

# **NATIONAL EMPLOYMENT SYSTEM IN POLAND**

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## **Workshop on Supporting Economic Growth through Effective Employment Services**

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## Poland – background data

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Population 38,200 thousands

Area 312 sq. km

Population per 1 sq. km 122 persons

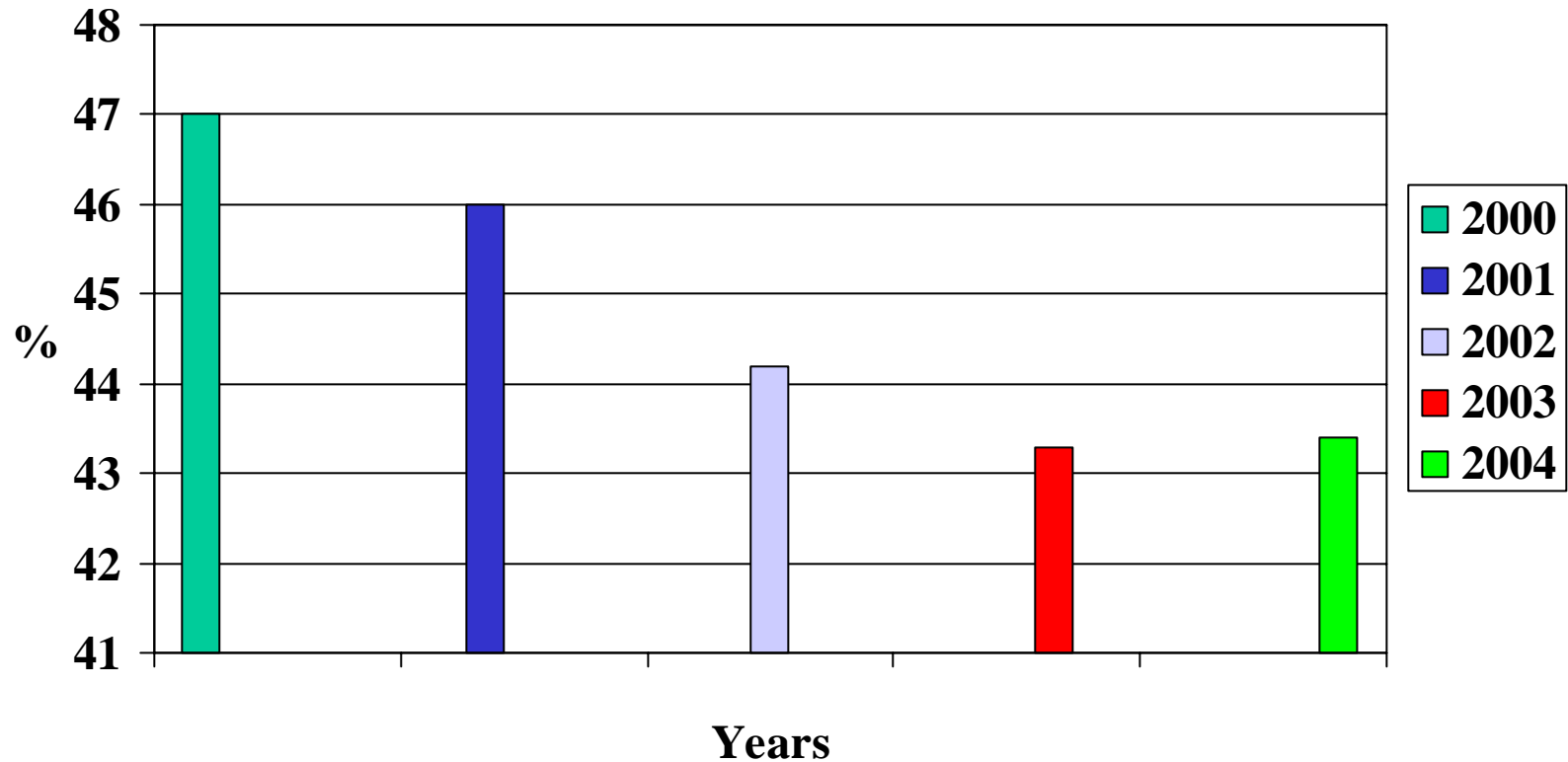
GDP (percentage change in real terms):

1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
7.0 %	6.0 %	6.8 %	4.8 %	4.1 %	4.0 %	1.0 %	1.4 %	3.8 %	5.5 %

Administrative structure: 16 regions (voivodships)  
338 poviats

# Employment rates

( Source: LFS)



# Human resources characteristics:

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Tertiary level's students:

400,000 in the academic year of 1990/1991 (scholarization rate 13.1 %)

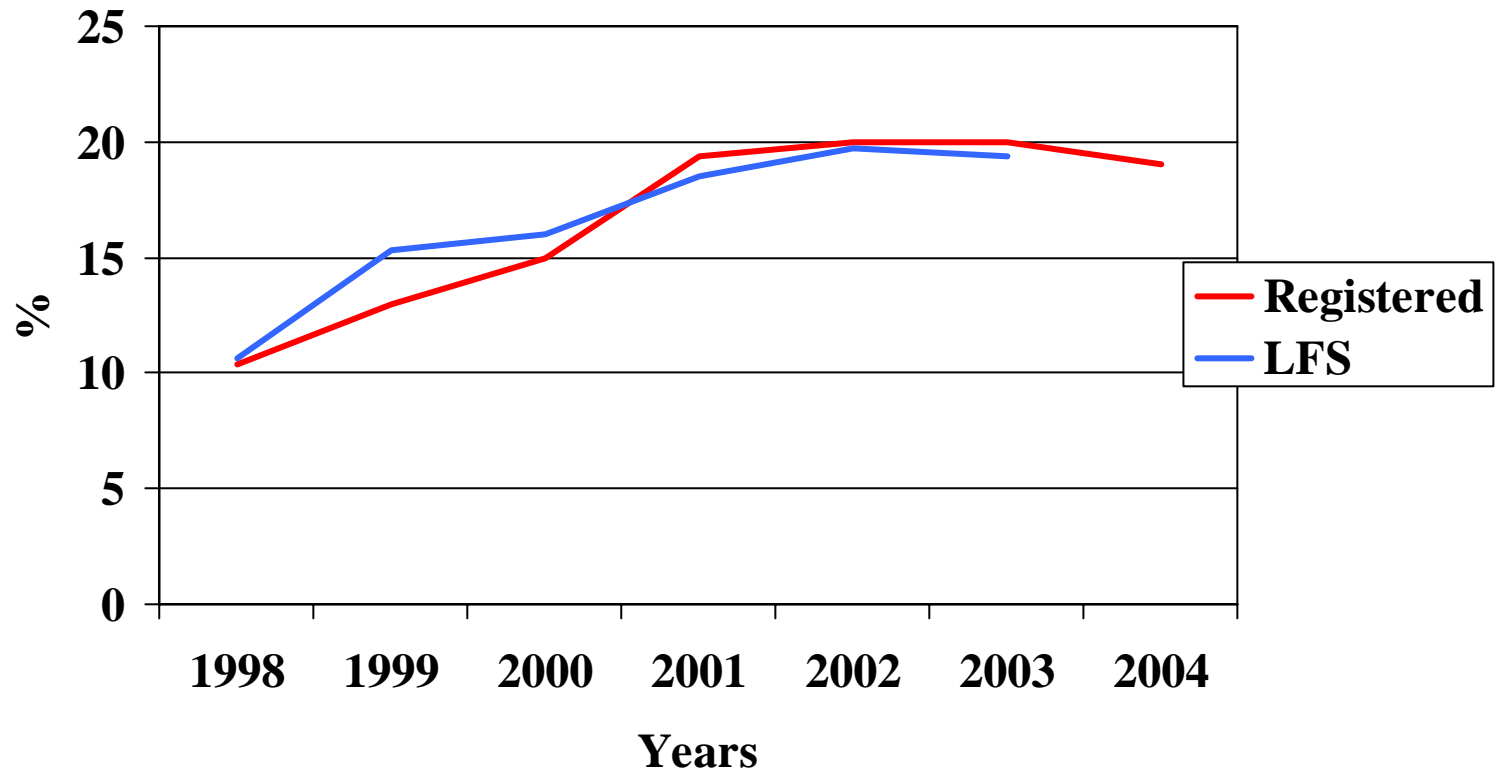
1,859,000 in the academic year of 2003/2004 (scholarization rate 47.0 %)

Population of 25 – 64 years of age:

49 % at least secondary level of education

79 % secondary level of education plus basic vocational schools (ISCED level 3c)

## Unemployment rates in the years 1998-2004



December 2001 - a reference point: 3,115 thousands (19.4 %)

The end of 2002 – slowdown in the increase of unemployment: 3,217 thousands (20 %)

February 2003 – the pick: 3,344 thousands (20.7 %)

The end of 2003 – the reverse of tendency: 3,175 thousands (20 %)

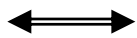
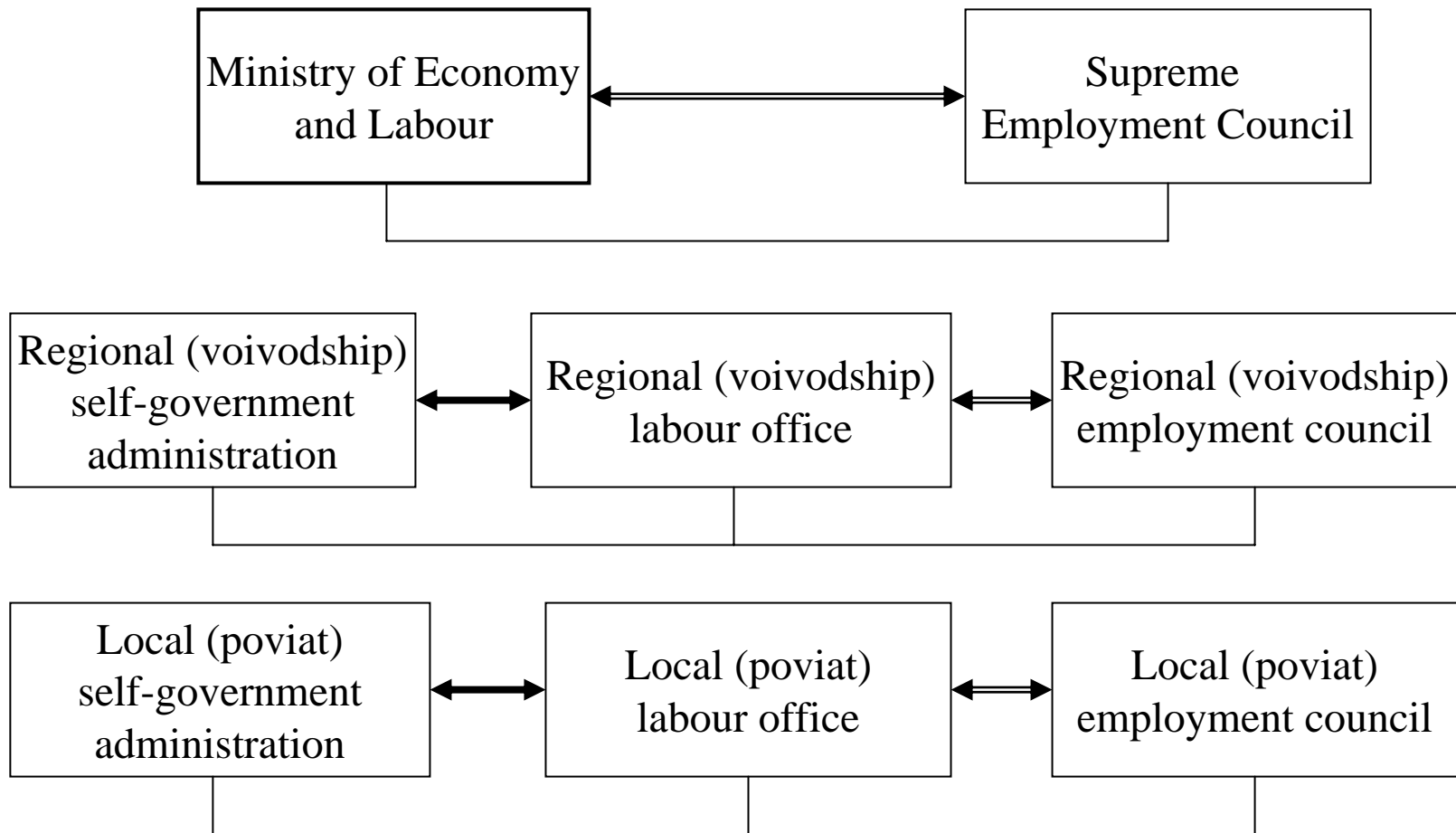
Mid-September 2004 – decrease in the number of unemployed below 3,000 thousands first time since 2001:  
2,995 thousands (19 %)

# Labour market institutions:

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- Public employment services
- The Voluntary Labour Corps
- Non-public job placement agencies
- Personnel counseling agencies
- Vocational guidance agencies
- Temporary work agencies
- Public and private training institutions
- Institutions of social dialog and local partnership

# System of public employment services:



Line of consultation and advisory functions



Line of dependence

# Public employment services:

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338 poviat labour offices

16 regional (voivodship) labour offices

## – main tasks:

- job-matching and vocational guidance
- registration of unemployed and job-seekers
- implementation of labour market other services and instruments
- establishment of job-clubs and other local projects on activation of unemployed
- initiation and implementation of initiatives targeting mitigation and solving of problems resulting from the mass-layoff due to the enterprise

# Public employment services:

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## - staff of poviats labour offices:

16.185 persons

## - staff of voivodship labour offices:

1.450 persons

On average every one staff member of the poviat labour office served to 196 unemployed persons (2003);

2,385 persons fell to one job placement officer in the poviat labour office (2002)

# Private employment services:

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976 non-public employment agencies, including:

483 job placement agencies,

295 personnel counseling agencies,

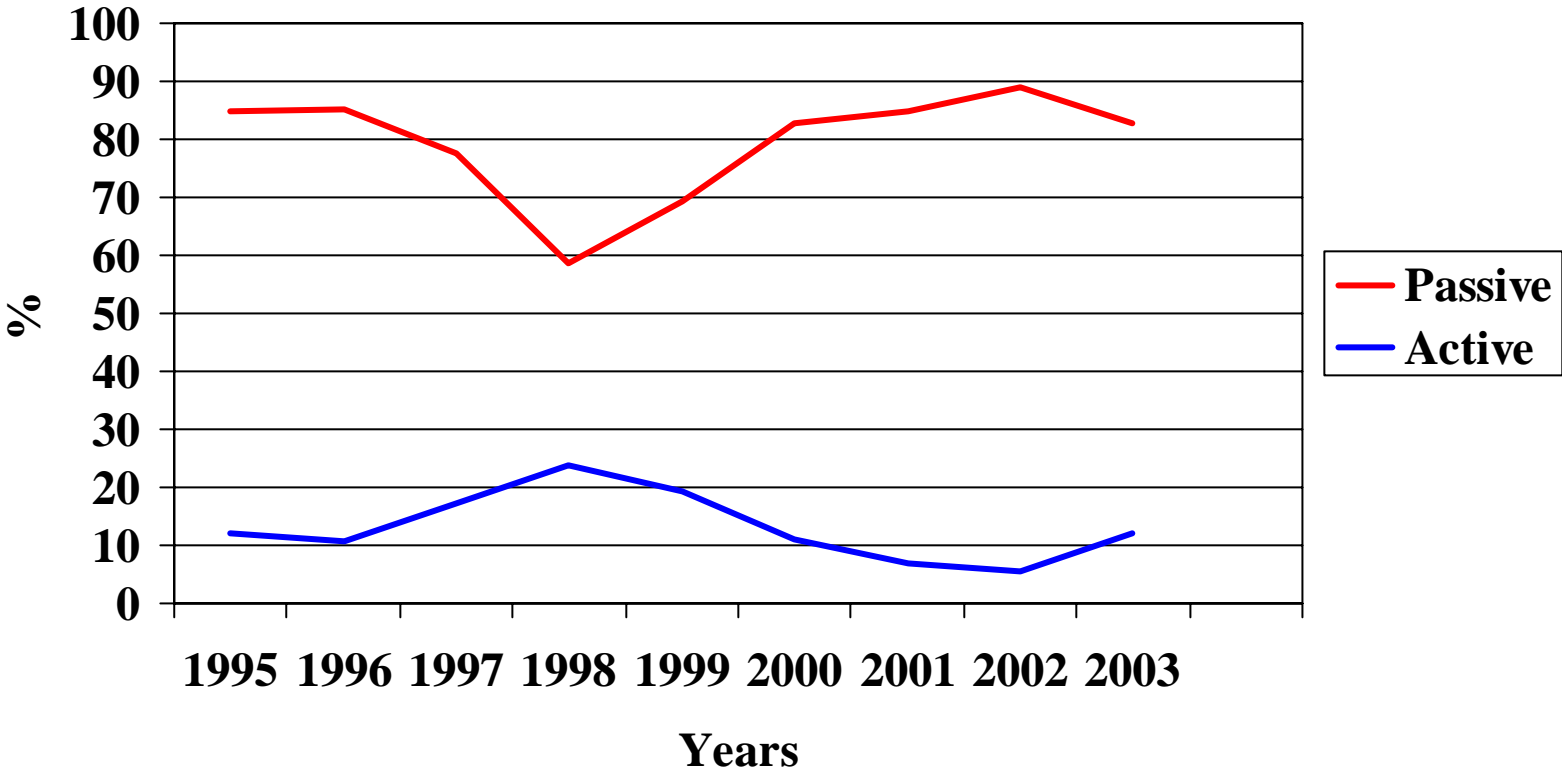
198 temporary work agencies,

528 Gmina Information Centres (for job seekers and all persons interested in the employment sphere),

200 Academic Career Offices

(as of July 2004)

# Expenditures on passive and active LM measures as a share of total Labour Fund:



# Labour market policy documents:

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- The National Strategy for Employment Growth and Human Resources Development for 2000 – 2006.
- The Government's Economy Strategy *Entrepreneurship – Development – Employment*.
- Joint Assessment Paper on Polish Employment Policy (2001)
- Joint Assessment Paper First Progress Report (2002, 2003)
- Program of arrangement of and Reduction in Public Expenditure (2003)
- National Development Plan 2004 – 2006
- Sectoral Operational Program Human Resources Development
- National Action Plan for Employment for 2005.
- National Action Plan for Social Inclusion for 2004 – 2006.

# Promotion of employment by:

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- **increasing efficiency within public employment services:**

- ✓ standards of qualification for individual vocational categories in PES (job placement officers & vocational guidance counselors) as well as standards of services provided by labour offices,
- ✓ enhancing quality of vocational guidance services,
- ✓ new methods of financing job placement services

- **job creation and entrepreneurship:**

- ✓ development of business support for enterprises – counseling and support institutions,
- ✓ development of the loan and guarantee funds system,
- ✓ fostering establishment of new micro-enterprises and providing the newly micro-enterprises with assistance in utilization of available support instruments,

- **promoting flexible employment,**

- **reducing the de-activation role of social transfers causing inactivity and poverty traps,**

- **enhancing the financial attractiveness of work for the unemployed.**