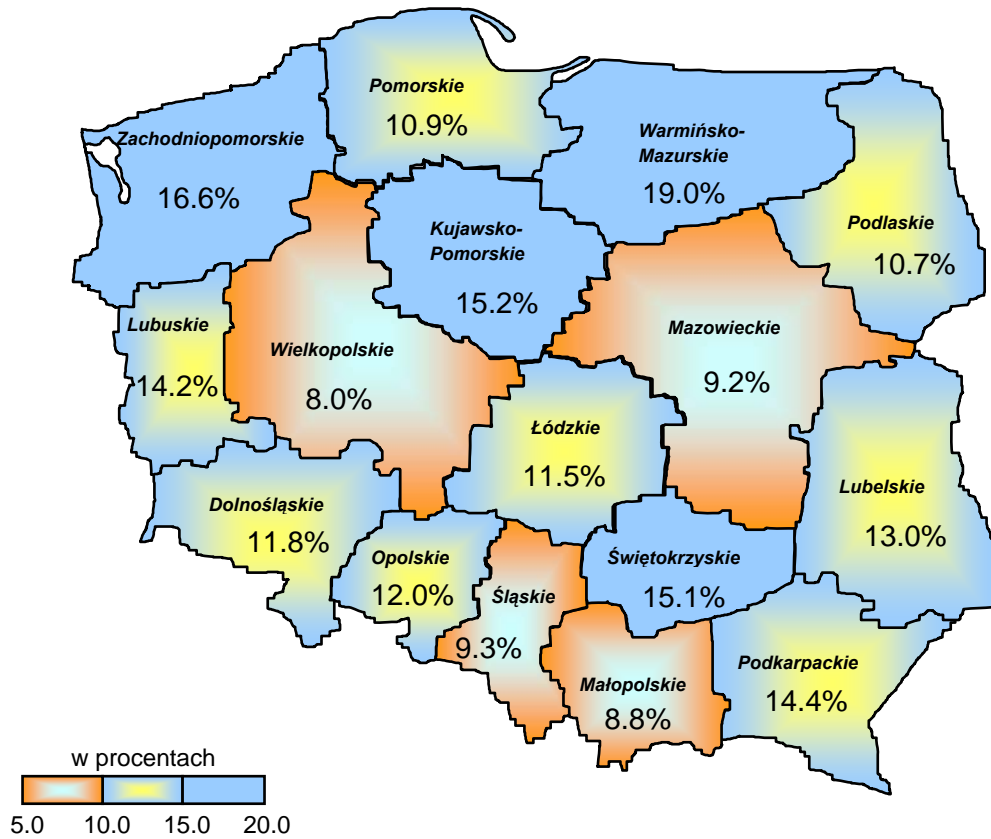
*according to roundings the sum of all position isn't 100.0%

9. Unemployment rate in Poland and kujawsko-pomorskie voivodship in years 2003 - 2007. As of the end of a quarter



Unemployment rate by voivodships.

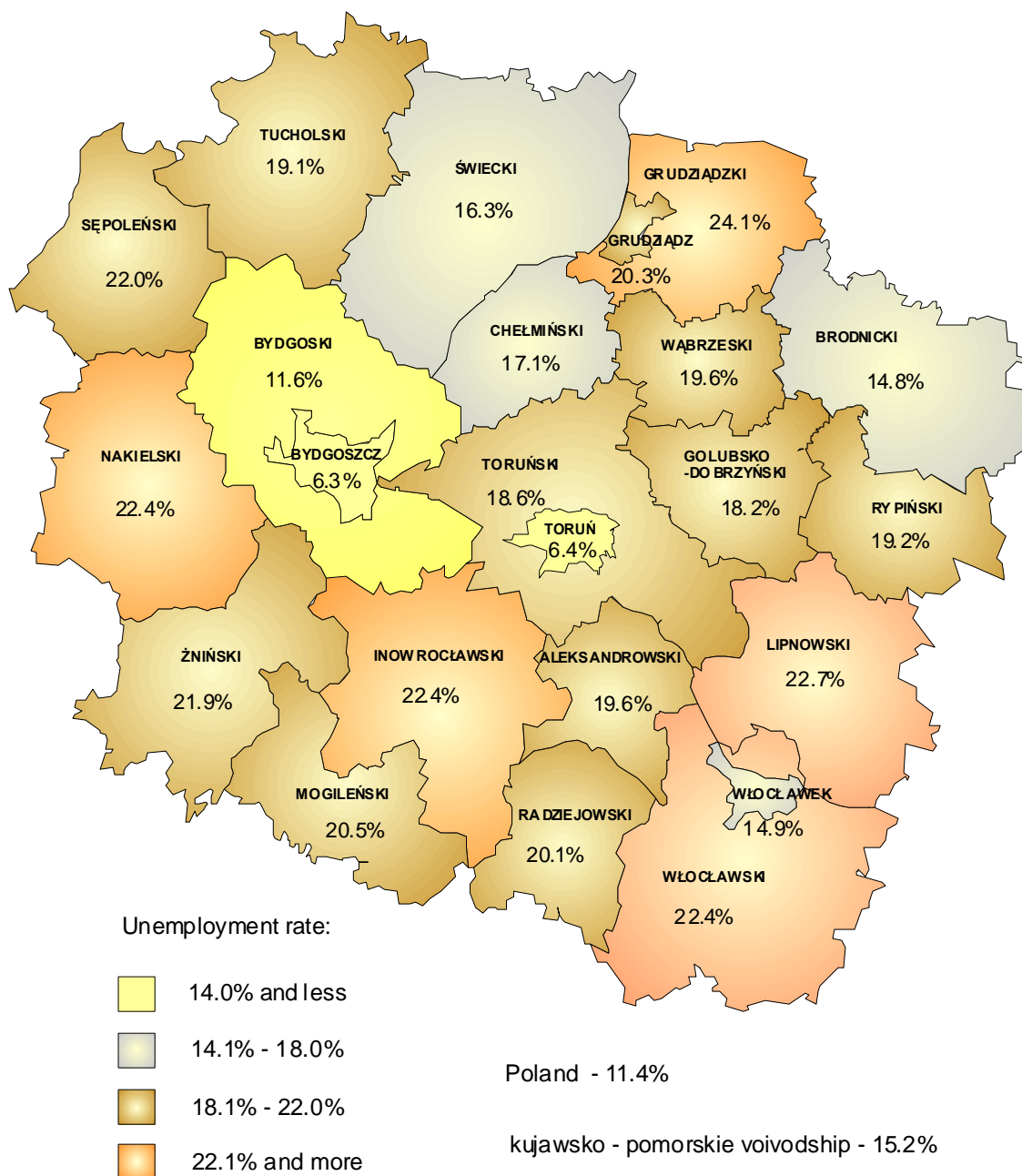
As of December 31, 2007



Poland - 11.4%

source: Central Statistical Office

**Unemployment rate
by powiats of kujawsko - pomorskie voivodship
as at the end of December 2007**



source: Central Statistical Office data

