



# VOIVODSHIP LABOUR OFFICE IN TORUŃ

## LABOUR MARKET AND LABOUR MARKET PROGRAMMES IN KUJAWSKO – POMORSKIE VOIVODSHIP IN 2005



## CONTENT

1.	General description of labour market in Kujawsko – Pomorskie Voivodship .....	1
2.	Institutional labour market service and law conditions .....	2
3.	Characteristic of changes in unemployment in 2005 .....	3
4.	Structure of unemployed persons in Kujawsko – Pomorskie Voivodship .....	8
5.	Voivodship self – government programmes realization .....	9
5.1.	Sectoral Operational Programme Human Resources Development (SOP HRD).....	9
5.2.	Integrated Regional Operational Programme (IROP) .....	11
5.3.	EU Community Initiative INTERREG III C ADEP Project .....	12
5.4.	EU Community Initiative EQUAL .....	15
5.5.	Kujawsko – Pomorski Human Resources Development Programme realized within Phare 2002 Economic and Social Cohesion.....	15
5.6.	Leonardo da Vinci Programme – „European Economy Animators Programme in expanding Europe” .....	16
5.7.	Deliver Programme – „Innovations attitude to direction of changes” .....	17
5.8.	A Programme of Vocational Activation of recent graduates „First Job” .....	18
6.	Other programmes realized by VLO in Toruń .....	19
6.1.	Co-operation with labour market partners.....	19
6.2.	Labour market surveys .....	20
6.2.1	The unemployed registered within the period of 12 months since the completion of education.....	20
6.2.2	A reasearch on demand for economic animators in the kujawsko – pomorskie voivodship.....	21
6.2.3	Monitoring of shortage and surplus occupations.....	22
6.3	The information and career planning centre (CIiPKZ).....	23
6.4.	Substitute service.....	24
6.5.	Employment of Polish citizens abroad.....	25

6.5.1	Employment within intergovernmental treaties and agreements .....	25
6.5.2	Services within european employment services “EURES” network.....	26
6.6.	Regional job guidance.....	27
6.6.1	Job offers in Poland.....	27
6.6.2	Employment Agencies.....	27
6.7.	Coordination of social security systems.....	28
7.	List of the most important publications prepared by Voivodship Labour Office in Toruń in 2005.....	28

## **TABLES, MAPS AND GRAPHS**

Main data about Kujawsko – Pomorskie Voivodship .....	30
Employed persons by Sections of Polish Classification Activities (PKD) in Kujawsko – Pomorskie Voivodship.....	31
Employed by sex - graph.....	31
Economic entities of Polish Classification of Activities (PKD) in Kujawsko – Pomorskie Voivodship in 2005 .....	32
Economic entities by PKD sections in year 2005 – graph .....	32
Registered unemployed persons and unemployment rate. As of the end of period .....	33
Unemployed persons by the kind of activity of their last job. As of the end of period .....	34
Unemployment rate by voivodships. December 2005 - map .....	35
Unemployment rate by poviats in Kujawsko – Pomorskie Voivodship. As of 31.12.2005 – map .....	36
Unemployment rate in Poland and Kujawsko – Pomorskie Voivodship in years 2001 – 2005. As of the end of quarter – graph .....	37
Structure of unemployed persons in Kujawsko – Pomorskie Voivodship. As of 2004 – graphs.....	38

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

The Kujawsko-Pomorskie Voivodship has an area of 17,970 km<sup>2</sup>, which accounts for 5.7% of the total area of Poland. The Voivodship consists of 19 powiats and 4 cities with powiat status. The Kujawsko - Pomorskie Voivodship has 144 communes (of which 17 are municipalities, 35 are municipal-rural communes and 92 rural ones). There are 52 towns and 3,580 villages in our region.

Population of Voivodship (which was established as of 30.09.2005) accounts for 2,068,0 thousand 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 men. In towns there live 61.6% of the Voivodship's population. The meaningful majority of the Voivodship's population (64.0%) is at working age. The population of pre-working age accounts for 21.7% of the total and at post-working age – 14.3%.

Number of employed persons in enterprise section in 2005 amounted to 213,684 persons and was lower than in the previous year by 2,003 (0.9%).

Employment rate by Labour Force Survey (LFS) in IV quarter of 2005 accounted for 44.3% (in the same period of 2004 – 42.9%). Activity rate calculated according to the LFS methodology has also increased narrowly – 54.6% in IV quarter of 2005, while in the same period of 2004 – 54.0%.

According to the Statistical Office in Bydgoszcz data, in the REGON register in Kujawsko – Pomorskie Voivodship as of the end of 2004 were registered 187.2 thous. of economic entities. In the public sector 3.5% of entities were active and in private sector – 96.5%. In relation to December 2004 number of economic entities increased by 1.1%. Private persons conducting economic activity account for 79.9% of all economic entities.

Average employment in enterprises sector in December 2004 amounted to 210.1 thous. persons in Kujawsko – Pomorskie Voivodship. It was lower than in the same period previous year by 1.3%.

In the structure of land the largest areas use the agricultural lands – 58.3% of the total area (in Poland – 52.2%). It is one of the highest indicators in Poland (4<sup>th</sup> place). Among agricultural lands as much as 89.2% are arable lands, meantime in Poland this indicator accounts for 77.7%. Forest cover 22.9% of the Kujawsko - Pomorskie Voivodship, what placed the Voivodship on the distanced 13<sup>th</sup> place. Forests and forest land cover 29.2% of Poland area.

Natural – scenery and cultural features contribute to large tourist attractiveness of our Voivodship. The resources and environmental values, 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.

Since 1<sup>st</sup> of November 2005 the Act July 28 2005 on Changing the Act on Employment Promotion and Labour Market Institution and on Changing Some Other Acts (Dz. U. Nr 164, poz. 1366) has been in force.

This novelisation has given some competencies and tasks connected with carrying out employment agencies' rolls previously handled by the Ministry of Economy and Labour to Voivodship Self - government. Moreover there has been the service of vocational guidance and information added to basic tasks of Voivodship Labour Office. These tasks have been carried out by VLO as Voivodship Self-government Organisation Unit.

The meaningful support in realisation of labour market porogrammes co-financed by ESF is assistance that the Voivodship Labour Office receives within the Sectoral Operational Programme Priority 3 *Technical Assistance* and within Integrated Regional Development Operational Programme Priority 4 *Technical Assistance*.

### 3. CHARACTERISTIC OF CHANGES IN UNEMPLOYMENT IN 2005

In 2005 according to previous years symptoms of situation improvement were noted. It was expressed by reducing the number of unemployed person's.

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

Specification	Number of the unemployed	Change in %
December 2000	181 230	X
December 2001	205 232	13.2
December 2002	211 593	3.1
December 2003	212 066	0.2
December 2004	199 566	-5,9
December 2005	188 021	-5,8

Number of unemployed persons as of the end of 2005 in the Kujawsko – Pomorskie Voivodship amounted to 188.021 persons and unemployment rate (a relation of registered unemployed persons to the economically active civilian population) for the Kujawsko – Pomorskie Voivodship amounted to 22.3% in December 2005, while average country's – 17.6%\*. With references to the end of 2004, decrease of unemployment was noted down by 5.8% (11,545 persons). It was less than in the previous years (in 2004 – by 5.9%, 12,566 persons).

Decrease of the number of the unemployed was noted down in all powiats: the highest relative decrease occurred in sępoleński (12,8%) and aleksandrowski (11,4%) powiat, the lowest in golubsko – dobrzyński (0,2%) and chełmiński (0,9%) powiat.

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\* Data about unemployment rate publicised by Central Statistical Office as of 30 January 2005

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

Powiats	Unemployed Persons			
	December 2004	December 2005	Increase/Decrease	
			Number of persons	%
<b>VOIVODSHIP TOTAL</b>	<b>199 566</b>	<b>188 021</b>	<b>-11 545</b>	<b>-5.8</b>
BYDGOSZCZ – city with powiat status	18 521	17 411	-1 110	-6.0
BYDGOSKI	6 993	6 614	-379	-5.4
GRUDZIĄDZ - city with powiat status	11 670	11 050	-620	-5.3
GRUDZIĄDZKI	5 272	5 103	-169	-3.2
TORUŃ - city with powiat status	12 180	11 117	-1 063	-8.7
TORUŃSKI	8 482	8 245	-237	-2.8
WŁOCŁAWEK - city with powiat status	12 247	11 668	-579	-4.7
WŁOCŁAWSKI	9 799	9 275	-524	-5.3
ALEKSANDROWSKI	6 784	6 013	-771	-11.4
BRODNICKI	8 040	7 472	-568	-7.1
CHEŁMIŃSKI	5 785	5 735	-50	-0.9
GOLUBSKO-DOBRYŃSKI	4 812	4 801	-11	-0.2
INOWROCŁAWSKI	20 626	20 010	-616	-3.0
LIPNOWSKI	8 046	7 643	-403	-5.0
MOGILEŃSKI	5 497	5 119	-378	-6.9
NAKIELSKI	10 388	9 637	-751	-7.2
RADZIEJOWSKI	4 540	4 193	-347	-7.6
RYPIŃSKI	5 680	5 557	-123	-2.2
SĘPOLEŃSKI	5 160	4 501	-659	-12.8
ŚWIECKI	10 018	9 316	-702	-7.0
TUCHOLSKI	5 424	5 007	-417	-7.7
WĄBRZESKI	4 341	4 114	-227	-5.2
ŻNIŃSKI	9 261	8 420	-841	-9.1

In 2005 in local labour offices in the Kujawsko – Pomorskie Voivodship there were 186.064 new unemployed persons registered (by 6.9% more comparing to previous year). In comparison with 2004 the number of unemployed persons previously not registered has decreased by 3.5% and number of repeated unemployed has increased by 9.8%.

In 2005 there were 197,609 unemployed persons removed from unemployment rolls (by 5.9% more than in previous year). Less than a half of removing (93,949 persons, which makes 47.5%) occurred because of the received job (in 2004 there were 90,410 persons and 48.4%), most of all non-subsidised (81.1% of total received job, in previous year – 81.3%). In 2005 76,189 unemployed persons undertook non-subsidised employment (by 3.7% more than in previous year). Subsidised job received 17,760 unemployed persons (by 4.9% more than in previous year): most of them were public works (10,017 persons, by 11.5% more than in 2004) and intervention works (4,628 persons, by 20.4% less). 1,703 of the unemployed started business (by 388.0% more than in previous year), and 932 unemployed persons received job within employment costs' refunding (by 131.3% more). Most of the unemployed undertaking jobs in 2005 were men - women accounts for 42.4% of this group (in previous year – 41.7%).

Higher outflow from than inflow to unemployment has influenced on changes in the unemployment in 2005 year. In local labour offices in the Kujawsko – Pomorskie Voivodship were 186,064 newly registered unemployed persons and deleted from the register – 197,609 persons.

Inflow rate (a ratio of newly registered unemployed persons to unemployed persons as of the end of previous reported period) amounted to 93.2% in 2005 (in 1999 – 130.4%, in 2000 – 104.9%, in 2001 – 87.4%, in 2002 – 80.3%, in 2003 – 81.5%, in 2004 – 82.1%).

Outflow rate (a ratio of persons deleted from the register to unemployed persons as of the end of previous reported period) amounted to 99.0% (in 1999 – 108.5%, in 2000 – 89.0%, in 2001 – 71.4%, in 2002 – 77.2%, in 2003 – 81.3%, in 2004 – 89.0%)

Only during four months in 2005: January, February, November and December in the Kujawsko – Pomorskie Voivodship there was increase of unemployed persons. In others months unemployment level decreased.

The higher decrease of number of the unemployed was registered in April 2005 in the Kujawsko – Pomorskie Voivodship and the higher increase – in January. Changes in number of the unemployed displays the following table.



## Unemployed persons and unemployment rate in Kujawsko-Pomorskie Voivodship in 2005

Months	Unemployed persons		Unemployment rate	
	Number of registered unemployed	Increase / decrease as compared with the previous period	Voivodship	Poland
December '2004	199 566	x	23.6	19.0
January '2005	206 792	7 226	24.1	19.4
February	207 366	574	24.1	19.4
March	204 887	-2 479	23.9	19.2
April	198 591	-6 296	23.3	18.7
May	193 460	-5 131	22.8	18.2
June	191 296	-2 164	22.6	18.0
July	190 378	-918	22.5	17.9
August	188 094	-2 284	22.3	17.7
September	186 034	-2 060	22.1	17.6
October	182 841	-3 193	21.8	17.3
November	183 285	444	21.8	17.3
December'2005	188 021	4 736	22.3	17.6

In 2005 8,722 of the unemployed started trainings, internships – 10,103 persons. These two forms of activation received in-all 18.825 unemployed persons (by 0.6% more than in previous year). The new form – vocational preparing in a work place - received 7,293 of the unemployed.

In 2005 in local labour offices of the Kujawsko – Pomorskie Voivodship 56,348 job offers were obtained (by 17.6% more than in previous year). Increase concerned mostly subsidised job's offers (increase by 24.1%), while the number of non – subsidised job's offers increased by 9.7%. Subsidised job's offers in 2005 accounts for 58.0% of total job offers (in 2004 – 55.0%).

In 2005 economic entities in the Kujawsko – Pomorskie Voivodship dismissed fewer persons terminated for company reasons than in previous years. In 2005 companies extended to local labour offices 32 notifications of persons terminated for company reasons – 1,307 persons (in 2004 there were 59 notifications concerning 2,218 persons). As a consequence, number of unemployed persons terminated for company reasons in the end of 2005 amounted to 3,970 persons (by 26,8% less than in the December 2004), who accounted for 2.1% of the unemployed (in previous year – 2.7%).

The Chamber of Deputies of the Kujawsko – Pomorskie Voivodship accepted in December 29 2004 the Act Nr XXIX/357/04 on *defining criteria of determining the Labour Fund means sums on financing programmes on employment promotion, mitigation the effects of unemployment, vocational activation and other facultative tasks realised by powiats in 2005.*

On 30<sup>th</sup> December 2004 the Minister of Economic Affairs, Labour and Social Policy destined (according to the algorithm) **125,915.7 thousands PLN** of Labour Fund means for realisation programmes on employment promotion, mitigation effects of unemployment and vocational activation in the Kujawsko – Pomorskie Voivodship. Minister passed on 88,141.0 thousands PLN ( 70% of total sum) straightforward to powiat self – governments for realisation programmes on activation the unemployed. Remaining sum – 37.774,7 thousands PLN (30% of total sum) was given to voivodship self - government. These means according to the Act Nr 2/34/2005 of the Board of the Kujawsko – Pomorskie Voivodship on 12 January 2005, were destined for powiats self - governments for realisation projects co-financed by European Social Fund within Sectoral Operational Programme Human Resources Development, therein:

- for supplementary projects completion of 2004 – 6,818.9 thousands PLN (Measure 1.2 *Perspectives for youth* – 5,029.5 thousands PLN and Measure 1.3 *Counteracting and combating the long – term unemployment* – 1,789.4 thousands PLN)
- for new projects realisation in 2005 r. –30,955.8 thousands PLN, therein: Measure 1.2 – 18.573,3 thousands PLN and Measure 1.3 -12,382.5 thousands PLN.

As an effect of changes of SOP HRD projects, means for co-financing realisation of projects within European Social Fund Sectoral Operational Programme Human Resources Development were decreased to make the most of Labour Fund means. 514.1 thousands PLN were destined for realisation programmes on activation the unemployed.

After passing on above– mentioned means for vocational activation of the unemployed according to decisions of Ministry of Economic Affairs and Labour, **powiat self - governments entered into applications for additional Labour Fund means preparation.** In total in 2005 there were applications for 42,636.1 thousands PLN for financing programmes on active counteracting the unemployment registered, whereof **powiats self - governments were given with 23,547.8 thousands PLN of additional means. In total the Kujawsko – Pomorskie Voivodship in 2005 got 149,463.5 thousands PLN of the Labour Fund means for activation the unemployed.**

In 2005 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 2005*). Share of means destined for the activation of the unemployed increased from 17.3% in 2004 to 37.1%, and means aimed for the unemployment benefits accounted for 58.4% (81.0% in 2004).

### Structure of Labour Fund expenditure in years 2004 - 2005

Specification	2004		2005			
	in thous. PLN	Share (%)	in thous. PLN	Share (%)	Change	
					in thous. PLN	in %
Expenditure in total	600 888.2	100.0	400 568.4	100.0	- 200 319.8	- 33.3
Benefits	486 477.2	81.0	233 865.4	58.4	-252 611.8	- 51.9
therefrom unemployed benefits	250 846.8	41.7	233 865.4	58.4	- 16 981.4	- 6.8
Programmes of counteracting unemployment	103 860.5	17.3	148 489.6	37.1	44 629.1	43.0
Others	10 550.5	1.8	18 213.4	4.5	7 662.9	72.6

Source: Report on income and expenditures of the Labour Fund in December 2004 and 2005.

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

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

High unemployment level among women (103,872 persons): women consist 55.2% of total number of unemployed persons, but among long - term unemployed persons share of unemployed women amount to 63.1% and in group lasting without work more than 24 months – 67.4%. In comparison with the end of 2004, number of unemployed women decreased by 3.3% when number of unemployed men decreased by 8.7%.

High level of unemployment on the rural areas: unemployed persons from the rural areas (83,759 persons) amounted to 44.5% of all unemployed persons (in 2004 – 44.3%). This population has decreased during the year by 5.3%. One should remember about large scale of hidden unemployment on the rural areas.

A considerable number of young persons among unemployed: 23.3% of the unemployed (43,878 persons) are aged 18 to 24 years. Compared to the end of 2004 this population decreased by 14.9%.

A considerable number of long – term unemployed and repeated unemployed persons: as of the end of 2005 long term unemployed persons (remaining in roll of powiat labour office for over 12 months in total within the period of 2 years, excluding a period of internship and vocational training in a work place) accounted for 68.2% (128,285 persons), while persons who had been unemployed for over 12 months (95,524) amounted to 50.8% of all unemployed persons (in 2004 – 52.9%). During the year number of long – term unemployed persons has decreased by 9.5%. Persons registered several times (145,935 persons) account for 77.6% of all unemployed persons (in 2003 – 76.1%).

Low professional qualifications of the unemployed: as of the end of 2004 year 71.4% of the unemployed (134,335 persons) had only basic vocational, lower secondary and below (in 2004 – 144,298 and 72.3%). The level and structure of the qualifications of unemployed persons still do not meet the expectations of prospective employers.

## **5. VOIVODSHIP SELF-GOVERNMENT PROGRAMMES REALIZATION**

Year 2004 characterized diversification of labour market programmes, which were realised in the Kujawsko – Pomorskie Voivodship. Main undertakings, which the Voivodship Labour Office (as a voivodship self-government organisation unit) was involved in were:

- Sectoral Operational Programme Human Resources Development (SOP HRD),
- Integrated Regional Operational Programme (IROP),
- EU Community Initiative INTERREG IIC ADEP Project,
- EU Community Initiative EQUAL,
- European Educational Programme Leonardo da Vinci,
- DELIVER Programme,
- PHARE 2002 Economic & Social Cohesion. Kujawsko - Pomorski Programme of Human Resources Development,
- A Programme of Vocational Activation for Recent Graduates “First Job”.

### **5.1 SECTORAL OPERATIONAL PROGRAMME HUMAN RESOURCES DEVELOPMENT (SOP HRD)**

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

Its main objective is the development of an open, knowledge-based society through provision of conditions facilitating human resources development by gaining education, undergoing training and performing work.

SOP HRD objectives are implemented by three Priorities:

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

Priority 2: Development of a knowledge-based society

Priority 3: Technical assistance

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

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

Measure 1.2. Perspectives for youth

Measure 1.3. Counteracting and combating long-term unemployment

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

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

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 2005 VLO in Toruń realised tasks of an implementation institution according to Frame Plans of Realisation an Activity accepted by the Board of Voivodship and then on 18<sup>th</sup> February 2005 accepted by the Steering Committee for Priority 1 SOP HRD.

According to the basic principle of financial assistance from ESF, which is re-funding expenditures made by a project’s executors, VLO in 2005 pre-financed expenditures on projects within Measures 1.2 and 1.3 SOP HRD from the Labour Fund means being in disposition of voivodship self – government according to regulation on 28<sup>th</sup> September 2004 on algorithm of defining the Labour Fund means’ sums on financing tasks in voivodship. (Dz. U. Nr 224, poz. 2273 changed later)

There were 37,774,700.0 PLN in total given for co – financing projects of ESF according to the decision of the Board of Voivodship (therein 6,818,900.0 PLN for completion projects started in 2004).

In the first quarter of 2005 there were 2 common projects of regional public service for employment continued (VLO – PLO), realized from May 2004 to March 2005 within the procedure beyond – the - competition:

▪ **Development of youth qualifications (within Measure 1.2)**

Within the project, there have been 20,675,836.46 PLN spent, whereof in 2005 4,865,894.53 PLN. 7,374 young unemployed persons has been activated, whereof 3,572 persons in 2005.

Thanks to taking part in a project 2,812 persons found a job and 92 set up business directly after its completion, a (employment effectiveness accounted for 39.4%). According to questionnaires filled by persons taking part in the project 90,8% of the unemployed was satisfied with participation.

▪ **Support for the unemployed by developing qualifications and entrepreneurship (within Measure 1.3).**

Within the project, there have been 6,700,574.59 PLN spent, whereof 1,745,353.82 PLN in 2005. 2,604 unemployed persons has been activated, whereof 521 persons in 2005.

Thanks to taking part in a project 867 persons found a job, and 348 took up self - employment (employment effectiveness – 46.7%). 92.9% persons taking part in the project has stated to be satisfied with participation.

Final completing realization of both mentioned above projects was in October 2005 – with accepting the final accounts by the Intermediary Institution.

Since February 2005, according to changes made with the Supplement of SOP HRD, the way of implementation of the schemes a) for the Measures 1.2 and 1.3 in the Kujawsko – Pomorskie Voivodship has been simplified. Powiat labour offices has become the beneficiaries with right to apply for co-financing and has been gaining assets by competition. The principles of financing projects has changed also. Every powiat labour office have been obliged to bring own assets accounted for 27.4% - for Measure 1.2 and 26,3% for Measure 1.3. to project.

Before the deadline, which was on 31.03.2005, all powiat labour offices of our region had applied within both Measures. Up to 14<sup>th</sup> April a formal evaluation of these projects has been done, while Commission of Projects Evaluation had done content-related evaluation of applications up to 27<sup>th</sup> April 2005. All applications achieved demanded amount of points, allowing to be co-financed by ESF means within planned actions.

In May 2005 40 agreements on projects' co-financing were signed (for period of realisation: 1<sup>st</sup> April 2005 – 31<sup>st</sup> March 2006) of 52,968,000.00 PLN assets (including own assets brought by powiats).

Increasingly from May 2004 to the end of December 2005 in the Kujawsko – Pomorskie Voivodship within Measures 1.2 and 1.3 SOP HRD there had been agreements on 81,705,800 PLN with all enclosures in total signed. Return of assets from ESF is planned to be over 59,600,000.00 PLN. Within this sum in 2005 (completing projects of 2004 and realisation projects of competition procedure in 2005):

- in Measure 1.2 29,654,378.81 PLN was spent and 11,876 persons received assistance (therein: vocational guidance – 11,609, work intermediary – 9,274, training – 1,990, internships – 8,952, vocational preparing in a work-place – 1,576; one-off means for setting up business received 244 persons);
- in Measure 1.3 17,904,605.77 PLN was spent and 6,312 persons received assistance (therein: vocational guidance – 6,278, work intermediary – 4,453, training – 2,651, vocational preparing in a work-place – 3,377, subsidized employment – 57; one-off means for setting up business received 673 persons).

In the end of 2005 the Kujawsko – Pomorskie Voivodship with assets of about 26,624,000.00 PLN was on the second 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)**

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

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

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

The Measure’s 2.1 aim is to increase the vocational mobility of citizens and their ability to adjust vocational qualifications and skills to regional labour market’s demands in conditions of membership in EU and also better adjustment of training needs and citizens’ qualifications to regional labour market’s needs by monitoring of regional labour market and dissemination of gathered information.

The Measure’s 2.3 aim is to equip farmers with skills enabling taking up a new job according to the process of Polish agriculture restructuring.

The Measure’s 2.4 aim is to change vocational qualifications of industry workers, workers of sectors being restructured and also other persons threatened with losing job as a result of restructuring processes so that they could perform new jobs.

Main task of VLO as an Implementation Institution is inter alia to announce competitions set up to choose projects to realisation. Among other tasks are: carrying out the monitoring of realised projects by gathering, interpreting and reporting the data systemically. A very important task is also the handling of the ESF Monitoring Subsystem (PEFS).

Within Measure 2.1 there are 16 training projects realised in learning foreign languages and 2 in computer skills for working adults, 3 training projects in agrotourism for farmers, 3 counselling projects for students, 2 projects on vocational training and 1 research project for institutions monitoring labour market. In total there were 10,569 persons embraced with realised projects.

Within Measure 2.3 in 2005 there were 7 agreements signed for total amount of 2,342,516.77 PLN, which accounted for 31.5% of allocation for years 2004 - 2006. From the amount of 276,127.87 PLN, which was paid to Beneficiaries/Final Recipient, 26,721.53 PLN (9,7% of paid means) has been reckoned up. Within realised projects 442 persons were embraced. The projects are on vocational courses and training, counselling services, vocational information and job placement services.

Within Measure 2.4 there were 1 agreements signed with an amount of 1,135,015.37 PLN (which accounts for 13,4% of total allocation), whereof there were 227.003,07 PLN paid to Final Recipients. 250 persons were embraced with the Project vocational training and courses counseling services and job placement services.

### **5.3 EU COMMUNITY INITIATIVE INTERREG IIIC ADEP PROJECT**

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

Midland and Western (Ireland), Podkarpackie Voivodship (Poland). Within INTERREG III three stands have been exhaled:

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

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

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

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

The task of INTERREG IIC is to encourage the regional authorities and other public institutions to perceive the interregional cooperation as a stimulating means of regional development by enabling access to others' background. Main task of the Programme is cooperation and knowledge transfer (know-how).

Beside the Kujawsko – Pomorskie Voivodship there is 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). Realisation of the INTERREG IIC Programme is anticipated for a period from January 1<sup>st</sup> 2004 to December 31<sup>st</sup> 2006.

In 2005 the most important actions within the Project ADEP realisation were:

- the Interregional Steering Committee of ADEP Project session on 21 of March 2005 in Brussels, where were the mode and results of the subprojects in regions participating in ADEP Project,
- realisation of a survey “Utilising the information on labour market” and preparation of a report displaying much information, which may be used to streamline a system of preparing and disseminating the data on labour market,
- participation of the VLO’s representative in a meeting of Subprojects’ Evaluation Commission on 1<sup>st</sup> of February 2005 in the Marshal Office of the Kujawsko – Pomorskie Voivodship,
- having subprojects translated,
- participation in a meeting of Study Group in Brussels, where were subprojects of regions presented, divided into groups and also identified as a sort of interregional acting,
- participation of all project providers in the meeting in Grosseto,



- organisation of the ADEP Project Study Group meeting in VLO in Toruń, where beside VLO in Toruń representatives of six participating European regions were present; during the meeting work of ADEP team in the second part of 2004 and the subprojects were sum up and also financial issues for 2005 were talked over,
- participation in a meeting of Interregional Steering Committee of ADEP Project, which aim was to work out and to authorise decisions about all subprojects chose to be realised in all partner regions; during the meeting the summary of applications by subject and interregional action's category
- organization of a meeting in Przysiek, which was the actual realisation status of the three subprojects realised in the kujawsko – pomorskie voivodship displayed on as well as the local and interregional plans of action within these subprojects; the cooperation between partners realising the subprojects and the Technological Team, Content-related Team and Financial Team talked over as well as the current issues connected with the subprojects' realisation,
- preparing and handing out the folder according to INTERREG IIIC ADEP Project realisation (Polish, French, English); folder displays aims and participants of the Project, characteristics and expected results of the realised subprojects and also contact details,
- participation of the content-related coordinator of ADEP Project in seminary in Bydgoszcz on 18 – 21 September on “Using historical monuments for promotion and development of a region”; speech shortly characterised the kujawsko – pomorskie voivodship and subprojects realised in the region;
- on 16-17 September 2005 in Toulouse was the meeting of a Study Group, during which issues connected with education for employment needs were talked over ; during a conference organised by regional authorities of Midi-Pyrenees a presentation of the ADEP Project in the kujawsko – pomorskie voivodship was given,
- on 25 November 2005 the Voivodship Labour Office in Toruń organised a conference “Local employment development”, which members of an implementation team of ADEP Project and subprojects executors in the kujawsko – pomorskie voivodship participated in. The topic of the conference included: EU policy according to local labour markets, dialogue rules between self-governments of voivodship and powiat level and social partners; documents prepared by self-government of the voivodship to create local development; regional policy on the EU, Poland and region level; partner regions' experience, main and detailed aims of the ADEP project and other projects of local development and employment financed by the Labour Fund or other public sources; all participants were given with conference materials concerning the INTERREG IIIC ADEP Project;
- on 1-3 December 2005 in Brussels a meeting of partners realising the ADEP project took place. Representatives of the kujawsko – pomorskie voivodship took part in the conference on 1 December titled “Cooperation for territories and employment development within experimental projects of ADEP Project”. The conference took place in the Committee of Regions and representatives of 7 regions taking part in the ADEP Project realisation as well as high representatives of European Commission according to EU regional policy participated in. During the conference a presentation titled ADEP

Project in the Kujawsko – Pomorskie Region. “Cultural Heritage Serving Development of Country Areas”. Presentation and tasting of traditional and regional products of 7 regions participating in ADEP Project;

- on 19 December 2005 in Regional Centre of Social Policy in Toruń another meeting of the implementation team of ADEP Project and subprojects executors took place. During the meeting financial issues of project providers and other current problems resulting in subprojects’ realisation. A deadline of sending the budget reports to marshal office was established in the end of December 2005.

#### **5.4. EU COMMUNITY INITIATIVE EQUAL**

VLO in Toruń participates as a partner in realization of 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).

Action planned within the project include activating and psycho-motivational workshops, training in entrepreneurship, support centres, mentoring, telecommuting, leading family and dayrooms.

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

Within the PHARE programmes Economic & Social Cohesion beside the infrastructural projects and projects concerning the SME development, projects for human resources development were realised. Immediate objectives of PHARE 2002 ESC HRD are: employment promotion, entrepreneurship development promotion, equalisation women and men chances on labour market. PHARE 2002 ESC HRD consisted of two components:

- national – which aim was to prevent unemployment among youth and to improve the quality of labour market services provided by public and non-public institutions,

- regional – which aim is to solve regional labour markets’ problems with countermeasuring against unemployment, supporting entrepreneurship, improving quality of SME personnel and strengthening local institutional potential in the scope of countermeasure against unemployment.

The Voivodship Labour Office realised the programme on its regional level. Within the PHARE ESC HRD Kujawsko – Pomorskie Voivodship participated in realisation of the PHARE 2002 ESC HRD. The Executor of the Project, Consortium ECORYS Nederland BV included:

- ECORYS Nederland BV (Netherlands) –leader of the Consortium,
- Nicolaus Copernicus University in Toruń,
- F5 Consulting Frąckowiak i Wspólnicy Sp. z o.o.
- The Vocational Education Centre in Toruń.

The project was realised from November 30 2004 till October 30 2005. 1,089,673.33 EURO was spent on the programme’s realisation , from which:

- for Subproject 1: 646,922.00 EURO,
- for Subproject 2: 236,218.00 EURO,
- for Subproject 3: 206,533.33 EURO, from which 99,743.33 EURO was spent on grants to buy hardware.

Within the project there were following measures carried out:

- **Subproject 1 - Active labour market measures for unemployed and persons at risk of unemployment.** Within this subproject there were provided: training, vocational counselling before and after training, vocational guidance.
- **Subproject 2 – Entrepreneurship promotion** – assistance for persons undertaking business activity. Within the subproject there were provided: training, preliminary vocational counselling before training, coaching. In total 15 training courses titled “I’m setting up my own business” from 15 planned were carried out. In addition there were eight 3-days workshops titled “Possibilities of financing business activity” organised for hitherto existing beneficiaries of the Subproject 2.
- **Subproject 3 - Assistance for local employment initiatives.** The subproject was implemented in 5 powiats of the voivodship: city with powiat status Grudziądz, nakielski powiat, sępoleński powiat, wąbrzeski powiat, żniński powiat. There were provided: training and counselling services in preparing modernisation plans of educational offer for vocational educational entities, a conference, grants to buy hardware.

On October 21 2005 the final seminary summarizing the realisation of PHARE 2002 ESC HRD in the Kujawsko – Pomorskie took place.

## **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, 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”.

Within the first phase of the project VLO in association with Kuyavian-Pomeranian Association of Employers and Entrepreneurs in Bydgoszcz and Bydgoszcz Board of Federations of Research-Technological Association had carried out from March to April 2005 a research on demand for economic animators by its three specialties in the Kujawsko – Pomorskie Voivodship. The research covered those areas of labour market which, as we assumed, companies and institutions employ people performing tasks aimed at regional, entrepreneurship, and technological development.

In the III quarter of 2005 the Voivodship Labour Office in association with Kuyavian-Pomeranian Association of Employers and Entrepreneurs in Bydgoszcz conducted the in-depth demand analysis for economic animator. The target group included people performing tasks related to regional, entrepreneurship, and technological development. Therefore, the research sample included the respondents who previously admitted employing people responsible for the tasks related to the three specializations. The main research objective was to gather information from people directly involved in regional, entrepreneurship, and technological development tasks on the present and future problems which may stand in the way of completing the assigned tasks as well as on training needs to address the arising problems. Both reports are available on the VLO’s website: <http://www.wup.torun.pl/programy/leonardo/materialy.php>

There was also a summarizing report for all demand analyses for economic animators carried out by the Project’s Partners prepared in the Voivodship Labour Office in Toruń.

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

On behalf of the Kujawsko – Pomorskie Board, in 2004 year, the Voivodship Labour Office in Toruń acceded to Deliver Programme realization, named “Innovation attitude to management of changes”. That includes participation of two VLO’s representatives in conferences, seminars and meeting in the work groups in 2004 – 2006.

In March 7 – 9 2005 the first meeting of the Transnational Focus Group took place in Edinburgh (Scotland), which two representatives of VLO in Toruń took part in. There were three study visits – in *Edinburgh’s Telford College, Campus* and *Edinburgh’s Retail Academy* included in the meeting.

The second meeting took place in Linköping (Sweden) in June 1 – 3 2005, which also participated two VLO’s in Toruń representatives in. There were three study visits connected with places of realisation programmes for children and youth – *Future Seeds*, for the long – term unemployed – *Serwus* and programmes supporting the entrepreneurship development – *Enterprise Incubator Mjårdewi*.

## 5.8. A PROGRAMME OF VOCATIONAL ACTIVATION OF RECENT GRADUATES “FIRST JOB”

The Voivodship Labour Office in association with powiat labour offices in 2005 continued informational – promotional measures (intra alia using Informational Bulletin of the VLO in Toruń and the VLO’s in Toruń website) of the “First Job” Programme for the young. These measures’ aim was to meet the young with the specific characteristic of the local labour market, possibilities of help with self-employment and also subsidised forms of employment.

“First Job” Programme has been continued and still was based on segments:

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

In segment “Small and Medium Enterprises and Self-Employment” local labour offices of the Kujawsko – Pomorskie took actions within following labour market instruments resulting from the Act on Employment and Counteracting Unemployment and Act on Employment Promotion and Labour Market Institutions

- **internships** (art. 53 of the Act on Employment...) were started by 10,064 persons and finished by 9,654 persons. After completing the Programme 4,138 persons got a job which accounts for 41.1% of total number of persons starting an internship.
- **vocational preparation** (art. 53 of the Act) were started by 2,518 and finished by 1,867 persons. After completing the Programme 726 persons got a job which accounts for 28.8% of total number of persons starting vocational preparation.
- **training** (art. 40 of the Act) were started by 2,291 and finished by 2,263 persons. After completing the Programme 783 persons got a job which accounts for 34.2% of total number of persons starting training.
- within **interventional work** (art. 51, 56 of the Act) there were 783 persons employed, whereof 558 persons finished it. After completion the Programme 378 got a job, which accounts for 48,3% of total number of persons starting interventional work.
- within **public work** (art. 57 of the Act) there were 745 persons employed, whereof 624 persons . After completing the Programme 153 persons got a job, which accounts for 20.5% of total number of persons starting public work.
- **scholarships by virtue of education continuing** (art. 55 of the Act) were given to 372 persons.
- **activation benefit** (art. 48 of the Act) were given to 2,156 persons.
- 189 of the unemployed benefited from **refund for creation new workplaces** (art. 46 ust. 3 of the Act).
- 277 of the unemployed used **means for setting up business** (art. 46 ust. 3 of the Act).
- 2,127 persons used **reimbursement of drive and homing** (art. 45 of the Act).

Actions within this segment were also taken into account in others programmes in aid of counteracting unemployment, whereof PHARE 2002 Economic & Social Cohesion. There were 78 persons included, whereof 65 persons completed programme and 10 persons got a job after completion.

In segment “Information, career Counselling and Employment Agency” powiat labour offices of the Kujawsko – Pomorskie Voivodship and Centres of Information and Planning Vocational Career VLO within activities in aid of employment activation of graduates organised:

- 330 **informational meetings** within programme "Independence in first job searching", which 3,634 persons participated in,
- **individual counselling** – 25,439 meetings took place, which 19,464 persons participated in,
- **group counselling** – there were 860 groups organised, which 6,580 persons participated in,
- **vocational information** – 8,169 individuals used information and there were 460 groups organised, which 4,998 persons participated in,
- **workshops in job searching** within the Individual Action Plan – there were 759 workshops organised, which 3,677 persons participated in. 675 persons got a job after the completion,
- there were 483 **job fairs** organised, which 665 economic entities participated in and 2,522 persons,
- within **help in active job searching** 1,113 persons started training in work clubs and activating workshops, 1,030 persons completed the programme and 101 persons got a job after the completion,
- **other measures realised within projects co-financed with structural funds** – 1,647 persons started activation, 1,158 completed and 363 persons got a job after the completion.

Within the "First Job" Programme the Voivodship Labour Office in Toruń participated also in giving opinions on applications for a competition to create Gmina Information Centres (GCI) and Career Academic Agencies (ABK) organised by the Ministry of Economic Affairs, Labour and Social Policy. According to the assumptions, GCI and ABK were offering information about job offers and possibilities of volunteering, jobs, schools and educational institutions, conditions and procedures of setting up business, European integration and also about work law and basic rights and responsibilities of an unemployed person.

## **6. OTHER PROGRAMMES REALIZED BY VLO IN TORUŃ**

### **6.1. CO-OPERATION WITH LABOUR MARKET PARTNERS**

Within regional policy realization in 2005 VLO in Toruń co-operated with social partners and institutions acting in aid of human resources development. Up to date VLO was in touch with institution connected with education (School Inspectorate, Powiat Government Offices, post-gymnasium schools and tertiary schools, training institutions), VLO's representatives participated in powiat and gmina self –governments sessions, where local labour market problems had been detailed. In connection with new tasks for voivodship self-government (quantification of Labour Fund assets share and list of professions, where can be remuneration refund and premiums on social insurance for youth employees employed on the basic of work agreement to vocational preparation) there were consultations with interested entities.

Within its informational function, VLO in 2005 provided social partners and institutions acting in aid of human resources development and mass media with many analyses describing the regional labour market. Beside monthly published Informational Bulletin of the VLO "Labour Market of the Kujawsko – Pomorskie Voivodship", there were other publications concerning inter alia analysis on unemployment in rural areas, among graduates or the disabled, the unemployed' vocations and job offers and also annual and quarterly analyses on the regional

labour market's situation. These information and publications are available also on the VLO's website: [www.wup.torun.pl](http://www.wup.torun.pl)

A vital part in cooperation with labour market partners plays the Information and Promotion of ESF Point, which realises its responsibilities written in the Communication and Information Measures Plan for the Kujawsko – Pomorskie Voivodship for years 2003 – 2006, particularly the Measures Timetable for 2004, which makes up an enclosure for the mentioned document in the scope of IROP (measures 2.1, 2.3, 2.4 IROP) and SPO HRD (Measures 1.2, 1.3 SPO HRD).

In 2005 within the informational and promotional measures there were information provided, consultations with potential Beneficiaries applying for financial means organised, informational and consulting meetings, conferences, seminars and “open door” days organised. There were also informational/promotional materials concerning Measures, which VLO is the Implementation Institution for, prepared and distributed and contents of the VLO's website concerning ESF actualised. The Informational Bulletin ESF was monthly prepared and available on the website. Since July 2005 the Informational Bulletin ESF has been also published in paper form.

Representatives of the European Commission - DG employment and twinning counsellors were guests of the VLO in Toruń. The meeting's subject was to report actual status of preparation to ESF implementation (IROP and SOP HRD).

Centres of Information and Vocational Career Planning of the VLO in Toruń also carry out a develop cooperation in the scope of vocational information and counselling.

## **6.2. LABOUR MARKET SURVEYS**

### **6.2.1. THE UNEMPLOYED REGISTERED WITHIN THE PERIOD OF 12 MONTHS SINCE THE COMPLETION OF EDUCATION**

From March to April 2005 there had been the IV edition of a survey on unemployed graduates of the upper-secondary schools in the Kujawsko – Pomorskie Voivodship. Assumed target group included all graduates of upper-secondary schools (excluding tertiary schools) in the labour office rolls as of the end of January 2005.

Obligatory reporting doesn't include structure of the unemployed registered within the period of 12 months since the completion of education by education level, so local labour offices were asked to prepare an additional listing, which would give possibility to separate the upper - secondary schools' graduates from the total number of graduates. Also persons who completed a tertiary school were excluded from the survey. 2,887 persons participated in the survey and questionnaires' return rate amounted to 60.8%.

Main source of information was a questionnaire filled out by an unemployed person. Comparing to the previous edition of the survey, the questionnaire has changed. A question about a motive behind the choosing of the school, which unemployed person want to resume education in has been excluded as well as a question about factors, which, in the surveyed person's opinion, have impact on getting a job. On the other hand a question about help connected with entering the labour market that were given to the surveyed by school has been added.

According to previous editions, data provided with the questionnaires directly by the unemployed registered within the period of 12 months since the completion of education are completed with information on graduates by completed upper-secondary school and also by a job provided by Staroste Office or directly by upper-secondary school in powiat's area.

Analysis of collected data indicates clear connections between educational market and labour market. Structures of the unemployed registered within the period of 12 months since the completion of education are convergent. The unemployment registered within the period of 12 months since the completion of education taking part in the investigation came mostly from vocational secondary schools. Share of the unemployed registered within the period of 12 months since the completion of education from basic vocational schools in this edition in comparison with previous one has decreased (by 13.5 points) and share of the unemployed registered within the period of 12 months since the completion of education from vocational secondary schools has increased (by 1.3 point). In this edition for the first time participated the unemployed registered within the period of 12 months since the completion of education from profiling secondary schools - share of this group amounted 13.0% of total number of our respondents.

Occupations structures of the unemployed registered within the period of 12 months since the completion of education and graduates are similar. In comparison with previous editions they haven't changed. At the top are such occupations as: sales assistant, technician and economist. Occupations in which there are most graduates educated there are most unemployed as well.

The number of the unemployed who have been continuing education is constant: in the first editions amount to 39.0%, in the second – 43.7%, in the third – 50.0% and in the last – 47.2%.

For the first time we asked our respondents about obtaining help from school to get in the labour market. Most respondents – 64.0% used help from school. Among all forms of help dominated training and lesson of enterprise carried out by worker of school (educator, form tutor, teacher) and also by worker of employment agency.

Respondents believe that job training is the most effective method to increase their chances of finding a job. Still, 18.5% of surveyed population is not interested in any incentives provided by Employment Agency.

The result of research confirms clearly that educational process in actual and future connections with labour market is complex.

Full text of report is available on the VLO's website: [www.wup.torun.pl](http://www.wup.torun.pl).

## **6.2.2. A RESEARCH ON DEMAND FOR ECONOMIC ANIMATORS IN THE KUJAWSKO – POMORSKIE VOIVODSHIP**

The research was carried out in two parts – in March and April and in the III quarter of 2005. Detailed information on research one can find in the chapter concerning Leonardo da Vinci “European Curricula for Economic Animator in the Enlarging Europe”.



### 6.2.3. MONITORING OF SHORTAGE AND SURPLUS OCCUPATIONS

In 2005 there were for the first 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. 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 retrial employment,
- actual correcting level, structure and content of vocational training (concerning educational authorities and schools directors).

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 2005 was diagnostic an included an analysis on shortage and surplus occupations. The analysis shows that shortage occupations in the Kujawsko – Pomorskie Voivodship are most commonly:

- administrative secretaries and related associate professionals,
- building water frame and related trades workers,
- libraries and scientific information workers,
- archivists and curators
- administrative secretaries and related associate professionals'

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,
- cabinetmakers and related workers,
- builders,
- bakers, pastry-cooks and confectionery makers,
- cooks,
- tailors, dressmakers and hatters,
- agronomy and forestry technicians,
- painters and related workers.

A report in the end of 2005 was both diagnostic and prognostic. The prognostic part includes analysis of a survey carried out in school (according to assumptions there will be also economic entities employing persons surveyed).

Both reports are available on the VLO's website: [www.wup.torun.pl/publikacje/rynekpracy.php](http://www.wup.torun.pl/publikacje/rynekpracy.php)

According to realisation of the research on October 12 2005 a training meeting concerning monitoring of shortage and surplus occupations took place in the Voivodship Labour Office in Toruń. Representatives of the Labour Market Department of the Ministry of Economic Affairs and Labour, Statistical Office in Bydgoszcz and local labour offices in kujawsko – pomorskie voivodship took part in the meeting. During the meeting some doubts, which occurred during realisation of the task, were discussed. They concerned especially some difficulties connected with carrying on surveys in schools and economic entities, character of the indicators used in the diagnostic part and also organisational, technical and financial conditions of the monitoring of shortage and surplus occupations realisation.

### 6.3. THE INFORMATION AND CAREER PLANNING CENTRE (CIiPKZ)

In 2005 20,485 persons used services of The Information and Career Planning Centre (CIiPKZ) in Toruń, Bydgoszcz and Włocławek in total.

CIiPKZ clients in kujawsko – pomorskie voivodship  
in 2004 – 2005

Specification	2004	2005		
			change	
	persons	persons		%
Toruń	7 772	6 981	-791	-10.2
Bydgoszcz	7 638	8 338	700	9.2
Włocławek	6 945	5 538	-1 407	-20.3
CIiPKZ in total	22 355	20 857	-1 498	-6.7

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 the arrested) as well.

#### CIiPKZ clients in kujawsko – pomorskie voivodship in 2005

specification		2004	2005	Bydgoszcz	Toruń	Włocławek
clients in total		22 355	20 485	8 338	6 981	5 538
therefrom	the learning young	8 574	5 930	2 281	2 372	1 414
	the unemployed	11 235	11 152	4 606	3 139	3 618
	others	2 546	3 403	1 451	1 470	506
	therein					
	searching for a job	1 144	2 330	1 128	841	384
	others	1 402	1 073	323	629	122

Clients visiting Information and Career Planning Centres in 2005 used information database, including internet information, individual and group job – counselling, computer programmes supporting vocational counselling 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 200 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](http://www.wup.torun.pl/rejestr_instytucji).

Within a cooperation with labour market partners CIiPKZ in Kujawsko – Pomorskie Voivodship were taking up measures for cooperation development in the scope of exchanging information about vocations and educational possibilities and also organising various forms of counselling. Similarly as in the previous years CIiPKZ's workers participated also in many fairs, seminars and conferences concerning labour market topic, human resources development and vocational counselling development.

#### 6.4. SUBSTITUTE SERVICE

In 2005 in the Kujawsko – Pomorskie Voivodship 146 persons received verdicts from Voivodship Recruit Commission and Local Recruit Commissions, which give the right to substitute service. As of the end of the year there were 344 served in substitute service.

In 2005 138 economic entities transacted a deal with the VLO on substitute service. In total 184 economic entities are registered in the “Central directory of employers, which substitute service can take place in” of Ministry of Labour and Social Policy.

Many employers have been interested in the substitute service, since the financial rules of recruits changed. Now entities employing recruits are given with reimbursement for recruits'

salary by the Marshal of Voivodship. However possibilities of the VLO in Toruń to direct recruits to substitute service are limited on account of financial limits.

Voivodship commission on substitute service gave 427 verdicts (of which 106 were positive). The commission took over tasks of Powiat Recruit Commissions. There also processed 9 claims about discharges of powiat/local recruit commissions, therein 9 decisions about substitute services had been cancelled.

## **6.5. EMPLOYMENT OF POLISH CITIZENS ABROAD**

### **6.5.1 EMPLOYMENT WITHIN INTERGOVERNMENTAL TREATIES AND AGREEMENTS**

#### **I. SEASONAL AGREEMENTS**

In 2005 15,141 contracts of employment to **seasonal work in Germany** came in to the Voivodship Labour Office. There were 14,230 contracts in total. Interest in this kind of employment is still very big. The labour cost increase connected with the necessity to pay insurance premiums has not influenced the employment. Social insurance rules' change doesn't concern the unemployed and students.

In 2005 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. There is small interest in these job offers because candidates has to speak German very well. 11 persons applied for a job and 7 got agreements. There is also a possibility of not anonymous employment, which used 11 persons.

Another country, which our seasonal workers go to is Spain. The Polish are mainly employed in agriculture by planting and harvests of strawberries, chicory, potatoes, grapes, bananas and tomatoes harvests. In 2005 623 persons took up this kind of job.

In December 2005 another recruitment to seasonal work in Spain was organised. Employers' representatives qualified 195 persons to job and another 87 put into reserve list.

#### **II LONG-TERM EMPLOYMENT WITHIN INTERGOVERNMENTAL TREATIES AND AGREEMENTS**

In 2005 the following recruitment took place in the kujawsko – pomorskie voivodship:

- **Germany:** in *hotels and restaurants* section and in agriculture for 12 – 18 months; 6 persons applied. In addition 6 persons who were given with the agreement are applying for a work permit.
- **France:** the French searched for workers as glass-makers, bakers, fitters, welders, carpenters, carpenters – roofers, cranes operator, bricklayers and in Disneyland in *hotels and restaurants* section.
- **Spain:** for constructing engineers, butchers, tinsmiths, carpenters, machines' shunters, welders, machines' operators, off-set printers' operators, electric lines setter, bricklayers, steel fixers, artistic carpenters, fitters, site managers, , electricians, turners, car painters, truck drivers, car mechanics, cattle breeders, metal constructions fitter. 199 persons sent applications, 99 were invited for an interview and 17 persons got a job.

- **Great Britain (Jersey Island)** – for bakers and a restaurant manager. These offers were very attractive. 7 persons applied.

In total 249 persons used offers mentioned above. All applications were sent to the Ministry of Economic Affairs and Labour in Warsaw – Labour Market Department. On account of lack of information about the interviews’ effect, job agreements are covenanted directly by employer and employee, without intermediary of the office.

## 6.5. SERVICES WITHIN EUROPEAN EMPLOYMENT SERVICES “EURES” NETWORK

Within European Employment Services “EURES” recruitment for following jobs were organised:

- **Great Britain:** diesel mechanic, fitter, welder (2 offers), upholsterer, truck driver cat. C+E, bus driver, the elderly guardian, cook’s assistant, mushrooms shifter (3 offers), packer, farm worker, car mechanic, technicians – mechanics, land constructing engineer, human resources assistant, main tailor, fast – track manager, basic nurses, plumber – supervisor, truck drivers/cranes operator, butcher, cleaning stuff, TSW production machines operators, pipes fitters/welders, welders/production workers, technical consultants, chemistry engineer, production operators,
- **Czech Republic:** welders, production workers (4 offers), sewers, drivers, butchers, tailors.

Candidates o work in Great Britain are expected to speak English on at least good level (however it’s good to speak English on better level), there are no limits according to age, period of employment is from 6 months to one year or more, salary is varied according to a job.

There were 87 recruitment processes organised for employers from the EEA countries, there were 520 applications sent for offers in Great Britain and Czech Republic in total. Interest in EURES offers has been very big, from January to December 2005 3,230 information on job offers and conditions of living and working in EEA countries. However it doesn’t reflect a number of persons who sent applications for EURES offers themselves by self - actualisation.

Within European Employment Services EURES we had also offers to self – actualisation. These are offers, which persons interested apply individually for by sending their applications directly to employer or other Voivodship Labour Office, that’s why the VLO in Toruń is no able to verify a number of applications sent for one offer. Within these offers there was recruitment organised to work in Great Britain, Ireland, Island, Scotland, Norway, Sweden, France, Slovenia, Czech Republic, Lithuania, Denmark and Estonia.

On May 2 2005 an agreement on co-financing EURES measures in Poland from 1 April 2005 to 31 March 2006 signed by the Ministry of Economic Affairs and Labour and the European Commission. The Minister gave the Self-government of the Kujawsko – Pomorskie Voivodship 58,520 PLN for realisation of these measures.

Within EURES grant 2005/2006 following measures were planned in kujawsko – pomorskie voivodship:

- rendering all job offers in public administration available for persons searching for a job in EU/EEA countries and effective using this offers to streamline a recruitment process and fill vacant,
- cooperation with institutions where is relatively big flow of clients waiting for a possibility of using the EURES database, first of all in labour offices, information and career planning centres, gminas information centres, academic career centres or eventually social and economic partners, for example European information centres,
- active cooperation with employers and supporting them in international recruitment,
- providing appropriate information and communication about EURES with society, social partners and other labour market partners,
- international cooperation within EURES network for planning and organising for employers common international recruitment,
- planning and conducting appropriate marketing actions directed to employers and employers' organisations.

## **6.6. REGIONAL JOB GUIDANCE**

### **6.6.1. JOB OFFERS IN POLAND**

Within realisation of tasks connected with regional job counselling:

- job offers from employers were admitted. 106 economic entities stated to be ready to employ staff. Most searched workers are: sales representative, nurse, production worker, carpenter.
- job offers were disseminated among institutions cooperating after checking up their authenticity.
- information about job offers on the VLO's website were actualised up to date.

### **6.6.2. EMPLOYMENT AGENCIES**

In 2005 26 agencies cooperated with the VLO by dissemination of job offers. Most commonly candidates to work in following jobs were searched: waiter, barman, construction worker, butcher, welder, tools maker, electrician.

According to change of law in act on employment promotion and counteracting unemployment tasks connected with conducting employment agencies registry since 1 November 2005 has been passed on to the Marshal of the Voivodship, who entitled the VLO to realise the tasks. Since November 2005 5 applications for registration in a registry of entities conducting employment agencies therein:

- 3 certificates in job guidance in Poland,
- 1 certificate in job guidance beyond Poland,
- 1 certificate in personal counseling,
- 1 certificate in vocational counseling,

- 2 certificates in interim job.

As of the end of December 2005 there were 46 entities conducting 114 employment agencies in total in kujawsko – pomorskie voivodship, there in:

- 28 guidance agencies for job in Poland,
- 23 guidance agencies for job beyond Poland,
- 22 personal counseling agencies,
- 12 vocational counseling agencies,
- 29 agencies for interim job.

## **6.7. COORDINATION OF SOCIAL SECURITY SYSTEMS**

In 2005 79 applications for preparation of the E 303 form came in to the VLO in Toruń. 75 forms were prepared in total concerning transfer of an unemployment benefit from Poland. Countries which were applied to transfer the benefit were: Great Britain (52 applications), Sweden and Ireland (8 applications - each), Italy (2 applications) and Austria, France and Holland (1 application – each).

In 2005 10 applications from citizens of foreign countries for preparing E 303 according to unemployment benefit transfer from Poland for came in to the VLO in Toruń. Countries which the citizens came from were: Germany (8 applications), Greece and Ireland (1 application – each).

In 2005 246 applications for E 301 for came in to kujawsko – pomorskie voivodship (both by proper institution in Poland, which is VLO in Toruń and by institutions in other EU/EEA countries). 181 applications has been considered as definitely realised. Countries which we apply for the E 301 for are most commonly: Great Britain, Germany, Ireland, Spain and France.

## **7. LIST OF THE MOST IMPORTANT PUBLICATIONS PREPARED BY VOIVODSHIP LABOUR OFFICE IN TORUŃ IN 2005**

- Vocational counselling, job clubs and training of the unemployed and persons searching for a job in kujawsko – pomorskie voivodship in 2004”
- The unemployed in kujawsko – pomorskie voivodship by kind of activity of last job place and job offers in 2004”
- Unemployment in rural areas of kujawsko – pomorskie voivodship in 2004,
- The young unemployed in kujawsko – pomorskie voivodship in 2004,
- Job offers and unemployed persons by occupations in kujawsko – pomorskie voivodship in 2004,
- Disabled unemployed persons and job – seekers without employment in kujawsko – pomorskie voivodship in 2004,
- Labour market in Kujawsko – Pomorskie Voivodship in 2004,
- Labour market and labour market programmes in Kujawsko – Pomorskie Voivodship in 2004 (Polish version),

- Labour market and labour market programmes in Kujawsko – Pomorskie Voivodship in 2004 (English version),
- The long – term unemployed in Kujawsko – Pomorskie Voivodship. As of the end of December 2004,
- Effectiveness of programmes for employment promotion and mitigation of unemployment effects in kujawsko – pomorskie voivodship in 2004,
- The unemployed registered in the period within 12 months since the completion of upper – secondary schools in kujawsko – pomorskie voivodship. A report on the 4<sup>th</sup> survey edition.
- A demand for economic animators in kujawsko – pomorskie voivodship. Leonardo da Vinci Programme ‘European Curricula for Economic Animators in the Enlarging Europe’ Project. A report on a survey (Polish version),
- A demand for economic animators in Kuyavian – Pomeranian region. LEONARDO DA VINCI Project ‘European Curricula for Economic Animators in the Enlarging Europe’ Project. A report on a survey (English version),
- Persons with the specific situation on labour market of the kujawsko – pomorskie voivodship in the first half of 2005,
- Disabled unemployed persons and job – seekers without employment in kujawsko – pomorskie voivodship in the first half of 2005,
- Job offers and unemployed persons by occupations in kujawsko – pomorskie voivodship in the first half of 2005,
- Unemployment in rural areas in kujawsko – pomorskie voivodship in the first half of 2005,
- Labour market in Kujawsko – Pomorskie Voivodship in the first half of 2005,
- Folder containing information on basic activities of the VLO in Toruń and also data and rates characterising regional labour market (Polish and English version),
- Informational folder about Interreg IIIC Programme realisation in the kujawsko – pomorskie voivodship (Polish, English and French version),
- Informational Bulletin of the VLO “Labour market of the kujawsko – pomorskie voivodship” – monthly.



## MAIN DATA ABOUT KUJAWSKO - POMORSKIE VOIVODSHIP

Specification	the end of year	
	2004	2005
<b>Total number of population</b>	<b>2 068 258</b>	<b>2 068 253</b>
of which living:		
-on the country	791 405	795 638
-in the city	1 276 853	1 272 615
Population by sex:		
-female	1 069 310	1 069 577
-male	998 948	998 676
Population at age:		
-pre-working	453 662	441 718
-working	1 318 776	1 329 325
-post-working	295 820	297 210
Number of females for 100 males	107	107
Total migration balance (per 1 000 population)	-0,7	-1,0
Natural increase (per 1 000 population)	0,5	0,5
<b>Employed persons in enterprise sector<sup>1</sup></b>	<b>215 687</b>	<b>213 684</b>
<b>Registered economic activity of population aged 15 and more by LSF<sup>2</sup></b>		
employment rate	42,9	44,3
activity rate	54,0	54,6
<b>Economic units registered in REGON</b>	<b>185 175</b>	<b>187 231</b>
of which in sector:		
<b>-public</b>	<b>6 329</b>	<b>6 567</b>
within		
state owned enterprises	73	61
<b>- private</b>	<b>178 846</b>	<b>180 664</b>
within		
natural persons conducting economic activity	148 742	149 606

<sup>1</sup> 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 of sewage and of other waste etc.; recreational, cultural and sporting activities and other service activities

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

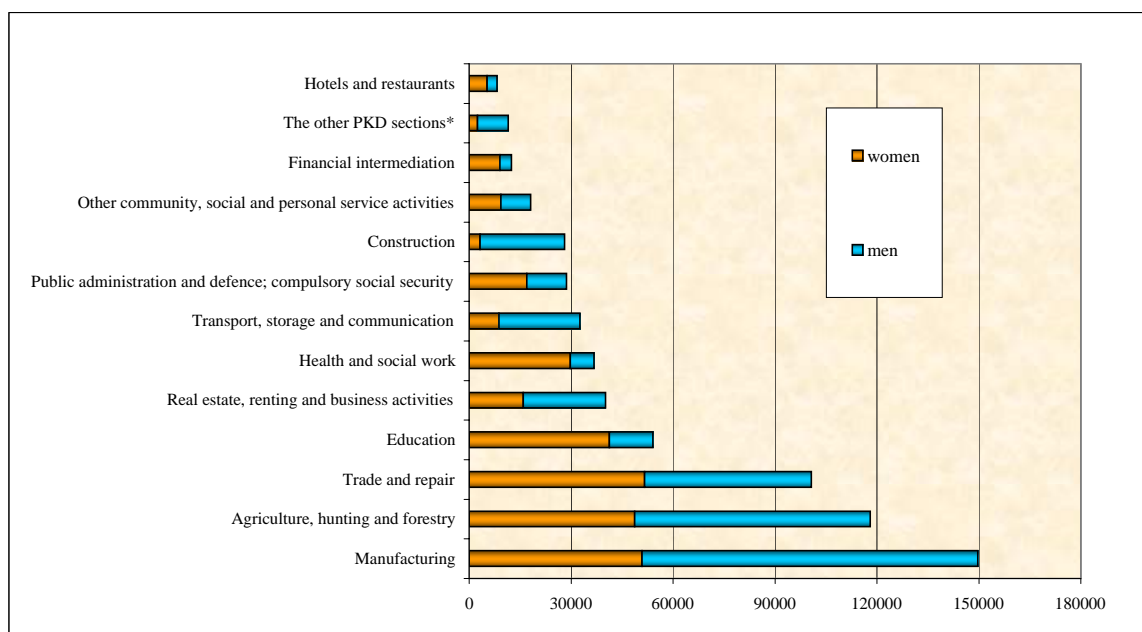
Source: Statistical Office in Bydgoszcz

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

Sections of Polish Classification of Activities	2003	2004	%
	number of persons		
Agriculture, hunting and forestry	118 449	118 161	18,5
Manufacturing	145 203	149 758	23,4
Construction	29 340	28 143	4,4
Trade and repair	105 381	100 811	15,8
Hotels and restaurants	8 378	8 255	1,3
Transport, storage and communication	33 012	32 726	5,1
Financial intermediation	11 859	12 519	2,0
Real estate, renting and business activities	43 735	40 261	6,3
Public administration and defence; compulsory social security	27 921	28 730	4,5
Education	51 278	54 120	8,5
Health and social work	37 390	36 820	5,8
Other community, social and personal service activities	17 683	18 152	2,8
The other PKD sections*	11 911	11 585	1,8
<b>Total employed</b>	<b>641 540</b>	<b>640 041</b>	<b>100,0</b>

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

**EMPLOYED BY SEX**



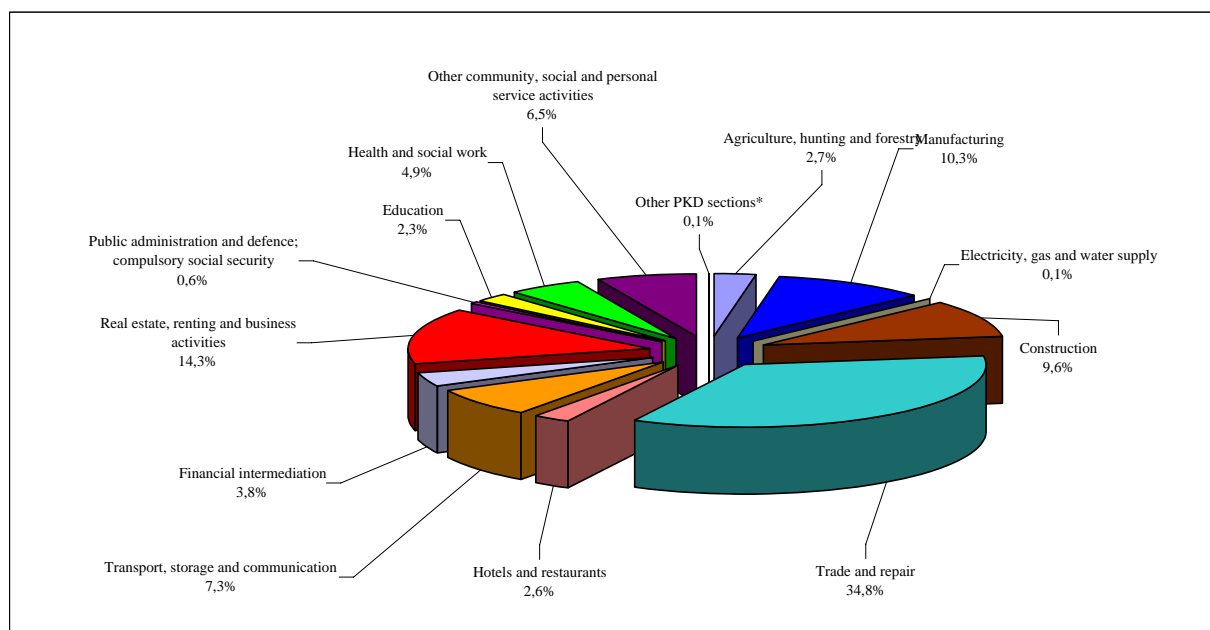
source: Statistical Office in Bydgoszcz

**ECONOMIC ENTITIES OF POLISH CLASSIFICATION OF ACTIVITIES (PKD)  
IN KUJAWSKO - POMORSKIE VOIVODSHIP IN 2005**

Sections of Polish Classification of Activities	2004	2005	increase/decrease
	number of entities		
Agriculture, hunting and forestry	4 863	5 025	162
Manufacturing	19 264	19 221	-43
Electricity, gas and water supply	197	209	12
Construction	17 790	18 015	225
Trade and repair	65 194	65 094	-100
Hotels and restaurants	4 911	4 920	9
Transport, storage and communication	13 761	13 652	-109
Financial intermediation	7 138	7 152	14
Real estate, renting and business activities	25 971	26 780	809
Public administration and defence; compulsory social security	1 187	1 210	23
Education	4 229	4 368	139
Health and social work	8 738	9 210	472
Other community, social and personal service activities	11 746	12 186	440
Other PKD sections*	186	189	3
<b>Economic Entities In Total</b>	<b>185 175</b>	<b>187 231</b>	<b>2 056</b>

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

**ECONOMIC ENTITIES BY PKD SECTIONS IN YEAR 2005 - STRUCTURE**



source: Statistical Office in Bydgoszcz

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

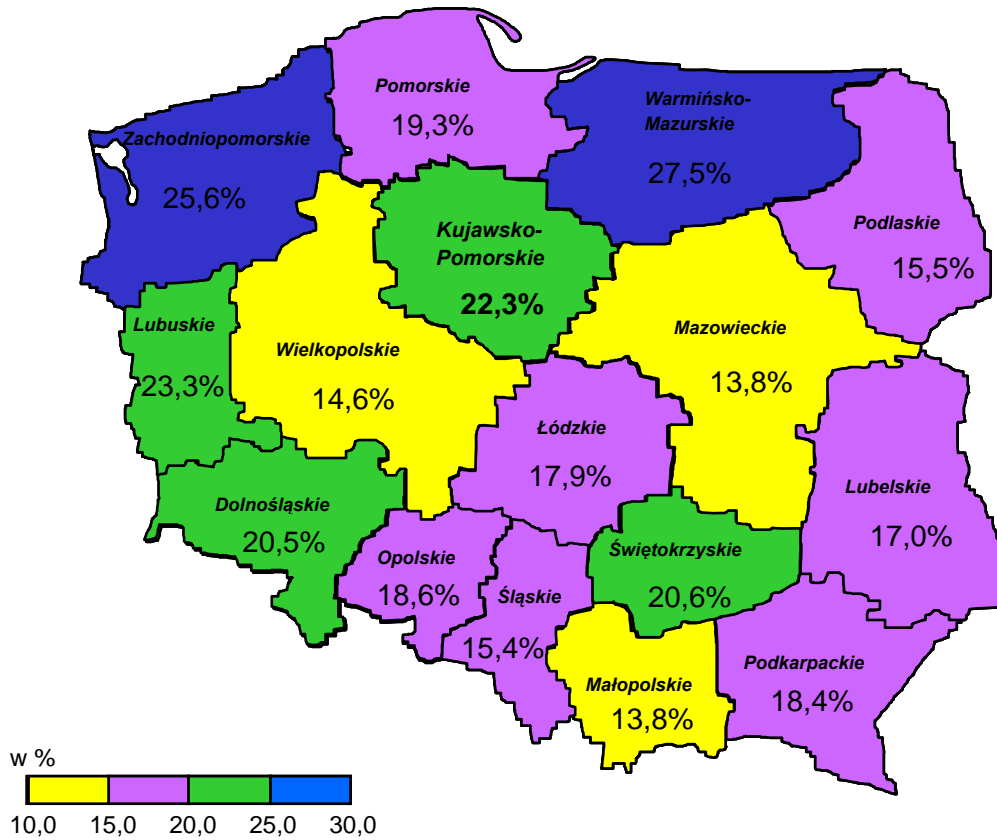
Powiats	Registered unemployed persons			Unemployment rate in % (index of unemployed persons to the total number of economically active persons)		
	2004	2005	increase/ decrease	2004	2005	increase/ decrease
VOIVODSHIP	199 566	188 021	-11 545	23,6	22,3	-1,3
BYDGOSZCZ - city with powiat status	18 521	17 411	-1 110	11,4	10,7	-0,7
BYDGOSZCZ - rural administrative region	6 993	6 614	-379	21,1	20,0	-1,1
GRUDZIĄDZ - city with powiat status	11 670	11 050	-620	30,1	28,7	-1,4
GRUDZIĄDZ - rural administrative region	5 272	5 103	-169	33,3	32,4	-0,9
TORUŃ - city with powiat status	12 180	11 117	-1 063	13,2	12,0	-1,2
TORUŃ - rural administrative region	8 482	8 245	-237	29,6	28,8	-0,8
WŁOCŁAWEK - city with powiat status	12 247	11 668	-579	21,8	20,7	-1,1
WŁOCŁAWEK - rural administrative region	9 799	9 275	-524	30,3	29,0	-1,3
ALEKSANDRÓW KUJAWSKI	6 784	6 013	-771	29,7	27,0	-2,7
BRODNICA	8 040	7 472	-568	25,6	24,0	-1,6
CHELMNO	5 785	5 735	-50	28,1	27,7	-0,4
GOLUB-DOBRZYŃ	4 812	4 801	-11	28,1	27,9	-0,2
INOWROCLAW	20 626	20 010	-616	29,6	28,7	-0,9
LIPNO	8 046	7 643	-403	29,8	28,6	-1,2
MOGILNO	5 497	5 119	-378	29,3	27,7	-1,6
NAKŁO NAD NOTECIĄ	10 388	9 637	-751	33,9	32,0	-1,9
RADZIEJÓW	4 540	4 193	-347	26,1	24,5	-1,6
RYPIN	5 680	5 557	-123	29,2	28,6	-0,6
SĘPÓLNO KRAJEŃSKIE	5 160	4 501	-659	33,5	30,4	-3,1
ŚWIECIE	10 018	9 316	-702	25,8	24,2	-1,6
TUCHOLA	5 424	5 007	-417	29,9	28,0	-1,9
WĄBRZEŻNO	4 341	4 114	-227	31,0	29,7	-1,3
ŻNIN	9 261	8 420	-841	34,5	32,2	-2,3

**UNEMPLOYED PERSONS BY THE KIND OF ACTIVITY OF THEIR LAST JOB**

**As of the end of period**

Sections of Polish Classification of Activities		2004	2005
Agriculture, hunting and forestry	A	8 939	8 529
Fishing and fish	B	34	40
Mining and quarrying	C	195	164
Manufacturing	D	42 416	39 254
Electricity, gas and water supply	E	735	698
Construction	F	15 524	13 757
Trade and repair	G	32 535	29 944
Hotels and restaurants	H	3 744	3 475
Transport, storage and communication	I	3 832	3 540
Financial intermediation	J	1 257	1 143
Real estate, renting and business activities	K	5 175	5 439
Public administration and defence; compulsory social security	L	15 988	15 100
Education	M	2 523	2 477
Health and social work	N	4 312	4 304
Other community, social and personal service activities	O	14 610	14 437
Households which employ peoples	P	655	578
Organizations and ex-territorial groups	Q	117	6
Not identify activity	R	5 844	6 620
Total number of previously employed persons		158 435	149 505
Previously not employed persons		41 131	38 516
Total		199 566	188 021

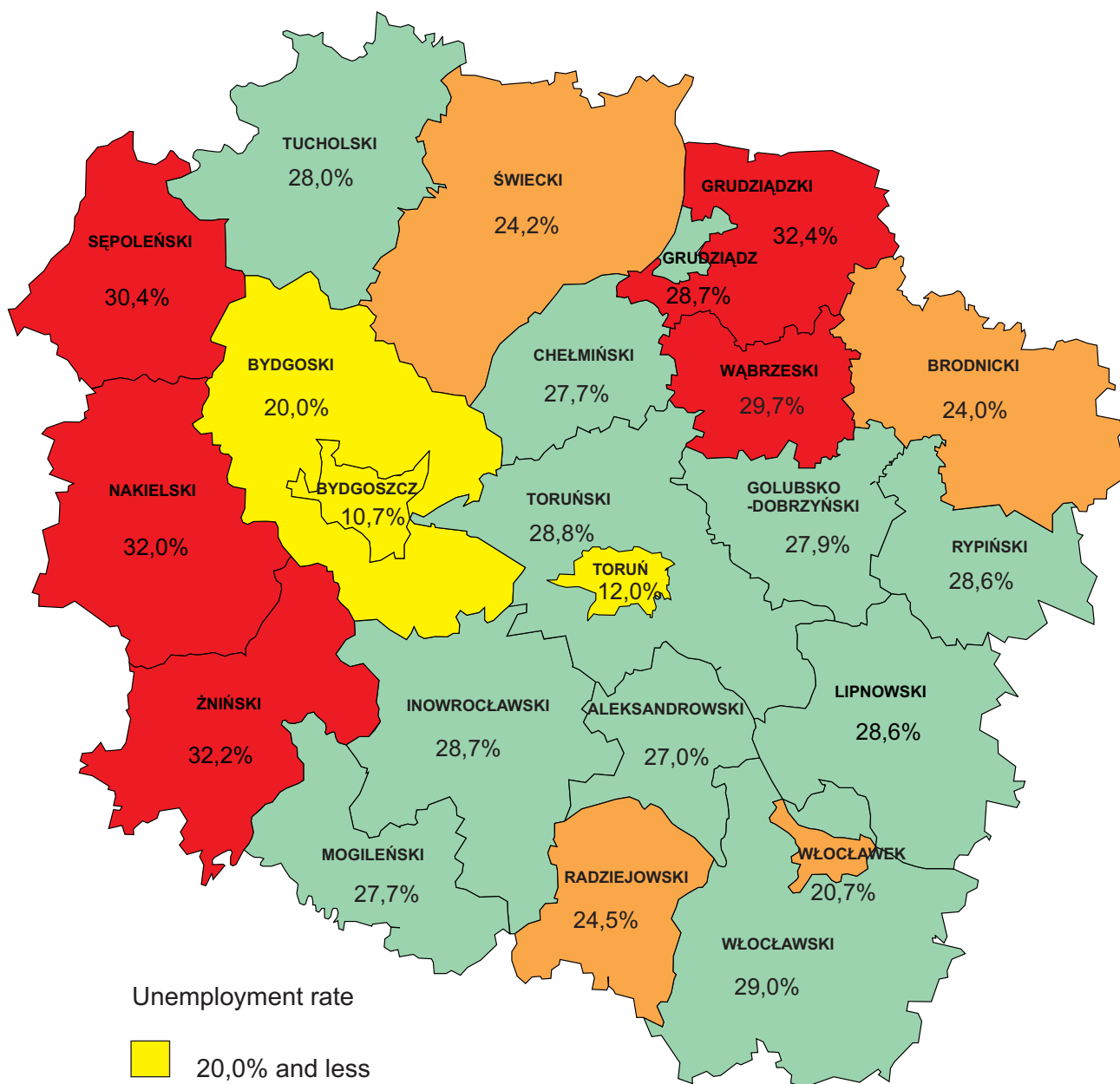
## Unemployment rate by voivodships December 2005



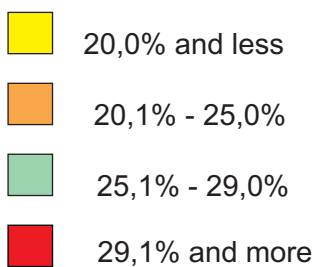
**Poland - 17,6%**

source: Statistical Office in Bydgoszcz

**UNEMPLOYMENT RATE  
BY POVIATS IN KUJAWSKO - POMORSKIE VOIVODSHIP  
As of 31.12.2005**



Unemployment rate



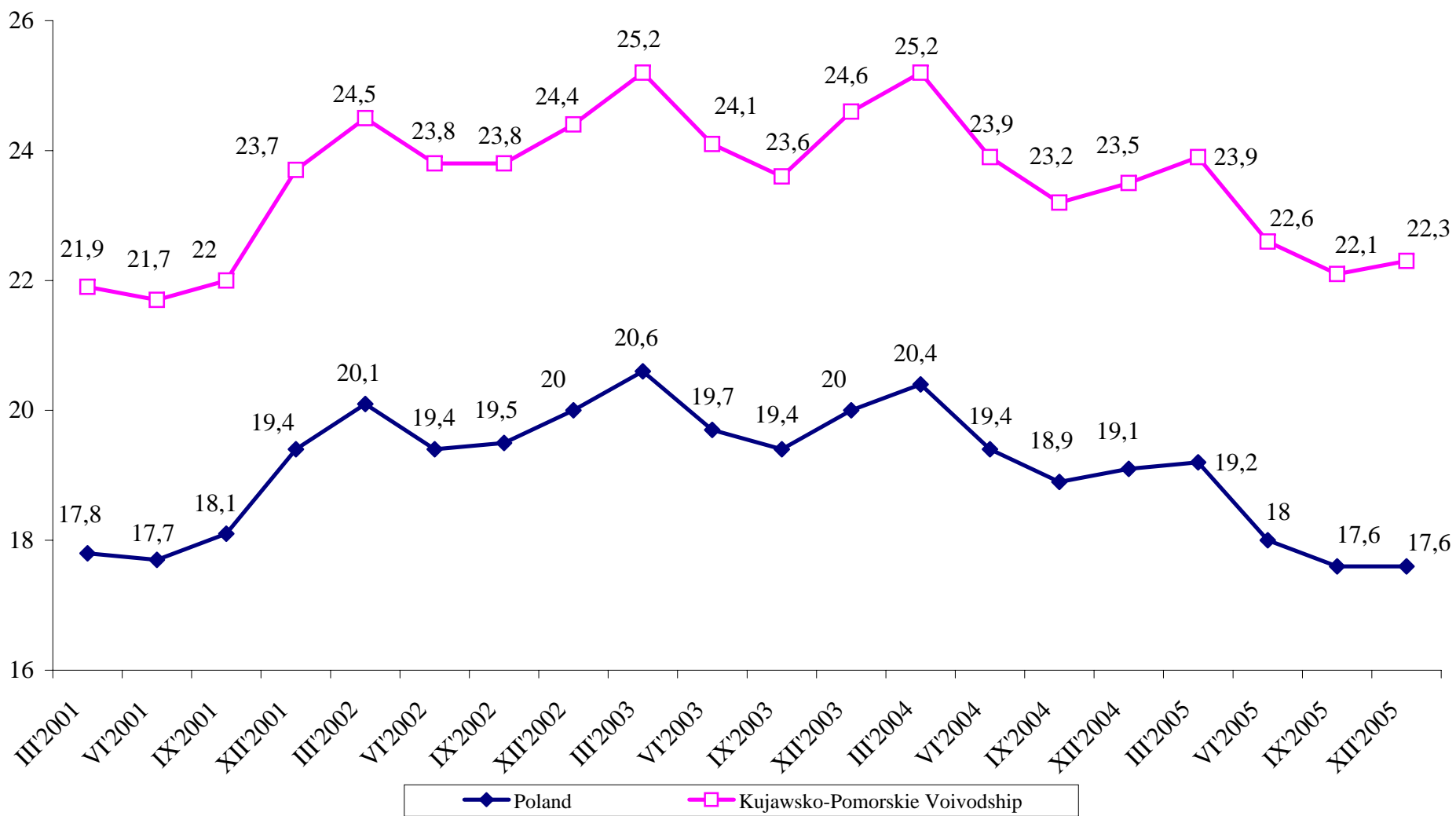
Poland - 17,6%

kujawsko - pomorskie voivodship - 22,3%

*bydgoski subregion - 20,9%*

*toruńsko-włocławski subregion - 23,6%*

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





**STRUCTURE OF UNEMPLOYED PERSONS IN KUJAWSKO-POMORSKIE  
VOIVODSHIP. As of the end of 2005**

