

Questions – stakeholders’ analysis

1. Do you have contact with free movers?

Yes, I have. This group consists of all those who are interested in taking advantage of free movement of persons. There are the employed or the unemployed, students, graduates, specialists as well as people without professional qualifications.

2. Instruments and services they offer. Which of them are the most popular/effective?

The purpose of EURES is to provide information, advice and recruitment/placement (job-matching) services for **jobseekers** and **employers** as well as any citizen wishing to benefit from the principle of the free movement of persons.

- ✓ running international recruitment services for both national employers & employers from the EEA countries;
 - handling with job advertisements,
 - promoting job advertisements according to national rules, namely in voivodship and local labour offices and on the EURES websites, in local and regional media – if possible,
 - collecting CV and other relevant application documents from the candidates,
 - selecting relevant candidates according to the employer's needs – if requested,
 - organising job interview,
 - giving information to successful candidates according to the employer's needs – if requested.
- ✓ international job fairs;

The aim of international job fairs is to facilitate the contact between jobseekers and potential employers within the European Economic Area countries and Switzerland as well as to present other organizations which acting in the same area of interests. The visitors also have a possibility to take part in workshops about living & working conditions in the EEA countries and others which depends on needs for instance the professional career planning process or running a business activity.
- ✓ informing jobseekers about job advertisements and their details, living & working conditions and situation on labour markets in the EEA countries,
- ✓ informing national employers about recruitment possibilities within EURES network – promoting activities,
- ✓ promoting EURES network,
- ✓ cooperation with other stakeholders on labour market,
- ✓ organising trainings for local labour offices.

The most popular services:

- ✓ international recruitment and job placement services
- ✓ job fairs
- ✓ meetings / workshops with EURES advisers from EOG countries – L&WC
- ✓ meetings “Know before you go”

3. What is missing from your experience? What would you like to add?

- ✓ easier and wider access to free or partly financed language courses would be very beneficial to jobseekers,
- ✓ supporting successful candidates in relocation matters – nowadays employers may offer such support but it depends on their possibilities. Usually, 15-20% the employers who are looking employees in Poland within EURES network decide to provide candidates with accommodation, but the rest don't. EURES advisers can support workers in some extent by giving information where they can look for accommodation or what prices they could expect but this is an obstacle to jobseekers, especially when knowledge of foreign language is not
- ✓ fluent,
- ✓ technical equipment such as video conference equipment for running recruitment meetings via the Internet and more places where jobseekers could have an access to the Internet in order to search job vacancies on themselves,
- ✓ agreed to all EU/EOG countries and approved by the European Commission "EURES quality standard on job vacancies handling" would be very helpful in daily work of EURES adviser.

4. What tendencies do you see regarding the topic?

- ✓ From 2004 when Poland joined the European Union to 2007 there was a spectacular increase in scale and dynamics of the international migration of Poles. In 2007 the number of Polish migrants who stayed temporarily abroad was estimated on 2.3 million or 6.6% of total population. After 2007 the number of those who are staying abroad is relatively stable but despite rising the unemployment rate in Poland it is observed the gradually decrease of Polish jobseeker's interest in working abroad. It might be caused by crisis effects on European labour market like higher competitiveness on national labour markets.
On the other hand Polish people are more aware that searching and taking job abroad require some preparations and a migration to another country has pluses but also minuses and the decision about migration should be thoroughly considered.
The biggest number of clients are jobseekers who don't know or know very little foreign language and who are looking for a job without any professional background.
On the basis of data from the National Central Statistical Office in 2011 there was 1 754 000 Polish migrants in Europe. The countries where was the biggest number of migrants are: the United Kingdom, Germany, Ireland and the Netherlands.
In United Kingdom and Germany as well as in Norway the number of Polish migrants has increased while in Ireland and Spain the number of Polish migrants has decreased.
Jobseekers from EOG countries are not particularly interested in taking a job in Poland because of salary. We have some queries from Spanish jobseekers but the majority of Polish employers require some knowledge of Polish language.

5. What do you think is necessary if somebody would like to work abroad?

- ✓ language skills – it's a must,
- ✓ professional skills,
- ✓ professional job application – what employers might need,
- ✓ access to job advertisements and active job searching,
- ✓ some personal features like resourcefulness, self-dependence,
- ✓ good preparation by getting acquainted with L&WC,
- ✓ knowledge about recognition of qualifications & labour shortages and surpluses might be useful.

6. Do you cooperate with other stakeholders?

- a. regional and local labour offices
- b. academic career bureau
- c. city/local information centres
- d. Eurodesk
- e. EuropeDirect Katowice
- f. the Regional European Information Centre
- g. Enterprise Europe Network
- h. National Europass Centre

7. What kind of obstacles/problems do you face?

- ✓ bureaucracy – too little flexibility: the pyramid structure of management and too many procedures which derive from law,
- ✓ new technologies require new technical equipment – video conference equipment, new IT solutions, because of law procedures is not so easy,
- ✓ too many duties in comparison to number of working hours.

8. Which are the most common countries?

- ✓ Norway, Sweden, Denmark
- ✓ The United Kingdom
- ✓ Germany
- ✓ The Netherlands