



# INVESTMENT POTENTIAL OF THE KONIN COUNTY

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**B**ased on the collected data and the conducted demographic simulations of the region (the Konin County and the city of Konin), it can be concluded that the human potential of working age in 2023-2033 will meet the needs of the project in the first phase. Assuming the need to employ **2.5 thousand people**, the Konin labour market guarantees the possibility of acquiring competitive candidates in terms of professional qualifications and a competitive salary in relation to the average wages in the production industry for the province and the country. Furthermore, assuming the forecast migration of people in the region and the age structure of potential candidates, the demographic structure should not change significantly over the **next 2-3 years**.

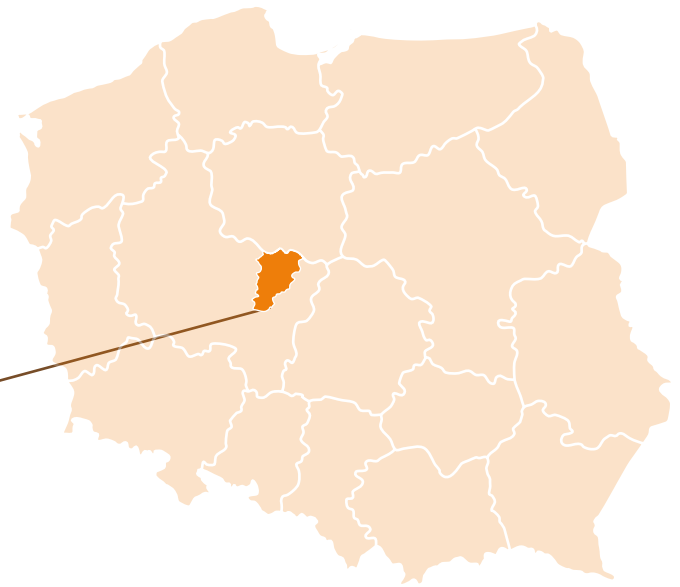
When considering the project in the second phase – it should be noted that the demand for 10 thousand people in 2033 will constitute as much as 25% of people of working age in the city of Konin itself and 1/8 of the working-age population of the Konin County. This is a significant share. Despite the assumed natural mismatch of candidates, including salary expectations and lack of appropriate qualifications, it will be possible to recruit employees offering them increased salary rates. Assuming the need to attract workers from outside the Konin area, additional pay elements related to permanent relocation or higher transport costs should be taken into account. Therefore, for the purposes of this study, an analysis of the employment of foreigners was carried out, which would effectively solve the problem of the Konin labour market not matching the requirements of the project in terms of workforce demands in phase II. The obtained data and many years of experience as an employment agency employing foreigners for temporary work show that the Konin market, unlike the entire Wielkopolska Province, is an unsaturated market for foreigners. In the Wielkopolska Province, the number of issued foreigner employment declarations increased almost 4.5 times between **2015** and **2019**. Nationwide, in the same period, it was a 3.5-fold increase; in Konin the increase was lower – **3 times more declarations**. It is worth emphasizing that candidates, especially from Ukraine, are more competitive in terms of the average working time per month and wages. The analyses carried out based on the proprietary data of Grupa Progres reveal that foreigners rotate less frequently and work 53 hours longer a month on average in projects related to temporary work.



**Considering the scale of the demand in phase II and the potential of the local market over 10 years from 2023 to 2033, we recommend mixed employment so that the costs of acquiring candidates do not depend only on the microeconomic situation of the region. Mass acquisition of foreigners will increase competitiveness and enable reaching the desired performance indicators.**



# KONIN COUNTY



- Location: central Poland, eastern parts of **Wielkopolska**
- Area **1,578 km<sup>2</sup>**
- The county consists of **14 communes**:
  - 5 urban-rural communes:** Golina, Kleczew, Rychwał, Sompolno, Slesin;
  - 9 rural communes:** Grodziec, Kazimierz Biskupi, Kramsk, Krzymów, Rzgów, Skulsk, Stare Miasto, Wierzbiniek, Wilczyn.
- The local community inhabits **506 localities**, including **5 towns**.
- **Location in Europe.**



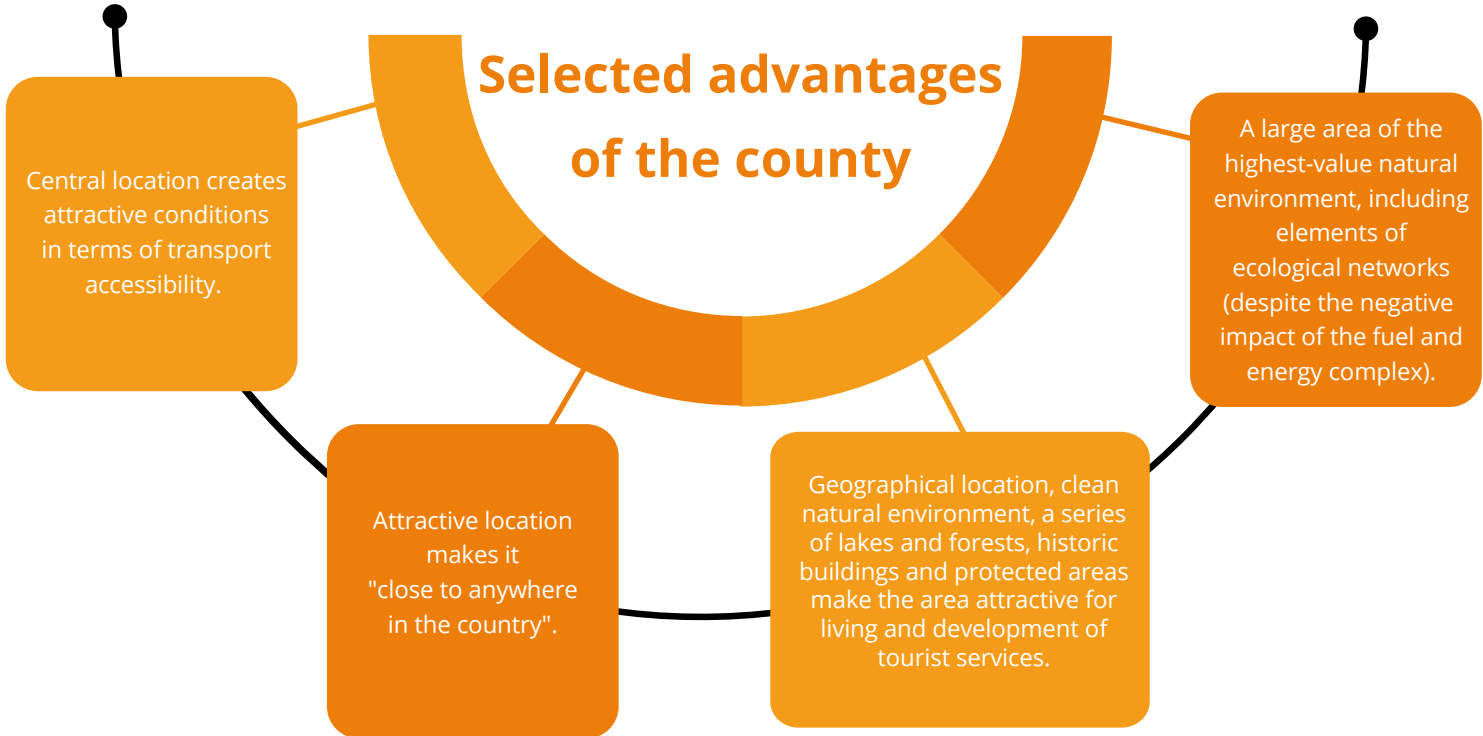
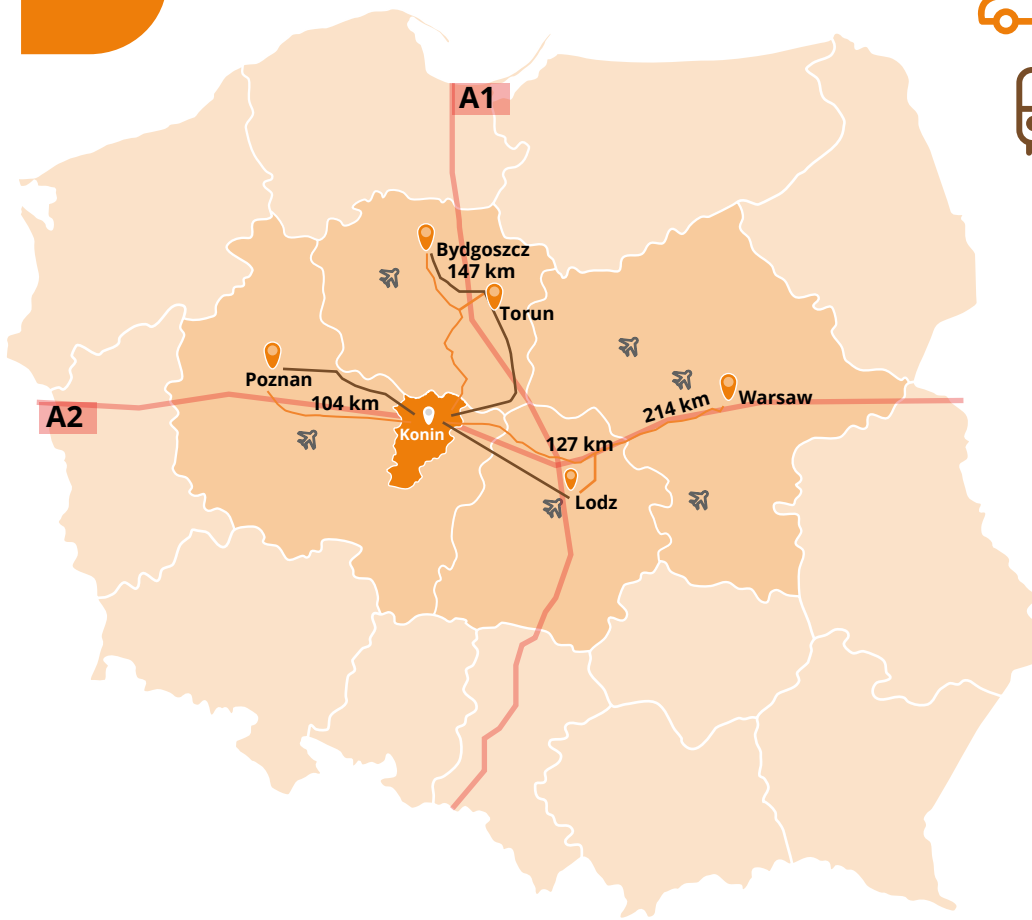




The A2 motorway runs through the Konin County, 3 national roads: 25, 72, 92 and province roads: 264, 266, 443.



**Numerous traffic routes running through the county - road, rail, water, international and national**, i.e. the A2 motorway (south of Konin), connecting Warsaw and Poznan, which is part of the international Berlin-Moscow route. From the north to the south, the city is crossed by national road 25 (Bydgoszcz-Kalisz). Railway line 3 running through Konin is part of the international E20 Berlin-Moscow railway line. The Warta River, flowing through the city, connects it with the Baltic coast through a network of lakes and canals, which creates additional opportunities to use alternative means of transport. Direct neighbourhood of Konin, with its well-functioning administrative and financial infrastructure, business environment institutions and higher education.



# DEMOGRAPHICS OF THE KONIN COUNTY AND THE CITY OF KONIN

## Conclusion:

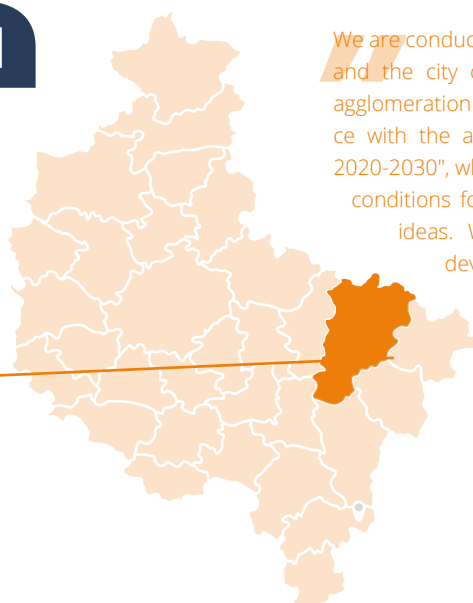
Despite the decreasing number of inhabitants, Konin is one of the cities with the highest population density in the Wielkopolska region, taking 4th place on the list, right after Poznań, Leszno and Kalisz. Moreover, the population growth in the entire county is positive (both in 2019 and in previous years), and the demographic forecast assumes that in 2050 the population in the Konin County will be very similar to the current state. The assumed demographic potential suggests that it will be possible to recruit new workforce from the local community. Furthermore, the development of the city and the region, pursued by the Konin authorities, may slow down the depopulation of the city and attract new residents.

## CITY OF KONIN

### Population structure

Population  
of the city:  
**73 176**

(as of 30.06.2020)





We are conducting a number of activities that will transform our region and the city of Konin from a post-industrial centre into a green agglomeration attractive to current and future residents. In accordance with the adopted 10-year strategy "Green City of Energy Plan 2020-2030", which is already being implemented, we focus on creating conditions for the activity of residents and the realization of their ideas. We want to stimulate entrepreneurship and create development opportunities for all residents of Konin. We will rely on their creativity, initiative and self-esteem. We focus on teaching new competences necessary in a modern economy. We create conditions for business development and innovation, and provide resources necessary for its creation," says

**Waldemar Jaskólski, Manager of the Investor Service Department, Konin City Hall**

Of the **73,176** inhabitants of Konin, as many as **52.8% were women** (112 women per 100 men). Most women belong to the group of the 45–49-year olds. All older age groups are also numerically dominated by women. In the age groups 70–74 and older, women account for over 60%.

During the consideration of the population structure by economic age groups, it should be noted that the pre-working age is only **15.3% (in 2014 - 16%), the working age - 58.13% (in 2014 - 62.3%), of which 60.1% are people of mobile working age**, every fourth inhabitant of Konin was in the post-working age (6 years earlier, 21.8%), which gives the old age rate of 26.6%. From the point of view of the city's future and its potential for demographic development, the level of another indicator - the old age index - showing the quantitative ratio of the generation of grandchildren (0–14 years) to the generation of grandparents - is extremely important. In Konin, for every 100 people from the grandchildren generation, there were 163.8 people from the grandparents' generation and this indicator has deteriorated by 30 over the last 4 years. The city's society is aging.

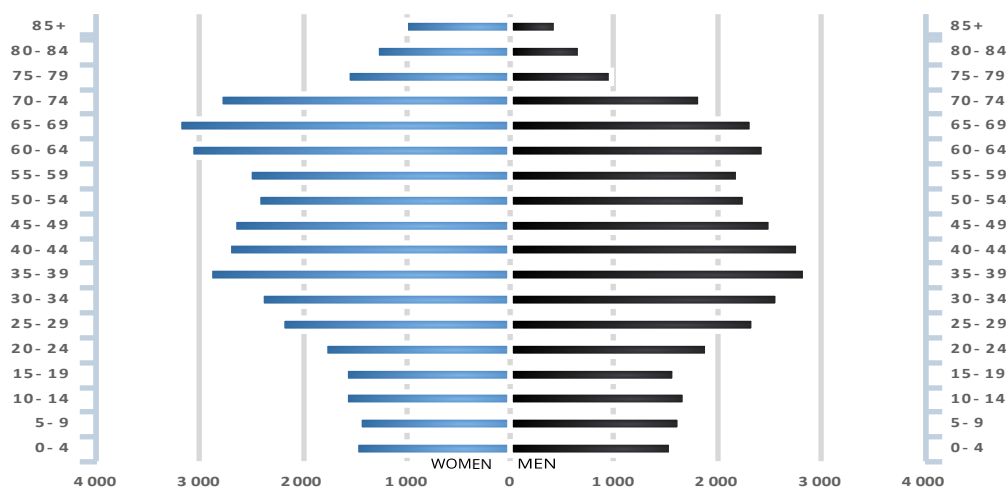
For the purposes of the study, the number of people who will be of productive age at the start of the project was simulated for year 2023 and 2023-2033.

Working age	2nd half of 2020	2023	2033
 18-64 y.o. men	22 429	22 049	21 135
 18-59 y.o. women	20 105	19 797	18 124
<b>Total</b>	<b>42 534</b>	<b>41 846</b>	<b>39 259</b>
deviation %		-1.62%	-7.7%

In a case of satisfaction of project implementation needs in the second phase. The share of demand in relation to the population of the city of Konin is over 25%, which means that every fourth inhabitant of the city would have to be employed in the analyzed project.

## Age pyramid of Konin inhabitants (2019)

(Source: GUS)

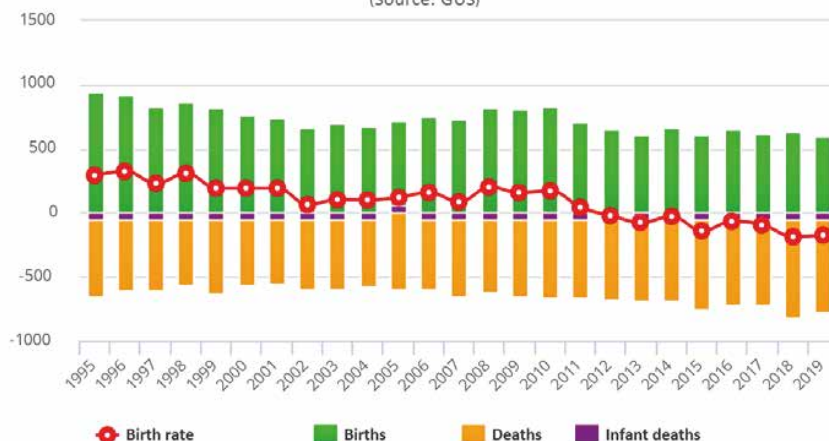


## Birth rate

Since 2012, the birth rate for the city of Konin has been negative. At the end of 2019, it amounted to **-175 people**. This trend has an impact on the city's long-term population forecast.

### Birth rate between 1995 and 2019 in Konin

(Source: GUS)



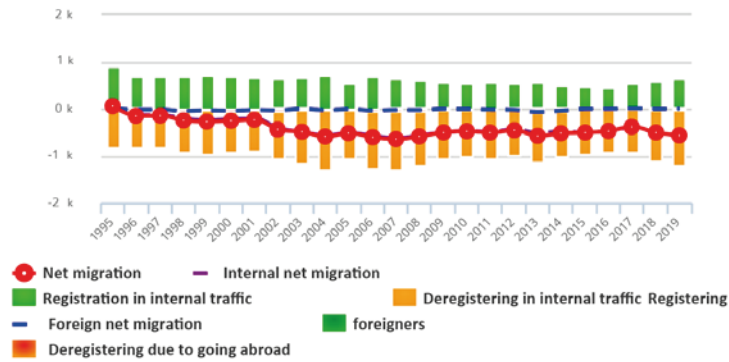
## Migrations

Migration also affects the labor force in the city.

Since 1995, the migration balance has been negative every year, which means a greater outflow of people continuously for 24 years, totaling **10,588 people**. Every fourth inhabitant of Konin contributes to the population resources of Poznan and the Poznan county, and 17% leaves the Wielkopolska Province for the benefit of Warsaw and Wroclaw. Migrations mainly concern young people, at the beginning of their professional life, and those who move in connection with professional advancement. Most often they are aged 30-44 (every third migrant). Migration processes have a double negative impact on the city's situation, as mainly people with small children and those who decide to start or enlarge their families move out (over 20% of those leaving the city are children under the age of 14).

## Migrations for permanent residence 1995-2019 in Konin

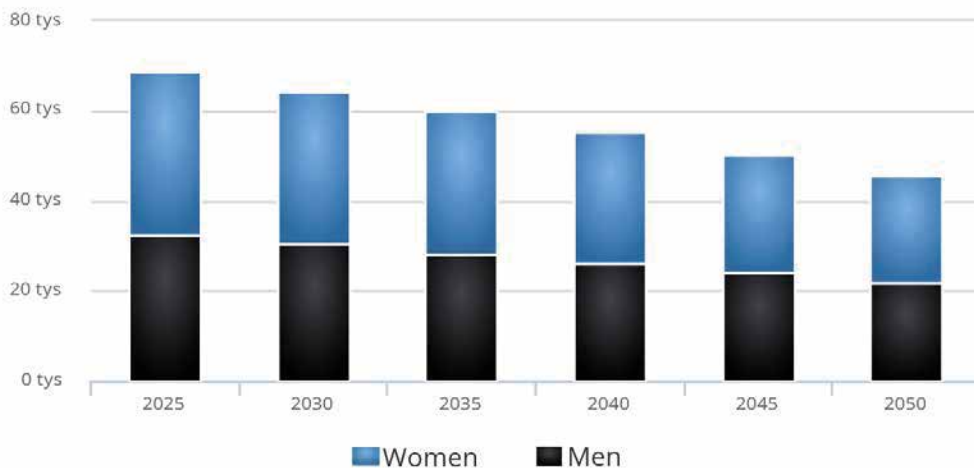
(Source: GUS)



Demography forecast that the number of Konin's inhabitants, also in the coming years, will decline rapidly and this process will intensify. By the end of 2020, the city's population will have reached 72.3 thousand people, ten years later it will drop by 8 thousand, and in the next two decades (by 2040 and 2050) by 9.2 and 9.5 thousand respectively. As a result, in the middle of the 21st century, i.e. in 30 years, Konin will be inhabited by 45 623 people, half of whom will be 60 years of age or older. Number of children and adolescents from 0 to 18 years of age will decrease by more than a half, the number of elderly people - over 70 years of age will increase by 1/4. In 2050, in the region including the city of Konin and the Konin County, there will be over 71,000 people over 60 (i.e. 40% of the region's population), of which 18,500 are people who will turn 80, which will constitute 10% of the population.

## Projected population - Konin 2025 - 2050

(Source: GUS)

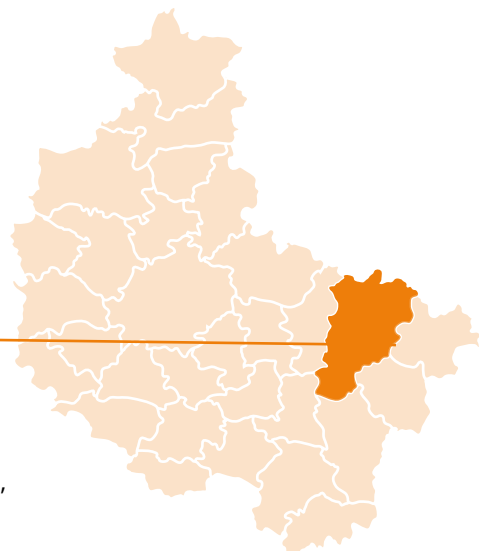


## Konin County

Population  
**130 005**

(as of 30.06.2020)

In Konin County, there is a balanced gender structure of the population. In the working age population, men predominate (53.7%).







## Considering the structure of the population by economic age groups

Konin County Age groups	Total	Total share%	Men	Total share %	Women	Share in%
<b>Pre-working age</b>	<b>24,883</b>	<b>19.1%</b>	<b>12,983</b>	<b>20.1%</b>	<b>11,905</b>	<b>18.2%</b>
<b>Working age</b>	<b>81,569</b>	<b>62.7%</b>	<b>43,771</b>	<b>67.6%</b>	<b>37,798</b>	<b>57.9%</b>
18-64 y.o. men	43,771	33.7%	43,771		X	
18-59 y.o. women	37,798	29.1%	X		37,798	
<b>Mobile age</b>	<b>51,288</b>	<b>39.5%</b>	<b>26,353</b>	<b>40.7%</b>	<b>24,935</b>	<b>38.2%</b>
<b>Immobile age</b>	<b>30,281</b>	<b>23.3%</b>	<b>17,418</b>	<b>26.9%</b>	<b>12,863</b>	<b>19.7%</b>
45-64 y.o. men	17,418	13.4%	17,418		X	
45-59 y.o. women	12,863	9.9%	X		12,863	
<b>Post-working age</b>	<b>23,548</b>	<b>18.1%</b>	<b>7,964</b>	<b>12.3%</b>	<b>15,584</b>	<b>23.9%</b>
65 y.o. and more men	7,964	6.1%	7,964		X	
60 y.o. and more women	15,584	12.0%	X		15,584	
<b>Total:</b>	<b>130,005</b>		<b>64,718</b>		<b>65,287</b>	

## Over 62% of the population is working age, with 43,771 men

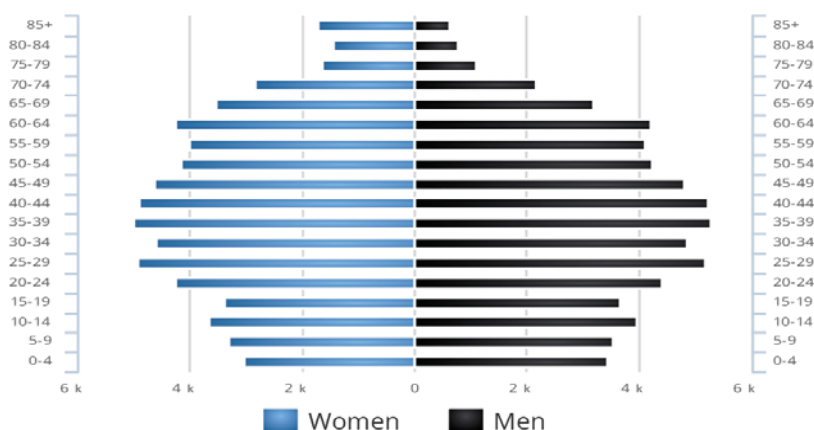
Simulating the demographic situation for the purposes of the project, the number of people of working age in the Konin County would look as follows

	2nd half of 2020	2023	2033
 <b>Working age</b> <b>18-64 y.o. men</b>	<b>43 771</b>	<b>43 667</b>	<b>43 043</b>
 <b>18-59 y.o. women</b>	<b>37 798</b>	<b>37 588</b>	<b>35 942</b>
<b>Total</b>	<b>81 569</b>	<b>81 265</b>	<b>78 985</b>
deviation %		-0.37%	-3.2%

## Distribution of the Konin County population by age of residents

### Age pyramid of Konin County inhabitants, 2019

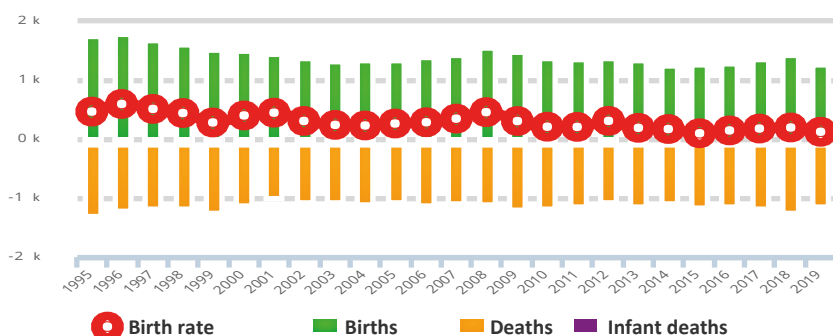
(Source: GUS)



## Birth rate

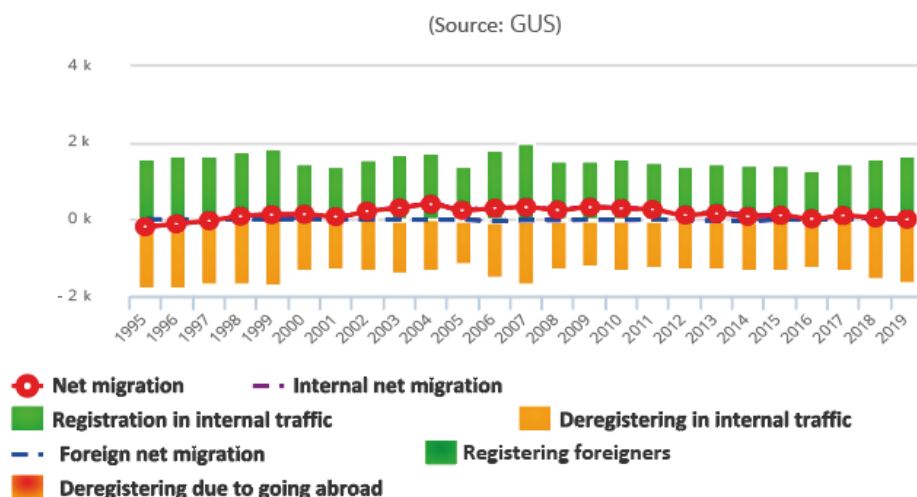
Contrary to the depopulation of the city of Konin, the population in the entire county was growing both in 2019 and in previous years.

Birth rate between 1995 and 2019 in Konin County  
(Source: GUS)



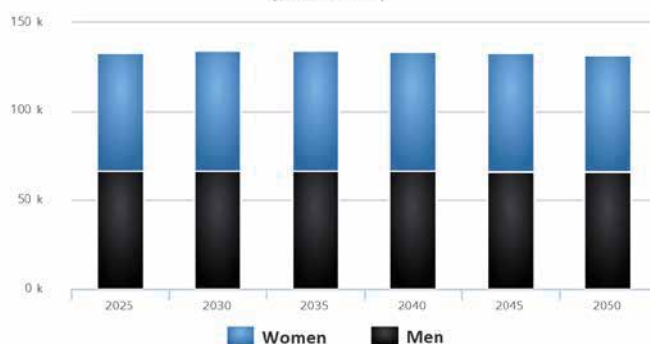
**The net migration is also favourable. Continuously since 1997, the net migration was positive**

Migrations for permanent residence 1995-2019 in Konin County  
(Source: GUS)



**The demographic forecast assumes that in 2050 the population in the Konin County will be very similar to the current state**

Projected population - Konin County 2025 - 2050  
(Source: GUS)





# RESIDENTIAL AND TRANSPORT INFRASTRUCTURE IN THE KONIN REGION

## Conclusion:

The city benefits from ongoing road investments worth, which will radically improve its transport system. A modern railway station will also be built soon. From January to November 2020, over 600 decisions and permits were issued for the construction of new and expansion of existing properties. There are also numerous accommodation options in the vicinity of Konin, including hotels, conference and leisure centres, inns, private accommodation and agritourism farms, which can be used as an accommodation for employees participating in the project. Very good transport and housing infrastructure is one of the advantages of the region – it enables easy and quick commuting to work and allows for economic emigration and permanent residence in Konin.

## Building permits issued in 2019 (282 decisions)



**198**

reconstruction, extension of existing facilities and demolition



**70**

single-family buildings



**7**

shops and service facilities



**5**

warehouse facilities



**2**

multi-family buildings

From January to November 2020, over 600 decisions and permits have been issued for the construction of new and expansion of existing properties.

## Secondary market

Within a radius of 50 km from the planned investment, as at the date of the report, 543 flats and 268 houses for sale or rent were posted on advertising portals. Local sources show that in the Konin region there are many more residential buildings for sale, which, due to the lack of current sales prospects, are not currently posted on advertising portals.

There is a large accommodation base in the vicinity of Konin, consisting of e.g. hotels, conference and holiday centres, inns, private accommodation and agritourism farms. Some of them provide service to pilgrims to the sanctuary in Lichen Stary, approx. 20 km away. This accommodation potential can be used for accommodation for foreigners working on the above-mentioned projects.

The appearance of a new, large investor who will create many jobs in the Konin region will certainly revive the real estate market and increase the number of new construction projects and property purchase.

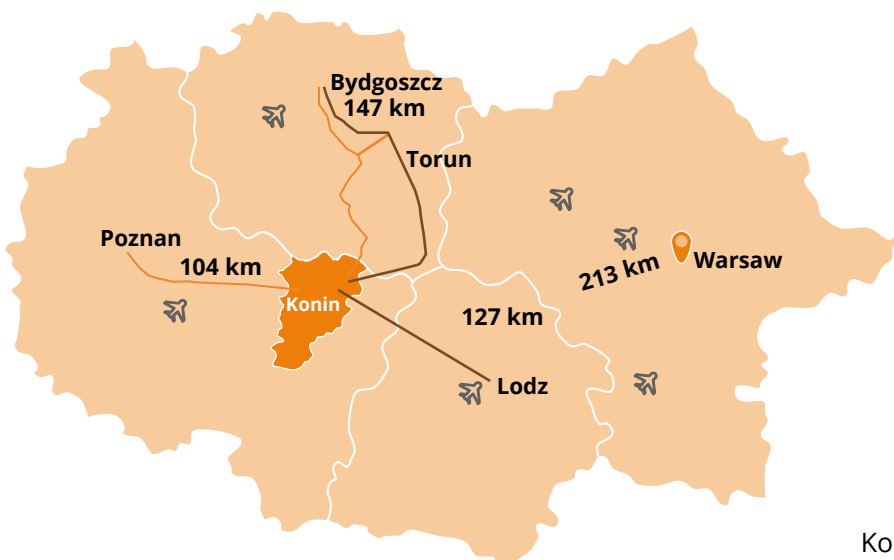
## Primary market

In the Konin region, the most active developers with the highest investment potential are JHM Development, Budmix and Konimpex Invest.

JHM Development has several dozen vacant apartments in the newly created multi-family estate Diamentowe at ul. Berylowa in Konin. In May this year, the Mayor of Konin signed a letter of intent with the investor - Budmix company - for the construction of a modern housing estate of single-family houses in the Scandinavian style with a retail and service section. A model housing estate with low operating costs, called Cukrovnia, will be built on the site of the former sugar factory in Goslawice (20 ha of land).

Konimpex Invest currently does not have any vacant apartments for sale, but, like JHM Development, it is planning further investments in this region.

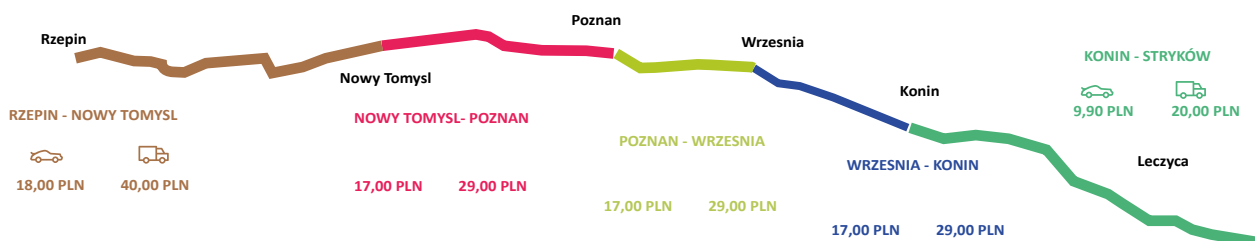
# TRAFFIC INFRASTRUCTURE



## Distances by car/bus

- Konin- Turek **27 km, 28 minutes**
- Konin- Wrzesnia **60 km, 39 minutes**
- Konin- Kolo **35 km, 29 minutes**
- Konin- Kalisz **51 km, 48 minutes**
- Konin- Poznan **104 km, 1 hour 6 minutes**
- Konin- Lodz **107 km, 1 hour 21 minutes**
- Konin- Warsaw **213 km, 2 hours 11 minutes**

The areas adjacent to the A2 motorway (located within the commune borders: Golina, Rzgów, Stare Miasto and Krzymów) belong to the so-called **accelerated development zone**. The areas adjacent to the motorway junctions in Modła Królewska (exit to the national road 25) and Żdźary (exit to the national road 72) are particularly attractive to investors. These advantages became the premise for the implementation of the concept of the Wielkopolska Logistics Centre (WLC). There are already companies in the WLC zone that deal with logistics, warehouse and transport services as well as production activities (Smurfit Kappa, Eurocoles, Kramp, Zink Power etc.).



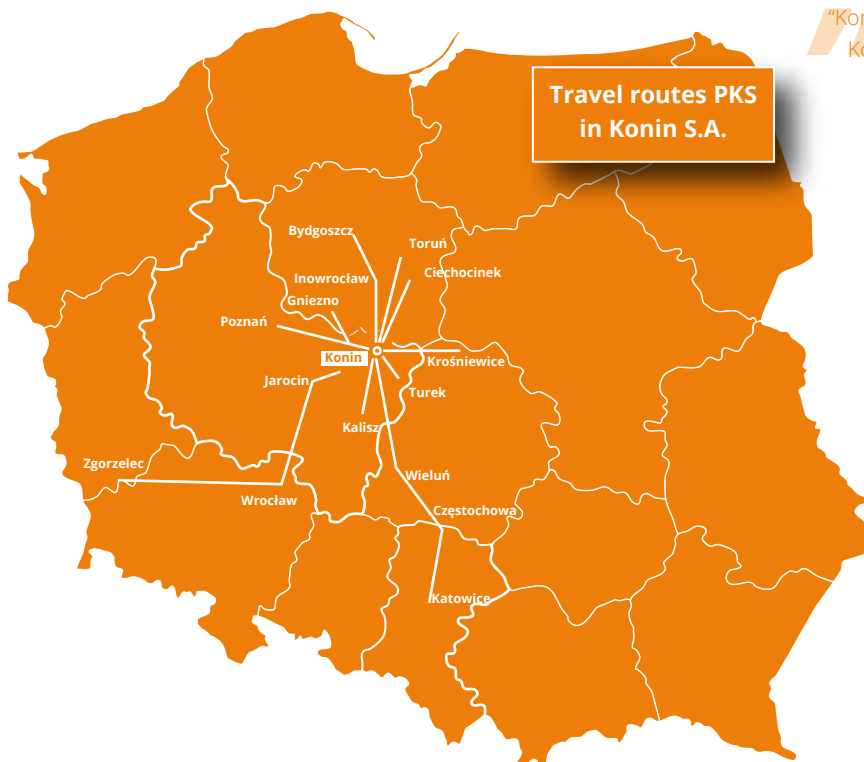


## Distances by train

- Konin - Poznań **100 km, 1 hours 39 minutes**
- Konin - Wrzesnia **51 km, 42 minutes**
- Konin - Koło **29 km, 18 minutes**
- Konin - Lodz Widzew **200 km, 3 hours 30 minutes**
- Konin - Włocławek **135 km 2 hours 29 minutes**
- Konin - Łowicz **125 km 1 hours 25 minutes**
- Konin - West Warsaw **201 km 2 hours 25 minutes**

- Konin - Wrocław **317 km 4 hours 15 minutes**
- Konin - Lublin **379 km 5 hours 6 minutes**
- Konin - Krakow **490 km 6 hours 37 minutes**
- Konin - Gdansk **412 km 4 hours 47 minutes**
- Konin - Olsztyn **404 km 5 hours 55 minutes**
- Konin - Kalisz **232 km 3 hours 31 minutes**

## Bus coverage (PKS Konin)



"Konin has transport companies – PKS Konin and Miejski Zakład Komunikacji, which also operate outside the city limits, in the Konin, Koło and Słupca counties. The companies are doing well and can face new challenges. The City Hall is open to launching new suburban bus lines, particularly as a means to facilitate commuting from nearby towns. There are also several smaller private carriers operating in the agglomeration, which are also able to expand their business with services dedicated to a given investor. The existing infrastructure in the city and surrounding communes allows for quick launch of new connections. We also invest in ecological means of transport – modern electric and hybrid buses. What's more, as part of improving transportation, we are developing commercial projects – city bicycles and electric scooters. We also plan to introduce the use of electric stand up scooters."

**says Waldemar Jaskólski, Manager of the Investor Service Department, Konin City Hall.**

The city of Konin is the 100% owner of two collective transport companies: **Przedsiębiorstwo Komunikacji Samochodowej w Koninie S.A.**, which provides transport services in the city of Konin, Konin, Słupca and Koło county's, and **Miejski Zakład Komunikacji w Koninie Sp. z o. o.**, which has actively organized local public transport in the city of Konin and the neighbouring communes since 2018.

As we learned from the representative of the Konin City Hall, these companies are in good financial condition and are ready for new challenges to facilitate the investor's project. The Konin City Hall is able to put into operation new suburban bus lines, using the already existing infrastructure (bus stops), to transport employees to their new workplace.

Konin consistently invests in low-emission public transport. In 2019, the following investments were made: the **purchase of 12 buses, including 6 zero-emission electric buses and 6 low-emission hybrid buses, the purchase of 3 stand-alone chargers for charging electric buses and an application for vehicle fleet management and an information system for information displays with a dispatching system.**

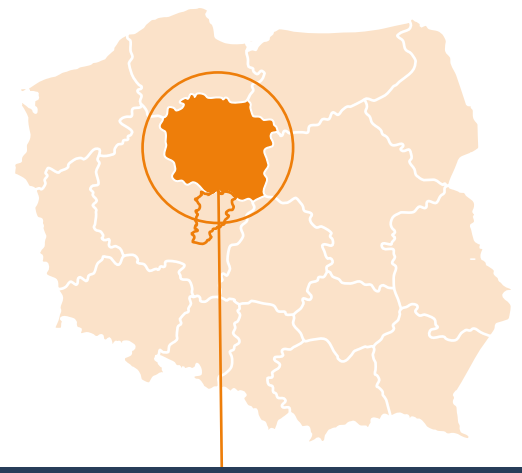
Konin is developing projects of alternative ecological means of transport, such as city bikes and electric scooters.

These investments contribute to the reduction of greenhouse gas emissions to the atmosphere and serve the comfort of the inhabitants of Konin and the surrounding area, improve the comfort of travel, the standard of passenger service and road safety. In addition, they integrate communication by facilitating the change of means of transport - bus/bike, encourage the use of public means of transport and bicycles.

There are several smaller private carriers operating in Konin and its vicinity, and they are also able to expand their operations to meet the needs of new investments in the region.

Hiring a private coach for transporting employees costs **PLN 2.00-2.60 per km.**

# PROVINCES BORDERING ON THE REGION – DESCRIPTION



## Conclusion:

The provinces bordering on the Konin region are a potential source of employees who, in search of a job, will be ready to move to the Konin County. The future candidates include unemployed people from the Kuyavian-Pomeranian, Lodz and Mazovia provinces – 283,301 in total (September 2020). This is a large group, which to a large extent include men and people up to 30 years of age, as well as those between 30 and 50 years old. The aforementioned groups meet the investor's expectations regarding workforce – men, people of working age – and the recruitment activities conducted will allow the recruitment of candidates from neighbouring markets (including Kuyavian-Pomeranian, Lodz and Mazovia provinces). A potential human resource is also professionally active people from the aforementioned regions who work e.g. in the broadly understood industrial sector and can be brought to Konin if targeted by professional HR activities. When determining potential human resources among economically active people, it should be borne in mind that, according to GUS, the number of people commuting to work outside the Kuyavian-Pomeranian, Lodz and Mazovia provinces in 2016 was 97,878.

## KUYAVIAN-POMERANIAN PROVINCE

**The region has two capitals** - Bydgoszcz, where most state administration offices are located, and Torun, where local government administration offices are located.

**Main industries:** food industry, related to the raw material base of the province, and the chemical, electrical machinery, textile, cellulose and printing industries. The BPO/SSC sector, renewable energy sources and agriculture are also of great importance for the economy of the province. **The development of industry in the province is favoured by the central location of the region and the developing traffic network.**

**Thanks to the natural resources of the environment** (healing waters and health resorts, among others in Ciechocinek, Inowrocław and Wieniec Zdrój) and architectural monuments (Torun is a city entered on the UNESCO World Cultural and Natural Heritage list), the tourism and recreation industry is developing.

The province has extensive scientific and research facilities with the **Nicolaus Copernicus University in Toruń and the Kazimierz Wielki University in Bydgoszcz**, as well as centres supporting the development of modern solutions in industry, such as the **Technology Transfer Centre or Exea Data Centre in Toruń.**





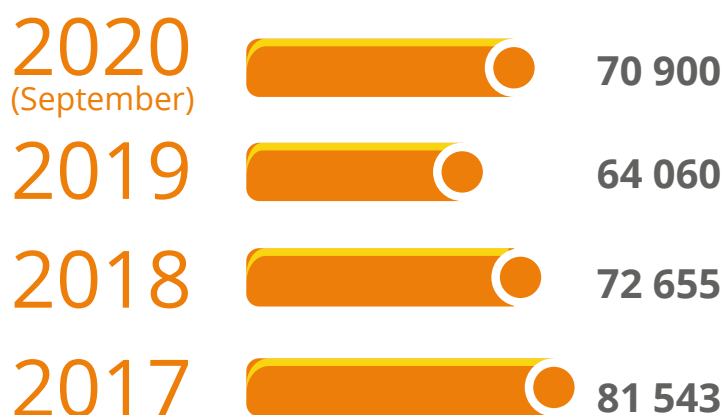
## The most important enterprises representing industries of key importance for the region include

Company	Location (place)	Sector	Company	Location (place)	Sector
Zakłady Azotowe Anwil S.A.	Włocławek	chemical	CronimetPL Sp. z o.o.	Inowrocław	metal
Grupa TZMO	Toruń	chemical and pharmaceutical	Lewiatan Holding S.A.	Włocławek	retail trade
Pojazdy Szynowe Pesa	Bydgoszcz	electromechanical	Oponeo PL S.A.	Toruń	retail trade
Aparator S.A.	Toruń	electromechanical	Polomarket	Giebnia	retail trade
Zakłady Tłuszczowe Kruszwica	Kruszwica	food	Neuca	Toruń	pharmaceutical industry
Krajowa Spółka Cukrowa S.A.	Toruń	food	Chemiroł Sp. z o.o.	Mogilno	supplies for agriculture
Cereal Partners Poland Toruń-F	Toruń	food	Agrolok Sp. z o.o.	Golub-Dobrzyń	supplies for agriculture
ThyssenKrupp Materials Polan	Toruń	metal	Opus Capita Sp. z o.o.	Toruń	BPO/SSC
Nova Trading S.A.	Chojnice	metal	Mobica Limited Sp. z o.o.	Bydgoszcz	BPO/SSC

### UNEMPLOYMENT RATE



### NUMBER OF THE UNEMPLOYED



• At the end of December 2019, there were **64.1** thousand unemployed people, i.e. by **8.6** thousand less than in 2018. At the end of the analysed year, women constituted a greater part of the unemployed group, i.e. **60.2%** of the total number (60.9% in the previous year).



Over the year, the number of unemployed men decreased by 10.4%, and women by 12.8%.

- More than a half of them are long-term unemployed (**55.4%**) and with no higher than basic vocational education (**60.0%**).
- Rural residents accounted for **48.4%** of the total number of the unemployed. Almost half of the registered unemployed (**48.5%**) are people between 30 and 50 years of age. Young people under 30 accounted **26.0%**, and the elderly (50+) accounted for **25.5%** of this population. During the year, the decline in the number of unemployed was noted in most categories, most noticeably among the long-term unemployed - **15.6%** and the unemployed with no work experience - **15.1%**. For the first time, the number of the unemployed with a child under 6, as well as women who did not take up employment after giving birth to a child, decreased above the average for the total number of the unemployed (**11.8%**).

## LODZ PROVINCE

The Lodz Province is one of the rapidly developing provinces. The GDP in 2017 amounted to **48.4 thousand PLN per person**, which gives 6th place in the country and makes **93.5%** of the national average.

Main industries: Industry and the service sector are the two most important sectors of the economy of the Lodz Province. The most developed branches are: production of textiles and clothing, lignite mining, production and distribution of electricity, chemical production, food production, production of machinery and equipment, production of electrical equipment and building materials.

The spatial structure of industry is concentrated around two centres: Lodz agglomeration, dominated by: textile and clothing industry, food and **agri-food processing, electrical machinery, pharmaceutical and chemical industries;** and **Piotrków-Belchatów district, dominated by the following industries: mining, power generation, rubber, building materials, furniture, wood, spirits, glass and pharmaceutical industries.**

Production of building materials. The leading manufacturer is Atlas Group, which is a potentate on the domestic market and the third largest producer of construction chemicals in Europe.

Outsourcing industry. Lodz is one of the six largest BPO centres in the country. (ABSL report). According to the data for the first quarter of 2019, in the business services sector, including BPO, SSC, IT and R&D service centres, 85 companies providing services in foreign languages employed approx. **23.2 thousand people.**



Company	Sector	Company	Sector
Redan S.A.	textile and clothing	Ceramika Tubądzin	building materials
Pelion Healthcare Group	pharmaceutical	Bosch Siemens Hausgeräte	household appliances
Polfa Pabianice	pharmaceutical	Whirlpool Company Polska	household appliances
Polfa Kutno	pharmaceutical	AMG.net	IT
Herbapol Łódź	pharmaceutical	LSI Software	IT
Atlas	building materials	Tomtom	IT
Ceramika Opoczno	building materials	Xerox (ACS Solutions)	IT
Ceramika Paradyż	building materials	Transition Technologies S.A	IT

**There are many companies with foreign capital in the region:** Accenture, Asea Brown Boveri (ABB), BMS Poland, Ceri International, Citi, Fujitsu, GE Power Controls, HP, Whirlpool (formerly Indesit), Infosys, Mobica, Nordea, GFT Polska (Rule Financial), Samsung Poland R&D Center, Sii, SouthWestern, Takeda, Tate & Lyle. Most companies specialize in IT services, financial and accounting processes as well as research and development, acting on behalf of companies from almost all over the world. People with knowledge of foreign languages are sought after in this industry. Employers who have used the services of the EURES network in recent years to recruit employees from other EU/EEA countries in this industry were: Infosys BPO Poland, Fujitsu GDC Lodz and Nordea Bank A.B. S.A.

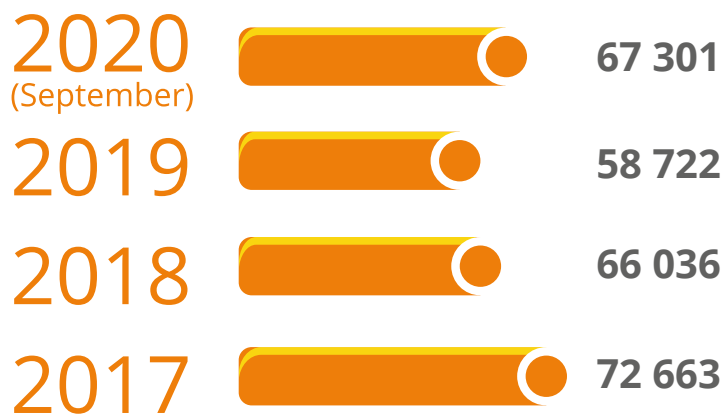
The hotel industry and construction of new roads and motorways. Among the most frequent jobs offered at the end of the fourth quarter of 2018 there were: **industrial workers and craftsmen (1.9 thousand offers), operators and fitters of machines and devices (1.6 thousand offers), specialists (1.3 thousand offers) and office workers (0.7 thousand offers).**

The Lodz Special Economic Zone plays an important role. It brings together over 100 companies operating in the following industries: **logistics, plastics processing, BPO services, production of household appliances, IT, medical, pharmaceutical, cosmetic and food industries.**

## UNEMPLOYMENT RATE



## NUMBER OF THE UNEMPLOYED



In the fourth quarter of 2019, the number of economically active people in the Lodz Province numbered **1,130,000 people**, and the economically inactive - **886 thousand**. Among the economically active population there were **1103 thousand** working people and 27 thousand unemployed people.

At the end of December 2019, the number of the unemployed registered in the county labor offices of the Lodz Province amounted to **58.7 thousand** and was **11.1% lower** than in the previous year.

Registered unemployment rate stood at **5.4%**, i.e. it was by 0.7 pp. lower than in December 2018.

At the end of September 2020, the group of the unemployed registered in the labor offices amounted to **67.3 thousand**, i.e. 0.5% fewer than in the previous month and **14.0% more than in September 2019**. Women accounted for 51.5% of the total registered unemployed (the figure was 54.1% a year ago).

The highest increase in the number of the unemployed over the year was among people under **30 - by 21.5%, by 21.4%** among those up to 25 years old. The deepest drop was recorded among the number of the unemployed using social assistance **(by 19.3%)**.

At the end of September, there were 11 unemployed per 1 job offer **(13 before the month and 10 in the previous year)**.



## MAZOVIA PROVINCE



  
1,778,00  
people

The largest city in the region is Warsaw, as the capital of the country takes almost 32.9% of the total population of the province, i.e. 1,778,000 people.

In Mazovia, the following sub-regional centres also play an important role: Radom, Plock, Siedlce, Ostrołęka and Ciechanów.

Main industries: In the Mazovia Province in January - December 2018, similarly to previous years, most people were employed in trade; repair of motor vehicles (**on average 333.5 thousand people**), industrial processing (**324.2 thousand**) as well as transport and warehouse management (**263.8 thousand**); their total share accounted for **61.4%** of the total number of employees in the enterprise sector.

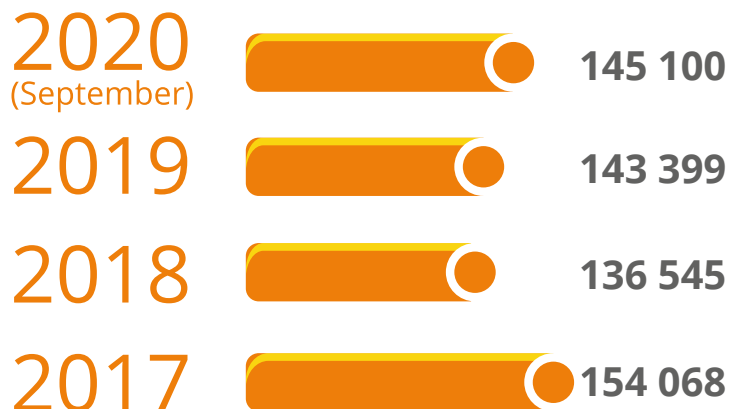
The highest number of employed persons was observed in the following occupational groups, i.e.: specialists - **702.2 thousand** people (**including 304.8 thousand in the public sector and 397.4 thousand in the private sector**), service and sales workers - 446.7 thousand (**including 35.1 thousand in the public sector and 411.7 thousand in the private sector**), office workers - 435.2 thousand (**including 126.3 thousand in the public sector and 308.9 thousand in the private sector**). The lowest number of employed people by occupation at the end of the fourth quarter of 2018 was recorded in the following occupations: farmers, gardeners, foresters and fishermen - 1.8 thousand (including 0.7 thousand in the public sector and 1.1 thousand in the private sector).

The total number of employed persons by occupation, sector and business size in Poland at the end of the fourth quarter of 2018 was - **12,820.7 thousand people** (including 3 272.8 from the public sector, and 9 547.3 from the private sector). In Mazovia, the total number of employed persons by occupation, sector and business size at the end of the fourth quarter of 2018 was - 2,771.7 thousand people (including 686.2 thousand from the public sector, and 2 085.5 thousand from the private sector).

## UNEMPLOYMENT RATE



## NUMBER OF THE UNEMPLOYED



At the end of September this year, the number of the unemployed registered in the labor offices amounted to **145.1 thousand people** and decreased by 0.6 thousand (i.e. by 0.4%), and compared to September 2019 it increased by **21.8 thousand** (i.e. by 17.7%). Women accounted for 50.9% of the total number of the registered unemployed (**52.7% the year before**).

At the end of the analysed month, among the registered unemployed, **72.2 thousand**, i.e. 49.7%, were long-term unemployed. The number of the unemployed under the age of 30 amounted to **36.8 thousand**, which accounted for 25.4% of the total number of the unemployed (12.3% of those were under 25). There were **37.1 thousand people** aged over 50 (25.6%).

In September this year, **15.4 thousand** unemployed people were registered in the labor offices, i.e. 24.1% more than last month and 2.4% fewer than last year. Among the newly registered persons, 70.0% were persons registering again (74.1% the year before). The share of people not working so far amounted to 18.1% (a decrease by 1.8 percentage points per annum), while people dismissed for reasons related to the workplace were 7.3% (an increase by 3.7 pp). Of the newly registered unemployed, 44.2% lived in rural areas (no change y/y). Graduates accounted for 13.0% of the newly registered unemployed (an increase by 0.3 pp).

At the end of December 2018, **136,545 unemployed people** were registered in the labor offices, which means that every 7th unemployed person in Poland comes from Mazovia. The registered unemployment rate in Mazovia was 4.9% at the end of December 2018 (**with the national average of 5.8%**). There is a large territorial differentiation of the unemployment rate in Mazovia.

# UNEMPLOYMENT IN KONIN AND THE KONIN COUNTY

(UNEMPLOYMENT RATE/UNEMPLOYMENT STRUCTURE)

## Conclusion:

Although unemployment is one of the most serious problems of Konin and the Konin County, it can be an advantage in the context of recruitment. The unemployed can be employed in the planned projects – over 6 thousand people, including almost 3 thousand men, almost 6 thousand candidates below 54 years of age. Significant in the context of professional activation of the unemployed (potential project employees) is the support from the Labor Office in Konin, which cooperates with enterprises from the region in order to counteract unemployment and help employees maintain their professional activity.

### Konin County

(DATA FOR OCTOBER 2020)

- Unemployment rate: **9.5 %**
- Number of the unemployed: **4,175** people (2,515 women and 1,660 men)
- Number of the long-term unemployed: **2,215** people
- Number of the unemployed people by age group:
  - up to 25 years of age: **799** people
  - from 26 to 50: **2,632** people
  - over 50: **744** people
- Number of the unemployed without professional qualifications: **1,518** people
- Number of the unemployed without professional experience: **792** people
- Number of the unemployed with disabilities: **160** people

### KONIN

(DATA FOR OCTOBER 2020)

- Unemployment rate: **7.1 %**
- Number of the unemployed: **2,432** people (1,305 women and 1,127 men)
  - Number of the long-term unemployed: **1,232** people
  - Number of the unemployed people by age group:
    - up to 25 years of age: **255** people
    - from 26 to 50: **1,583** people
    - over 50: **594** people
- Number of the unemployed without professional qualifications: **857** people
- Number of the unemployed without professional experience: **331** people
- Number of the unemployed with disabilities: **188** people

### TOTAL

(DATA FOR OCTOBER 2020)

- Unemployment rate: **8.3 %**
- number of the unemployed: **6,607** people (3,820 women and 2,787 men)
  - number of the long-term unemployed: **3,447** people
  - number of the unemployed people by age group:
    - Up to 25 years of age: **1,054** people
    - From 26 to 50: **4,215** people
    - Over 50: **1,338** people
- number of the unemployed without professional qualifications: **2,365** people
- number of the unemployed without professional experience: **1,123** people
- number of the unemployed with disabilities: **348** people



DETAILS		2017	2018	2019	I'20	II'20	III'20	IV'20	V'20	VI'20	VII'20	VIII'20	IX'20	X'20
Total number of the unemployed	Konin County	5 038	3 935	3 796	4 075	4 078	3 963	4 055	4 235	4 280	4 291	4 326	4 307	4 175
	Konin	2 665	2 225	1 972	2 122	2 195	2 127	2 161	2 293	2 366	2 406	2 462	2 471	2 432
	Total	7 703	6 160	5 768	6 197	6 273	6 090	6 216	6 528	6 646	6 697	6 788	6 778	6 607

Area	number of the unemployed – end of September 2020	18-24 y.o	25-34 y.o	35-44 y.o	45-54 y.o	55-59 y.o	60+
Konin	2471	263	698	652	509	227	122
Konin County	4 307	832	1 352	1 053	617	313	140
Total	6 778	1 095	2 050	1 705	1 126	540	262

DETAILS - GENDER		2017	2018	2019	I'20	II'20	III'20	IV'20	V'20	VI'20	VII'20	VIII'20	IX'20	X'20
Total number of the unemployed in Konin	Women	1 274	1 146	1 214	1 208	1 185	1 209	1 274	1 303	1 321	1 337	1 340	1 305	1 274
	Man	1 391	1 079	758	914	1 010	918	887	990	1 045	1 069	1 122	1 166	1 158
	Total	2 665	2 225	1 972	2 122	2 195	2 127	2 161	2 293	2 366	2 406	2 462	2 471	2 432
Total number of the unemployed in the Konin County	Women	2 498	2 386	2 525	2 487	2 455	2 514	2 597	2 588	2 570	2 607	2 565	2 515	2 498
	Man	2 540	1 539	1 271	1 588	1 623	1 449	1 458	1 647	1 710	1 684	1 761	1 792	1 677
	Total	5 038	3 935	3 796	4 075	4 078	3 963	4 055	4 235	4 280	4 291	4 326	4 307	4 175

## 2020

Unemployment is one of the most serious problems of the **city of Konin and the Konin County**.

There is a significant mismatch in the labour market, both in the region and in the city of Konin.

In the ranking of counties of the Wielkopolska Province, the Konin County takes **1st place** in terms of unemployment rate, while the city of Konin - **7th place**. It is undoubtedly influenced by the age structure of the region's population (a large part of the post-working age population), the state of the region's economy and its decelerating development.

There are still very large flows on the labour market in Konin. This is related to the high rotation among employees and seasonal trips abroad, which are characteristic, especially for this region.

Among the unemployed, both in the city of Konin and the county, women are the dominant group; **in the city of Konin they make 54% of the unemployed (men 46%)** while in the Konin County women make 60% of all unemployed (men 40%). Average **-58% of women and 42% of men**.

People aged 26-50 (**64%**) are the largest portion of the unemployed.

During the nine months of 2020, 6,605 people were registered in the labour offices in Konin while 5,766 people were deregistered by October 2020.

The long-term unemployed constitute the majority of all unemployed (**52%**).

From January to October 2020, employers reported **2,242 job vacancies**.

## 2019 - 2018

Over the twelve months of 2019, **10,194 people** were registered in the labour offices in Konin, i.e. 184 fewer than in 2018 while 10,586 people were deregistered, i.e. **1,335 fewer** than in 2018.

In 2019, employers reported **2,908 job vacancies**. Compared to the previous year, a significant decrease in the number of job offers (by approx. 32%) can be seen, which is probably the result of the slowdown in the economy not only in the Konin region but also throughout the country.

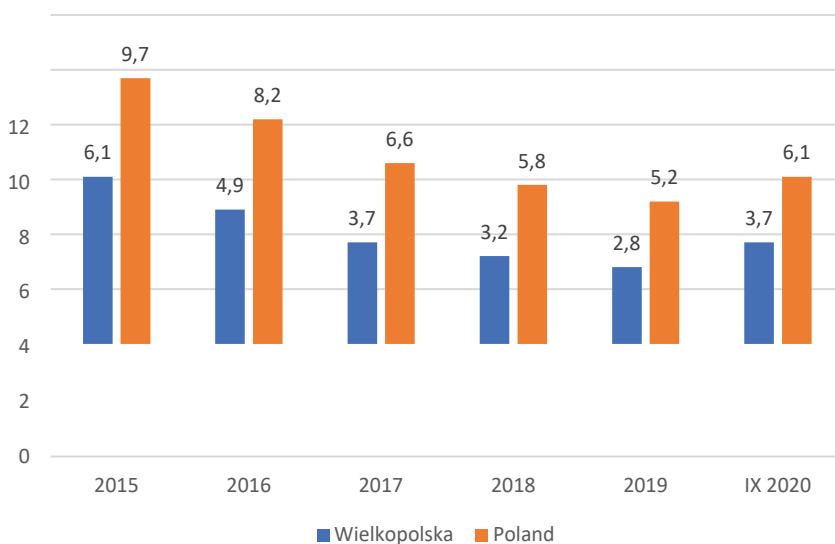
In the structure of job offers 45% are subsidized job offers, compared to the previous year there was a slight increase in their share by 4 percentage points. In 2019 there were **30 unemployed** per 1 job vacancy on average; the result worsened compared to 2018 (19 unemployed/offer).

# Registered unemployment in the Wielkopolska Province in the third quarter of 2020

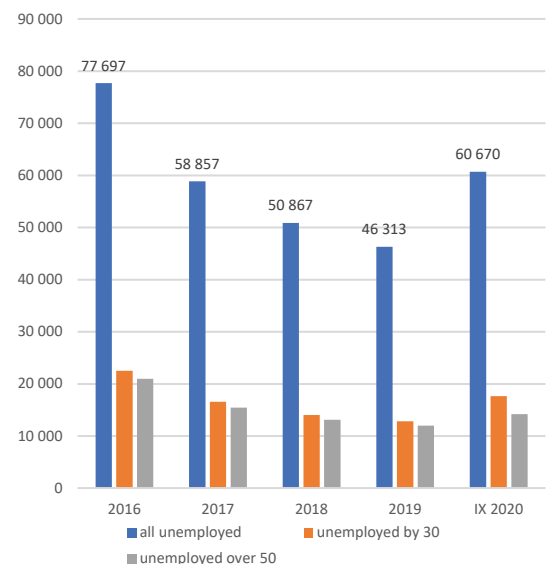
- Unemployment in Wielkopolska at the end of September this year. The number of the unemployed was **60 670** and it was **34.5%** more than in September last year. During this period, unemployment increased the most in the group of people under 30 years of age (**by 37.1%**) and among men (**by 49.4%**).
- A sign of the deteriorating situation on the labor market is also a significant increase in the number of people entitled to unemployment benefit (**by 37.8%**).
- At the end of September, the number of unemployed people in the country amounted to **1,023.7 thousand** people while its y/y increase was much weaker than that recorded in Wielkopolska and amounted to 20.3%.
- Despite the changes mentioned above, the degree of recession in the labor market is lower than expected due to the **impact of the anti-crisis shield on the employment reduction**.
- In Q3 2020, the number of the newly registered unemployed amounted to **25,181 people**, i.e. 10.7% more than in Q2 this year. The situation on the labor market has changed, and the visible increase in the number of the registered unemployed may cause a further increase in the unemployment level in the region.
- At the same time, the number of the deregistered also increased (**by 24,489 people, i.e. 83.3% more than in Q2 this year**), including an increase of **76.9%** in the number people taking up jobs. The most dynamic month in this quarter was September. The unemployment rate at the end of September this year amounted to **3.7%** and its value has remained unchanged for 4 months now. Compared to September last year, Wielkopolska recorded an increase of 0.9 pp. The highest rate, **9.9%**, was recorded in the **Warmia-Masuria Province, the average unemployment rate in Poland is 6.1%**.

## Structure of registered unemployment

Unemployment rate [in %]



Number and rate of unemployment [in %]



The County Labor Office in Konin invites all employers who have or will have vacancies in the coming months to help the redundant employees maintain their professional activity, and thus quickly return to the labor market. In 2020, the County Labor Office (PUP) in Konin was notified by 5 companies about intended group layoffs. As reported by PUP, a total of 295 people were to lose their jobs; they were mostly economic and management specialists, financial and billing employees, material booking employee, industrial process controller, electricians and electronics engineers, metalworkers, machine and device mechanics. It is therefore natural that we mobilise all labour market partners to act in order to prevent the dismissal or to prepare as best as possible for its consequences. We count on your cooperation in mitigating the negative effects of the inhabitants of our county losing their jobs."

- PUP announcement of 03.06.2020.

In Wielkopolska, the share of unemployed women in the unemployed population is decreasing. At the end of the third quarter of this year, this ratio amounted to **58.2%** compared to **62.4%** at the end of the third quarter of last year. This situation is influenced by the increase in registration of men in labor offices.

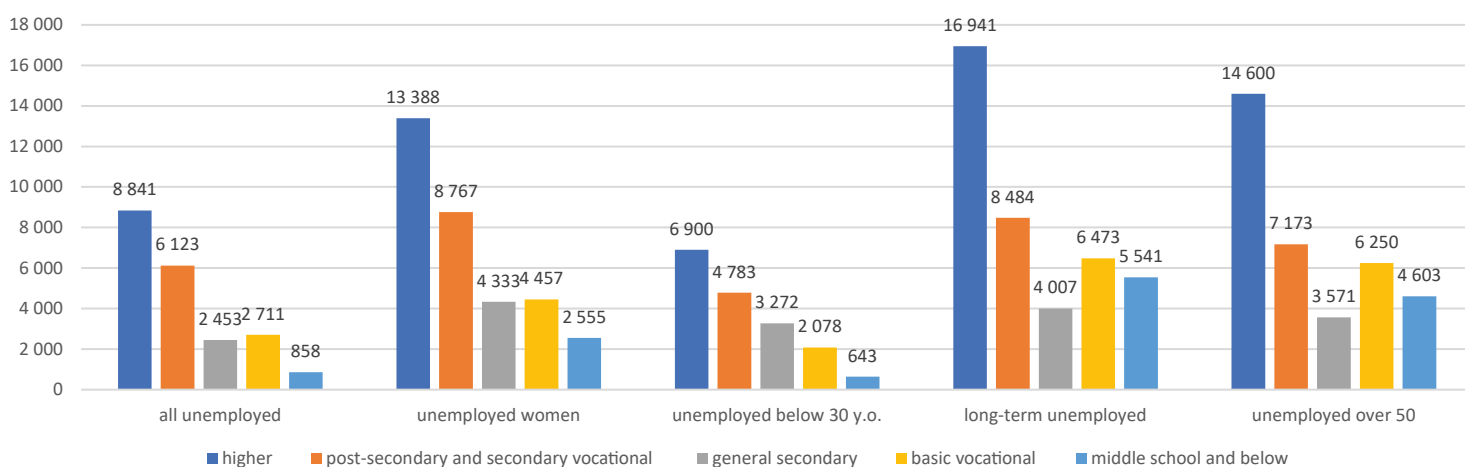
According to the data from the third quarter of 2020, **14.6%** of Wielkopolska residents registered in labor offices have higher education (**in the group of people under 30 with higher education, it is 13.9%, and 6.0% over 50**). The unemployed women are better educated, **17.3%** of the population have higher education in this category.

- **Half of the unemployed are people with basic** (27.9%) and secondary (22.1%) vocational education.

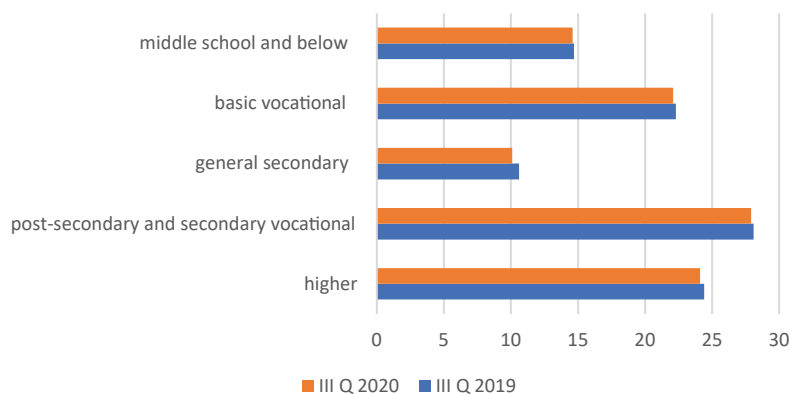
- **27.4%** of the unemployed remain unemployed for more than a year, this percentage is higher for people over 50 (36.3%), more often the problem of long-term unemployment affects women than men (31.6% and 21.5% respectively).

- **43.5%** of the registered unemployed have worked for no more than **5 years**.

## Education of the unemployed in Wielkopolska in September 2020



## Structure of the unemployed by





# LABOR MARKET

(NUMBER OF EMPLOYED PEOPLE  
/INFLOW/OUTFLOW RATIO  
/EMPLOYMENT STRUCTURE  
BY SECTORS OF THE ECONOMY  
/REMUNERATION)

## City of Konin

According to the data of the Central Statistical Office of Poland, the number of people working in the city of Konin is 24.5 thousand. This means that **329 people** out of 1,000 inhabitants of Konin work. This indicator is definitely higher than for the entire province, which amounted to **281 people**.

This is confirmed by the number of arrivals and departures, **which is 3,830**. Among the professionally active inhabitants of Konin, **3,261 people** go to work in other cities, and **7,091 employed** people come to work from outside the commune. Most of them come from the Konin County, where the employment rate per **10,000 inhabitants is only 128** and is much lower than the average for the entire province. Employees supplying the Konin labor market from outside the Wielkopolska Province usually lived in the Lower Silesian, Kuyavian-Pomeranian, Mazovia and Opole Provinces.

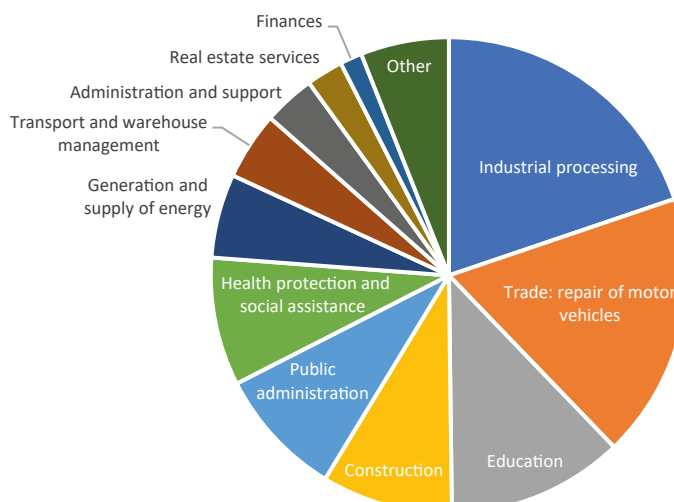
Locality/Area	Emigrants	Immigrants	Net migration	Migration quotient
Konin	3,261	7,091	3,830	2.17
Konin County	16,441	12,435	-4,006	0.76
Kalisz	2,487	7,548	5,061	3.03
Leszno	3,001	6,197	3,196	2.06
Pila	1,573	2,804	1,231	1.78
Poznan	14,209	61,488	47,279	4.33

**48.1% of all working people are women and 51.9% men.**

## Employment structure by sectors of the economy

**3.3%** of professionally active inhabitants of Konin work in the agricultural sector (agriculture, forestry, hunting and fishing), **33.3%** in industry and construction, and **24.6%** in the service sector (trade, vehicle repair, transport, accommodation and catering), information and communication) and **3.5%** work in the financial sector (financial and insurance activities, real estate services).

Structure of employees in Konin in 2017

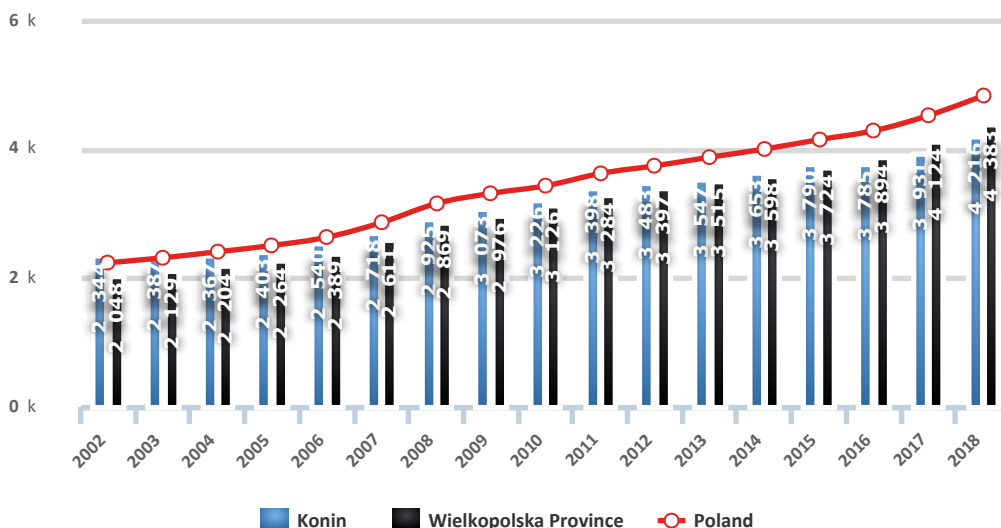


# The average monthly remuneration in Konin in 2018 amounted to PLN 4.216, which is 7% more compared to 2019

Comparing it with the average salary in the Wielkopolska Province, it is slightly lower - by 4%, which means that on the labor market in the city of Konin, wages are comparable to the rates in the entire province.

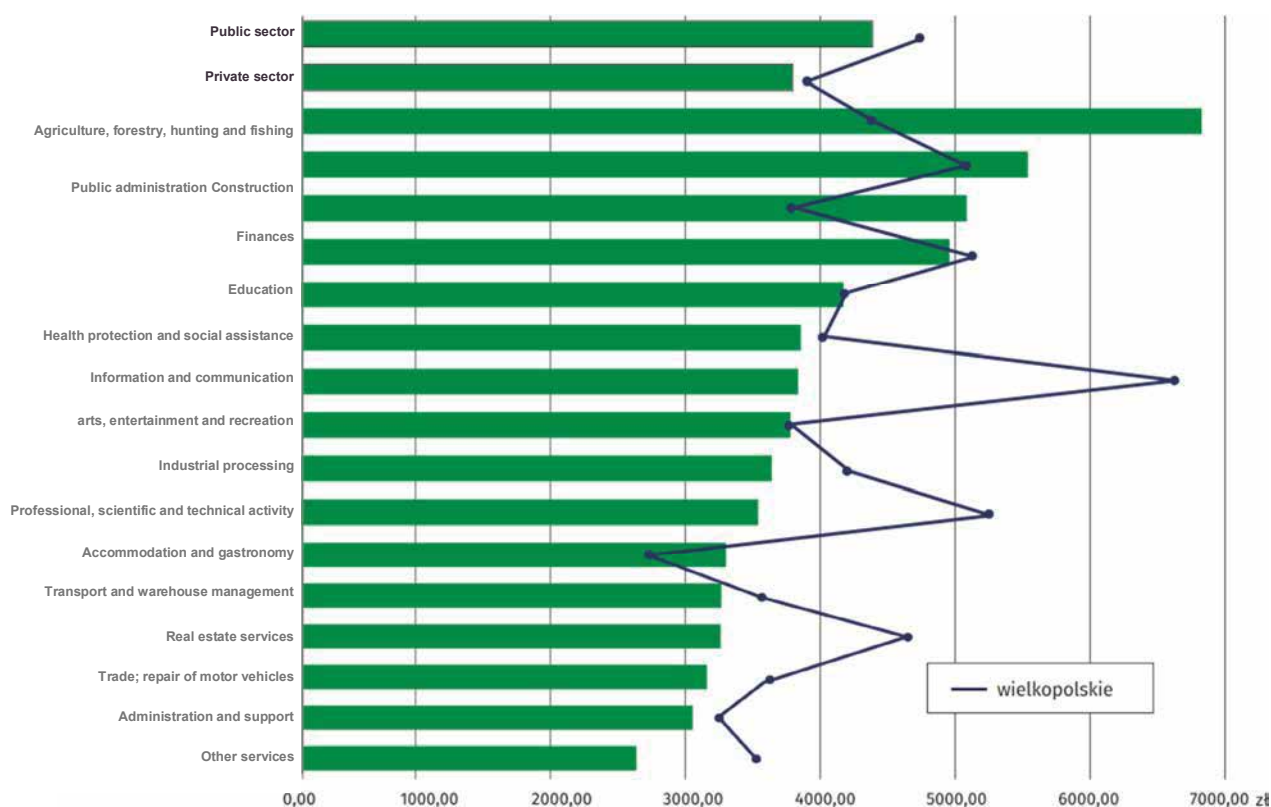
Average monthly gross remuneration (PLN) in Konin 2002 -2018

(Source: GUS)



The data collected for 2017 show that the highest remuneration was paid in agriculture and forestry. People attractive to the project from industries: Industrial processing and car repair receive average wages below the province average and do not exceed 4,000 PLN gross per month.

## Average monthly gross remuneration according to PKD sections in Konin in 2017



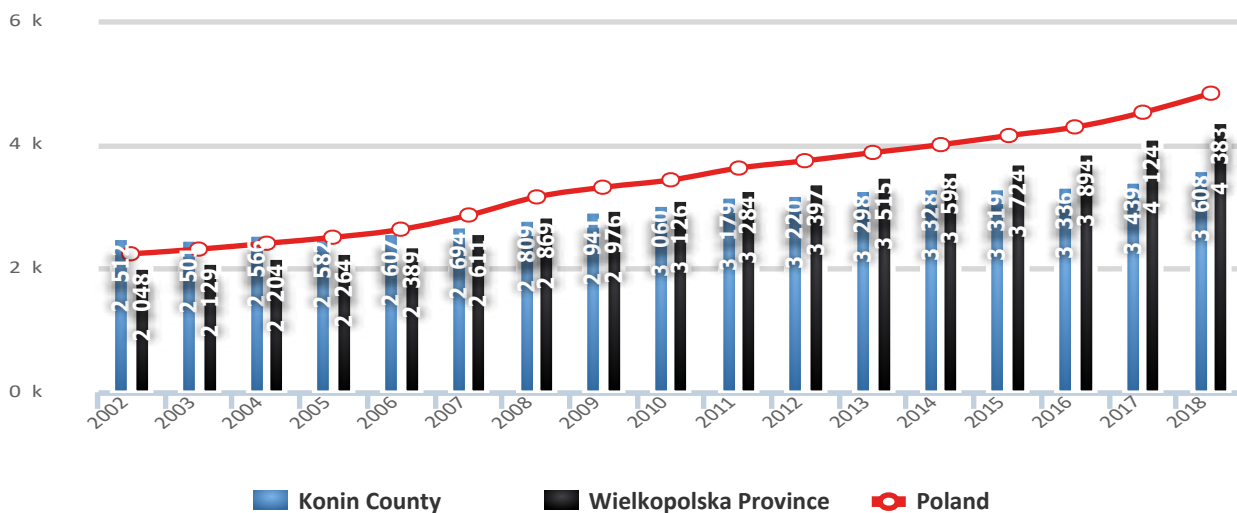
# Konin County

16.6 thousand working people were registered in the Konin County, which is 128 working people for every 1000 inhabitants. This is much less than the respective values for the Wielkopolska Province and Poland.

50.1% of all employed persons are women and 49.9% men. The inflow/outflow ratio is negative and amounts to 4006 people. The outflow is mainly due to lower rates offered on the labor market in the county than in the city of Konin. The average salary in 2018 was PLN 3.608 and was lower by 14.4% than in the city of Konin, which is the main reason for the negative balance of arrivals in the county, and at the same time a positive one in the city of Konin itself, where the salary is higher.

## Average monthly gross remuneration (PLN) in the Konin County 2002 - 2018

(Source: GUS)



## Grupa Progres data

In order to follow trends in the industries taken into account in the implementation of the project (industrial sector, including automotive), Grupa Progres database was used.

When analysing the temporary work employment organised by Grupa Progres in 2020 for the industrial processing and automotive, in terms of gender, slightly more women have been employed.

### Temporary workers employed in 2020 for industrial processing, by gender

Employment by gender	percentage
<i>women including:</i>	<b>52%</b>
<i>foreigners</i>	36%
<i>men including:</i>	<b>48%</b>
<i>foreigners</i>	30%

In the automotive industry, considering the persons employed in Grupa Progres, the conclusions are similar.

### Temporary workers employed in 2020 for the automotive industry, by gender

Employment by gender	percentage
<i>women including:</i>	<b>51%</b>
<i>foreigners</i>	44%
<i>men including:</i>	<b>49%</b>
<i>foreigners</i>	44%

Additionally, the tables show the number of foreigners by gender, both in industrial processing and the automotive industry. Foreigners are employed most often, which proves the high popularity of employing foreign workers for temporary work.

# FOREIGNERS ON THE KONIN LABOR MARKET

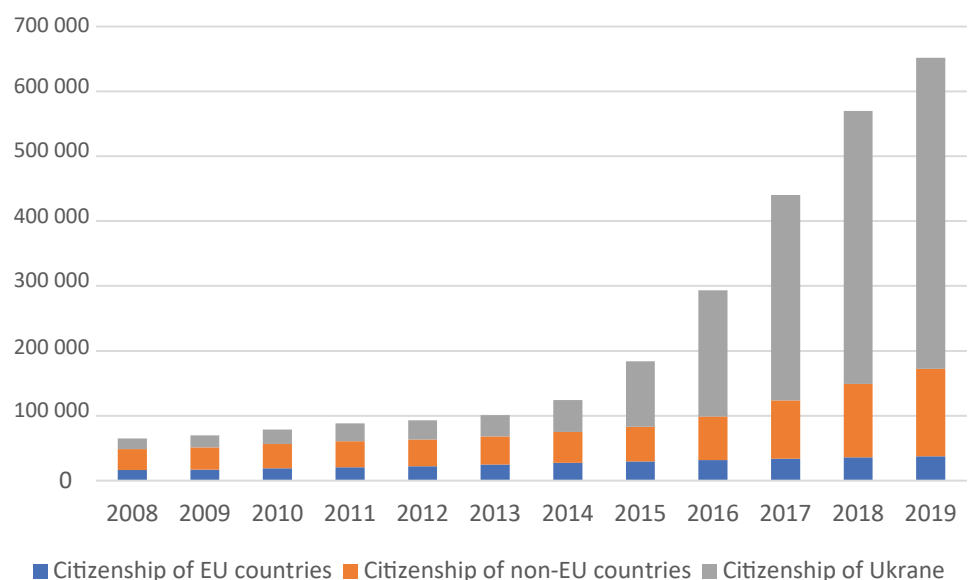
## Conclusion:

According to the Ukrainian State Employment Centre, at the beginning of March 2020, 361,000 Ukrainians were unemployed. In June, there were over 514,000. Currently, there are 427 thousand or 159 thousand more than in October 2019. The situation on the Ukrainian labour market has changed dramatically during the year and it is not a change for the better. Thus, Poland and the Konin county – thanks to the recruitment activities – can be a popular destination for economic emigration and a chance for employment. It should be noted that one of the leading regions for the employment of foreigners is the Wielkopolska Province, in which the Konin County is located. Moreover, Ukrainians can be permanent employees, because, according to data from the Ministry of Interior and Administration, more and more Ukrainian citizens are not only looking for temporary employment in Poland, but want to settle here for longer – last year they bought over 100,000 flats, i.e. more than a half more than the year.

More and more foreigners work in Poland. The number of foreigners who are subject to social insurance is also growing. While in 2009-2014 the number of foreigners who were subject to retirement and disability insurance increased by 59.3 thousand, in the period from December 2014 to December 2019 it increased by 527.2 thousand.

The most rapid increase in the number of foreigners registered for retirement and disability insurance is observed for citizens of non-EU countries, in particular for citizens of Ukraine - in 2019 there was a 29.5-fold increase in the number of people reported for insurance in relation to 2008 and almost a 5-fold increase compared to 2015 (in the analyzed period the number of insured increased from 16.2 thousand to 479.1 thousand in December 2019).

**Change in the number of foreigners registered for retirement and disability insurance by country of citizenship - as of the end of the year**



Last year, 46 nationalities worked in the Progres Group as part of the outsourcing services we provide; now there are 44. Our data shows that in 2019 Ukrainians dominated the Polish temporary labour market – they constituted 51% of all employees and their number was 10% higher than that of temporarily employed Poles (41%). In this year the situation has changed – from January to the end of August Poles accounted for 52% of all temporarily employed workers while Ukrainians made 38%. Apart from Ukrainians, currently 10% of professionally active people in Poland are employees of other nationalities; last year they made 8%,"

**says Magda Dąbrowska, Managing Director of SSC in Grupa Progres.**

One of the leading regions for the employment of foreigners is the Wielkopolska Province.

In 2019, almost 8% of all employed foreigners worked in the Wielkopolska Province. Also noteworthy is the significant increase until 2015 - more than 4-fold increase in employment of foreigners results from a mismatch in demand and supply on the local labour market in terms of rates, qualifications, expectations and industries on the market.

The labour market in Konin does not share the great demand for the foreign workforce in the province. In 2016, 1,219 foreigner employment declarations were issued, of which 95.4% for Ukrainian citizens, a year later, 1,977, 91.6% of which for Ukrainians. In the first years, foreigners were employed mainly by employment agencies - in 2016 - over 40%. Businesses employing workers from abroad operate mostly in the construction industry, transport, warehousing and agriculture.

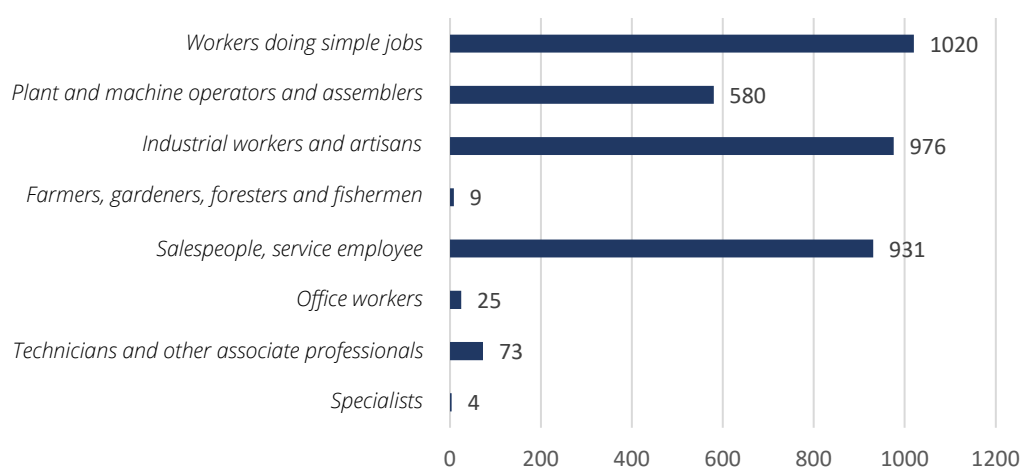


In 2018, 2,722 foreigner employment declarations were submitted in the Konin labour market, which covers the area of operation of the county labour office (Konin and Konin County), 513 for women and 2,209 for men. The foreigners came mainly from Ukraine - 90.9% and were employed in: industrial processing - 838, construction - 657, transport and storage - 350, trade - 348 and water supply and sewage management - 250. 14 Data of the Provincial Labour Office in Poznan. 41 The number of foreigners that the employers from Konin intended to and informed the Labour Office about it has increased by 123.3% within three years. Foreigners employed in 2018 by Konin-based businesses make only 1.6% of all those declared to be employed by employers from the Wielkopolska Province. Almost 40% (65,335 people) of them worked on the Poznan labour market, including the city of Poznan and the Poznan county. More foreigners were also employed on the Kalisz and Leszno labour markets: 8,019 and 3,870 people respectively.

In the period from January to December 2019, 3,618 (i.e. 32.9% more than in 2018) employers' foreigner employment declarations were registered on the Konin labor market and 322 (i.e. more than twice as many as in the previous year) seasonal work permits for foreigners were issued. Employers most often applied for employment of foreigners from Ukraine (3433 declarations) and Belarus (107 declarations). The employed foreigners supply the Konin labor market mainly in the following industries: industrial processing, construction, transport and storage, as well as wholesale and retail trade.

According to the data obtained from the District Employment Agency in Konin, 2,607 statements were issued by the end of October 2020. This decrease is the result of the coronavirus pandemic, which affects the entire labor market not only in the Konin region, but globally. The impact of the epidemic on the economic situation of the region and the labor market depends on many factors, which makes the forecast for the coming years difficult.

## Structure of employed foreigners by professional groups and specialties in 2019



From the perspective of Ukrainians, Poland is an attractive destination for economic emigration for many reasons. This may be due to cultural proximity, short distance from the homeland, several times higher earnings, but also guaranteed employer support, which Ukrainians receive from the very beginning, which is a strong argument for them to take up a temporary job in Poland."

**explains Yuliia Novytska, Head of the Employment Legalisation Department in Grupa Progres.**

Based on the experience of Grupa Progres in the field of acquiring candidates for temporary work for large clients in the e-commerce, forwarding, industry and food production, and relying on the conducted research, we can conclude that clients are highly interested in employees from abroad. A significant mismatch between the remuneration offered and the one accepted by employees as well as the necessity for flexible employment of a large number of people with appropriate qualifications increased the need to look for foreigners. Research prepared by the Social Insurance Institution confirms the above thesis.

On the basis of the own database for the purposes of this study, the focus was on the analysis of the work performed by temporarily employed Polish and foreign workers. A significant difference between Polish employees and foreigners is the amount of time worked per month, as well as the number of months of employment. Foreigners work definitely longer hours and rotate less frequently than Polish employees.

The foreigners' average monthly working time is almost 60 hours longer. Data based on 2020 from January to September. An analysis of previous years confirms this trend.

## Average working time [h] of temporary employees in Grupa Progres in 2020

Employee's nationality	January	February	March	April	May	June	July	August	September	Jan-Sept
<b>Polish</b>	103	102	87	110	110	1	1	112	117	107
<b>Foreigners</b>	159	157	165	159	161	1	1	159	162	160
<i>including Ukrainian</i>	<i>162</i>	<i>158</i>	<i>168</i>	<i>160</i>	<i>165</i>	<i>166</i>	<i>161</i>	<i>163</i>	<i>162</i>	<i>163</i>

Foreigners resign from work much less frequently in the first month of employment. It is an important factor in the selection of appropriate candidates, with such a large group for the analysed project.

### Distribution of Polish temporary employees by the number of months of work in 2020

The number of months aconstant work	Percentage distribution of Polish workers
1	36,25%
2	27,23%
3	13,70%
4	6,56%
5	3,22%
6	2,40%
7	1,66%
8	2,02%
9	6,96%
<b>total</b>	<b>100,00%</b>

### Distribution of foreign temporary employees by the number of months of work in 2020

The number of months aconstant work	Percentage distribution of foreign workers
1	14,91%
2	26,58%
3	22,86%
4	9,50%
5	5,69%
6	5,28%
7	4,46%
8	3,26%
9	7,46%
<b>total</b>	<b>100,00%</b>

### Distribution of Ukrainian workers according to the number of months of work at temporary work as of 2020

The number of months aconstant work	Percentage distribution of Ukrainian workers
1	15,90%
2	27,16%
3	21,73%
4	9,45%
5	5,81%
6	4,97%
7	4,26%
8	3,32%
9	7,40%
<b>total</b>	<b>100,00%</b>

# THE LARGEST EMPLOYERS IN THE WIELKOPOLSKA PROVINCE

## Number of the largest employers in the Wielkopolska Province

No.	Company	Sector	Location (place)	Capital	Number of employees
1	Grupa Kapitałowa ENEA S.A.	Power engineering	Poznan	Polish	16000
2	Volkswagen Poznan Sp. z o.o.	Automotive	Poznan	Foreign	11000
3	Amazon	Logistics	Tarnowo Podgórne	Foreign	5500
4	Grupa Raben	Transport and logistics	Gądki k. Poznania	Foreign	5300
5	Philips Lighting Poland S.A.	Electrotechnical industry	Piła	foreign	5 018
6	Samsung Electronics Polska	Household appliances	Wronki	Foreign	4000
7	GK Kompania Piwowarska S.A.	Food	Poznan	Foreign	3 200
8	Solaris Bus&Coach SA	Automotive	Czerwonak	Foreign	2600
9	Amica Wronki SA	Household appliances	Wronki	Polski	2200
10	Grupa Eurocash S.A.	Commerce	Komorniki	Polish	2100
11	Wix – Filtron Sp. z o.o.	Automotive	Gostyń	Foreign	1800
12	GlaxoSmithKline Polska	Pharmacy	Poznan	Foreign	1500
13	Aesculap Chifa Sp. z o.o.	Pharmacy	Nowy Tomyśl	Foreign	1500

## List of the largest businesses in the Konin subregion

No.	Company	Sector	Location (place)	Capital	Number of employees
1	Zespół Elektrowni Pątnów Adamów Konin SA	Power engineering	Konin	Polish	400
2	Kramp Sp. z o.o.	Agricultural machinery	Stare Miasto	Foreign	300
3	KON-PLAST	Plastics	Stare Miasto	Foreign	100
4	Smurfit Kappa	Packaging	Stare Miasto	Foreign	No data
5	Zinkpower	Galvanised metal products	Stare Miasto	Foreign	100
6	Europoles	Production of poles and masts	Stare Miasto	Foreign	150
7	Johnson Matthey	Production of catalysts	Konin	Foreign	In progress 200
8	Gebhardt Stahl Polska	Production of steel profiles and ventilation	Stare Miasto	Foreign	45

# SCHEDULE FOR CLOSING THE COMPANIES BELONGING

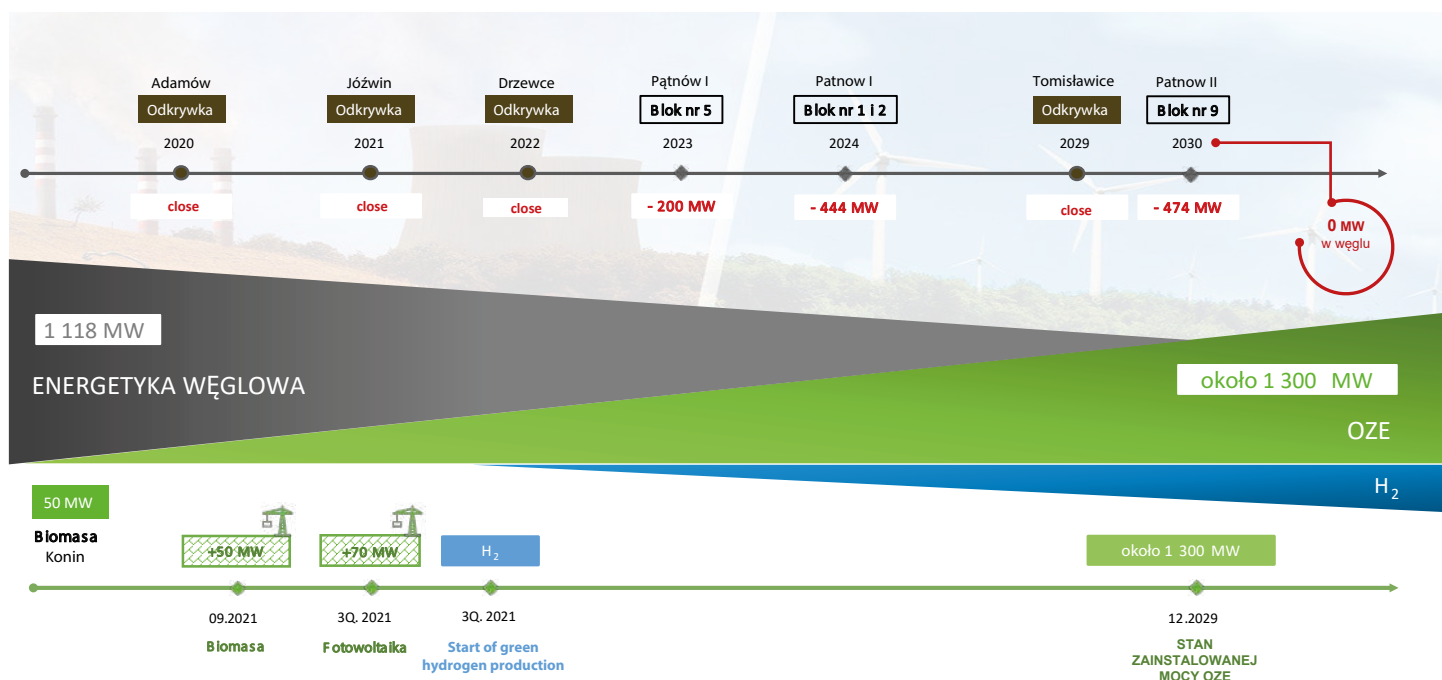
TO ZEPAK SA, WHICH IS THE OWNER OF E.G. THE MINES PAK KWB KONIN S.A., PAK KWB ADAMÓW S.A. AND THE POWER PLANT COMPLEX PAŃNÓW-ADAMÓW-KONIN.

## Conclusion:

The low employment potential of former power plant employees is due to the fact that many of them will be in or close to post-working age at closure. The rest constitute a resource that will not fully cover the staffing needs of the project. However, there is another factor that influences the employment potential and is therefore worth considering. It is the fact that the decommissioning of the power plant will mean that potential employees who would be employed in the coal power engineering sector will look for work in other sectors of the economy – for example, in the broadly understood industrial sector.

Currently, the activity of ZE PAK SA focuses mainly in the segment of conventional electricity generation in the process of lignite combustion. However, the Company is aware of the challenges that await the power industry in the near future. Changing legal and environmental conditions, rising prices of CO<sub>2</sub> emission allowances, stricter emission standards for other substances are all requirements that must be met by conventional electricity producers and this is a process inevitable also for ZE PAK.

With the support of EU funds, in particular the Just Transition Mechanism, ZE PAK is prepared for a fast transformation path from coal to renewable energy ("Strategies of ZE PAK SA Polish Clean Energy"). This transformation is already being implemented. The group presented plans to convert the production of energy from traditional sources to renewable energy sources, and thus, plans to shut down the mines and power plants it owns.



The employment of ZE PAK SA amounts to approx. 4,600 employees (2019), by 2024 it is to be reduced to 1,480 people. In the case of the Pańków-Adamów-Konin Power Plant complex itself, which includes the following facilities: Pańków I and Pańków II power plants in Konin (the current number of employees is approximately 1,300 people) according to the schedule, the total employment reduction is planned for a period of 10 years, i.e. by 2030.

Adamów power plant in Turek (current employment is several dozen people), the reduction in employment is to end by 2023. Konin power plant (currently about 100 employees) planned total employment reduction by 2023.

The strategic goal of ZE PAK is the energy transformation into renewable coal - from black to green energy. The company is already introducing renewable energy technologies, such as biomass, wind energy, biogas plants, photovoltaics and new technologies, such as hydrogen production.



# SECONDARY SCHOOLS

– VOCATIONAL AND TECHNICAL SCHOOLS IN THE AREA OF KONIN AND THE WIELKOPOLSKA PROVINCE.

## Conclusion:

Every year over 3,000 students are admitted to schools in Konin. They represent a great employee potential. What might convince them to start working in the Konin county – after finishing school – is not only the encouraging activities of the city, but also the incentives of the future employer aimed at students of technical or vocational schools and conducted in consultation with the managers of those institutions (e.g. patronage over a particular class). The activities conducted by the city authorities favor the creation of specialised courses to satisfy the needs of employers and modern economy.

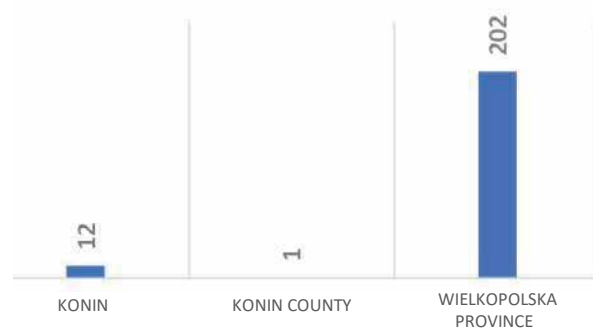
There are 426 first and second level vocational schools and technical schools in the Wielkopolska Province, of which 368 (86%) are public institutions.

47% of vocational and technical schools educate in fields related to the automotive industry.

NUMBER OF VOCATIONAL AND TECHNICAL SCHOOLS



SCHOOLS EDUCATING IN PROFESSIONS RELATED TO AUTOMOTIVE INDUSTRY



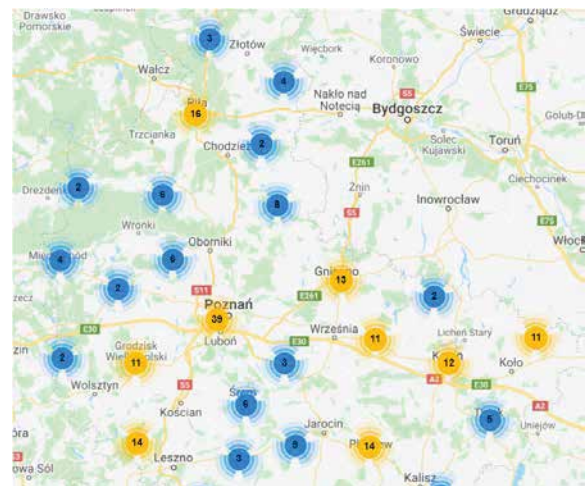
More than 50% of students from vocational and technical schools in the Wielkopolska Province study in technical faculties.

Over 50% of secondary school students in the Wielkopolska Province, including approx. 50% in Konin, are students of technical and vocational schools. Province-wide, these proportions have been stable for many years; however, there are local fluctuations.

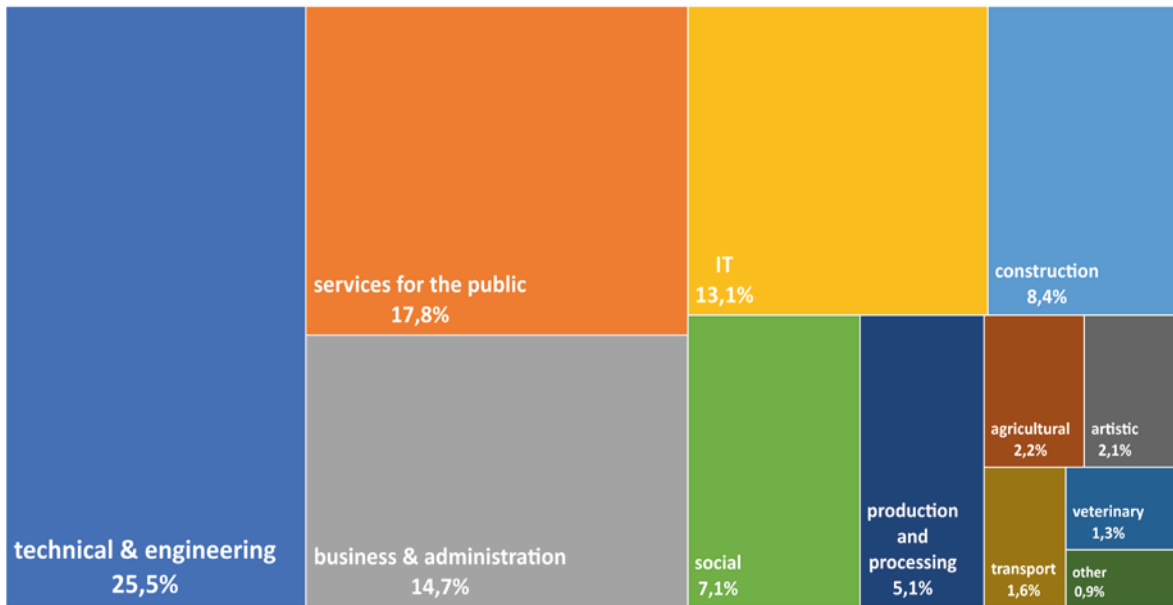
LOCATION OF VOCATIONAL AND TECHNICAL SCHOOLS IN KONIN AND NEARBY



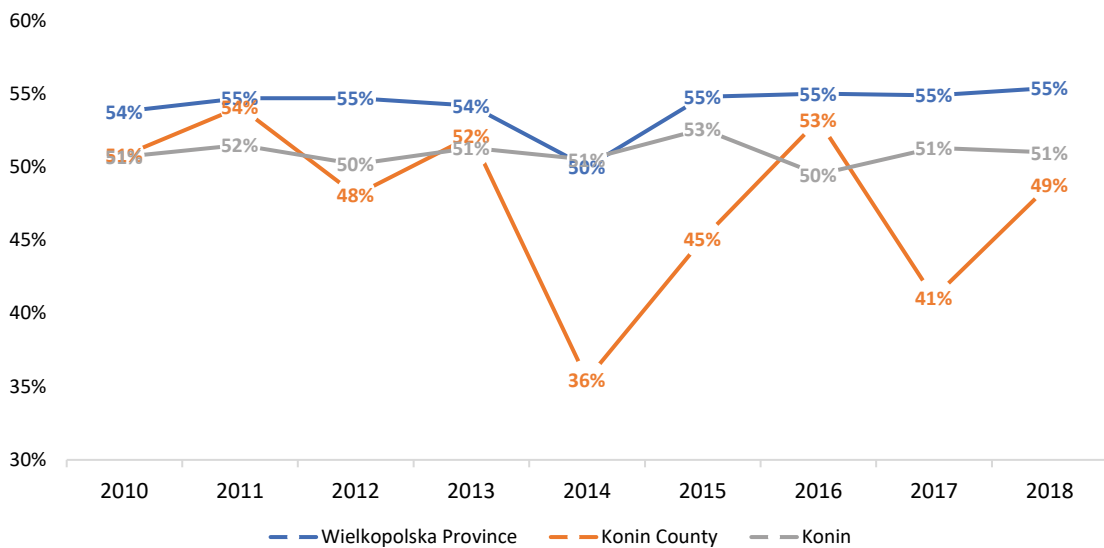
LOCATION OF VOCATIONAL AND TECHNICAL SCHOOLS IN THE WIELKOPOLSKA PROVINCE



STRUCTURE OF EDUCATION AREAS INVOCATIONAL AND TECHNICAL SCHOOLS.  
WIELKOPOLSKA PROVINCE 2018



RATIO OF VOCATIONAL AND TECHNICAL SCHOOL GRADUATES  
TO THE TOTAL NUMBER OF SECONDARY SCHOOL GRADUATES



## Trends in education in vocational and technical schools

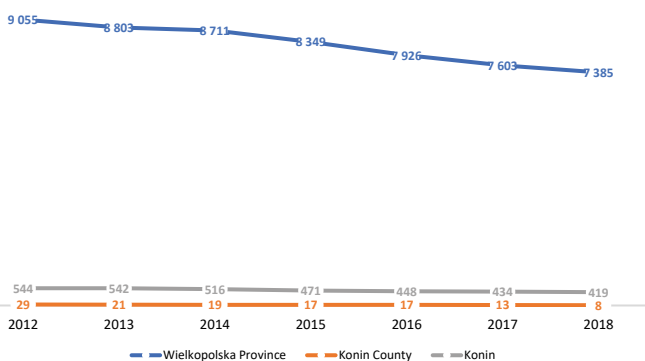
In recent years, there has been a clear decline in the number of people studying at the vocational (trade) level in engineering and technical fields. The decrease in the period 2012-2018 was 18% in the entire Wielkopolska Province, and in Konin it was even deeper and amounted to 23%.

In the same period and in the same area, the number of students in technical secondary schools in the Wielkopolska Province increased by 16% while in Konin it decreased by 19%.

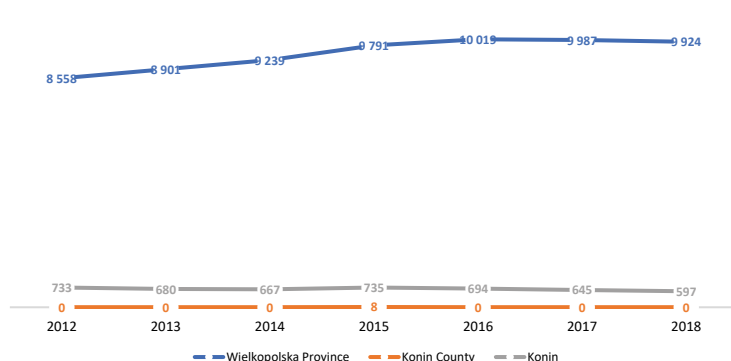
While the total number of students in vocational and technical schools in the analyzed period was stable in the entire Wielkopolska Province (ca. 17.7 thousand), it clearly dropped by 20% in Konin.

Opinions of representatives of Konin vocational and technical schools also indicate a decline in interest in education in fields related to the automotive industry in recent years, and their forecasts indicate that the current level of interest in these fields of study will be maintained in the near future.

NUMBER OF STUDENTS IN 1ST LEVEL VOCATIONAL SCHOOLS IN ENGINEERING AND TECHNICAL FACULTIES



NUMBER OF STUDENTS IN TECHNICAL SCHOOLS IN THE FIELD OF ENGINEERING AND TECHNOLOGY



## Public educational institutions in Konin educating in technical faculties at a secondary level

Institution	Education level	Automotive-related faculties	Number of students	Readiness to cooperate in the field of so-called ordered specialties
Zespół Szkół im. Mikołaja Kopernika w Koninie (Mikołaj Kopernik Schools in Konin)	- technical college -1st level vocational school	-currently none, the school has historically provided education in fields related to the automotive industry	969	Yes
Zespół Szkół Górniczo-Energetycznych im. Stanisława Staszica w Koninie (Stanisław Staszic Mining and Energy Schools in Konin)	-technical college -1st level vocational school	-motor vehicle technician -motor vehicle mechanic	1152	Yes
Zespół Szkół Budownictwa and Kształcenia Zawodowego im. Eugeniusza Kwiatkowskiego w Koninie (Eugeniusz Kwiatkowski Construction and Vocational Training Schools in Konin)	-technical college -1st level vocational school	-motor vehicle mechanic	997	?
Zespół Szkół Centrum Kształcenia Ustawicznego im. Stefana Batorego w Koninie (Schools of Stefan Batory Continuing Education Centre in Konin)	-technical college -1st level vocational school	-none	491	?
Zespół Szkół Technicznych w Koninie (Technical Schools in Konin)	-technical college -1st level vocational school	-motor vehicle technician -driver-mechanic	258	Yes

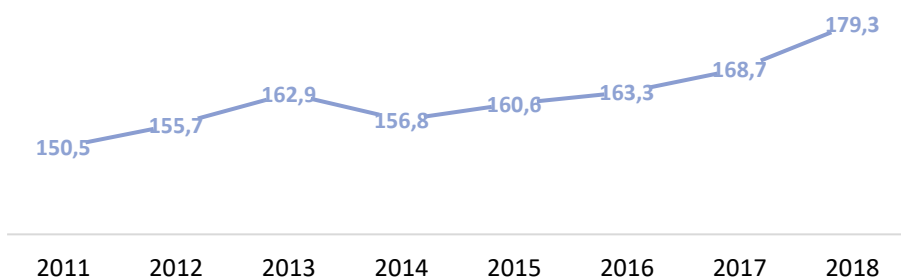
## Cooperation with the business community

- Intending to consciously shape and adjust the competences of the residents to the current and future labor market, the authorities of the city of Konin undertake activities aimed at adjusting the activities of educational institutions to the requirements of the future labor market.
- The city is open to creating specialized courses of study for the needs of employers and the modern economy. Education for the so-called ordered specialties has been implemented also in the past.
- The city develops forms in vocational schools that have business patrons and undertakes activities aimed at profiling the existing vocational courses.
- One of the projects was to create a renewable energy studio at the Vocational Training Centre to develop education in fields related to renewable energy in vocational schools.
- The city authorities also undertake initiatives related to financing from external funds, including EU funds, of school projects developing the professional competences of students and staff. Konin also acquires personnel for education in fields adapted to the future labor market.

EXPENDITURE ON EDUCATION AND GUIDANCE 2018			
	Konin	Pila	Ostrow Wlkp.
Total	<b>179 million PLN</b>	115 million PLN	97 million PLN
% of budget	<b>33.2%</b>	34.1%	32.1 %
Per capita	<b>2,418 PLN</b>	1,574 PLN	1,340 PLN
Population	<b>73,522</b>	73,139	71,931

Classes that have business patrons are a response to the needs of the labor market; they are a passport to the future. Thanks to the cooperation with schools, employers have a direct influence on the quality and scope of education. The labour market needs highly specialised professionals, and "patronizing" classes guarantees that future employees will receive appropriate training. Until recently, it was said that vocational schools train the future unemployed. Classes supported by business patrons prove that this is not the case," explains **Juliusz Mazur, sociologist, specialist in changes in the labor market.** Source: **Biznes Interia, Classes with business patrons as a pass to the labor market,**

### EXPENDITURE ON EDUCATION AND GUIDANCE FROM THE KONIN CITY BUDGET





# HIGHER EDUCATION INSTITUTIONS

## Conclusion:

Both businesses and higher schools in Wielkopolska play an important role in shaping the regional labour market. Their common interest is, inter alia, acting to create conditions that will make it possible to use the creative potential hidden in students and graduates. Since they constitute a large group of candidates for work in the Konin County – only in the city of Konin each year a university diploma is awarded to approx. 2 thousand people, some of whom may join the team employed on the planned project. This is because their fields of study (production management and engineering, automation and robotics, mechanical engineering, economics, finance and accounting, etc.) make them suitable to work within its framework. In the case of Konin, it is clearly visible that the higher education institutions operating in the city, e.g. the State Higher Vocational School (PWSZ) in Konin, attach great importance to providing high-quality education to their students. They also start cooperation with businesses, local government administration, non-governmental organizations and other higher schools, including foreign ones, enriching and making their educational offer more attractive, launching new fields of study, post-graduate courses, developing own research staff and modifying education programmes to satisfy the needs of the labour market.

The rate of national migration of students after obtaining their diploma shows the high employment potential of this group. Between 2015 and 2018, nationwide, over 50,000 students lived in a province other than the one in which they studied. Over 3,000 graduates left the Kuyavian-Pomeranian and Lodz provinces. In the Wielkopolska Province, the employee potential also remains at a high level; almost 13 thousand graduates after graduation stayed in Wielkopolska, where they studied, and over 4,000 went to another region.

## Konin - Higher schools

Higher education	2017/18	2018/19
Higher education institutions	3	3
Non-local units	1	1
Students <sup>a</sup>	2,114	2,094
Graduates <sup>ab</sup>	734	590

a According to the actual location of the organisational units

b In the 2017/18 academic year – from the previous academic year,  
in the 2018/19 academic year – from the period 01.12.2017 to 31.12.2018

### State Higher Vocational School in Konin

(State Higher Vocational School in Konin – in short: PWSZ) is a public vocational university established in 1998. PWSZ in Konin is the only state higher education institution in the eastern part of Wielkopolska. The university offers a dozen or so first-cycle (bachelor's, engineering) programmes and several second-cycle (master's) programmes. Full-time studies at PWSZ in Konin are free. Graduates receive a bachelor's or master's degree, and in the case of technical studies - an engineer's degree. With the acquired qualifications, the holders of the university diploma can boast first or second level higher education.

### Fields of study

#### Faculty of Humanities and Social Sciences

### Bachelor's courses

Finance and accounting

IT

Logistics

### Engineering courses

Automation and robotics

Mechanics and machine construction

### Master's courses

Economy and public administration

Production management  
and engineering

### Faculty of Health Sciences

#### WSKM - Higher School of Management Personnel

The Higher School of Management Personnel offers the possibility of studying in the following fields:

- Administration
- Internal security
- Economics
- Power engineering
- Criminology (in cooperation with WSH TWP)
- Pedagogy (in cooperation with KJ TSW)
- Special education (in cooperation with WSH TWP)

#### Postgraduate courses:

- Culture animator and manager
- Security in public administration
  - Child and music
- Art education with care for a small child
  - Art education with care for seniors
    - Renewable energy sources
    - Public procurement law
- Music production and creation
  - Psychogerontology
- Occupational health and safety management
- Accessibility management in public institutions
- Economic and financial management in local government
  - Education management
  - Project management

## Wielkopolska – Higher schools

In the 2019/20 academic year, 32 universities had their headquarters in the Wielkopolska Province with a total of 123.2 thousand students (including branches), i.e. 10.2% of the total number of students in the country. The number of people studying at the universities in the Wielkopolska Province fell by 0.4% during the year, while the number of foreigners studying here increased by 4.4%. A graduation diploma was obtained by 6.5% fewer graduates than in 2018.

In the 2019/20 academic year, a total of 123.2 thousand students were educated at universities whose parent unit was located in the Wielkopolska Province, which constituted 10.2% of the total number of students in Poland and ranked the Wielkopolska Province third after the Mazovia and Małopolska Provinces. A total of 12.8 thousand people studied at the university branches (included in the total number of students), including 11.0 thousand outside the Wielkopolska Province.

Compared to the previous year, the number of students in the province decreased by 0.4% as compared to the average nationwide decrease by 2.1%. The drop in the number of students occurred mainly at public universities (on average by 3.0% fewer than in the previous year). Simultaneously the number of students at private universities increased (on average 6.0% more students than in the previous year). The increase was relatively the highest at Collegium da Vinci in Poznan (22.9%), at the Higher School of Management Personnel in Konin (14.5%) and at the WSB University in Poznan (by 12.9%).

Among public universities, only at Karol Marcinkowski Medical University in Poznan there was an increase in the number of students (1.4%) while a relatively large decrease was recorded, among others, by Poznan University of Economics (6.5%) and Stanisław Wojciechowski State Higher Vocational School in Kalisz (5.8%).

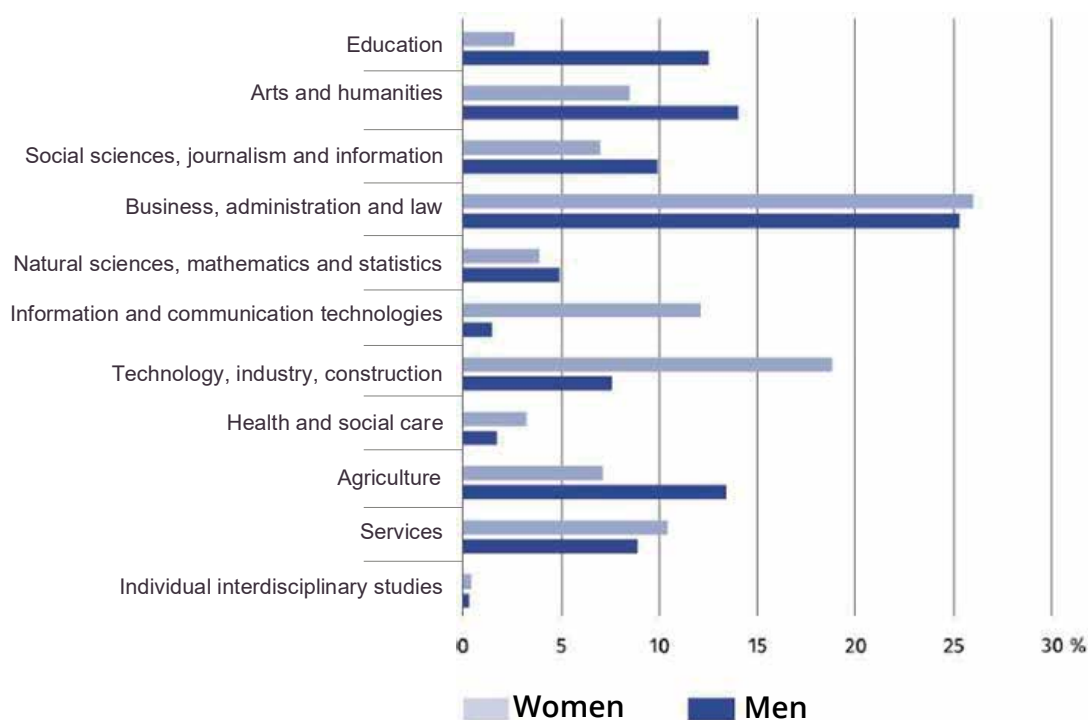
Over the last 10 years, the number of students has been systematically decreasing, and the average annual decrease was 3.6% (4.6% in the country) while the number of foreigners increased annually by an average of 13.7%. The decreasing number of students (and graduates) is related to, inter alia, demographic changes, i.e. a decreasing number of young people aged 19–24. In 2010–2019, the average annual decrease in the size of this group amounted to 3.7% (similar to the nationwide average).

The largest university in the Wielkopolska Province is the Adam Mickiewicz University (AMU). In 2019, a total of 33.7 thousand people studied at numerous faculties of this university, including branches and non-local teaching centres, i.e. 27.4% of all students studying at universities in the Wielkopolska Province.

Taking into account not the seat of the university, but the actual location of the unit, at the end of December 2019, 114.9 thousand students actually studied in the Wielkopolska Province (0.6% fewer than last year), including 2.7 thousand students of branches and non-local units of 6 universities outside the province. The number of people studying in Poznan amounted to 102.2 thousand (1.8% fewer than last year), of which 32.5 thousand were educated at the AMU, and 1.7 thousand - at the SWPS branch of the Humanities and Social University in Warsaw.

In the 2019/20 academic year, universities with headquarters in the Wielkopolska Province offered education in 277 fields of study classified in 11 groups. The most popular fields of study were business, administration and law (25.6% of the total number of students studying at universities in the Wielkopolska Province), and in this group, mainly management and logistics.

## Students by groups of fields of study in the 2019/20 academic year



Observation of the number of graduates obtaining a diploma in the last decade leads to the conclusion that the dynamics in this case is not as unambiguous as in the case of students whose number is systematically decreasing. The number of graduates of higher education institutions in the Wielkopolska Province has decreased year by year, with slight fluctuations in the academic years 2010/11 and 2016/17, when a slight increase was recorded. Regardless of these fluctuations, the average annual decline in the number of university graduates in the period from 2010 (2009/10) to 2019 was 4.9% and was close to the national level (4.6%).

## Graduate<sup>a</sup> by types and forms of studies (including foreigners)

Type of studies	Total	Including women	Of the total number of	
			full-time studies	part-time studies
<b>TOTAL</b>	30,56	19,070	18,699	11,457
<b>First-cycle studies</b>	16,684	10,182	10,952	5,732
<b>engineer's degree</b>	5,077	1,825	3,591	1,486
<b>bachelor's degree</b>	11,607	8,357	7,361	4,246
<b>Uniform master's degree courses</b>	1,472	998	1,183	289
<b>Second-cycle studies</b>	12,000	7,890	6,564	5,436

a) Persons who obtained higher education diplomas in the period from 1 January to 31 December 2019

# Kuyavian-Pomeranian Province – Higher schools

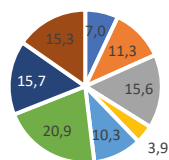
- In the 2019/2020 academic year, 54.1 thousand people studied at 17 universities in the Kuyavian-Pomeranian Province, i.e. 31.0 thousand fewer than ten years earlier. 2.2 thousand foreign students from 69 countries benefited from the educational offer.
- The academic year 2018/2019 saw 13.9 thousand graduates, i.e. 7.3 thousand fewer than in the academic year 2008/2009.
- The educational offer in the 2019/2020 academic year also included postgraduate (8,600 students) and doctoral (1,100 doctoral students) education.
- The decrease in the total number of students is a trend observed in recent years, both at universities in the Kuyavian-Pomeranian Province and in the country. In the 2019/2020 academic year, 54.1 thousand people studied in the province (4.5% of all in the country). It was 4.3% fewer than in the previous year and 36.4% fewer than ten years earlier.
- Most students chose full-time studies (59.9%). The majority of students were women (61.2%).
- Universities were the type of higher education schools most frequently chosen by students. In the 2019/2020 academic year, 27.2 thousand students in the province studied there (50.4% of all students in the province). The majority (20.7 thousand) studied at the Nicolaus Copernicus University in Toruń.
- In the 2018/2019 academic year, the largest number of graduates of universities located in the Kuyavian-Pomeranian Province graduated in pedagogy (1.5 thousand people). Other faculties producing new graduates were:
  - management (1.0 thousand graduates),
  - finance and accounting (0,8 thousand graduates),
  - administration (0.6 thousand graduates),
  - nursing (0.6 thousand graduates),
  - physiotherapy (0.5 thousand graduates),
  - economics (0.4 thousand graduates),
  - law (0.4 thousand graduates),
  - internal security (0.4 thousand graduates).

# Lodz Province – Higher schools

- Currently (as of 09.12.2019), there are 7 public universities (6 in the city of Lodz) and 22 non-public universities (including 19 in the city of Lodz) as well as many branches and non-local centres of other Polish higher schools in the Lodz Province.
- Lodz is one of the most important academic centres in Poland. There is a total of 19 higher education institutions, 7 public and 12 non-public, and 30 research and development institutions in the city.
- Annually, over 72 thousand students study at universities in Lodz, including nearly 5,000 foreign students; the number of graduates is about 20 thousand.
- EDUCATION FOR EMPLOYMENT - Higher schools in Lodz care for the development of their students, offering study programmes and faculties that meet the needs of the labour market. As a result of the demand for high-class specialists in various fields, both the University of Lodz and the Lodz University of Technology, in cooperation with businesses, create an educational offer that increases the chances of employing graduates in specific industries.
- In recent years, specializations have emerged in Lodz, which are a response to the needs of numerous companies, such as: Agat, Astor, Comarch, Ericsson or Fujitsu.
- EXAMPLES OF FIELDS OF STUDY FOR BPO/SSC/IT - Higher schools in Lodz offer e.g. specializations tailored to the needs of the BPO/SSC/IT and production industries, and the content of the subjects is prepared in consultation with the CISCO and JUNIPER academies. As a result, university graduates are highly qualified employees ready to work in leading companies.

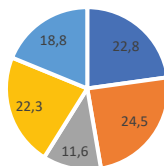


Higher education students in the academic year 2018/2019



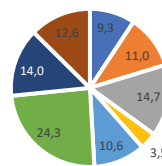
- education
- technology and industry
- humanities and arts
- health and social services
- social sciences, journalism, information
- service
- business, administration and law
- other

Population by education level in 2018 (wg BAEL)



- higher education
- post-secondary and intermediate vocational education
- intermediate general education
- basic vocational education
- lower secondary, basic, lower education

Higher education students in the academic year 2017/2018



- education
- technology and industry
- humanities and arts
- health and social services
- social sciences, journalism, information
- service
- business, administration and law
- other

Chosen data	2017/18	2018/2019
Higher schools	25	23
Sudents	77378	70764
Absolvents	20929	18540

From the former academic year.

## DATA ON GRADUATES (2014-2018)

What higher education institution does the Konin subregion need? It should be an open university, which I call an institution of common good. We are currently preparing a strategy for the PWSZ in Konin, in which the vision will be the key element. The idea is for the PWSZ to become an entity of key importance for the sustainable development of the Konin region. To be able to co-define the directions of development of the Konin subregion in which we live and work. For over 20 years PWSZ in Konin have educated over 14,000 people. We have been building human capital in the Konin region for years. We want to activate our students to act for the benefit of the school and the Konin subregion. So that they build their social capital, ties, relationships and trust to an even greater extent," said Artur Zimny, rector of the PWSZ, in his speech at the inauguration of the 2020/21 academic year.

Source: Eastern Wielkopolska Portal, The region needs energy and youth. Inauguration of the PWSZ in Konin, 6.10.2020.

## FIELD OF STUDY: MANAGEMENT AND PRODUCTION ENGINEERING

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Management and Production Engineering	on average every 5 years	Kuyavian-pomeranian	503	177 (35 %)	237 (47%)	36 (7%)	990
		Lodz	1363	525 (38%)	601 (44%)	92 (8%)	1041
		Wielkopolska	2841	589 (21%)	1531 (54%)	503 (18%)	1020
		Poland	36013	8102 (22%)	17590 (49%)	6223 (17%)	941

### Migrations of Management and Production Engineering graduates:

- in the years 2014-2018, 75% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 54% in a county other than the one in which they studied. 18% graduates went to another province. (no data on the remaining 7%).
- in the years 2014-2018, 82% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 7% graduates went to another province. (no data on the remaining 11%).
- in the years 2014-2018, 82% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 7% graduates went to another province. (no data on the remaining 11%).
- in the years 2014-2018, nationwide, 71% graduates lived and worked in the provinces where they graduated. 17% graduates went to another province. (no data on the remaining 12%).

# FIELD OF STUDY: AUTOMATION AND ROBOTICS

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Automation and Robotics	on average every 5-6 years	Kuyavian-pomeranian	189	55 (29%)	75 (40%)	40 (21%)	997
		Lodz	577	212 (37%)	264 (46%)	50 (9%)	1181
		Wielkopolska	1655	447 (27%)	701 (42%)	309 (19%)	1382
		Poland	15898	4429 (8%)	6215 (39%)	3767 (24%)	1260

## Migrations of Automation and Robotics graduates:

- in the years 2014-2018, 69% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 42% in a county other than the one in which they studied. 19% graduates went to another province. (no data on the remaining 12%).
- in the years 2014-2018, 69% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 21% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, 83% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 9% graduates went to another province. (no data on the remaining 8%).
- in the years 2014-2018, nationwide, 67% graduates lived and worked in the provinces where they graduated. 24% graduates went to another province. (no data on the remaining 9%).

# FIELD OF STUDY: ENVIRONMENTAL ENGINEERING

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Environmental Engineering	on average every 5 years	Kuyavian-pomeranian	6545	149 (27%)	254 (47%)	112 (20%)	879
		Lodz	1167	383 (33%)	519 (44%)	174 (15%)	854
		Wielkopolska	2477	583 (23%)	1347 (54%)	303 (12%)	801
		Poland	29702	6906 (23%)	13148 (44%)	6456 (22%)	810

## Migrations of Environmental Engineering graduates:

- in the years 2014-2018, 77% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 54% in a county other than the one in which they studied. 12% graduates went to another province. (no data on the remaining 11%).
- in the years 2014-2018, 74% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 20% graduates went to another province. (no data on the remaining 6%).
- in the years 2014-2018, 77% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 15% graduates went to another province. (no data on the remaining 8%).
- in the years 2014-2018, nationwide, 67% graduates lived and worked in the provinces where they graduated. 22% graduates went to another province. (no data on the remaining 11%).

## FIELD OF STUDY: IT

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
IT	on average every 5.5 years	Kuyavian-pomeranian	1064	327 (30%)	468 (44%)	173 (16%)	1058
		Lodz	3737	1393 (37%)	1345 (36%)	544 (15%)	1292
		Wielkopolska	3723	1212 (32%)	1489 (40%)	626 (17%)	1252
		Poland	49972	15275 (30%)	18981 (38%)	9084 (18%)	1256

### Migrations of IT graduates

- in the years 2014-2018, 72% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 40% in a county other than the one in which they studied. 17% graduates went to another province. (no data on the remaining 11%).
- in the years 2014-2018, 74% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 16% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, 73% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 15% graduates went to another province. (no data on the remaining 12%).
- in the years 2014-2018, nationwide, 68% graduates lived and worked in the provinces where they graduated. 18% graduates went to another province. (no data on the remaining 14%).

## FIELD OF STUDY: ELECTRICAL ENGINEERING

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Electrical Engineering	on average every 6 years	Kuyavian-pomeranian	231	63 (27%)	128 (55%)	30 (13%)	1247
		Lodz	504	125 (25%)	271 (54%)	79 (16%)	1201
		Wielkopolska	2462	530(21%)	1329 (54%)	448 (18%)	1073
		Poland	17677	3817 (22%)	8499 (48%)	3766 (21%)	1146

### Migrations of Electrical Engineering graduates

- in the years 2014-2018, 75% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 54% in a county other than the one in which they studied. 18% graduates went to another province. (no data on the remaining 7%).
- in the years 2014-2018, 82% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 13% graduates went to another province. (no data on the remaining 5%).
- in the years 2014-2018, 79% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 16% graduates went to another province. (no data on the remaining 5%).
- in the years 2014-2018, nationwide, 70% graduates lived and worked in the provinces where they graduated. 21% graduates went to another province. (no data on the remaining 9%).

# FIELD OF STUDY: FINANCE AND ACCOUNTING

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Finance and Accounting	on average every 4.5 years	Kuyavian-pomeranian	5010	784 (16%)	2837 (57%)	864 (17%)	691
		Lodz	4655	1058 (23%)	2503 (54%)	631 (13%)	787
		Wielkopolska	9921	1774 (18%)	5334 (54%)	1680 (17%)	854
		Poland	83926	16978 (20%)	40397 (48%)	14990 (18%)	832

## Migrations of Finance and Accounting graduates:

- in the years 2014-2018, 72% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 54% in a county other than the one in which they studied. 17% graduates went to another province. (no data on the remaining 11%).
- in the years 2014-2018, 73% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 17% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, 77% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 13% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, nationwide, 68% graduates lived and worked in the provinces where they graduated. 18% graduates went to another province. (no data on the remaining 14%).

# FIELD OF STUDY: MECHATRONICS

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Mechatronics	on average every 5 years	Kuyavian-pomeranian	563	159 (28%)	273(48%)	80 (14%)	1086
		Lodz	388	132 (34%)	185 (48%)	32 (8%)	1117
		Wielkopolska	935	214 (23%)	446 (48%)	208 (22%)	1264
		Poland	9925	2440 (25%)	4416 (44%)	1911 (19%)	1053

## Migrations of Mechatronics graduates

- in the years 2014-2018, 71% graduates lived and worked in the Wielkopolska Province after graduating from the schools located in this region, including 48% in a county other than the one in which they studied. 22% graduates went to another province. (no data on the remaining 7%).
- in the years 2014-2018, 76% graduates lived and worked in the Kuyavian-Pomeranian Province after graduating from the schools located in this region. 14% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, 82% graduates lived and worked in the Lodz Province after obtaining a diploma in this region. 8% graduates went to another province. (no data on the remaining 10%).
- in the years 2014-2018, nationwide, 69% graduates lived and worked in the provinces where they graduated. 19% graduates went to another province. (no data on the remaining 12%).

# FIELD OF STUDY: AVIATION/AEROSPACE

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied
Aviation/ Aerospace	on average every 6 years	Poland	2711	581 (21%)	1072 (39%)	1 134

## Migrations of Aviation and Aerospace graduates

- in the years 2014-2018, nationwide, 41% graduates lived and worked in the provinces where they graduated. 39% graduates went to another province. (no data on the remaining 20%).

# FIELD OF STUDY: NANOTECHNOLOGY

Field of study	Change of job	Province	The number of graduates	Number of graduates living in the county where they studied	Number of graduates residing in another county, but in the same province where they studied	Number of graduates living in a province other than the one in which they studied	Average earnings after receiving the diploma (Euro/brutto)
Nanotechnology	on average every 6 years	Poland	339	86 (25%)	99 (29%)	69 (20%)	685

## Migrations of Nanotechnology graduates

- in the years 2014-2018, nationwide, 54% graduates lived and worked in the provinces where they graduated. 20% graduates went to another province. (no data on the remaining 26%).

# EXPECTED AND PROJECTED REMUNERATION

	Position	Min €	Max €
Engineering	Designer	1400	2100
	Process Engineer	1600	2300
	Automation specialist/ technician	1400	2100
	Production planner	1400	2000
	Lean Specialist	1400	2100
	Maintenance Engineer	1800	2800
	Supervisor of Production Department	1800	2300
Managerial	Manager of Production	3200	4600
	Manager of Quality Control	3200	4100
	Manager of Purchase & Logistics	2800	4100
	Manager of Finance	4100	5200
	Manager of Technical	3000	4500
Finance & Accountancy	Financial Controller	2100	3200
	Accountant	1400	2100

	Position	Min €	Max €
Blue-collar Workers	Assembly workers well qualified (with technical background)	800	1100
	Assembly workers (no qualifications)	600	800
	Welders	900	1500
	Packer	600	1000
	Electrician (with qualifications)	800	1400
	Sprayer	700	1000
	Production workers (no qualifications)	600	800
	Warehouseman (for lift license)	700	1000
	Machines operator CNC	800	1300
	Supply Chain	Buyer	1800
Supply Chain positions		1400	1800
Quality	Quality Engineer / Supervisor	1600	2300
	Quality Controller	900	1400

## LABOUR COST IN KONIN AREA - IN EURO





# COSTS AND OBLIGATIONS OF THE EMPLOYER

## Comparison of remuneration in terms of the employment conditions in 2021

### Calculation for a Polish employee with an employment contract

	monthly rate	hourly rate
Gross employee remuneration with employer's costs	1,247 €	7.42 €
OHS	53 €	0.32 €
Transport	29 €	0.17 €
Accommodation	0 €	0.00 €
Other	25 €	0.15 €
Margin	128 €	0.76 €
<b>TOTAL EMPLOYEE COST</b>	<b>1,482 €</b>	<b>8.82 €</b>
<b>TOTAL EMPLOYEE REMUNERATION</b>	<b>868 €</b>	<b>5.16 €</b>

### Calculation for a foreign employee with an employment contract

	monthly rate	hourly rate
Gross employee remuneration with employer's costs	1 046 €	6,22 €
OHS	30 €	0,18 €
Transport	29 €	0,17 €
Accommodation	149 €	0,89 €
Other	27 €	0,16 €
Margin	128 €	0,76 €
<b>TOTAL EMPLOYEE COST</b>	<b>1 409 €</b>	<b>8,39 €</b>
<b>TOTAL EMPLOYEE REMUNERATION</b>	<b>722 €</b>	<b>4,30 €</b>

## Assumptions for the calculation

### 1. Average rate

- a. For a Polish employee on the local market – based on average rates in the service and industrial processing sector in the Konin market
- b. For an employee from Ukraine – the minimum statutory rate in 2021

### 2. Average length of work on the project – own database:

- a. For a Polish employee: 300 h
- b. For an employee from Ukraine: 540 h

### 3. OHS costs

- a. Examination costs – 206 PLN (review of offers on the Konin market)
- b. Costs of work clothes and footwear – 200 PLN

## Calculation for a Polish employee with a freelance work agreement

	monthly rate	hourly rate
Gross employee remuneration with employer's costs	1 041 €	6,20 €
OHS	53 €	0,32 €
Transport	29 €	0,17 €
Accommodation	0 €	0,00 €
Other	25 €	0,15 €
Margin	128 €	0,76 €
<b>TOTAL EMPLOYEE COST</b>	<b>1 277 €</b>	<b>7,60 €</b>
<b>TOTAL EMPLOYEE REMUNERATION</b>	<b>868 €</b>	<b>5,16 €</b>

## Employee from Ukraine – fee-for-task agreement

	monthly rate	hourly rate
Gross employee remuneration with employer's costs	866 €	5,16 €
OHS	30 €	0,18 €
Transport	29 €	0,17 €
Accommodation	149 €	0,89 €
Other	27 €	0,16 €
Margin	128 €	0,76 €
<b>TOTAL EMPLOYEE COST</b>	<b>1 229 €</b>	<b>7,32 €</b>
<b>TOTAL EMPLOYEE REMUNERATION</b>	<b>722 €</b>	<b>4,30 €</b>

# SUMMARY



**K**onin has great development potential and is prepared to participate in new projects. It is an attractive place for investment – the more so as it has an extensive transport and energy infrastructure. Its central location creates favourable conditions in terms of transport accessibility. The housing market is developing rapidly here – the number of new residential premises increases every year. Konin also offers numerous medical services – Wojewódzki Szpital Zespolony (Provincial Complex Hospital) is one of the largest hospital facilities in the region, complemented by over 50 health clinics. The educational offer of the city is not less attractive – there are several dozen kindergartens, primary and secondary schools – high schools, technical and vocational schools, Specjalny Ośrodek Szkolno-Wychowawczy (Special Education and Guidance Centre), Centrum Kształcenia Zawodowego (Vocational Training Centre) and Miejski Ośrodek Doskonalenia Nauczycieli (Municipal Teacher Training Centre). There are also higher education institutions in the city, e.g. Państwowa Wyższa Szkoła Zawodowa (State Higher Vocational School), and numerous non-public higher schools and branches of state higher schools. This educational offer is supplemented by non-public post-primary and post-secondary schools. Such an organised system of education in the city provides each student with a place of education, guidance and care.

The Konin region is also a large and absorbent sales market and an attractive place for the development of local workforce. The city offers good theoretical and practical preparation of employees who know foreign languages and want to constantly improve their professional qualifications. Konin also possesses a large number of qualified employees, which is constantly growing thanks to developed vocational education system. The city supports businesses that create new jobs, for instance by reduction of local taxes and fees, and other means of support from the local government administration.

Konin is financially stable – it has a good level of income and low debt. Investment expenditures, per capita, are among the highest in Poland. All this makes the capital of the Konin region an ideal place for the development of modern business.



**THANK  
YOU**

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