DECENTRALISATION AND COORDINATION: THE TWIN CHALLENGES OF LABOUR MARKET POLICY

Panel: Making Labour Market Policy More Flexible while Preserving Accountability

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Structure of PES before the administrative reform

Ministry of Labour and Social Policy

National Labour Office

Regional Labour Offices

Local Labour Offices

Labour Offices’ System
PES after the administrative reform

- As of 1 January 2000 public employment services (PES) are constituted by:
  - Minister responsible for labour issues and its office,
  - Voivode, Marshal of the Voivodeship and the Regional Labour Office,
  - Staroste and the Local Labour Office.

- Currently 16 regional and 339 local labour offices operate in Poland.
PES after the administrative reform (cont.)

Characteristics of PES:

- Public Employment Service system is of state and self-government character,

- Independence of each administrative entity,

- Formal and organisational autonomy of self-government and state institutions translates into the decentralized model,

- Labour market policy is set out at the national level,

- Local and Regional Labour Offices are entitled to develop and complement the labour market policy according to the local needs.
Regional and local labour offices’ network in Poland
The role of PES coordinator in Poland includes:

- managing the Labour Fund
- defining instruments for development of lifelong learning
- developing tools and methods for career guidance, recruitment, organisation of training for unemployed, activation measures for unemployed and jobseekers, and EURES services
- implementing tasks resulting from free movement of workers between states by coordinating activities in regional labour offices and local labour offices within the EURES network
- implementing provisions and coordinating measures resulting from the international agreements and other arrangements regarding the movement of workers
- ensuring uniform law application
- aiming at the achievement and development of high level human resources
- developing IT systems to ensure a coherent system for PES to support labour market
- representing Polish PES with regard to PES of other states
Labour market institutions in Poland

- Labour market institutions that perform tasks defined in the Act on Employment Promotion and Labour Market Institutions:
  - public employment services
  - Voluntary Work Corps
  - employment agencies
  - training institutions
  - social dialogue institutions
  - local partnership institutions
Structure of the Voluntary Labour Corps

Voluntary Labour Corps

Headquarter

Voluntary Labour Corps

Regional Headquarters (16)

Centres for Youth

Education and Job (49)

Regional Training

and Education Centres (28)

Labour Corps (182)

Training and Education

Centres (10)

Youth Labour Centres (116)

Job Clubs (106)

Vocational Development

Mobile Centres (49)

Youth Career Centres (33)
Main challenges for PES in Poland

- Low employment rate, in particular of older persons
- High rate of youth unemployment (18-24 years old)
- High rate of long-term unemployed persons
- Difficult situation of women on the labour market
- Efficiency of labour market institutions
Unemployment rate by the LFS and registered data

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Challenges relating to the low employment activity of different age groups

Employment rate for different age groups according to the LFS

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Modernisation of institutional labour market service

• New solutions include:

✓ Better functioning of public employment services and a change of their public reception
✓ Better access to the basic labour market services
✓ Implementation of rules of compulsory participation in the individual action plan
✓ Implementation of special programmes
✓ Facilitating employment agencies operations
✓ Support for unemployed, jobseekers, not employed and employed persons aged over 50
✓ Better investment in human resources development
✓ Introduction of new labour market tool – occupational training
✓ Better motivation to take part in activation programmes
✓ Modification of the unemployment benefits system
✓ Financial support to the labour offices’ staff
✓ Better management of Labour Fund resources
Thank you for your Attention