

“OWL – OLDER WORKERS IN LEARNING”

LIFELONG LEARNING PROGRAMME
LEONARDO DA VINCI – PARTNERSHIPS

LLP-LDV-PA-08-IT-282



Peer Review
Poland
1st – 3rd of July 2009

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Organisation	Zarząd Regionu Małopolska NSZZ “Solidarność”
Place of visit	Cracow, Poland
Date	1 st – 3 rd of July 2009
<p>1. Background material (same as for preparation of the review; cf format above)</p> <p>c.f. annex 1 (Background Information)</p>	
<p>2. Description of the peer review process</p> <p>We try to divide a visit for three parties – to show the problem from 3 points of view and on 3 levels.</p> <p>First day was dedicated to the solutions on the national / regional level. During this day general idea and knowledge of VET System in Poland and with focus on Małopolska Region was presented. We present also different actors, that play important role in this field: regional authorities (responsible for creation of solutions and financial circumstances), regional supervisory of education (responsible for education system), organisations of employers and trade unions.</p> <p>The second day – in Tarnow was dedicated to present implementation the general frames and programs from national / regional level to the district. We would like to show how different institutions and organizations might cooperate on the smaller labour market.</p> <p>The second and the third day was used to present the problem of WBL from perspective of single company and a continuing education school. What are their real problems with planning, organizing and financing of the training.</p>	

3. Summary of the feedback received

Key issue n°1

The role of trade unions in LLL, VET in WBL.

Question n°1

Why Polish trade unions are not involved in the activities on the field of LLL?

- Unions aren't aware of the advantages with lifelong learning,
- Tradition of Polish trade unions – there were not used in the LLL,
- Lack of joined up thinking,
- Lack of real collaboration,
- Short term planning and thinking,
- Reactive rather than pro-active strategy
- Most of older workers have finished their education in the communist period and it could be difficult for them to change their way of thinking about LLL – it also touch trade-unions leaders – they do not feel responsible for changing the situation
- Collective bargaining and agreements play minuscule role in the Polish labour market – so the influence of Polish trade unions on the situation on the company level is very weak;
- It's also general problem, that LLL doesn't play important role in the polish companies;
- There's a clash in many polish companies, so trade unions are not in good position to support LLL.
- There're more topics that seems to be more important to Polish trade unions – some aims directly connected with work condition, salaries are more important, because their results are more evident for members of trade unions – participating in learning doesn't give generally – any profits in the company (like better position, higher wage).

Question n°2

What should be the role of trade unions?

Trade-unions should play important role in developing communities of learning, empowering the learner, changing the culture of what learning is for and for what is to serve. They could also play some role in changing of system of pedagogy. They should motivate their members to participate in learning and show some advantages: like higher wages. Trade unions should promote also good solutions (ex. KSG). They also should help workers to analyse their needs and recognize their wishes to transform their personal empowering. They should also look for agreements on company level.

Trade unions should give more information to the workers about possibilities and importance of trainings.

Trade unions should look for more contacts with training institutions. Trade unions might be a kind of “innovation and development agent”, that promote local methods and models, where all the actors (public and state institutions), social partners (trade unions, companies), training institutions, private associations could be joined to work together to create new region – as a Małopolska.

Unions might also try to be a kind of training centre for workers – with professional education courses managed by them in order to help their members to find a better occupation.

Question n°3

How trade unions can change the situation?

Trade unions should try to cooperate with all the partners, which are interested in LLL. On the regional level “Solidarność” should be more interested in participation or creation of any partnerships dedicated to this topic.

Trade unions should take part in creation of clarity objectives and better advertising of benefits. Trade unions might provide examples of good practice to encourage active participation of workers (as it happens in KSG Tarnów).

Trade unions should negotiate better conditions of work for those workers, that attend in the trainings, pass the exams etc. Unions should also discuss and concentrate during negotiation on LLL programs.

Trade unions should also try to create national fund for enterprises to help small and medium companies to receive money for trainings of the workers.

It's important also to develop the awareness of trade union's leaders –to organize more trainings and seminars for trade unions about LLL programmes.

Key issue n°2

Teaching method – how to plan, control and assess the learning process outside the class-room

Question n°1

What do you think about Polish model of planning and organizing the trainings for older workers? Which points are weak, which are strong?

The model that exist in Poland is a similar to the existing solution in other countries (especially in Italy)

Generally no one organisation or institution is fully responsible for the problem of planning and organizing older workers. Most of actions are driven by finance, which is mostly controlled by labour office. They're of course some activities to coordinate this activities, but they're more dedicated to unemployed persons, than to older workers.

The weak point of this situation is that labour offices are not able to change the culture of the companies.

It's also very problematic to notice and reduce the differences between needs of older and younger workers. It's usually easier to help younger workers. Mostly there's no any special courses dedicated to older workers.

The crucial step is to establish good relation between employers and unions focused on the problem of learning of workers. The huge discussion between different stake holders could be helpful. Polish institutions should also look for examples from different countries – how

partners cooperate, what are their experiences, etc.

The main problems is that, most of the trainings are class-room courses, which are not popular among older workers. The range of learning methods is very poor.

The main role on planning training should be putted on company level – which doesn't take place in most of the companies – except of some very good and developed examples, like in KSG Tarnów. The strong aspects of this company is a good cooperation between employer and trade union, and some program of motivation for workers (financial support, benefits, creation of opportunities for development, etc.)

The main problems is also problem: how to forecast the future needs of labour market – the regional authorities are mainly focused on fulfillment of actual needs of unemployed persons or employers.

Annex 1

Background Information

Visit Poland 1st- 3rd of July 2009

Case Study

1	<p><u>General background information</u> <i>National and local economic and labour market situation, ageing/demographic change, social partners, vocational education and training system, continuing education etc.</i></p> <p>General background information Malopolskie Voivodeship - the region around Krakow Malopolska is one of Poland's 16 administrative provinces (województwo), with Krakow as the capital city, and comprises 8.3% of the country's population. It has its own provincial parliament and the executive, albeit both with limited powers. The Malopolska province makes up the chief part of Poland's larger historical region of Malopolska bordering on the Ukraine to the east and Slovakia to the south, and on the Polish regions of Slask to the west and Mazowsze to the north. It is an area of charming beauty, with copious medieval towns and castles dotting the hillsides and the Carpathian Mountains covered with lush vegetation. A perfect place for those fond of diverse scenery with great walks, hikes, skiing, biking, fishing, camping out in the open, etc.</p> <p>Economy Services flourish, industry carries on, and agriculture lingers on in the Malopolska province. Five universal banks have their headquarters here (namely in Krakow) in addition to over 100 local cooperative banks. Further 25 big banks operate in the province via their branches, outposts of multinational giants as Deutsche and Citicorp in that number.</p>
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Some 246,000 industrial jobs account for 26.5% of the province's total, with metals, steel, machinery, chemicals, tobacco and wearable goods being the staples. Among others, the Malopolska province is home to Europe's fourth biggest maker of cables (Krakow's Tele-Fonika), Europe's third largest producer of synthetic rubber (Oswiecim's Dwory), and the world's second biggest maker of roof windows (Nowy Sacz's Fakro). The high-tech gets high profile by day in the Malopolska province that already boasts Poland's biggest computer maker, most-visited internet portal and largest fiberglass cable producer as well as Motorola's European R&D center. Besides the local media Malopolska is home to the nation's most popular radio network and the biggest regional TV station. It has one special economic zone (Krakow Technological Park, meant for major high-tech investments), 4 enterprise incubators, 3 commercial-fair grounds, 8 higher economics schools.

Malopolska's accounts for 5.5 percent of Poland's exports. In 2003 the province's businesses sold abroad goods worth over 2.6 billion euros (or 808 euros per capita). Machines made up 30.4 percent of of the exports value, steel and other metal products 16.4 percent, plastics 7.3 percent, motor industry 6.5 percent, chemicals 6.2 percent, foods 5.7 percent, and paper 4.7 percent. The European Union accounted for 60.6 percent of the Malopolska exports with Germany as the main importing nation with its 27.8-percent share, while combined Eastern Europe bought 29 percent. Over 857,000 ha of arable land takes up 56.6% of the provinces territory divided among 222,500 farms-average 3.2 ha per farm.

Foreign Direct Investment

The Malopolska province is the fourth most popular destination of FDI among Poland's regions in absolute terms. Over 70% of its \$1.5 billion intake went to Krakow. Germans were investing in the Malopolska province most often, yet Americans outspent everybody. Major investors proved Germany's Hypo-Vereinsbank and Deutsche Bank 24 (banking), US Philip Morris (tobacco), Croatia's Pliva (pharmaceuticals), France's Electricite de France (power generation), Coca Cola (beverages), Turkey's Rumeli (cement) and Denmark's Carlsberg (beer). Foreign-controlled companies provide some 45,000 jobs, about 8,000 newly created.

Tourism

The Malopolska province embodies Polish prime tourist destinations, be it summer or winter. There are such obvious musts as Krakow, Tatra Mountains, Auschwitz, Wieliczka or Jura. At the same time the best hiking, skiing, bird-watching, biking, water sports, fishing, sightseeing, etc. can be found in the region. And the Malopolska's abundant mineral-water and thermal springs together with bracing climate gave rise to many health resorts. Also agrotourism (i.e. tasting peasant life in comfort) proves ever more popular. Plus colorful and varied folklore.

More information: www.malopolskie.pl

Here you can find information about employment in Poland:

<http://www.mpips.gov.pl/index.php?gid=1317>

Here's information about education system in Poland:

http://www.eurydice.org.pl/files/the_system_2008.pdf

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Context and background of the specific case

Which was the problem, to which problematic situation did the action react? Which were the proposed solutions?

„Adult education” and „continuing education” are often used interchangeably in Poland. The term „continuing education” is defined as „education in schools for adults as well as the development of general knowledge, vocational skills formation and ability development in out-of-school forms by persons who have graduated from compulsory education”.

The Minister of National Education is responsible for co-ordination in the field of adult education and in particular through the activities of the Department of Vocational and Continuing Education. This department is responsible for the following activities in the field of adult education: establishment and running of public continuing education centres,

public practical training centres and in-service training centres, as well as for the definition of principles underlying the acquisition, complementing and improvement of vocational qualifications on the out-of-school basis, the preparation of admission rules for distance education and for postgraduate studies in public and non-public schools of higher education, co-operation with central and local administration and social partners in the creation of continuing education policy. Moreover, the Department is responsible for the co-ordination of core curriculum development for general and specialised vocational training, for evaluation of the continuing education system and for upgrading of the accreditation system for education centres working in the out-of-school system.

The Minister of National Education co-operates with the ministers responsible for economy, labour, culture and health in the area of vocational and continuing education.

Adult education in public schools is financed from the territorial self-governments’ resources.

Adult vocational training and adult general education can be provided both in the school and out-of-school forms. Vocational training and general education for adults in out-of-school forms can be organised by public or non-public education institutions.

Adult vocational training and adult general education can be provided both in the school and out-of-school forms. Postgraduate studies, considered to be a form of continuing education, are organised by public or non-public higher education institutions, research units and by units of the Polish Academy of Sciences.

Vocational training and general education for adults in out-of-school forms (except postgraduate studies) can be organised by: public education institutions and non-public education institutions. Continuing and practical education centres (CKU, CKP) are the most common public continuing education institutions.

Non-public education institutions can be organised by social organisations and associations, religious organisations and individuals. Unfortunately the role of trade unions in the LLL is quite small.

“Solidarność” Małopolska has expressed strong interest in the subject of this project. Indeed, the trade union has itself organised training courses for the prevention of

	<p>unemployment and re-integration of unemployed into the labour market. A special unit of the Regional Board, the Bureau of Programmes of the Employment Market, runs third party funded training courses for the unemployed, those potentially facing unemployment, and those willing to increase their skills. The Bureau also helps out young people entering the employment market and assists the attendees of the courses in finding employment. Additionally, since 1991, the Regional Board has been running the Employment Office Bureau. For example, in 2000, the Regional Board Solidarność together with the Ministry of Work and Social Policies, introduced a broad programme of training for the youth of the Małopolskie voivodship with 846 participants. The trade union consequently participates in the function of a social partner as well as an organisation which has direct experience in the provision of training.</p> <p>We would like to ask our partners about their opinion on the role of trade unions in WBL – what trade unions should do in this field, what kind of activities it should be started.</p>
<p>3</p>	<p>What are the specific questions which you want to ask the peer reviewers during the visit?</p> <p>The visit should be focused on these themes:</p> <p>1) The role of trade unions in LLL, VET in WBL.</p> <ul style="list-style-type: none"> - Why Polish trade unions are not involved in the activities on the field of LLL? - What should be the role of trade unions? - How trade unions can change the situation? <p>2) Teaching method – how to plan, control and assess the learning process outside the class-room</p> <ul style="list-style-type: none"> - What do you think about Polish model of planning and organizing the trainings for older workers? - Which points are weak, which are strong?

Annex 2.



Detailed Programme of visit in Poland 1st – 3rd of July 2009

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Participants from partner organizations:	<p>DE Ms Sabine Bechheim Ms. Monika Stricker UK Mr. Andy Ash Ms. Lesley Burgess SW Ms. Marie Ekelund Ms. Madeleine Kurzwelly</p> <p>IT Ms. Anna Maria Gorla Mr. Luca Varnava Mr. Piero Bozzola Mr. Enzo Marrafino Mr. Tullio Colombo Ms. Elisa Valentini</p> <p>PL Ms. Joanna Furtak Mr. Wojciech Grzeszek Mr. Henryk Łabędź Mr. Romuald Jewuła Mr. Bartosz Lipszyc Mr. Adam Gliksman</p>

Day 1 Wednesday 1st of July 2009, Cracow

Place	Time	Activity
Meeting point at 9.00 in the lobby of Hotel Alexander Meeting will be at Małopolska “Solidarność” Offices, Pl. Szczepański 5, room 406.	9.15-9.45	<i>Welcome:</i> Mr. Wojciech Grzeszek, The President of Małopolska NSZZ “Solidarność” Mr. Kazimierz Barczyk, The President of Stowarzyszenie Gmin i Powiatów Małopolski (Association of Małopolska’s Communities and Districts), Vicepresident of Regional Parliament of Małopolska Region Short presentation of participants
	9.45-10.15	Mr. Bartosz Lipszyc, Vice-director of Stowarzyszenie Gmin i Powiatów Małopolskich (Association of Małopolska Cities and Counties): <i>Presentation of Region Małopolska</i>
	10.15 – 10.45	Mr. Wojciech Grzeszek The President of Małopolska “Solidarność”: <i>Presentation of NSZZ “Solidarność” and its activities on the field on labour market.</i>
	10.45 – 11.30	Mr. Jacek Smagowicz, Member of Presidium of National Commission of NSZZ “Solidarność”, Member of Chief Council of Employment, member of monitoring committees: of the National Development Plan; Improvement of the competitiveness of enterprises Programme; Development of Human Resources Programme: <i>Does Poland need older workers? Policy of state and opinions of NSZZ “Solidarność”.</i>
	11.30-11.45	Coffee break
	11.45-12.15	Ms. Dorota Skwarek, inspector in Regional School Inspectorate: <i>Vocational and continuing education system in Poland</i>

	12.30-13.30	<p>Ms. Anna Popielska, Regional Labour Office, The Strategy of Labour Market Team</p> <p>Ms. Halina Juszczak, Regional Labour Office, The centre of career' planning: <i>Support for people aged 45/50 + under the regional component PO KL in Małopolska</i></p>
ul. Sławkowska 1	13.30-14.30	<p>Lunch at Kryjówka www.kryjowka.krakow.pl</p>
	14.30-15.00	<p>Mr. Tadeusz Walczak, Member of the board of Małopolska Chamber of Craftmanship and Enterprise <i>The System of the continuing education in Poland – opinion of employers.</i></p>
	15.00-15.30	<p>Mr. Piotr Koper, lawyer of Małopolska “Solidarność”: <i>Legal aspects of education of workers in Poland – possibilities and changes. The role of trade unions on the basis of collective bargaining</i></p>
	15.30–16.00	<p>Mr. Henryk Łabędź, Vicepresident of Małopolska ”Solidarność”, responsible for trainings in Małopolska ”Solidarność”: <i>NSZZ Solidarność as training institution</i></p>
	16.00-16:30	<p>Mr. Adam Gliksman, Responsible for strategy, information and promotion: <i>Is anybody interested in the older workers education in Poland? The role of employers and organization and employees. Experiences of Małopolska ”Solidarność” on the field of vocational education”</i></p>
	16.30-17.00	Discussion
Meeting at the lobby in Hotel Alexander at 19.50.	20.00	<p>Dinner at Morskie Oko Restaurant www.morskie_oko.zaprasza.net</p>

Day 2 Thursday 2nd of July 2009 Tarnów

Place	Time	Activity
Meeting point at the lobby in hotel Hotel Alexander 8.00 Tram to Railways Station: 2, 4, 12, 14 (2 stops) Train to Tarnów leaves at: 8:30, arrival to Tarnów: 9:35.		
Karpacka Spółka Gazownictwa z siedzibą w Tarnowie u. Wita Stwosza 7	9.45-10.00	Coffee
	10.00- 10.30	Mr Romuald Jewuła, The president of „Solidarność” in Tarnów: <i>Presentation of Tarnów and activities of Tarnów “Solidarność”</i>
	10.30- 11.00	Ms. Jolanta Labok-Wardzała, The Chief of Mediation of Labour and Registration Department of Local Labour Office in Tarnów <i>The Characteristic of labour market in Tarnów in may 2009</i>
	11.00- 11.30	Ms. Cecylia Andrusiewicz, The manager of Labour Market Instruments’ Unit in Regional Labour Office in Tarnów <i>Training of workers and unemployed persons. The policy and activities of PUP in Tarnów</i>
	11.30- 12.00	<i>Older workers in learning – experiences of workers from different companies in Tarnów</i>
	12.00- 12.30	<i>Discussion</i>
Training Center of KSG ul. Krakowska 9	12.30- 14.00	Lunch at Hotel Bristol www.hotelbristol.com.pl
	14.00 14.10	Mr. Bogdan Pastuszko, The President of KSG, <i>Welcome</i> Mr. Eugeniusz Szczebak, The manager of HR unit:

Train to Cracow leaves at 17.27, arrival to Cracow at: 18:37		<i>Presentation of training policy of KSG and company's activities dedicated to older workers</i>
	15.00	<i>Questions</i>
	15.30	<i>Visiting of Training Center</i>
	16.00-16.30	<i>End of the meeting and conclusions</i>

Day 3 Friday 27th of March 2009, Cracow

Place	Time	Activity
Meeting point at app 8.15 in the lobby of Hotel Alexander tram nr 4 from Teatr Bagatela to Nowa Huta	9.00-9.45	Ms. Krystyna Łabędzka Principal of Centrum Kształcenia Ustawicznego (Centre for Continuing Education) <i>Presentation of CKU</i>
	9.45-10.15	<i>Visit in the training center</i>
	10.15-11.15	<i>Discussion and time for reflection</i>
Restaurant „Hulaj Dusza” Pl. Szczepański 7	12.00-13.00	Lunch at Hulajdusza, www.hulajdusza.pl
	13.00	End of the meeting and departures