



# Strategies for solving unemployment problems

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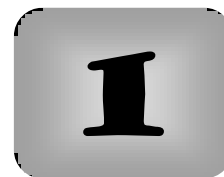
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# Chapter I.

## Characteristic of the regions

### Mazowsze, Poland

#### Geographical position

Mazowsze is a historical region situated around the middle part of the river Vistula and central North-Eastern Poland. The name of the land derives from a tribe called Mazowszanie, who originally lived there.

W Mazowieckie Province is the largest province in Poland. It covers the area of 35 598 km<sup>2</sup> and amounts to about 11.4% of the area of the whole country. It borders with the following provinces: warmińsko-mazurskie, podlaskie, lubelskie, świętokrzyskie, łódzkie and kujawsko-pomorskie. The chart below shows the most important towns of the region (Chart 1):

**Chart 1. Population of the most important cities and towns in the Mazowieckie Province**

Town	Population
Warszawa	1 702 139
Radom	225 810
Płock	127 224
Siedlce	77 051
Pruszków	55 371

Town	Population
Ostrołęka	54 104
Legionowo	51 033
Ciechanów	45 711

Source: *Powierzchnia i ludność w przekroju terytorialnym w 2007 r.*, WUS, Warsaw 2007, p. 170-171.

The province is divided into 37 districts (powiaty) which cover 314 municipalities (gminy). Among the municipalities, 5 of them are cities and towns that have the same rights as municipalities. There are 85 towns in the region all together.

**Graph 1. Mazowieckie Province districts (powiaty)**

powiat białobrzeski	powiat płoński
powiat ciechanowski	powiat pruszkowski
powiat garwoliński	powiat przasnyski
powiat gostyński	powiat przysuski
powiat grodziski	powiat pułtuski
powiat grójecki	powiat radomski
powiat kozienicki	powiat siedlecki
powiat legionowski	powiat sierpecki
powiat lipski	powiat sochaczewski
powiat łosicki	powiat sokołowski
powiat makowski	powiat szydłowiecki
powiat miński	powiat warszawski zachodni
powiat mławski	powiat węgrowski
powiat nowodworski	powiat wołomiński
powiat ostrołęcki	powiat wyszkowski
powiat ostrowski	powiat zwoleński
powiat otwocki	powiat żuromiński
powiat piaseczyński	powiat żyrardowski

powiat plocki
---------------

The region has a very well developed communication infrastructure. In the 19<sup>th</sup> century, during the rapid development of the railway, the Warsaw-Vienna rail link was built. Today over 83% of all the rail tracks are electric. Not only does Warsaw have convenient connections with the cities and towns of the region and of the country, but also has well established links with some European capital cities like: Berlin, Prague, Moscow, Vienna, Budapest, etc. The region also boasts some of the most important routes such as A-2 international route from Berlin to Minsk, state road No. 7 from Gdańsk to Cracow, and state road No. 8 from Warsaw to Wrocław (Breslau).

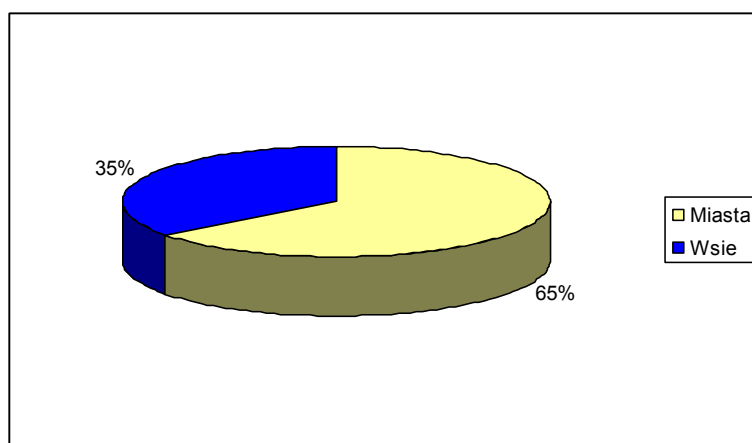
Warsaw has the biggest airport in Poland called the Chopin International Airport- Międzynarodowy Port Lotniczy im. F. Chopina in Okęcie. In 2006 approximately 8 million passengers used the airport, which has 10-20 local daily connections and tens of flights connecting Warsaw with many cities all over the world. The airport handles over 50% of the air traffic of the whole country.

## **Demographic structure**

The population of Mazowsze is over 5.16 million people, which amounts to almost 13.1% of the population of the whole country. It is the most densely populated province in Poland. Warsaw, the main city of the region and of the whole country, is the capital of Poland. The population of the city is 702,139 people (as for the day of 12 December 2006). Warsaw with its surrounding towns belongs to one of the most populated cities in Europe and in total it has a population of about 2.5 million people. Almost 50% of the province's population live in Warsaw. The city lies around the middle

part of the river Vistula. Within the city limits there are a few elevations of the ground, however they are not natural hills. Warsaw covers an area of over 500 square kilometres (to be precise it is 517.90 km<sup>2</sup>). In the whole Mazowieckie province there are 85 towns, five of which have the status of a district (powiat) and 30 have the status of a municipality (gmina). Radom is the second biggest town in the province with a population of over 230 000 people and Płock is the third with some 130 000 inhabitants. The influence of Warsaw and the other two big towns on the whole province is very clear.

**Graph 2. Mazowieckie Province population**



Source: Own elaboration on the basis of *Ludność. Stan i struktura w przekroju terytorialnym*, GUS, Warsaw 2007, p.12.

Urban agglomerations in the Mazowieckie province are inhabited by almost 64.7% of the population of the whole region. The other 35.3% of the population live in rural areas. In comparison to the country's average percentage of rural population which is 38.5%, the difference between the regional and national indicator is not significant. Almost 30.3% of men live in urban areas, compared to 34.4% of women. In rural areas there is more or less the same number of men and women, 17.6% and 17.7% respectively. According to the forecast made by the Central Institute of Statistics [Główny Urząd Statystyczny - GUS], in the year 2030, the number of



Mazowieckie province inhabitants may fall to the level of 5 070 700 people, 3 150 700 of which will live in towns (so there will be a decrease of 2.6%). The foreseen increase in the number of rural residents is worth noticing, among whom there will probably be a higher percentage of men (19%) than women (18.8%).

Analysing the structure of population according to age, it is worth noting that the highest percentage represents people in their working age, namely 63.5% of the whole population. It is also a positive fact that the percentage of pre-working age population (19.7%) is higher than that of the post-working age population (16.8%), although the difference is not very big. What is clearly seen here is the influence of the negative natural population growth, which has been recorded in the last few years, both in the province and in the whole country. According to the forecast mentioned above, there will be a dramatic increase in the percentage of the post-working age population up to 26.7% and a decrease in the percentage of the pre-working age population down to 14.9%, which will be caused by retirement of the people from the so called “baby boom” generation born in the 80’s. There will also be a decrease in the working age population and it will constitute 58.4% of the whole population.

## **Health and Social Welfare**

The region has a very well developed medical care infrastructure comprising of hospitals, care and treatment institutions, nursing institutions, hospices and spas. Chart 2 presents a comparison of the number of stationary health care centres in Mazowieckie in relation to the percentage of their general number in the whole country.

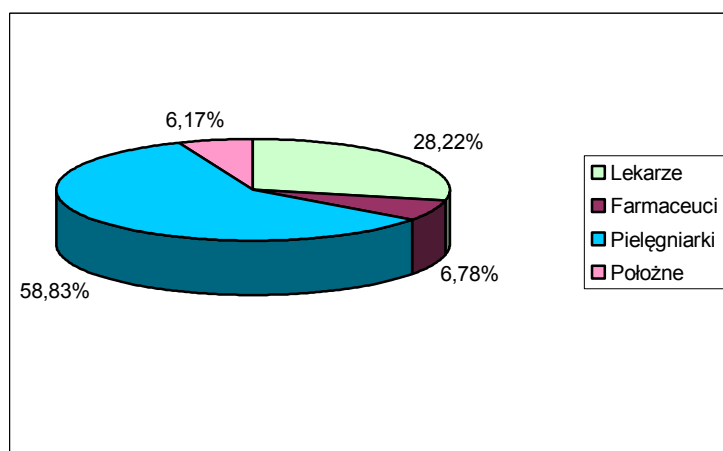
**Chart 2. The number of stationary health care centres in Mazowieckie province**

	mazowieckie province	% of all
Hospitals	98	12,4
Care and treatment institutions	8	17,39
Nursing institutions	36	16
Hospices	27	21,6
Spa sanatoriums	1	0,64
Spa hospitals	3	4,6

Source: Own elaboration based on *Rocznik Statystyczny Województwa Mazowieckiego 2006*, WWW.stat.gov.pl; and *Rocznik Statystyczny Rzeczypospolitej Polskiej 2005*, GUS, Warsaw 2006, p. 379

The number of medical doctors who work in the province has fallen in the last few years by more than 2000 people (drop by 17.7%) and amounted to 11 609 people in 2006. A similar situation, more dramatic though, was with dentists, since their number has fallen by as much as 29% since the year 2000. In 2006 there were 1 327 dentists working in the region. There has also been a drop in the numbers of pharmacists by 11%, nurses by 2.5% and midwives by 0.87%. The number of pharmacists fell to the level of 2 790 people, nurses – 24 202 people, and midwives – 2 537. Graph 3 presents the current structure of employment in health care.

Graph 2. Structure of employment in health care



Source: Own elaboration based on *Rocznik Statystyczny Województwa Mazowieckiego 2006*, [www.stat.gov.pl](http://www.stat.gov.pl)

Apart from stationary health care there is also out-patient health care in the province. In 2006 the latter consisted of 1 121 health care centres in towns and 391 in rural areas. There were 436 private medical practices, 104 of which were situated in rural areas. There were 1 061 pharmacies, 195 of which were located in villages.

## Education and culture

The most important academic centres of Mazowieckie province are universities and schools of tertiary education in Warsaw, Radom, Płock and Siedlce.

For many years University of Warsaw [Uniwersytet Warszawski] has been one of the best Polish universities and it also enjoys a good reputation abroad. Its history dates back to the year 1816, when the tsar authorities founded Royal Alexander University of Warsaw [Królewski Aleksandrowski Uniwersytet Warszawski]. Currently the university has 18 faculties: Faculty of Biology, Faculty of Chemistry, Faculty of Journalism and Political Sciences, Faculty of Philosophy and Sociology, Faculty of

Physics, Faculty of Geography and Regional Studies, Faculty of Geology, Faculty of History, Faculty of Applied Linguistics and East-Slavonic Philologies, Faculty of Mathematics, Information Technology and Mechanical Engineering, Faculty of Economic Sciences, Faculty of Neophilology, Faculty of Pedagogy, Faculty of Polish Philology, Faculty of Law and Administration, Faculty of Psychology, Faculty of Applied Social Sciences and Reclamation and Faculty of Management. At the moment there are about 57 000 students studying at the University. Apart from the faculties listed above, the University has many units conducting scientific and cultural research and activities. The University also has a Library with very rich collections, Museum, Academic Choir, Theatre, Radio and Publishing Houses.

Warsaw School of Economics [Szkola Główna Handlowa] was founded in 1906 and is the oldest economic university in Poland. Due to its remarkable scientific achievements, it is one of the most recognised business universities in Europe. There are five colleges in its organizational structure: College of Economic Analyses, College of Economic and Social Studies, World Economy College, College of Enterprise Sciences and College of Management and Finances. At present there are about 16 000 students studying at this University.

The history of the Warsaw Polytechnic [Politechnika Warszawska] dates back to the end of the nineteenth century and goes back to the history of the Institute of Technology which existed at that time in Warsaw. Formally the Warsaw Polytechnic was founded in 1906. In its organizational structure it has 17 Faculties and 2 Colleges: Faculty of Architecture, Faculty of Chemistry, Faculty of Electronics and Information Technologies, Faculty of Electrical Engineering, Faculty of Physics, Faculty of Geodesy and

Cartography, Faculty of Chemical and Processing Engineering, Faculty of Civil Engineering, Faculty of Material Engineering, Faculty of Production Engineering, Faculty of Environment Engineering, Faculty of Mathematics and Information Technologies, Faculty of Mechanical Engineering, Power Engineering and Aviation, Faculty of Mechatronics, Faculty of Vehicles and Working Machines, Faculty of Transport, Faculty of Construction, Mechanical Engineering and Petrochemistry in Płock, Inter-facultative Centre of Biotechnology, College of Social Sciences and Administration, and College of Economic and Social Sciences in Płock. Currently there are about 30 000 students studying at the above mentioned faculties.

Warsaw Agricultural University [Szkoła Główna Gospodarstwa Wiejskiego] was founded in the same year as University of Warsaw (1816) as Agronomic Institute. It is one of the biggest and oldest agricultural universities in Poland. It has 13 faculties: Faculty of Economics and Agriculture, Faculty of Environment Engineering and Shaping, Faculty of Production Engineering, Faculty of Forestry, Faculty of Veterinary Medicine, Faculty of Humanities, Faculty of Animal Sciences, Faculty of Human Nutrition and Consumption Sciences, Faculty of Gardening and Landscape Architecture, Faculty of Agriculture and Biology, Faculty of Wood Technology and Faculty of Food Technology. There are about 30 000 students studying at the above mentioned faculties as well as at the six inter-facultative studies, namely: Biotechnology, Spatial Economy, Environment Protection, Science of Commodities, Information Technology Applications, Tourism and Leisure.

**Military Academy of Technology** [Wojskowa Akademia Techniczna] was founded in the year 1951 as a university for training officers in typically technical specializations. In the year 2001 the university started also

accepting civilians. It has seven faculties: Faculty of Cybernetics, Civil Engineering and Geodesy, New Technologies and Chemistry, Electronics, Mechanical Engineering, Mechatronics and Military Technology. Currently it has about 4 200 students.

**Cardinal Stefan Wyszyński University** [Uniwersytet Kardynała Stefana Wyszyńskiego] is a university established on the basis of the former Academy of Catholic Theology, which was founded in 1954. In the year 1989 it obtained acceptance from the Roman Catholic Church. In the year 1999 it was transformed into a university, which now has over 16 000 students studying at the following seven faculties: Faculty of Theology, Canon Law, Christian Philosophy, Historical and Social Sciences, Law and Administration, Humanities, Mathematics and Natural Sciences.

**Leon Koźmiński Academy of Entrepreneurship and Management** [Wyższa Szkoła Przedsiębiorczości i Zarządzania im. L. Koźmińskiego] is one of the most acknowledged private universities in Poland, but also abroad. It was founded in the year 1993. It has two colleges: College of Law and College of Management and Finances, where the students can specialise in different fields. The school has a well developed didactic basis. Apart from post graduate MBA diplomas, it also offers doctoral and post-doctoral studies. Currently it has about 6 000 students.

**Radom Polytechnic** [Politechnika Radomska] was founded in 1950 and has five faculties: Faculty of Footwear Technology and Science of Commodities, Faculty of Mechanical Engineering, Faculty of Transport, Faculty of Economics and Faculty of Teacher Training. Currently there are about 15 000 students studying at the above faculties.

**Podlasie Academy** [Akademia Podlaska] was founded in Siedlce in 1969 as Teacher Training College. Later it changed its name into Pedagogical College, then it was called Agricultural and Pedagogical College, and finally in 1999 it adopted the name of Podlasie Academy. It boasts four faculties: Faculty of Humanities, Faculty of Science, Faculty of Agriculture and Faculty of Management, where over 13 200 students are taught.

Apart from well developed tertiary education, in Mazowieckie province there is a network of educational institutions at a lower level, including primary schools and various secondary schools.

Hand in hand with the well developed education sector goes the cultural activity in the region. Mazowieckie province has one philharmonic hall, namely National Philharmonic Hall in Warsaw, which only in the year 2005 housed 1 508 concerts. It was founded at the beginning of the twentieth century and it occupies a beautiful eclectic building inspired by the Opera in Paris. Currently the orchestra consists of 110 musicians and 100 choir members.

In the province there are 25 theatres, including 22 drama theatres and 3 toy theatres, which gave almost 6 000 performances for over a million of spectators. One of the most recognized and oldest theatres, established in 1765, is the National Theatre in Warsaw, where the greatest Polish actors ever could be admired, like Helena Modrzejewska, Juliusz Osterwa, Tadeusz Łomnicki and many others. Moreover, the Jewish Theatre in Warsaw is something extraordinary on the European scale. The actors play their roles speaking the Yiddish language and the audience has headphones and listens to the translation of the play. In the province, apart from the theatres mentioned above, there are four music theatres and two

symphonic and chamber music orchestras. One of the most recognized artistic ensembles abroad is the National Folk Ensemble Mazowsze [Państwowy Zespół Ludowy Pieśni i Tańca Mazowsze], which was founded right after World War II. The Ensemble consists of a ballet, choir and a symphonic orchestra. In their repertoire the artists have tunes and folk songs not only from Poland but from all over the world.

In the region there are 103 museums, the number of which rises every year. There are twelve art museums, fourteen biographic and twenty-eight historical ones. The most important museum is the National Museum in Warsaw, which has seven constant exhibitions in its galleries presenting the collections devoted to the ancient art, early Christian and medieval art, Polish and European paintings, artistic handicraft, etc.

### **Tourists Attractions**

In Mazowieckie province one can find beautifully preserved parts of primary forests. The most important forests in the region are: Puszcza Kampinoska, Kozińska, Biała, Bolimowska and Kamieniecka. There is also one national park – Kampinoski National Park – and nine landscape parks. Kampinoski National Park was founded in 1959. Originally it covered the area of over 40 000 hectares, however in the course of time, the area was reduced to 38 000 hectares. 69 species out of the total of 1 245 plants are protected here. The Park is known as a reserve of elks, beavers and lynxes. There are almost 300 species of animals that are under protection, and 83 species that face the danger of extinction. There are some animals living in the Park, which have been classified as still unknown (19 species all together). Similarly, 14 new species of plants growing in the Park were also found.



The abundant nature is not the only tourist attraction. Due to Mazowieckie province being closely linked with the capital city, there are many well preserved cultural monuments from the times of Sarmatian Poland, as well as many manifestations of the local Kurpie and Łowicz cultures.

Z The Royal Castle [Zamek Królewski] in Warsaw is not only a symbol of the capital, but very much like Wawel in Cracow, it used to be the central seat of the Polish kings. Founded in the middle Ages, it had many functions, from the seat of the dukes of Mazowsze to the place of meetings of the Parliament of the first Republic of Poland. In the year 1944 the castle was blown up by the German Nazis, but it was rebuilt after the war and now it serves as a museum. There are many valuable exhibits on show there, from military pieces to a grand collection of some of the greatest European paintings.

St. John's Cathedral [Katedra św. Jana] is one of the most important churches in Warsaw, rebuilt in the nineteenth century in the Neo-Gothic style, for many years it has served as a centre of national and ecclesiastical celebrations. Prominent Polish people were buried in its cellar, among others the last Polish king - Stanisław August Poniatowski, Henryk Sienkiewicz - Polish writer and the Nobel Prize winner and Gabriel Narutowicz - the first President of Poland. It was also a place of coronation of the Polish kings Stanisław Leszczyński and afore mentioned Stanisław August Poniatowski. After being destroyed by the Nazis in 1944, it was rebuilt. Now it has a function of the Arch-Cathedral Church.

Warsaw's Old Town [Starówka Warszawska] with the Castle Square [Plac Zamkowy], is the oldest historic district of the city, situated along the bank of the river Vistula, and one of the capital's most prominent tourist

attractions. The Old Town Market Square is the heart of the area surrounded by medieval architecture (like the city walls, barbican and St. John's Cathedral), seventeenth and eighteenth century houses, charming cafés, restaurants and shops. After being completely destroyed during Word War II, the Old Town was rebuilt in the 1950's. The faithful reconstruction was possible due to the penetrating analysis of Canaletto paintings, who in the eighteenth century made the capital of Poland alive and immortal on many of his canvas.

The Royal Palace [Pałac Królewski] in Wilanów commissioned by King Jan III Sobieski is actually a complex of palaces. A great example of baroque style, it was initially a fairly small palace. The buildings were vastly extended in the last quarter of the seventeenth century. The design of the palace was inspired by the seat of Luis XIV and it enjoys a number of beautiful gardens. Currently it houses the National Museum. It is one of the few monuments that were not destroyed during World War II.

Łazienki is a complex of palaces and gardens built in a classical style for the last King of Poland. Some of the greatest architects of that time were involved in the design of the complex, including Dominico Merlini. The site includes Palace on the water, which used to be the King's residence, Theatre on the water, which still houses plays, Old and New Orangeries, both specially designed for social meeting and the Belvedere, which used to be the official residence of the Polish presidents until 1994.

Apart from the monuments in the capital of the province, there are many castles and palaces that used to belong to the nobility in the rest of the region. One of the most important monuments in the area is the castle in Płock, which is a very characteristic building in Mazowieckie province due

to the wall that surrounds it, said to be the highest in Poland. Built at the turn of the thirteenth century, it used to be the seat of the dukes of Mazowsze. Currently the castle is home to the Mazowsze Museum which has the biggest collection of modernist art in Poland.

Many legends are told about the other castles in the region, especially about the one in Łęczyca. It is a gothic-style building which dates back to the fourteenth century. According to the story, in the cellars of the castle a devil called Boruta guards countless treasures. A similar story is told to the visitors of the castle in Liwa, but in this version the countless treasures are said to have belonged to the Queen Bona Sforza herself. Another attraction is the castle in Czersko, more precisely its ruins, where regular open-air celebrations of the “ghost festival” take place. The castle in Ciechanów regularly houses concerts in its cellars and exhibits a collection of *arme blanche* and fire arms. Another interesting exhibition, this time of the folklore music instruments, is held in the castle in Szydłowiec. It is a building that represents a mixture of gothic and renaissance styles surrounded by a beautiful moat.

The aforementioned proximity of Warsaw encouraged many noble families in the past to live in the areas covered today by the Mazowieckie province. As a result of that, the province to this day enjoys many historical country mansions that are a unique example of sarmatian and nobility architecture in Europe. Later, buildings constructed in the nineteenth century drew on those architectural traditions. One of the most important and best preserved country mansions is the complex in Nieborów. Designed towards the end of the seventeenth century by Tylman from Gameren, the

complex was then expanded through adding beautiful, classical building to the site. It has an English Garden and a so called "Arcadia" – an idyllic park with a central temple dedicated to the goddess Diana. Now the site houses National Museum which has many decorative art exhibits and well preserved interiors and furniture.

Another important monument is a baroque palace in Leszno which has an unusual, square pond in the middle of its park. Built in the first half of the seventeenth century it is still in a perfect condition today. It is currently used as a training centre.

Towards the end of the seventeenth century complex of palaces for Michał Radziejowski, polish primate, was also built. On the site of Radziejowice country mansion there is a palace, a small castle, a park and a house for the administrator of the park. The style of the site is very eclectic, where next to the baroque palace one finds a small castle, joined with the palace through a gallery, remodelled during Romanticism in a neo-gothic style. The park surrounding the mansion dates back to the same period.

The Palace in Stara Wieś is an example of English gothic style. It was commissioned by Prince Bogusław Radziwiłł in the middle of the seventeenth century. After many refurbishments, today it contains rich interiors and unique exteriors complete with an octagonal tower.

During Classicism, palaces in Kozienice, Jabłonna and Siedlce were built. The first one was commissioned by King Stanisław August Poniatowski and designed by Francisco Placido. After refurbishment, it was given the current appearance in the style of French renaissance. From the original building only the left wing lasts to this day, all the others were built later. The palace in Jabłonna was designed by Dominico Merlini for the brother

of the last king of Poland, namely Michał Poniastowski, primate of Poland. The classical appearance of the palace is due to its remodelling in the nineteenth century. Before the World War II, the palace was full of works of art and souvenirs, since for years it belonged to one of the most prolific aristocratic families in Poland. Currently the building houses part of the Polish Academy of Sciences. The castle in Siedlce from the first half of the eighteenth century is one of the most characteristic local monuments. The sculpture of Atlas holding up the globe, which is part of the complex, became the symbol of the town. Its clock tower is another tourist attraction, especially since it plays a polonaise called "Farewell to My Homeland" which was composed by Michał Kleofas Ogiński, whose family once owned the mansion.

In the nineteenth century several smaller complexes of palaces and parks were built as well as many country mansions. One of the most famous and most frequented by tourists is Opiniogóra, linked to a Polish poet called Zygmunt Krasiński. The neo-gothic style of the building reflects the spirit of Romanticism, the epoch in which the artist lived and wrote. Now the site houses Museum of Romanticism.

Another famous Polish artist Frederic Chopin is linked to the history of a mansion in Żelazowa Wola. Inside the well preserved building a museum dedicated to the composer was set up. The classical mansion boasts a piano which is played by artists from around the world. Dining room, bedroom, composer's father's room and children's room can also be visited. In spring and autumn the mansion houses regular concerts of Chopin's music

## **Industry**

The Mazowieckie province is home to factories and manufactures belonging to nearly all branches of industry, lacking only a shipyard and a mine. Many big industrial factories were modernised and restructured which led to the creation of several smaller entities. In Warsaw itself new branches of industry developed over the last few years, for example: electro-technical, electronic, car and chemical industry. The latter also includes pharmaceutical, cosmetic and man-made materials industry. The Mazowieckie province, as much as it is industrialised, is also characterised by its typically rural character in some places. This, in turn, influences the growth of food industry including production of dairy products, meat, fruit and vegetable products and the production of breweries. This type of industry is concentrated mainly in Siedlce, Sokołów, Ostrowia Mazowiecka, Łyse, Baranów, Maków Mazowiecki, Warka and Węgrzyn. Some of those companies are registered on the stock market. Apart from factories producing food for human consumption, in Siedlce there is also a well developed industrial network which produces animal food.

As far as the heavy industry is concerned, metallurgy and energy industry developed well despite the lack of mines in the region. The headquarters of the biggest Polish oil company called PKN ORLEN are in Płock. ORLEN's offer includes a variety of oil-related products. Moreover, the company owns a network of some 1 900 petrol stations in Poland and more than 800 abroad, mainly in Germany and the Czech Republic. It is also worth mentioning that the power plant in Kozienice is one of the main providers of energy for the region and its energy production constitutes more than 10% of the national production.

Based on the developed arms industry in Radom ("Łucznik" factory), several smaller companies were created. They are still dedicated to producing arms and sewing machines. Also in Radom, despite having difficulties adapting to the demands of the market economy, tobacco and telephone factories endured. The machine industry is prolific in Płock where factories produce combine harvesters called "Bizon". The combine harvesters are exported to many countries in Europe and their popularity is confirmed by the fact that one in four combines bought by European farmers comes from the factory in Płock.

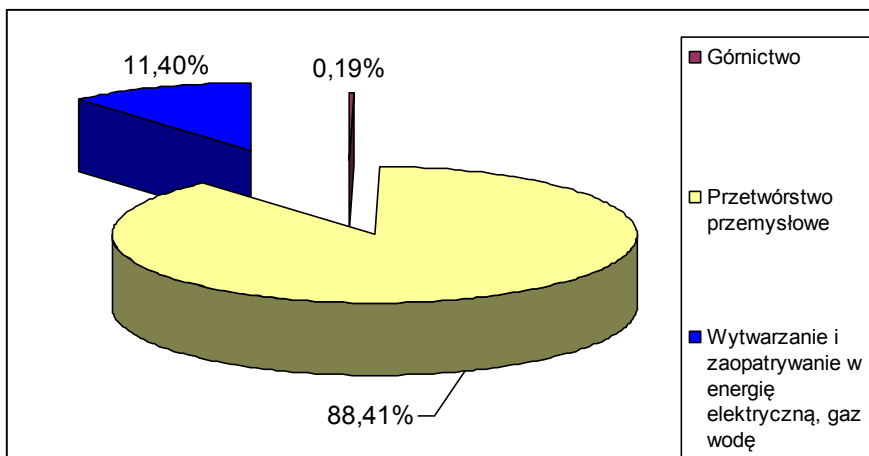
Paper industry is also well developed in the region, with the main factory in Ostrołęka. It produces not only paper but also paper bags and cardboard.

As well as listing the main factories, the level of industrialisation in the region is best illustrated with numbers. In the year 2005 the value of products sold just in the industry sector equalled the amount of 144 361 700 000 PLN (calculated according to current prices). For comparison's sake, the value of products sold in the industry sector on the national level equalled the amount of 678 521 000 000 PLN. Thus the Mazowieckie province, one of the 16 Polish provinces, sold as much as 21% of the total of industry products in the country.

The structure of employment in the industry sector also emphasises the importance of the Mazowieckie province. In the whole country a total of 2 501 700 people are employed in industry, 329 680 of them in the Mazowieckie province which constitutes nearly 13.2%. Nonetheless, in comparison with the previous year, employment in the province has fallen by 13.5%. It is also worth mentioning that the vast majority of people

employed in industry work in the private sector. Most of them are employed in secondary industry which covers a wide range of activities including production of food, metals, machines and vehicles. Graph 4 illustrates the structure of employment in industry in the Mazowieckie province.

**Graph 3. Employment structure in the Mazowieckie province**



Source: Own elaboration based on *Rocznik Statystyczny Województwa Mazowieckiego 2006*, [www.stat.gov.pl](http://www.stat.gov.pl); *Rynek pracy województwa Mazowieckiego*, GUS, Warsaw 2006, p. 36.

Similar situation occurs in selling industrial products, where the secondary industry sells around 78.1% of the total.

## **Podkarpacie, Poland**

### **Geographical position**

Podkarpackie province, one of 16 regions in the country, is situated in the south-east of Poland. The capital of the region is Rzeszów with the population of about 168 000 people.



Picture 1. Regions of Poland



Source: <http://wmc-expo2008.org/uk/node/54>

Podkarpackie province is one of the most picturesque and beautifully situated regions in Poland. It shares its borders with Ukraine and Slovakia (there are a few border crossings, such as Korczowa and Barwinek) and the following Polish provinces: małopolskie, lubelskie i świętokrzyskie.

The province is divided into 25 districts - powiat, including 4 towns with the rights of districts and 159 municipalities - gmina. In the province there are 45 towns, including only 10 with the population over 20 000. Podkarpacie is part of the Carpathian Euroregion:

- Powiat Krosno (grodzki) - magistrate District
- Powiat Przemyśl (grodzki) - magistrate District
- Powiat Rzeszów (grodzki) - magistrate District
- Powiat Tarnobrzeg (grodzki) - magistrate District
- Powiat bieszczadzki, Ustrzyki Dolne - District
- Powiat brzozowski, Brzozów- District
- Powiat dębicki, Dębica- District
- Powiat jarosławski, Jarosław- District

- Powiat jasielski, Jasło- District
- Powiat kolbuszowski, Kolbuszowa- District
- Powiat krośnieński, Krosno- District
- Powiat leski, Lesko- District
- Powiat leżajski, Leżajsk- District
- Powiat lubaczowski, Lubaczów- District
- Powiat łańcucki, Łańcut- District
- Powiat mielecki, Mielec- District
- Powiat niżański, Nisko- District
- Powiat przemyski, Przemyśl- District
- Powiat przeworski, Przeworsk- District
- Powiat ropczycko-sędziszowski, Ropczyce- District
- Powiat rzeszowski, Rzeszów- District
- Powiat sanocki, Sanok- District
- Powiat stalowowolski, Stalowa Wola- District
- Powiat strzyżowski, Strzyżów- District

The most important roads in the Region are state road No. 4, which is a part of the European transport corridor E40 (Berlin-Kijev) and state road No. 19 (Rzeszów-Białystok). In the province there is one international airport (Rzeszów-Jasionka) with regular flights to Warsaw, London and, since 24<sup>th</sup> January 2007, to Dublin. Situated only 10 km to the North from the city limits, in the centre of Podkarpackie Region, the Rzeszów Airport, is called by the pilots "the airport of good weather". Meteorological statistics confirm the exceptionally favourable climatic conditions in this part of Poland. When compared to other communication airports, Rzeszów has the highest number of sunny days in a year.

The airport is over sixty years old and it is constantly being changed and improved in order to introduce high standards meeting the clients' requirements. Its status was confirmed by the Certificate of Public Use Airport, granted by the Civil Aviation Office on 30<sup>th</sup> June 2006. The

modernising works are still in progress at the Rzeszów-Jasionka Airport, currently the construction of the new Terminal 2 together with accompanying infrastructure has been started.

Rzeszów Airport has at its disposal about 650 hectares of ground, the legal status of which is fully settled, and it is prepared to accept any type of aircraft, including wide-body airliners like B 747. Lack of aviation barriers, high class system of light and navigation aid for landing (including ILS I category) and modern meteorological protection based on Vaisala system, make the Rzeszów Airport available 24 hours a day throughout the whole year.

Rzeszów airport covers the population of 5 million people. Two state roads (No. 9 and 19), a A4 motorway under construction nearby and a future express road "Via Baltica", ensure fast transfers from the airport to the city and the rest of the region. The new terminal construction and plenty of interest from foreign strategic investors are examples confirming the growing status of the Rzeszów Airport and showing that its development is a necessity and a good sign for the future.

Official government plans include improving the road infrastructure in the region through building the A4 motorway in its section from Cracow to Korczowa and an express road S19 from Nisko to Barwinek. Both roads are to be completed in 2012. Northern part of Podkarpacie will gain additional connections with central Poland due to road S74 from Stalowa Wola to Łódź. It will have been built by the year 2015.

## **Demographic structure**

The population of the province is 2.1 million people (the population of Poland is 38 million). The population of the region constitutes 5.5% of the

population of the country. Podkarpackie is the least urbanised province in Poland – only 40.5% of the residents live in towns (the average for Poland is 61.5%). Natural growth rate of 1.2 per thousand is the highest in Poland. The average age in Podkarpacie, namely 33.2 years old, is the lowest in Poland, which means that the region is inhabited by the youngest part of the society. People over 65 years old amount only to 12% of the region population.

**Chart 3. Population of Podkarpackie province in 2004**

Age groups	Sex / Town / Village				
	All	Men		Women	
		Town	Village	Town	Village
0 - 14	393 648	70 498	130 884	67 580	124 686
15 - 19	182 177	38 556	54 600	37 170	51 851
20 - 29	348 135	75 286	102 818	73 925	96 106
30 - 39	280 360	53 433	89 233	54 452	83 242
40 - 59	549 346	116 876	155 649	132 712	144 109
60 - 64	77 281	14 260	20 890	17 689	24 442
65 and older	267 028	37 164	66 101	59 118	104 645
ALL	2 097 975	406073	620 175	442 646	629 081

Source: *Województwo Podkarpackie. Podregiony. Powiaty. Gminy*, WUS, Rzeszów 2005, p. 95-98.

The chart below presents the number of people living in the main towns of the region:

**Chart 4. Number of people in main towns of Podkarpacie**

Town	Population
Rzeszów	168 000

Town	Population
Przemyśl	67 000
Stalowa Wola	66 000
Mielec	62 000
Tarnobrzeg	50 000
Krosno	48 000
Dębica	48 000
Jarosław	42 000

Source: *Województwo Podkarpackie. Podregiony. Powiaty. Gminy*, op. cit., p. 88-94.

## Health and Social Welfare

Comparing the data concerning the functioning of health care in Podkarpacie with the data from the whole country, one should bear in mind that the general population of Podkarpacie constitutes only 5.49 % of the total population of Poland.

**Chart 5. Health care facilities in Podkarpackie province in 2004**

	Province	Country	%
Hospitals	25	790	3,16
Out-patient clinics	696	8732	7,97
Chemist's	516	9758	5,29
Hospital beds per 10 000 inhabitants	41,4	48	86,25
Number of residents falling on one Chemist's	4066	3600	112,94

Source: *Województwo Podkarpackie. Podregiony. Powiaty. Gminy*, op. cit., p. 41-42, 205-209.

Taking into account different proportions, it is clearly seen that in the province the number of hospitals in relation to the number of inhabitants is remarkably lower than in the rest of the country. Also, the average number of hospital beds is 15% lower than the national average. The situation concerning the number of chemists and outpatient clinics is better. The percentage of the latter in relation to the number of inhabitants is even higher in the region than in the rest of Poland.

## **Education and culture**

The system of education in the province covers the educational institutions of all levels. Universities, both public and non public are of vital importance to the region. Among the former, the most important are: Rzeszów Polytechnic [Politechnika Rzeszowska im. Ignacego Łukasiewicza] and Rzeszów University [Uniwersytet Rzeszowski], which was founded five years ago.

Rzeszów Polytechnic was founded as Engineering College [Wyższa Szkoła Inżynierska] in 1951. Today it has almost 16 000 students at six faculties: Chemistry, Construction and Civil Engineering, Mechanical Engineering and Aviation, Electrical Engineering and Information Technology, Mathematics and Applied Physics, Marketing and Management. It is the only public school in Poland educating civil aviation pilots. Apart from the attractive didactic offer especially in engineering, the university has the biggest academic publishing house in the region. It is regarded as one of the best technical schools in the country. As it is the only university in Poland offering a degree course in civil aviation, the majority of civil pilots in Poland have graduated from there.

Rzeszów University [Uniwersytet Rzeszowski] was created after combining three public schools of higher education in the region: Department of Maria Curie – Skłodowska University from Lublin, non-local Faculty of the Academy of Agriculture from Cracow and Pedagogical School of Higher Education [Wyższa Szkoła Pedagogiczna] from Rzeszów. Currently it has over 22 000 students at 10 faculties: Biology and Agriculture, Economics, Philology, Mathematics and Natural Sciences, Medicine, Pedagogy and Art, Law, Sociology and History, Physical Education, non-local Faculty of Biotechnology and Inter-facultative Institute of Philosophy. The University has its own academic publishing house. It is also investing a lot of resources in developing the infrastructure – two years ago a new modern building housing the University library was open. Now a very big science and education complex will be built together with numerous other facilities. Moreover, the existing buildings will be renovated.

Among the non-public universities, four of them are the most important ones:

University of Information Technology and Management [Wyższa Szkoła Informatyki i Zarządzania] in Rzeszów, founded in 1996, has an extensive teaching offer for its students at two faculties: Economics and Administration and Information Technology. The average number of students exceeds 8 200 people, over 800 of whom are foreign exchange students from countries like Iran, Bangladesh, Saudi Arabia and India. The University is one of the biggest non-public universities in Poland, being at the same time the owner of two other non –public universities in Zamość and Cracow.

Management College [Wyższa Szkoła Zarządzania] in Rzeszów (partner in the ANIMATOR Project) was founded in 1996, educating almost 3000 students in professional studies at the Faculty of Management and Social Communication in two specialties: marketing and management and journalism and social communication. The College started cooperation with three universities in Spain, Scotland and Holland concerning student exchange and diploma acknowledgement. Due to its ample and enduring offer of post diploma studies in management, accountancy and finances, from the beginning of the school existence over 3000 students obtained a diploma of post diploma studies. The school has its own academic publishing house, which has published over 30 publications by the school employees, the books being a great learning aid to students.

Administration and Management College [Wyższa Szkoła Administracji i Zarządzania] in Przemyśl, existing for over 11 years, educates over 8500 students at two faculties: Administration, Management and Marketing. It has a department and an academic campus in Rzeszów, which architecture and infrastructure is one of the most interesting among all the local universities. An additional asset of the College is its vast publishing offer.

State Eastern European School of Higher Education [Państwowa Wyższa Szkoła Wschodnioeuropejska] in Przemyśl is a public school focused mainly on students from Eastern European countries like Belarus and Ukraine. Specialties: History, Politology, Sociology, Polish Philology and Ukrainian Philology.

Most of the students (over 50 000) in the region study in Rzeszów. Another academic centre of the province is Przemyśl.



**Chart 6. Education in Podkarpackie province**

Specification	Number of schools		Number of pupils in thousands	
	2000/2001	2002/2003	2000/2001	2002/2003
Primary schools (6 years)	1295	1233	201,7	185,5
Junior secondary (3 years)	451	483	72,7	105,9
Secondary schools (3 years)	109	125	50,1	14,9
Vocational schools	412	101	99,8	46,6

Source: *Województwo Podkarpackie. Podregiony. Powiaty. Gminy*, op. cit., p. 40.

For centuries the Podkarpackie region was a mixture of different cultures, traditions and nationalities. Representatives of various religions lived here side by side: Roman and Greek Catholics, Orthodox and Jews. To this day, the province has a rich cultural offer and has many cultural institutions like theatres, philharmonic halls, galleries, museums and cinemas. Many artistic events taking place in the region have international character:

1. Rzeszów Theatre Meetings [Rzeszowskie Spotkania Teatralne] that have been organised for over 40 years.

2. Music Festival in Łańcut [Festiwal Muzyczny] which takes place every year in May and has been established over 40 years ago.

3. International Festival of Polonia Folk Ensembles [Światowy Festiwal Polonijnych Zespołów Folklorystycznych] takes place every three years in Rzeszów and is a meeting for Polish Diaspora [Polonia] from around the world.

4. International Festival of Organ and Choir Music [Międzynarodowy Festiwal Muzyki Organowej i Chóralnej] in Leżajsk.

5. International Organ Festival [Międzynarodowy Festiwal Organowy] in Mielec

6. International Festival of Organ and Choir Music [Międzynarodowy Festiwal Muzyki Organowej i Chóralnej] in Rzeszów Cathedral Rzeszowskie Spotkania Teatralne – organizowane od ponad 40 lat.

W In the town of Rzeszów and the surrounding area a lot of cultural and sporting events take place, many of which are of international character. Music Festival in Łańcut organised by the Rzeszów Philharmonic Hall has a good reputation, just like the International Festival of Polonia Folk Ensembles taking place every three years, connecting the region with the Polish Diaspora [Polonia] of the world.

Among numerous regular events hosted in Rzeszów, the most popular are: Rzeszów Festival [„Dni Rzeszowa”], Street Festival on Pańska Street [„Święto ul. 3 Maja – czyli Święto na Pańskiej”], Maritime Heritage Festival [„Dni Kultury Marynistycznej”], Summer Solstice Celebrations [„Świętojańska Fantazja”], Rzeszów Fair [„Jarmark Rzecha”] and Nights of Organ Music [„Wieczory Muzyki Organowej”] in the Rzeszów Cathedral. Also very popular are Rzeszów Theatre Meetings [Rzeszowskie Spotkania Teatralne], Theatre Poster Biennale [Biennale Plakatu Teatralnego] and Computer Art Biennale [Biennale Sztuki Komputerowej] as well as numerous art and photography exhibitions.

Symphonic Orchestra of Rzeszów Philharmonic Hall is regarded as one of the best orchestras in the country. The concert hall in Rzeszów Philharmonic Hall is also regarded as one of the best ones in the country in terms of acoustics.

For two years the city has been running a new cycle of cultural and entertainment events directed to young people and adult residents of

Rzeszów and the surroundings, as well as to guests visiting the capital of Podkarpacie. For the youngest residents of the city summer holiday events are organised, which often have an educational character. For example, the Euroholidays on Grunwaldzka Street [„Eurowakacje na ulicy Grunwaldzkiej”] organised in 2005 on one of the main streets in the Rzeszów Old Town presented the cultures of the European Union countries.

In other towns of Podkarpacie other cultural events are organised, such as various film festivals or the Multicultural Galicia Festival [Wielokulturowy Festiwal Galicja] in Przemyśl.

### **Tourist attractions**

Due to its geographical position Podkarpackie province is an attractive destination for tourists. The development of agro-tourism is possible in the province due to its agricultural character as well as its rich cultural past and many monuments.

Situated at the foot of the Carpathians, Rzeszów boasts many monuments of culture, the most interesting of which are: the fifteenth century Town Hall, fourteenth century Fara Church, the sixteenth century Lubomirskis' Castle, seventeenth century Bernadine Monastery, post Piarist Monastery Complex and summer palace of Lubomirskis, the eighteenth century Reformat Church and Monastery, as well as old tenement houses in the Market Square. For years Rzeszów society was a mixture of cultures and nationalities. The evidence of the once-prominent Jewish community that lived here are the preserved Synagogues - Staromiejska from the seventeenth century and Nowomiejska from the eighteenth century. A special tourist attraction is an underground tourist route [Podziemna Trasa

Turystyczna], 213 meter long, situated under the tenement houses and the Market Square.

Another town in Podkarpacie worth mentioning is Przemyśl. It is one of the oldest towns in the country. It was probably founded in the seventh century. For years people of different nationalities lived there side by side. Their heritage combining the cultures of East and West created and shaped today's picture of Przemyśl. Around the year 1850 Austrians started to build fortifications in Przemyśl and the work was continued until it was stopped by World War II. Przemyśl has many well preserved historical buildings. The Old Town is very picturesque, as it is situated on a hill and dominated by the towers of four monumental churches. It comprises two attractive Franciscan churches (both built in the seventeenth century) and a Gothic arch-cathedral. On top of the Castle Hill there are remains of a castle. The Regional Museum offers a collection of masterpieces of art and historical souvenirs. The Archdiocese Museum has sacral art collections, the oldest from dating back to the twelfth century. Przemyśl forts are very eye-catching – they are the remains of the Przemyśl Fortress which consisted of 28 forts. Przemyśl has a pretty and modern railway station built in 1895. Surprisingly, it is a smaller replica of a railway station in Vienna.

Not far from Przemyśl there are two other interesting towns, namely Jarosław and Krosno. They form the second and third historical complex in Podkarpacie respectively (the first one is in Przemyśl). They have very interesting architecture, which is characteristic for the old Galicia.

Ten kilometres from Przemyśl, upon San, there is a little town called Krasieczyn. Its main attraction is a late Renaissance castle built at the end of

sixteenth century. It has a square structure with arcades and four round towers. Currently some restoration works have just been started and the castle will soon house a museum. In the renovated part of the building there is a hotel and a restaurant. The castle and the surrounding park are regarded as one of the most interesting and beautiful places in Poland. In the palace there are many ornaments, stuccos and wall paintings. One part of the palace is open for tourists. The hotel was established in the nineteenth century building located in the park, which is famous for many rare and interesting species of trees and shrubs.

One of the biggest tourist attractions in the region is a little town of Łańcut, mainly due to a palace and park complex located there. That very well preserved building was built at the end of seventeenth century and later it was reconstructed a few times. It is surrounded by some fortifications (a moat) and bastions. The palace-museum with interiors dating from the seventeenth century to the early twentieth century contains many paintings and sculptures. The yearly Music Festival takes place in the ball room. The museum of carriages [Powozownia] created in the former stable has one of the biggest carriage collections in Europe. The palace is surrounded by the nineteenth century park and right behind the park there is an eighteenth century synagogue.

Not far from Łańcut there is a little town called Leżajsk, with a beautiful medieval Old Town. The town's main attraction is the seventeenth century Church and Bernadine Monastery surrounded by fortifications and towers. Many tourists and pilgrims travel to visit the late Renaissance Basilica, where you can find the miraculous icon of Madonna with the Child from the sixteenth century, as well as very famous Baroque organs from the seventeenth century, among of the most beautiful in Poland. The organ

music concerts are regularly organised in the summer, and the International Organ Music Festival takes place in May every year. Leżajsk also has a historical town hall and townsman houses from the eighteenth century.

Another attractive place is a town of Sanok with its preserved medieval urban system. In the castle there is a regional museum with an amazing collection of icons. The biggest in Poland Heritage Park is situated 1.5 kilometres from the town centre. It is also the biggest Polish open-air museum, with about 100 traditional buildings from dating from the eighteenth to the twentieth century, such as farm cottages, windmills and Greek Catholic and Orthodox churches. It takes you into the world of ethnic rural culture of the Polish and Ukrainian Galicia.

Podkarpackie province boasts not only interesting historical towns, but also beautiful nature and landscapes. The most beautiful region is certainly Bieszczady. It is the least inhabited region in the European Union, where there are no town or villages, only small settlements. Bieszczady is mainly dense forests and high mountain meadows called „połoniny”. The most spectacular area is covered by Bieszczady National Park [Bieszczadzki Park Narodowy], the habitat of a variety of birds and mammals. The area offers excellent conditions for winter sports, trekking and hiking in the mountains and horse riding. There are also many wooden Greek Catholic and Orthodox churches there. Even today the area remains still unspoilt by human influence. Bieszczadzki National Park was established in 1973 on the area of 59.55 square kilometres. Back then it only covered and protected some parts of the mountains and the surrounding forests, but later it was extended a few times (in 1989, 1991, 1996 and 1999) to cover larger areas. Education and Information Centre of the Bieszczadzki National Park was

founded in Lutowska in 1998, and is open all year round. It is situated half way between Ustrzyki Dolne and Ustrzyki Górne. Inside there is a tourist information centre, hotel, bookshop with guidebooks and maps, and a snack bar.

## **Industry**

The changes started in 1989 initiated the transformation of the industry structure in the region. What was clearly changed was the character of the region, since in the past it had been focused on industrial production. After completing the processes of restructuring those industrial enterprises, the employment decreased. However, a few companies, vital for the region, acquired foreign capital, which allowed them the necessary enterprise development and investments in advanced technologies. Unfortunately, in comparison to the whole country, the percentage of the companies that have acquired foreign capital is small (0.4 % of all the companies of the region have foreign capital, while in Poland the average is 1.4 %). One can see a remarkable development of the companies in the following branches: aviation, chemistry, food industry and electrical and mechanical engineering. This was influenced by the creation of special economic zones in the province. The zones were founded in the 1990s and were one of the first in Poland (EURO-PARK MIELEC was the first special economic zone, and now it is one of the most dynamic zones in the country).

Good chances for the development of industry have also been created by establishing an association of aviation entrepreneurs called "Aviation Valley" ["Dolina Lotnicza"]. The association was founded on 11<sup>th</sup> April 2003. The historic decision was made by a group of manufacturers from the aviation industry sector and businessmen. The association obtained a

remarkable financial help from Pratt & Whitney, the world leader in designing, manufacturing and servicing plane engines, rocket drive systems and industrial gas turbines. The main objective of the “Aviation Valley” is the transformation of south-eastern Poland into one of the leading aviation regions in Europe, which will supply the most demanding clients with various aviation products and services. The result would be a dynamic development of the region, rise in employment and improvement of the residents’ living conditions.

In 2007 Podkarpacie Science and Technology Park [Podkarpacki Park Naukowo-Technologiczny] was established with three zones located in Rzeszów and the surrounding villages. The biggest zone is in Jasionka with an international airport. In January the so called ‘academic incubator’ was founded. Podkarpacie Science and Technology Park is to be one of the instruments boosting the competitiveness of the sub-Carpathian economy, implementing modern technological solutions and management of knowledge and capital resources. It will be a link connecting and transforming innovative scientific ideas into modern technological solutions, later implemented by companies. Podkarpacki Science and Technology Park is in a group of more than ten Parks, the foundation of which is co-financed from the structural funds within the framework of the Sector Operational Program of the Rise in Enterprise Competitiveness. The institution supervising the Podkarpacki Science and Technology Park is Rzeszów Agency of Regional Development [Rzeszowska Agencja Rozwoju Regionalnego S.A.] in Rzeszów (partner in the ANIMATOR Project).

The biggest enterprises of the region are in Rzeszów, Mielec and Stalowa Wola. The leading company, taking into account the number of the people employed is WSK-PZL Rzeszów Communication Hardware Factory -



National Aviation Plant [Wytwórnia Sprzętu Komunikacyjnego - Państwowe Zakłady Lotnicze] with about 4 800 employees. The company is known for manufacturing airplane engines. Another big company in Rzeszów is Alima-Gerber, producer of baby food and juices for babies and children. Other enterprises of importance are: Zelmer, producing household appliances, particularly acknowledged at home and abroad, ICN Polfa Rzeszów, producer of medicines, Sanofi Aventis, the biggest Polish exporter of pharmaceuticals and also producer of medicines, and Asseco Poland, which is the biggest enterprise of the IT sector in Poland after its merger with the Softbank. Outside of Rzeszów, the biggest industrial enterprises are: PZL Mielec manufacturer of world-famous agricultural aeroplanes, local passenger transport and cargo planes, special tasks planes and aircrafts for training pilots, and Huta Stalowa Wola S.A., which is a leading manufacturer of military equipment and it exports and sells products and services of the Huta Stalowa Wola Industrial Group. For the local market needs, the company offers a wide range of spare parts and services for construction machines manufactured by HSW S.A. and HSW-Trading Ltd. HSW S.A. has a modern warehouse base, which makes it possible to cater for their clients' needs through providing all machine parts for new machines that are currently produced, but also to older versions of machines, which are not produced any more.

# Orawa, Slovakia

## Geographical position

The Republic of Slovakia is a landlocked country situated in Central Europe. It shares its borders with the following countries: The Czech Republic, Poland, Ukraine, Hungary and Austria.

Picture 2. Slovakia – the map of the country



Source: <http://przewodnik.onet.pl/1251,mapa.html>

Slovakia was regarded a part of the Kingdom of Hungary up to the year 1918 when it united with Czech and Moravia and a small part of Silesia, creating Czechoslovakia. In 1939, just before World War II broke out, Slovakia declared its independence from the dictatorship of Adolf Hitler, but in 1945 it was again connected with the remaining part of Czechoslovakia. From the year 1948 to 1989 Czechoslovakia was under the Soviet communist regime. In 1993 the country divided and both Slovakia and Czech Republic became independent. Although the history of Slovakia as a state spans only some 14 years, the Slovaks as a nation have existed for over 1500 years.

The area of Slovakia is about 48 845 km<sup>2</sup> (which is about 18 859 square miles). The longest distance in the country from east to west is about 416 km (about 258 miles) and from north to south is 208 km (about 129 miles). The river Danube flows across the south-western part of Slovakia forming a natural border with Hungary.

Slovakia is famous for its numerous and impressive mountain ranges. Many of them form picturesque rolling hills and river valleys, where agriculture focused on vine growing and live stock production is developing. Slovakian mountains are also influenced by settlement patterns of the whole country. The Carpathian Mountains, the main mountain range in central Europe spread towards the north and north-west of Slovakia and consist of the Little Carpathians, White Carpathians and the Tatra Mountains, which are the highest in the Carpathians. The highest mountain top in the High Tatras is Gerlach, which is situated 2655 metres above the sea level (8711 feet). Part of the High Tatras is covered by one of the biggest national parks, and the area is full of very popular ski slopes and places for ideal for mountain climbing. Apart from the High Tatra, other notable mountain range is the Low Tatra situated in the central part of Slovakia, as well as Malá Fatra (Lesser Fatra) and Veľká Fatra (Greater Fatra), mountain ranges in the central and western part of Slovakia. The Slovakian mountain range of Slovakian Rudavy is in the eastern part of the country; it was named after ore deposits lying under the ground in this area [from Slovak *ruda* - ore].

The south-western part of Slovakia is dominated by the very fertile region of Danube Lowland, which spreads along the Danube as far as the Hungarian border. The majority of the country's territory is occupied by

farming grounds and the area around Bratislava is the only more urbanised part of Slovakia.

In Slovakia there are many interesting and unusual caves like Demanovské caves, with many caves connected to each other by underground passages and waterfalls. They can be found in the central part of Slovakia. Domica cave, situated near the Hungarian border in the eastern part of Slovakia, is famous for its vaulted ceiling and colourful stalactites.

The Republic of Slovakia is divided into 8 administrative regions named after the biggest towns situated in their areas. Each region is divided into a few districts, which are further divided into sub-districts.

The current administrative structure consists of eight self-governing regions and over 2800 local self-governing authorities. Looking at the country from within the framework of the NUTS system, the regions represent the level of NUTS III. On the level of NUTS II the Republic of Slovakia is divided into four regions – Western Slovakia, Central Slovakia, Eastern Slovakia and Bratislava region.

The inner structure of Slovakia indicates that it is a country with remarkable regional differences. The main reasons of the regional diversification in Slovakia are geography, history, culture, economic development, various ethnic groups, religious affiliations, cultural practices with a lengthy tradition and administrative centres. What should also be taken into account is the influence of foreign cultures and national government interventions in the regions (especially before 1989) concerning urbanisation and industrialisation. The main differences are also evident in human geography of the country, with the high dynamics of the population typical for the northern and western part of Slovakia, and an opposite

situation in the southern and south-eastern part of the country. There are also huge differences in the levels of education, economic possibilities and achievements and social life in general. The structure of settlement in Slovakia is characterised by a high level of distribution, where 67% of almost 2900 local governments are very small and exercise their administrative powers over a mere 16% of the whole population. 44% of the whole population live in rural areas. Nonetheless, some of the settlements in the country are demonstrating essential growth, usually containing big and medium sized towns (with the population over 50 000) and big cities gathering even up to 25% of the Slovak population. Those urban centres support regional connections and have a crucial role in the effective development transfer in the regions.

One of the specific features of Slovakia is its location, favourable for creating natural near-the-border urban centres. The most popular are Vienna – Bratislava – Győr in the south-western part of Slovakia, Silesia – Ostrava – Žilina – Martin in the northern region, and Košice – Prešov in the eastern region with a connection with eastern Ukraine and the northern part of Hungary.

Orava is one of the typical Slovak regions, full of natural and historical beauty.

Orava's border runs through the high mountains and rolling hills. The northern border with Poland runs along the Beskid Mountains, and the western goes through the eastern part of Kysuce Vrchovina. In the South-West there is a range of the Lesser Fatra, in the South - the Choc Mountains, and in the East there are Western Tatras. Orava's north-eastern territory is the only part of the region that is not closed off by a mountain range and

stretches up to Nowy Targ in Poland. The town of Dolný Kubín is in the capital of the region.

## **Demographic structure**

The Republic of Slovakia has a population of 5 400 000 people and its average density is 110 inhabitants per square kilometre. The rate of natural growth, according to the data from 2005 equals 0.15%. The population consists in about 85% of ethnic Slovaks, who are Slavs. Significant parts of the population (about one in ten people) are ethnic Hungarians, who originally came from Finno-Ugric and Turkish tribes. The majority of that population live near the border with Hungary, especially in the South-East. Other national minorities like Czechs, Romanians, Russians, Germans, Ukrainians, Poles and Jews also have their own representations everywhere and represent 5% of the whole population.

**Chart 7. Population of Slovakia in 2004**

Age groups	Sex / Town / Village				
	All	Men	Women	Town	Village
0 - 14	16,70%	49%	51%	58%	42%
15 - 25	15,80%				
25 - 59	51,30%				
60 and more	16,20%				

Source: Own elaboration based on data from the World Bank (2004)

Population of the main Slovakian cities is presented in the chart below:

**Chart 8. Population of the main Slovakian cities**

City	Population
------	------------

City	Population
Bratysława	450 000
Koszyce	239 000
Preszów	92 000
Nitra	87 000
Žylina	86 000
Bańska Bystrzyca	66 000

Source: <http://pl.wikipedia.org/wiki/S%C5%82owacja>

## **Health and Social Welfare**

The Slovakian healthcare system is based on the mandatory insurance system established by Bismarck. Premiums are divided between employees, employers and an insurance institution for the whole population. Five not-for-profit and not competing with each other insurance institutions cover the whole country. One can belong to any insurance institutions accepting the risk induced by their different standards. Public funds, including the government and social expenses for healthcare, amounted to 89% of the total sum spent on health in 2000, much more than the average calculated by the OECD, which was 72%. Slovakia spent 5.7% of its Gross National Product on health in 2000, which was one of the lowest indexes among the OECD countries.

In Slovakia in the 1990s there were a few reforms conducted in the health sector, aiming to limit the state's influence on healthcare. A very ambitious reform strategy was designed in October 2002 and it was subsequently implemented. The strategy contained actions targeting a few problems still existing in the Slovakian health system, such as inefficiency and poor

quality of health services, as well as lack of responsibility, transparency and market incentives. The strategy focused on the reform of the insurance system through the reduction of the scope of the mandatory benefit packet and through creating a competitive environment in the field of health insurances, based on the voluntary PHI system to cover service gaps in the mandatory system.

As far as the unemployment benefits are concerned, anybody over 16 years of age can obtain an unemployment benefit if they are a resident or have permission for permanent stay in the Republic of Slovakia. The unemployed can claim unemployment benefits, if they have had unemployment insurance for at least 3 years during the last 4 years before becoming unemployed and registered as looking for a job. Such people can apply for the benefit right after being registered as unemployed looking for a job and they will receive the benefits for 6 months. Unemployment benefits expire when an unemployed person is deleted from the register of applicants for employment, or when the six month period of support expires, or when they are granted old-age pension benefits, and also, naturally, in case of death of the insured. It is possible to receive unemployment benefits again only after at least 3 years from the date of expiry of the preceding claim to such benefits. The title to obtain the benefit and the period of its payment is the same for all the insured irrespective of which age group they belong to. However, people applying for old-age pension benefits, who have had unemployment insurance for the period of seven years and have met all the requirements as to obtaining the benefits, will be able to receive the support for as long as twelve months.



## **Education and culture**

In the Republic of Slovakia the following forms of studying and foreign language learning are prevalent:

- Pre-school education
- Education in first primary and second primary schools
- Education in general, vocational and technical secondary schools
- Universities (three levels)
- Language schools
- Language courses
- International projects
- Online Internet courses

Pre-school education covers the education of children before they start their obligatory education and is conducted in an institutional and non-institutional form. First primary and second primary education concerns children between the ages of 8 and 14. The general secondary schools and secondary vocational schools in Slovakia are gymnasiums, secondary vocational schools and technical schools. Gymnasiums are usually attended for no less than 4 years and a maximum of 8 years of education.

## **Tourist attractions**

Emerging tourism in Slovakia has been developing during the last years. Towards the end of the 1990s, the country would welcome 500 000 people every year. Slovakian historical towns and ski resorts are especially popular with holiday makers. The Slovaks are regarded as extremely helpful and pleasant people, always ready to help the tourists. From folk festivals, through visiting castles, to skiing and climbing, Slovakia is a great place to visit that offers a wide variety of activities.

The capital of the country Bratislava is an original, charming city with a rich cultural life. The most important cultural monument in the city is a castle from the fourteenth century, which is situated on a granite hill overlooking the Danube. In the part of town called Devin there are ruins of a castle of the same name. In the many early Gothic churches in the centre traces of the Roman architecture still can be found. Not far from Bratislava there are still remains of the Roman fortifications from the times of Caesar.

The second largest city in Slovakia is Košice. The most splendid historical building of the city is today's St. Elizabeth's Cathedral, the biggest church in Slovakia, which was constructed in stages between 1380 and 1508. The Dome of St. Elizabeth in Kosice is a monument of extraordinary European value.

One of the most attractive towns in Slovakia is Banská Štiavnica. The centre of the town is the Holy Trinity Square with a high column. Also worth seeing is a heritage museum open in a mine with a seventeenth century mining route, and the Glanzenberg mine, located right under the town centre. On 11<sup>th</sup> December 1993 the medieval mining town was included in the list of the UNESCO world heritage.

In 2000 the Old Town in Bardejov was also included in the UNESCO World Heritage list. The most precious monument in the town is the Church of St. Aegidius from the fourteenth century, extended in the middle of the fifteenth century and then many times renovated. From its tower one can admire the picturesque view looking over this medieval town. The church interior boasts eleven well preserved late Gothic winged altars situated in their original locations. Bardejov also has town fortifications dating back to the period from the fourteenth to the sixteenth century, which are the best

preserved ones in Slovakia and have two gates, turrets and barbican, as well as an original untouched late Gothic and early Renaissance Town Hall built between 1505 and 1511 making it the oldest Renaissance monument of Slovakia; now it houses Šarišské Museum and Bardejov History Museum. Among other interesting monuments, there is a small and very unique in that area Jewish quarter in Bardejov, which is centred around a fine eighteenth century synagogue and also comprises a school, baths, slaughterhouse, a commune hall and cemetery. Located a few kilometres from Bardejov there is a spa town of Bardejovské Kúpele and a heritage park.

Apart from historical towns, Slovakia is famous for its many mountainous areas. The Carpathians, a mountain range formed at the same time as the Alps, are extending over a big part of the country. The mountains have always played an important role in the Slovakian history, culture and everyday life. In today's day and age, these peaceful mountains give one a chance to forget about the industrialised and overpopulated world. One of the most splendid mountain ranges is the High Tatras - Vysoké Tatry. Moreover, Slovakia has many national parks. Tatra National Park and Slovak Paradise [Slovenský raj] are the most popular ones

Orava is the perfect region for tourists looking to spend their time in an active way. What deserves special attention is an artificial lake, due to the leisure opportunities it provides for visitors of the region. Beautiful mountains of Veľký and Malý Rozsutec, Choc, Kubínska Hôľa, Salatín and Pílsko, beautiful valleys with winding streams, well preserved lush forests and the hospitality of the residents of those areas, all make a stay in the region an unforgettable experience for the visitors.

Orava Lake is a place where one can relax, hire a boat, fish and practise water sports like swimming, sailing or water skiing. Orava Lake is also a good tourist base for those who set off on trips to Oravska Magura, Slovak Bekids, as well as Oravice and Rohatce Mountains.

Orava also has many interesting historical monuments, including the Orava Castle, which now houses Oravske Museum. The first written record of the castle is from the first half of the thirteenth century. Originally it was a defensive royal fortress and then it was reconstructed at the turn of the fifteenth and sixteenth century. Later, in the years between 1556 and 1626 the castle was renovated and changed by the Thurzo family and took its current shape, which consists of a lower, middle and upper castle. Inside the castle's chapel there is the Juraj Thurzo's tombstone from the 1616, which is classed among the most important renaissance sculptures in Slovakia. In 1800 the castle was burnt but the conservation and reconstruction works, which lasted about fifty years, saved it from disappearing from the region's historical landscape for good. Now it is one of the most picturesque castles in Slovakia. Inside one can admire period furniture, clothes, sculptures, pictures, weapons and trophies. There is also an archaeological exhibition on show together with exhibits documenting the history of the castle and the town itself. Aside from its historical heritage and importance, Orava also presents a potential for setting up industrial, science and technology centres.

## **Industry**

Major industries in the region include heavy engineering, weapons, iron and steel production as well as nonferrous metals and chemicals production. In 2000, industry accounted for 34% of Slovakia's Gross

Domestic Product, and the industrial growth rate was estimated at 4% in 2001. Foreign companies such as Volkswagen, US Steel and Whirlpool are major investors in Slovak industry. Although the process of privatisation was ongoing in 2002 (including the Slovak Gas Company and oil-pipeline operator Transpetrol) and the country was attracting more foreign investment, many firms without the foreign investment were in financial trouble. Nonetheless, many Slovakian enterprises were restructuring and modernising their equipment and methods. Slovakia produced 182 003 cars in 2001 and 264 heavy trucks in 2000. The country had one oil refinery in 2002, with a capacity of producing 115 000 barrels per day<sup>1</sup>.

At present Slovakia's economy is undergoing a process of a thorough restructurization, which is leading to changes in the existing structure, reducing the rate of unemployment and gradually diminishing the economic and social discrepancies between the regions.

What can be said with some certainty is that the capital of the country Bratislava is very different from the rest of the country in the terms of its economic indicators. The quality of life in Bratislava is comparable with standards of some of the wealthiest cities of the European Union countries and the Gross Regional Product per capita for the region of Bratislava is 119.7% the European average. Every one in seven inhabitants of Slovakia lives in the region of Bratislava and they generate a quarter of Slovakia's GDP. As a comparison, Prešov Region with a similar population generates only 10% of the country's GDP. The north-west part of Slovakia along the rivers Vah and Nitra is much wealthier than the south-east part of the country from Levice to Snina.

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<sup>1</sup> Source: <http://www.nationsencyclopedia.com/Europe/Slovakia-INDUSTRY.html>

At present Slovak industry experiences remarkable growth, which is forecasted to expand even more in the next few years thanks to the flow of foreign investments into the national economy, which is currently booming. Slovakia is embarking on a position of a leader in the car industry on the world market. New car manufacturers will soon join a well developing Volkswagen company near Bratislava. The South Korean concern Hundai KIA is building a new factory near Žilina, and the French companies Peugeot and Citroën are starting production in Trnava. Before 2006 Slovakia's car industry planned to produce more than 800 000 cars a year, which would allow Slovakia to achieve the world highest rate per capita in car production. Moreover, apart from the engineering industry, Slovakia has opportunities of development in the industries focused on the production of construction materials, glass, shoes, electronics, paper and wood processing. Slovakia still has room for growth in the tourist industry since its enormous potential in tourism has not been thoroughly and properly developed yet. Currently the tourist infrastructure is developing steadily from year to year. Nonetheless, the lack of promotional actions abroad is one of the causes of a relatively low number of tourists visiting Slovakia. Hospitable agro-tourist farms and the climate in winter provide good skiing conditions and Slovakia has plenty of opportunities for further development in this area.

In January 2007 the industrial output rose by a real 17.5% year-on-year, after a revised 9.0 percent increase in December, according to the Slovak Statistics Office, beating analysts' forecasts of 10.5% growth<sup>2</sup>.

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<sup>2</sup> Źródło: <http://www.finance.cz/zpravy/finance/100372>

The region of Orava offers excellent investment opportunities. It is a place with traditions mainly in mechanical engineering and electronic industry (televisions, electronic parts and electronic cables), machine production (wheels for tractors, machine parts), production of alloys, textiles, food production, crafts, etc.

The location of the region is very convenient – right at the border with Poland along the main road connecting Slovakia with Poland and by the historical amber route which used to lead from the Baltic Sea to the Adriatic.

Hoval s. r. o. Istebné is one of the most important foreign investors in the region. Established in 1997, the company is a supplier of a wide range of products concerning heating, air-conditioning installations and regeneration of heating equipment.

Another important investor is Punch Campus Námestovo, a Belgian industrial group working within the electronic industry. In 1998 the company expanded its activity and established a new facility Punch Assemblies in Námestovo. In 2000 the group built an industrial park there called Punch Campus Námestovo. This is Punch's first enterprise of this kind named 'campus-concept', centralising a broad range of competences and technologies located in one place. The area of 25 000 m<sup>2</sup> offers the infrastructure for about 1200 professionals, providing assembly lines and logistic services for electronic components used in CRT units and OEM monitor screens.

Other investors are: L. G. Philips Display Slovakia, s. r. o. Námestovo, producer supplying electronic components requiring a special production

process and high quality work at production lines; MIBA SINTER SLOVAKIA s. r. o., one of the leading strategic international partners producing engines for motoring industry; SCAME – SK, s. r. o. Dolný Kubín, an Italian company set up in 1996 as one of the seven SCAME production companies. It manufactures electric installation components and systems and distributes them in Eastern Europe.

Another important company operating in the region is Glacier Tribometal Slovakia in the town of Dolný Kubín. It is the only Slovak manufacturer of radial and pressure bearings used in combustion engines for cars, trucks, etc.

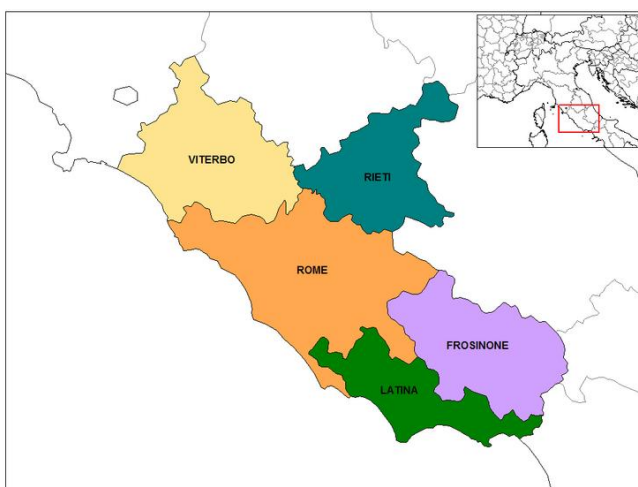
## **Lazio, Italy**

### **Geographical position**

The Lazio region is the most important one in the central Eastern part of Italy and one of the twenty one regions of the country. The most important city in this region, as well as in the whole country, is Rome with 2 546 804 inhabitants. Lazio is divided into five provinces which are Frosinone, Latina, Rieti, Rome and Viterbo and comprises a total area of 17 207 km<sup>2</sup>.



Picture 3. Lazio region



Source: [http://en.wikipedia.org/wiki/Image:Latium\\_Provinces.png](http://en.wikipedia.org/wiki/Image:Latium_Provinces.png)

It shares its northern border with Tuscany, its eastern border with Umbria, Abruzzi and Marche and its southern border with Campania. To the West it boasts the Tyrrhenian Sea coast, where many important cities and ports are located.

**Chart 9. The area, population and number of municipalities (*comuni*) of each province**

Province	Area [km <sup>2</sup> ]	Population	Number of municipalities
Rome	5 352	3 807,992	121
Frosinone	3,244	489 042	91
Latina	2,251	519 850	33
Rieti	2,749	153 258	73
Viterbo	3,612	299 830	60

Source: <http://pl.wikipedia.org/wiki/W%C5%82ochy>

Rome is most certainly the main attraction of the region. Its popularity results in heavy road traffic. The main roads in the region are: "Autostrada del Sole", which is the main motorway leading from the North of Italy to Rome; "Rome-Civitavecchia" road connecting Rome to the important port

of Civitavecchia; “Rome-L’Aquila” connecting Rome with other regions in Central Italy and the motorway, which is Rome’s ring road, called “Autostrada del Grande Raccordo Anulare” (GRA).

The main railway junction stations in the region are located in Rome, the two biggest in Termini and Tiburtina. Many railway lines radiate from Rome in various directions: the Tirrenic Line which runs alongside Aurelia road leading to Genoa, the northern line leading to Florence and Bologna and the southern connecting the capital with Naples.

Lazio boasts two important airports. The Leonardo da Vinci is an international airport also known as Fiumicino, which was used by over 30 million passengers in 2006. It was first built in stages between 1956 and 1961 and since then it had been considerably developed further. The main airline operating from the terminal is Alitalia. The airport is situated approximately 34 kilometres away from the historical centre of Rome. The city can be reached by train called Leonardo Express, which leaves for the Termini station every half an hour.

The other airport is called Giovan Battista Pastine but also known as Ciampino. It is a civil, commercial and military airport close to Rome, situated 15 kilometres south-east of the city. Until the opening of the Leonardo da Vinci airport in 1960, Ciampino used to be Rome’s main airport. Today it is popular with budget airlines like Ryanair, EasyJet, Sterling, TUIfly and Wizz Air.

The third airport of the region called Roma-Urbe is not as internationally important as the other two. It is mainly used by local and charter flights operators. Roma-Urbe is also a regional military airport and its role is to

provide public security in the Lazio area. The terminal also boasts a meteorological stadion.

## Demographical structure

Lazio, which comprises an area of 17 207 km<sup>2</sup> and is inhabited by nearly 5 272 410 people, is one of the most densely populated Italian regions. The average population density per square kilometre is 304 people, which is almost a third more than the national average of 191 inhabitants per square kilometre. This data, however, reveals only part of the picture, since more than 50% of Lazio's inhabitants live in Rome.

The distribution of the population is heavily influenced by the presence of Rome, where 55% of the population is concentrated, making the Lazio region the fourth most densely populated in the country. The Italian national institute of statistics ISTAT estimated in 2006 that the region is home to 275 065 immigrants, who constitute 5.2% of its total population.

**Chart 10. Population of people over 15 years of age, according to sex and regions in year 2006**

	Men				Women			
Regions and provinces	15-24	25-54	55 and older	Total	15-24	25-54	55 and older	Total
LAZIO	271	1 152	720	2 143	263	1 204	916	2 383
Viterbo	18	62	47	127	17	63	56	136
Rieti	8	32	25	65	8	31	29	69
Rome	186	833	510	1.528	180	884	667	1 731
Latina	28	119	68	216	30	117	81	229
Frosinone	30	105	70	205	28	108	82	218
Italy	3 091	12 857	8 207	24 155	2 959	12 803	10 247	26 008

Source: <http://www.istat.it/>

The table below demonstrates the number of inhabitants for each of the main cities in the region:

**Chart 11. Number of inhabitants of main cities in the region**

City	Population (June 2006)
Rome	2 550 571
Latina	113 528
Guidonia Montecelio	76 390
Aprilia	64 331
Viterbo	60 598
Fiumicino	60 552
Tivoli	51 632
Civitavecchia	51 390
Velletri	50 999

Source: <http://www.istat.it/>

## **Health and Social Welfare**

Among the regions of Italy, Lazio takes 15<sup>th</sup> place in terms of quality of life indicators such as social welfare (healthcare, social services, education), economic development (enterprises), access to labour market and average family income. In Lazio patients' satisfaction factor when using the health services is 23% lower than the national average of 41%. On the other hand, expenses *per capita* in the region reach €1300 per month, when the national average is €1150.

The regional debt equals 25% of the current regional budget and, having already reached 200 million Euros, it is still on the rise. The debt (half of

which is constant and the other half variable) consists in 65% of loans and in 35% of share bonds. 51.9% of the debt is a result of the deficit in the healthcare services sector.

## **Education and Culture**

Throughout the last decade, the Lazio region has followed the nationwide growth in the education sector. During that time, the number of highly qualified people has risen. Lazio's population is one of the best educated in the country with the highest percentage of graduates reaching 10.8%. According to the data collected during the last general population census, the percentage of people graduating from university has risen from 23.7% in 1991 to 35.1% in 2001. What is more, results of the same population census show that the women's participation in professional training courses has risen much more than the men's. Apart from the school education, in Lazio the emphasis is also placed on the professional training courses. Regional administration has started many initiatives designed to train people with low qualifications and workers who need to change their qualifications.

## **Tourist Attractions**

Tourism is very important for the Italian economy. Italy is the fifth most visited country in the world and welcomes over 37 million tourists every year. With Rome being the heart of the region, all the main tourist attractions are located either in its centre or nearby.

### **St. Peter's Basilica**

The Basilica is the biggest Christian temple in the world and, according to the Catholic tradition, it was built in the place where St. Peter, who is seen

as the first Pope, was martyred. The present shape of the building was created according to Donato Bramante's project in 1506 and was built on the site of a thousand year old basilica of Constantine the Great. It was changing throughout the sixteenth and seventeenth century under the supervision of Michelangelo (from the year 1547), Maderna (1606) and Bernini (1657) who eventually completed the building work. Being 211 metres long, the Basilica has the capacity to welcome 60 000 people at a time. The beautiful interior boasts many polychromes, altars, sculptures and is also home to Michelangelo's famous *Pietà*. Confession and the main altar designed by Michelangelo and finished by Bernini are the main features of the Basilica. Bernini also made the monumental St. Peter's Throne, complete with a baldachin held by sculptures representing the four Doctors of the Church, and a spectacular stained-glass window depicting the Holy Ghost surrounded by golden angels.

### The Coliseum

Coliseum is, together with St. Peter's Basilica, one of the two most recognisable symbols of the city. Its real name is Amphitheatre of Vespasian, but it was called "Coliseum" after an enormous, gilded sculpture of Nero. It was built between 70 and 82 AD. In the past, it was used as a circus arena where competitions and gladiator's fights took place. It was a site of martyrdom of many Christians, and their suffering is commemorated by a cross placed there.

### The Sistine Chapel

Sistine Chapel forms part of the Vatican Palace and was built during the pontificate of Pope Sixtus IV (1475-1483). This is where the conclave takes place for the election of a pope, but the Chapel is also used for other

important celebrations. It is a very precious monument due to its polychromes painted by artists from Tuscany and Umbria (so called "Old Sistine") and by Michelangelo ("New Sistine"). Its walls are adorned with frescos by Botticelli, Signorelli, Roselli and Perugino. Nonetheless, the most important fresco is the "Last Judgement" by Michelangelo situated opposite the entrance. Painted between 1535 and 1541, it was then changed a month before Michelangelo's death when Pope Paul IV deemed the genitalia on the fresco offensive and had them painted over. It was not until after a thorough renovation process (1981-1994), that the frescos were restored to their original state

#### The Forum Romanum

In the past Forum Romanum used to be the meeting place for the inhabitants of Rome. Markets, political meeting and public discussions were organised there. Many temples and public building were built around it. The original site was expanded to include the so called Caesar's Plaza which consists of Trajan's, Augustus', Caesar's, Vespasian's and Domitian's Forums. It was almost completely destroyed during the barbarian aggression and later by many careless tourists.

#### The Panteon

The Pantheon is one of the best preserves monuments of ancient Rome. Commissioned by Marcus Vipsanius known as Agrippa, it was built during the times of Augustus and was dedicated to all the gods. It was then given to Pope Boniface IV by the eastern Roman emperor Fokas, which led to many modernisations and redecorations. One of the most important conservation efforts was undertaken by Rafael Santi who was later buried

in the Pantheon. Afterwards, Italian kings Victor Emanuel I and Humbert II were also buried there.

### The Spanish Stairs

The Spanish Stairs were built at the begging of the seventeenth century and, being an example of a perfect artistic craftsmanship, they are the most beautiful baroque monument in Rome. To this day, they are one of the most recognisable places in the capital of Italy and they are often a site of catwalk shows and photo shoots. The Spanish Stairs are the widest staircase in Europe and have as many as 138 steps. They lead to the Holy Trinity Church.

### Di Trevi Fountain

The fountain was finished in 1765 and occupies one of the sides of Piazza Paoli. It is almost 20 metres long and its sculptures are 21 metres high. In the centre of the fountain, there is a sculpture rendering the Ocean, who is captured sat on a carriage made out of a sea shell which is pulled by sea horses. The tourists throw money into the fountain as a symbol of hope for a happy return to Rome.

### The Monte Cassino Monastery

The Monte Cassino Monastery is the oldest Benedictine monastery in Europe. It was first established on top of the Monte Cassino hill in 529 by St. Benedict. Many times it was robbed and destroyed by the barbarians and Saracens. In the Middle Ages it became an important intellectual and cultural centre because of its library where manuscripts were kept. During the II World War the monastery was completely destroyed, but some of the manuscripts were saved. After the war the monastery was rebuilt and



renovated and today it is one of the most interesting tourist attractions also thanks to a nearly vertical path that leads to it. Close to the monastery there is a cemetery where Polish soldiers, who died during the capturing of Monte Cassino in 1944, are buried.

## **Industry**

In Lazio the most important branches of industry are technological, chemical, pharmaceutical, print, publishing, telecommunication and food sectors. Academic and technological research conducted jointly by companies, universities and institutions is an important aspect of the future economical development of the region. For example, the Centre of Technological Research in the province of Tiburtina, where many private companies cooperate with local centres of technological research, consistently achieves good results. A similar strategy will be implemented in the Frosinone province and in the North of Lazio. The telecommunication sector experienced relevant growth since the year 2000 which influenced Lazio region since it still occupies the first place in Italy in this branch of industry. Moreover, the existence of many small companies (around 100 000), that specialise in producing local products, united under a recognisable "Made in Italy" slogan is another specific feature of Lazio's production. The fashion industry is concentrated around Rome and Latina, whereas the surroundings of Rome and Viterbo are home to some of the biggest factories producing equipment. Important jewellery workshops that produce beautiful jewellery are located close to Rome and in many other towns and cities (Fiuggi, Anagni, Altari and Frosinone). Many paper making factories are located between Albano Laziale, Guidonia, Tivoli,

Monterotondo and Pomezia. On the other hand, production of pottery is very important in the Viterbo province.

In 2006, the following regions were described as concentrating sectors of industry:

- Civita Castellana industrial region;
- Local system of chemical and pharmaceutical production in the South of Lazio;
- Local system producing innovations around Rieti;
- Local system producing electronic components around Tiburtina;
- Fashion Industry Area in the Liri valley;
- “Area Monti Ausoni” industrial area for the production of marble;
- Local system producing agricultural products;
- Local Telecommunication System in Rome

Local institutions, BIC Lazio and other partners are currently developing industrial projects in many parts of the region.

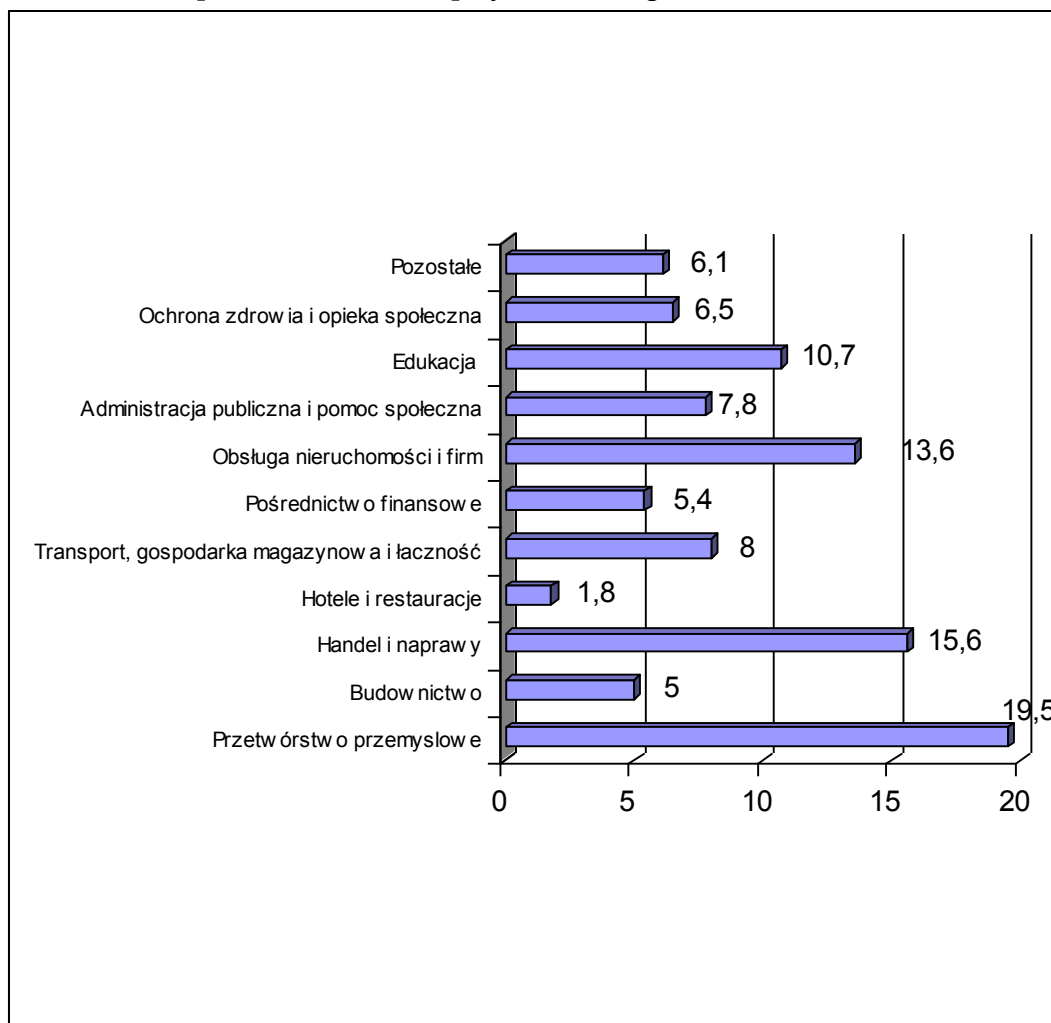
## **Chapter II.**

# **Results of research – Labour market**

### **Mazowsze, Poland**

The total number of people working in the Mazowieckie province is 1 628 591, 776 784 of whom are women. On the national scale, it amounts to 16.5% of the total of employed people and 17.2% of the total of employed women. Most of them work in the private sector, where nearly 60% is employed. The most popular form of employment is still a long-term contract with nearly 1 618 500 people (99.3%) employed that way. The majority of people find employment in industry, commerce and repairs. Graph 5 illustrates the employment structure in detail.

Graph 4. Structure of employed according to the section in 2005



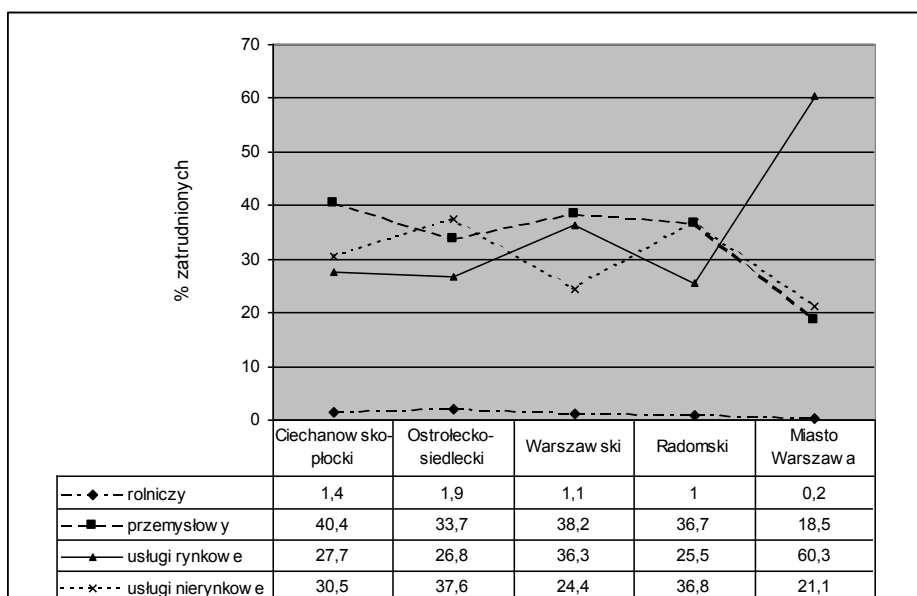
Source: Own elaboration based on *Rynek pracy w województwie mazowieckim w 2005 r.*, GUS, Warsaw 2006, p. 27.

When analysing the total number of people employed in different regions of the Mazowieckie province, it is worth mentioning that most of the employed work in or around the capital. Warsaw's workforce constitutes as much as 75.5% of all the people employed in the whole province<sup>3</sup>. The majority of people work in industry and industry services, however in

<sup>3</sup> For the analysis of the employment structure in various regions of the Mazowieckie province, only companies that employ more than 9 people are taken into consideration, hence the possible lack of consistency in different analyses. The total of people working in the province is 1 628 591 and the total of those working in companies that employ more than 9 people is only 1 291 605.

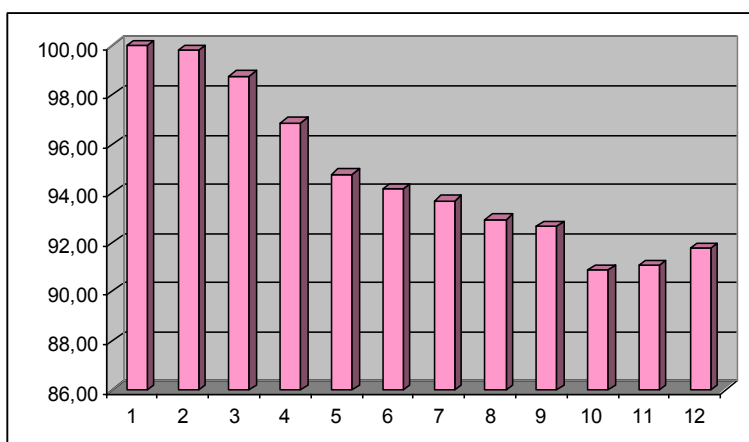
Warsaw it is completely the opposite. In Warsaw the sector of services creates the majority of employment. Graph 6 illustrates the details.

**Graph 5. Structure of employment in the sectors according to the sub regions of the province**



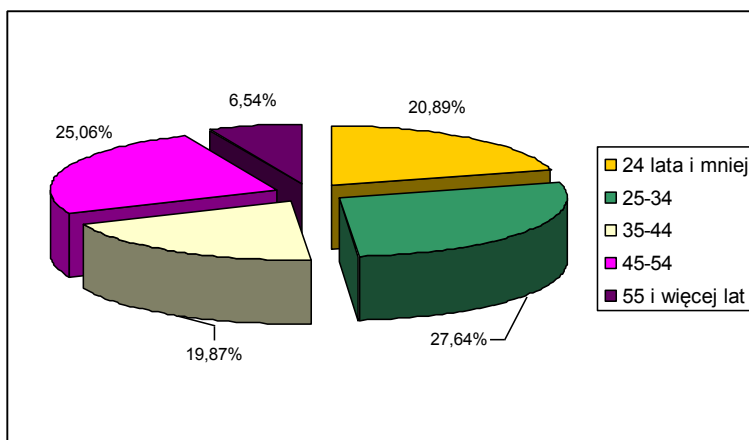
Source: Own elaboration based on *Rocznik Statystyczny województwa Mazowieckiego 2005*, op. cit., p. 19.

The labour market is inevitably linked with the phenomenon of unemployment. In the analysed period of the year 2005, in the Mazowieckie province 332 525 people were unemployed. Throughout the year the level of unemployment was fluctuating but it was generally on the decrease. If one takes the month of January 2005 (marked as 1 on the Graph 7) as a basis for comparisons (100%), the unemployment in October 2005 (marked as 10 on the Graph 7) decreased to the level of 90.9% (Graph 7).

**Graph 6. Fluctuations of the level of unemployment in 2005**

Source: Own elaboration based on *Rocznik Statystyczny województwa Mazowieckiego 2005*, op. cit., p. 47.

R The level of unemployment was fluctuating throughout the 2005, from the level of 15% in January and February to the level of 13.7% in October and November, rising slightly in December to the level of 13.8%. Among the age groups most affected by the unemployment are young people between the ages of 25 and 34. They constitute 27.6% of the total registered unemployed. Percentages of unemployed people in other age groups are shown on the Graph 8.

**Graph 7. Unemployment structure according to age**

Source: Own elaboration based on *Rocznik Statystyczny województwa Mazowieckiego 2005*, op. cit., p. 55.

The majority of unemployed people have finished their education either at a post-primary school level or at a primary school level, amounting to respectively 32% and 31.7% of the total. Surprisingly enough, the percentage of unemployed people who graduated from secondary schools having received some professional training there (22.52%) is higher than the percentage of unemployed people who attended secondary schools of general education (only 7.92%). Unemployed university graduates constitute only 6.21% of the total.

The average monthly wage in the Mazowieckie province in 2005 was 3227.04 PLN<sup>4</sup> before tax. There was a significant difference between wages in the public and private sector. In the former, the average wage was 3028.32 PLN, whereas in the latter it was 343.78 PLN higher. Moreover, if different professions and branches of industry are taken into consideration, the highest average wage (more than 3000 PLN before tax) was recorded in financial services and advice, public administration, national security and real estate and business services. Among those with the lowest average wage are people employed in hotels and restaurants.

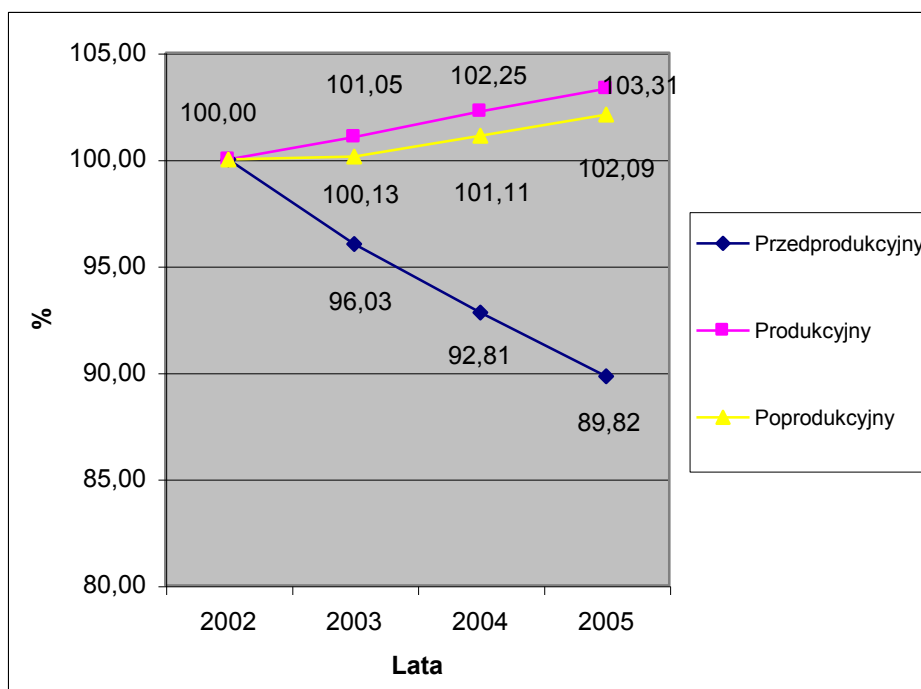
## **Podkarpacie, Poland**

All the people living in Podkarpackie province can be divided into three economic groups: people at pre-working age, working age and post-working age. What can be observed is that the number of people at their pre-working age is falling down and such a situation is influenced by the low natural growth rate. Graph 9 presents the dynamics of changes in the three groups in the years between 2002 and 2005.

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<sup>4</sup> 1 Euro = 3.8922 PLN (exchange rate according to the Polish National Bank on the 30<sup>th</sup> December 2005)

**Graph 8. The change dynamics of the Podkarpackie province population according to the economic age groups**



Source: Own elaboration based on Cierpień-Wolan M., *Rynek pracy na Podkarpaciu – specyfika i perspektywy* [w:] „*Rynek pracy i bezrobocie na Podkarpaciu*” (red. K. Kaszuba), RARR, Rzeszów 2006, p.8.

In relation to year 2002 (accepted as the basis), the number of working age population increased just like the post-working age population. What follows is the threat of an increasingly aging society, which will be visible in the future (in 10-20 years).

People over 15 years old can be divided into two groups, namely people who are occupationally active and those who are passive. The first group comprises both people who work and those who are unemployed. In 2005 on the Podkarpackie labour market there was an increase in the number of the employed by 0.6%, that is about 3 600 people. The total number of people undertaking a legal job was about 639 100 and constituted 5.1% of



the total population in Podkarpacie. Just for comparison, the rate for the whole country in 2005 was 5.5%.

Analysing the structure of employment in different sectors, it is worth mentioning, that due to the typically agricultural character of the province, the percentage of people employed in agriculture is very high<sup>5</sup>. However during the last few years it fell by almost 20% and is comparable with other sectors (industry, industrial services and market services)<sup>6</sup>.

Among all the working people, 46.3% are women. The percentage is lower by 0.3% in comparison with the country's average. Unfortunately, during the last five years the percentage decreased by 0.4%.

In the structure of people in full-time employment according to professions, the most numerous group was the one of industrial workers and craftsmen. They constituted 19% of all the employed. The second biggest group of workers consisted of various professionals and specialists. Interestingly enough, there were more women in this group than men. This was an effect of the common feminisation of the teaching profession, which is included in this group, as teachers constituted over 53% of the employed in this group. Among the specialists there were many economists (19%), engineers (10%) and doctors (7,4%)<sup>7</sup>. The third biggest group of workers consisted of operators and assemblers of machines and devices (15.7%) and technicians

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<sup>5</sup> For Podkarpackie Province it is on average 29%, which in comparison with the average value for Poland (about 23%) is still quite high.

<sup>6</sup> Presented on the graph services constitute a combined participation of the employed in the market and non market services. As an example, in 2004 the employment in the non market services was about 22% and in the market services about 19%.

<sup>7</sup> Por. M. Cierpiał-Wolan, *Rynek pracy na Podkarpaciu – specyfika i perspektywy* [w:] „Rynek pracy i bezrobocie na Podkarpaciu” (red. K. Kaszuba), Wyd. RARR, Rzeszów 2006, s. 15. [*Labour market at Podkarpacie-specificity and perspectives – an article in Labour market and unemployment at Podkarpacie*]

and middle personnel (15.4%). The low participation in the structure of employment of the people with typical technical or engineering education is worth noting.

A positive trend on the Podkarpackie labour market is a rising tendency of employing the disabled. In comparison with the year 2002 there was a staggering 31% increase in employment in this social group<sup>8</sup> by 2005. The majority of people belonging to this group found employment in protected labour plants. There were 116 such plants in Podkarpacie, which is not much considering the fact, that there were 139 059 registered subjects conducting business activity in Podkarpackie Province in 2005<sup>9</sup>.

Analysing the employment structure according to work place, about 75% of the employed, excluding agriculture, work in small enterprises (particularly in those employing no more than 9 people). The number of people finding employment in such enterprises is rising. During the years 2002-2005, this number rose by 1.2% to 353 800 people. Such enterprises are also in the majority of employers in Podkarpacie as they constitute about 94.6% of all the employers.

**Chart 12. Structure of employment in Podkarpackie Province, taking into account the number of people employed by an enterprise**

Specification	The number of people employed by an enterprise					
	0-9	10-50	50-250	250-1000	More than 1000	Total
Podkarpacie	94,68%	4,36%	0,8%	0,12%	0,03%	100%

<sup>8</sup> The percentage of disabled in Poland is 14.3% of the total population. In Podkarpackie Province there are about 316 100 disabled people. The majority of them are aged between 45 and 54 years old. More than 63% of them live in rural areas. Among the disabled people 54.7% of them have primary or lower level of education, 21.1% have vocational level of education, 20.8% secondary, and only 3.3% tertiary.

<sup>9</sup> Data for the end of December 2005.

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Source: *Diagnoza regionalna rynku pracy województwa podkarpackiego*, Centrum Doradztwa Strategicznego, Kraków 2007, p. 29.

However, it is worth mentioning that a high percentage of micro-enterprises is not connected with the rise of the enterprise indicator in Podkarpacie. It is caused to a large extent by the structure of employment in agriculture and it concerns people such as family members of a farm owner<sup>10</sup>. What should also be pointed out is that the enterprise indicator<sup>11</sup> reaching the level of 66% in 2005 is drastically lower than the average for Poland, which is 94.7%. What is also worrying is its steady decrease since 2003.

The most popular form of business activity in the province is the one run by a self-employed entrepreneur and it constitutes almost 79% of the total business activity. Other popular forms are limited companies (7.5%) and trading partnerships (4%). The share of co-operatives and national enterprises is not more than 10%.

One of the biggest problems closely linked to the Podkarpacie labour market is unemployment, which will be further discussed in this paper based on research concerning this issue. The unemployment rate for the province was at a level of 18.4% at the end of 2005 and was continuously decreasing.

Analysing the Podkarpackie labour market, what is worth mentioning is the problem of unemployment, although in the further part of this paper there are results of the research concerning this issue. In the Podkarpackie Province the rate of unemployment at the end of 2005 was 18.4% and was

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<sup>10</sup> Por. M. Cierpiał-Wolan, *Rynek pracy na Podkarpaciu...*, op. cit., s. 14. [Labour Market in Podkarpacie]

<sup>11</sup> Counted as a number of firms registered in the Statistics Office in REGON system, per 1000 residents.

systematically getting lower. Nonetheless, a review of the districts [powiat]<sup>12</sup> revealed that there was a significant disparity between the rates of unemployment in different places, sometimes as high as 20.4 percent points<sup>13</sup>.

The majority of unemployed are between the ages of 25 and 34. During the last few years the percentage of jobless people in this age group has remained on the level of about 32%. Unemployment is also high among secondary school graduates. A visible decrease of unemployment among young people between 18 and 24 years of age seems to be influenced mainly by two factors: economic emigration popular among secondary school graduates and vocational studies often taken up to improve one's chances of finding employment. Detailed data concerning changes in the age structure of the unemployed are presented in Chart 13.

**Chart 13. Unemployment structure according to age**

Age group	2002	2003	2004	2005
18 - 24	29,53%	27,96%	26,30%	25,00%
25 - 34	31,74%	32,07%	32,00%	31,70%
35 - 44	23,41%	23,12%	23,00%	22,70%
45 - 54	13,87%	15,09%	16,50%	17,70%
55 - 59	1,22%	1,52%	1,90%	2,50%
60 and older	0,22%	0,24%	0,30%	0,40%

Source: Own elaboration based on *Analiza sytuacji na rynku pracy województwa podkarpackiego w 2002 roku, (...) w roku 2003, (...) w roku 2004, (...) w roku 2005*, WUP Rzeszów

The majority of unemployed people have elementary vocational education, which may seem rather surprising, especially because there is a huge

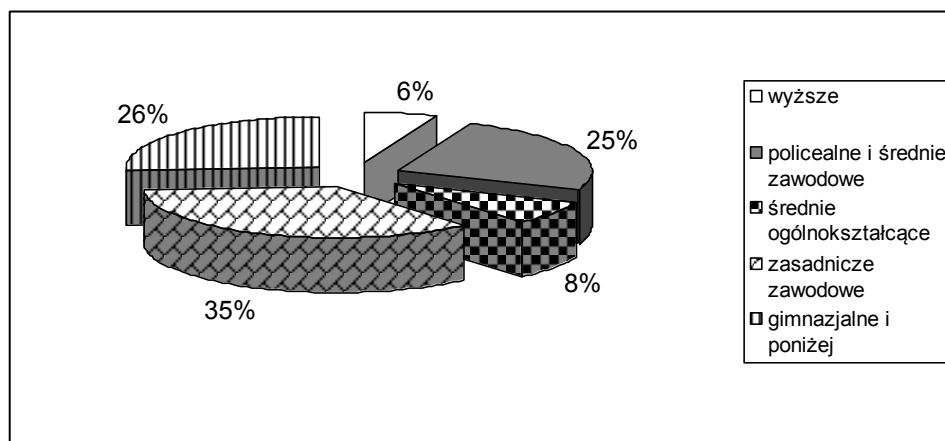
<sup>12</sup> Administrative unit smaller than a province. Province consists of many districts.

<sup>13</sup> The lowest unemployment rate was registered in the town of Krosno – 8.3%, while the highest was registered in Bieszczady District – 28.7%.

demand among employers for people with adequate training for specific jobs. However, the problem lies with the lack of adjustment of the educational curriculum to the current market needs. Vocational and secondary schools started cooperation with production enterprises only very recently in order to create specialised classes where young, future workers of these enterprises could be educated. A good example here is the cooperation between the Mechanical School Complex [Zespół Szkół Mechanicznych] in Rzeszów with the Communication Hardware Plant [Wytwórnia Sprzętu Komunikacyjnego] PZL WSK in Rzeszów, established with the purpose of educating future WSK employees. The collaboration is carried out within the framework of the aforementioned established Aviation Valley [Dolina Lotnicza], which is an alliance between enterprises and educational institutions in Podkarpacie enabling the aviation industry development in the region.

Chart 10Graph 9 presents the educational profiles of the unemployed.

**Graph 9. Structure of unemployed according to education level**



Source: Own elaboration based on *Analiza sytuacji na rynku pracy województwa podkarpackiego w 2005 roku*, WUP Rzeszów 2006.

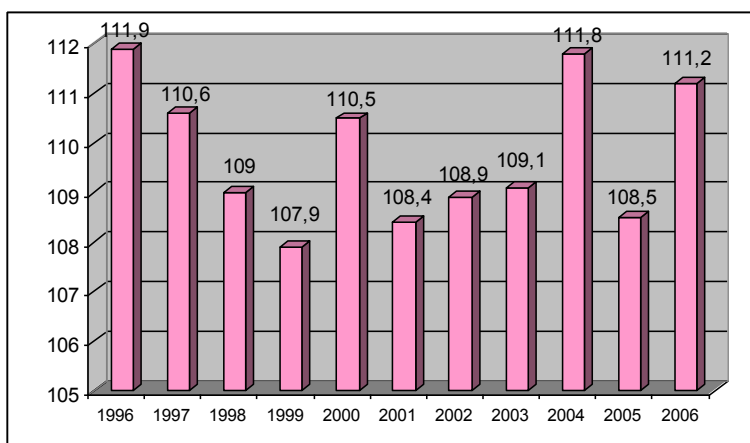
Currently there is a growing demand for IT specialists and programmers, specialist engineers, foreign language teachers and accountants. The tendency confirms the aforementioned employers' demand for specialist education.

Summing up this short characteristic of the labour market in Podkarpackie Province, it can be said that there are evident transformation processes aimed at delivering a better and more adequate education for the population and thus expanding people's potential on the labour market. What is more, another positive aspect is the fact that the rate of unemployment is steadily falling, and the employment structure is being transformed into a more modern one.

## Orawa, Slovakia

Economy in Slovakia is characterised by dynamic but stable Development. In the period of 10 years, starting from 1996 GDP per capita was the highest in comparison to the level from 1995 (Graph 10).

Graph 10. PKB indicator for Slovak economy in years 1996-2006



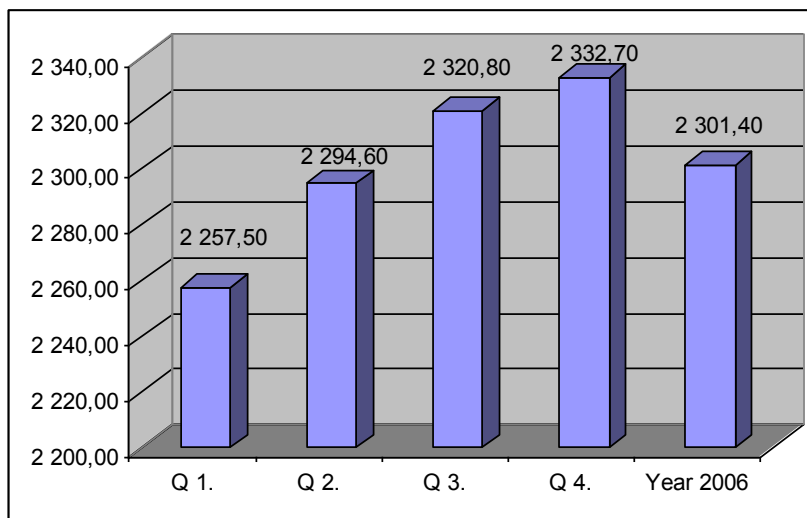
Source: Own elaboration based on <http://www.statistics.sk>

In comparison to average level of GDP in European Union countries, in 2003 GDP per capita achieved level of 52%. It is worth to highlight, that its level is different in particular provinces of the country. There is a divergence between GDP per capita in the capital of the country and the further area. Province of Bratislava achieved almost 120% of medium UE level, when further provinces in Slovakia achieved from 31% to 54%. The lowest level is observed in the surroundings of Presov (31%) and Zielina (41% of average UE 25). High dynamics of development measured by GDP indicator achieved the highest level during last three years, mainly in regions of western Slovakia, called region Bratislava, Trnava and Nitra. Increase of dynamics shows, that five administrative regions are comparative in bigger or lesser range.

Observed growth of GDP in analyzed period didn't cause growth of employment. Comparing to the medium level of UE 15, Slovak Republic had the highest unemployment rate (16,4%). This situation is strongly connected with high indicator of long-term unemployment. This situation has key reason – lack of adaptation between supply and demand, what results from demographic situation as well as from lack of work places in new enterprises for representatives of defined professions. The consequence of this state is low level of employment, in particular among group of workers. The most endangered by influence of unemployment are young persons, disabled persons, with low qualifications and older persons, in particular it concerns women.

Number of employment in 2006 on the area of Slovakia presented on area of all Slovakia was presented by the following way (Graph 11).

**Graph 11. Number of employment in Slovakia in 2006 (thousands of persons)**



Source: own elaboration basing on following data <http://www.statistics.sk>

Among economic categories, the highest level of employment was noticed in industry, in which worked more than 600 000 persons. Particular data concerning employment in particular branches shows Chart 14.

**Chart 14. Employment in particular branches in 2006 in thousands of persons**

Agriculture, hunting, forestry and fishing	100,8
Industry	666,4
Construction	226,1
Trade and repairs	290,6
Hotels and restaurants	101,8
Transport, magazines, post and telecommunication services	156,2
Financial mediation	51,8
Real estate service	131,6
Public administration and defense; social insurances	161,8



Education	166,8
Health and social care	154,5
Communal, social, individual services and others	85,3
Economical activity	5,8
Organizacje poza terytorium kraju	0,2
Unidentified	1,9

Source: own elaboration basing on following data <http://www.statistics.sk>  
Average number of persons employed in the economy in 2006 amounted to more than 2 301 thousand. Average salary depending on branch amounted to the range of 14 171 SKK in the sector of social, personal and other services to 38 305 SKK in financial mediation<sup>14</sup>. Level of salary was influence by inflacy, which amounted to 2,2% in 2006 in relation to december of 2005.

Level of average salary in the economy is presented in Chart 15.

**Chart 15. Average salary in Slovak economy in 2006**

Quarters 2006	Average salary in Slovak economy	Indicator of minimal salary	Indicator of real salary
1.Q	17 315	107,1	102,7
2.Q	18 324	108,8	104,0
3.Q	18 212	107,7	102,7
4.Q	21 131	108,2	103,9
Year	18 761	108,0	103,3

Source: <http://www.statistics.sk>

The biggest employers in Slovak Republic are three motorization concerns : w Republice Słowackiej są trzy koncerny motoryzacyjne: Volkswagen Slovakia a.s. in Bratislava, Kia Slovakia in Žilina, Peugeot Citroen

<sup>14</sup> Według przelicznika z dnia 01.08.2007 r. 1 SKK = 0,0298887 €

Automobiles Slovakia, s.r.o. in Trnava and rafineria ropy Slovnaft a.s. w Bratisławie, przedsiębiorstwo kolejowe cargo Železničná spoločnosť Cargo Slovakia, a.s. in Bratislava, producent oświetlenia OSRAM, Slovakia (Nové Zámky), Huta stali Železiarne Podbrezová, a.s., państwowa korporacja leśna LESY SR, S.P., Banská Bystrica, koncern stalowy U.S. STEEL Košice, s.r.o. w Košicach, browary Pivovar Šariš a.s. w Prešov.

In 2006 level of registered unemployment amounted to 13,3%. Among persons without a job, 322 600 were active searching for it, of which 165 700 state women. Also graduates of higher schools came into labour market (about 18 900), what influenced in great measure on situation on labour market (27 100 more people searching for job in comparison to former year).

Unemployment on the area of Slovak Republic is clearly differenced in dependence of provinces. The highest level of unemployment is noticed on the surroundings of Banská Bystrica, Košice, Prešov and Nitra. On the other hand, the lowest indicator of unemployment is noticed in the province of Bratislava.

In the Gorna Orava province (Draft 4) in period between 2000 and 2005 economy shown incredible increase in comparison to general Slovakian economy. GDP has grown from 5.5% in 2004 to 6.0% in 2005. According to EUROSTAT research we can suspect further growth of this indicator even to level of 6.3%, it would be the second in the UE 25. Moreover, this prediction seems to be real, because macroeconomic development of Slovak Republic has improved and these trends should sustain on similar level.

Picture 4. Analysed area



Source: <http://www.zacisze.atupartner.pl/mapaorawa.htm>

Region Horna Orava region shows internal diversity. Námestovo i Tvrdošín regions, that belong to it, have typical agricultural character and good ecological conditions. There is a low level of urbanisation in this area, infrastructure is not very well developed and education indicator is low, but despite that, this region is attractive for investors. The biggest employers in the in year 2005 were the following:

- 1) PUNCH CAMPUS Námestovo s.r.o. (installation of electronic elements into monitors, displays, copy machines, polygraphic machines)
- 2) ZŤS STROJÁRNE a.s. Námestovo (machine construction within craftsman's activities)

- 3) COOP Jednota Námestovo, SD (trade)
- 4) PANASONIC ELECTRONIC DEVICES SLOVAKIA, Trstená (electroproduction)
- 5) MAKYTA s.s. Púchov, závod Námestvo (confection production for ladies and children)
- 6) XPS Slovakia, s.r.o., Nižná (toners recycling)
- 7) OVP ORAVA s.r.o. Trstená (roduction of coloured TV sets)

Interest for private entrepreneurship in both districts concentrates into sphere of trade and services, tourism and some production activities. Based on so called absorbing ability / difference between entrepreneurial activity and unemployment rate in numbers / we can say without any doubt that these districts belong among entrepreneurially successful ones, which proofed to use enterprise for elimination of unemployment.

The research on relations between supply and demand on labour market, conducted in the framework of the project gave many guidelines and recommendations on how to make those two economical categories fit to each other. Analyses included the analysis of supply, demand and links between education and labour market.

In the framework of analysis of supply, the research regarded the structure of persons looking for a job, educational profile and specifically, the profile of graduates with regard to the chosen curricula. At the end, the educational chances in the region were described. Conducting the analysis of demand, the economy of the region and its structure was studied. The study included also the needs of employers regarding the requirements for potential workers and the need for workforce in the region. The next

module of research, linking the needs of labour market with the educational abilities, studied the unemployment rate according to the jobs, the number of graduates registered as unemployed regarding the curricula and diagnosed the needs of employers regarding the quality aspect.

By conducting research, there was noticed that the number of registered vacancies in the year 2005 monthly reached in average 125 jobs. In district Námestovo this number was 94 vacancies, in district Tvrdošín 31 in a month. In comparison to the previous years, this value increased by 5 vacancies (work places). The highest growth of vacancies was recorded in months April – August 2005. Total growth of vacancies registered in information system was 1 313 in year 2005. Unfortunately, there is decline by 127 jobs noted in a year. Even though the number of work offers increases, the dynamics of increase is slower.

The most frequent activities undertaken by the Labour Office, Social Affairs and Family, that can limit the impact of unemployment, are personal visits of unemployed to employers. This causes the decrease of registered vacancies.

In year 2005 the employees at Office of Labour, Social Affairs and Family personally visited 136 employers, which are situated in its territorial district and they found 315 job vacancies this way: 80 visits in district Námestovo – 103 job vacancies, 56 visits in district Tvrdošín - 212 job vacancies. From the total number of work places in Námestovo district, the unemployed used 69,23% and in Tvrdošín district 84,18%. It needs to be underlined, that in average 32 registered unemployed persons fall into 1 free work place (from year to year this number decreases of 8 at 1 vacancy). In Namestovo

district, at 1 vacancy, there are 24 registered unemployed, in Tvrdošín district it is in average 56 registered and looking for a job persons.

Analysing the demand for concrete jobs, the highest employers' demand was for such professions as bricklayer – carpenter, construction worker, operator - worker in electrical engineering, cook –waiter, dressmaker, fastener, locksmith.

Unemployment in district Námestovo is developing similarly every year and has cyclic character. January and February are critical months, when we notice lower increase in job vacancies and unemployment has increasing tendency. From April to September there is higher growth of registered vacancies and unemployment has decreasing trend first of all thanks to coming up seasonal works, creating of new vacancies, realisation of projects and support within active labour market policy instruments. In November situation in labour market as for registration of job applicants/seekers is traditionally influenced by regular seasonal unemployment that culminates in winter months when activity mainly in agriculture, construction industry and forestry is limited.

In the year 2005 1649 registered job applicant found a job on the labour market thanks to Office of LSA&F, out of which 948 in district Námestovo and 701 of them in district Tvrdošín.

Linking the supply and demand on labour market, the qualitative analysis of employers needs was performed. The results include required skills, that are analysed in more details. The most meaningful lacks were identified in industries that are characterised by the quickest technological development to which the educational system doesn't fit. This state of art is caused most of all by the lack of adequate means of material equipment in educational

centres. It regards mostly electro technical industry and IT. The difficulties are caused not only by using the skills in the field of software or programming languages but also those basic skills as for example welding.

In the field of engineering production there was noticed a lack of qualified workers in some regions in industries that are not developing too rapidly. Therefore the students were not taught in sufficient quality. The problem for those industries is the low number of graduates. There is a lack of welders in the Tvrdošín region, while in Námestovo region the situation is different due to the existence of welding school. These problems can be overcome via vocational trainings that do not have to be carried out by the subjects functioning in the studied region but also by other subjects (Academy of Education). The problems have derived from the insufficient communication between the education sphere, employers and potential employees.

At present, the most important tool for feedback is the apprenticeship that is mostly used by secondary professional schools. Even though it is a very effective tool, it is still limited by the given possibilities of choice of a company that are addressed by schools by its geographical location as well as by the fact that not all types of apprenticeships are carried out in companies. Despite the above mentioned fact it is not possible to cover or address all problems due to the limited participation in such bodies or committees.

On the basis of conducted research, there were many recommendations created in various areas. The first was the area of communication between the education sector and the labour market. The most important recommendations made by the Experts of research in this area are:

- Improvement of the communication between the educational bodies, employers and potential employees;
- Teaching students to think practically, to look for complex solutions for business activities and to be creative when executing their own work opportunities
- Cooperation between economic sectors that guarantees the regional development – hotel business, tourism, business, forestry, agriculture, etc
- Motivation of students towards entrepreneurship or managerial projects in order to acquire practical experience;
- Finding effective tools for feedback for schools via apprenticeship;
- Addressing also companies out of geographical region in order to broaden the selection of apprenticeship opportunities and to shift practical training from school workshops to real working environment
- Allowing company representatives to participate in the school advisory bodies.

In the area of economic potential and employment, the recommendation is to focus on the employment rate in the forestry, timber, and adjoined services in the Horná Orava region is two times higher in comparison with national (Slovak) parameters. This region has unique cultural and natural character which is a strong point in the fight for tourists. Agricultural sector is with regard to its subsidiary function of landscape formation and agro tourism development potential – here is large space for the integration of agriculture and tourism. Almost 23% of economically active population is



currently employed in the engineering, agriculture and tourism. That is why those three areas seem to be the key areas on labour market. The chance for the development of the industrial production is also influenced by the foreign investment.

Based on research results, the general recommendations were prepared. The most important are:

- University education for employees in the public administration;
- Programme and project management of European financial instruments;
- International and cross border cooperation;
- Project experience and the Structural Funds subsidy acquisition.

In the field of branches, for all schools in economic, business and hotel profile the following recommendations were issued:

- To include the lessons on financial management and company management;
- To teach students how to prepare a good project and business plan in order to prepare them properly for their future career;
- To support the cooperation of students with the firms in the given industry and to involve them into the company activities in order to verify their theoretical knowledge in practice;
- To cooperate with companies and to offer them workforce through internship/apprenticeship;
- To find the possibilities of the language skills improvement
- To acquire new skills in the form of gastronomic contests;

- To create closer relationships between school and entrepreneurs/employers;
- To look for opportunities for internship for chosen teachers at the successful firms in order to get to know the principles of economic thinking
- To encourage and support the development of teachers' own creativity in development of study texts and exercises.
- To make maximum effort to provide exclusively qualified teachers of foreign language
- To create conditions for the establishment of special language rooms equipped with sound records, multimedia systems with the use of personal computers;
- To choose one consistent software product for simple and double-entry bookkeeping, for the whole accounting, salaries and personnel; consequently to assure training of sufficient number of teachers concerning this product and immediately use it in the educational process.

Additionally, the students linked with forestry should be directly engaged into preparation of eco-touristic services through paid work. Those that study humanistic curricula can be included into preparation of social services. For students specialising in food sector, including restaurants, the fairs and exhibitions of their products could be organised to which the employers representatives could be invited. High schools with hotel profile could offer catering services for companies and organise parties which

would give students the possibility of experiencing reality of business and management of available resources.

Students that have participated in the travel business not only as waitress, cooks or casual labourers should have good basis and knowledge of the possibilities of regional development via the investment in the tourism services, mediation of tourist attractions, seeking complex solutions in civil activities enforcement. The necessity for all students is to find possibility of improvement of language skills.

The possibility of development comes also from the textile industry, in which the graduates of high schools and universities can find employment. First of all, there have to be opportunities created for students to participate in the production process of clothes, to support them in participation of students in sales and marketing with the textile products. It is important to include the students also into the process of sales management. Integration of the fashion design in the school with the production process in larger and smaller companies seems to be a direct key to get familiar with the area and to gain practical skills in this field. The products of students could be also presented on the local market. Including in the cooperation the authorities of towns or districts could lead to opening tailors or tailor shop guild. An important seem to be the transformation of secondary textile school into centre of complex education of clothing and entrepreneurship in the region. Supporting the development and creation of small textile firms, creating wider space for students' creative activities, encourage and motivate teachers to implement creative and new progressive methods in the educational process are only some of the recommendations.

Because the industry that develops in the region is electrical engineering industry and automation, during the research it was decided that for the firms that are linked with electronics, telecommunication and technology production the best is to improve the workforce in the area of using computers, software, hardware and montage of the components. It is also necessary to have knowledge of NC programmes for automatic machines/engines and pneumatic elements control.

The main recommendation of the Experts is to seek the opportunities for internship in companies that do have new technologies. It is also important to implement and support the development of teachers' own creativity in the preparation of study texts and exercises for the subjects: television and communication technology, electro technical measurement, electronic computer systems and network technologies.

Educational centres should cooperate with enterprises in order to intensify the transformation to the digital principle of information transmission and to focus more on the communication means between information technology and the external environment. Also important seem to be teaching of basic programming languages used in the development of test programmes (Visual basic 6.0, Pascal, and other) and programs like MS Access, AutoCAD, Orcad, Eagle. Knowledge about functioning of equipment (especially Setup Hardware PC i OS) and emphasis on the production process automation is necessary for the development of this industry.

For students, the skills and knowledge in the field of programming languages, functioning of communication technologies (communication ports, e.g. protocol GBIP) knowledge of electro technique and bases of

machine mechanics and control of pneumatic components (knowledge of NC programmes for automatic machines or engines) is necessary in order to adjust to the requirements of labour market.

As there is a lack of universities in the region, it is necessary to organize special programming lessons within the educational process and enable students to participate more frequently in the technological process directly in companies in order to gain practical experience. Where teaching elements of the given field are missing, it is needful to prepare educational materials and to find space for enhancing the quality of students' knowledge in technical, technological and information field. In this case, the schools will need larger financial support in order to organise programs of everyday teaching together with potential employers - Panasonic, CRT Electronic, Oravska Hydac Nižná, ZTS Námestovo, Mts Krivá, OVP, IMP electronics, Elvin and C:H.S. Paderteg.

The area that was not omitted in research was the chances for the equality of sex. The Experts noted, that the necessary thing is to look for the chances of employment in the area of management for women, and to support them in initiatives developing business activities and small businesses. Due to the fact that salary inequality and work conditions inequality are very often the factors that cause their unwillingness to start own private business, that means self-employment, women should be more motivated and supported when launching their own career. Self-employment is also a very important and extremely effective tool used in order to reach unemployment reduction. Schools should organize internships especially at marketing and trade departments of various companies, to convince girls about their abilities to use their own imagination, theoretical knowledge and chiefly to eliminate the fear of risk and unknown. It is important that graduates are

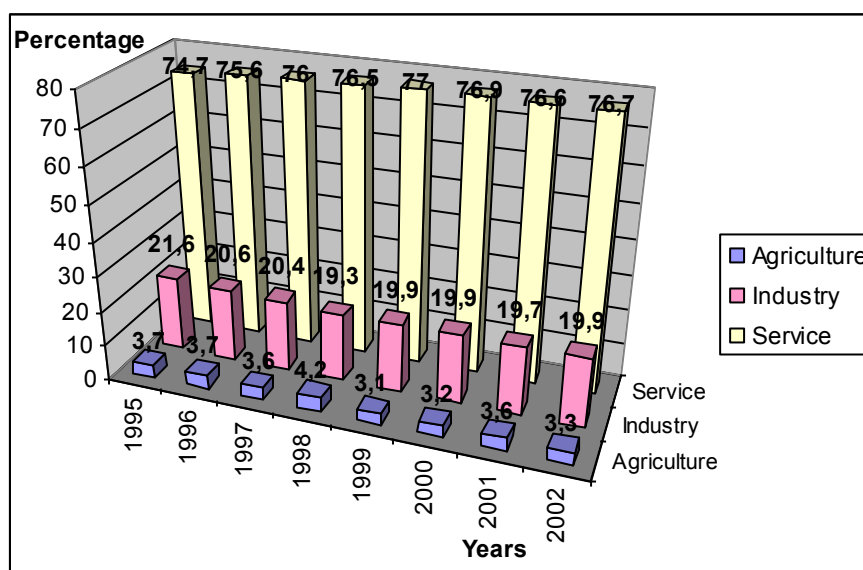
able to apply in practice theoretical knowledge and practical skills gained at school and also a skill named self-marketing. Slovak schoolchildren and students are very clever with efficient amount of theoretical knowledge, but they do not know how to „sell themselves“ at the market, which represents for them and for the whole national economy a considerable loss. It concerns mostly female graduates. By organizing practical courses or internships a number and special program should be determined for girls.

## **Lazio, Włochy**

The labour market in the Lazio region boasts one of the highest economical indicators in the country. The gross regional product per person in the region is higher than the average gross national product (average for Italy being €22.47 and for Lazio €25.78). This situation is clearly an effect of the strong economical position of the capital of the region and of the country – Rome. Moreover, Rome also influences the local employment structure as well as the levels of unemployment. It is worth mentioning, that the region itself produces over 10% of the gross national product of Italy.

The industry in the region is very well developed and it features many branches such as: machine, metallurgical, military, building, chemical, pharmaceutical, food, paper, publishing or textile industry. Interestingly enough, the agricultural sector is not very prolific in the region. Employment in this sector is low and has been decreasing over the last twelve years, apart from the year 1998 when it reached the level of over 4%. Nonetheless, the regional agriculture has a very traditional character, hence its lack of influence on the region's income and, consequently, on the local labour market.

Graph 12. Employment according to sectors of economy between 1995 and 2002



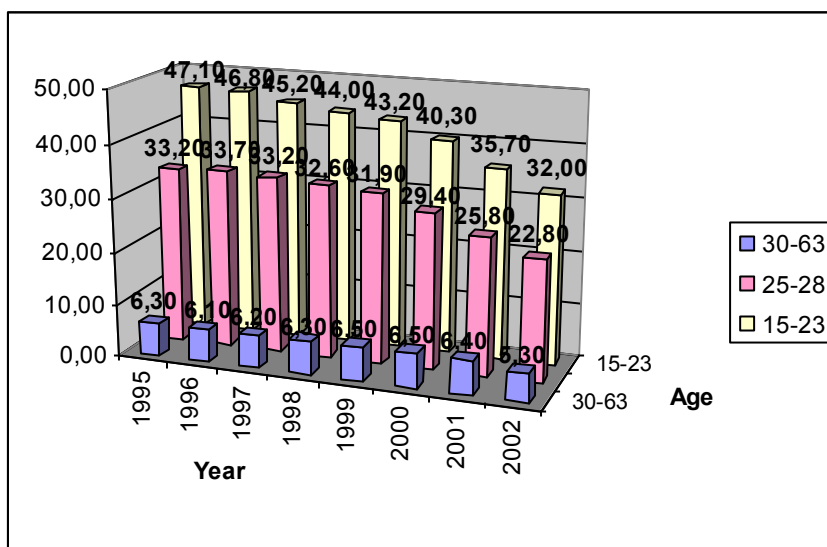
Source: Own elaboration based on <http://www.istat.it/>

64.3% of Lazio's population is professionally active and 92.1% of that group is employed. The level of unemployment is less than 8% (7.9% in 2004) and has been decreasing systematically. In 2004 and 2005 employment offers in the region had risen by some 17 000 on a yearly basis.

In comparison with the year 2004, the numbers of people who are employed have risen by around 135 000. It may be influenced by the rise of short-term seasonal job offers. It is worth noting, however, that the said rise in employment offers can only be observed in employment offers for men. It is due to the fact that many heavy industry factories are located in the region and they seldom offer any employment opportunities for women.

Unemployment in different age groups is generally on the decrease, but a worrying sign is the high percentage of unemployed people below the age of 28. Nonetheless, unemployment in this age group decreases fairly quickly.

Graph 13. Unemployment rates according to age groups

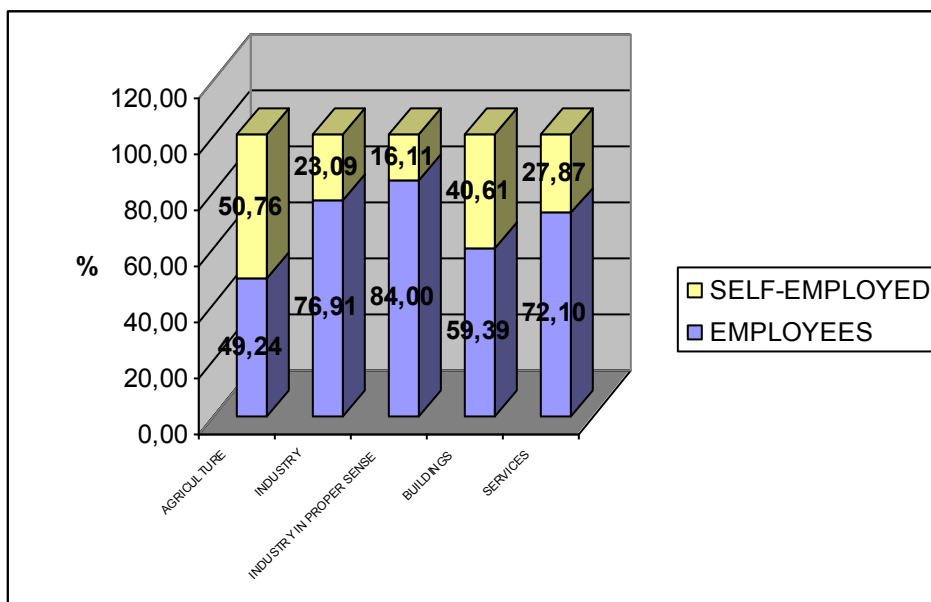


Source: Own elaboration based on <http://www.istat.it/>

In general, the numbers of people that are employed have increased in the region and are currently higher than the national average. It is important to notice that many big businesses are employing more staff on a temporary basis. People employed on such short-term contract form 6.3% of the total workforce, which is comparable to the level of short term employment in services (6.5%) or industry in general (5.9%). Apart from temporary contracts, being self-employed is another popular alternative to traditional employment. In some sectors of the economy, self-employed people constitute 1/3 of the total workforce (Graph 15).



**Graph 14. Percentage of employees and self-employed workers in different sectors of the economy**



Source: Own elaboration based on <http://www.istat.it/>

## Charter III. Strategies of actions

According to 23rd Article of Universal Declaration of Human Rights from 10th December 1948:

*„Every human has right to work, freedom in sphere of choosing profession, right to proper and satisfactory work conditions...”*

Almost 60 years later these rights are hard to ensure and unemployment became one of the phenomena which characterizes our society. One of the aims of employment policy of European Union is supporting equal Access to labour market. Therefore European Union stated EQUAL initiative, which aims at create and verify new methods and instruments against discrimination and inequality on labour market. With regard to this initiative partners of the ROMA transnational cooperation deal undertook activities, which have to help in gaining economical development directed on increase of work places number and human resources development.

The following chapter presents strategies, which though are directed to different target groups, have common aim – prevention of unemployment.

Strategy can be defined as the collection of long-term aims , which realizing is key for organizations from defined point of view. In case of business

organizations, for which the strategy is used, these aims could be defined as rentowność, wzrost udziału rynkowego czy zwyczajnie zwiększenie zysków. For organizations acting in social sphere, this long-term aim is usually achievement of advantage for chosen social group. At the same time the strategy shows activities, which should be undertook to realize these plans. Presentation of further areas of activity gives the mainstay to proposing particular project, which implementation should be in adaptation to the main idea of the strategy. Creation of strategy should start from such a reflection over plans. The vision which is the painting of all what we want to achieve is the mainstay to build general plans. Cohesion of this vision among all the proposed strategies is extremely important. It ensures concentration above key aims, which are common for everyone. Any lack of coherence between understanding what we want to achieve, makes implementation of these aims impossible. It concerns not only quantitative, but first of all qualitative aims. These aims concern social areas of activity. Strategies presented in following part of this chapter are concentrated around increase of activation of unemployed people and their reintegration into labour market. The method, by which is proposed to achieve these objectives, states the matter of strategic attempt. Vision common for everyone should be a mainstay for strategy. Basing on it there is built the project of specified activity, paying attention to the aim shown in mission. The most frequently this is a Word, which is connected with implementation of all the activities. Basing on it there are designed specified strategic aims as the moduls of projects, thematic blocks, around which there are realized different tasks.

The strategies presented in following chapter, though concentrate around one aim which is increase of activation and reintegration with labour

market, are diversified. It results of differences and specific character of labour market, on which they were used, and also of cultural features and specific character of target group, to which activities were addressed. Proposed strategies were realized in Subcarpathia and Mazovia (Poland), Orava (Slovakia) and Lazio region (Italy). The effect of undertook activities was observed increase of vocational activity and reintegration of part of persons embraced by activities of particular projects. Satisfactory effects concerning not only the projects, but also used strategies, indicate on correctness of received assumptions and proposed attempt. It gives the possibility of using similar activities in the future.

## **Mazowsze, Poland**

### **Target group**

Final beneficiaries of the ZORON project will be two groups. Project is directed on staff of enterprises acting on open labour market. Enterprises participating in the project are often main, if not the only one enterprises in the area. It concerns mostly enterprises from the COP area, which are main employer in their area of activity. 50 enterprises participating in the project are enterprises from reinforcement and electro-machine sector, which employ more than 45 000 workers. The project is directed for 3 groups of staff: workers, their alliance organizations, and management staff. This group consists of personnel managing the enterprise (Members of enterprise management, administration management staff with particular insistence on HR services responsible for workers' enrollment, staff development strategy, training and vocational development of the staff. Important beneficiary will be also working unions, and employer unions, in

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particular management staff which will get to know problems connected with disabled people discrimination, and also will be equipped in knowledge about mechanisms of its prevention.

The second beneficiary will be disabled people, which are searching for job. Project will embrace people in particular bad situation, because of their disability (people with significant and moderate level of disability). First of all it will be long-term unemployed people. The project will embrace by security from discrimination also persons, which may be dismissed from the job because of their vocational disease or accident in work. An important effect concerning this group of beneficiaries will be increase of employment confidence resulting from engagement of working union in security of their interests and setting up mechanisms serving for prevention from discrimination of disabled people in the enterprise. Final beneficiaries will be mainly disabled people from area of activity of enterprises participating in the project.

The result of the project will be that these people will have increased chances of being employed in enterprises without barriers and equipped in mechanisms preventing discrimination of this social group in employment. From the target group which consists of local societies and local authorities, there will be enrolled beneficiaries embraced by this project - people who are working in district labour offices, which have to enroll disabled people to work, who thank to this project, will gain new possibilities of cooperation with enterprises participating in the project.

## **Background**

A The actual state, as well as tendencies of low level of employment of disabled people on open labour market are serious economical and social problem. Since turn of the 80's and 90's there are new attempts of adapting employment and professional rehabilitation systems of disabled people to conditions of market economy. Actual effects aren't quite good.

In area of integration and vocational rehabilitation, in Poland for many years there is declared to create mechanisms which will allow its realization in conditions of open labour market. This is declaration completely consistent with European Union policy in view of disabled people. Realities of employment of disabled people on open labour market are still different.

Research shown that disabled people in Poland are 12% of population. The indicator of employment of disabled people in age of 15 years or higher is 13,8%, and among able-bodied it is 48,7%. Important problem which influences on employment indicator is low level of education and vocational preparation. Only 4,8% of them have tertiary education. More than 86% have only basic education.

Important issue is level of new work placement increase for this social group. Increase of new work placement amounts to a few thousand places by year, and it's still changing. In 2001 it was 7338, and in 2002 it has mitigated to 5925. At the same time a lot of work placements were liquidated (it concerns mostly institutions of protected work).

These disadvantageous phenomena decide about vocational passivity of disabled people. More than 87% of disabled people don't pick up any activities connected with searching for job, so they are vocational passive,

they don't work and they don't try to find a new job. Unemployment rate in this social group is three times higher than average level in society. Only 5% of employers declare a wish to employ disabled worker. Analysis of influences to PFRON shows that still about 200 000 disabled people should find a job on open labour market, to achieve statutory assumption of 6% employment rate in enterprises obligated to employment disabled people. The research in state of employment in enterprises participating in the project made by the partnership shown that only in one of them (Metal Enterprise in Tarnów) achieved statutory indicator of employment. In the rest of them level of employment of disabled people amounted to about 5-15 people. Besides, there are some enterprises which don't employ even one disabled person.

The important element which characterizes situation of disabled people is the fact noticed by us, that disabled people are treated as the "first to dismiss" group. The logical consequence of this situation is hiding disability from employer, which results from fear of being dismissed from the job. Organization of employers conducted an opinion poll about causes of employers' aversion to employing disabled people. Main causes of this situation are as following:

- 惆 fear from disability, which is an effect of lack of knowledge about this phenomenon among employers,
- 惆 architectural barriers existing in enterprises,
- 惆 too much working privileges for disabled workers (in opinion of employers) - additional holidays, necessity of absolving these

workers from work for medical research - it increases costs of employing this social group.

- 惆 lower level of engagement in work process, arising from large disease absence,
- 惆 low level of vocational qualifications, below expectations of employers,
- 惆 claiming character of this working group.

Lack of knowledge about disability concerned also employer's duties, which have as the aim to adapt work placements of disabled person to character and kind of disability, and, what is also important, possibilities of financing these activities by PFRON funds. Employers said, that there is the problem - the law is changing too frequent, so they don't know it. Surprising information obtained in research, is the fact that there aren't rules to the point of possibilities of co-financing salaries of disabled people from PFRON funds.

Definition of all additional costs of disabled people employment in the enterprise is particular hampered. This opinion has following reasons:

- 惆 disability and its range is an individual feature of disabled person
- 惆 amount of additional costs is connected with very diverse factors which characterize disabled person (for example kind of disability, its degree, psychical condition of disabled person, emotional state, kind of motivation to work, level of education, level of vocational preparation, family environment, needs in area of medical and rehabilitating attendance etc.) and characterize environment (kind of work, preparation of work position, level of medical and



rehabilitating attendance, organization of work, relation of employer to disabled person etc.),

惆 variety of employers' additional financial costs, for example lower efficiency, shorter work time, enlarged disease absence, additional courses and trainings, adapting of work positions to disabled workers, liquidation of communicational barriers, enlarged demands of work hygiene safety,

惆 variety of employers' social costs, for example lower mobility of employees, low qualifications of employees, negative opinion about level of products and services in connection with employment of disabled people, indications to work on selected positions.

惆 existence of factors, which value is possible to be described by numbers, as well as factors, which description by numbers is hampered or impossible

To summarise, employing of disabled persons is not being accepted in our society. Employers, managerial cadre as well as employees assess disabled candidates through stereotypes and predictions. Employers are afraid of disabled workers. The main argument is that the company is not adjusted for their employment. But besides of architectural barriers, there are also those which exist in the mentality that disabled person is not effective, often is ill, it is not nice to look at him and in addition, takes the work away from normal workers. Employers still look at creation of jobs for disabled persons in categories of Social Responsibility of Business.

And for disabled person, work can mean as much as life: independent livelihood, feeling of being needed, contact with the world, friendships and social relations with other people. Many workers that became disabled

because of illness or accident could still continue work, but they go to disability pension. Disabled persons can today gain high qualifications. There are persons among them that are talented. There are persons that have broad education. Disabled persons can be competitive on labour market. But they rarely get promoted to managerial positions; often get lower salaries or bonuses. Even that there are rules that protect this group of persons, they don't work.

We can diagnose, that specific problems connected with discrimination and inequality on labour market in the event of disabled people have non-economical character. Realization of project can be an effective method of breaking the barriers and indicating the direction of correct activity. The choice of enterprises from reinforcement and electro-machine sector results from the fact, that economical prognosis indicates on increasing employment in this sector, so it gives a chance to creation of new work placements for disabled people.

## **Strategy**

Strategy undertook by ZORON partnership aims at changing current situation. The main objective is to change position of disabled persons on labour market. This change should be real measure of the project's success. Strategy should break stereotypes, improve and complete new procedures, which will encourage the hold to sustain the worker, influence on increase of acceptance level among society of holds for employing and sustaining disabled workers. It has to ensure security before dismissing by workers with disability (including hidden disability). At the beginning, in the hold which joined to cooperation – from reinforcement and electro-machines branch. This choice resulted from the fact that economical prognosis shows

increase of employment in this sector, what means opportunities for disabled people.

Strategy used by ZORON partnership relies on building and implementation of cultural model of emancipation on open labour market. The result will be increase of employment of disabled people in enterprises of open labour market. Meaning aim of this strategy is also encouragement of disabled people to bigger vocational activity, to undertaking the efforts, which were limited by convince of little opportunity for the success.

Creating this project there was made a statement that implementation of model statements in fifty production enterprises of electro machine branch with diversified type of ownership, range and location creates possibility of testing model solution of limiting discrimination of disabled persons in employment on open labour market with method allowing on wide dissemination of elaborated results. These enterprises act in metropolitan environments, including agglomerations of Warsaw and Silesia, voivodeship cities, district cities and small cities. Effects achieved can make us state that the most difficult barrier is the mentality of firm's and staff's management. Situation, range of enterprise and even its financial condition are not so important. Therefore proper choice of ZORON decides about the success of the project.

The Project states that function of ZORON will be filled by member of hold union organization and practice showed us that it was correct choice. Hold Union Organizations are integrally connected with the enterprise, strongly interested in its image and development, connected in the organizational structure of the enterprise. Duty of presenting staff's interest creates also institutional form of contacts with management of the firm and medium

level of enterprise management. It all allows us on wide presentation of idea „Enterprise of equal chances” and implementation of program statements including implementation of changes in organizational structure, opening of enterprise on problems of discrimination in access to work place and vocational career pathway.

In convince of the partnership, vocational unions are prepared in the best way to undertake tasks of ZORON. Although to undertake the mission of cancelling discrimination of disabled people in access and sustaining work places there were convinced also other social and vocational organizations, connected in structural and organizational with enterprises of open labour market. We can account to them: employers' unions and vocational associations.

ZORON is representative of the project in the hold, is the participant of vocational unions. The aim of its work is to prepare hold to employing disabled persons. It undertakes the activities aiming at showing disability among employed workers, and also protection before dismissing for these workers who became disabled in the effect of the work accident. ZORON is engaged in barriers recognition and elimination. These are architectural, communication as well as mental barriers which preclude people with different disabilities from getting a job. The preparation of ZORON to the realization of those activities was made by a participation in trainings and seminars. Gained knowledge was being used during researches concerning the attitude of companies boards and staff to disablement, and then during the creation of Hold Programs of Disabled Persons' Emancipation.

During the two-year realization of EQUAL – ZORON Project we succeed to negotiate, sign and begin the implementing works in 32 holds. In 10 holds the negotiations are still in progress and probably will be finished after

whole formal Program's closing in 2008. Four companies' boards refused signing presented projects, because they found that the scale and character of responsibilities are too hard for present companies' abilities or surpass boards' authorities. It was concerning mainly the holds which were branch offices of big, international corporations.

In realization schedule of ZORON Project was assumed that the stage of Hold Program creation should not exceed three months. In practice resulted that in many cases the agreement procedures was lasting longer than it was assumed and was passing simultaneously with implementing stages. The negotiation process of presented document, including the catalogue of barriers and methodology of their elimination with the time schedule, is mostly quite laborious, detailed, and is presented for acceptance to particular units and enterprise's services. The implementation of "Hold Program" is a final stage of whole process in which the significant part plays the selection of person to fulfill a function of ZORON.

ZORON Project is realized by 9 partners. Among those are institutions representing different groups: disabled persons, employers, trade union activists and also scientists. The participation of disabled persons in project allows for creating Club of Professionally Active Disabled Persons.

49 holds from the whole of Poland took part in the project. In every hold was an appointed representative – a member of trade union who was creating a ZORON "institution" which performs a role of go-between in contacts between project partners, enterprise board and staff in hold.

One of the project activities is to organize trade union activists in the enterprises taking part in ZORON net project and actively realizing aims

and activities of the project. Essentially and organizationally prepared ZORON initiates and supervises the realization of activities which lead to achieve the aims assumed in project. ZORON is also a board adviser in the legal, financial, economical and social parts of cases related to employing disabled persons. In order to assure the realization of those functions it is expected that ZORON's knowledge and abilities will be constantly raised, updated and improved.

Another activity is to make an analysis of holds which take part in the project from the point of view of exposure of all barriers (architectural, in communication and transport), staff and board's attitude, organizational and procedural solutions which can be a source of discrimination of disabled persons in access to employment and maintaining the workplace. Architectural, social and psychological barriers existing in hold are significant source of discrimination in employment. It is necessary to identify them and define how they can influence on disabled persons discrimination.

The important activity is to prepare and implement (after consultations with project beneficiaries) hold programs of disabled persons' emancipation in employment. This program is created on basis of realized analysis of existing barriers for employment and sources of discrimination. The main core of hold program bases on disability management strategy in work place embracing: cancelling barriers in employment, implementation of recruitment and employment procedures ensuring equal treating of every candidate and worker, implementation of hold policy in range of sustaining employment, which are disabled because of work accident.

Appointment of Club of Professionally Active Disabled Persons as the club of active participation of disabled persons in the process of project's

implementation realizing tasks: counseling, change of attitudes, making opinions, vocational activation of disabled people. These clubs will be also the place of estimation of unemployed persons' readiness to undertake the job.

Further activities aim at analysis and change of attitudes and relation to disability to this time regarding enterprise's staff, management and employers. This change takes place mainly because of providing information and knowledge concerning disability and promotion of emancipation culture connected with European system of social values, among human rights, emancipation of citizens, prohibition of discrimination because of sex, ethnic, nationality or disability are mainstays of democratic country of law. The promotion of business social responsibility idea is thought as element of change of attitude of employers and entrepreneurs to employing disabled persons. It has special effort on category of emancipation.

Important activity is subscription by partners of which contains Three-side Commission „Treaty about emancipation of disabled people in employment“ as the act of social will of activity for avoiding discrimination practices regarding disabled people. In this category of activities there is also analysis of collective relations regarding laws preventing discrimination of disabled people in employment.

Strategy embraces also cycle of promotional-informative-educational activities directed not only on the information and promotion of the project, but also complex system of relations aiming at making the staff aware attitude to the disabled to this time and change of attitudes in the direction desired by the project. In framework of this activity there are leader

promotional actions, events of emancipation, promoting these holds and staffs, which were highlighted in implementation of the project's aims. There are organized also seminars and conferences allowing on deeper knowledge and prevention of problems making phenomenon of discrimination in employment.

Summary of the activities is elaboration and dissemination of „Closing report“ which is form of presentation of project's effects and wide description of successes and activities realized in framework of the project.

## **Podkarpacie, Poland**

### **Target group**

Beneficiaries of the project are unemployed persons living on the area of Subcarpathian province, and to be more precise, three districts of this province: rzeszowski district – with exclusion of the city of Rzeszów, tarnobrzewski and bieszczadzki district. Among unemployed persons are representatives of five categories, which according to producers of the project belong to the groups the most endangered on social exclusion: disabled persons; unemployed women in age of 25-34 years; youth to 25 years old, being unemployed for more than 1 year; unemployed men above 45 years; unemployed lonely mothers with children to 7 years old. The choice of these groups is the effect of realized research<sup>15</sup>.

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<sup>15</sup> *Social categories of Podkarpacie are the most threatened with unemployment. Diagnosis and practical postulates*, (team work under red. M. Malikowski), RARR, Rzeszów 2006.



Among groups of youth below 25 years old the biggest group state persons having 22 years old. Most of them estimate well their schools, but their consider their opportunities as average. The most frequent source of incomes are incomes of other members of their family. Small part of them have allowance for unemployed or they work in the grey sphere. Some of them think about leaving abroad or founding their own enterprise. This last idea most frequently cannot be realized because of lack of financial funds on investment in their own enterprise.

Group of disabled people embraces people with different levels of disability, including moving disability. Persons in this group are not encouraged to search for work behind the commune. The main difficulty in finding and undertaking the job is lack of job offers in place of living of disabled person. The main source of income of disabled person are family member's incomes of disabled person. Not many of them have some kind of allowance. Some persons have seasonal work, but it isn't easy to find such a profession. Disabled persons estimate their chances for employment negatively. The main method for finding a job is to stay and wait for the offer from the labour office.

In the group of unemployed lonely mothers are persons in age below 25 years old and 26-30 years old. These women are often behind marriage. More of them work in more than one work place. The main reason of their unemployment is dismissing from their former job because of liquidation of the hold or finishing some temporary work. Women in this group the most frequently live with their parents. Some of them have their own flat. Majority of them possess short work stage and don't have right to allowance. Basic source of income of which these women live are incomes of other members of their family, allowances from social help or aliments.

When they are searching for work, they wait for offers from labour offices, they look for announcements in press and TV and use information from family and friends.

In group of unemployed young women in age between 25 and 34 years are married women, who don't have children. More than half of them live with parents or parents-in-law. Main source of sustaining of these women are incomes of the closest family, in particular parents and husband. Some women sustain from seasonal work or additional work, and from allowances for unemployed. Majority of them had worked earlier and usually in more than one work place. The most frequently given reason of losing the job were liquidations of work hold, or work position. The most frequently used forms of searching for job belong information gained from family or friends. The other form is applying in employers directly or in labour offices.

Group of men above 45 years old are people long-term unemployed, often staying without a job for more than two years. Almost half of them lost the job in result of liquidation of the hold. Almost 75% of this group don't take any allowance for the unemployed people. The main source of their incomes is the seasonal work. Part of them achieve incomes from the work abroad and this is the most frequent idea concerning resolving financial problems. The alternative is also searching for job on the area of Subcarpathia mainly by announcements placed in district labour offices, newspapers, or emitted by radio and TV.

## **Background**

The important problem existing in Subcarpathia is the unemployment. Labour market in this region is characterized by relatively high level of

hidden unemployment, especially on rural areas, and also high percentage of unemployed people. Level of unemployment in 2005 amounted to 17,3%. The main reason of such a high level of unemployment is low or lack of effectiveness of methods of vocational activation. Among the most important reasons of this situation we can mention:

- 惆 overcome of human resources on labour market, which don't fill expectations in framework of searched competences,
- 惆 excessive cumbrance of labour market institutions,
- 惆 low level of qualifications of public employment services and breaking up of office workers' competences,
- 惆 lack of cooperation between key "actors" of labour market,
- 惆 lack of knowledge of receivers' needs, in particular the weakest social groups,
- 惆 lack of methods of resolving problems of these groups,
- 惆 lack of elasticity of activity and building effective programs of support for unemployed or endangered by loss of work.

Situation on labour market in this province causes necessity of undertaking activities directed to persons belonging to target groups mentioned above. These groups have the biggest difficulties connected with vocational integration and reintegration. Methods of vocational activation proposed to this time are based on activity of Labour Offices. They don't guarantee increase of employment and improvement of vocational qualifications. There is a need of elaboration and implementation of new effective mechanisms of vocational activation, what means connection of activation of unemployed persons with activation of entrepreneurs, and also

induction of local societies adequate to the needs of labour market and with the method, which responds of needs of the weakest groups.

The „ANIMATOR” partnership is responsible for elaboration of such a mechanisms, which aim at create equal chances on labour market on the area of Subcarpathian province by common elaboration and testing of effective mechanisms of vocational activation with cooperation with employers. The project paid attention to regional differences in existing inequalities in access to labour market. There were contained the most characteristic groups on three specific areas in the province: rural (rzeszowski district with exclusion of the Rzeszów city), re-structurized (tarnobrzieski district) and post-PGR (bieszczadzki district).

The system was tested during work of small groups of unemployed persons leaded by Animators, persons properly prepared to work. This activity was planned as the pilotage module of the Project, which based on three key elements: individual work with human, high competence and independence of Animator of public employment services and possession of funds directed immediately on individual support for beneficiaries. The basic element of work of model groups should be elastic attempt which would have effect in form of the highest activation, which effect would be employment or self-employment of at least 30% of beneficiaries. The project contained also other modules:

Explorative – with diagnosis of final beneficiaries and employers

Informative – containing informational campaign, seminary for employers, brochures and leaflets for unemployed people, employers and people searching for work;

Educational - which aims at elaboration of the system of training services proper for needs of these groups.

Promotional – aiming at sustaining elaborated and tested methods of activation permanently into labour market policy.

To realize these activities, it was necessary to initiate the „ANIMATOR” partnership. First of all because that it collects profile of institutions and organizations engaged in Development of local societies and acting on labour market and it disposes potential of human resources, which makes possible complete attempt to the problem. There was made a statement, that even if during implementation of this activity they will meet barriers and difficulties, despite that as the result they will cause local Development. Initiation of local partnerships and implementation of cooperation system will influence also bigger using new technologies of communication and information, because it will be necessary in the complex process of resolving problems of labour market. This direction influences on information society Development and teaches every engaged, including unemployed, to use new Technologies of delivering information and functioning in e-society.

## **Strategy**

The aim of the partnership is to make equal chances on laour market of Subcarpathian province by common, partner elaboration and testing of effective methods of vocational activation of unemployed people, with particular attention to problems of groups the most endangered in framework of promotion of labour market open for everyone.

The strategy of the „ANIMATOR” Project bases on model of Animator, which have proper vocational predispositions and with proper education he is a carer for unemployed persons endangered by social exclusion.

Animator is characterized by individual attempt to problems of his pupils. He is a mediator between labour market and unemployed persons. His task is to motivate unemployed persons to bigger vocational activity, make stronger their self-confidence, supporting them in revealing their strong sides, and also make deeper awareness of their predispositions. Thank to such a complex support, unemployed persons are able to define their plans, describe their vocational and personal aims, and create individual plan of activity. Very important aspect is also good knowledge of problems not only of the pupil himself, but also his/her family, the closest environment and local society in which lives unemployed person.

The important point of this strategy is the fact of cooperation of Animator and institutions existing in his/her environment, which possess places which can be defined as social places. It can be some sphere of social life: education, social help, culture, self-governments, enterprises, working with unemployed people, disabled people and youth. The task of Animator is to facilitate contacts between beneficiary and employers.

Important statement of this strategy is knowledge of labour market by Animator. Effective animator possesses good knowledge about regional labour market, institutions supporting disabled persons, knows rules of work. He/she can find job offers and information concerning: trainings, possibilities of changes of qualifications, finding funds for own economical activity. Animator leads unemployed persons by way of personal and vocational development by designed courses and trainings. He/she has

individual attempt to beneficiaries, he/she pays attention to their needs and intellectual and personal possibilities.

Another important statement of the strategy is the personality of Animator. In case of animators who act with unemployed persons, especially well invited are persons, who have visions for the future and give to others feeling of security, who are trustworthy and who can motivate others to act. During last years more and more valued are characteristics such as emotional and social intelligence, social abilities and emotional competences. According to that Animator has to have an unequivocal personality. Having those competences allows for behavior models change – from passive to active. Some of Animator's characters, which are indispensable, such as dynamism, openness, passion and tolerance must be accompanied by familiarity with methodology of working in groups and knowledge about planning, formation of interpersonal relations, project and people management. Animator is a go-between and carrier of change in activity.

Animator has to have good education and vocational experience. He/she can be worker from different branches: social worker, psychologists, non-governmental organization leader. Basic knowledge and vocational experience collected to this time are not the main part of professional profile, because the project predicted cycle of wide theoretical and practical trainings preparing the Animator to work with unemployed people. Important is also aspect of humanistic education – in particular pedagogic, psychological, social science and law – it will facilitate them to be an Animator.

The first activity was recruitment of persons which could be animators. After filling in application documents the next step was their verification.

Basing on gained results there was made a choice of candidates, which met in individual way with psychologists responsible for this period of recruitment. These meetings were divided into two parts: writing and oral with using of personal questionnaire. Basing on results of this analysis and estimation of every candidate, there were chosen 30 persons, who were directed to take the stage in their work place.

After the stage which last two months there were prepared opinions about candidates on position of Animator and specified requirements in range of competences and abilities. In institutions, in which were realized stages, there was also the verification of candidates' knowledge. Every person had to fill in the test of knowledge. Tests were estimated by carers. Next, candidates were put to the psychological tests. After writing period, candidates were invited for the conversation.

The last period of the recruitment process was estimation of the material gathered in the process. This choice was made basing on psychological research, results of realized interviews, opinions of carers of candidates after the stage, level of knowledge achieved by participants of the trainings. Finally, the project engaged 15 animators – 5 for every district: rzeszowski, tarnobrzski and bieszczadzki.

Chosen animators were directed on trainings with the following subjects:

Introduction to the „ANIMATOR” project

    🌳 Introduction to structural funds

    🌳 European Social Fund

    🌳 EQUAL

    🌳 Partnership for Vocational Activation „ANIMATOR” –  
        information about the project



- 惆 Transnational cooperation
- 惆 Subsystem of European Social Fund monitoring
  - Psychology with elements of social sciences
- 惆 Personal Development training
- 惆 Social competences training
- 惆 Conflicts and methods of their resolving
- 惆 Rules and course of negotiation
- 惆 Psychological aspects of vocational development
- 惆 Rules of constructing Individual Work Plan
- 惆 Psychological aspects of personal advisory
- 惆 Training of creative thinking
- 惆 Rules of working in group
- 惆 Methods of going with stress

#### Social work with elements of pedagogics

- 惆 Social work as the aim activity
- 惆 Improvement of social support
- 惆 Personal and environmental range of social work
- 惆 Social work in different situations
- 惆 Methods of collecting information about the human
- 惆 Subjects and tasks of pedagogics and social pedagogics
- 惆 Environment as the collection of factors determining development of the unit
- 惆 Specific features of educational interaction with work environment
- 惆 Social sense of continuous training

#### Labour market

- 惆 Rules of labour market functioning in Poland and abroad
- 惆 Methods of labour market development

- 惆 Labour market institutions
- 惆 Law regarding labour market
- 惆 Possibilities of participation in programs for employment
- 惆 Research of needs in range of employment on local labour market
- 惆 Chosen aspects of law in relation to rules of employment in Poland – basing on Labour Codex
  
- 惆 Active methods of searching for a job
- 惆 Practical preparation of animators to proper gaining sources of searched information about work offers, activities planned in this range, with using different methods and forms of making contacts with employers on local and regional labour market
- 惆 Presentation of the most frequent failures made in the process of searching for job
  
- 惆 Transfer of knowledge about segmentation of labour market, proper preparation to conversations with employer (big, small), preparation of documents like CV, recommendation letters, letters of intent;
- 惆 Using public employment services and non-public employment agencies in range of work offers, including EURES;
- 惆 Preparation of Animators to roles of carers and supporters of persons, for which they make help;

#### Economics and entrepreneurship

- 惆 Process, functions and abilities in range of management
- 惆 The enterprise and its environment as the subject of management
- 惆 Planning
- 惆 Elements of management strategy
- 惆 Methods of planning and control

- 惆 Decision making process
- 惆 Organization
- 惆 Motivation
- 惆 Controlling
- 惆 Juridical aspects in relation to founding own economical activity
- 惆 Aims of business plan. Kinds of use
- 惆 General rules of planning
- 惆 Construction and content of business plan
- 惆 Using of business plan in marketing
- 惆 Using of business plan in finances
- 惆 Opracowywanie prognoz finansowych dla potrzeb biznesplanów
- 惆 Constructing financial reports and business plans
- 惆 Analysis of accidents
- 惆 Basics of economics
- 惆 Demand and supply
- 惆 Introduction to microeconomics
- 惆 Introduction to macroeconomics
- Computer trainings
- 惆 Internet and e-mail service
- 惆 Word service
- 惆 Excel service
- 惆 Power Point service

In mentioned districts recruitment of unemployed persons was made with particular attention to people touched by social exclusion, for which finding a job was impossible. These groups were chosen during research in first phase of project's implementation. There were created groups of beneficiaries consisting of 20 persons. There started individual work of animators with unemployed people, during which there were provided

methods and tools the most proper to given person. The special effort was made on improving qualifications of every person in individual tribe of realizing task elaborated commonly between animator and immediately interested. Beneficiaries were „piloted“ by Animators, who could offer financial support with aim to improve qualifications and level of education of beneficiaries. Activities embraced also groups of unemployed people, because among the weakest social groups problem of unemployment touches all the family. Beneficiaries have ensured participation in development of information society by trainings on subjects like using tools of information and communication technologies, as well as possibilities of using labour market instruments. Trainings and individual advisory for final beneficiaries were leader in individual range, with cooperation with local organizations and using resources of all the partnership.

There were also undertook activities for change of awareness among employers concerning unemployed as potential workers.

## **Orawa, Slovakia**

### **Target group**

Activities in Slovak project „Job Centre“ were addressed to young persons, who are during learning on high level or academic level. Choice of such a specific group was conditioned by conclusions flowing of observation of growing unemployment among young people. There are several reasons of such a difficult situation on this area, for example direction of education not adapter to needs and demands of local labour market. Therefore undertaking project activities we wanted to support the process of career pathway creation for persons, who have just started integration with labour

market. So in target group we can find persons from last classes of high schools and students from many different faculties. Target group consisted of 30 persons and was chosen in the two-phase recruitment process.

People were interested in taking part in the project because of an ability of taking advantage of professional consultancy which was not accessible for them. It could results from the lack of information about the ways of planning and realizing career paths. Professional consultancy, organized near different career offices, often do not meet people expectations who want to get some information about workplaces. There is a lack of professionally planned paths of professional development which by taking into consideration the predispositions, abilities and knowledge of young person could successfully help in making decisions connected with workplace. To prevent that it is necessary to pay attention to individual meetings intended for particular people who are interested in being employed in the future. It required a creation of integrated process of consultancy, assuming individual career paths of particular beneficiaries.

## **Background**

Employment in Orava region is influence by different factors, which are key concerning production and general economic situation of the region. Typical characteristics so called „northern provinces” to which belong Namestovo and Tvrdošín is very good ecological situation, positive type of settlement and good level of population's increase, but on the other hand these regions have low level of urbanization, insufficient informational and environmental infrastructure, productive ability and indicator of education level.

Unemployment in district Namestovo and Tvrdošín decreased during last two years and showed the same tendency at the beginning of 2007. However despite many positive trends in employment in this region, Slovak Republic still have problem with high unemployment rate, including long-term unemployment and lack of employment among youth. There was implemented new system of measures making labour market more active, with aim to create work places for discriminated groups, in particular encouraging to self-employment, employing young people, mobility of workforce and vocational activation of long-term unemployed people. The new feature is that attempt to regions is diversified, basing on ongoing unemployment rate. In Orava region there is needed effort on activities connected with increase of employment level and realizing individual needs of persons who want to work, with particular attention to young people. Lack of vocational abilities and practical experience is the main barrier in process of vocational inclusion among high and higher schools graduates. Graduates of high schools represent specific group of young persons, which doesn't have vocational experience yet as well as practical abilities of resolving potential problems existing in work place. On the other hand, employers have restrict requirements regarding new workers. Lack of good information and consultancy for youth causes that young people are undecided and they select direction of education in ineffective way – it reflects by increasing level of unemployment.

This project basing on gaining vocational experience aims at liquidation of this barrier and increase of employability among graduates of high and higher schools, as well as it prevents long-term unemployment among youth. Project makes possible to gain vocational experience and practical abilities to graduates of high and higher schools – young people in age

lower than 25 years old. Graduates of high and higher schools are allowed to take the allowance during their vocational practice. Employers participating in this project are obliged to subsidizing costs of this practice.

## **Strategy**

Strategy of Slovak partnership embraces activities against unemployment among young people. The main statement is creation of general and specialist possibilities for students, allowing them to gain basic information and practical abilities and showing them methods of making proper decisions in the process of choosing educational direction. The project embraces high schools pupils. In its framework there was created „Job and Career Centre – consultancy for youth in Orava region” and also innovative module of youth education concentrating on sphere of career and personal growth.

The general aim of this strategy is providing to youth instruments serving for their integration into labour market (with help of vocational trainings and advisory) and elimination of unemployed youth number and graduates of high schools in Orava region.

Specific aims of the Strategy are organizing individual advisory and vocational trainings for people searching for work, analysis of labour market in Orava region, introduction of innovation advisory processes in career development in high schools, implementation of effective integration on labour market measures (regarding young people). Very important element of the strategy is improvement of information system’s quality and its development in direction of vocational advisory in creating programs adapted to local and regional priorities. The aim is also to state innovative methodologies of youth persons’ education and implementation of

specialist trainings, promotion of human resources potential and offering advisory services in „Orava Youth Job Centre”.

The strategy promotes partnerships, which awake innovative attempts regarding methodological analysis of Regional Development in sphere of labour market and counselling services in range of young people's career. In the project participate: Institute for Children Psychology in Bratislava, Office for Labour, Social Aspects and Family in Namestovo and Akademia in Dolny Kubin.

The project of vocational trainings for the applicants and students of last classes in high schools is dedicated to increase their opportunities for job in period of 24 months. Vocational and educational training courses are concentrated on improvement of personal features, career development, interaction, management, individual SWOT analysis and practical process of adaptation to labour market. Materials concerning accreditation are prepared by Ministry of Education.

One of the main activities was creation of Centre for Youth Information in Orava. The aim of this centre is counselling and proving information for youth. The following activities are contained in the main programme of the centre:

- 惆 providing free counselling and information
- 惆 prevention activities among learners of basic and high schools
- 惆 education programmes for unemployed youth
- 惆 programs aiming at prevention of anti-social activities among youth and children
- 惆 publishing brochures and elaborations



- 惆 social sphere – help for families and individual persons being in the state of crisis
- 惆 implementation of campaign of 19th november according to the world day of prevention of violence concerning children
- 惆 supporting of healthy lifestyle
- 惆 organizing free time for youth and children
- 惆 organizing creative workshops
- 惆 counselling in sphere of work, law and psychology

The important point of the strategy was creation of the Job Centre. Labour Office in Namestovo put big effort to this activity. This effort relied on ensuring proper place for the Job Centre. This centre is localized in Tvardosin, in Labour Office building, on 4<sup>th</sup> floor. Office participated also in creation of methodology for activities connected by vocational mediation basing on its experiences. The aim of the proposal was to create methodological basis concentrated on work mediation activity in Job Centre as the new tool for integration of registered unemployed people, labour market, measure of effects, methods of work with customer of Job Centre.

Labour Office in Namestovo proposed pedagogical experience, presented during the Exchange in framework of transnational deal ROMA. In framework of the partnetship, there were created a methodology for the advisory process, individual and group work, possibility of customer's registration and plans of activities. Labour Office in Namestovo has organized together with ICM job exhibition, on which customers could use work mediation and personal contact with potential employer.

In ICM Orava there was created personal database, available by the website, which allowed customers to connect between customer and employer. Workers of Job Centre permanently work over this website, but it can be also used by itself by employers and searchers for work.

Job Centre education program contained education modules, which were verified during pilotage phase with group of young people. In framework of this activity there was implemented selection of participants. During the selection there were ensured transparency, using rules of equal chances and not using discrimination. The selection was realized in two periods. During the first period there were group consultancies, in which participated 152 registered unemployed people (55 men, 97 women). In the second period, potential participants participated in individual interviews leader by advisor. 56 registered unemployed people went to the next period. 30 registered unemployed persons which participated in activities connected with advisory. The aim of these individual interviews was definitely choice of young people to advisory activities.

After one year there was made an interview among members of target group, which has finished process of education. The aim was to get to know how they are going on labour market. 53% found their place on labour market. 30% left unemployment register list from other reason (mainly because of going abroad). Only 17% stood in unemployed register (5 of 30 unemployed).

In framework of the strategy there was also created the methodology of counseling in field of careers, aiming at innovative education of young people. This methodology consists of few modules:

Career Development Strategy Management

- Personality
- Communication
- Development of proper abilities
- Project of personal Development plan
- Career profile

#### Social competences

- Personal management
- Basics of planning, SWOT analysis
- Cooperation in group
- Self-presentation and image
- Minimum of work
- Change and innovation
- Creation of business plan

#### Career and job office

- Labour market
- Preparation to European labour market
- Decision making process
- Interview, minimal standards
- The effect of Internet in career development
- Possibilities of advanced methods of education, e-learning
- Equal opportunities on labour market

These modules were elaborated as the educational forms, provided to leaders and participants of the counselling course. Basing on single results contained in the guide, there was an attempt to highlight meaning and necessity of lifelong learning in development of vocational career. This is extremely important factor for permanent integration in wide sphere of work. Lifelong learning rule influence on education, increasing abilities of effectiveness in work, increase of employers' engagement and standards

needed to facilitate employment. The result was also explanation of relations between abilities, experience, knowledge and ability of employment. There exist other possibilities, which suppose to be key.

The strategy contained also publications, dissemination and feedback information. In framework of this activity there was published a brochure, which contains instructions, advices and helpful information concerning orientation on labour market, and also information regarding using services by Labour Office in Namestovo. This brochure is source of information ensuring young people better orientation in current situation.

## **Lazio, Italy**

### **Target group**

The target group are discriminated workers, which can't go into labour market without specific support. Relating to the 2nd Article of European Commision Law no 2204/2002 to these categories we can include:

- ◻ Young persons below 24 years old or these, who came by all the education path in the period of last two years and they couldn't find any regular job;
- ◻ Working migrants, who came to European Union nor these, who became residents in framework of EU regarding their job;
- ◻ People belonging to ethnic minorities, who have to improve their language abilities, take trainings and increase their vocational experience, to gain chances for sustain employment;
- ◻ People who would like to undertake or return to vocational activity and people, who have neper worked and didn't undertake

training course during at least two years, in particular every person who left work place because of difficulties in connection between work and family life;

惆 Adults living lonely or living with one or more children;

惆 People without high education and unemployed;

惆 People in age above 55 years – unemployed and endangered by loss of job;

惆 Long-term unemployed, what means persons, who are unemployed by 12 months during last 16 months or 6 months during last 8 months, if they have less than 25 years; ,

惆 People recognized as suffering, current or in the past, because of national law;

惆 Every person, who didn't receive first regular salary after penalty indos;

惆 Women on geographical areas, on which medium unemployment rate amounts to 100% of communal average during last 2 years and in which unemployment among women amounts to 150% of unemployment level on given area during last 2 years;

惆 Disabled workers, what means every person considered as disabled relating to national law regulations or suffering because of serious physical, psychical or mental damages. This last kind of disability requires bigger effort in range of planning. Active labour market policy aims at to create first of all possibility of gaining a job.

## **Background**

In the result of consolidation of services sector, the project of social care national reform in Italy goes by phase of active planning. There exists a necessity of bigger coordination of local policies with labour policy, which is also in phase of advanced re-definition. The reform of Italian Employment Services was implemented basing on three basic points. First of them is decentralization, what means that employment services act on local areas. The next point is liberalization. Public administration can't be a monopolist in function of mediation between supply and demand for work; this function should be given also to private firms and many different public organizations, and non-profit organizations (for example: universities, schools, communes, vocational organizations, vocational unions etc.). The last point is enlargement of employment services' functions.

Newly undertook functions are help for discriminated persons (migrants, persons with low incomes, disabled people etc.); promotion of sex emancipation in access to work; supporting active labour market policy oriented on persons with problems with finding a work, by activities from range of vocational training, pre-selection and exercises, support for realizing education pathway, production and management, information about labour market management.

During the 90s there took place very intensive discussion about presence and destined role of mediation agency on labour market. In relation to this problem, there is common opinion about sense of functions filled by agencies, public as well as private, to approve useful information relating to supply and demand. This asymmetry in range of information between number of work supply, and accessibility of work places causes ineffective

placement of funds and influences on unemployment rate increase. In national work mechanisms regulation system appeared public agencies, aiming at ensuring access to services for all the potential users (also these who are discriminated and weak). This choice was determined by fact, that private agencies are often oriented on revealing the most profitable segments of labour market, connected with mediation of high qualified workers in the metropolitan areas. Private work agencies are stimulating to increase competences with aim to increase effectiveness and state form of filling in the hole on labour market. They are managed by highly qualified personnel which can't be directed by public system, which responds for that service is free of charge.

In activities connected with mediation between supply and demand are engaged also other bodies, private as well as public. Among them we should mention universities, communes, trade unions, public and private high schools, corporations of vocational advisors etc. All of them undertake activities in framework of coordinated system, by connection with Continuous National Stock of Employment, as the tool for renovation of work places, which guarantee open, transparent, competitive and effective labour market. The Continuous National Stock of Employment acts in framework of System of Employment Information (SIL) (it. SIL) predicted by law 469/1999 as the collection of IT sources (hardware, software, networks, services), which relates to structures of active labour market policy management and services of employment, and creates dominating informatics system organized in one central system, and regional systems. Many provinces adapted SIL, but at this moment process of implementation has not been finished.

European Union creates policy against social exclusion, including phenomenon of unemployment. Lack of equal chances and living conditions, low level of education and trainings, insufficient vocational experience, cultural factors of discrimination, physical disability, poverty etc. are factors included to risk of marginalization. It is important to influence on structural conditions basing on social exclusion, but also diversify support in relations with particular categories of users and factors of harming - individual, social and vocational.

There is highlighted role of social enterprises in range of active labour market policy. This kind of enterprise according to the Article 1,1 b) of law 381/91 should be undertaking activities in range of full integration of people in difficult vocational and social situation. One of dominating statements is implementation of public aim, what means increase of demand on work for disabled people. Social enterprise is a tool of mediation, which approves access to labour market for discriminated people and at the same time directs real production success. The mission of enterprises in range of vocational inclusion is promotion of proper work conditions. Enterprises as the key actors on labour market are mentioned not only because that they can respond on needs of discriminated person, but also in relation to their possibility of returning on labour market with aim to ensure personal and vocational development.

Role of social cooperation as the factor facilitating vocational inclusion was increased because of labour market reform started by Biaggi's law. This formula of entrepreneurship becomes catalyst of territorial pacts of active labour market policy (local or regional). Its task is not only creation of work places for discriminated people but also management of labour market by creation of office or agencies, and also social integration by work of



migrants, discriminated people or youth. It is worth to pay attention on connection of labour market with youth policy (schools-enterprises, stages, citizen services, trainings etc.) and implementation of some specific projects like work of prisoners, what is included in this policy. The idea and need of implementation of project activities in the „Laboratory Network” should be placed here.

## **Strategy**

The strategy of the „Laboratory Network” project aims at vocational inclusion of discriminated persons. It tries to create the network of diversified specialists in system of vocational inclusion in the Rieti and Viterbo provinces, as well as to planning and management in creative way with new chances connected with social and vocational inclusion and relations between supply and demand. Moreover, the project puts special attention in the national level to category of persons in particular endangered by vocational exclusion, and for whose vocational inclusion has social dimension, giving them possibilities for being independent and to realizm themselves.

This strategy has innovative nature, it analyzes and identifies aspect of access to labour market and social-vocational inclusion of discriminated people by multidisciplinary perspective. Many tools and innovative methodologies were used, but the point of relation is valorizing of human resources, competences and knowledge on local level, able to create real working network and cooperation of included participants.

Important aspect of the strategy is proposal of creation structural contact between systems of trainings and information and systems of work location created with objective to lead active labour market policy. This aim is

implemented by constructing networks with horizontal character. Interface, common surface on which they meet was created by online training service, which tests attempt of „necessity of providing resources for participants“. Understanding the fact, that not only information itself but possibility of using it produces really functioning projects, “Laboratory Network” aims at create fast and specified information training which can be a tool facilitating vocational orientation.

The strategy states creation of network of cooperation between key institutions engaged in planning and implementation of system solutions. The main aim of this strategy is to fight the factors which are limiting the access to labour market. It states elaboration of the methodology and innovative solutions, which will help in adaptation of so called economic pathways of social inclusion.

**The main activities of strategy are:**

*Elaboration of counseling model*

This activity bases on elaboration of the model of the project and creation of general program of works containing systematical plan of research relating to integrated local programs. There is also analysis of employment needs in the province and traditional enterprises and creation of local Development network, which has permanent character and makes possible cooperation between local institutions. The main aim of elaboration of this model is to start relations with beneficiaries, which promote attempt of cooperation engaging common strategies and tools, and management of evaluation system. Beneficiaries participate in evaluation, so it contains their point of view, and its results serve for proposing specified pathways of activity, in which beneficiaries can participate. This activity embraces creation of the

network of social help system, which act with elaboration of requirements regarding computer support for e-learning trainings for unemployed people, and also creation of training pathways network. These paths respond on needs of labour market and are oriented on self-employment and advanced technologies.

#### *Testing the model*

This activity embraces test of elaborated model. This experiment tests activity of enterprises cooperative network regarding adaptation of supply and demand with inclusion of outsourcing and tests trainings for unemployed people in e-learning form. This activity tests effectiveness of the model and have to define conditions for acting of permanent system documented in new social deal. This deal states formal duty of wish to cooperation by all the sides: institutional, social, economical, wealthy and training, engaged in perspective of building new tool for sustainable local development.

The strategy pays particular attention on engagement of national partners into implementation of all the tasks. Process of engagement of partners became on the phase of project's preparation. The cooperation was transferred to the implementation phase and was permanently developed by systematical and effective activities. This cooperation bases on following rules:

- ◻ Effective participation in decision making process
- ◻ Transparency of internal and external processes of management of particular activities and public resources.
- ◻ Atmosphere of cooperation. Partnership tests its possibilities and wish of activity in the transnational cooperation context.

◻ Common vision of partners in sphere of managing the project as the complex

Organization of works embraces activities for three different groups. Decision concerning this division was made to ensure innovative character of this project and participation of every partner in decision making process and management of activities.

There are following groups:

#### Group of partners

The task of this group is monitoring of work, caring for realizing statements of the strategy committed by the partnership and ensuring cohesion with rules of local, regional and European policy.

Groups of partners have tasks like management of activities in the project, ensuring conditions for project's implementation from financial and organizational point of view and estimation of project's impact.

#### Central technical/control point

This group is responsible for ensuring general, technical support for the project concerning content, methodology, transnational partnership and administration. Activities of the group are directed on coordination of cooperation between institutions on local market, organization and coordination of transnational activities, evaluation of results, checking progress in work, ensuring of support in problematic branches and audit of final documentation.

#### Formal group

This group is responsible for realisation of specific activities. Its task is to present the plans of those activities and assessment of their impact.

## **Charter IV.**

### **Comparative analysis**

Strategies of fighting with unemployment proposed by ROMA Partnership, considered in former chapter, are based on different points of revelation. comparing main ideas as well as particular activities, we can notice similar prospective in proposed strategies.

In all of them the main aspect is improvement of competences and qualifications of people from target group. This development is not only increase of knowledge, which beneficiaries will possess, but it relates also to increase of intellectual capital of future workers. This capital, with real and financial capital has important meaning for activity of diverse organizations. Literature definition orders to connect it with knowledge of enterprise workers, as well as with their effects, which have reflection in firms' activities. Because addressers of the projects realized by ROMA Partnership were unemployed, it could seem that these activities don't have connection with increase of value and quality of human capital. But this is misleading ascertainment. This capital is a factor which cannot be enclosed by value and it is not possible to buy. It isn't theoretical knowledge of workers, but ability of firms to exploitation of the best solutions from their

knowledge. Knowledge in this meaning isn't just a source based on theory, but it becomes an effect of active empowerment of workers in life of enterprises. To achieve this objective there is a necessity to change the culture of work and liquidation of strong obstacles, which potential workers meet on labour market.

In presented strategies, the key element was statement that everyone can become searched worker. The essence of worker's value on current labour market is a wish of development, upgrading his qualifications, but also active exploitation of own knowledge and enlargement of its resources, with aim to connect it with other people's knowledge and cause better activity. Considering all predispositions, psychical and physical, people searching for work have chance to be important resources on labour market. But often there is needed help of other people. It isn't only question of psychological support, but also creation of system solutions, which will help in modeling of labour market. Challenges, which meets person searching for work are often too big, what can born feeling of helplessness and disaster. Therefore different projects addressed to this group of people, and aim at help them in their reintegration with labour market. Strategies proposed by four partnerships were addressed to very specific groups of unemployed people. On the phase of creating project's vision there had to be described in precise way to who will be addressed activities of strategy. It seems to be a truism, that diverse activities have different group of addressers, but many of proposed solutions of labour market problems were not effective because of their character - they were too general. Precise indication of people, to which this strategy is directed causes that they are matched in more diligent and adequate way. Not every proposal fits to different groups, for example other strategy is with young people which

are just entered on the labour market, and the other with people above 45 years, which were excluded from this market, and now are in process of reintegration.

The second group of main actors is employers. Therefore in two presented strategies we have concentrated on projecting activities which aim at enclosing representatives of these two groups. In ZORON project, there were singled out two groups of Final Beneficiaries. The first was unemployed people, and the second were workers, unionists and management staff from enterprises. This method of target groups' description and enrolling activities for each of them helped to gain the most important objectives of the project in faster way. Unemployed people had precise help, and working people - active empowerment to this help

In the ANIMATOR project besides of indicating five specific target groups (disabled people, youth below age of 25 without job from more than year, mothers which raise children up to 7 years, women between 25 and 34 year and men above 45 years), beneficiaries of the project was also the group of Animators which were connectors between people searching for job and employers.

Proposal of cooperation between entrepreneurs and project participants became the core element in their integration and reintegration with labour market.

In two remaining projects - Laboratory Network oraz Job Centre the target group was defined as youth, although Italian partnership addressed its activities for disabled people. Activities picked up here were directed on improving own competences and building career pathways. This solution was an effect of target group's (youth) character. Its specificity bases on

short time from end of education (although in case of Slovak project called Job centre, beneficiaries of activities were often students), therefore process of integration with labour market is easier. Young people are considered as more mobile, with bigger energy than people, who have lost their work placement. Therefore strategy proposed for them was directed on personal development, training of abilities and building of own, well-considered career pathway. The element of connection between potential young workers and employers was Labour Office in Namestovo, which helped in preparing of job offers. The second element was creation of an Internet portal, on which interested people could place their applications and CVs.

Similar role in the Italian project had local partnerships, which were the only one connector between representatives of work supply and demand. It is worth to notice, that particular getting in the ANIMATOR project, those partnerships also came into being, but they had role of social influence, not of connection of job offers with demand on them. Additionally in Italian project the objective was to create universal, available for all interested users, internet portal which will provide information about work placement and people who wish to pick up it.

Particular analysis of favoring elements of strategy, we have to pay attention on key and innovative solution, which was proposed. It causes that strategy is different from previous methods of activity, and therefore more effective. Labour market's background which was described in previous chapter in specified cases have caused that partnerships decided to realize remaining problems with other method. Partnership from Warsaw (ZORON) decided to change the mentality of working people which have an influence on decisions in enterprises, and on architectural fitting of work placements. Simultaneously there were picked up many



activities to change the law. At the same time there were picked up active operations with aim to change the juridical regulations. The key element was there description of stereotypes and aversions, which can meet disabled people which are searching for job. Conviction of professional union members to fulfill ZORON function caused a necessity of active solution of problem basing on searching for job by disabled people. Many of barriers, which they meet, are an effect of lack of knowledge, not only on the topic of given disease, or disability, but also about benefits and juridical solutions foreseen by legislator (for example possibility of co-financing salary). Complete understanding of so complex problem would be impossible, if the project embraced different target groups. It is worth to mention that there were picked up specified activities with aim of convince employers in shown institutions to change the attitude to this specific group of people staying without a job. By this method, there were avoided some dangerous effect, which we can often meet in promotional campaigns. Many projects which pick up promotional activities for disabled people's employment don't influent in much range on increase of chances to find a job by these people. This situation has place because this transfer which is received by potential employers is not addressed individual for them, what causes that they have subjective feeling, that it isn't activity addressed for someone other. Effect of this situation is fact, that employer usually doesn't pick up specified activities for fitting work placement to disabled people's needs. Even if this action will be conducted, procedural necessities often cause discouragement. In result, these campaigns won't have predicted effect. The strong side of ZORON project is projecting and leading specified activities in form of negotiations, creation of Clubs of Vocational Elicitation for Disabled People, and

preparing and subscription Enterprise Programs for Assurance of Emancipation of Disabled People, which obligate sides to make specified efforts for disabled people's employment.

We can observe similar situation in the ANIMATOR project, which key element was not only to diagnose the groups treated by unemployment in the biggest level (also hidden unemployment), but proposing them individual care above small group of unemployed. Animator, which task is to support and introducing representatives of particular groups into the labour market, by concentrating efforts on the smaller number, for their better precision. Activity in smaller group is more effective, especially when there is a necessity of embracing specified person by care. There is a possibility to getting to know their preferences, abilities or competences. Having contact each day, there is a creation of trust, what is very important in work with unemployed people, but also is an occasion to better synchronizing of offers and work propositions. Nothing is more demotivating than denial in many consecutive places. This situation can have different causes (lack of qualifications, lack of negotiation abilities or aversion of employer). In these cases, animator's task is to diagnose the reason in competent way and proposing solution of the problem. It isn't limited only to creation of training's list, on which should go person which is searching for work, but also on juridical advices (group and individual) in building well-considered career pathway. It could seem that satisfactory will be finding a job by unemployed person, but another factor which appears usually after working in some period, is satisfaction of this job. Therefore on the phase of preferences' description, animator helps in identification of interests and predispositions, what influences not only on chances of employment, but also holding of this job. Beneficiary's

cooperation with animator additionally motivates interested person to pick up self-reliant, active effort in searching for job. This method is different from solutions proposed to this time. One of these cases are arising work centers, in which interested person can gain needed information about work offers, or to take a training from chosen range, and gain psychological support. However contact of interested person with people helping her/him to find a job can be occasional, what doesn't influence on motivation in good way. In using these centers' support, interested person has quite high self-motivation. But what if feeling of exclusion is too big and it makes impossible to pick up any activity? Perceiving of this problem was a key for projecting activities in ANIMATOR project.

The Slovak project JOB CENTRE was based on observation, that lack of precise information about searched specialties can make a big influence on vocational career of young people. Generally they base on unspecified information and subjective beliefs, when they choose direction of education. This situation concerns also students, for which period of academic education is the last phase in creating vocational plans. The choice of faculty, which is not carefully thought out, often conditioned by fashion, can have an effect that educated profession is not fitted to interests and predispositions of young worker. Particular analysis of labour market's needs, presented by employers, served creators of the project for indicating areas (professions), in which there is a lack of workers, often because of closing of given type of schools or study faculties. The second element, on which the product's idea was based, is to allow students getting to know requirements, which are on labour market. Inoculation a need of well-considered career development among young people allows them to direct efforts picked up among education process. Provided knowledge often

avoids aspect of self-management and managing talents among young people. Getting to know mechanisms of communication, working in group, rules of development of optimal abilities makes possible not only better self-understanding, but also causes that this person will be able to make self-marketing for potential employer. It seems to be obvious, that acquiring of these abilities needs to spend time, and indication of priorities in development of vocational career of young person. Participation in this program needed to devolution by qualification procedure and realization of specified tasks. This person learned this way regularity, organization and active, conscious building of own career plan. In this process, youth had possibility to use not only traditional forms of searching for job, but also new tools (mostly connected with Internet). In this project, big role had psychological support for beneficiaries. Picking up first work and difficulties connected with it, can influent not only on descent of motivation, but also descent of self-confidence. Therefore this kind of support seems to be adequate.

Laboratory Network Project based on very particular diagnosis of causes of labour market exclusion. This view, to this time ignored in many projects allows to indicating of causes, in this project precise description has the most important role. It allows knowing mechanisms of exclusion with regard of specificity of local labour market. There is often a situation that causes of dismissing or lack of work placements are different because of different reasons, not only the economical, but also social or cultural. Statement, why this situation has place on labour market seems to be important to beginning of new activities. In this project there were proposed to create active network which will connect all the main actors of the labour market. They had influence on created methodology of solving

the problems of exclusion. The possibility of direct expression of representatives of supply, demand and elements which stabilize labour market became an occasion to getting to know real mechanisms of exclusion. With this method, activities proposed on the next phase were applicable and addressed to specified groups which have many different social problems.

Starting the analysis of similarities in range of activities picked up during the realization of the project, it is worth to indicate that all of them had in mind picking up of common efforts of many labour sides. We can have a consciousness, that to this time problem of unemployment concentrated mostly around person which can't find the job and all the activities were basing on proposing him/her offers or trainings. But remaining participants of labour market weren't taken into account (in most of cases there were potential employers). Including them in activities of many projects caused increase of social responsibility level for this problem. The example can be activities which aim at limiting of unemployment among disabled people, which often because of employer's guilt, his aversion or cautioning, value worker can't find a job. Empowerment of different actors of labour market allows better understanding of presented needs and makes possible to realize specified activities which aim at changing mechanisms of its work. The example of this situation can be postulate of synchronizing education in specified professions to needs of local labour market.

The second important element common for three realized projects (ZORON, ANIMATOR and Job Centre) was creation of mechanisms of individual support for people searching for work. In two cases - polish projects - it based on appointment of person, which task was to be a

connector between specified people interested in job, and work offers in shown enterprises. In the third project (Slovak), people who had to support didn't have so wide range of duties. But activity connected with training, which they have leaded directly, was a form of individual help for beneficiaries.

Research modules of the projects embraced different groups of issues. In ZORON project it was identification of all the barriers (architectural and psychological), which made impossible to pick up the work by disabled persons. In this range, this research was similar to research of social exclusion factors, which were realized in Italian project. Different thematic group was research realized in the ANIMATOR project. It has concerned diagnosis of group treated in the biggest level on effects of vocational and social exclusion. Researches made in range of hidden unemployment identification were one of the first researches of this type in Podkarpacie region. In the project realized by Slovak Partner, research activities were limited to indicate precise demand on labour market and identification of preparing level of educational system.

Training modules as the important part of project activities were predicted in the ANIMATOR and Job Centre projects, but there was a difference that in Slovak project theme range was limited to creating own career (getting to know oneself, developing social abilities, organization of career and rules of working of European labour market). The beneficiaries of this project were young, learning persons, so there were any proposals of activities aimed at professional reorientation. Different situation appeared in ANIMATOR project where, except realization of computer and language trainings, the key element of this module was professional courses of chosen professions.

In many cases, with regard for trainings' costs, trainings couldn't be financed by beneficiary and also by Labour Offices, because of low interest.

In all of three projects we served by created internet tools, however only in case of Laboratory Network project it was key tool. In remaining three projects it has played supporting role, although in the ANIMATOR project created Intranet was used to communication between project partners. In Italian project, realization of activities aiming at limiting of labour market negative effects based on internet tools.

Analyzed strategies, despite key differences in range of realized particular actions, are basing on new attitude to problem of unemployment and its effects. Enclosing in its prospective wide range of market actors allows on proposing more complex solutions. Psychological and social aspect of this task, which was highlighted in the projects made possible to break the stereotype, that the problem of unemployment is only the problem of person staying without a job. The proposal of complex solutions, limited not only to trainings or promotion of employment, allow to give a proposal of changes of those who make key decisions on labour market. Only these sort of activities connected with current help for concrete unemployed persons can contribute to solving of many complicated problems of labour market. Legislative initiatives as well as individual efforts with aim to find a job, will be ineffective, if they won't be connected. The example of discussed projects confirms thesis about necessity of complex activity with aim to overcome problem concerning our societies.

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