

VOIVODSHIP LABOUR OFFICE IN TORUŃ

LABOUR MARKET AND LABOUR MARKET PROGRAMMES IN KUJAWSKO - POMORSKIE VOIVODSHIP IN 2006



TORUŃ APRIL 2007

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AND LABOUR MARKET PROGRAMMES
IN KUJAWSKO – POMORSKIE
VOIVODSHIP IN 2006***

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

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

Population of voivodship (which was established as of 30.06.2006) accounts for 2,066,425 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 there live 61.4% of the voivodship's population. The meaningful majority of the voivodship's population (64.4%) is at working age. The population of pre-working age accounts for 21.1% of the total and at post-working age – 14.5%.

Number of employed persons in enterprise section in II half 2006 amounted to 217,665 persons and was higher than in previous year by 2,214.

Employment rate by Labour Force Survey (LFS) in IV quarter accounted for 45.6% (in III quarter of 2006 - 44.8%). Activity rate calculated according to the LFS methodology accounted for – 53.3% in III quarter 2006, while in VI quarter 2006 – 53.6%.

According to the Statistical Office in Bydgoszcz data, in the REGON register in kujawsko – pomorskie voivodship at the end of 2006 were registered 186,949 economic entities. In the public sector 3.4% of entities were active and in private sector – 96.6%.

Average employment in enterprises sector in 2006 amounted to 211.7 thousand persons in kujawsko – pomorskie voivodship. It was higher than in the same period previous year by 2,9 thousand persons.

In the structure of land the largest areas use the agricultural lands – 57.1% of the total area of kujawsko-pomorskie voivodship (in Poland – 50.9%). It is one of the highest indicators in Poland (4th place). Among agricultural lands as man as 88.7% are arable lands (in Poland 76.8%). 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 29.3%).

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 - 4.0%.

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. Voivodship Labour Office works as 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 2006

In 2006 third time from beginning of existence kujawsko-pomorskie voivodship reducing the number of unemployed person’s was noted down (compare to previous year).

Number of unemployed persons as of the end of 2006 in the kujawsko – pomorskie voivodship amounted to 160,061 persons. Compare to the end of 2005, decrease of number of unemployed was noted down by 27,960 persons 14.9%.

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

Lear	Unemployed number	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

Decrease of the number of unemployed was noted down in all powiats: the highest relative decrease occurred in Bydgoszcz (by 21.2%), the lowest in radziejowski powiat (by 3.7%).

In 2006 in local labour offices in the kujawsko – pomorskie voivodship there were 185,182 new unemployed registered (by 0.5% less than previous year). In comparison with 2005 the number of unemployed persons previously not registered decreased but number of repeated unemployed increased by 1.9%.

In 2006 there were 213,142 unemployed persons removed from unemployment rolls (by 7.9% more than in previous year). The main reason of removing (98,182 persons, which makes 46.1%) was receiving job (in previous year there were 93,949 persons and 47.5%), most of all non-subsidised (84.6% of total received job, in previous year – 81.1%). In 2006 83,048 unemployed persons undertook non-subsidised employment (by 9.0% more than previous year). Subsidised job received 15,134 unemployed persons (by 18.8% more than previous year): most of them were public works (6,048 persons, by 39.6% less than in 2005) and intervention works (4,879 persons, by 5.4% more). 2,060 of the unemployed started business (by 21.0% more than previous year), and 1,708 unemployed persons received job within employment costs' refunding (by 83.3% more). Most of the unemployed undertaking jobs in 2006 were men: women accounts for 43.5% of this group (previous year – 42.4%).

Number of the unemployed by powiats. As of the end of a year.

Powiats	Unemployed			
	December 2005	December 2006	change	
			In persons	in %
Voivodship total	188 021	160 061	-27 960	-14,9
Bydgoszcz – city with powiat status	17 411	13 717	-3 694	-21,2
Bydgoszcz	6 614	5 386	-1 228	-18,6
Grudziądz – city with powiat status	11 050	9 234	-1 816	-16,4
Grudziądz	5 103	4 308	-795	-15,6
Toruń – city with powiat status	11 117	8 969	-2 148	-19,3
Toruń	8 245	7 113	-1 132	-13,7
Włocławek – city with powiat status	11 668	9 881	-1 787	-15,3
Włocławek	9 275	8 205	-1 070	-11,5
Aleksandrów Kujawski	6 013	5 496	-517	-8,6
Brodnica	7 472	6 201	-1 271	-17,0
Chełmno	5 735	4 799	-936	-16,3
Golub – Dobrzyń	4 801	3 957	-844	-17,6
Inowrocław	20 010	18 382	-1 628	-8,1
Lipno	7 643	7 100	-543	-7,1
Mogilno	5 119	4 327	-792	-15,5
Nakło nad Notecią	9 637	7 973	-1 664	-17,3
Radziejów	4 193	4 037	-156	-3,7
Rypin	5 557	4 545	-1 012	-18,2
Sępólno Krajeńskie	4 501	3 930	-571	-12,7
Świecie	9 316	7 491	-1 825	-19,6
Tuchola	5 007	4 142	-865	-17,3
Wąbrzeźno	4 114	3 502	-612	-14,9
Żnin	8 420	7 366	-1 054	-12,5

Higher outflow from than inflow to unemployment has influenced on changes in the unemployment in 2006 year. In local labour offices in the kujawsko – pomorskie voivodship were 185,182 newly registered unemployed persons and deleted from the register – 213,142 persons.

Inflow rate (a ratio of newly registered unemployed persons to unemployed persons as of the end of previous reported period) amounted to 85.5% in 2006 (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%).

Outflow rate (a ratio of persons deleted from the register to unemployed persons as of the end of previous reported period) amounted to 103.1% (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%).

Labour market flows (a ratio of unemployed number who moved into jobs to newly registered unemployed) amounted In 2006 to 57.8% (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%).

Only during three months in 2006: January, February and December increased number of unemployed persons, in others months unemployment level decreased. Changes in number of the unemployed displays the following table.

Unemployed persons and unemployment rate in kujawsko-pomorskie voivodship in 2006

months	Unemployed		Unemployment rate	
	number	Changing to previous period	Voivodship	Poland
December'2005	188 021	x	22.3	17.6
January'2006	194 937	6 916	22.8	18.0
February	195 268	331	22.8	18.0
March	192 311	-2 957	22,5	17.8
April	182 307	-10 004	21.6	17.2
May	174 468	-7 839	20.8	16.5
June	168 344	-6 124	20.2	15.9
July	165 723	-2 621	20.0	15.7
August	163 911	-1 812	19.7	15.5
September	161 028	-2 883	19.4	15.2
October	157 523	-3 505	19.1	14.9
November	157 298	-225	19.0	14.8
December'2006	160 061	2 763	19.3	14.9

In 2006 10,012 of the unemployed started trainings (by 14.8% more than previous year), internships – 11,365 persons, vocational preparing in a work place received 5,803 unemployed (by 20.4% less than in 2005). The new form, socially useful works, received 8,598 persons. In 2006 various forms of activation received in-all 50,912 unemployed persons.

In 2006 local labour offices obtained 72,270 job offers (by 28.3% more than previous year). Increase of job offers noted down in 19 powiats (from 2.4% in mogileński powiat to 135.0% in brodnicki powiat). Whereas in 4 powiat obtained less jobs offers than previous year: in grudziądzki, lipnowski, radziejowski powiats and in Toruń.

In 2006 economic entities in the kujawsko –pomorskie voivodship dismissed fewer persons terminated for company reasons than previous years. In 2006 companies extended to local labour offices 26 notifications of persons terminated for company reasons – 1,156 persons (in 2005 there were 32 notifications concerning 1,307 persons). As a consequence, number of unemployed persons terminated for company reasons in the end of 2006 amounted to 2,959 persons (by 25.5% less than in the December 2005), who accounted for 1.8% of the unemployed (previous year – 2.1%).

In 2006 the Minister of Labour and Social Policy destined **133,440.3 thousands zł** of Labour Fund means for realisation programmes on employment promotion, mitigation effects of unemployment and vocational activation. The means were destined for financing unemployed activation programmes by powiats (means LF (according to the algorithm – 93,408.2 thousands zł). Means from LF mentioned above are destined mainly for realisation projects co-financed by European Social Fund within Sectoral Operational Programme Human Resources Development. The sum amounted to 40,032.1 thousands zł (30% of total sum), of which for: ending projects of 2005 – the sum 8,874.9 thousands zł (therein for Measure 1.2 Perspectives for youths – 5,914.9 thousands zł and Measure 1.3 Counteracting and combating the long – term unemployment – 2,960.0 thousands zł) and for new projects realisation in 2006 – 31,157.2 thousands zł, therein: Measure 1.2 – 17,338,7 thousands zł and Measure 1.3 – 13,818.5 thousands zł.

Within voivodship's project the Marshall of Kujawsko-Pomorskie Voivodship entered into applications for additional Labour Found means from Minister's of Labour and Social Policy allowance for realization "Job and Environment 2006" and "Job and Environment 2006 – II stage", which is realised in cooperation with Kujawsko-Pomorskie Board of Melioration and Hydro-Supply in Włocławek, Agriculture and Rural Areas Activation Department in Kujawsko-Pomorski Marshall Office in Toruń and 19 Powiats Labour Offices which cooperates with gminas (communes) and gminas hydro-concerns.

Within own projects self-governments entered into 92 applications on the sum 65,136.77 thousands zł. The Minister of Labour and Social Policy granted additional means – 21,912.80 thousands zł.

After passing on above – mentioned means for vocational activation of the unemployed, **powiat self - governments entered into applications (94 applications) for additional Labour Fund means preparation for 82,390.40 thousands zł.**

In total the kujawsko – pomorskie voivodship in 2006 got 158,453.10 thousands zł of the Labour Fund means for activation the unemployed (in 2005 – 149,463.5 thousands zł).

In 2006 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 2006*). Share of means destined for the activation of the unemployed increased from 37.1% in 2005 to 39.7%, and means aimed for the unemployment benefits accounted for 55.6% (58.4% in 2005).

Structure of Labour Fund expenditure in years 2005 - 2006

Specification	2005		2006			
	in thous. zł	Share %	in thous. zł	Share %	change	
					in thous. zł	in %
Expenditure in total	400,568.4	100.0	397,578.3	100.0	-2 990.10	-0.7
Benefits	233,865.4	58.4	225,589.1	56.7	-8 276.30	-3.5
Therefore unemployed benefits	233,865.4	58.4	221,033.1	55.6	-12 832.30	-5.5
Programmes of counteracting unemployment	148,489.6	37.1	157,695.6	39.7	9 206.00	6.2
Others	18,213.4	4.5	14,293.6	3.6	-3 919.80	-21.5

Source: Report on income and expenditures of the Labour Fund in December 2005 and 2006.

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

The most relevant features of the labour market in kujawsko –pomorskie voivodship in 2006 are:

- persisting **high unemployment rate** – in December 2006 19.3% whereas in Poland 14.9%. In comparison to December 2005 unemployment rate in kujawsko-pomorskie voivodship decreased by 3 percentage points (in Poland at the same time decreased was noted down by 2.7 percentage points);

- still there is **high differential in employment level among powiats in region**: lowest unemployment rate is in Bydgoszcz city with powiat status (8.5%) and Toruń (9.8%), the highest in grudziądzki (28.8%) and zniński (28.2%) powiats;
- **high unemployment level among women** – 58.6% of total number of unemployed (previous year – 55.2%);
- **high level of unemployment on the rural areas** - 45.4% of all unemployed persons (in 2005 – 44.5%).
- **a considerable number of young persons among unemployed**: people to 25 aged are 21.7% of total number of unemployed (previous year – 23.5%);
- **a considerable number of long – term unemployed persons** – 68.4% (previous year – 68.2%);
- **low professional qualifications of the unemployed** – 70.1% have only no higher than basic vocational qualifications (previous year – 71.4%);
- persisting **low share of persons with benefit rights** in total number of unemployed – 16.1% of total number of unemployed (the same as at the end 2005).

5. VOIVODSHIP SELF-GOVERNMENT PROGRAMMES REALIZATION

Voivodship Labour Office as a voivodship self-government organisation unit is involved in realisation of many labour market. The most important are those financed from European Social Fund: Sectoral Operational Programme Human Resources Development (SOP HRD) and Integrated Regional Operational Programme (IROP).

5.1 SECTORAL OPERATIONAL PROGRAMME HUMAN RESOURCES DEVELOPMENT (SOP HRD)

Sectoral Operational Programme Human Resources Development (SOP HRD) supports activities undertaken under the European Employment Strategy and National Action Plan for Employment.

Its main objective is to increase employment and growth share of professional activity and the development of an open, knowledge-based society.

The aims of SOP HRD are realised through provision conditions facilitating for human resources development by gaining education, undergoing training and performing work in scope of three Priorities:

Priority 1: Active labour market and vocational and social inclusion policy

Priority 2: Development of a knowledge-based society

Priority 3: Technical assistance.

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

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

Measure 1.3. Counteracting and combating long-term unemployment.

Measure 1.2 – is directed to unemployed aged 25 and below (also who want to start own business) – out of job for period no longer than 24 months and unemployed graduates all type of schools

Measure 1.3 – is directed to unemployed 25 and more – who are out of job for period no longer than 24 months (without unemployed graduates).

Beneficiaries who can submit applications within two Measures since 2005 have been powiat labour offices from kujawsko-pomorskie voivodship.

Forms of assistance for the unemployed within both mentioned above Measures 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.

In 2006 VLO in Toruń realised tasks of an Implementation Institution according to Frame Plans of Realisation an Activity accepted by the Board of Voivodship and than accepted by the Steering Committee for Priority 1 SOP HRD.

In I and II quarts 2006 40 projects of powiat labour offices' had been continued - they had been realised from April 2005 to June 2006:

- 20 projects within Measure 1.2 “ Perspectives for youth”. Allin within those projects 32,650,802.02 zł was spent therein in 2006 – 7,897,665.97 zł. Assistance received 9,729 persons (therein in 2006 – 4,866 persons. After ending the projects 3,763 persons found job and 300 started up own business (employment efficiency amounted to 41.76%).
- 20 projects within Measure 1.3 Counteracting and combating long-term unemployment. Allin within those projects 19,873,049.98zł was spent therein in 2006 – 3,855,522.74 zł. Assistance received 6,096 persons (therein in 2006 – 2,423 persons. After ending the projects 2,139 persons found job and 742 started up own business (employment efficiency amounted to 47.26%).

Final statement of account of these projects were done in January 2007 after verification of all expenditures and after authorised of powiats labour offices' final settlement of accounts by VLO.

On 31 March 2006 within two Measures 20 agreements on projects' co-financing were signed (for period of realisation: 1st January 2006 – 31st June 2007) of 58,286,584.00zł assets (including own assets brought by powiats) therein:

- Measure 1.2 – 33,409,392.00 zł
- Measure 1.3 – 24,877,192.00 zł.

Next changes in all signed agreements were done because of increased of a sum for voivodships in 2007 within Measure 1.2 and 1.3 SOP HRD from allocation 2004 – 2006 made by Managing Institution. Annex were signed on 22 nd December 2006 and the sum increased allin by 29,268,725.00zł, the realisation period lengthened till the end of October 2007 and the expenditures period lengthened till the end of November 2007.

In the end of December 2006 current value of realised projects amounted to 87,905,510.00 zł, therein:

- in Measure 1.2 – 38,423,791.00 zł
- in Measure 1.3 – 49,481,719.00 zł.

Increasingly from May 2004 to the end of December 2006 in the kujawsko – pomorskie voivodship within Measures 1.2 and 1.3 SOP HRD there had been agreements on 169,634,310.00 zł with all enclosures in total signed.

- in Measure 32,542,338.39 zł was spent and 13,548 persons received assistance (therein: vocational guidance – 11,996, work intermediary – 9,778, training – 1,683, internships – 10,058, vocational preparing in a work-place – 781, subsidized employment - 13; one-off means for setting up business received 298 persons);
- in Measure 1.3 23,388,640.13 zł was spent and 8,230 persons received assistance (therein: vocational guidance – 8,210, work intermediary – 5,184, training – 2,628, vocational preparing in a work-place – 4,156, subsidized employment – 65; one-off means for setting up business received 921 persons).

In the end of 2006 the kujawsko – pomorskie voivodship with assets of about 18,200,000.00 euro (69,239,000.00 zł) was on the third position in the country by height of sum refunded from European Social Fund, within projects realised in Measures 1.2 and 1.3 SOP HRD.

5.2. INTEGRATED REGIONAL OPERATIONAL PROGRAMME (IROP)

VLO as a Final Beneficiary 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 Integrated Regional Operational Programme in programming period 2004 – 2006.

Main aim of IROP is increasing vocational mobility and abilities in scope of adjusting skills and vocational qualifications to labour market's needs in membership in UE conditions and better adjusting training needs and qualification to regional labour market's needs by monitoring of regional labour market and dissemination of gathered information.

Within Measure 2.1 there are mostly training projects directed to adult employees – 53 projects. Matters of training:

- languages courses
- computers courses
- upgrading vocational qualification trainings
- languages, computers and upgrading qualifications projects courses.

Others projects are directed e.g. nurses and midwives, agriculture advisors, farmers and householders and labour market institutions. Within 64 realised projects in Measure 2.1 4 projects are complex.

In December 2006 total amount of 64 agreements within Measure 2.1 “Development of competencies linked to the regional Labour Market needs and Life Long Learning opportunities” for financing projects from the beginning of realisation Measure 2.1 IROP amounted to 34,321,819.09 zł. Within these projects assistance received 18,890 persons.

In 2006 8 projects of total sum 2,288,523.05 zł were finished and confirmed by final control. The projects participants were 1,373 persons in which 406 farmers and householders. Issues of the projects mainly was focused on languages courses, computers, fast reading and memories techniques and agrotourism trainings.

Within Measure 2.3 at the end of December 2006, VLO in Toruń as a Final Beneficiary (authorized by Kujawsko-Pomorski Board) signed 17 agreements for cofinancing projects from ESF and public money (budget) means. Total amount amounted to 7,469,411.30 zł (the process of contracting means for Measure 2.3 is finished). Assistance will receive 1,900 persons in which farmers and householders and others persons working in agriculture in kujawsko-pomorskie voivodship.

The aim of the projects within Measure 2.3 is adjusting to changing in social and economical circumstances and preparation to take the opportunity connected with created new work places on rural areas by creating circumstances which help employees from

agriculture to find a job out of agricultural sector. Courses and vocational trainings within Measure 2.3 have wide issues variety. Most of them are complex because of joining vocational trainings with advisory services , job placement and vocational information.

In II half 2006 1 project was finished and confirmed by final control. It means that from the beginning of realisation Measure 2.3 realisation of 3 projects were finished.

Within **Measure 2.4** at the end 2006 VLO signed 11 agreements for cofinancing projects and total sum amounted to 7,108,835.66 zł and assistance will receive 1,570 persons. The is adjusting to changing in social and economical circumstances and preparation to take the opportunity connected with created new work places by changing qualifications those who are threaten with losing employment.

Projects are directed to threatened with losing employment as a result of restructuring process. They offers training such as: computer analyst, secretary, computer's accountancy, drivers C category, welders, salesmen with computer and cash register skills. Most of the projects are complex (9 out of 11) because of joining vocational trainings with advisory services , job placement and vocational information and subsidy employment (1 project).

5.3. JOPB AND ENVIRONMETNT 2006, JOB AND ENVIRONMENT 2006 – II STAGE.

In 2006 with cooperation with Kujawsko-Pomorkie Board of Melioration and Hydro-Supply in Włocławek, Agriculture and Rural Areas Activation Department in Kujawsko-Pomorski Marshall Office in Toruń and 19 Powiats Labour Offices which cooperates with gminas (communes) and gminas hydro- concerns VLO realized programme “JOB AND ENVIRONMETNT 2006”, “JOB AND ENVIRONMENT 2006 – II STAGE”. It was continuation of programmes realised in our voivodship in previous years, e.g.:

- Rural Development programme sub – Component B – 1 Labour Redemployment in 2002 2004. Services in range of seasonal employment within the project mainly was connected with melioration works.
- “SAFE VOLLEY 2005” Programme realised in kujawsko-pomorskie voivodship in 2005.

The great success of the project due to unemployed was creating opportunity for vocational activation, opportunity for seasonal employment, gaining vocational experience by long-term unemployed who are often threaten with social exclusion and first of all income increasing of unemployed and theirs families.

In 2006 within mentioned Programme kujawsko-pomorskie voivodship gained 3,100.00 thousand zł that enable powiat labour offices' to activate 855 persons.

5.4. EU COMMUNITY INITIATIVE INTERREG IIIC ADEP PROJECT

Since 2004 kujawsko-pomorskie voivodship take place in project **“Development, experiment and preserve innovative actions to support territories”** within Community Initiative INTERREG III C. The aim of Community Initiative INTERREG (financed from European Regional Development Fund - ERDF) is improving efficiency of policy and regional development instruments and social cohesion by information changing and using each others experiences. Beside our region, in Project take part also: Midi – Pyrenees (Coordination Team), Navarra (Spain), Tuscany (Italy), Pohjois Suomi (Finland), Border Midland and Western (Ireland), Podkarpackie voivodship (Poland).

In kujawsko-pomorskie voivodship three sub-projects are realised:

- sub-project in range Local employment programmes “Let’s start with what we already have... - new methods of exploiting local resources” realised by Association “partnership of Inowrocław County”.
- Subproject in range Improving quality of area “Rich culture of the region inspires the economic development of rural areas in Kujawsko-pomorskie voivodship” realised by PARTNER Association for Regional Development in Bydgoszcz’.
- Subproject in range of Improving quality of area “Signs of Europe – cultural and historic heritage” realised by Pomorsko – Kujawskie Centre of Local Democracy in Bydgoszcz.

In 2006 the most important actions within the Project ADEP realisation were:

- participation in a meeting in Tleń on 27 – 28 th April; seminar “Adventage and opportunities from regional and traditional products identification in borowiacka and podkarpacka cuisine”. Seminar was organised by Marshall Office of Kujawsko-Pomorskie Voivodship in Toruń. The seminar was directed to manufacturers of traditional and regional products in kujawsko-pomorskie voivodship due to exchange experience connected with promotion and activity in scope of development polish markets of regional and traditional products in the country and UE. Representatives of Local Activity Group from region and institutions of agriculture surrounding took part in the seminar. During seminar representative of VLO presented the project “ADEP project in kujawsko-pomorskie region. Local Employment Development”.
- organisation of conference “Regional labour market facing new programming period: 2007 – 2013” on 12 May 2006. The aim of the conference was trying to estimate opportunities and threatens for functioning labour market in Kujawsko-pomorski region in new programming period. Estimation was made from key labour market institutions point of view and scientists who are deal with labour market. To date and current process on labour market were estimated as well as planning institutional activities. Main element of of the conference was presentation of local labour market role using the example subproject within

INTERREG III C ADEP project “Let’s start with what we already have... - new methods of exploiting local resources”. In conference participated e.g.: European Commission representatives, the director in Section C General Board for Employment and Social Affairs, director of ESF Managing Department in Ministry of Regional Development, members of implementing team for ADEP project in Kujawsko-pomorskie voivodship and executors of subprojects. In conference participated also: representatives of counties from Kujawsko-pomorskie region, regional labour offices representatives, representatives of Marshall Office, Voivodship Office, Agency for Regional Development in Toruń and representatives of non-governmental organisations. In conference took part about 100 persons. Chosen projects make up separate publication which was passed to participants of others meeting and seminars.

- organisation of seminar on 9th June in Łojewo which was dedicated to propagate the results of the project “Let’s start with what we already have... - new methods of exploiting local resources” which realised by Association “Partnership of Inowrocław County”
- participation (on 22nd September 2006) in summing up conference of the project “Signs of Europe – cultural and historic heritage” realised by Pomorsko – Kujawskie Centre of Local Democracy in Bydgoszcz. During the conference VLO’s representative presented issue “Interregional cooperation in new programming period 2007 – 2013”.
- Participation on 6th September in conference “Significance of traditional products for rural areas development” which summarized the project’s realisation “Cultural richness of the region inspiration for economical development of rural areas in kujawsko-pomorskie voivodship”, in conference representatives of Toscania took part. During the conference VLO’s representative presented issue “ADEP Project in kujawsko-pomorski region. Its meaning for local development”.
- Organisation in cooperation with Association “Partnership of Inowrocław County” on 23 September 2006 the conference “Local initiatives for labour market development on rural areas”. The aim of the conference was presentation the results of the project “Let’s start with what we already have... - new methods of exploiting local resources” and presentation others local initiatives in scope of labour market activation. Participants met with such issues as: self-government activity for rural areas activation and experienced worked out during implementation of initiative Leader +. In conference took part about 100 persons there were among others representatives of self-government institutions, on gminas and powiat level who realised subproject, representatives of local communities, and non-governmental institutions interested in rural development.

5.5. EU COMMUNITY INITIATIVE EQUAL

VLO in Toruń participates as a partner in project **“Partnership-Family-Equality-Work”**, project was turned within thematic field G- *“Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services”*.

The Initiative is realised through a Partnerships, which is made up by Kujawsko – Pomorska Economic Fund “Pro Europa”, Chamber of Commerce and Industry, Nicolaus Copernicus University in Toruń. The Voivodship Labour Office is responsible for preparing and carrying out recruitment of project beneficiaries and also dissemination of the project results in the scope of labour market institution.

Project is directed to 3 groups of women (75 persons in total):

- unemployed women with non-current vocational skills as a result of long absence on a labour market because of bringing up children (25 persons),
- employed women whose professional development or promotion is obstructed because of childcare (25 persons),
- employed women threatened with losing a job because of maternity plans (25 persons).

In 2006 within EQUAL VLO in Toruń participated e.g. in recruitment process of beneficiaries from Group I (Work under patronage, Work as a own business).

Within actions connected with recruitment process to tele-work system was done:

- elaboration of recruitment who wants to work in tele- work system
- content-related support for person who was responsible for recruitment form Chamber of Commerce and Industry (cooperation in elaborating recruitment tools).

5.6. 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 Agriculture in Bydgoszcz (at present University of Technology and Life Science), Kuyavian-Pomeranian Association of Employers and Entrepreneurs in Bydgoszcz, Bydgoszcz Board of Federations of Research-Technological Association and foreign Partners on the **“European Curricula for Economic Animator in the Enlarging Europe”** project.

The overall aim of the project is diversification of university graduates abilities and entrepreneurship employees in technological culture area and entrepreneurship area through educational programmes for entrepreneurship animators preparation in selected

specialities: “Technological development animation”, “Regional development animations” and “Entrepreneurship animations”.

In I half 2006 VLO estimated projects’ educational programmes for three specialities of economic animator and carried out evaluation among regional institutions. Institutions were chosen due to existing cooperation within the realisation in-depth demand analysis for economic animator and research on demand for economic animators conducted in kujawsko-pomorskie voivodship in 2005.

Within project’s dissemination VLO elaborated folder from realisation of the project which was delivered to institutional and social partners and to foreigner delegates visiting VLO. Folder prepared by University of Technology and Life Science in Bydgoszcz was also sent.

In October 2006 VLO’s representatives participated in meeting opening trainings in scope of “Entrepreneurship animations” and “Regional development animations”.

On 27th November 2006 in Pieczyska VLO in Toruń organised seminar “Realisation of the project European Curricula for Economic Animator in the Enlarging Europe” within Leonardo da Vinci. In seminar participated: representatives of powiat labour offices form region. The main aim of the seminar was presenting actions which was already done and achieved effects. There were presented issues such as:

- characteristic of the project within Leonardo da Vinci programme
- research on demand for economic animators, estimation of the projects’ educational programmes for three specialities of economic animator
- study programme for economic animator.

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

On behalf of the Kujawsko – Pomorskie Board, according to resolution from 11th August 2004 year, the Voivodship Labour Office in Toruń took part in Deliver Programme realization, named “Innovation attitude to management of changes”. That includes participation of two VLO’s representatives in conferences, seminars and meeting of Transnational Focus Group.

In March 2006 in Norkoping in Sweden third out of four meeting of TFG took place. In the meeting participated also evaluator who will present final report which summarise the realisation of the DELIVER project. During the meeting pilot project were presented. The project were realised in Edinburgh (8 projects – e.g. for people social excluded, for immigrants, students) and in Östergötland (Sweden – 6 projects, e.g. in scope of entrepreneurship development, vocational trainings, employees’ competencies), discussion in small groups on that issues were conducted.

In May 2006 took place study visit in Linköping in Sweden. Main issues were entrepreneurship promotion, functioning of local and regional labour offices and cooperation between schools and enterprises in shaping education of youths which should be adjusted to labour market needs.

Fourth and the last TFG meeting took place in August 2006 in Edinburgh (Scotland). The aim of the meeting was summarizing realisation of all activities, meetings and study visits, reflection on benefits from the project's participation. The meeting was also dedicated to evaluation and discussion on Article 6, on quality and quantity indicators and possibilities of dissemination of the result by all partners. Representatives of Kujawsko-pomorskie voivodship presented current social and economical situation of the region. Presentation "Adjusting to changes on labour market and support system on regional level" includes also such issues as: situation on labour market in Poland and Kujawsko-pomorski region, system reaction (policy, programmes, institutions), migrations.

In October 2006 next study visit held in Edinburgh (Scotland). Theme included: self-employment of students and graduates (Entrepreneurship School at Napier University), creating self-employment skills among students (Jobzone@etc Telford Collage), training services for unemployed in scope of "soft" skills (Get On programme), advisory services for seeking jobs in scope of creating own carer path (Career Centre in Scotland in Edinburgh), cooperation network among units from region which are in charge of task realisation in scope of employment and development (Scotland Association for Employment "Join Up for Jobs" and Employment Academies) and organizing job fairs.

In 2006 realisation of content-related activities within the project. Conferences summing up its realisation was planning in February 2007.

5.8. PROJECT OF NAVARRA REGION "REGIONAL NETWORK FOR THE EVALUATION OF EUROPEAN EMPLOYMENT STRATEGY"

In December 13 – 15 th 2006 in Pamplona (Spain) work meeting and seminar within Navarra region project "Regional network for EES Evaluation" took place. Host of the meeting and seminar were Department of Foreigner Cooperation and Department of promotion and Employment in Pamplona. During the seminar were discussed e.g.: phase of project realisation and regional products, issues in scope of monitoring and evaluation in public employment service activities, indicators used by VLO in Toruń in sharing Labour Fund means and indicators used in SOP HRD and IROP, they were shown practical using of indicators for Regional Activity Plan for Employment.

The seminar was closed by general director who expressed his thanks to all participants and congratulatory speech on project results. He thanks delegates from kujawsko-pomorskie for contribution and cooperation.

5.9. PHARE 2003 ECONOMIC & SOCIAL COHESION “TECHNICAL SUPPORT FOR INSTITUTIONS PROGRAMMING OWN INITIATIVES WITHIN EUROPEAN SOCIAL FUND”

On 30th November 2005 Polish agency for Enterprise Development and consortium LRDP Ltd. and Kantor Poland LTD as a key contractor, signed agreement on realisation project “Technical support for institutions programming own initiatives within European Social Fund” within Phare 2003 economic and social cohesion (no: PL 2003/004-379/05.01_04). The VLO in Toruń was among others its beneficent.

In the project advisory and training services are planned as well as study visit in Spain. Range of training needs proposed by VLO included: Regional Development Action Plan for Employment, currency and eligibility of ESF finance documents and using public procurement.

Realisation of the project within Phare 2003 ESC finished on 30 September 2006.

6. PREPARATION FOR NEW PROGRAMMING PERIOD 2007 – 2013

Voivodship Labour Office in Toruń is engaged in preparation of our region to new programming period 2007 – 2013. In programming period 2007 – 2013, 8 operational programmes will be realised, one of them is Operational Programme Human Capital (OP HC). The document contents all interventions of European Social Fund for years 2007 – 2013. Actions were described in Priorities (11 Priorities) which realisation will be carried out on central and regional level (Priorities VII – X).

The aim of OP HC is enabling of full using enterprises’ potential and theirs employees for adopting, upgrading educational level, decreasing social exclusion.

Within central component funds will be using for support of country administrative structure and system. Self-government will be responsible for implementation of regional component in which support for Human Resources is planned and effective solutions of unemployed problems, social integration, entrepreneurship development, enterprises adaptation, educational development, development of competencies, knowledge transfer and rural area development.

Financial means for regional component realisation OP HC for voivodship in programming period 2007 – 2013 is about 375 mln Euro (in which means from ESF - 318.8 mln Euro).

Support within regional component from ESF amounted to about 153 Euro per one inhabitant. Due to wide range of support from ESF in 2007 – 2013 almost every voivodship inhabitant will use the support from ESF in direct or non-direct support.

7. OTHER PROGRAMMES REALIZED BY VLO IN TORUŃ

7.1. CO-OPERATION WITH LABOUR MARKET PARTNERS

In 2006 Voivodship Labour Office in Toruń co-operated with social partners and institutions acting for human resources development. Up to date VLO was in touch with institution connected with education (School Inspectorate, Powiat Government Offices, post-gymnasium schools and tertiary schools, training institutions). VLO's representatives participated in powiat and gmina self – governments sessions, where local labour market problems had been discussed.

Within its informational function, VLO in 2006 handed many analysis about labour market to partners acting in field of mitigation unemployment effects. Apart monthly printed Information Bulletin of VLO "Labour market of kujawsko-pomorskie voivodship" there were others publications, taking up chosen labour market issues and annually publications about situation on labour market.

In 2006 ESF Information and Promotion Team realises its responsibilities written in the Communication and Information Measures Plan for the Kujawsko – Pomorskie Voivodship for years 2003 – 2006, particularly the promotion and information activities within ESF in the scope of IROP (IROP) and SPO HRD (SPO HRD) in 2006. Taken activities were among others: information provided, consultations with potential Beneficiaries applying for financial means organised in scope of writing project and preparing application form within IROP and consulting meetings with Final Beneficiary in scope of correct promotion of projects financed from ESF, providing services on site - "help desk".

They provided information about application possibilities and help instruments of European Union for its members, about sources of access to programming documents. Necessary documents connected with application process for ESF means were given. Distribution of informational and promotional materials received from Regional Development Ministry. "Best practices" within IROP and SOP HRD were promoted.

In March and August 2006 in Bydgoszcz and Toruń – VLO in Toruń organised in cooperation with Management Department from Regional Development Ministry regional conference "Human Resource Development – experience of implementing ESF in Poland". VLO's representatives participated in Regional Information – Advisory Network session which main aim was to present a state of implementing Measures in scope of European funds to all organisations engaged in implementing ESF/ERDF.

In 2006 our representatives took part in series conferences which summing up implementing IROP in 2004 – 2006 initiated by Marshall Office of Kujawsko-Pomorskie Voivodship.

In 2006 four number of Informational Bulletin ESF – quarterly – were elaborated. The Bulletin contained information of implementing Measures which VLO is the Final Beneficiary (Implementation Institution) for.

VLO participated also in elaborating IROP Informational Bulletin of Kujawsko-Pomorskie Voivodship by preparing informational material which summarised state of implementing Measures 2.1, 2.3 and 2.4 in our region in 2004 – 2006.

Furthermore in cooperation with Marshall Office Tele-address Reference Book was prepared, it contain data of all institutions deal with IROP implementing in kujawsko-pomorskie voivodship.

7.2. LABOUR MARKET SURVEYS

7.2.1. EVALUATION OF EDUCATION PROGRAMME PROJECTS FOR THREE SPECIALITIES OF ECONOMIC ANIMATORS WITHIN LEONARDO DA VINCI PROGRAMME PROJECT “EUROPEAN CURRICULA FOR ECONOMIC ANIMATOR IN THE ENLARGING EUROPE”.

Within evaluation of education programmes elaborated by Agricultural School of Higher Education in Bydgoszcz (at present University of Technology and Life Science in Bydgoszcz) for three specialities of economic animator: technological tevelopment animator, regional development animator, technological development animator., VLO in Toruń asked to make evaluation – 81 questionnaires were sent to 27 units interested in project realisation e.g. chosen department of Marshall Office and counties, powiats. There were sent back 21 questionnaires. Remarks concerned:

- structure of hours for each education modules,
- order of subjects,
- lack and irregularity of programme.

Programme correction proposals were delivered to Project Promoter (Agricultural School of Higher Education in Bydgoszcz (at present University of Technology and Life Science in Bydgoszcz).

7.2.2. SURVEY OF PERSONS REMOVED FORM UNEMPLOYMENT ROLLS BECOUSE OF NOT CONFIRMATION READINESS TO WORK.

The survey was conducted in Powiat Labour Office for Toruń City using document analysis method of 284 persons removed from unemployment rolls because of not confirmation readiness to work.

Statistically person who not confirm readiness to work is young (people aged 25 amounted to 32.7% and in aged 25 – 34 – 32.7%), man (men accounted for 54.2%), remain out of job to 3 months (50% of all surveyed), with primary school education and lower (28.2% of all surveyed), basic vocational (29.2%) or secondary school education (26.8%).

The most often reason for removing from unemployment rolls was absence of called person in powiat labour office in a given day and not notify in 7 days reasons of absence – 239 persons (84.2%), inform the office of intention of leaving for more than 30 days – 21 persons (7.4%), change place of living which influence jurisdiction of powiat labour office – 11 persons (3.9%).

Gathered data allows for making characteristic of population according to: sex, age, educational level, occupation learned, current occupation, work seniority, period out of job, year of first registration or right to benefit. It's impossible however on the analyse basis only make more than assuming of reasons of unemployed absence in a given day in labour office.

7.2.3. A REPORT FROM A SURVEY OF PERSONS REGISTERING IN THE CV DATABASE OF VOIVODSHIP LABOUR OFFICE IN TORUŃ AS SEARCHING FOR A JOB ABROAD

VLO in Toruń conducted survey which main aim was to characteristic population of persons taking part in transnational recruitment for work according to chosen socio – demographic features as: age, sex, education level, occupation, place of living, foreigner languages skills or status on labour market.

Survey sample consists from persons registered in CV database as searching for a job abroad via Voivodship Labour Office and transgovernemnt agreements of workers employment and via European Employment Service (EURES). Number of the sample as on 11.08.2006 accounted for 5,150 persons. In the survey method of document analysis was used.

Most of people searching for a job beyond Poland labour market are young. 65.3% of all persons who answered to the question about age had 35 years or less. Majority (54.2%) of people interested in institutionalised searching for a job abroad are men. There had been by 430 of them more (8.35%) than women registered in the database. There had been twice as many people living in cities (68.2% of all respondents), searching for a job abroad as people living in rural areas (31.2%). The majority of people searching for a job abroad are persons with some vocational experience. There are 4,239 respondents that had worked previously, what accounts for 82.3% of the sample. Persons previously not employed accounted for 17.7% off all registered as searching for a job abroad. Most respondents were unemployed (63.6% persons). Additionally 11.6% of all persons under the search didn't work then, although they were not registered in the powiat labour offices as the unemployed. The least group consisted of pensioners and old age pensioners (0.4%) and also farmers (1.4%). Countries, which people searched work in were mostly: United Kingdom (21.7% of all answers), Germany (17.2%) and Spain (16.9%). Quite big group of answer consisted of points for European countries at all (12.8%) and Ireland (10.9%). The least answers pointed countries that joined the EU with Poland in 2004 (from 0.02% of all answers for Latvia, Estonia, Slovakia to 0.5% for Cyprus and Czech Republic).

Most people had been searching for a job in *agriculture and forestry* (27.9% of all answers) and also in *tourism, hotels, food service and trade* (22.4%).

Whole version of the reports from surveys conducted by VLO in Toruń are available at website in publication section.

7.2.4. MONITORING OF SHORTAGE AND SURPLUS OCCUPATIONS

In 2006 for the second time, according to uniform rules, a monitoring of shortage and surplus occupations conducted, which, according to the Act on employment promotion and labour market institutions on April 20 2004, belong to the tasks of the voivodship's self-government in the scope of labour market policy.

Monitoring of shortage and surplus occupation means a process of systematic observation 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. However *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 is aimed to provide actual coordination of the unemployed training and also education according to labour market needs.

Monitoring of occupations is conducted on three territorial levels: powiat, voivodship and country. Voivodship report is being prepared twice a year and it's made up with powiat reports in the kujawsko – pomorskie voivodship. A research carried out in the first half of 2006 was diagnostic and included an analysis on shortage and surplus occupations.

The conducted analysis shows that shortage occupations in the kujawsko – pomorskie voivodship are most commonly:

- workers for employment and placement service,
- complex articles fitters,
- administrative secretaries and related associate professionals,
- libraries and scientific information workers,
- archivists and curators,
- people deal with coding and editors.

However surplus occupations in the kujawsko – pomorskie voivodship are most commonly:

- salespersons and demonstrators,
- finance and sales associate professionals not elsewhere classified,
- tool-makers and related workers,
- motor vehicle mechanics and fitters,

- mechanical engineering technicians,
- bricklayers and related,
- workers of simply works in industry,
- cooks,
- cabinetmakers and related workers,
- bakers, pastry-cooks and confectionery makers,
- accessory workers in shipbuilding.

A report in the end of 2006 will have both diagnostic and prognostic characteristic. The prognostic part includes analysis of a survey carried out in school and among 5,598 entities (the sample chosen for our voivodship by Main Statistical Office).

The recipients of the reports should be mainly: government and self-government administration, schools after gimnazjum, educational authorities and others institutions interested in establishing changes in vocational structure on labour market.

7.3. THE INFORMATION AND CAREER PLANNING CENTRE (CliPKZ)

In 2006 19,398 persons used services of The Information and Career Planning Centre (CliPKZ) in Toruń, Bydgoszcz and Włocławek in total (by 5.3% less than in previous year).

CliPKZ clients in kujawsko – pomorskie voivodship in 2005 – 2006

Specification	2005	2006		
			change	
	persons	persons		%
Toruń	6 609	6 400	-209	-3.2
Bydgoszcz	8 338	7 950	-388	-4.7
Włocławek	5 538	5 048	-490	-8.8
CliPKZ in total	20 485	19 398	-1 087	-5.3

Information and Career Planning Centres embrace with its service not only the unemployed, but the learning young, persons searching for a job and other persons (for example employers, arrested) as well.

CLiPKZ clients in kujawsko – pomorskie voivodship in 2005

specification		2005		Bydgoszcz	Toruń	Włocławek
clients in total		20 485	19 389	7 950	6 400	5 048
therefrom	the learning young	5 930	6 178	1 816	2 055	2 307
	the unemployed	11 152	9 716	4 307	3 102	2 307
	others	3 403	3 504	1 827	1 243	434
	therein					
	searching for a job	2 330	2497	1 505	649	343
	others	1 073	1 007	322	594	91

Clients visiting the Information and Career Planning Centres used information database (including Internet), individual and group job – counselling (including special elaborated computers programmes) and also full psychological diagnosis supporting decision - making and counselling process.

The Information and Career Planning Centre in Toruń conduct an educational institutions registry. Actually there are over 300 institutions offering training in the kujawsko – pomorskie voivodship registered. The registry is available on the VLO's in Toruń website: www.wup.torun.pl/rejestr_instytucji.

Within a cooperation with labour market partners CLiPKZ were taking up actions for cooperation in the scope of exchanging information about vocations and current trends on labour market, educational possibilities and also organising various forms of counselling. In 2006 Centres cooperates with among others: powiat labour offices, schools careers centres, Gminas/Counties Information Centres, Vocational Activation Centre POW, Career Services at higher schools, Family Assistance Centres, educational institutions, schools after gimnazjum, higher schools, psychological and pedagogical guidance service, non-government organisations.

7.4. SUBSTITUTE SERVICE

In 2006 in the kujawsko – pomorskie voivodship 149 persons received verdicts from Voivodship Recruit Commission and Local Recruit Commissions, which give the right to substitute service. As of the end of the 2006 there were 282 persons during substitute service. From January 1 st to December 31st 2006, 188 persons were directed to substitute service.

According to changes of regulation since 3 January 2007 to reserve will be moved 1,074 recruits.

In 2006 took place 81 session of Voivodship Recruit Commission. The Commission on substitute service gave 339 verdicts (of which 115 were positive). There also processed 8 claims about discharges of powiat/local recruit commissions, therein 8 decisions about substitute services had been cancelled.

7.5. EMPLOYMENT OF POLISH CITIZENS ABROAD

7.5.1 EMPLOYMENT WITHIN INTERGOVERNMENTAL TREATIES AND AGREEMENTS

I. Seasonal agreements

In 2006 7,199 personal contracts of employment to **seasonal work in Germany** came in to the Voivodship Labour Office, therein 6,468 agreements were disposed. Decreased of personal agreements to seasonal work in Germany compared to previous years was caused by simplification of procedures for employment seasonal workers in Germany. Since May 2005 the agreements are passed directly to workers without public employment services in Poland assistance.

In 2006 there was again a possibility of employment in Germany as housework. Employed persons are treated the same way as seasonal workers despite the fact that work-agreement can be reached up to 3 years.

For that job 48 persons applied and 2 got agreements. However possibility of personal employment was used by 43 persons.

Another country, which our seasonal workers go to is **Spain**. The Polish are mainly employed in agriculture by planting and harvests of strawberries, olives, fruits etc. In 2006, 1,517 persons took up this kind of job. Since 1st May 2006 Spain opened his labour market and that makes possible to launch direct cooperation with employers and employers associations.

In 2006 there was a possibility of seasonal employment in France in agriculture, cultivation mandarins, kiwi, plums, grapes, apples and cucumbers. For that job 20 persons applied. VLO hasn't information of employed number.

II. Long-term employment within intergovernmental treaties and agreements

In 2006 the following recruitment took place in the kujawsko – pomorskie voivodship:

– **Germany:** in *hotels and restaurants* section and agriculture for 12 – 18 months; 9 persons applied, therein 5 got permission for employment. In addition 6 persons who signed agreements directly with employers were given work permit.

- **France:** the French searched for workers as: cook, waitress, bricklayer, in Disneyland Resort Paris, nurses, technician in design office, wooden construction fitter, woodcutters, fitter in car factory. In total 64 persons applied for jobs and 9 persons were entered.
- **Spain:** for metal constructions fitter, boiler-markers, welders, tractor drivers, carpenters, artistic carpenter, housemaid, waitress, wood butcher, manager of construction, industrial painter, car mechanics
 - 84 applied for jobs
 - 39 persons were welcome to interviews, therein
 - 10 persons got work agreement

In total 163 persons used offers mentioned above. All applications were sent to the Ministry of Labour and Social Affairs in Warsaw. On account of lack of information about the interviews' effect (France) and the fact that job agreements are covenanted directly by employer and employee, without intermediary of the office we can't present strict number of persons who took the job.

7.5.2. SERVICES WITHIN EUROPEAN EMPLOYMENT SERVICES “EURES” NETWORK

Within activities of European Employment Services “EURES” many projects were realised and their aim was to provide information about life and work conditions in UE/EEA countries for all who are interested in. In 2006 final stage of activities planned in EURES grant 2005/2006 and realisation of new grant 2006/2007 was begun.

Each year increased in number of abroad job offers which are send to Voivodship Labour Office in Toruń. In 2005 VLO got 241 EURES job offers for 2,200 posts and in 2006 were notified 7,108 vacant in EEA (European Economic Area) countries within 710 offers which VLO received.

Most offers came from UK, Ireland, Cyprus and Czech Republic. According to opening in May 2006 labour markets of countries from European Economic Area, toruński EURES started receiving offers from that countries mainly from Spain and Finland.

Foreigner employers looking for persons with vocational qualifications, with foreigner languages knowledge, mainly English. Among offers there are mostly: bus driver, truck driver, qualified construction worker (bricklayer, plasterer), welder, electrician, CNC operator, guardian for elder people, cook, construction engineer, butcher.

In 2006 VLO's EURES staff were engaged in such undertakings as:

- organising recruitment for mechanists of machines for TSW and thermoplastic material in Northern Ireland (7 persons),
- organising recruitment for guardian for elder people and disabled to UK (31 persons employed)

- organising recruitment for caseworker in UK (5 employed),
- organising recruitment in hotel and gastronomy sector on Cyprus (14 employed),
- organising recruitment for chemist engineering post (7 persons employed),
- recruitment for Shaw Healthcare from UK for guardian for elder people and disabled (22 persons employed),
- recruitment for guardian for elder people and disabled (24 persons employed).

Concern of EURES job offers is and still is very big, from January to December 2006 information of jobs offers availability and life and work conditions in UE/EEA countries were given to about 4,538 persons (personally, by phone, e-mail).

7.6. REGIONAL JOB GUIDANCE

7.6.1. JOB OFFERS IN POLAND

In 2006 to VLO in Toruń were notified 171 job offers from employers from all the country. Predominating workers with vocational qualification were searched: salesman, construction workers, locksmiths, computer scientist, driver, engineers, nurses.

Recruitments for 3 companies connected with Special Economic Zone in Łysomice – Ostaszewie were conducted.

7.6.2. EMPLOYMENT AGENCIES

As of the state on 31 December 2006 on voivodship area acts 72 units which conducted 194 employment agencies, of which:

- 48 employment agencies on Poland area,
- 43 abroad employment agencies for employment of Polish citizens at foreigner employers
- 32 personal counselling agencies,
- 23 vocational guidance agencies,
- 48 temporary work agencies.

In 2006 to VLO were notified 42 applications about enter on the list of employment agencies. At the same time 115 preliminary certificates were given to 46 units.

VLO's workers gave comprehensive information to all interested in setting up employment agency and about services of employment agency currently. Job offers from employment agencies were disseminated. In 2006 there were 276 job offers notified.

7.6.3. COORDINATION OF SOCIAL SECURITY SYSTEMS

In 2006 to the VLO in Toruń, 74 applications for giving the E 303 form about benefit transfer from Poland to other UE/EEA countries (mainly to UK and Sweden) and Switzerland came in. VLO gave 9 decisions about benefit transfer to Poland.

VLO in Toruń received 278 applications for E 301 for summing up employment period or make insurance which took place on other countries UE/EEA and Switzerland areas. Therein finally 215 applications were considered (applications of employment period in UK, Ireland, Spain and Germany). Also 14 applications were notified from other countries for giving E 301 form for employment period or insurance which took place on Poland area therein 12 applicants were considered.

In scope of coordination of social security systems VLO gave in total 205 decisions about giving or refusing giving right to unemployed benefit.

7. LIST OF THE MOST IMPORTANT PUBLICATIONS PREPARED BY VOIVODSHIP LABOUR OFFICE IN TORUŃ IN 2006

1. Labour market in kujawsko – pomorskie voivodship in 2005
2. Labour market and labour market programmes in Kujawsko – Pomorskie Voivodship in 2005 (Polish version),
3. Labour market and labour market programmes in Kujawsko – Pomorskie Voivodship in 2004 (English version),
4. Information of unemployment in cities and gminas/counties of kujawsko – pomorskie voivodship in 2005
5. Labour market in kujawsko – pomorskie Voivodship in I half 2006
6. Monitoring of shortage and surplus occupation in kujawsko-pomorskie voivodship in 2005
7. Unemployed by occupations and job offers regarding shortage and surplus occupations in kujawsko-pomorskie voivodship in 2005
8. Monitoring of shortage and surplus occupation in kujawsko-pomorskie voivodship in I half 2006
9. Unemployed by occupations and job offers regarding shortage and surplus occupations in kujawsko-pomorskie voivodship in I half 2006
10. Persons with the specific situation on labour market of the kujawsko – pomorskie voivodship in 2005
11. The young unemployed in kujawsko – pomorskie voivodship in 2005

12. The young unemployed in kujawsko – pomorskie voivodship in I half 2006
13. Disabled unemployed persons and job – seekers without employment in kujawsko – pomorskie voivodship in 2005,
14. A report from a survey of persons registering in the cv database of voivodship labour office in toruń as searching for a job abroad
15. Survey of persons removed form unemployment rolls becouse of not confirmation readiness to work.
16. Post-conference publication “Regional labour market facing new programming period 2007 – 2013”.

MAIN DATA OF KUJAWSKO-POMORSKIE VOIVODSHIP

Specification	the end of the year	
	2005	2006
Total number of population	2 068 253	2 066 425*
of which living:		
- on the country	795 638	796 956
- in the city	1 272 615	1 269 469
Population by sex:		
-female	1 069 577	1 068 911
-male	998 676	997 514
People at age:		
- pre working	441 718	436 087
-working	1 329 325	1 330 194
-post working	297 210	300 144
Number of femals for 100 males	107	107
Total migration balance (per 1 000 population)	-1,0	
Natural increase (per 1 000 population)	0,5	0,12*
Employed persons in enterprise sector	213 684	222 639
Registered economic activity of population aged 15 and more by LSF		
-employment rate (in %)	44.3	45.6
-activity rate (in %)	54.6	53.6
Economic units registered in REGON	187 231	186 949
of which in sectors		
-public	6 567	6 352
within	61	59
-stated owned enterprises		
-private	180 664	180 597
within		
natural persons conducting economic activity	149 606	147 762

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 restaurant, transport, storage and communication, real estate activities, renting etc., without operator and personal and household goods, computer and realated activities, other bussiness activities; collection and treatment of sewage and other waste etc.; recreational, curtural and sporting activities and other service activities

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

*as of state on 30.VI.2006r.

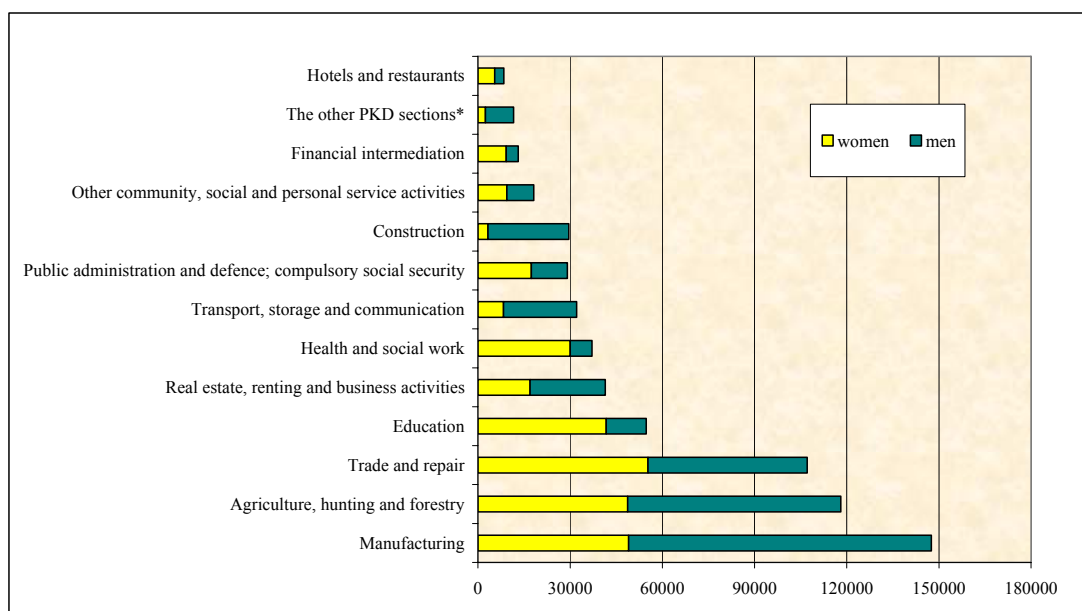
Source: Statistical Office in Bydgoszcz

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

Sections of Polish Classification of Activities	2004	2005	%
	number of persons		
Agriculture, hunting and forestry	118 161	118 068	18,5
Manufacturing	149 758	147 575	23,4
Construction	28 143	29 588	4,4
Trade and repair	100 811	107 140	15,8
Hotels and restaurants	8 255	8 398	1,3
Transport, storage and communication	32 726	32 101	5,1
Financial intermediation	12 519	13 124	2,0
Real estate, renting and business activities	40 261	41 442	6,3
Public administration and defence; compulsory social security	28 730	29 071	4,5
Education	54 120	54 757	8,5
Health and social work	36 820	37 125	5,8
Other community, social and personal service activities	18 152	18 158	2,8
The other PKD sections*	11 585	11 370	1,8
Total employed	640 041	647 917	100,0

* Są to Sekcje: Wytwarzanie i zaopatrywanie w energię elektryczną, gaz i wodę, Rybołówstwo i rybactwo, Górnictwo i kopalnictwo, Gospodarstwa zatrudniające pracowników.

Employed by sex



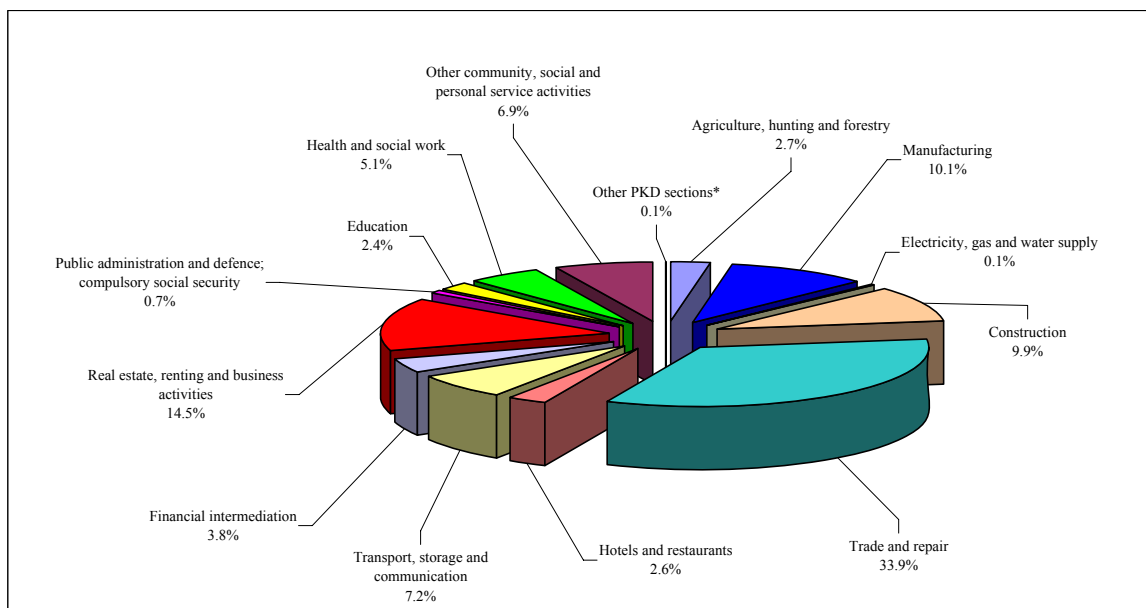
source: Statistical Office in Bydgoszcz

**ECONOMIC ENTITIES OF POLISH CLASSIFICATION OF ACTIVITIES (PKD)
IN KUJAWSKO - POMORSKIE VOIVODSHIP IN 2006**

Sections of Polish Classification of Activities	2005	2006	increase/decrease
	number of entities		
Agriculture, hunting and forestry	5 025	5 071	46
Manufacturing	19 221	18 906	-315
Electricity, gas and water supply	209	226	17
Construction	18 015	18 537	522
Trade and repair	65 094	63 366	-1 728
Hotels and restaurants	4 920	4 829	-91
Transport, storage and communication	13 652	13 373	-279
Financial intermediation	7 152	7 042	-110
Real estate, renting and business activities	26 780	27 103	323
Public administration and defence; compulsory social security	1 210	1 330	120
Education	4 368	4 442	74
Health and social work	9 210	9 601	391
Other community, social and personal service activities	12 186	12 944	758
Other PKD sections*	189	178	-11
Economic entities in total	187 231	186 949	-282

*Fish and fishing; Maining and quarrying, Households which employ people

Economic enatities by PKD sections in 2006



źródło: dane US w Bydgoszczy

REGISTERED UNEMPLOYED PERSONS AND UNEMPLOYMENT RATE
As of the end of period

Powiats	Registered unemployed persons			Unemployment rate in % (index of unemployed persons to the total number of economically active persons)		
	December 2005	December 2006	increase/ decrease	December 2005	December 2006	increase/ decrease
VOIVODSHIP	188 021	160 061	-27 960	22,3	19,3	-3,0
BYDGOSZCZ - city with powiat status	17 411	13 717	-3 694	10,8	8,5	-2,3
BYDGOSZCZ - rural administrative region	6 614	5 386	-1 228	19,9	16,5	-3,4
GRUDZIĄDZ - city with powiat status	11 050	9 234	-1 816	29,0	25,1	-3,9
GRUDZIĄDZ - rural administrative region	5 103	4 308	-795	32,6	28,8	-3,8
TORUŃ - city with powiat status	11 117	8 969	-2 148	12,0	9,8	-2,2
TORUŃ - rural administrative region	8 245	7 113	-1 132	28,9	25,7	-3,2
WŁOCŁAWEK - city with powiat status	11 668	9 881	-1 787	20,9	18,0	-2,9
WŁOCŁAWEK - rural administrative region	9 275	8 205	-1 070	28,6	25,9	-2,7
ALEKSANDRÓW KUJAWSKI	6 013	5 496	-517	26,6	24,6	-2,0
BRODNICA	7 472	6 201	-1 271	24,1	20,6	-3,5
CHELMNO	5 735	4 799	-936	28,5	24,7	-3,8
GOLUB-DOBRZYŃ	4 801	3 957	-844	27,4	23,5	-3,9
INOWROCLAW	20 010	18 382	-1 628	28,8	26,7	-2,1
LIPNO	7 643	7 100	-543	29,0	27,2	-1,8
MOGILNO	5 119	4 327	-792	27,6	24,1	-3,5
NAKŁO NAD NOTECIĄ	9 637	7 973	-1 664	31,5	27,2	-4,3
RADZIEJÓW	4 193	4 037	-156	24,1	23,2	-0,9
RYPIN	5 557	4 545	-1 012	28,1	24,0	-4,1
SĘPÓLNO KRAJEŃSKIE	4 501	3 930	-571	29,9	26,9	-3,0
ŚWIECIE	9 316	7 491	-1 825	23,9	19,9	-4,0
TUCHOLA	5 007	4 142	-865	28,3	24,4	-3,9
WĄBRZEŻNO	4 114	3 502	-612	29,6	26,1	-3,5
ŻNIN	8 420	7 366	-1 054	31,4	28,2	-3,2

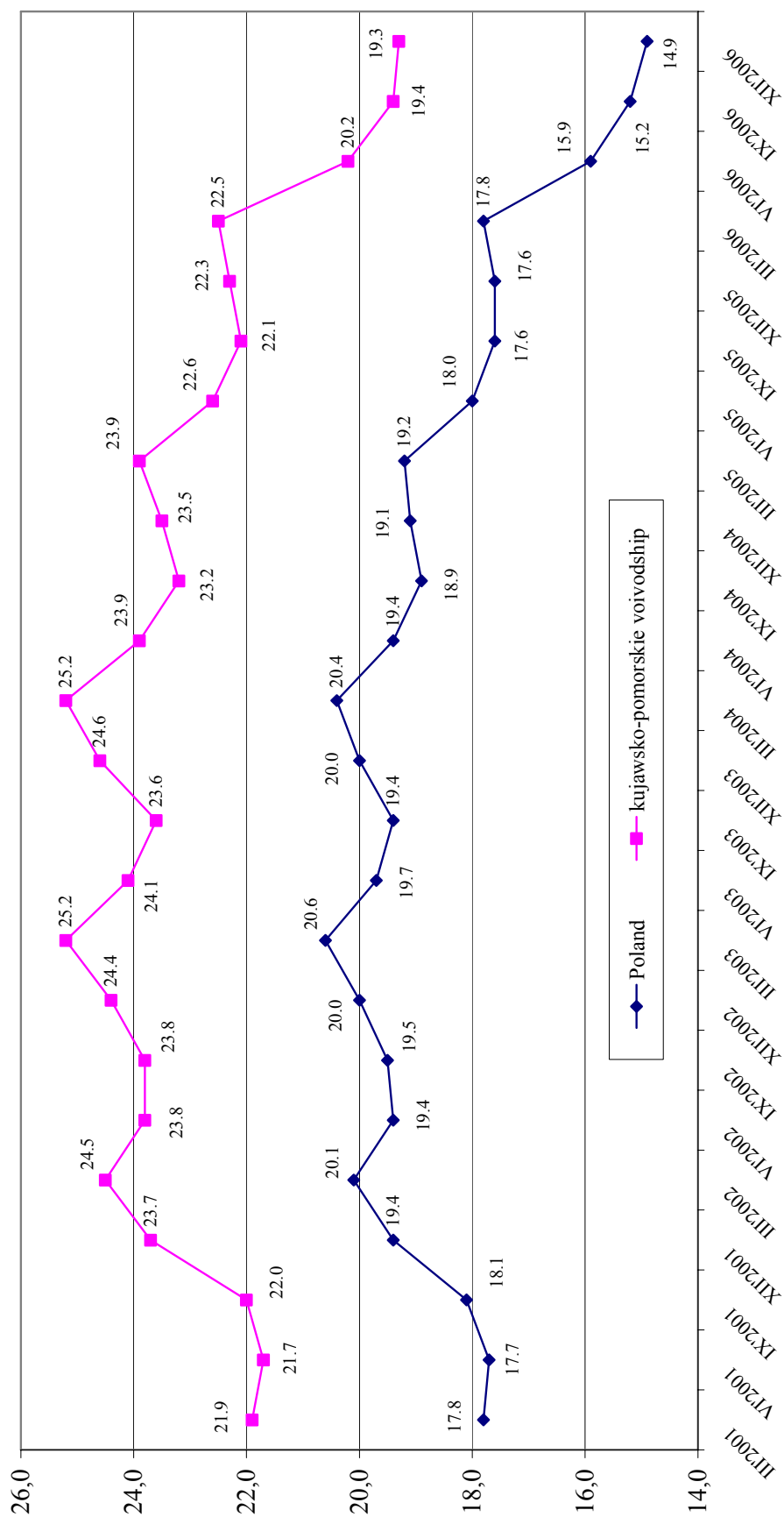
UNEMPLOYED BY KIND OF ACTIVITY OF THEIR LAST JOB. AS OF THE END OF PERIOD.

As of the end of period

Section of Polish Classification of Activities		2005	2006		
		persons		change	in %
Agriculture, hunting and forestry	A	8529	7481	-1048	-12,28749
Fishing and fish	B	40	35	-5	-12,5
Mining and quarrying	C	164	135	-29	-17,68293
Manufacturing	D	39254	32757	-6497	-16,55118
Electricity, gas and water supply	E	698	594	-104	-14,89971
Construction	F	13757	10467	-3290	-23,9151
Trade and repair	G	29944	25109	-4835	-16,14681
Hotels and restaurants	H	3475	3004	-471	-13,55396
Transport, storage and communication	I	3540	2918	-622	-17,57062
Financial intermediation	J	1143	993	-150	-13,12336
Real estate, renting and business activities	K	5439	5132	-307	-5,64442
Public administration and defence; compulsory social security	L	15100	12799	-2301	-15,23841
Education	M	2477	2274	-203	-8,195398
Health and social work	N	4304	3771	-533	-12,38383
Other community, social and personal service activities	O	14437	12461	-1976	-13,68705
Households which employ peoples	P	578	447	-131	-22,66436
Organizations and ex-territorial groups	Q	6	15	9	150
Not identify activity	R	6620	6561	-59	-0,891239
Total number of previously employed persons		149505	126953	-22552	-15,08445
Previously not employed persons		38516	33108	-5408	-14,04092
Total		188021	160061	-27960	-14,87068

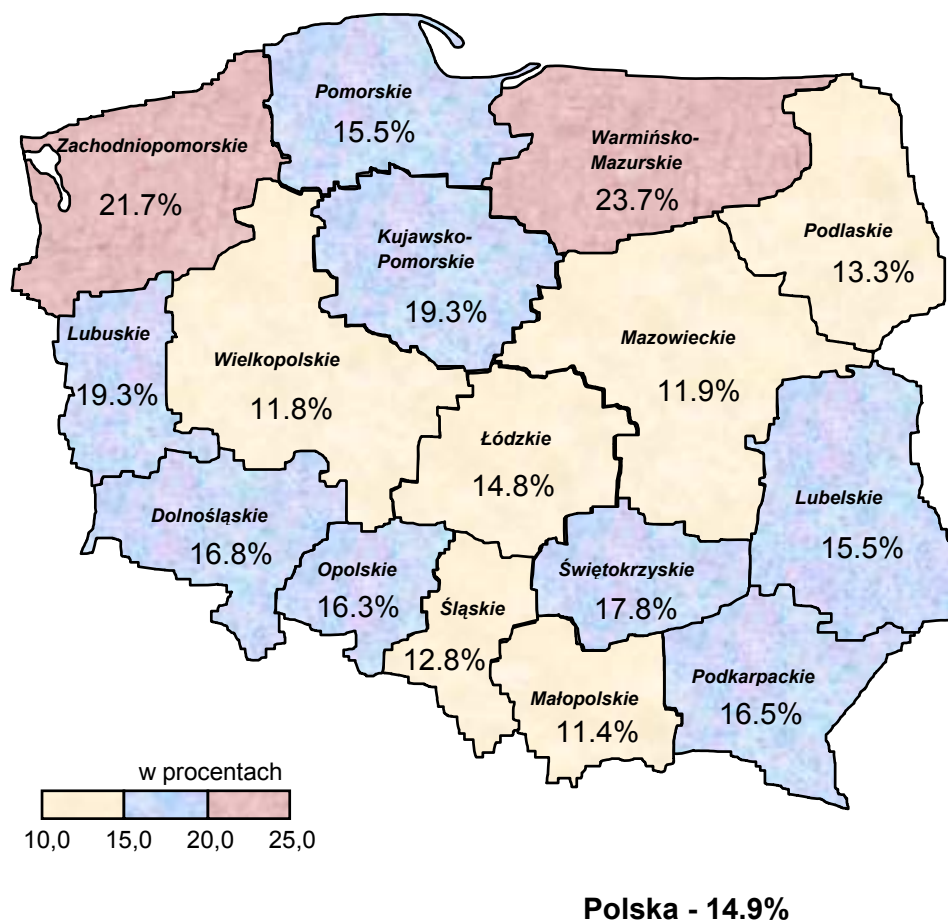
UNEMPLOYMENT RATE IN POLAND AND KUJAWSKO-POMORSKIE VOIVODSHIP IN YERAS 2001 - 2006.

As of the end of quarter.



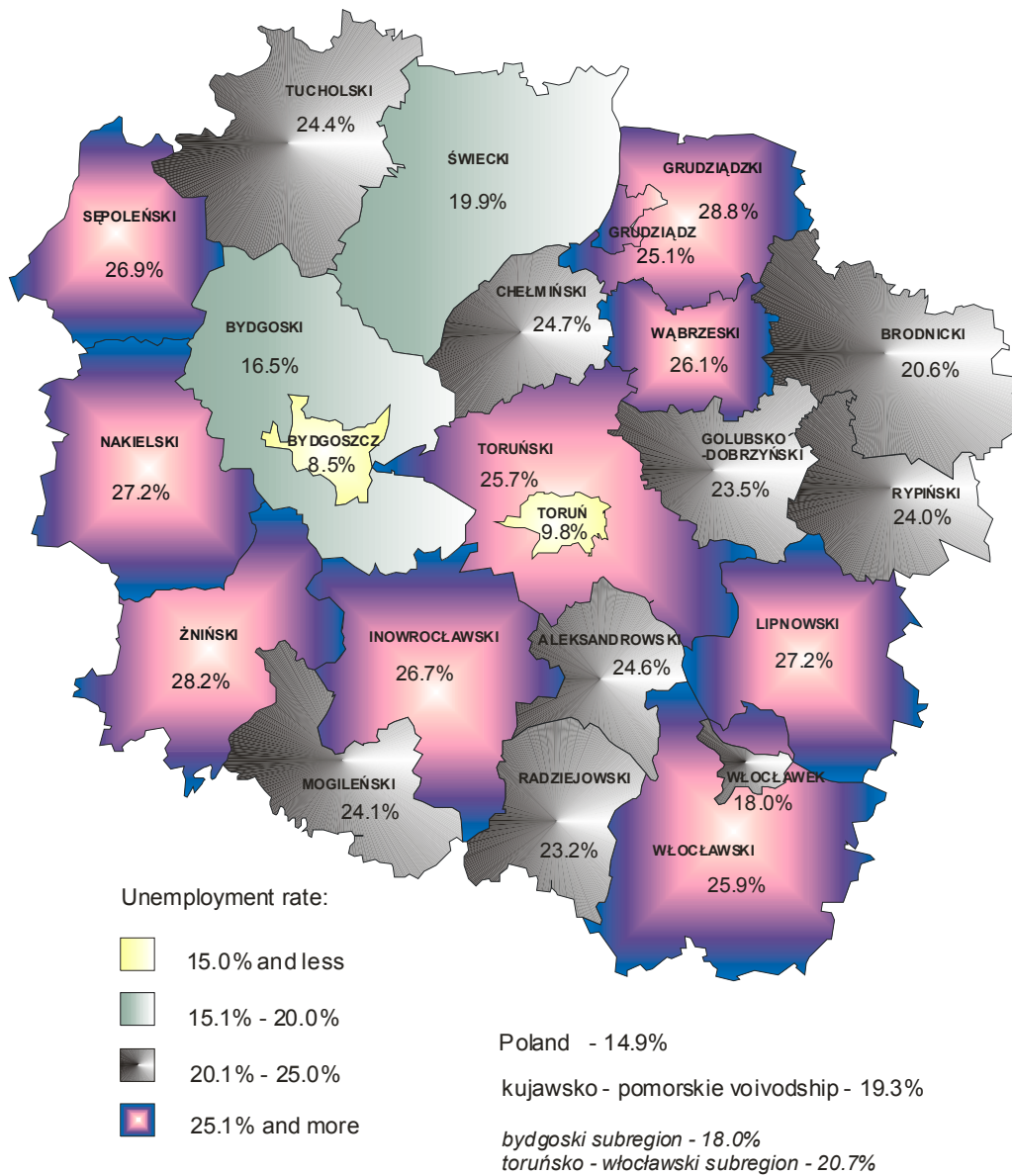
UNEMPLOYMENT RATE BY VOIVODSHIPS

DECEMBER 2006



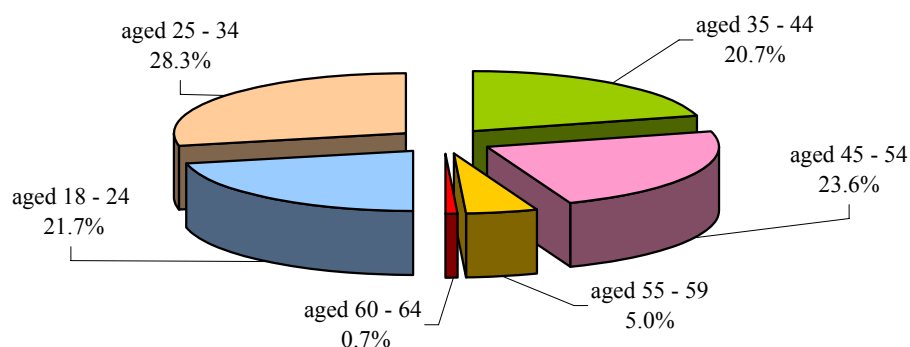
źródło: dane Urzędu Statystycznego w Bydgoszczy

**Unemployment rate by poviats
in kujawsko - pomorskie voivodship
as of 31.12.2006**

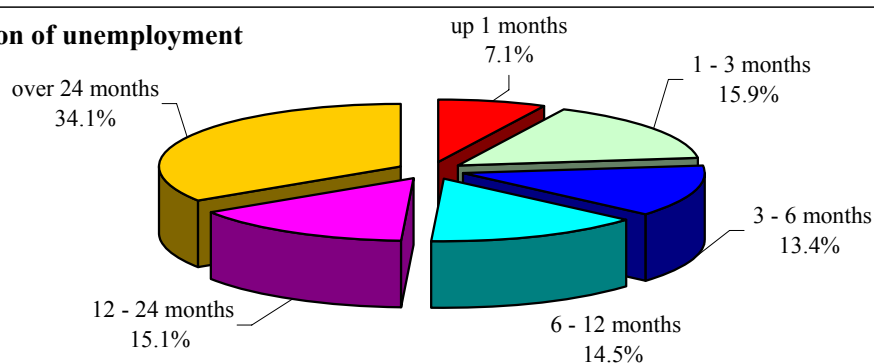


**STRUCTURE OF UNEMPLOYED PERSONS IN KUJAWSKO-POMORSKIE
VOIVODSHIP. As of the end of 2006.**

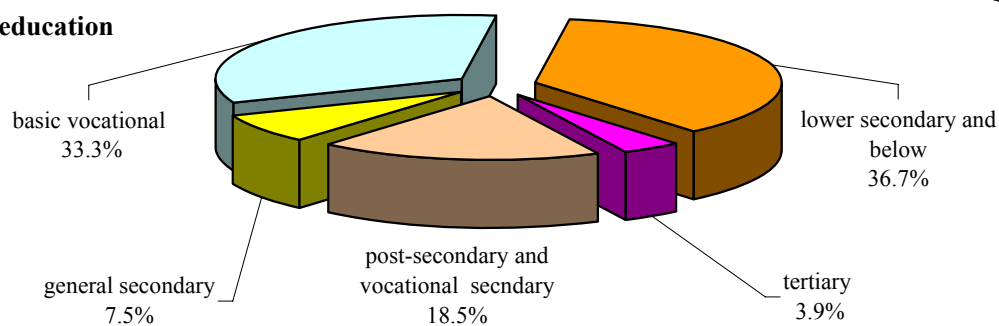
aged



duration of unemployment



education



work seniority

