

## Background Information on the Polish Peer Review

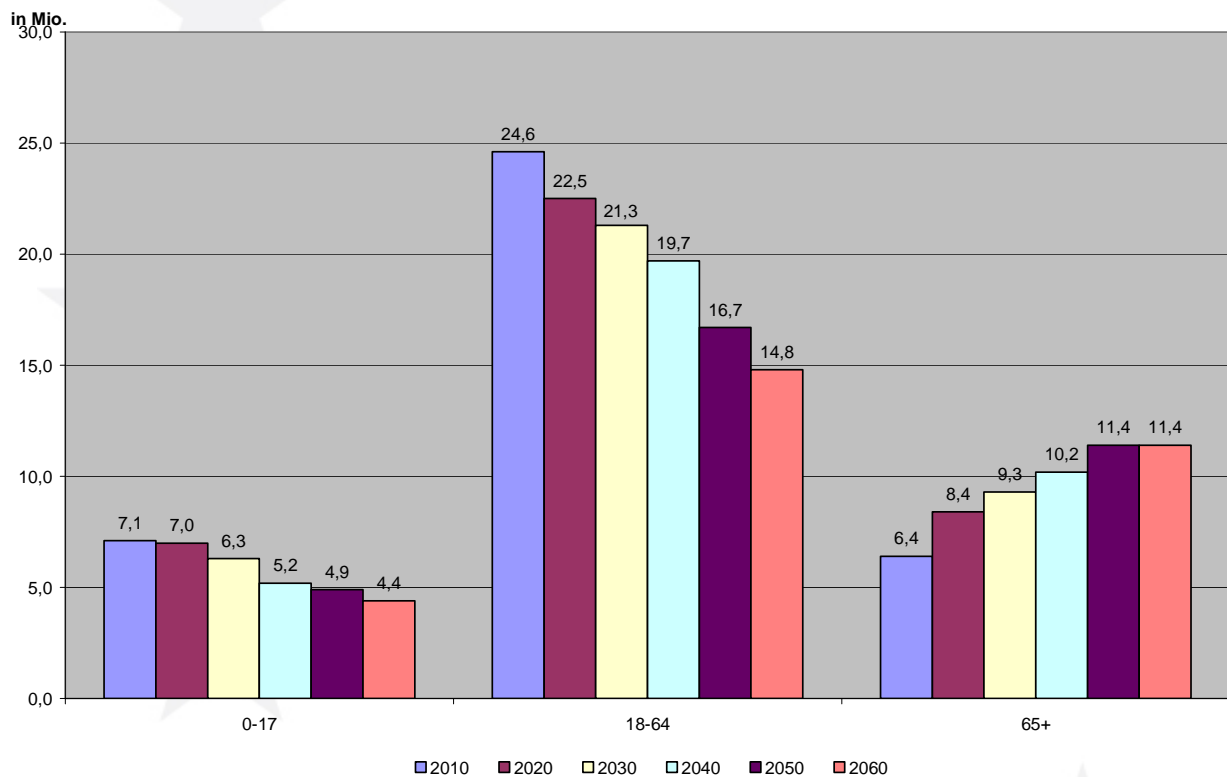
### “Demographical change – searching the new way of development”

**January 23, 2013, Katowice, Poland**

This document aims to providing brief information for the Polish Peer Review within the framework of the project “Central European Ageing Platform for an Ageing Society” (short: CE-Ageing Platform). It is designed to assist the project partners to prepare for the Polish Peer Review to be held on January 23, 2013 in Katowice.

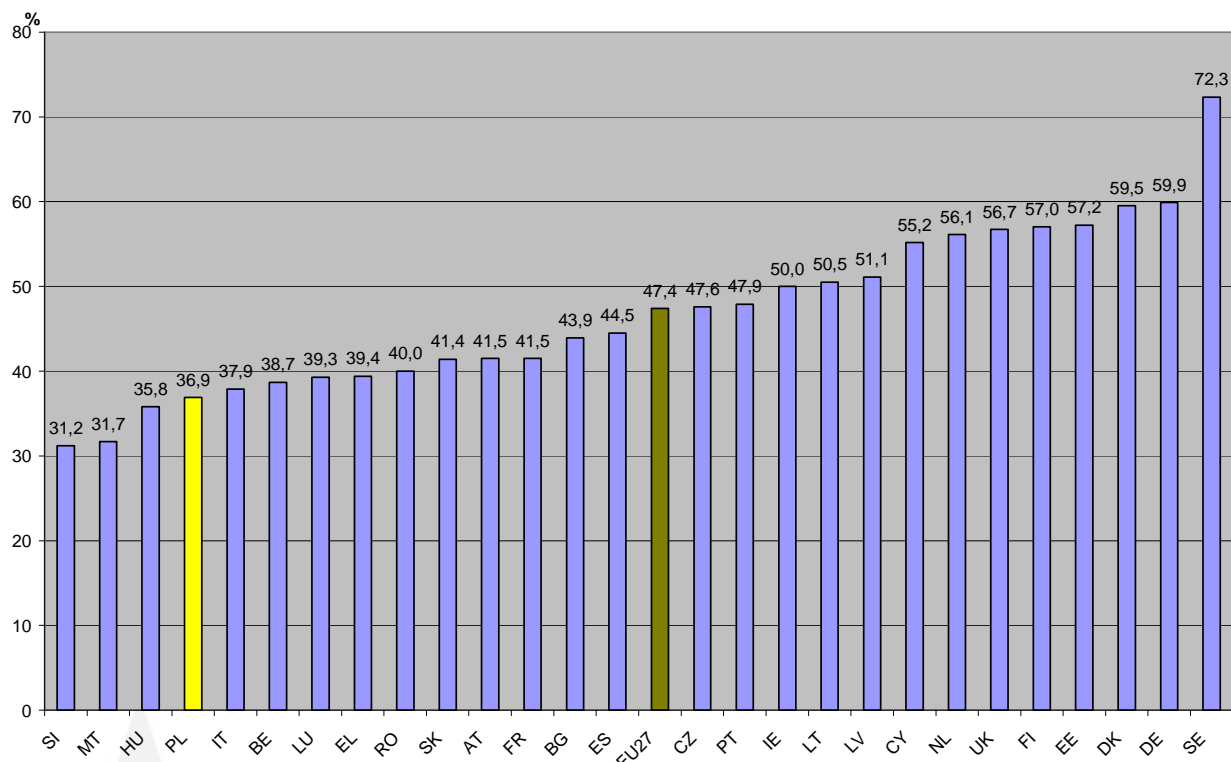
### Facts and Figures

#### *Development of Polish Population 2010-2060 (Age groups: 0-17; 18-64; 65+)*



Source: till 2035 - Demographic Prognosis for 2008-2035, Central Statistical Office, from 2036 - Prognosis done by Statistical Department of Social Insurance Company (ZUS)

## Employment rate 55-64 years in %, 2011



Source: Eurostat

**The present situation and future prognosis** in Poland is the following: Fertility in Poland lies below the EU-27 average and only a moderate recovery is expected. Life expectancy is lower than the EU-27 average but rising. So the population is expected to diminish until 2060 by almost 8%. The old-age dependency ratio stay far below the EU-27 average but till end of forecast period is expected to triple and exceed the EU-27 average. Public debt is close to the EU-27 average and public social protection expenditure is expected to rise only moderately over the coming decades.

In 2011 the employment rate for men stood at 66,3% in Poland, as compared with 53,1% for women. A longer term comparison shows that the employment rate both for men and women in 2011 was over its corresponding level ten years earlier (respectively 59,2% and 47,7% in 2001). The proportion of the Polish workforce reporting that their main job was part-time diminished steadily from 10,3% in 2001 to 8,0% by 2011. That shows that part-time employment was relatively unpopular in Poland. The **specific challenges faced** are that older workers represent a significant potential for increasing employment as their employment rates are well below the EU-27 average.

In the following you can find background information to the presentations that are going to be held within the Peer Review:

## **"SEVENTY PLUS" - Activation and protect of Katowice inhabitants in older age**

<http://www.mops.katowice.pl/>

project for improving life quality of older persons:  
[malgorzata.moryn-trzesimiech@katowice.eu](mailto:malgorzata.moryn-trzesimiech@katowice.eu)

In Katowice, currently 19% of the population is in post-working age (including 50,377 persons over 65). There are more people of post-working age than pre-working age and life of inhabitants is extending : the average age for women is 83 and for men is 74. The socio-demographic analysis of Katowice indicate for the organizations and institutions responsible for social policy in city to specifically focus attention on the development of systemic actions to older residents. These measures should be based on the assumptions of EU countries. One of these assumptions is the organization of social life taking into account rights of older people to independence, participation, care, self-fulfillment and dignity.

### **Specific objectives of the project:**

- Health needs implementation,
- Housing needs implementation,
- Facilitating participation in society,
- Social needs implementation.

Within the program it is built a multi-dimension model supporting older and disabled persons by Municipal Social Welfare Centre in Katowice in cooperation with the Department of Social Policy of the City, including:

- establishment of Advisory Committee for older and disabled persons,
- determine the directions of the support system for older people,
- fix rules for co-operation system of social welfare, health care, municipal, police, NGOs, employees, education, culture and sport,
- clears and creating solutions to help best meet the needs of the health, social and housing of older persons,
- implementation of training courses, workshops, conferences,
- multidisciplinary systematic exchange of experiences and ideas related.

**CHAMBER OF LABOUR UPPER AUSTRIA (Lead Partner)**  
email: [bogner.t@akooe.at](mailto:bogner.t@akooe.at)  
phone: +43 732 6906 2445, fax: +43 732 6906 62445

**CENTRE FOR SOCIAL INNOVATION (Communication)**  
email: [machacova@zsi.at](mailto:machacova@zsi.at)  
phone: +43 699 10932028, fax +43 1 4950442-40

[www.CE-ageing.eu](http://www.CE-ageing.eu)



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co-financed by ERDF

[www.central2013.eu](http://www.central2013.eu)

## “Flexible 50+” – Flexible form of employment on Lesser Poland labour market

<http://www.elastyczni.pro-inwest.org>



Project co-financed by the European Union under the European Social Fund. To apply for funding for the project was inspired by low economic activity of people over 50 in Lesser Poland, poor use of flexible forms of employment, lack of sources of information about the real needs, expectations and opportunities, flexible forms of employment among 50 + as well as potential employers of Lesser Poland, insufficient programs for the integration of 50 + among assistance and social integration institutions. The lowest employment rate in the Lesser Poland province is characterized by a person over 50 (28.6%).

The target of the project are social assistance and integration institutions (including non-governmental organizations operating in the field of social assistance and integration, betting activity, occupational therapy workshops, county family assistance centers, social welfare centers, nursing homes, institutions specialized counseling, care and educational centers, adoption and care), social and economic partners (such as business organizations and employers, trade unions, professional associations) and not working 50 + of the Lesser Poland region.

The aim of the project is diagnosing the situation of persons 50 + on Lesser Poland labour market in terms of their social and vocational integration and social policy in the region.

Within the project are created following products:

- manual "flexible 50+ integrating",
- guide of flexible forms of work,
- guide "flexible forms of work a work opportunity".

## “Active” – Professional reintegration of women

<http://www.aktywne.pro-inwest.org>



Project co-financed by the European Union under the European Social Fund. The project is implemented in cooperation with foreign partners from the Netherlands. To apply for funding for the project was inspired by special situation of women over 45. The report the Provincial Labour Office in Katowice concerning situation of women on labour market at the end of September 2010 shown that in Silesia remained without work 55.3% of all registered women. Among registered, most women are between 45 and 54. Compared to the previous six months unemployment rate in this group of women increases.

The aim of the project is social and professional activation of women over 45 threatened social exclusion returning to work after a break related to isolation in prison, based on the adapted methods support the Dutch institution.

The target of the project is 50 women over 45, returning to work after a break related to isolation prison. The project provided support to 120 people in the social environment of Silesia.

CHAMBER OF LABOUR UPPER AUSTRIA (Lead Partner)  
email: bogner.t@akooe.at  
phone: +43 732 6906 2445, fax: +43 732 6906 62445

CENTRE FOR SOCIAL INNOVATION (Communication)  
email: machacova@zsi.at  
phone: +43 699 10932028, fax +43 1 4950442-40

[www.CE-ageing.eu](http://www.CE-ageing.eu)



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Within the project are organized following trainings:

- IT and computer,
- old person cares,
- professional cleanings,
- cosmetic.

Additionally participants receive professional, psychological and legal advises.

**"To be or not to be a verb"** – Functional analysis of an employee in a temporary employment

[http://www.byc\\_albo\\_nie\\_byc\\_czasownikiem.pro-inwest.org](http://www.byc_albo_nie_byc_czasownikiem.pro-inwest.org)



Project co-financed by the European Union under the European Social Fund. To apply for funding for the project has inspired by situation on the regional labour market where traditional forms of employment - also called typical, paradoxically become in practice - unusual, and those recognized by professionals on the labour market to the unusual, such as work on the basis of contracts, contract work, temporary work and temporary work are the most common of all.

The aim of the project was to analyze functioning of workers in temporary employment conditions, so condition in which are involved three entities: temporary employment agency, company member, a temporary employee, and in particular knowledge of patterns and consequences of this form of employment for the employee, the employer and the labour market.

The target of the project was temporary employees, manager of companies of Silesia. Inhabitants of Silesia had possibility to comment this kind of employment in questionnaire surveys.

Within the project are created following products:

- adapting program for temporary employees,
- manual for temporary employment,
- guide for temporary employment.

Ms Małgorzata Dobrowolska  
[malgorzata.dobrowolska@us.edu.pl](mailto:malgorzata.dobrowolska@us.edu.pl)

**"People 50 + on Silesia labour market"** - Results of survey

<http://www.ageinplatform.gig.eu>



In this part of the review there will be presented results of surveys carried out on a population of 525 respondents by GIG partner. Researches on the working and unemployed people over 50 and employers in the SME sector have been focused on the cognition areas, which have found their specification in structure of questionnaires. A total of three questionnaires were developed. Their development was preceded by

CHAMBER OF LABOUR UPPER AUSTRIA (Lead Partner)  
email: [bogner.t@akooe.at](mailto:bogner.t@akooe.at)  
phone: +43 732 6906 2445, fax: +43 732 6906 62445

CENTRE FOR SOCIAL INNOVATION (Communication)  
email: [machacova@zsi.at](mailto:machacova@zsi.at)  
phone: +43 699 10932028, fax +43 1 4950442-40

[www.CE-ageing.eu](http://www.CE-ageing.eu)



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qualitative research, consisting in carry out interdisciplinary analysis of literature, described in the interim report entitled: The situation of people 50 + on the Polish labour market. Interdisciplinary literature and publications review for 2007-2011<sup>1</sup>. The next step was development, on the basis of the literature review, construction of directional thesis to questionnaire preparation<sup>2</sup>. A total of 39 thesis were developed, which were key material, on basis which questionnaires were developed.

The entire research in the field of literature analysis was carried out in the context of an aging population (demographic changes) in several functional sections. They included: law, economy, employment, unemployment, social policy and social exclusion. This methodological approach conditioned internal configuration of literature analyses, directional thesis and questionnaires. The first stage of the questionnaires development was directed on questions corresponding to the primary objective of the study. The result was further work to reach their targeted feasibility studies categorized by interview. This helped receiving as the final result, three questionnaire surveys to collect data that allow quantitative and qualitative study of comparable regardless of the respondent as well as the study population.

The addressees of the first survey were unemployed over 50+. The second survey was addressed to the employees over 50 +. And the third survey targeted employers of SME sector. The internal structure of each questionnaires was formed in accordance with a predetermined functional section and consists of four parts. The first part contains metric questions. The second part contains questions corresponding to law and economy section, the third part relates to employment and unemployment, and the last part concerns the social policy and social exclusion. Each questionnaire ends with of information control part and was preceded by a suitable cover letter for research.

The detailed structure of the questionnaires in key questions, in given cross functional and regardless of the respondents population, covers the following areas: access people 50 + to jobs, retirement and pension benefits, depending on the labour market among young and people over 50, the employment of people 50+ in the SME sector, fiscal policy for people 50 +, knowledge of flexicurity and age management strategies, education, equal opportunities and discrimination. Quantitative and qualitative analysis of survey results allowed identify barriers limiting employment, deactivation causes, factors increasing.

Ryszard Marszowski  
rmarszowski@gig.eu

## Useful Links:

- [http://www.stat.gov.pl/gus/5840\\_11752\\_PLK\\_HTML.htm](http://www.stat.gov.pl/gus/5840_11752_PLK_HTML.htm)
- <http://www.elastyczni.pro-inwest.org>
- <http://www.aktywne.pro-inwest.org>
- [http://www.byc\\_albo\\_nie\\_byc\\_czasownikiem.pro-inwest.org](http://www.byc_albo_nie_byc_czasownikiem.pro-inwest.org)
- <http://www.ageinplatform.gig.eu>
- [http://www.zielonalinia.gov.pl/upload/50plus/Zalacznik\\_nr\\_5.pdf](http://www.zielonalinia.gov.pl/upload/50plus/Zalacznik_nr_5.pdf)
- <http://www.regiopraca.pl/portal/rynek-pracy/miejsca-pracy/szansa-dla-bezrobotnych-zostan-opiekunem-dodzieci-w-opolskiem>

**We are looking forward to a successful Polish Peer Review!**

<sup>1</sup> [www.ageinplatform.gig.eu](http://www.ageinplatform.gig.eu) - results

<sup>2</sup> [www.ageinplatform.gig.eu](http://www.ageinplatform.gig.eu) - results