



WILCO

Welfare innovations
at the local level
in favour of cohesion

CITY REPORT: PŁOCK

Professor Renata Siemienska, Dr Anna Domaradzka-Widła and M.A. Ilona
Matysiak

The Robert B. Zajonc Institute for Social Studies
University of Warsaw (Poland)

WILCO Publication no. 28

This report is part of Work Package 3 of the research project entitled "Welfare innovations at the local level in favour of cohesion" (WILCO). WILCO aims to examine, through cross-national comparative research, how local welfare systems affect social inequalities and how they favour social cohesion, with a special focus on the missing link between innovations at the local level and their successful transfer to and implementation in other settings. The WILCO consortium covers ten European countries and is funded by the European Commission (FP7, Socio-economic Sciences & Humanities).



EUROPEAN COMMISSION
European Research Area



Funded under Socio-economic Sciences & Humanities

TABLE OF CONTENTS

1. General introduction.....	3
1.1. Transformations in the labour market	3
General trends in the labour market	3
Legal framework.....	3
Structure of the administration	4
Social welfare.....	5
Grey labour market	6
1.2. Demographic changes and family	6
Socio-economic trends.....	6
Public regulation	7
1.3. Immigration	10
General trends in immigration	10
Population of immigrants	11
Immigrants on the labour market.....	13
Regulations concerning immigrants.....	16
1.4. Trends in the housing field.....	18
Socio-economic trends.....	18
Public regulation	22
2. PŁOCK.....	24
2.1. Transformations in the labour market	25
Socio-economic trends.....	25
Public regulation	33
Annex A. Transformations in the labour market: indicators	37
2.2. Demographic changes and family	42
Socio-economic trends.....	42
Public regulation	48
Annex B. Demographic changes and family: indicators	52
2.3. Immigration	58
Socio-economic trends.....	58
Public regulation	61
Annex C. Immigration: indicators	62
2.4. Trends in the housing field.....	63
Socio-economic trends.....	63
Public regulation	69
Annex D. Trends in the housing field: indicators	71
Administrative map of Płock	78
Bibliography	79

1. GENERAL INTRODUCTION

The detailed study of Warsaw, one of the two Polish cities analysed in the framework of the WILCO project (namely Warsaw and Płock) is preceded by an introduction on the general nature of the Polish public regulations concerning the labour market, child care, immigrants and housing. This information is related to the content of the report prepared within the framework of Work Package 2, which we consider to be significant in the context of analyses of these two cities. The two city analyses are presented respectively in the present report (Płock) and in the other Polish report for WP4 (Warsaw - see WILCO Publication no. 31). In this introductory section, we discuss in detail the nationwide trends and public regulations on immigrants. These topics were not discussed separately within the framework of WP2; understanding of the specific characteristics of Poland requires presentation of the basic migration trends and institutional conditions.

1.1. Transformations in the labour market

General trends in the labour market

Poland is characterized by a lower rate of employment in comparison with the average values of labour market activity indicators in the European Union (the so-called "former EU 15" and 27 member states) within the last decade. At the same time, the unemployment rate in Poland was decreasing steadily (with a slight increase in the last two years), and it has now reached the European average. Lowering of the unemployment rate in Poland is a result of Poland's accession to the European Union, which has resulted in emergence of new workplaces in the Polish economy, as well as migration of the Poles, searching for jobs mostly in those member states, which have opened their labour markets. The recent increase in the unemployment rate in Poland is a result of the last financial crisis in the global economy.

The values of the indicators of labour market activity are differentiated in Poland mainly according to gender and age. In years 2003-2009, the rate of employment of women was significantly lower than among men, and this difference is permanent. Similarly, the unemployment rate among women is slightly higher than among men. The less significant difference in this case is associated with the fact that women are dominant among the inactive persons. The highest unemployment rate is typical for young people, aged 15-24. The unemployment rate in this group has been decreasing steadily in the recent years - in 2008, it amounted to 17.3%, in 2007 - 21.6%, in 2006 - 29.8%, and in 2005 - 37.7%. In year 2009, the unemployment rate among the youngest employees amounted to 20.5%, that is, more than the EU average (19.8%) (Ministry of Labour and Social Policy 2010). The lowest unemployment rate can be observed among the oldest, aged 55-64 (6.3% in year 2009), which is associated with low values of indicators of professional activity in this group. Low professional activity and quick withdrawal from the labour market of persons, who do not belong to the mobile age groups, is one of the basic problems of Polish economy (Ministry of Labour and Social Policy 2010).

Legal framework

Like other member states of the EU, Poland is subject to the European Strategy of Employment, which has been a part of the Lisbon strategy since year 2000. The legal basis for the labour market policy, implemented in Poland, is provided by the act of April 20th, 2004 on promotion of employment and the labour market institutions (Journal of Laws of 2010, no. 81, item 531, as amended). The detailed obligations of the state with regard to

the labour market policy have been specified in the National Action Plan for Employment for 2009-2011, which serves as a basis for regional action plans prepared by provincial authorities, as well as the National Reform Programme on behalf of implementation of the Lisbon Strategy for years 2009-2011. The primary objective of the Polish labour market policy in the context of these documents is to include the maximum number of Poles, who are able to work, in the labour market (Ministry of Labour and Social Policy 2009). Great emphasis is put on increasing of professional activity of various social groups, e.g. through supporting and developing the continuous education programmes, reconciliation between family life and career.

In the period of 2000-2010, one of the key changes with regard to labour market legal regulations was passing of the act on promotion of employment and labour market institutions preceding directly Poland's accession to the EU in 2004. Secondly, since year 2004, the availability of resources from the European Social Fund has made it possible to broaden the scope of services offered both by public institutions of the labour market and private entities and the third sector. For instance, in the last period of programming (2007-2013), supporting of activation of various social groups on the labour market is the key objective of implementation of the Human Capital Operational Programme.

Structure of the administration

In the Polish context, the most significant actors implementing the labour market policy are the so-called public employment services of the local, provincial and central level. The system is based on the network of Provincial Labour Offices (WUP) and District Labour Offices (PUP) and it is decentralized. Most activities constituting direct services on behalf of persons registered as the unemployed are performed by the District Labour Offices (services and institutions of the labour market, that is, benefits, active support, labour clubs). The PUPs are also quite independent in determination of the detailed goals and tasks of the local labour market policy within their area.

Apart from the public employment services, the labour market policy is also implemented by about 300 state branches of the Voluntary Labour Corps, which specialize in supporting the youth, particularly threatened by social exclusion and the unemployed until 25 years of age (www.mpips.gov.pl). Other than that, the labour market falls within the scope of responsibility of institutions operating in the field of social assistance and integration. At the Provincial level, these are Regional Social Assistance Centres (ROPS), and at the local level - the District Family Assistance Centres (PCPR) and Social Assistance Centres (OPS). The system of labour market institutions in Poland encompasses non-public institutions as well, the so-called social dialogue institutions (employers' organizations, trade unions, NGOs), vocational training institutions, social cooperatives, training organizations, social integration centres (CIS) and social integration clubs (KIS). Private entities include job agencies, temporary job agencies, employment advisors (Consortium IBC GROUP Central Europe Holding S.A. 2010). Unfortunately, there is the lack of strategic cooperation and coordination of activities and flow of information between these institutions, also on the national scale, e.g. between PUP and OPS (*ibidem*).

Noteworthy is the role of NGOs. According to research conducted by Klon/Jawor Association, in year 2007, about 300,000 people benefitted from services of organizations assisting the unemployed or offering other labour market services in year 2007 (Baczko and Ogrocka 2008). NGOs implement the activities of this type mainly through contest-based projects within the framework of the Human Capital Operational Programme (ESF). More importantly, the services of the third sector are available to persons, who are not active on the labour market, but do not have the unemployed status. Moreover, the criteria of

granting support within the framework of NGO projects are usually less restrictive than in the case of the public employment services.

The role of individual employers in implementation of the labour market policy in Poland is based mainly on payment of premiums for the Labour Fund: since 1999, it has been 2.45% of the basic amount - the gross remuneration paid by employers and amounts constituting the basis for retirement and disability pension premiums. The funds from these premiums constitute the basic component of the Fund, which is also supplied by the EU funds and the state budget.

Social welfare

The share of expenditures from the Labour Fund for programmes of active counteracting of unemployment has been growing, but a large part of the funds is designated for passive forms of counteracting unemployment, such as benefits and assistance for the unemployed. The right to the unemployment benefit is granted to the unemployed person for each calendar day after the lapse of 7 days from the day of registration in an appropriate district labour office, if there are no proposals of suitable employment for him/her, no referral to subsidized jobs, public works or additional jobs established; and if during the period of 18 months preceding the day of registration, for a total period of at least 365 days, this person had been employed (having a permanent or temporary contract, or being self-employed) and had earned remuneration at least equal to half of the minimum pay (OECD 2004). At the end of year 2009, 380,000 people were entitled to unemployment benefits, that is, 108,700 people more than in the previous year (increase by 40%).

Within the framework of financial assistance for the unemployed from the Labour Fund (the state budget), persons registered as unemployed may apply for benefits, scholarships, additional money and other means. The basic unemployment benefit at present amounts to 190.41 EUR for the first three months and 149.52 EUR in the subsequent months. Scholarships may be received by unemployed persons undergoing training (228.50 EUR), adults engaged in vocational training (228.50 EUR), practice (228.50 EUR), continuous education (190.41 EUR) or postgraduate studies (38.09 EUR). The unemployed persons, who start a job after they acquire the right to benefits, may apply for the so-called activation benefit in the amount of 95.21 EUR. On the other hand, an unemployed single parent, raising at least one child up to 7 years of age, is entitled to refund of the costs of taking care of the child or a dependent person in the amount of 95.21 EUR, if they get employment, other paid work, training, practice, or vocational training for adults.¹

Within the framework of the Polish labour market policy, active forms of counteracting unemployment include: subsidized work (intervention works, public works, engaging in business operation and refunding of employment costs), as well as trainings, apprenticeships, vocational training at workplace for adults, training loans, scholarships for continued education, refunds for the costs of travel and accommodation, an activation benefit and the so-called socially useful works (work performed by the unemployed, who are not entitled to benefits, organized by the communes at the social assistance institutions, organizations or charity institutions or organizations aimed at supporting the local communities). In year 2009, beneficiaries of those activities were 697,370 people; most of them were granted apprenticeship programmes (255,604), training (166,148) and various types of subsidized work (202,329) (Ministry of Labour and Social Policy 2010).

¹ Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Grey labour market

According to studies prepared for the labour resort, as well as reports of various research institutes, even as many as 30-40% of the unemployed registered at the labour office earn money by performing work illegally. The State Labour Inspection discovered about five hundred cases of this kind last year. According to the research of the Polish Agency for Enterprise Development (PARP), as many as 10% of the unemployed admit having worked illegally during the last year. The labour resort estimates that their number is 3 to 4 times higher (Polish Agency for Development of Entrepreneurship 2010). Most often, persons receiving benefits perform seasonal jobs in agriculture, construction, hospitality, catering, as well as small production plants. It is difficult to calculate how many benefit recipients get additional earnings on the grey labour market, and to determine the level of their income.

Among the unemployed, who engage in paid work, dominant are young people between 20 and 30 years of age. Some of them are graduates, who get registered at the labour office to get insurance. They perform illegal work below their qualification level. Another large group are persons aged 55 or more, usually with low qualifications. They constitute about 30% of all workers on the grey labour market (Ministry of Labour and Social Policy 2008).

Among the unemployed, who have admitted to work illegally, only 20% declared they worked illegally to avoid paying taxes, and 12% stated openly they did not sign a contract of employment to avoid losing the unemployment benefit and the free healthcare services. The illegal workers earn as much as those employed legally. This situation is profitable for employers, who are able to save on social insurance and taxes. For an unemployed person, entitled to benefits, it is also advantageous, as the state pays social insurance premium for them (Wesołowska, Dziennik Gazeta Prawna, 12.07.2011).

1.2. Demographic changes and family

Socio-economic trends

Reconciliation of work and care

As for reconciliation of childcare duties with professional career, in Poland, we are dealing mostly with the family support networks, as well as overburdening of women, who are mostly responsible for childcare. In year 2005, most of the employed inhabitants of cities, taking advantage of childcare for children aged up to 14, indicated their relatives and family members (69.2%), including their spouses and partners (36%), while public institutions in this context were mentioned only by 26.4% of respondents in this group. At the same time, childcare provided by a spouse was mentioned by as many as 50% of the men examined and only 17.8% women (Central Statistical Office 2006a). Among the respondents entitled to childcare leave, only 2.5% men and 49.9% women took advantage of this solution. Female respondents, who decided not to get a childcare leave, listed such reasons as: lack of childcare benefits or the benefits being too low (29.6%) or negative effects on their career/negative attitude of the employer (19.8%). The most significant difficulties, associated with the necessity to deal with family duties, are experienced by young women, persons with low qualifications (less freedom in organization of work time) and persons employed in professions requiring frequent interactions with co-workers and clients (Central Statistical Office 2006a).

Lone Parents

According to data from two National Censuses of 1998 and 2002, in this period, in Poland, there was an increase in the number of single parent families from 15.4% to 19.4% of all families. In 2002, as many as 90% of single parent families consisted of mothers with children. Only in one out of ten cases, we dealt with single fathers. The proportion of single families grew mainly in cities (from 16.8% in 1998 to 21.1% in 2002). In the rural areas, this percentage changed from 13% (1998) to 16.8% four years later. Single motherhood was encountered mainly by women aged 25 to 49 (in total - 54%), and in the rural areas - women above fifty years of age (Social Sculpture Institute Joseph Beyus Foundation 2009).

Single mothers and single fathers, more often than other families with children (that is, married couples with children and partners with children) functioned in two- and multi-family households (almost 11% of single mother families lived in multi-family households, as well as more than 7% of single fathers; in the case of families with both parents, it was about 3% and in the case of partners - 3% as well).

One of the most significant problems, encountered by single parents in Poland in the recent years, was liquidation of the Alimony Fund in May 2004 - a state fund designated for securing of alimony granted to single parents, whose former spouses or partners turned out to be unable to pay or evaded payments. The effectiveness of activities of court bailiffs in terms of alimony payment enforcement turned out to be very low (Centre for Women's Rights 2005). As a result of social protests, particularly among the social movement of single mothers, which emerged in response, the Alimony Fund was reactivated in October 2008.

Public regulation

Division of responsibilities

The Ministry of Economy, Labour and Social Policy (MoELSP) is a lead Ministry fully responsible for central co-ordination and integration of social cohesion policy. The role of MoELSP is also promotion of a better understanding of social exclusion, mainstreaming the promotion of inclusion in relevant policies (employment, education and training, health and housing) and also developing priority actions in favour of specific target groups.

The 1990s were the time of intensive changes in Poland and the period of setting up new structures and organization systems in many fields of public life. Political and economic transformation was accompanied by the new social policy. In 1990 the new Act on Social Welfare was created. The objectives and tasks of social welfare were defined, as well as the target groups of assistance. The possibility of the NGOs work was established, that enabled new initiatives to emerge and allowed to differ forms of the work, meeting the local needs and characteristics of the groups and individuals who required help.

Researches indicated on the results of the economic transformation that the negative social consequences considerably touched the youngest generation (results of poverty and unemployment). Until the year 1999, a foster care for orphans, children from families which were incapable of ensuring proper upbringing, families threatened by social pathology or socially maladjusted lay exclusively within the scope of responsibilities of the Ministry of Education. It was a centralized system of care, introduced in Poland after 1945 and functioning in almost unchanged form until the end of 1990s. This model of care focused mainly on providing care for children separated from their natural families. The

dominating feature of this system was an institutional character of childcare. There was no connection between the childcare system and the assistance provided to their family.

Considering the increasing problems leading to disintegration of Polish families, it was necessary to create a uniform system providing comprehensive family assistance, gathering all institutions dealing with various aspects of family life within one system.

First changes were introduced in January 1999, as a result of the state administration reform. In the year 2000 a new chapter "Family and child care", which defined legal basis for creation of new child and family care system, was introduced to the Act of 29 November 1990 on Social Welfare (Chapter I a added in the Official Journal of Laws 2000, No 19 Item 238) due to assumption by the social assistance system all tasks related to child and family care. Child's right to be brought up in their natural family is considered to be the priority in care provision. In cases where it is impossible to leave children in their natural families, a foster family care should be provided. A child may be placed in care and rearing institution (C&RI) only after all others possibilities are run down. The responsibilities of organizing foster family care and an institutional care are delegated to district (Powiat) Family Support Centres by the Act on Social Welfare. On the basis of the amended Act on Social Welfare, the Minister of Labour and Social Policy issued implementing regulations determining operation of foster families and C&RIs. The young one leaving foster family and C&RI can count on support, assistance and advice from their assistants for becoming self-dependent, from the employees of C&RI and from district (powiat) family support centres.

The Act on Social Welfare as well as regulations on child and family care issued by the minister of labour and social policy also introduced legal solutions facilitating extensive co-operation with non-governmental organizations (NGOs) with regard to childcare which included maintenance of non-public C&RIs by NGOs. Within the Polish third sector, non-governmental organizations involved in providing assistance to children and youth, which were developing since 1989, represent a numerous group providing extensive offer with regard to maintenance of C&RIs as well as training for care takers. Many of them introduced new solutions in care and rearing activities. The Ministry of Economy, Labour and Social Policy aims at securing position of NGOs as an integral element of the new child and family care system. Consequently, government policies are geared toward developing local community-based infrastructure to support families in the proper discharge of their responsibilities for children. This is done by setting up family counselling centres and community day-care centres for children, working in partnership with families.

The centre provides the child with round-the-clock permanent or temporary care and also secures the necessary livelihood, developmental - including emotional and social - needs of the child, and secures the child's benefiting from services to which he/she is entitled on the basis of separate regulations on health care services and education. There are following types of such centres: intervention centres, family centres, socialization centres, multi-functional centres, day-support centres - all operating in the immediate vicinity of a child, supporting family in its protective functions.

Social welfare homes and facilities are related to the institutions for which the founding bodies are local self-government entities, associations, social organizations, churches and religious associations, foundations, natural and legal persons. Inhabitants of social welfare homes and facilities are the persons requiring 24-hour emergency care due to their age, illness or disability who are not able to live independently in a daily life, for whom it is not possible to organize indispensable care service at place they are living in. These tasks the same for all communes, which are obliged to provide these benefits and services, although not always have enough resources to supply them.

Monetary and non-monetary assistance benefits are the tasks commissioned to communes, own tasks of communes, and tasks realized by district family assistance centres with central administration tasks. Monetary assistance includes, among others, permanent, temporary and appropriated benefits. Non-monetary assistance involves care and specialized care as well as arranging funerals. Permanent benefit is paid in respect of complete inability to work because of age or disability. A person or a family is entitled to a temporary benefit because of long illness, disability, unemployment, perspective of remaining or becoming entitled to benefits from other systems of social security. Appropriated benefit is offered in order to fulfil a necessary livelihood need, covering part or whole of expenditures on health treatment, purchase of food, liquid and solid fuels, clothes, goods necessary for routine household maintenance, making small repairs in the dwelling, covering burial costs. It may be given to a person or a family that incurred losses in result of fortuitous event, or natural or ecological disaster.

Since 1 May 2004 family allowances have been designated to persons authorized on the basis of the Law on Family Allowances dated 28 November 2003 (uniform text: Journal of Laws of 2006 No. 139, item 992, with later amendments). Family allowances include: the family benefit, supplements to the family benefit (due to: giving birth to a child, taking care of child during child-care leave, single parenthood and losing rights to unemployment benefits entitlements due to the expiry of the statutory period for collection of such benefit, as well as single parenthood, education and rehabilitation of a disabled child, beginning of a school year, undertaking education outside the place of residence by a child, multi-children parenthood), one-off subsidy due to giving birth to a child (since 2006), nursing benefits as well as nursing allowance. Family allowances are financed from the state budget.

The alimony fund benefit, which since 1 October 2008, has been replaced with alimony advance, has been designated to person entitled pursuant on the basis on the Law on Assistance to Persons Entitled to Alimony dated 7 September 2007 (uniform text: Journal of Laws of 2009 No. 1, item 7, with later amendments). The person authorized to the alimony fund benefits, is a child (whose parent does not have to live alone) for whom alimony from the parent has been awarded, whenever enforcement thereof is deemed ineffective.

On July 1st, 2011, a new act on limiting administrative barriers for citizens and entrepreneurs was introduced. The act amends e.g. the act on social assistance. The new legal provisions make it easier to apply to the provincial governor to establish a social assistance home. A similar mechanism was applied to permits for establishment of care institutions. This is another incentive for citizens, who are active in various organizations, wishing to get involved in solving of significant problems in their local communities (Makowski 2011).

Social welfare for families - general information

Direct financial support for families in Poland, granted on the basis of the act of November 28th, 2003 on family benefits, is provided by local government institutions. Family benefits are granted on the basis of the income criterion - the average net monthly income per person in a family cannot exceed 126 EUR (in June 2011 1 EUR = 3.9987 PLN) or 146 EUR per person in a family with a disabled child. Family benefits include: the basic family benefits and additional amounts, childcare benefits and allowances and support associated with giving birth to a child, healthcare and social insurance premiums for persons entitled to childcare benefits. In about 80%, family benefits are financed by the state budget, and the remaining part - by the local governments (Ministry of Labour and Social Policy 2011).

Payment of childcare benefits (during a childcare leave) are also made from the state budget. Direct management of these benefits is provided by regional and local level public institutions, mainly the Social Assistance Centres. In years 2006-2010, the overall amount of childcare benefits increased, while the amount of additional payments has decreased (see Annex B, table B7). At the district level, there are the so-called District Family Assistance Centres - independent organizational units, which are subordinated directly to the district local government.

In the case of single mothers, basic social assistance in terms of finances consists of several clear subjective rights:

- A family benefit (on the basis of a valid court ruling, concerning separation or divorce, or the death certificate of the child's father) in the amount of 17 EUR per month for children up to 5 years of age, 23 EUR for children aged 5 to 18 and 24 EUR for children aged between 18 and 24;
- A single time childbirth benefit in the amount of 250 EUR;
- A childcare benefit, granted during the childcare leave (100 EUR per month for 2 years);
- An additional family benefit for single parents (42.51 EUR for a healthy child and 62 EUR for a disabled child) - granted when the father of the child/children is dead or unknown (no alimony paid), and the net monthly income per person in the family does not exceed 126 EUR or 146 EUR in a family with a disabled child; the benefit is paid for no more than two children.

Unemployed single mothers with children up to 7 years of age fall into the category of the unemployed in a particularly difficult situation on the labour market. A person like this, when starting a job, may apply for a refund of childcare expenses for the period of 3 months, if they get employed for at least 6 months, or for the period of 6 months, if they are employed for at least one year. The refund amount cannot exceed 67 EUR (half of the unemployment benefit). The benefit is also granted on the basis of income - the net monthly income per family member cannot exceed 88 EUR. Unemployed single mothers, who have obtained a practice, training or vocational training at work can also apply for the refund.

The Alimony Fund benefits are granted to single mothers, if the father is obliged to pay alimony, but there is no possibility of enforcing such payment. The Fund benefit is equal to the amount of alimony specified in the court ruling, however, it cannot exceed 125 EUR per month, and the net monthly income per person in the family cannot exceed 181 EUR. The benefit is paid for children up to 18 years of age, or up to 25 years of age, if they still attend a school (Act on the Alimony Fund of 2008).

In the case of non-financial support, single mothers are treated preferentially with regard to institutional childcare services - admittance to public nurseries, kindergartens and school day-rooms. Social assistance centres provide legal and psychological consulting free of charge, as well as community clubs, and children of single mothers can attend the activities without paying a fee. In the context of WP2 report, the insufficient number of kindergarten care institutions in Poland is a big problem in the light of the substantial demand for thee (see Annex B, table B8).

1.3. Immigration

General trends in immigration

The inflow of foreigners to our country, particularly those, who are registered, arriving for a long-term stay or settlement, has been rather insignificant. Poland is one of the member

states of the European Union with the lowest percentage of residents with foreign citizenship. According to the Office for Repatriation and Foreigners, in year 2004, it amounted only to 0.2% of the entire population. In the entire Europe, this percentage was lower only in Romania, while in other countries it was much higher (Fihel 2008: 33).

Until year 1989, the inflow of immigrants to Poland was rather small, which was due to the strict policy of issue of entry visas and very limited possibilities of applying for asylum in the People's Republic of Poland (Gmaj 2011: 45). Migration was mainly due to family reunion and education reasons at that time (Grzymała-Kazłowska 2007). Political and economic changes taking place in Poland since 1989 had some impact on migration trends as well. According to data of the Border Guard Services of years 1990-1995, the number of those crossing the Polish border increased almost three times - with most newcomers arriving from Germany, the Czech Republic, Slovakia, Ukraine and Belarus. The high intensity of cross-border traffic is mainly due to the fact that many people cross the border many times (even several times a week) for trade purposes, taking advantage of differences in the prices between individual countries (the so-called "ants"). After the systemic transformation, high-class specialists from the West started to arrive in Poland as well (mainly from Germany, France, USA, Great Britain). Poland became a destination also for the Asians, mainly from Vietnam, and Africans (ibid.). At the beginning of the systemic transformation, Poland also started to admit refugees - at first, mainly from Africa, Armenia, Middle East, former Yugoslavia and Romania, then from Afghanistan and South-Eastern Asia, and after year 2000 - Chechnya (Grzymała-Kazłowska 2007: 44).

In the last 10 years, the external migration balance for permanent residence was negative at the national level. Poland still tends rather to send emigrants abroad than attract the potential long-term immigrants from the poorer regions of the world. It is fluctuating somewhere in between the type of a country, which sends and receives migrants, and a transit country (Gmaj 2011: 46).

Table 1 - Balance of external migration for permanent stay, years 2000-2010

Unit	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Poland	-22,200	-18,558	-19,342	-13,765	-9,382	-12,878	-36,134	-20,485	-14,865	-1,196	-2,114
Mazowieckie province	270	294	265	457	832	565	-823	-112	326	817	690

Source: Central Statistical Office, Local Data Bank.

Population of immigrants

No data is available in Poland, which would allow for determination of the actual scale of the immigrant population. Administrative statistics, based on decisions associated with legalization of stay, underestimate the phenomenon; on the other hand, foreigners with unregulated status are practically uncountable. Most often, they are staying at apartments or other facilities (summer cottages, garages, technical buildings etc.) without registration (Central Statistical Office 2008a). According to the Office for Repatriation and Foreigners, on September 1st, 2004, there were 84,700 immigrants in Poland; out of these, almost 32,000 (38%) were staying in the country on the basis of a permission for settlement, and 48,700 (62%) - on the basis of a permission for temporary residence. As for the number of foreigners, staying in Poland permanently (having the permission to settle), the National Census of year 2002 provided a similar result: less than 41,000 people (Fihel 2008: 35). According to the Office for Foreigners, at the end of year 2010, the number of foreigners having valid residence cards in Poland was 97,080 (Gmaj 2011: 31-32). In years 2001-2010, the number of persons having valid residence cards in Poland grew systematically. As for immigrants, staying in Poland illegally, in year 2005, the number of persons staying in Poland for more than one year was estimated to be about 50,000, and the number of

people staying in Poland for less than one year - about 100,000 (Grzymata-Kazłowska 2007: 45). On the other hand, the Central Statistical Office estimates that at the end of year 2006, about 200,000 immigrants had been staying in Poland for more than 3 months. In the late 90s, the Vietnamese community was estimated by the Ministry of the Interior and Administration to amount to about 50,000 people, while the leaders of Vietnamese staying in Poland spoke of less than 20,000 (Halik and Nowicka 2002: 23-24). In year 2007, the total number of Vietnamese citizens and persons with Vietnamese origin, staying in Poland legally, was about 13,000 (Gmaj 2011: 165).

The most numerous category of immigrants and naturalized citizens are immigrants from the former USSR, who also have ethnic background in Poland thanks to the so-called historic minorities (Gmaj 2011: 47). At the same time, the two most characteristic groups of immigrants in Poland are the Ukrainians and Vietnamese.

Table 2 - Share of persons having valid permanent residence cards according to citizenship, years 2007-2010

2007	2008	2009	2010
Ukraine - 28%	Ukraine - 29%	Ukraine - 29%	Ukraine - 30%
Russia - 13%	Russia - 13%	Russia - 14%	Russia - 13%
Belarus - 8%	Belarus - 9%	Belarus - 9%	Belarus - 9%
Vietnam - 8%	Vietnam - 9%	Vietnam - 9%	Vietnam - 9%
Armenia - 4%	Armenia - 4%	Armenia - 4%	Armenia - 4%
Other - 39% ^a	Other - 36% ^b	Other - 35% ^c	Other - 35% ^d

Source: Office for Foreigners, www.udsc.gov.pl.

a In year 2007, the "Other" category was dominated by citizens of Bulgaria, China, India, Germany, USA and Turkey.

b In year 2008, those were the citizens of China, India, South Korea, USA and Turkey.

c In year 2009: citizens of China, India, Kazakhstan, South Korea, USA and Turkey.

d In year 2010, the "Other" category was dominated by citizens of such countries as China, India, Kazakhstan, South Korea, USA and Turkey. The permanent residence card has also been issued to many citizens of Nigeria, Moldova, Japan and Mongolia.

Statistics of the Office for Foreigners, concerning issue of permits for settlement in Poland according to citizenship of applicants, can be treated as a limited estimate of the trends associated with permanent residence in Poland by foreign citizens. The data indicates a rather stable and growing interest in permanent settlement in Poland among citizens of such countries as Ukraine and Belarus. As for the citizens of Armenia, the number of permits for settlement issued in years 2003 - 2010 has remained quite stable, and in the case of the citizens of Russia and Vietnam, it has been decreasing. Despite these differences, the countries of origin listed, that is, Armenia, Belarus, Ukraine, Russia and Vietnam are definitely dominant in the overall number of citizens applying for permission to settle in Poland and receiving such permissions.

Table 3 - Number of citizens granted permission to settle in Poland according to citizenship, years 2003-2010

Citizenship	2003	2004	2005	2006	2007	2008	2009	2010
Armenia	118	235	111	-	91	116	88	117
Belarus	121	389	578	-	567	640	638	623
Russia	169	446	353	-	224	255	146	148
Ukraine	448	1658	1518	-	1609	1685	1280	1553
Vietnam	202	368	172	-	125	162	121	102
Total	1058	3096	2732	-	2616	2858	2273	2543

Source: Office for Foreigners, annual summary.

According to the Office of Foreigners, in years 2002-2008, permission for settlement was issued in total to 20,298 persons, including 8,432 citizens of Ukraine, 2,911 citizens of Belarus, 1,806 citizens of Russia, 1,316 citizens of Armenia and 819 citizens of Vietnam. In years 2002-2008, the total of 187,239 permissions for temporary stay were issued, including to 54,315 citizens of Ukraine, 15,137 citizens of Belarus, 11,416 citizens of Russia, 10,038 citizens of Armenia and 12,503 citizens of Vietnam (Gmaj 2011: 47).

In year 2010, 6,534 persons applied for refugee status in Poland - most often, these were citizens of Russia, Georgia, Armenia and Belarus. Refugee status was granted in total to 83 persons, most of them being citizens of Russia (42), Belarus (19), Iraq (5), Afghanistan (4) and Iran (2) (Office for Foreigners). According to A. Grzymała-Kazłowska, it is possible to talk about three emerging immigrant communities in Poland: Ukrainian, Vietnamese and Armenian (Grzymała-Kazłowska 2007: 44).

In the light of the data of the Office for Repatriation and Foreigners of 2004, slightly more than a half of all immigrants living in Poland were men (53%). The most masculinized groups of immigrants at the time came from Asia, e.g. from Vietnam (as many as 67% immigrants from this country are men). A high percentage of men from this country was balanced-off to some extent by the inflow of women from the main region of inflow of immigrants to Poland - the former USSR countries. Women were dominant among the immigrants from Ukraine (67%) and other former Soviet republics. The population of foreigners living in Poland consisted mostly (75%) of persons at the peak of their professional activity, aged 20 to 55. The percentage of very young people and the elderly was rather low. 7% of all foreigners were below 18 or above 70 years of age (Fihel 2008: 39).

The presence of immigrants is visible in some regions of the country - mostly the agglomeration of Warsaw and its surrounding area and in other large cities (Łódź, Kraków, Poznań, Gdańsk, Wrocław, Szczecin and other urban centres undergoing urbanization or developing). Immigrants are usually scattered among the Polish majority, interacting with the Poles in everyday life (Gmaj 2011: 46-49).

Immigrants on the labour market

According to the current estimates, the share of foreigners in the human resources in Poland is very low, amounting to about 0.07-0.55% with regard to registered employment and up to 3.5% in terms of unregistered employment (Gmaj 2011: 176). The Polish employers have little knowledge on legal provisions and on employment of citizens of other countries without a work permission (Gmaj 2011: 176-177). A large part of work activity of immigrants is illegal - combining of legal stay with illegal work is encountered quite often.

Until mid-90s, migrants from the former USSR engaged mainly in market trade. Due to legal and economic changes in the late nineties, most migrants from the east started to come to Poland to search for jobs requiring no qualifications (farming, cleaning, construction works requiring no special skills, taking care of the elderly). Migrants from Vietnam from the beginning engaged in small-scale entrepreneurship in two sectors - catering (fast food bars) and trade (textiles). Migrants from Western Europe, on the other hand, came to Poland to work for large corporations (often as top managers) and specialists, including foreign language teachers (Grzymała-Kazłowska 2007: 44).

According to analyses of the Centre for Migration Research of Warsaw University of year 2005 on the Vietnamese and Ukrainians in Poland, the former are employed mainly within

the framework of their ethnic group or among relatives. They work in sectors associated with lower social prestige, allowing them at the same time to reach relatively high earnings, that is, wholesale and retail sale, hospitality and catering (Gmaj 2011: 142). The Ukrainians, on the other hand, are more often hired in the sector of education and healthcare, enjoying a higher level of social prestige and associated with lower earnings. Ukrainians, who work illegally, are dominant in such sectors as construction, home cleaning and care services, catering and hospitality (*ibidem*). As for immigrants from Ukraine, we can speak of reproduction of models of professional activity of the Polish employees; on the other hand, the Vietnamese create a unique model of economic migration due to their spatial and trade-related concentration. In their case, we are dealing with strong cooperation in the group, economic separation and creation of characteristic ethnic niches (Fihel *et al.* 2008: 53-54).

Regulations of the Minister of Labour and Social Policy (issued in 2006-2010) opening the Polish labour market for seasonal workers, were a response to the demand of employers for workers due to the outflow of the Poles to the EU countries, which opened their markets. At present, the system encompasses the citizens of Ukraine, Belarus, Russia, Georgia and Moldova. In year 2010, the total of 180,073 declarations were registered - more than a half of these, that is, 91,881, were filed in Mazowieckie province. Most of them concerned the citizens of Ukraine - 169,490. Registration of the unemployed of foreign origin takes place at the district level and it is implemented by District Labour Offices.²

² In Poland, it is possible to register as unemployed for foreigners intending to perform or performing work within the territory of the Republic of Poland, who: are citizens of member states of the EU, citizens of member states of the EEA other than EU member states, citizens of states, which are not signatories of the agreement on EEA, who are able to take advantage of free movement of persons on the basis of agreements concluded by these states with the European Community and its member states, those, who have been granted refugee status in the Republic of Poland, a permission for residence, a permission for stay as long-term residents of the European Communities, a permission for temporary residence, a permission for tolerated stay, right to temporary protection, complementary protection, or family members of a Polish citizen (Gmaj 2011: 140).

Table 4 - The number and structure of declarations registered by the district labour offices in year 2007 and 2010

	Belarus		Citizenship				Moldova 2010	Georgia 2010	Total	
	2007	2010	2007	2010	Ukraine 2007	Ukraine 2010			2007	2010
Number of declarations	1,347	3,623	190	595	20,260	169,490	5,912	453	21,797	180,073
Including declarations for persons, who have obtained a visa or permission for residence	146	382	30	102	1,110	16,855	348	30	1,286	17,717
Number of women	260	1,126	61	276	7,968	77,889	2,873	146	8,289	82,310
Persons below 26 years of age	407	705	50	156	3,186	36,644	2,202	77	3,643	39,784
Persons aged 26-40	594	1,827	81	266	9,758	76,364	2,505	207	10,433	81,169
Persons aged 41-65	343	1,072	55	174	6,991	56,037	1,204	170	7,389	58,657
Persons aged 65 and older	1	18	0	2	74	393	0	1	75	414
Agriculture and related	79	833	16	188	6,336	107,742	727	113	6,431	109,603
Construction and related	629	447	26	74	4,974	17,575	1,884	69	5,629	20,049
Household services	21	170	3	22	1,218	6,245	179	3	1,242	6,619
Trade	55	307	20	62	671	2,111	105	0	746	2,585
Industry	202	217	33	60	2,705	5,430	474	68	2,940	6,249
Transport	142	877	18	30	594	2,599	110	45	754	3,661
Catering	26	79	5	16	420	2,065	435	17	451	2,612
Hospitality	24	180	4	9	186	1,272	18	0	214	1,479
Temporary job agency	17	92	3	27	972	9,912	914	54	992	10,999
Other	153	454	60	200	2,016	14,200	1,057	84	2,229	15,995

Source: Ministry of Labour and Social Policy, www.mpips.gov.pl.

The issue of economic activity of immigrants in Poland should be perceived from the perspective of taking advantage of the potential of the immigrant communities examined, particularly in the context of the labour market shortages in Poland. These shortages are associated with emigration of the Poles to the EU markets, which provide more favourable labour conditions, and the growing demand for labour force in those sectors of Polish economy, which are characterized by low attractiveness. The insufficient number of workers in Poland may become even more visible in the future not only in association with growing demands of employees, but also due to demographic problems associated with ageing of the society (Grzymała-Kazłowska 2008: 263). Immigrants from Ukraine often get engaged in jobs, which are not attractive for the citizens of Poland, characterized by lack of stability of employment, low earnings and prestige, such as hired work in construction, agriculture, household works. Similarly, teachers from Ukraine are most often hired as teachers at public schools in the poorer, eastern regions of Poland, where it is difficult to find foreign language teachers (Fihel *et al.* 2008). Ukrainians, particularly those, who do not have a regulated status, are in this context perceived mostly as relatively flexible labour force, allowing to fill the "gaps" on the Polish labour market. On the other hand, the Vietnamese, working mainly in family business firms in trade and catering, increase the dynamics of entrepreneurship. They serve as role models, agents in international trade, and they provide employment for the Poles, particularly for rendering of services on behalf of Polish clients and representation of their companies in contacts with Polish institutions (Grzymała-Kazłowska 2008: 262). Immigrants from Western Europe or USA most often work in Poland as specialists or employees of Polish branches of international corporations.

Regulations concerning immigrants

Experts and specialists are convinced that Poland lacks a clearly defined migration policy. Legal regulations consist mainly of restrictive and administrative state action, while integration programs are scarce and designated only for some categories of immigrants (Grzymała-Kazłowska 2007: 46-49). A change of this strategy towards broadening of the scope of state assistance for foreigners from third countries has been visible since year 2000. In years 1997 - 2003, three acts on foreigners were passed and a number of institutions were established to implement the state policy towards foreigners (e.g. the State Border Guard, Office for Repatriation and Foreigners, the Council for Refugees). These changes were due to the requirements associated with membership in the EU. In year 2003, most changes in the Polish legislation were introduced. Diversification of status of foreigners - separate legal acts for foreign citizens of the EU and foreigners from third countries - resulted in introduction of new criteria for legalization of stay in the Republic of Poland. Resources of the European Fund for Integration of Citizens of Third Countries allowed for intensification of activities aimed at integration. Due to lack of a clear integration policy, the Fund replaced the state activity in this regard (Gmaj 2011).

On December 21st, 2007, Poland signed the Schengen Agreement, which was associated with the necessity of introducing changes in the visa regime for citizens of Belarus, Ukraine and Russia. The costs of obtaining a visa increased substantially, leading to a decrease in the number of foreigners applying for visas and entering the territory of Poland. The number of foreigners undergoing border check-in to enter Poland dropped from about 25.5 million in 2007 to about 13.5 million in 2008. As the visa regime grew more restrictive, many persons, who used to travel across the border, decided to stay in Poland illegally, faring the difficulties associated with re-entering the territory of the Republic of Poland. Moreover, due to insufficient knowledge of legal procedures and provisions associated with legitimization of their stay, many foreigners stayed in Poland illegally, often being unaware of this fact (Foundation for Development Beyond Borders). One of the activities of the Polish state, aimed at counteracting illegal immigration, as well as limiting the number

of immigrants with unregulated status, is the so-called abolition. On August 26th, 2011, the President signed the act on legalization of stay of some foreigners within the territory of the Republic of Poland and on amendment of the act of granting protection to foreigners within the territory of the Republic of Poland and the act on foreigners. The abolition act is aimed at legalization of stay of the largest possible number of foreigners, who have been staying in Poland illegally. Legalization of stay will take place in form of issue of a permit for residence for the period of 2 years. During such stay, a foreigner will be able to get employment without permission - on the basis of a contract of employment.

Refugees and repatriated persons are subject to state support. According to data of the Office for Foreigners, as of August 6th, 2008, social assistance was granted to 6,900 persons applying for refugee status, including 3,400 children. In practice, support most often consisted of placing a foreigner in an accommodation centre for foreigners, providing a place to live, meals, healthcare, Polish language lessons and assistance of a social worker. At the end of year 2007, in 21 centres, there were 6,300 people. Most often, assistance of this kind was granted to newcomers from the Chechen Republic of the Russian Federation (Central Statistical Office 2008a: 4). After leaving such centre, persons, who have been granted refugee status, obtain support within the framework of individual integration programs, implemented by District Family Assistance Centres. The integration programs, which last no more than 12 months, include free Polish lessons and money benefits³ - a monthly benefit to cover the basic costs of maintenance in the amount of: up to 287 EUR per single person, 201 EUR per person in a family of two, 172 EUR per person in a family of three, 143 EUR per person consisting of at least four members during the first six months of the program. During the second half of the individual integration program, the rates are only slightly lower (Ministry of Labour and Social Policy). Foreigners, who have been granted a permanent residence card, have access to public services in the same way as the citizens of Poland; they do not receive any specific kind of assistance.

A significant issue in the context of everyday lives of immigrants in Poland is the knowledge of Polish. Free Polish lessons, financed from the public funds, is available only to those granted international legal protection and repatriated persons; other immigrants must pay for Polish lessons according to market rules. As for education, children, who are not citizens of Poland, may take advantage of education and care at public kindergartens, elementary and grammar schools like the citizens of Poland (Act on the system of education of September 7th, 1991). The status of their parents or guardians is of no significance here, including those, who do not have their status regulated. Since January 1st, 2010, the children have also been able to get support of a cultural assistant. Foreigners, who have obtained a permit for temporary stay or settlement, may associate in the same way as the citizens of Poland; others may become members of associations, which provide for such possibility in their internal regulations (Gmaj 2011).

The most significant financial benefits that may be applied for by foreigners having the permanent residence card, complementary protection or refugee status, are permanent, temporary and special purpose benefits (e.g. for purchase of food, medications, for a funeral). These benefits are granted mainly on the basis of income, that is, monthly income not exceeding 119 EUR in the case of a single person and 88 EUR in the case of a family; as well as assessment of their life situation (inability to work, chronic disease, disability etc.) (Ostaszewska 2009: 73-76). Benefits are not centralized - they are provided by local social assistance centre at the place of residence (Ostaszewska 2009).

³ Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Direct assistance for foreigners, mainly in terms of legal and psychological consulting, social integration, protection of rights, support with regard to basic needs, is provided mainly by NGOs (such as the Legal Intervention Association, Polish Humanitarian Action, "Ocalenie" Foundation, Polish Migration Forum) or charity organizations, also those belonging to the Catholic church (Caritas Poland, Red Cross) or organizations established by migrants themselves.

1.4. Trends in the housing field

Socio-economic trends

Housing in Poland - general trends

The state of housing in Poland is characterized by low level of satisfaction of housing needs of the citizens and the outdated functional, design and urban standards in comparison with solutions applied in Europe. This situation constitutes a barrier for development of the country, leading to many negative phenomena - chaos, lack of spatial order, lack of investors in the community housing sector, degradation of the environment and excessive use of energy, as well as emigration among young people. The number of residential units per 1,000 inhabitants and the flat area per person indexes are among the lowest in Europe, and the quality standards of the housing base are very low; at the same time, the renovation gap is growing. The level of expenditures for housing in the GDP is the lowest in Europe, and the level of satisfaction of special housing needs of the disabled, the elderly, residents of orphanages and other education and childcare institutions (the so-called protected flats) is very low.

As for the last ten years, the economic growth, decreasing inflation and the growing investment expenditures have resulted in big changes of the real estate market. Year 2004 is considered to have marked a new stage, associated mainly with the fact that Poland joined the EU. This year marked the commencement of substantial increase in the real estate prices and the further dynamic development of the entire real estate market. In years 2000-2006, there was a substantial increase in the number of residential buildings accompanied with a sudden increase in prices on the primary housing market in years 2004-2006. Finally, late 2007 and in the early 2008 was marked by stagnation on the Polish housing market. A typical trait of the housing market in the recent years was a significant surplus of demand over supply. In the second half of year 2008, this tendency was slowed down, and the situation did not change throughout the first half of year 2008 (www.bankier.pl).

The most significant factors that influenced the slowing down of the dynamic growth of the Polish housing market was the surplus of supply and limiting of demand associated with more strict criteria applied by the banks in terms of granting of housing credits. Due to increasing prices, the society was no longer able to afford expensive apartments, which forced the developers to lower the prices or to wait for the crisis to end and sell the apartments over the long-term perspective. At the same time, the number of council flats has been decreasing due to their buyout by those tenants, who have the sufficient financial means. Some of the council flats were renovated and returned to the secondary market; and their sale was often associated with violation of the applicable legal provisions and social norms.

Housing shortage in Poland

As it has been indicated by National Census data, in the case of Poland, we may speak of dynamics in the increase of the number of inhabitants being much higher in comparison with other European countries - in years 1950-2002, the population of Poland increased by 52.9% (Gorczyca 1993; Central Statistical Office 2003b). In this period, the number of inhabitants of Polish cities increased two and a half times, while the number of inhabitants of the rural areas decreased by 2.6%. At the same time, the number of flats per 1,000 inhabitants of Poland increased from 234 to 328, and the average number of household members decreased from 4.09 to 3.25. The number of persons per room has also decreased significantly, from 1.7 to 0.88. Raising of the comfort of living in Poland, however, is insufficient - it is still impossible to say that the number of residential units is equal to the number of households, and thus it is visible that the underdevelopment of housing in Poland has still not been eliminated. Moreover, since between the national censuses of 1988 and 2002 the number of inhabitants of Poland increased by 351,000, the statistical deficit of apartments increased by as much as 454,000. This is caused, among other things, by the fact that in the discussed period, the retired part of the population of Poland increased by more than 1 million, and the generation of the postwar baby boom has reached the age of marriage and establishment of households. The present situation is also due to the limitation of housing area per person, which was typical for socialism. Such housing policy was supposed to solve the problems associated with the insufficient number of residential units; at the same time, however, it resulted in a dramatic increase in overcrowding of all types of flats (rented, privately owned, as well as community flats). Maintenance of a low level of rents by the state in private tenement houses prevented their owners from renovation activity.

Apart from quantitative changes, qualitative transformation of housing is also significant. A significant milestone in decreasing of the qualitative underdevelopment of housing in Poland were years 1970-1988, when, as a result of dynamic development of multi-family cooperative, corporate and community housing - in total, 3,950 thousand residential units were delivered, mostly equipped with power and water supply, sewage, toilets, bathrooms and central heating.

The next stage of housing changes started in 1990 along with systemic transformation. Introduction of market prices, including loans and rents, resulted in a dramatic increase of all costs of construction, renovation and use of apartments. Freezing of the income levels of most flat users and investors resulted in a dramatic cut in expenditures for maintenance and construction of new facilities.

The most significant negative effects of changes in the housing management system in the transformation period include a decrease in the number of flats delivered (from 150,100 in 1990 to 62,100 in 1996) and the increasing shortage of flats due to the fast increase in the number of households. One of the consequences of housing problems is the high rate of flats, which have not been renovated for so long that renovation is no longer profitable - it is higher than in any other country of Europe. The problem is all the more serious due to the fact that in 2006, the housing construction tax relief was withdrawn, and in year 2007 - the renovation tax relief - these had contributed slightly to the increase in the number of renovated and delivered flats. The share of public funds in improvement of housing conditions is also decreasing - the state budget expenditures for housing purposes decreased from 3,959 million in 2001 to 1,013 million zlotys in 2007 (Piechociński 2009). At the same time, the number of houses constructed before the first world war, which are in a technical condition that no longer allows for their safe use, has been increasing due to lack of renovation funds. The number of unoccupied flats has increased from 168,000 to

760,000 (including 410,000 in the cities) and it is still growing. The highest level of shortage of flats can be observed in Mazowieckie and Śląskie provinces. A significant shortage (almost 1.6 million in 2002) can even increase in the near future due to lack of renovations of the existing resources, which will soon cease to be useful, "dropping out" of the market (this pertains, in particular, to old houses, built prior to year 1918). An additional barrier in development of housing may be lack of valid spatial development plans.

A significant negative effect of the quantitative underdevelopment of housing in Poland is lack of separate flats for many families due to the fact that there are about 3 million households, in which members use the corridors, kitchens, bathrooms and toilets together with members of other households. Difficulties encountered on the labour market are particularly painful for young people, establishing their own families, who are often unable to afford a flat. This, among other factors, was the cause for emigration of thousands of young Poles, having no resources to get a flat and start a family in Poland, to other states of the European Union, particularly Great Britain, France and Ireland (Frąckowiak 2010).

The most significant effects of the housing policy and management in this period include the increased use of modern construction materials, which improve the quality of newly constructed buildings, as well as changes in the structure of construction with regard to type of investors and developments. Private investors and developers are now of growing significance, the number of individual houses and low-rise buildings has been increasing, and the standard of quality has improved. The ongoing privatization of the housing market has changed the flat redistribution rules - despite waiting in queues, which was the usual way in the People's Republic of Poland, to get the allocation, at present, it is enough to have the sufficient credit capacity. At the same time, however, the prices of high quality apartments in large cities are high and thus access to these has become very limited. Summing up, the shortage of apartments, which has been observed in Poland for many years, has been strengthened by the dramatic change in the rules of financing of construction, introduced in 1990, which limited significantly the share of the state in housing investments, subjecting them to the rules of free market economy.

Quality of housing

Comparing the results of the two last national censuses, it is necessary to underline the positive changes in the quality of housing resources. The level of improvement (both with regard to the number of inhabitants and availability of installations) was so significant that the percentage of flats characterized by sub-standard conditions has decreased greatly since 1988 (Central Statistical Office 2003b).

Worth noting in the context of assessment of housing resources is their age and size, which have a significant impact on the quality of flats. At the time of the national census of 2002, out of almost 11.8 million flats inhabited, more than 76% were those constructed in the postwar period - most of these (27%) in buildings constructed in the period of 1945-1970. Slightly more than 23% of housing resources in 2002 consisted of flats in buildings constructed before year 1945, including 1.2 million built before year 1918 (Housing construction in Poland in years 2000-2005).

The average apartment size in 2002 was 68.6 m², which was higher by slightly more than 16% in comparison with year 1988. The highest increase in this regard was recorded in Mazowieckie and Świętokrzyskie provinces (since 1988, the apartment size grew by 22% in each of these, while the average increase per province amounted to 15.6%).

Another, equally significant factor characterizing the housing resources, is the data on overcrowding, expressed in form of usable flat area occupied per person and the number of persons in a single flat. Since 1988, the value of the former indicator increased by 4 m² on the national scale, which indicates an improvement. This is also confirmed by the fact that in 2002 (in comparison with 1988), the average number of persons living in a single apartment decreased by 6.1%.

On the basis of data on technical condition, age and number of inhabitants, it is possible to determine the number of flats, which meet the requirements of a specified standard. In year 2002, this criterion was satisfied by more than 84% of the housing resources available, while in 1988, their number had amounted to 67%. Thus, the housing condition of more than ¼ of the population improved (in comparison with year 1988). Since 1988, the number of sub-standard apartments decreased by 47.7%. The population living in poor housing conditions also decreased almost by one half (48%). This does not change the fact, however, that still, almost 6.5 million people in Poland live in apartments, which do not meet the basic standard. Taking into account the technical and sanitary installations, as well as the number of persons per room, it turns out that about 22% of the population live in apartments, in which there are 2 or more persons living in 1 room, including 6% of those, in which there are 3 or more persons per room (3.8 million people) (ASM Report 2006). The situation in this regard was much less favorable in the rural areas - 3,979,000 people, or 27.4% of the population suffering from substandard conditions (in the cities - 2,502,000 or 10.8%) (Central Statistical Office 2003b). In most cases, poor housing conditions are encountered by the poorest population - ¼ of substandard flats are community residential units (Olech 2010).

Social housing

No detailed statistics on the number of community flats are available. The number of municipal housing units owned by communes is about 9% in the entire Poland. Community flats constitute a category of municipal flats (owned by communes); thus, they constitute a part of the municipal resources. According to the estimates of the Ministry of Labour and Social Policy, the number of community flats is at the level of 6-7% of the municipal resources. Other data of the Ministry indicate a more reliable number of community flats, which is about 32,300 (2.5% of the municipal housing resources) (Office for Housing and Urban Development 2003).

One of the problems on the housing market are rent arrears. At the end of year 2005, the share of tenants with overdue payments (in relation to the total population of tenants) in individual resources amounted to (Central Statistical Office 2005):

- commune flats 39.5% with arrears of about 545 mln PLN (137 mln EUR),
- cooperative flats 30.9% with arrears of about 858 mln PLN (215 mln EUR),
- State Treasury flats 35.2% with arrears of about 39 mln PLN (9.8 mln EUR),
- corporate flats 28.8% with arrears of about 70 mln PLN (17,5 mln EUR),
- flats owned by natural persons 12.5% with arrears of about 229 mln PLN (57 mln EUR),
- flats of other entities 25.1% with arrears of about 15 mln PLN (3.8 mln EUR).

Out of 20,000 eviction cases subjected to courts, about 51% pertained to tenants of commune flats, 30% - flats of housing cooperatives, 9% - corporations, 7% - natural persons in condominiums, 1.3% - the State Treasury, and 1.6% - other entities. In more than 91% (with regard to all types of ownership), these proceedings were launched as a result of a failure to pay rent and charges. In 2005, eviction from 4,000 flats was executed - in most cases, these were flats belonging to commune resources (about 47%), and 42% were flats owned by housing cooperatives (www.dachnagdłowa.org).

Public regulation

Division of responsibilities

Establishment of conditions, which are necessary to satisfy the housing needs of the local community is included in the scope of own tasks of the commune (art. 4 item 1 of the Act on protection of tenant rights), which means that council flats are dealt with exclusively by local self-governments. Each commune establishes the rules and records them in a resolution; thus communes may have completely different criteria of assignation of flats.

Polish Constitution states that the public authorities are obliged to engage in a policy, which contributes to satisfaction of housing needs of the citizens, in particular, counteracting homelessness, supporting development of welfare housing and activities of citizens, aimed at acquiring their own flat. The act of March 8th, 1990 on local authorities states that satisfaction of collective needs of the community is included in the scope of the internal tasks of the commune. The local authorities are also responsible for: a) supporting of construction, Social Housing Societies and cooperation with these; b) maintenance, modernization and renovation of its housing resources; c) supporting of individual housing development; d) welfare housing, supporting groups suffering from social privation, counteracting homelessness; e) implementation of a welfare housing policy, providing of land, infrastructure and development of public utilities; f) local housing policy, protection of small enterprises and craftsmanship. Responsibility for housing and the construction sector has thus been decentralized and dedicated mainly to local authorities.

For many years, the basic forms of housing support were based on taxation instruments. A developed system of income tax reductions and exemptions was the most significant form of state assistance for housing needs, aimed mainly at supporting proprietary housing and investment projects associated with improvement of the technical condition of housing resources.

Accordingly with the regulation of the European Parliament, funds for construction and renovation of flats, as assistance for marginalized communities, may also be provided from the European Regional Development Fund (ERDF). Thanks to the new legal provisions, the ERDF funds for modernization of flats in urban areas can be used not only for renovation, but also for construction of new flats in urban and rural areas. According to the assumptions made, up to 3% of the value of operational programmes of the ERDF is to be designated to satisfy the housing needs of the disadvantaged. Housing communities may apply for additional financing for projects, using the means from the ERDF. In years 2007-2013, within the framework of the ERDF and 16 Regional Operational Programmes, the total amount of 15.9 billion EUR is to be provided.

So far, the housing policy has been accompanied by such processes as: privatization of flats belonging originally to the municipal authorities, the resources of companies and housing cooperatives, increasing domination of the market-based sources of capital necessary for financing of new investment projects, dynamic changes in the legislation associated with housing (the spatial development system, regulating of construction processes, real estate management, the system of land and mortgage registers etc.). Another substantial component of these processes was decentralization of the housing policy and shifting of the main responsibility for this policy to the local authorities. Improvement of housing conditions of the population is to be attained by combining the multilateral state assistance, the immediate activity of local authorities, various social organisations and

institutions and the citizens themselves. It has been recognized that only through cooperation of all these groups, the issue of housing in Poland may be solved.

The social and spatial distribution of the population in larger cities is "mosaic-like". The main causes for territorial segregation of inhabitants are: their position in the social structure, willingness to stay together and differentiation of prices on the real estate market. Flats in the better areas are thus more expensive, and those in the worse areas are cheaper, which results in concentration of the poorer population in specific districts. The social and spatial segregation is also influenced by housing and office real estate market interactions and historical conditions.

There is an increasing number of enclosed housing settlements, occupied by persons with a similar lifestyle, which is usually associated with social prestige of inhabitants, as well as their sense of security. Opinions concerning individual districts, which are often based on stereotypes, often determine who decides to move where. Good districts are safe, full of green areas, with well developed networks of services and a pleasant architectural design. Bad districts are unsafe, noisy, lacking green areas, with a weak network of services and transportation. Districts differ with regard to the demographic characteristics of their inhabitants, and thus they may be divided into "old" and "young"; at the same time, the former are characterized by outflow, and the latter - by inflow of inhabitants.

An example of a bad housing policy of the state is liquidation (by the act of April 2nd, 2009) of the National Housing Fund without an alternative system of financing of the community flats with moderate rent levels, a failure to provide the adequate financing to support the communes in construction of community flats, shelters, etc., inadequate financing for thermal insulation and renovation, lack of an act on rehabilitation and of the necessary amendment of legal provisions on protection of tenants. Expenditures of the state budget for housing have been reduced to a minimum. The methods of financing housing, which are now being implemented, in form of subsidies for credits, are not reaching people with low income. Lack of budget funds for modernization of housing resources can be partially remedied thanks to the resources from the European Regional Development Fund for tasks associated with housing, in particular, with environment-friendly investments based on renovation and modernization in the housing sector.

Social welfare in housing

One of the forms of direct state assistance for persons finding it difficult to maintain an apartment are housing benefits. Persons, who have the legal title to a flat, or are occupying a flat without a legal title while waiting for a community flat, may apply for a housing benefit. The basis for granting of such benefit is the income criterion - the average gross monthly income cannot exceed 175% of the lowest retirement pension in a single - person household and 125% of the lowest retirement pension in a household with 2 or more members. The area of the flat is also of significance: up to 35 m² for 1 person, up to 40 m² for 2 persons, up to 45 m² for 3 persons, up to 55 m² for 4 persons, up to 65 m² for 5 persons and up to 70 m² for 6 persons ("Kto i kiedy może nabyć prawo do dodatku mieszkaniowego wypłacanego przez gminę", *Dziennik Gazeta Prawna*, 7.08.2008).

Housing benefits are not part of the social assistance system, but they are a part of welfare system on the local level. The housing benefit is a form of assistance for persons, who are unable to cover the costs of maintenance and it is aimed at prevention of homelessness. In 2004, a state subsidy for housing benefits was liquidated. Since then, all costs of payment of these benefits have been covered by the communes. In year 2006, about 8.5 million housing benefits were paid for the total amount of 1.2 billion PLN (0.3 billion EUR). Most of these were paid to tenants of cooperative flats (37.2% of the total

number) and commune flats (36.8%), while the least was paid on behalf of social housing societies (1.3%).

Another method of supporting persons with low income are Social Housing Societies (TBS) established on the basis of the act of some forms of supporting housing construction of October 26th, 1995 (Journal of Laws of 1995 no. 133, item 654 as amended), which is aimed at construction of apartments for rent with moderate rent charges, financed by the National Housing Fund. TBS may act in form of limited liability companies or cooperatives of legal persons. It is possible to become an owner of a TBS apartment, if the household income of such potential owner is not greater than 130% of the average gross monthly remuneration in a given province, increased by 20% in case of a single-person household and 80% in case of a two-person household - and by the further 40% for each additional household member. Another form is participation, or financial contribution in construction of an apartment, which allows for designation of tenants in TBS flats, which have been subject to such contribution. The cost of participation in construction of a flat acquired from a person cannot exceed 30% of the construction cost. The rent amount is determined by the society; however, it cannot exceed 4% of the flat value annually (www.tbs24.pl).

The situation of the homeless was taken into account most broadly in the Act on social assistance of November 29th, 1990 (Journal of Laws no. 13, item 60), as well as the Act of July 2nd, 1994 on rental of housing premises and housing benefits (Journal of Laws no. 105, item 509). In June 2000, the Ministry of Labour and Social Policy prepared the programme "Homelessness", taking into account prevention, protection and activation. It was recommended that providing of assistance for the homeless, which is the internal task of the commune, is implemented in cooperation with non-governmental organisations, which have at their disposal the extensive social infrastructure (qualified personnel, volunteers), reliable methods of social work with the homeless and which are much more mobile than the state institutions.

2. PŁOCK

Płock is the historic capital of Mazowsze, located in the north-western part of Mazowieckie province (Ciechanowsko-Płocki sub-region according to NUTS-3 classification) at the distance of about 110 km from Warsaw. According to the Central Statistical Office, at the end of December 2010, the population of Płock inhabitants consisted of 124,727 permanent residents; among these, women constituted 52.4% (Central Statistical Office, Local Data Bank). In terms of population size, Płock is counted among medium-sized cities. Płock is a city with county rights (NUTS-4), which means that the scope of its tasks differs from that of the communes. Due to its status as a township, the tasks of the city of Płock include maintenance of public education institutions, implementation of a family support policy, as well as assisting the disabled (District Family Assistance Centre). On the other hand, the tasks of the city include maintenance of the road infrastructure, the water supply, sewage and sanitary systems, social assistance (maintaining of care centres and institutions), public housing, maintenance of elementary schools, kindergartens (nursery schools) and other education and care institutions, social, medical and legal assistance for pregnant women. Within the framework of administrative division of the city into auxiliary units, Płock is divided into 21 housing settlements. As a township, Płock is responsible for independent financial management within the scope of its budget. The main sources of income for the city are taxes, charges and other receipts, income from the city property, a general subsidy from the state budget, as well as special purpose donations for implementation of ordered tasks and for additional financing of own tasks (Statutes of the City of Płock 2008). In the case of the city of Płock, in year 2010, 65% of its income consisted of internal income. At the same time, the share of own income of Płock in

overall income is similar to the average for all cities in Poland (Central Statistical Office, Local Data Bank).

Among other companies, Polski Koncern Naftowy Orlen SA has its headquarters in Płock; the city is also home to production plants of the American company Levi Strauss, as well as many other companies with a share of foreign capital: Hoppenstedt Bonnier Information, Bildau&Bussmann, Adler Poland, A. Schulman, Dr Oetker Dekor. In Płock, there are several universities and colleges, including the branches of The University of Warsaw and Warsaw University of Technology (www.ump.pl).

2.1. Transformations in the labour market

Socio-economic trends

Main trends in the local economy

The local labour market and economy in Płock, like the national level and economy of the Ciechanowsko-Płocki sub-region, reflects the growth and slowdown trends, associated mainly with accession of Poland to the European Union in year 2004 and the global economic crisis of 2008-2009. Positive impact of membership of Poland in the EU is indicated, among other things, by the GDP values per inhabitant (see Annex A, Table A1). In Płock itself, the territorial unit income per 1 inhabitant grew systematically in years 2002-2009 - its value increased by almost 1/3 from 2002 (about 700 EUR) to 2009 (about 1,000 EUR) (Central Statistical Office, Local Data Bank).

Due to the characteristics of the local labour market, Płock can be referred to as a city of industry and services, while the role of the agricultural sector is small. In the local context, the city can be distinguished from the Ciechanowsko-Płocki sub-region, in particular, the essentially agricultural powiat of Płock (see Annex A, Table A2). The highest investment expenditures of Płock companies in year 2009 were observed in the industrial sector (about 380,000 EUR). In years 2003-2008, that is, prior to the economic slowdown caused by the global financial crisis, employment in the private sector in Płock relatively increased, while employment in the public sector decreased. Moreover, the employment rate per 1000 inhabitants⁴ increased year to year. In year 2009, in Płock 69% of all employed worked in the private sector, and 31% - in the public sector (Central Statistical Office 2010).

Table 1 - The employed in Płock according to basic sector and economic activity, years 2003-2008

Years	Total employed	Sectors		Basic sectors of economy					Employed per 1000 inhabitants
		public	private	agriculture	industry	total	Services Market	non-market	
2003	43,978	14,880	28,495	524	19,905	23,549	13,872	9,677	338
2004	44,102	14,853	28,646	597	20,113	23,392	13,944	9,548	340
2005	44,505	14,607	29,295	593	20,179	23,733	14,079	9,654	344
2006	44,504	14,148	29,753	583	19,603	24,318	14,406	9,912	345
2007	48,127	14,973	32,551	586	20,889	26,652	15,913	10,739	374
2008	50,372	14,307	35,462	570	21,240	28,562	18,026	10,536	398

Source: Kansy and Sierandt 2009.

Industry in Płock is dominated by industrial processing and construction (Mackiewicz 2009), and other branches of economy - by trade and repairs. In the period of 2000-2009, a

⁴ The indicator used by the team of the Analysis and Planning Unit, Municipal Office of Płock.

relative decrease in the percentage of the employed was observed among companies in the sector of industrial processing and construction, and an increase - in the sector of trade and repairs, as well as real estate management (Municipal Office of Płock 2010). The share of employment in the education sector and healthcare and social assistance remained relatively stable in the examined period.

Table 2 - The employed in Płock at their main workplace in years 2000-2009, according to the selected sections of the Polish classification of activity⁵

Years	Employed - total	Including in the enterprise sector:							
		Industrial processing	Construction	Trade and repairs	Transport, communication, warehouse management,	Real estate management	education	Healthcare and social assistance	Other activity
2000	47,649	15,311	8,706	4,944	2,835	0	3,378	3,960	8,515
in %	100.00	32.13	18.27	10.38	5.95	0	7.09	8.31	12.16
2001	46,670	14,556	7,378	5,181	2,705	2,930	3,220	4,032	6,668
in %	100.00	31.19	15.81	11.10	5.80	6.28	6.90	8.64	3.95
2002	44,593	13,609	6,939	5,059	2,621	3,155	3,206	3,201	6,803
in %	100.00	30.52	15.56	11.34	5.88	7.07	7.19	7.18	6.36
2003	43,375	12,597	6,474	5,182	2,463	3,602	3,198	3,677	6,182
in %	100.00	29.04	14.93	11.95	5.68	8.30	7.37	8.48	7.79
2004	43,499	12,972	6,258	5,085	2,385	3,360	3,666	2,791	6,802
in %	100.00	29.82	14.39	11.69	5.48	7.72	8.43	6.83	8.91
2005	43,902	13,611	5,791	5,310	2,419	3,396	3,733	3,070	6,572
in %	100.00	31.00	13.19	12.00	5.51	7.74	8.50	6.99	14.92
2006	43,901	13,385	5,485	5,763	2,754	3,605	3,985	3,103	5,821
in %	100.00	30.49	12.50	13.13	6.27	8.21	9.07	7.07	13.26
2007	47,524	14,083	6,125	6,566	2,826	3,989	4,455	3,221	6,259
in %	100.00	29.63	12.89	13.82	5.95	8.39	9.37	6.78	13.17
2008	49,769	14,144	6,403	6,853	3,471	5,100	4,080	3,234	6,484
in %	100.00	28.42	12.87	13.77	6.97	10.25	8.20	6.50	13.03
2009	47,436	12,275	—	6,122	—	—	4,191	3,122	21,726
in %	100.00	25.88	—	12.91	—	—	8.84	6.58	45.80

Source: Kansy and Sierandt 2010.

In year 2010, there were in total 1716,300 business entities with up to 9 employees. The micro-firms usually covered the following types of activities: trade (29.4%), construction (13.0%), science, engineering and consulting (10.6%), industry (9.4%). Polish business micro-entities employed 3479,300 people in year 2010. It has to be stressed that the highest share of all business entities with up to 9 employees in Poland are located in the Mazowieckie voyvodship - 16.5% of all such entities (Central Statistical Office 2011a). In year 2010, there were 11,544 micro-firms in Płock - 26.9% of all such small business entities located in the Ciechanowsko-Płocki sub-region. In years 2002-2004 the numbers of micro business entities in Płock reached almost 12,000. In years 2005 - 2009 the numbers of business entities with up to 9 employees, which were registered in the city, decreased significantly: from 11,941 at the end of 2004 to 11,269 in 2009. The most significant decrease occurred in the time of the global economic crisis (Central Statistical Office, Local Data Bank)⁶.

⁵ The employed according to the actual workplace and type of activity - excluding business entities with up to 9 employees, clergymen performing pastoral duties and those employed at individual farms. 2. Data for year 2009 in the source publication are arranged in accordance with the Polish Classification of Activity - PKD 2007. PKD 2007, in relation to the formerly applied classification PKD 2004, introduces changes in the scope, based on taking into account of new groups of activity types, as well as shifting of activity types between individual classification levels. In some cases, these changes result in non-comparability of data.

⁶ The labour market statistics received from the Municipal Office of Płock are drawn from the data collected by the Central Statistical Office. The business entities with up to 9 employees, clergymen

It is interesting that the industry and construction trades in Płock are dominated by men (about 80% of all employed), while such sectors as financial and insurance activity, real estate management and other sectors are the domain of women (about 60-70%). This phenomenon is also visible at the level of Ciechanowsko-Płocki region, as well as the national level (Mackiewicz 2009). Typically, women much more often than men work in the public sector, particularly in non-market services. According to experts from the Center for Public Opinion Research (CBOS), although these differences have been maintained, in the last years, there has been a visible shift of women from public to private sector, while their employment level remained rather stable. A visible increase in the number of women employed in the private sector has been observed since 2006 (Mackiewicz 2009). It is also worth noting that the economic slowdown, caused by the financial crisis, was most dramatic in the "masculinized" sectors of economy, that is, construction, transport and communication.

Employment and unemployment in Płock

According to the Central Statistical Office, in years 2000-2009, the percentage share of the unemployed among the professionally active population decreased substantially in Płock. At the same time, professional activity measured by professional activity and employment indexes has remained relatively low. This is caused, among other things, by reduction of unemployment after the accession of Poland to the European Union due to migration abroad in order to search for jobs. At the time, the local press of Płock informed of "insufficient number of employees", particularly in professions requiring low qualifications and/or manual labour. The relative employment rate increased in Płock in year 2007, that is, in a period of a very good economic situation.

performing pastoral duties, those employed at individual farms, those employed in NGOs, political parties, trade unions, business and professional unions and also those employed in state entities of public security and national defence are excluded from the statistics on employment by sectors and type of activity. The data on business entities up to 9 employees are collected by the Central Statistical Office separately, by using different methodology.

Table 3 - Economic activity of the population of Płock in years 2000-2009⁷

Years	Total population	Population aged 15 and more								Registered unemployment rate in %	
		total	% share in total population	Including the professionally active:				Coefficient of			Professionally passive
				total	employed	Unemployed		activity	employment		
						total	% share				
2000	130,830	104,609	79.96	58,910	47,649	11,261	19.12	56.31	45.55	45,699	16.1
2001	130,609	107,706	82.46	59,560	46,670	12,890	21.64	55.30	43.33	48,146	18.3
2002	128,208	107,200	83.61	58,657	44,593	14,064	23.98	54.72	41.60	48,543	20.3
2003	128,145	108,102	84.36	57,356	43,375	13,981	24.38	53.06	40.12	50,746	20.6
2004	127,841	108,412	84.80	56,651	43,499	13,152	23.22	52.26	40.12	51,761	19.6
2005	127,461	108,035	84.76	56,726	43,902	12,824	22.61	52.51	40.64	51,309	19.2
2006	127,224	108,739	85.47	54,116	43,901	10,215	18.88	49.77	40.37	54,623	15.8
2007	126,968	108,664	85.58	55,925	47,524	8,401	15.02	51.47	43.73	52,739	12.5
2008	126,709	108,522	85.65	56,181	49,769	6,412	11.41	51.77	45.86	52,341	9.6
2009	126,542	108,433	85.69	54,514	47,436	7,078	12.98	50.27	43.75	53,919	10.5

Source: Kansy and Sierandt 2010.

In year 2010, the registered unemployment rate in Płock amounted to 10.9%, and in the case of the Ciechanowsko-Płocki sub-region and on the national level, it was equal to 15.6% and 12.3%, respectively (see Annex A, Table A5). The available statistical data show that social groups, which are more threatened by unemployment in Płock are women, young people, as well as the elderly - persons aged 55 and more. Moreover, unemployment is more often encountered by persons with lower education. This is not typical only for the local labour market - the same tendencies can be observed at the national level, as well as in the Ciechanowsko-Płocki sub-region (see Annex A, Table A6).

⁷ Professionally active - employed and unemployed aged 15 or more. Professional activity coefficient - share of professionally active (employed and unemployed) among the population aged 15 and more. Employment coefficient - share of the number of employed to the population aged 15 or more. Employed according to actual place of work and type of activity - excluding business entities employing up to 9 persons, clergymen performing pastoral duties and those employed at individual farms. Professionally passive - persons not registered at the labour office and not employed. Registered unemployment rate - share of registered unemployed in the total civil population, which is professionally active (Kansy and Sierandt 2010).

Table 4 - The unemployed in Płock in years 2000-2009

Years	Registered unemployed (the 31th of December):											Job offers per month
	total	women	men	Entitled to benefits	Education level:					Up to 25 years	Long-term unemployment	
					university	Secondary vocational	Secondary general	vocational	Grammar & lower			
							Structure in %					
2000	100.00	60.67	39.33	22.40	4.37	25.34	7.74	30.71	31.84	29.30	46.42	0.64
2001	100.00	58.37	41.63	22.68	5.55	25.32	7.26	30.66	31.21	23.58	50.15	0.46
2002	100.00	56.24	43.76	20.68	6.56	25.43	6.97	30.62	30.42	21.37	34.58	1.09
2003	100.00	56.26	43.74	16.16	7.21	25.26	7.33	29.93	30.28	19.66	36.55	1.24
2004	100.00	56.82	43.18	13.58	7.70	25.63	7.34	29.05	30.28	18.92	58.04	1.70
2005	100.00	57.71	42.29	15.60	8.65	25.61	7.55	28.31	29.88	17.43	55.31	1.40
2006	100.00	61.59	38.41	14.63	8.44	26.30	8.67	27.21	29.38	17.13	52.58	1.87
2007	100.00	62.96	37.04	14.69	8.25	25.78	8.57	26.71	30.69	14.14	67.34	2.71
2008	100.00	63.43	36.57	10.40	9.37	26.68	8.89	24.77	30.29	12.35	64.02	2.65
2009	100.00	55.34	44.66	14.98	12.16	25.78	10.09	24.63	27.34	17.76	49.82	1.77

Source: Kansy and Sierandt 2010.

Trends in wage level, grey labour market and impact of financial crisis

The results of the economic global crisis are relatively less visible in Poland in comparison with most European countries or the United States. Year 2008 was a period of a very good economic situation in Poland, among other things, in the construction sector, which mitigated the impact of the crisis. A visible slowdown of economic growth was observed in year 2009. In Płock, several local companies dismissed groups of employees due to reduction of orders. In the context of a review of local press articles, particularly the situation of young people on the labour market worsened - in particular, among university graduates (Stanuszkiewicz-Cegłowska 2009), as well as women, who had suspended their professional career to give birth and raise children (Śmigielski 2009).

Negative influence of the global economic crisis, however, had no direct impact on the average gross salary level, which increased systematically in years 2002-2009.

Table 5 - Average gross monthly salary in EUR*, years 2002-2009

Unit	2002	2003	2004	2005	2006	2007	2008	2009
Poland	560,07	578,85	602,62	626,94	659,42	716,74	789,88	829,11
Mazowieckie Province	723,69	751,59	774,24	807,02	845,56	918,01	1009,39	1045,25
Ciechanowsko-Płocki sub-region	563,51	576,52	592,44	618,81	638,22	704,83	780,02	814,42
Płock	685,86	704,65	726,96	753,94	795,61	885,58	954,42	995,56

Source: Central Statistical Office, Local Data Bank.

*Data in PLN converted according to Infor Euro rate in July 2011: 1 EUR = 3.9987 PLN.

Due to lack of available data, it is not possible to estimate the size of the grey economy zone in Płock. According to the local press, the grey zone encompasses e.g. the sector of private lessons. Jobs of this kind are performed mainly by young people, particularly students, and women, which is due to feminization of the teacher's profession. In the case of Płock, illegal unemployment is also often encountered with regard to persons working in trade and construction (articles in "Tygodnik Płocki" since 2003).

Women on the labour market in Płock

In the last 10 years, Płock has been characterized by a substantially higher share of women among the registered unemployed in comparison with the sub-region or the entire country (see Annex A, Table A6). It is also important that the problem of unemployment pertains mainly to women, who had been employed before (Mackiewicz 2009). It is also worth noting that regardless the fluctuations in the economic condition, the number of women professionally passive grew systematically in years 2000-2009.

Table 6 - Economic activity of women in Płock in years 2000-2009

Years	Total population	Women		Women aged 15 and more							Registered unemployment rate in %	
		total	% share	total	Professionally active			Coefficient of		Professionally passive	total	women
					total	employed	unemployed	activity	employment			
2000	130,830	67,924	51.92	56,765	27,191	20,359	6,832	47.90	35.87	29,574	16.1	25.1
2001	130,609	67,860	51.96	57,214	28,180	20,656	7,524	49.25	36.10	29,034	18.3	26.7
2002	128,208	66,604	51.95	57,356	27,094	19,185	7,909	47.24	33.45	30,262	20.3	29.2
2003	128,145	66,599	51.97	56,796	26,656	18,790	7,866	46.93	33.08	30,140	20.6	29.5
2004	127,841	66,505	52.02	57,002	26,086	18,613	7,473	45.76	32.65	30,916	19.6	28.6
2005	127,461	66,331	52.04	57,050	26,154	18,753	7,401	45.84	32.87	30,896	19.2	28.3
2006	127,224	66,290	52.10	57,255	24,956	18,665	6,291	43.59	32.60	32,299	15.8	25.2
2007	126,968	66,360	52.27	57,380	26,308	20,537	5,771	45.85	35.79	31,072	12.5	21.9
2008	126,709	66,417	52.42	57,488	24,858	20,791	4,067	43.24	36.17	32,630	9.6	16.4
2009	126,542	66,422	52.49	57,543	24,352	20,435	3,917	42.32	35.51	33,191	10.5	16.1

Source: Kansy and Sierandt 2010.

It seems that university education protects women against unemployment to a lesser extent than men. In years 2004-2010, women always constituted more than 60% of all of the registered unemployed with university education. In this case, Płock does not differ substantially from the Ciechanowsko-Płocki sub-region or the national level.

Table 7 - Share of women among registered unemployed with university education, in %, years 2004-2010

Unit	2004	2005	2006	2007	2008	2009	2010
Poland	64.9	66.2	67.4	67.6	66.6	64.6	66.9
Ciechanowsko-Płocki sub-region	67.7	69.8	71.6	71.5	70.8	69.4	69.8
Płock	65.4	68.6	69.5	71.3	67.2	68.2	65.7

Source: Central Statistical Office, Local Data Bank.

Moreover, women experience long-term unemployment more often than men. Despite the decrease in the number of unemployed, who are unable to find jobs for more than 12 months by about 2/3 in years 2004-2010, women constitute more than a half of the long-term unemployed. In Płock, these percentages reach the highest values, and in years 2007 and 2008, they exceeded 70% (see Annex A, Table A7). In comparison with the national level and the Ciechanowsko-Płocki sub-region, the city examined is in a particularly bad situation with regard to middle-aged and elderly women. In year 2010, the share of women among all unemployed in age groups of 45-54 years and 55 years and more was higher by about 7 percentage points in comparison with the sub-region and the entire Poland (see Annex A, Table A6). At the same time, working women are dominant in sectors, which are less prone to fluctuations of the economic situation, but which are at the same time less prestigious and offer lesser remuneration, e.g. education and healthcare (see Annex A, Table A4).

At the provincial level, differences in the levels of remuneration of women and men to the benefit of men in years 2008 and 2009 were observed mainly among industrial workers and craftsmen (about 30%), specialists (22%), representatives of public authorities, higher level officials and managers (19%). The least visible differences in remuneration, unfavourable to women, were observed in the sector of personal services and among sellers (6%), in simple jobs (6%), and were almost invisible in the sector of office work (Mackiewicz 2009).

Situation on the local labour market in the context of age

In the case of young people, in year 2010, a significantly lower share of persons aged up to 24 among the registered unemployed was observed in Płock (16.3%) in comparison with the Ciechanowsko-Płocki sub-region (21.9%) and the national level (21.5%) (see Annex A, Table

A6). This may be associated with migrations abroad in search for jobs, as well as the lengthened education cycle due to the presence of several colleges and universities in the city. At the same time, in years 2000-2009, percentage shares of persons aged 25-34 among the unemployed were the highest.

Table 8 - Unemployed in Płock in years 2001-2009 according to age

Years	Total unemployed	Below 25		25-34		35-44		45-54		55 and more	
		number	in %	number	in %	number	in %	number	in %	number	in %
2001	12,890	3,039	23.58	3,660	28.39	2,890	22.42	2,897	22.47	404	3.13
2002	14,064	3,006	21.37	4,087	29.06	3,133	22.28	3,330	23.68	508	3.61
2003	13,981	2,749	19.66	4,253	30.42	3,026	21.64	3,357	24.01	596	4.26
2004	13,152	2,489	18.92	3,942	29.97	2,802	21.30	3,243	24.66	676	5.14
2005	12,824	2,235	17.43	3,874	30.21	2,668	20.80	3,172	24.73	875	6.82
2006	10,215	1,750	17.13	2,898	28.37	2,124	20.79	2,626	25.71	817	8.00
2007	8,401	1,188	14.14	2,388	28.43	1,733	20.63	2,279	27.13	813	9.68
2008	6,412	792	12.35	1,853	28.90	1,291	20.13	1,761	27.46	715	11.15
2009	7,078	1,257	17.76	2,050	28.96	1,451	20.50	1,624	22.94	696	9.83

Source: M. Kansy and Sierandt 2010.

At the same time, the increase of the percentage of persons aged 55 and more among the unemployed in the examined period is typical not only for Płock, but also for the Ciechanowsko-Płocki sub-region and Poland (see Annex A, Table A6).

Young people aged 18-30

Due to the structure of presentation of official statistics, according to age groups, it is only possible to analyze the selected data for persons aged 18-29. In year 2010, women constituted 49.3% of all Płock inhabitants aged 18-29, while in the sub-region, they constituted 48.2% of this group, and in Poland - 49.1% (Central Statistical Office, Local Data Bank). In year 2010, persons aged 18-29 constituted 17.9% of the total population of Płock, 19.0% of population of the Ciechanowsko-Płocki sub-region and 18.8% of the total population of Poland (see Annex A, Table A8 and A9).

Table 9 - Population aged 18-29 in the period of 2000-2010

Years	NUTS-4: Płock	NUTS-3: Ciechanowsko-Płocki sub-region	NUTS-1: Poland
2000	26,124	112,424	7,205,148
2001	26,319	114,666	7,376,449
2002	26,661	116,945	7,509,631
2003	26,872	118,599	7,607,688
2004	26,589	119,176	7,639,456
2005	25,922	119,443	7,619,015
2006	25,437	119,311	7,554,308
2007	24,649	119,083	7,488,441
2008	23,991	119,062	7,412,794
2009	23,338	118,928	7,315,445
2010	22,567	118,047	7,176,924

Source: Local Data Bank, Central Statistical Office.

According to the results of the National Census of 2002,⁸ the share of persons with secondary or higher education in the age group 20-29 in Płock was 33.3%, in comparison with 31.2% at the national level. Persons with university education in Płock constituted

⁸ The subsequent National Census was conducted in year 2011, and the data will probably be published in year 2012. Due to the age categorization of the available data, it will be presented for the group aged 20 to 29.

14.2% of this age group, while the average for Poland was 9.2%. As the level of aspirations increased in the recent years, at present, the share of persons with higher education levels is surely even higher. As it has been indicated, in years 2000-2010, persons aged 25-34 constantly constituted the largest group among the registered unemployed, which may indicate lack of effectiveness in elimination of problems associated with the situation of graduates and persons with little professional experience on the labour market (see Annex A, Table A10). In the case of the age category of 24 and less to 34 years, the share of such unemployed among all those registered is high, relatively the lowest in Płock in comparison with the national level and Ciechanowsko-Płocki sub-region. In year 2010, the share of unemployed women among the registered unemployed aged 24 or less to 34 years in Płock was 53.1%, in Ciechanowsko-Płocki sub-region- 52.6%, and at the national level - 56.0% (Central Statistical Office, Local Data Bank).

Table 10 - Share of persons aged 24 or less - 34 in the total number of unemployed, in %, years 2000-2010

Unit	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Poland	56.9	56.3	55.2	54.0	52.4	50.7	48.4	46.8	49.1	51.4	51.1
Sub-region	58.4	57.4	56.7	55.8	54.4	52.1	50.5	48.5	48.0	51.0	50.2
Płock	52.6	52.0	50.4	50.1	48.9	47.6	45.5	42.6	41.3	46.7	44.4

Source: Central Statistical Office, Local Data Bank, own calculations.

The main problems of young people

According to the local press, unemployment is perceived in Płock as a social problem, which concerns mainly young people, entering the labour market. University graduates often decide to search for jobs in Warsaw or abroad, mainly in Great Britain and Ireland. The activities of the Municipal Labour Office in this context are perceived as insufficient, and the problem was not solved by establishment of Płocki Industrial and Technology Park (Tygodnik Płocki, 2010a). Like in other parts of Poland, in Płock we are dealing with excessive numbers of graduates of such popular specializations as management and marketing or finances and banking. As for secondary education, general education schools are selected too often in comparison with vocational schools. As a result, young people as the potential labour force often have the type of education, which is not compatible with the needs of the labour market, which became particularly noticeable during the economic crisis (Szatkowski 2010).

Recovery of the housing market of Płock in year 2007 resulted in a dynamic increase in the prices of residential units per 1 m², which had a negative impact on situation of young people, particularly young couples, beginning their adult life. With an average monthly income at the level of 500 EUR, typical for young people only starting their professional career, it was possible to obtain a loan for purchase of a single-bedroom apartment. In this situation, young people decided to live with their parents or to rent a cheaper apartment, for instance, committing themselves to take care of an apartment of an acquaintance, who left the city for a long period of time (Stanuszkiewicz 2007).

Public regulation

Division of responsibilities

In Płock, which is a township, the basic institution functioning at the local level is the Municipal Labour Office (MLO). The most significant tasks of MLO include: devising and implementation of the employment promotion programmes and activation of the local labour market, monitoring of this market, registering of the unemployed and those

searching for jobs and issue of decisions on granting of benefits, supporting of the unemployed and those searching for jobs, as well as employers (job agency, vocational consulting, information), management of funds for implementation of tasks associated with activation of the Polish labour market, including the passive and active methods of counteracting unemployment (Statutes of the Municipal Labour Office in Płock). At the MLO in Płock, there is a Vocational Activation Centre and a Labour Club. The Labour Club provides mainly job search trainings, and these activities are aimed mainly at persons having no experience in searching for a job or returning to the labour market. It is not necessary to have obtained the unemployed status to take advantage of the services of the labour Club free of charge.

In Płock, there is also a branch of the Provincial Labour Office (PLO) with its headquarters in Warsaw. Within the framework of the Mazowieckie Network of Career Offices, PLO cooperates with the Academic Career Offices in Płock of the State Vocational University and Paweł Włodkowic University. The Provincial Labour Office distributes financial resources from the Labour Fund for passive and active methods of counteracting unemployment at the local level, that is, the Municipal and District Labour Offices. In year 2008, the Municipal Social Assistance Centre in Płock established the Social Integration Club, which is aimed mainly at assisting persons threatened by social exclusion, and its activities include vocational reintegration (www.msacpl.pl).

Within the framework of the NGO sector, in Płock, there are several entities that offer support associated with the labour market: the Vocational Development Institute (services in the field of training and continuous education, cooperation with labour offices), a field branch of the "Free Entrepreneurship" Association and the Association of the Unemployed and Persons Acting on Behalf of the Unemployed "Concordia" (according to the portal www.ngo.pl). In the private sector in Płock, there are several job agencies, as well as several entities engaged in training activity. It seems that the public employment services remain the most significant institution.

Changes in the distribution of responsibilities over last 10 years

The most significant changes in this regard were systemic and nationwide (see WP2 Poland country report). Like other member states of the EU, Poland is subject to the European Strategy of Employment, which has been a part of the Lisbon strategy since year 2000. The legal basis for the labour market policy, implemented in Poland, is provided by the act of April 20th, 2004 on promotion of employment and the labour market institutions (Journal of Laws of 2010, no. 81, item 531, as amended). The primary objective of the Polish labour market policy in the context of these documents is to include the maximum number of Poles, who are able to work, in the labour market (Ministry of labour and Social Policy 2009).

Due to worsening of the economic situation in Poland, on August 22nd, 2009, the act of July 1st, 2009 on mitigation of effects of economic crisis for employees and employers came into force (Journal of Laws of 2009 no. 125, item 1035). According to the provisions of the act, employers, who are experiencing transitional financial problems may reduce the work time of their employees more easily. The new legal provisions warrant additional financing for employee remuneration and training during the economic standstill period. Employers, who are in a particularly difficult situation, may also receive financing for payment of social premiums of their employees in the part payable by the employer. Moreover, the act shortens the period of employee protection and limitation of the prohibition to terminate the employment contracts due to reasons other than through the fault of the employee.

Membership of Poland in the European Union and access to resources of the European Social Fund have led to an increase in the share of the third sector institutions in supporting of labour market activity. However, due to lack of detailed data, it is impossible to determine exactly to what extent the nationwide tendencies are visible in Płock.

Welfare programs and public expenditure

Within the framework of active methods of counteracting unemployment, in year 2010, in Płock itself, the unemployed mostly took advantage of the following forms of support: practices - subsidized internships (34.8% of all unemployed), social work (23.3%), trainings (15.5%) and single-time payments for launching of business activity (13.9%). In years 2008-2010, the overall amount of benefits paid for the unemployed kept rising, although increasing amounts were spent on active forms of counteracting unemployment (see Annex A, Table A11).

Table 11 - Expenditures from the labour Fund in Płock for active and passive forms of counteracting unemployment, in EUR, years 2008-2010*

Years	Expenditures for active methods of counteracting unemployment	Scholarships for participation in practices or vocational preparation programs	Expenditures for passive methods of counteracting unemployment	
			<i>Social insurance premiums for unemployed persons not entitled to benefits</i>	<i>Benefits for the unemployed including the social insurance premium</i>
2008	2,322,965	1,205,458	809,263	1,915,762
2009	3,899,153	1,622,019	1,005,246	1,958,538
2010	4,607,356	1,628,516	1,088,149	2,692,705

Source: Municipal Labour Office in Płock (2008, 2009, 2010).

*Data in PLN converted according to exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

In art. 49 of the act of April 20th, 2004 on promotion of employment and labour market institutions, there are different categories of persons in a particularly difficult situation on the labour market, which have been distinguished. At the end of year 2009, in Płock, the highest share among all unemployed in a particularly difficult situation on the labour market was that of the long-term unemployed and those lacking secondary education. These are the categories, which are provided special support within the framework of the European Social Fund.

Table 12 - Unemployed persons in a particularly difficult situation on the labour market in Płock in individual quarters of year 2009

Registered unemployed	State as of the end of:							
	1st quarter		2nd quarter		3rd quarter		4th quarter	
	Total	women	Total	women	Total	women	Total	women
I Total	7,757	4,521	6,984	4,021	7,362	4,275	7,078	3,917
% share	100.00	58.28	100.00	57.57	100.00	58.07	100.00	55.34
1. Aged 25 or less	1,197	626	1,217	607	1,457	789	1,257	644
% share	15.43	8.07	17.43	8.69	19.79	10.72	17.76	9.10
2. University graduates up to 27 years of age	99	57	102	60	193	138	145	94
% share	1.28	0.73	1.46	0.86	2.62	1.87	2.05	1.33
2. Long-term unemployed	4,404	3,005	3,748	2,549	3,696	2,491	3,526	2,291
% share	56.77	38.74	53.67	36.50	50.20	33.84	49.82	32.37
3. Aged 50 or older	1,908	1,069	1,533	832	1,566	829	1,584	774
% share	24.60	13.78	21.95	11.91	21.27	11.26	22.38	10.94
4. With no vocational qualifications	1,539	1,014	1,324	861	1,273	840	1,170	734
% share	19.84	13.07	18.96	12.33	17.29	11.41	16.53	10.37
5. With no professional experience	1,762	1,067	1,672	993	1,890	1,193	1,699	1020
% share	22.71	13.76	23.94	14.22	25.67	16.20	24.00	14.41
6. Without secondary education	4,336	2,235	3,682	1,864	3,762	1,885	3,678	1,696
% share	55.90	28.81	52.72	26.69	51.10	25.60	51.96	23.96
7. Single parents	724	625	619	547	678	604	643	549
% share	9.33	8.06	8.86	7.83	9.21	8.20	9.08	7.76
8. After serving a term in jail	173	9	130	8	139	10	156	10
% share	2.23	0.12	1.86	0.11	1.89	0.14	2.20	0.14
9. The disabled	293	161	299	170	301	177	335	180
% share	3.78	2.08	4.28	2.43	4.09	2.40	4.73	2.54
10. Failed to return to work after having a child	X	796	X	716	X	776	x	746
% share	X	10.26	X	11.28	X	10.54	x	10.54

Source: Kansy and Sierandt 2010.

Persons, who are in a particularly difficult situation on the labour market, are able to take advantage of assistance, which is provided for all unemployed (described in the previous such-chapter). However, due to their situation, additional forms of assistance have been provided exclusively for them. One of such groups distinguished are the young unemployed, that is, persons below 25 years of age. In the case of trainings co-financed by the European Union within the framework of the European Social Fund, maintained for the unemployed registered at the Municipal labour Office in Płock, the selected categories of persons in a particularly difficult situation on the labour market are treated preferentially. These categories include the unemployed below 25 years of age, long-term unemployed, the unemployed aged 50 or more, as well as the disabled. The MLO training offer for year 2011 includes "Welding using method TIG 141", "Loader - excavator operator", "Truck operator with components of warehouse management", "Clerk and cash register management", "Accounting, human resources and payroll" "Driving license category C", "Cash register and store equipment management", "Company computer management" (Municipal labour Office in Płock 2011).

Changes in the public expenditure

The most important changes in the public expenditure were briefly described in the paragraph no. 11. It is worth noting here, however, that individual categories of persons in

a particularly difficult situation on the labour market described in the previous paragraph, including the unemployed below 25 years of age, were grouped into a separate category as late as in year 2004, in accordance with the act on promotion of employment and labour market institutions, which came into force during this year.

Annex A. Transformations in the labour market: indicators

Table A1 - Gross domestic product (GDP) per capita at current market prices, in EUR, years 2000-2008

Level of unit	2000	2001	2002	2003	2004	2005	2006	2007	2008
NUTS-1 (Poland)	4,900	5,600	5,500	5,000	5,300	6,400	7,100	8,200	9,500
NUTS-2 (Mazowieckie)	7,300	8,700	8,500	7,800	8,100	10,100	11,400	13,100	15,000
NUTS-3 (Ciechanowsko-Płocki sub-region)	4,900	5,400	5,000	4,800	6,000	6,900	7,500	8,500	10,100

Source: Eurostat, last update: 11.07.2011, extracted on 13.07.2011.

Table A2 - Share of the employed in individual sectors of economy in %, years 2005-2009

Unit	2005	2006	2007	2008	2009
NUTS-4 Płock					
Agriculture, forestry, hunting and fishing	1.3	1.3	1.2	1.1	1.3
Industry and construction	45.6	44.4	43.8	42.6	41.3
Trade; repair of motor vehicles; transport and warehouse management; hospitality and catering; information and communication	19.4	20.4	21.0	22.0	21.0
Financial and insurance activity; real estate management;	3.8	3.8	3.9	3.5	3.2
Other services	29.8	30.1	30.2	30.8	33.2
NUTS-3 Ciechanowsko-Płocki sub-region					
Agriculture, forestry, hunting and fishing	38.2	37.3	35.6	35.4	35.8
Industry and construction	25.3	26.4	26.3	26.2	25.6
Trade; repair of motor vehicles; transport and warehouse management; hospitality and catering; information and communication	11.2	11.6	11.9	13.3	12.8
Financial and insurance activity; real estate management;	2.6	2.6	2.5	2.3	2.1
Other services	22.7	22.2	23.7	22.8	23.7
NUTS-1 Poland					
Agriculture, forestry, hunting and fishing	21.5	21.0	20.4	19.9	20.0
Industry and construction	29.4	29.8	30.2	29.9	28.6
Trade; repair of motor vehicles; transport and warehouse management; hospitality and catering; information and communication	17.1	17.3	17.8	18.7	18.8
Financial and insurance activity; real estate management;	3.9	4.0	4.0	4.0	3.9
Other services	28.2	27.9	27.7	27.5	28.7

Source: Central Statistical Office, Local Data Bank (own calculations).

Table A3 - Employed persons and entities of the national economy, years 2000-2009

Specification	Employed persons		Entities of the national economy recorded in the REGON register					
	Total	of which females	total	of which private sector	industry	construction	trade and repair	transport, storage and communication
NUTS-4: PŁOCK								
2000	47,649	20,359	11,809	11,573	1,080	1,273	4,131	1,276
2001	46,670	20,656	12,229	11,919	1,177	1,241	4,046	1,300
2002	44,593	19,185	12,710	12,375	1,197	1,226	4,174	1,312
2003	43,375	18,790	12,602	12,271	1,180	1,180	4,041	1,279
2004	43,499	18,613	12,673	12,349	1,173	1,184	4,014	1,255
2005	43,902	18,753	12,419	12,095	1,137	1,170	3,871	1,250
2006	43,901	18,665	12,239	11,926	1,088	1,198	3,751	1,235
2007	47,524	20,537	12,136	11,823	1,074	1,232	3,649	1,219
2008	49,769	20,791	12,064	11,761	1,052	1,286	3,501	1,204
2009	47,436	20,435	12,200	11,897	1,097	1,322	3,527	1,231
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION								
2000	110,483	53,095	41,999	40,682	4,113	4,640	15,178	3,414
2001	106,549	52,945	42,515	41,051	4,111	4,559	15,057	3,471
2002	105,292	51,642	43,935	42,381	4,158	4,529	15,303	3,514
2003	102,721	50,586	44,433	42,870	4,150	4,445	15,245	3,446
2004	104,814	50,809	42,167	40,588	4,010	4,222	14,710	3,145
2005	107,969	52,152	41,918	40,308	3,939	4,202	14,510	3,115
2006	112,182	54,321	42,276	40,657	3,914	4,444	14,304	3,099
2007	120,217	60,145	43,005	41,372	3,994	4,825	14,270	3,148
2008	120,760	59,210	43,867	42,221	4,013	5,352	14,063	3,186
2009	119,135	58,769	43,503	41,863	4,046	5,387	13,491	3,161
NUTS-1: POLAND								
2000	8,170,747	3,939,310	3,185,040	3,086,123	370,113	345,289	1,106,789	254,145
2001	7,974,606	3,881,431	3,325,539	3,214,629	375,560	352,784	1,128,898	262,475
2002	7,685,524	3,766,227	3,468,218	3,347,625	382,948	357,597	1,168,108	267,130
2003	7,572,263	3,668,437	3,581,593	3,452,278	387,315	360,600	1,199,688	269,947
2004	7,670,167	3,694,880	3,576,830	3,442,317	383,172	355,575	1,189,174	263,162
2005	7,835,758	3,759,921	3,615,621	3,478,024	383,587	358,018	1,185,282	261,520
2006	8,038,145	3,854,173	3,636,039	3,497,270	381,129	367,513	1,160,914	259,423
2007	8,372,169	4,040,822	3,685,608	3,546,103	381,457	392,844	1,149,810	263,423
2008	8,624,189	4,173,499	3,757,093	3,632,565	379,154	425,027	1,136,409	269,154
2009	8,492,588	4,152,225	3,742,673	3,622,185	373,249	428,862	1,097,239	268,685

Source: Central Statistical Office 2004, 2006b, 2008b, 2010.

Table A4 - Working women in Płock - principal workplace in years 2003-2009 according to selected sections of classification of activity⁹

Years	The employed				Including in					
	total	including women	Industrial processing	construction	Trade and repairs	Transport, communication	Real estate management	education	Health care	Other activity
2003	43,375	18,790	3,546	641	2,514	839	1,991	2,361	3,160	3,738
in %	100.00	100.00	18.87	3.41	13.38	4.47	10.60	12.57	16.82	19.89
2004	43,499	18,613	3,561	541	2,508	792	1,794	2,901	2,537	3,979
in %	100.00	100.00	19.13	2.91	13.47	4.26	9.64	15.59	13.63	21.38
2005	43,902	18,753	3,489	553	2,653	769	1,788	2,939	2,627	3,935
in %	100.00	100.00	18.61	2.95	14.15	4.10	9.53	15.67	14.01	20.98
2006	43,901	18,665	3,464	473	2,858	844	1,854	3,063	2,654	3,455
in %	100.00	100.00	18.56	2.53	15.31	4.52	9.93	16.41	14.22	18.51
2007	47,524	20,537	3,664	532	3,338	903	2,239	3,342	2,754	3,765
in %	100.00	100.00	17.84	2.59	16.25	4.40	10.90	16.27	13.41	18.33
2008	49,769	20,791	3,482	549	3,636	936	2,350	3,139	2,754	3,945
in %	100.00	100.00	16.75	2.64	17.49	4.50	11.30	15.10	13.25	18.97
Years	The employed		Including w:							
	total	women	Agriculture, forestry, hunting and fishing	Industry and construction	Trade; repair; transport and warehouse management;	Financial and insurance activity; real estate management.	Other services			
2009	47,436	20,435	64	4,090	4,559	1,167	10,555			
in %	100.00	100.00	0.31	20.01	22.31	5.71	51.65			

Source: Kansy and Sierandt 2010 (partially own calculations).

Table A5 - Registered unemployment rate in years 2004-2010 (in %)

Unit	2004	2005	2006	2007	2008	2009	2010
NUTS-4: Płock	19.6	19.2	15.8	12.5	9.6	10.9	10.9
NUTS-3: Ciechanowsko-Płocki sub-region	24.9	23.4	19.8	16.2	13.1	15.6	15.6
NUTS-1: Poland	19.0	17.6	14.8	11.2	9.5	12.1	12.3

Source: Central Statistical Office, Local Data Bank.

⁹ The employed according to the actual workplace and type of activity - excluding business entities with up to 9 employees, clergymen performing pastoral duties and those employed at individual farms. 2. Data for year 2009 in the source publication are arranged in accordance with the Polish Classification of Activity 2007 (Kansy and Sierandt 2010).

Table A6 - The registered unemployed according to age and gender, years 2000-2010

Year	Registered unemployed according to age and gender											
	Total	Including women	24 and younger		25 and older							
			total	Women	25-34		35-44		45-54		55 and older	
					total	women	total	women	total	women	total	women
NUTS-4: PŁOCK												
2000	11,261	6,832	2,857	1,635	3,067	2,004	2,540	1,601	2,506	1,488	291	104
2001	12,890	7,524	3,039	1,695	3,660	2,265	2,890	1,748	2,897	1,665	404	151
2002	14,064	7,909	3,006	1,592	4,087	2,436	3,133	1,850	3,330	1,839	508	192
2003	13,981	7,866	2,749	1,457	4,253	2,552	3,026	1,780	3,357	1,857	596	220
2004	13,152	7,473	2,489	1,327	3,942	2,355	2,802	1,684	3,243	1,861	676	246
2005	12,824	7,401	2,235	1,216	3,874	2,371	2,668	1,626	3,172	1,866	875	322
2006	10,215	6,291	1,750	1,016	2,898	1,865	2,124	1,392	2,626	1,678	817	340
2007	8,401	5,289	1,188	759	2,388	1,554	1,733	1,146	2,279	1,484	813	346
2008	6,412	4,067	792	478	1,853	1,217	1,291	862	1,761	1,188	715	322
2009	7,078	3,917	1,257	644	2,050	1,212	1,451	855	1,624	948	696	258
2010	7,207	3,768	1,172	579	2,030	1,122	1,555	845	1,564	889	886	333
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION												
2000	61,441	33,248	18,413	9,647	17,449	10,404	14,108	7,694	10,263	5,210	208	93
2001	67,932	35,519	19,429	9,995	19,552	11,079	15,300	8,089	12,072	5,944	579	12
2002	71,591	36,339	19,639	9,614	20,956	11,572	15,682	8,189	13,405	6,447	909	17
2003	71,259	36,315	18,355	9,105	21,384	11,856	15,306	7,986	13,948	6,730	266	38
2004	66,950	34,553	16,448	8,146	19,942	11,282	14,054	7,558	13,880	6,780	626	87
2005	62,429	32,607	14,051	7,117	18,468	10,587	13,094	7,106	13,659	6,837	157	60
2006	51,928	28,780	11,099	6,092	15,118	9,197	10,728	6,175	11,732	6,257	251	059
2007	42,860	24,500	8,119	4,714	12,685	7,952	8,757	5,229	10,003	5,494	296	111
2008	33,805	18,983	6,378	3,576	9,843	6,042	6,685	3,940	7,967	4,434	932	91
2009	40,459	20,493	8,912	4,525	11,714	6,401	7,926	4,192	8,539	4,324	368	51
2010	40,955	20,380	8,810	4,441	11,760	6,379	8,052	4,182	8,381	4,136	952	242
NUTS-1: POLAND												
2000	2,702,576	1,491,613	23,489	44,011	713,210	434,632	656,452	370,938	461,882	230,837	7,543	1,195
2001	3,115,056	1,642,109	17,962	74,766	836,679	479,884	724,427	392,612	572,405	278,969	3,583	5,878
2002	3,216,958	1,645,750	95,791	48,147	881,578	489,736	721,162	384,752	639,326	302,741	9,101	374
2003	3,175,674	1,634,689	25,459	15,243	889,853	497,910	690,375	373,402	674,325	322,317	5,662	5,817
2004	2,999,601	1,568,536	28,208	77,506	844,654	480,517	628,473	345,692	681,835	332,558	16,431	2,263
2005	2,773,000	1,486,441	26,108	35,807	778,523	457,573	567,035	320,440	660,180	332,853	41,154	9,768
2006	2,309,410	1,305,704	76,701	74,743	641,554	401,185	460,186	275,350	576,827	308,884	54,142	5,542
2007	1,746,573	1,017,348	32,669	00,234	485,159	316,467	336,904	208,780	443,736	247,516	48,105	4,351
2008	1,473,752	833,435	04,553	80,324	418,740	261,153	273,866	165,347	347,923	189,817	28,670	6,794
2009	1,892,680	966,421	25,869	22,036	547,837	307,482	345,393	188,370	404,377	201,221	69,204	7,312
2010	1,954,706	1,014,792	28,296	31,584	570,883	328,291	358,777	196,173	397,186	197,855	99,564	889

Source: Central Statistical Office, Local Data Bank.

Table A7 - The registered unemployed, who have not worked for more than 12 months, years 2003-2010

Specification	Unemployed who have not worked for more than 12 months	Share in total unemployed population	Men		Women	
			Number	Share among those unemployed for more than 12 months	Number	Share among those unemployed for more than 12 months
NUTS-4: PŁOCK						
2003	8,003	57.2	-	-	-	-
2004	7,633	58.0	2,746	36.0	4,887	64.0
2005	7,093	55.3	2,530	35.7	4,563	64.3
2006	5,371	52.6	1,638	30.5	3,733	69.5
2007	4,110	48.9	1,065	25.9	3,045	74.1
2008	3,127	48.8	834	26.7	2,293	73.3
2009	2,225	31.4	693	31.1	1,532	68.9
2010	2,069	28.7	698	33.7	1,371	66.3
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION						
2003	43,276	60.7	-	-	-	-
2004	40,554	60.6	17,102	42.2	23,452	57.8
2005	35,665	57.1	14,665	41.1	21,000	58.9
2006	28,845	55.5	11,056	38.3	17,789	61.7
2007	21,458	50.1	7,307	34.1	14,151	65.9
2008	13,732	40.6	4,631	33.7	9,101	66.3
2009	12,252	30.3	4,763	38.9	7,489	61.1
2010	12,772	31.2	5,368	42.0	7,404	58.0
NUTS-1: POLAND						
2003	1,666,871	52.5	-	-	-	-
2004	1,565,296	52.2	664,036	42.4	901,260	57.6
2005	1,391,634	50.2	569,900	41.0	821,734	59.0
2006	1,139,446	49.3	432,679	38.0	706,767	62.0
2007	787,243	45.1	276,287	35.1	510,956	64.9
2008	501,339	34.0	180,382	36.0	320,957	64.0
2009	488,898	25.8	195,691	40.0	293,207	60.0
2010	568,687	29.1	246,105	43.3	322,582	56.7

Source: Central Statistical Office, Local Data Bank.

Table A8 - Share of persons aged 18-29 in the population in %, years 2000-2010

Unit	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Poland	18.8	19.3	19.6	19.9	20.0	20.0	19.8	19.6	19.4	19.2	18.8
Sub-region	17.8	18.2	18.5	18.8	19.0	19.0	19.0	19.1	19.1	19.1	19.0
Płock	20.3	20.5	20.8	21.0	20.8	20.3	20.0	19.4	18.9	18.4	17.9

Source: Central Statistical Office, Local Data Bank, own calculations.

Table A9 - Share of persons aged 18-29 in the group at employment age*, in %, years 2000-2010

Unit	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Poland	31.0	31.4	31.6	31.6	31.5	31.2	30.9	30.5	30.1	29.7	29.2
Sub-region	30.0	30.3	30.6	30.8	30.7	30.5	30.4	30.3	30.2	30.1	29.9
Płock	31.0	31.0	31.2	31.3	30.9	30.2	29.8	29.1	28.5	28.0	27.4

Source: Central Statistical Office, Local Data Bank, own calculations.

*18-60 years in the case of women and 18-65 years in the case of men.

Table A10 - Share of persons aged 25-34 years among all registered unemployed in %, years 2000-2010

Unit	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Poland	26.4	26.9	27.4	28.0	28.2	28.1	27.8	27.8	28.4	28.9	29.2
Sub-region	28.4	28.8	29.3	30.0	29.8	29.6	29.1	29.6	29.1	29.0	28.7
Łódź	27.2	28.4	29.1	30.4	30.0	30.2	28.4	28.4	28.9	29.0	28.2

Source: Central Statistical Office, Local Data Bank, own calculations.

Table A11 - Expenditures of the Labour Fund for Financing of Labour Market Services and Instruments in years 2008-2010, in EUR*

Years	Training	Training loans	Postgraduate studies	Intervention works	Public works	Social work	Practice	Vocational training	Funds for launching business activity	Reimbursement of costs of equipment and workplace refurbishing	Other expenditures
NUTS-4: ŁÓDŹ											
2008	179,166	00.00	00.00	55,000	2,599	126,885	943,431	284,729	453,616	270,634	6,904
2009	355,974	-	1,313	45,480	12,331	137,117	1,451,217	200,793	1,288,534	403,219	3,174
2010	330,925	-	5,919	33,844	32,392	157,683	1,657,337	-	1,661,819	721,463	3,524
NUTS-2: MAZOWIECKIE PROVINCE											
2008	8,685,396	00.00	23,919	-	8,374,776	755,879	26,011,995	9,786,683	19,453,528	6,534,489	14,480
2009	12,588,095	0.00	211,193	5,559,369	10,240,231	804,091	39,383,211	4,109,698	33,786,495	10,083,527	26,844
2010	13,042,333	0.00	658,218	7,105,486	13,850,122	885,700	52,512,399	49,496	40,418,622	17,752,006	8,453

Source: Municipal Labour Office in Łódź (2008, 2009, 2010); labour market of Mazowieckie province in year 2008, 2009 and 2010. *Data in PLN converted according to exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

2.2. Demographic changes and family

Socio-economic trends

Changes in the demographic structure

Łódź reflects the global trends associated with ageing of societies - the population at pre-productive age is diminishing, while the post-productive age group is growing in numbers (see Annex B, Table B1). In year 2010, in Łódź, women constituted 70.5% of all persons at post-productive age, which is similar to the nationwide and sub-regional level. In comparison with the national level and the Ciechanowsko-Łódź sub-region, in Łódź, we are dealing with a relatively dynamic increase in the share of persons at post-productive age (women aged 60 or more, men aged 65 or more) in the total population (see Annex B, Table B2).

In years 2002-2010, values of the demographic dependency ratio, measured by the population at post-productive age per 100 persons in pre-productive age in Łódź were slightly higher in comparison with the national level and the Ciechanowsko-Łódź sub-region.¹⁰

¹⁰ In the case of the value of the demographic dependency ratio, measured by the population at non-productive age (0-17 and 60 or older in the case of women, 65 and older in the case of men) per 100 persons at productive age, in Łódź, in years 2002-2010, it was lower than at the national level or the level of Ciechanowsko-Łódź sub-region.

Table 13 - Demographic dependency ratio (persons at post-productive age per 100 persons at pre-productive age, years 2002-2010)

Unit	2002	2003	2004	2005	2006	2007	2008	2009	2010
NUTS-1 Poland	66.5	69.5	72.3	74.9	78.1	81.2	84.3	87.3	90.3
NUTS-3 Sub-region	61.5	63.7	66.0	68.0	70.9	73.8	76.7	79.4	82.2
NUTS-4 Płock	60.8	65.1	69.0	72.5	77.2	82.1	86.1	89.8	94.1

Source: Central Statistical Office, Local Data Bank.

In the recent years, the internal migration balance in Płock reached negative values, that is -597 (-4.7 per 1000 inhabitants) in year 2007 and -489 (-3.9 per 1000 inhabitants) in year 2008 (see Annex B, Table B4 and B5). This means that despite its relative attractiveness in the context of the Ciechanowsko-Płocki sub-region, the city is unable to stop the outflow of the population, which probably migrates to Warsaw or abroad.

Trends in marriages, divorces

Within the last 10 years, the dynamics in the changes of the number of marriages in Płock in years 2006-2008 reflected a substantial increase, and then - a decrease in the two last years. We are dealing with a slight increase in the number of canonical marriages and a decrease in the number of civil marriages. Similar trends can be observed on the nationwide scale and in the Ciechanowsko-Płocki sub-region (see Annex B, Table B6). A decrease in the number of marriages may be associated both with cultural and social changes in the Polish society and with effects of the visible slowdown of Polish economy, caused by the global financial crisis.

Table 14 - Marriages in Płock in years 2000-2009

Year	Marriages in a given year - total	Including: canonical marriages	Including: civil marriages
2000	834	612	222
2001	755	545	210
2002	737	512	225
2003	729	510	219
2004	735	521	250
2005	824	537	287
2006	885	599	286
2007	875	560	315
2008	833	553	280
2009	834	612	222

Source: Kansy and Sierandt 2010.

In Płock, the number of divorces was relatively the highest in years 2004 - 2007, after which the number of these started to decrease again - the same trend was observed at the national level and in the Ciechanowsko-Płocki sub-region (see Annex B, Table B3). It is interesting that in year 2009, the number of divorces per 1000 inhabitants in Płock was slightly higher (2.61) than in the Ciechanowsko-Płocki sub-region(1,67) and in Mazowieckie province (1.73) (Mazowieckie province, Central Statistical Office 2010, Annex B, Table B6). This is consistent with the general trend of diversification of the number of divorces according to the size of the city/town - the number of divorces is usually greater in cities than in the rural areas.

Table 15 - Divorces in Płock in years 2004-2009

Year	Number of divorces	Dynamics in % (previous year =100)
2004	378	125.13
2005	473	101.48
2006	480	85.42
2007	410	73.41
2008	301	108.64
2009	327	125.13

Source: Kansy and Sierandt 2010.

In years 2000-2010, the birth rate in Płock was positive and rather stable in comparison with the Ciechanowsko-Płocki sub-region or the entire Poland (see Annex B, Table B4 and B5). In year 2009, the birth rate in Płock amounted to 1.52 per 1,000 inhabitants¹¹, while the value of the live birth rate per 1,000 inhabitants amounted to 11.01 (Mazowieckie Province, Central Statistical Office 2010). In years 2006-2009, the values of reproductive ratios were usually slightly lower for Płock in comparison with the Ciechanowsko-Płocki sub-region or the nationwide level.

Table 16 - Population reproductive ratios in years 2006-2009

Unit	2006	2007	2008	2009
	<i>Fertility rate</i>			
NUTS-4 Płock	1.28	1.25	1.38	1.40
NUTS-3 Sub-region	1.43	1.41	1.49	1.52
NUTS-1 Poland	1.27	1.31	1.39	1.40
	<i>Gross reproductive ratio</i>			
NUTS-4 Płock	0.58	0.61	0.69	0.66
NUTS-3 Sub-region	0.69	0.67	0.74	0.75
NUTS-1 Poland	0.61	0.63	0.68	0.68

Source: Kansy and Sierandt 2010; Local Data Bank of the Central Statistical Office.

Comparison of data from year 2000 and 2010 for the Ciechanowsko-Płocki sub-region, Mazowieckie province and Poland with regard to the live birth ratio according to mother's age (no current data available for Płock) clearly shows that the share of women aged 25 to 40 in the population of mothers has increased substantially, which may indicate that the decision to have children may be now made at a later age.

Table 17 - Share of live births among all live births according to mother's age, in %, years 2000 and 2010

Unit	0-19		20-24		25-29		30-34		35-39		40-49	
	2000	2010	2000	2010	2000	2010	2000	2010	2000	2010	2000	2010
Poland	6.88	4.47	30.09	19.32	35.93	36.95	17.81	27.43	7.29	10.04	2.00	1.80
Mazowsze Sub-region	5.56	3.18	27.78	14.96	37.87	36.45	19.37	31.64	7.58	11.77	1.84	1.99
Płock	7.62	5.53	32.43	21.76	35.89	38.63	15.92	24.16	6.78	8.24	1.35	1.68

Source: Central Statistical Office, Local Data Bank.

¹¹ The indicator used by the Central Statistical Office.

Changes in the family structure

According to data obtained during the National Census of 2002, in the cities of Mazowieckie province, among all families, marriages (67.2%) and single mothers (27.9%) were clearly dominant. Civil partnerships constituted 1.4% of all families, and single fathers - 3.5%. The average number of children per family was 1.58. Married couples with no children up to 24 years of age, dependent on the parents, constituted 26% of all married couples. Among all families with children, families with one child were dominant (54.5% of all families with children) or with two children (35.6%). In families consisting of mothers with children, dominant were those with one (67.7%) or two children (26.1%) (Central Statistical Office 2003c). It is significant that in years 2000-2009, we were dealing with a significant increase in the number of illegitimate children among all live births. At the national level, this was an increase by 8 percentage points.

Table 18 - Share of illegitimate children among all live births in %, years 2000-2009

Unit	2000	2005	2008	2009
NUTS-1 Poland	12.1	18.5	19.9	20.2
NUTS-1 Poland - cities	14.8	21.5	22.7	22.9
NUTS-1 Poland - rural areas	8.8	14.3	15.8	16.4
NUTS-2 Mazowieckie province (cities)	-	-	-	18.2
NUTS-4 Płock	-	-	-	23.1

Source: "Demographic yearbook", Central Statistical Office, Warsaw 2010.

In years 2000-2009, both at the national level and in Mazowieckie province, there was a visible decrease in the average number of persons in households: from 3.16 to 2.90 in Poland and from 2.92 to 2.74 in Mazowieckie province (Local Data Bank, Central Statistical Office). According to the national census of 2002, in cities of Mazowieckie province, single-person households constituted 32.2% of all households, two-person households - 25.5%, three person households - 19.9%, and those consisting of four or more members - 22.5% (National Census 2002).

Conciliation between working and caring

In years 2000-2009, both in Płock and at the national level, there was a visible insufficiency of space at the kindergartens (nursery schools according to the Central Statistical Office classification) in relation to the number of children at kindergarten age (see Annex B, Table B8). It seems that between school year 2007/2008 and 2009/2010, the dynamics of increase of the number of classes was slower than the dynamics of increase in the number of children taking advantage of their services.

Table 19 - Number of children and classes in the public kindergartens of Płock,
years 2007-2010

Kindergarten no.	2007/2008		2008/2009		2009/2010	
	<i>Children admitted</i>	<i>Classes</i>	<i>Children admitted</i>	<i>Classes</i>	<i>Children admitted</i>	<i>Classes</i>
1	66	3	77	3	86	3
2	42	2	61	2	83	4
3	221	10	201	10	199	9
4	152	6	184	7	195	7
6	154	6	163	6	161	6
8	110	4	105	4	52	2
9	132	5	136	5	163	7
10	111	4	104	4	107	4
11	136	5	142	5	143	5
12	109	4	107	4	109	4
13	68	3	94	4	112	4
14	122	5	142	5	143	5
15	139	5	148	5	190	7
16	125	5	123	5	114	5
17	127	5	120	5	147	6
19	109	4	116	4	140	5
20	130	5	128	5	134	5
21	164	6	144	6	151	6
25	98	4	102	4	95	4
27	135	5	142	5	142	5
29	136	5	152	6	157	6
31	126	5	127	5	127	5
33	201	11	217	11	217	11
34	95	4	116	5	101	4
35	138	5	126	5	160	6
37	228	8	227	8	243	8
Total	3,374	134	3,504	138	3,671	143

Source: Kansy and Sierandt 2010.

At the nationwide level, we are dealing with an increase in the number of places at nurseries and kindergarten nursery classes in the last three years. In the case of the Ciechanowsko-Płocki sub-region and Płock itself, the dynamics of increase in the number of places is rather low. Disproportion between the number of places available and the total number of children, attending these institutions every year, suggests a high level of social demand for care of this kind.

Table 20 - Number of nurseries, places and children attending annually in years 2000-2010

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
NUTS-4: PŁOCK											
Nurseries including departments*	3	3	3	3	3	3	3	3	3	3	3
Places	270	274	270	180	180	180	180	179	182	188	210
Children attending per year	543	470	433	337	250	259	291	300	293	309	354
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION											
Nurseries including departments*	4	4	4	4	4	4	4	4	4	4	4
Places	291	295	291	201	201	201	201	200	203	214	235
Children attending per year	693	604	550	487	420	454	521	525	521	338	386
NUTS-1: POLAND											
Nurseries including departments*	596	572	559	539	511	501	496	503	504	502	511
Places	29	28	27	25	24	25	25	26	29	30	32
	866	166	140	749	836	219	835	909	273	614	514
Children attending per year	52	47	45	44	45	47	50	52	54	55	56
	790	826	319	486	875	607	759	402	655	243	907

Source: Central Statistical Office, Local Data Bank.

*Nursery departments at kindergartens.

Analysis of the age structure of children at kindergarten education institutions shows that the share of children below 3 years of age, subject to this kind of institutional support, is low both at the national level and in Ciechanowsko-Płocki sub-region, as well as in Płock itself. In the case of children aged 3-5, in years 2005-2009, their share among all children at kindergartens was increasing - in Płock to the lesser extent in comparison with the national level, but more than in Ciechanowsko-Płocki sub-region (see Annex B, Table B9 and B10).

Lone mothers in Płock

According to data of the National Census of 2002, the percentage of single mothers among all families with children was higher in Płock than at the national level or in the Ciechanowsko-Płocki sub-region. The number of children raised by single mothers, on the other hand, was similar at all three levels of analysis. In comparison with all families with children in year 2002, single mothers more often raised one child. In comparison with data for Poland from the previous national censuses (1970 and 1988), over the long-term perspective, the share of single mothers among all families with children has been increasing systematically (Central Statistical Office 2003c). In year 2002, the share of single fathers among families with children was very small both in Płock and in Ciechanowsko-Płocki sub-region at the national level. On the other hand, the family structure of single fathers depending on the number of children raised has been similar to that of single mothers.

Table 21 - Single mothers among families with children according to number of children in year 2002, in %

Unit	Share of single mothers among all families with children	Single mothers with 1 child (among mothers with children)	Single mothers with 2 children (among single mothers with children)	Single mothers with 3 or more children (among single mothers with children)
NUTS-1 Poland	16.8	64.9	25.9	9.1
NUTS-3 Sub-region	15.0	61.4	27.2	11.4
NUTS-4 Płock	20.0	65.6	26.5	7.9

Source: Central Statistical Office, Local Data Bank: National Census 2002.

Table 22 - Single fathers among families with children according to number of children in year 2002, in %

Unit	Share of single fathers among all families with children	Single fathers with 1 child (among fathers with children)	Single fathers with 2 children (among single fathers with children)	Single fathers with 3 or more children (among single fathers with children)
NUTS-1 Poland	1.7	69.6	22.8	7.6
NUTS-3 Sub-region	1.3	66.7	24.9	8.4
NUTS-4 Płock	1.5	71.3	25.1	3.7

Source: Central Statistical Office, Local Data Bank: National Census 2002.

In the context of insufficient number of places in nurseries and kindergartens, problems associated with reconciling career with family obligations are particularly visible among single mothers. In the first quarter of year 2011, single parents raising at least one child up to 18 years of age constituted 10.7% of all unemployed in a particularly difficult situation on the labour market, and in the fourth quarter of year 2008, this percentage amounted to 9.5% (Kansy and Sierandt 2009, MLO Płock 2011).

Public regulation

Division of responsibilities

See General introduction.

Family welfare benefits and services

In year 2000, the overall number of families taking advantage of social assistance amounted to 1 166, and it maintained a constant level until 2004, when it reached the number of 7 468 (Statistical Booklets, Municipal Office of Płock, 2010). Most probably, this is caused by introduction of the act on social assistance of March 12th, 2004. Since 2007, the number of families provided with social assistance in Płock has decreased substantially (by almost 28%), which has affected mostly families with children. Similarly, this can be partially caused by changes in the provisions of the act on family benefits, introduced during this year. At the same time, the number of single parent families has remained relatively stable, and in year 2009, it constituted a significant part (54%) of all families with children receiving social assistance.

Table 23 - Characteristics of families receiving social assistance in Płock in years 2006-2009

Specification	Persons/ children	Number of families in years			
		2006	2007	2008	2009
Families - total,	total	7,383	5,871	6,042	5,326
according to number	1	3,401	2,712	2,955	2,844
of family members	2	1,567	1,207	1,221	995
	3	1,076	904	985	740
	4	829	605	536	442
	5	319	265	212	196
	6 +	191	178	133	109
Families with	total	2,484	1,988	2,200	1,677
children according	1	969	824	987	719
to number of	2	877	702	751	544
children	3	384	285	276	255
	4	135	107	117	105
	5	80	56	48	31
	6	19	8	15	15
	7 +	20	6	6	8
Single-parent	total	1,166	979	1,115	903
families according	1	508	423	542	402
to number of family	2	354	326	325	280
members	3	185	136	146	132
	4 +	119	94	102	89
Families of retired	total	1,133	1,073	1,167	1,002
and disabled persons	1	678	668	765	690
according to number	2	307	261	261	211
of family members	3	94	89	94	59
	4 +	54	55	47	42

Source: Kansy and Sierandt 2010.

DFAC in Płock, within the framework of the Department of Assistance for Families and Children, provides e.g. special consulting, supports the functioning of foster families and processes of facilitating independence of foster children etc. (www.dfac.plock.pl). Moreover, institutions of this kind obtain (or receive within the framework of systemic projects) resources from the European Social Fund for additional projects, such as "Active integration in the district of Płock" (DFAC), "Road to activity" (MSAC). It seems that the main actors of support in this regard are public institutions, which are supported by broadly understood third sector organizations. Assistance activities on behalf of dysfunctional families or families threatened by social exclusion are conducted by Catholic or church organizations, which include: Caritas of the Diocese of Płock, Brother Albert Catholic Association for Family Assistance and other organizations, such as the Polish Red Cross, the Polish Committee for Social Assistance and the Food Bank. There are several NGOs in Płock, which support disabled children (www.ngo.pl). In Płock, the third sector organization (particularly Caritas) cooperate with the public institutions that support families, among other things, with regard to maintenance of social assistance homes, soup-kitchens and single mother homes. The Municipal Social Assistance Centre cooperates with Caritas by providing free means and food to the poorest as well.

Płock is definitely dominated by public kindergartens, maintained by the local government. In Płock, there are three public nurseries, maintained by healthcare facilities. In year 2009, the Municipal Social Assistance Centre had 8 day-rooms, attended by 143 children. At the same time, worth noting is a significant decrease in the number of these institutions functioning in Płock in comparison with years 2002-2006 and year 2008.

Table 24 - Costs of maintenance* and operation of day-rooms in Płock in years 2000-2009

Years	Number of day-rooms	General cost of maintenance of day-rooms	Average number of children	Cost per child in EUR/month	Daily cost per child in EUR
2000	6	122,401	151	111.27	5.07
2001	8	142,757	194	94.54	4.30
2002	15	171,803	426	88.56	4.03
2003	15	341,480	415	66.80	3.68
2004	14	358,820	338	72.05	3.93
2005	14	340,748	351	100.81	2.80
2006	14	361,746	340	85.89	2.86
2007	8	344,907	180	84.53	2.82
2008	14	200,660	300	92.90	3.10
2009	8	356,549	143	99.04	3.30

Source: Kansy and Sierandt 2010.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Changes in the distribution of responsibilities

Non-public kindergartens are attempting to satisfy the growing demand for kindergarten care. As of 31.03.2009, in Płock, there were 5 non-public kindergartens with 18 classes and 275 children, including one maintained by a NGO. On the city Web portals, one can also find information on 3 non-public nurseries (including 1 toddler club).

Table 25 - Non-public kindergartens in Płock in academic year 2009/2010.
State as of 31.03.2009

Name	Maintained by	Address	Number of:	
			children	classes
First American Kindergarten in Płock	English for Children Foundation	Płock, ul. Kolegiarna 25	42	3
Non-Public Kindergarten "Modrzewiowa"	Anna Zych	Płock, ul. Modrzewiowa 6	77	5
Non-Public Kindergarten "Ekoludki"	Joanna Ozga	Płock, ul. Kredytowa 8	16	1
Non-Public Kindergarten "Gucio"	Łukasz Wolniak	Płock, al. Armii Krajowej 42	70	4
Non-Public Small Kindergarten "Promyczek"	Henryk Sztomberski	Płock, ul. Wiśniewskiego 33	70	5
Total			275	18

Source: Kansy and Sierandt 2010.

Welfare benefits and services for lone mothers in Płock

According to the MSAC in Płock, in year 2010, the alimony fund benefits (after collecting the independently paid benefits) amounted to 1 773 886 EUR¹². In year 2010, alimony assistance was provided on the average for 1 734 children per month (MSAC 2010). The total amount of child care benefits paid by the Municipal Social Assistance Centre in Płock during childcare leaves decreased in years 2006-2010, which may indicate a decrease in interest in support of this kind. On the other hand, a decrease in the amount of benefits paid to single parents may result from the relatively rigid income criteria, which are

¹²Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

inconsistent with the average household income.

Table 26 - Number and amount in EUR* of selected family benefits in Płock, years 2006-2010

Year	Family benefits with all additions - total		Child care benefit paid during the childcare leave		Single parent benefit	
	Number	Amount in EUR	Number	Amount in EUR	Number	Amount in EUR
2006	159,849	2,892,826	3,581	349,789	7,300	337,791
2007	157,180	3,181,558	3,705	359,890	6,741	294,763
2008	129,594	2,659,519	3,220	314,313	6,483	282,857
2009	108,226	2,321,314	2,771	271,329	5,950	259,097
2010	94,682,	2,403,845	2,310	227,846	5,390	235,929

Source: Municipal Social Assistance Centre in Płock (2005, 2006, 2007, 2008, 2009, 2010).

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

As for non-financial support, single mothers are treated preferentially with regard to access to institutional care services, which means that their children are the first to be admitted at public kindergartens, nurseries, day-rooms etc. Social assistance centres offer free advice and psychological assistance and they maintain day-rooms, and children of single mothers can attend the activities organized free of charge.

Women in a difficult situation, e.g. having no place to live, no resources, victims of family violence, members of dysfunctional families, including mothers or expecting mothers (who do not have to be single mothers according to the legal definition) may temporarily live at the Single Mother Homes. A decision to direct a given woman to the Single Mother Home is usually made on the basis of an individual interview. Single Mother Homes are usually maintained by local governments and/or third sector organizations, or in cooperation between representatives of these two sectors. In the region of Płock, a facility of this kind is maintained by the church - the closest to the city, in Biata near Płock, a single mother home is provided by the Order of the Holy Mother of Charity.

Annex B. Demographic changes and family: indicators

Table B1 - Population (2000-2010)

SPECIFICATION	Total	Of which females	Of total - at age		
			pre-working	working	post-working
NUTS-4: PŁOCK					
2000	128,580	66,739	28,997	84,353	15,230
2001	128,359	66,675	27,782	84,898	15,679
2002	128,208	66,604	26,607	85,411	16,190
2003	128,145	66,599	25,588	85,894	16,663
2004	127,841	66,505	24,755	86,015	17,071
2005	127,461	66,331	24,119	85,858	17,484
2006	127,224	66,290	23,571	85,448	18,205
2007	126,968	66,360	23,154	84,813	19,001
2008	126,709	66,417	22,927	84,035	19,747
2009	126,542	66,422	22,739	83,379	20,424
2010	126,061	66,227	22,457	82,467	21,137
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION					
2000	631,661	322,045	164,350	374,160	93,151
2001	630,984	321,712	159,139	377,924	93,921
2002	630,529	321,653	154,114	381,667	94,748
2003	629,651	321,306	149,144	385,485	95,022
2004	628,605	320,956	144,598	388,620	95,387
2005	627,263	320,429	140,422	391,422	95,419
2006	626,351	320,076	136,871	392,446	97,034
2007	625,092	319,633	133,476	393,123	98,493
2008	624,185	319,525	130,317	393,957	99,911
2009	623,684	319,439	127,539	394,869	101,276
2010	622,621	318,865	124,944	394,949	102,728
NUTS-1: POLAND					
2000	38,253,955	19,716,616	9,332,905	23,261,003	5,660,047
2001	38,242,197	19,717,034	8,996,155	23,526,497	5,719,545
2002	38,218,531	19,711,782	8,663,685	23,789,807	5,765,039
2003	38,190,608	19,704,178	8,349,808	24,038,777	5,802,023
2004	38,173,835	19,703,582	8,087,067	24,239,587	5,847,181
2005	38,157,055	19,703,200	7,863,799	24,405,034	5,888,222
2006	38,125,479	19,698,704	7,660,567	24,481,670	5,983,242
2007	38,115,641	19,704,140	7,487,930	24,545,254	6,082,457
2008	38,135,876	19,720,950	7,349,669	24,590,475	6,195,732
2009	38,167,329	19,738,587	7,231,271	24,624,443	6,311,615
2010	38,200,037	19,755,664	7,140,156	24,615,248	6,444,633

Source: Central Statistical Office 2004, 2006b, 2008b, 2010; Local Data Bank.

Table B2 - Population at post-productive age (2000-2010)

Specification	Population at post-productive age		Women at post-productive age	
	Number	Share in total population	Number	Share in total population at post-productive age
NUTS-4: PŁOCK				
2000	15,230	11.8	10,499	68.9
2001	15,679	12.2	10,750	68.6
2002	16,190	12.6	11,051	68.3
2003	16,663	13.0	11,337	68.0
2004	17,071	13.4	11,575	67.8
2005	17,484	13.7	11,827	67.6
2006	18,205	14.3	12,444	68.4
2007	19,001	15.0	13,102	69.0
2008	19,747	15.6	13,723	69.5
2009	20,424	16.1	14,319	70.1
2010	21,137	16.8	14,907	70.5
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION				
2000	93,151	14.7	63,005	67.6
2001	93,921	14.9	63,341	67.4
2002	94,748	15.0	63,713	67.2
2003	95,022	15.0	63,765	67.1
2004	95,387	15.1	63,863	67.0
2005	95,419	15.1	63,844	66.9
2006	97,034	15.4	65,332	67.3
2007	98,493	15.6	66,790	67.8
2008	99,911	15.8	68,447	68.5
2009	101,276	16.0	70,112	69.2
2010	102,728	16.3	71,707	69.8
NUTS-1: POLAND				
2000	5,660,047	14.8	3,872,989	68.4
2001	5,719,545	15.0	3,898,829	68.2
2002	5,765,039	15.1	3,914,773	67.9
2003	5,802,023	15.2	3,928,523	67.7
2004	5,847,181	15.3	3,949,038	67.5
2005	5,888,222	15.4	3,968,969	67.4
2006	5,983,242	15.6	4,049,623	67.7
2007	6,082,457	15.9	4,146,160	68.2
2008	6,195,732	16.2	4,255,530	68.7
2009	6,311,615	16.5	4,367,185	69.2
2010	6,444,633	16.8	4,491,098	69.7

Source: Central Statistical Office, Local Data Bank.

Table B3 - Percentage share of persons at pre-productive age in the total population, years 2002-2010

Unit	2002	2003	2004	2005	2006	2007	2008	2009	2010
NUTS-1 Poland	22.7	21.9	21.2	20.6	20.1	19.6	19.3	18.9	18.7
NUTS-3 Sub-region	24.4	23.7	23.0	22.4	21.9	21.4	20.9	20.4	20.1
NUTS-4 Płock	20.8	20.0	19.4	18.9	18.5	18.2	18.1	18.0	17.8

Source: Central Statistical Office, Local Data Bank.

Table B4 - Vital statistics and migration of population (2000-2010)

SPECIFICATION	Vital statistics				Internal migration for permanent residence		
	live births	Deaths		Birth rate	inflow	outflow	net migration
		total	of which infants				
NUTS-4: PLOCK							
2000	1,202	1,053	19	149	-	-	-
2001	1,105	967	16	138	1,063	1,124	-61
2002	1,092	1,052	12	40	1,078	1,228	-150
2003	1,188	1,002	8	186	1,066	1,388	-322
2004	1,137	1,027	8	110	951	1,585	-634
2005	1,188	1,041	10	147	935	1,506	-571
2006	1,298	1,149	13	149	1,119	1,574	-455
2007	1,249	1,172	6	77	1,252	1,843	-591
2008	1,375	1,180	4	195	950	1,439	-489
2009	1,380	1,189	5	191	-	-	-
2010	1,286	1,182	11	104	-	-	-
NUTS-3: CIECHANOWSKO-PLOCKI SUB-REGION							
2000	6,892	6,574	64	318	-	-	-
2001	6,564	6,255	60	309	-	-	-
2002	6,500	6,175	41	325	-	-	-
2003	6,270	6,339	46	-69	-	-	-
2004	6,045	6,319	37	-274	-	-	-
2005	6,150	6,417	52	-267	-	-	-
2006	6,556	6,498	47	58	-	-	-
2007	6,481	6,669	37	-188	-	-	-
2008	6,885	6,715	37	170	-	-	-
2009	7,025	6,902	41	123	-	-	-
2010	6,783	6,712	41	71	-	-	-
NUTS-1: POLAND							
2000	378,348	368,028	3,068	10,320	-	-	-
2001	368,205	363,220	2,823	4,985	369,274	369,274	X
2002	353,765	359,486	2,662	-5,721	403,562	403,562	X
2003	351,072	365,230	2,470	-14,158	430,475	430,475	X
2004	356,131	363,522	2,423	-7,391	432,632	432,632	X
2005	364,383	368,285	2,340	-3,902	422,779	422,779	X
2006	374,244	369,686	2,238	4,558	473,548	473,548	X
2007	387,873	377,226	2,322	10,647	511,254	511,254	X
2008	414,499	379,399	2,338	35,100	405,474	405,474	X
2009	417,589	384,940	2,327	32,649	-	-	-
2010	413,300	378,478	2,057	34,822	-	-	-

Source: Central Statistical Office 2004, 2006b, 2008b, 2010; Local Data Bank.

Table B5 - Vital statistics and net internal migration per 1,000 population (2001-2008)

SPECIFICATION	Vital statistics				Birth rate	Net migration
	marriages	live births	Deaths			
			total	of which infants		
NUTS-4: PŁOCK						
2001	5.9	8.6	7.6	14.5	1.1	-0.5
2002	5.5	8.5	8.2	11.0	0.3	-1.2
2003	5.8	9.3	7.9	6.7	1.5	-2.5
2004	5.7	8.9	8.1	7.0	0.9	-5.0
2005	5.8	9.4	8.2	8.4	1.2	-4.5
2006	6.5	10.3	9.1	10.0	1.2	-3.6
2007	7.0	9.9	9.3	4.8	0.6	-4.7
2008	7.0	11.0	9.4	2.9	1.6	-3.9
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION						
2001	-	-	-	-	-	-
2002	5.5	10.3	9.7	-	0.5	-
2003	5.5	9.9	10.0	-	-0.1	-
2004	5.4	9.6	10.0	-	-0.4	-
2005	5.7	9.8	10.2	-	-0.4	-
2006	6.2	10.4	10.3	-	0.1	-
2007	6.9	10.3	10.6	-	-0.3	-
2008	7.2	11.0	10.7	-	0.3	-
NUTS-1: POLAND						
2001	5.1	9.6	9.5	7.7	0.1	X
2002	5.0	9.3	9.4	7.5	-0.1	X
2003	5.1	9.2	9.6	7.0	-0.4	X
2004	5.0	9.3	9.5	6.8	-0.2	X
2005	5.4	9.5	9.7	6.4	-0.1	X
2006	5.9	9.8	9.7	6.0	0.1	X
2007	6.5	10.2	9.9	6.0	0.3	X
2008	6.8	10.9	10.0	5.6	0.9	X

Source: Central Statistical Office 2004, 2006b, 2008b, 2010.; Local Data Bank.

Table B6 - Number of marriages and divorces, years 2000-2010

Year	NUTS-4: Płock		NUTS-3: sub-region		NUTS-1: Poland	
	Marriages	Divorces	Marriages	Divorces	Marriages	Divorces
2000	834	245	3,794	485	211,150	42,770
2001	755	255	3,682	518	195,122	45,308
2002	699	218	3,485	525	191,935	45,414
2003	737	290	3,490	668	195,446	48,632
2004	729	378	3,391	1,039	191,824	56,332
2005	735	473	3,602	1,457	206,916	67,578
2006	824	440	3,909	1,234	226,181	71,912
2006	885	410	4,344	1,131	248,702	66,586
2008	875	301	4,492	949	257,744	65,475
2009	833	327	4,267	1,044	250,794	65,345
2010	769	318	3,782	867	228,337	61,300

Source: Local Data Bank, Central Statistical Office.

Table B7 - Expenditures for family benefits EUR in Płock and in Poland in years 2006-2010

Year	Family benefits	Family benefit additions	Care benefits	Single-time benefit per childbirth	Social and healthcare insurance premiums
NUTS-4: PŁOCK					
2006	1,492,085	1,400,740	1,095,039	325,356	-
2007	1,799,072	1,382,485	1,267,720	296,346	-
2008	1,465,928	1,193,591	1,340,582	315,853	-
2009	1,257,260	1,064,054	1,452,589	339,860	-
2010	1,469,640	934,206	1,721,278	310,851	-
NUTS-1: POLAND					
2006	701,978,143	656,963,513	391,877,360	96,781,454	22,507,314
2007	778,252,932	664,215,870	421,637,032	95,030,885	20,506,664
2008	686,723,185	605,196,689	438,392,478	103,033,486	15,755,120
2009	638,457,499	561,932,628	471,153,125	103,533,648	15,755,120
2010	773,001,225	514,417,186	567,684,497	103,283,567	27,008,778

Source: Ministry of Labour and Social Policy (2005, 2006, 2007, 2008, 2009, 2010); Municipal Social Assistance Centre in Płock (2005, 2006, 2007, 2008, 2009, 2010).

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Table B8 - Pre-primary education (2000-2009)

SPECIFICATION	Establishments		Children attending establishments		
	total	of which nursery schools	total	of which in nursery schools	of total - children aged of 6 of which 6
NUTS-4: PŁOCK					
2000	26	26	3,667	3,667	1,546
2001	27	27	3,488	3,488	1,435
2002	26	26	3,354	3,354	1,351
2003	26	26	3,238	3,667	1,305
2004	25	25	3,195	3,195	1,292
2005	26	26	3,133	3,133	1,162
2006	28	28	3,441	3,441	1,237
2007	29	29	3,456	3,456	1,076
2008	29	29	3,643	3,643	1,096
2009	30	30	3,939	3,939	1,120
2010	31	31	4,018	4,018	1,029
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION					
2000	-	107	-	9,080	-
2001	-	97	-	8,474	-
2002	-	93	-	8,205	-
2003	-	92	-	7,918	-
2004	-	87	-	7,810	-
2005	-	88	-	7,973	-
2006	-	91	-	8,371	-
2007	-	94	-	8,686	-
2008	-	98	-	9,317	-
2009	-	103	-	10,003	-
2010	-	107	-	10,418	-
NUTS-1: POLAND					
2001	17,337	8,175	848,507	655,942	425,427
2002	17,206	8,015	840,539	647,576	422,925
2003	16,999	7,865	832,346	642,864	397,892
2004	17,299	7,746	831,923	644,128	384,170
2005	17,229	7,738	839,996	654,362	371,446
2006	17,329	7,811	862,656	676,428	366,193
2007	16,902	7,844	871,918	697,705	343,430
2008	17,280	8,038	919,130	734,153	332,377
2009	18,263	8,441	994,100	776,800	317,400
2010	19,090	8,808	1,059,300	816,900	306,400

Source: Central Statistical Office 2004, 2006b, 2008b, 2010; Local Data Bank; Central Statistical Office 2011b.

Table B9 - Share of children aged 0-2 among all children in kindergartens, years 2005-2009

Unit	2005	2006	2007	2008	2009
NUTS-1 Poland	1.9	1.9	2.1	2.0	2.0
NUTS-3 Ciechanowsko-Płocki sub-region	1.4	1.4	1.4	1.6	1.5
NUTS-4 Płock	1.2	1.4	1.1	1.2	1.3

Source: Central Statistical Office, Local Data Bank, own calculations.

Table B10 - Share of children aged 3-5 among all children in kindergartens,
years 2005-2009

Unit	2005	2006	2007	2008	2009
NUTS-1 Poland	65.1	66.8	68.1	71.5	74.4
NUTS-3 Ciechanowsko-Płocki sub-region	57.2	60.7	62.4	65.3	69.1
NUTS-4 Płock	60.4	61.6	66.6	67.8	69.7

Source: Central Statistical Office, Local Data Bank, own calculations.

2.3. Immigration

Socio-economic trends

Trends in migration, composition of migrants and minority groups

In Płock, in years 2005-2009, the balance of migration abroad for permanent residence was usually negative, and the balance of temporary migration abroad was positive. This may mean that the city examined is more attractive in the context of the so-called circulatory migration, performance of temporary jobs, e.g. seasonal jobs, and not permanent settlement. It is worth noting that the group of those coming / returning to Płock from abroad is dominated by woman. For the sake of comparison, the internal migration balance in years 2005-2009 in Płock was only negative (see Annex C, Table C1).

Table 27 - Migrations abroad of the population of Płock for permanent
and temporary stays in years 2005-2009

Years	Outflow			Inflow			Migration balance		
	Total	women	men	total	women	men	total	women	men
Migration for permanent stay									
2005	4	1	3	18	10	8	14	9	5
2006	59	28	31	31	15	16	-28	-13	-15
2007	52	28	24	22	7	15	-30	-21	-9
2008	40	17	23	30	18	12	-10	1	-11
2009	24	15	9	30	14	16	6	-1	7
Migration for temporary stay									
2005	1	0	1	171	69	102	170	69	101
2006	16	3	13	106	50	56	90	47	43
2007	44	3	41	91	44	47	47	41	6
2008	47	4	43	165	57	108	118	53	65
2009	28	5	23	148	56	92	120	51	69

Source: Kansy and Sierandt 2010.

In the case of national and ethnic minorities, in Płock, we are dealing with a relatively significant population of Romani people, as well as some representatives of the Jewish minority. Due to lack of detailed data in this regard, it is impossible to provide accurate information on the size of each group. The available statistics from the National Census from 2002 allows only for presentation of diversity of Płock inhabitants according to the declared nationality being Polish or other, which probably includes both immigrants and minority representatives.

Table 28 - Inhabitants of Płock according to declared nationality in year 2002

Unit	Men			Women		
	Total	Polish	other than Polish	total	Polish	other than Polish
Poland	18,516,403	17,899,282	234,420	19,713,677	19,084,438	237,055
Płock	61,667	60,061	150	66,694	65,106	159

Source: National Census 2002, Local Data Bank of the Central Statistical Office.

According to the Municipal Office in Płock, in year 2010, 131 foreigners were permanent residents of Płock, representing about 0.1% of all permanent residents. In this group, 110 persons were citizens of countries outside the European Union (data of the Municipal Office of Płock, see Annex C, Table C2). According to the Municipal Office of Płock, these are mainly citizens of Ukraine, Russia, Belarus, Armenia and Mongolia. On the basis of interviews with the inhabitants and representatives of the Armenian minority, the actual number of immigrants in Płock may be at least three times higher. The Armenian community is estimated to consist of about 100 families; most of these are staying in Poland illegally or their status has not been regulated. This is often associated with illegal employment and rental of apartments. Due to lack of formally registered immigrant organizations in Płock, it seems that the local immigrants are doing their best to "remain unnoticed".

Table 29 - The number of permanent residents of Płock being foreigners, according to the 5 most frequently recorded citizenships and gender, years 2009 and 2010

Citizenship	Year 2009			Year 2010		
	Number	Women	Men	Number	Women	Men
Belarusian	15	10	5	15	10	5
Mongolian	6	2	4	6	2	4
Armenian	14	3	11	15	4	11
Russian	21	17	4	21	17	4
Ukrainian	30	23	7	30	23	7

Source: Department of Records and Civic Affairs, Municipal Office of Płock.

The share of foreigners among the registered unemployed is low¹³. According to data of the Municipal labour Office in Płock, at the end of June 2011, in total, there were 7 unemployed foreigners registered in the city (including 4 women): 2 citizens of Armenia, 3 citizens of Ukraine, one person with German citizenship and 1 person with Belarusian citizenship. At the end of December 2010, the data were similar - there were 12 foreigners among the registered unemployed (including 8 women): 3 citizens of Armenia, 5 Ukrainians, 3 Belarusians and one citizen of Russia (Municipal labour Office in Płock 2011). In years 2005-2007, the number of foreign registered unemployed in Płock and in the district of Płock were only slightly higher. In year 2005, among 13 unemployed foreigners (including 10 women), there were 3 persons with Russian citizenship, 3 persons with Ukrainian citizenship and 1 person from Iraq, 1 from Tunisia, 1 from Belarus and 1 from Armenia. In years 2006 and 2007, the number of registered unemployed foreigners in Płock and in the district of Płock amounted to 10 persons, including 7 women in year 2006 and 6 women in 2007 (District labour Office in Płock 2011). For the sake of comparison, at the end of December 2010, in the registers of labour offices of Mazowieckie province, there were 823 foreigners, that is, 22 persons (2.7%) more than in 2009, including 440 women

¹³ In general, the number of unemployed immigrants in Poland is not high. A decisive majority of immigrants lose their right to residence in Poland as they lose their job, which is the source of income (see: Gmaj 2011: 140).

(53.5% of all unemployed in this category).

Analysis of press articles published by "Tygodnik Płocki" shows that in year 2000, in Płock, there were citizens of Bulgaria, Ukraine, Belarus and Armenia. The latter engaged mostly in trade at the markets of Płock at Rembielińska and Bielska streets, selling shoes, clothes, electronic and household equipment, illegal CDs with music and software, alcohol and cigarettes without the excise tax (Danieluk 2000). Interviews with inhabitants of the city show that Armenians and Ukrainians still sell goods at the city markets. Ukrainians often engage also in seasonal works, e.g. harvesting cucumbers in the suburbs of Płock. On one of the streets of the Old Town of Płock, in a shopping pavilion, there is a "Chinese centre" with cheap textiles, shoes and household articles. Moreover, the citizens of Armenia and Vietnam have their restaurants and bars, while citizens of Mongolia, living in Płock - natural medicine clinics. The agricultural character of the district of Płock results in a relatively high number of registered declarations of intent of hiring foreigners. According to the local press, the number of these declarations keeps growing every year. A record-breaker in this regard is the Poviát labour Office in Płock. In year 2010, it received as many as 2576 declarations of this kind. On the other hand, at the Municipal labour Office of Płock, such declarations are filed rarely (Szkopek 2011). It is worth noting that in Płock, foreigners now start to perform public roles as well - such as a citizen of Mongolia, who is a trainer of the local basketball team "MON-POL", newcomers from Latvia, who have been elected the Citizens of the Year 2000 as founders of the famous choir Pueri Cantores Plocenses, or a citizen of Belgium, who is a manager of the international corporation CNH, manufacturing forestry equipment (www.plock.gazeta.pl).

Territorial distribution of immigrants and ethnic minority groups

There is no available data on spatial segregation of immigrants in Płock. As for the Romani ethnic minority, its representatives can be found mostly in the area of the Old Town, e.g. in the old tenement houses of Kolegialna street (according to interviews with inhabitants of Płock).

Main immigration/emigration trends

See "Trends in migration, composition of migrants and minority groups".

Changes of proportion of migrants

See "Trends in migration, composition of migrants and minority groups".

There is no available data on their education and trends in family reunification.

Trends in concentration/segregation, tensions and conflicts

We faced the lack of information about trends in concentration / segregation of immigrants in Płock. Basic problems and tensions between the Poles and foreigners living in Płock, mentioned in the local press, pertain mainly to incidents associated with criminal activity of citizens of Ukraine and Armenia (robbery, theft). Similar problems are mentioned in association with the Romani ethnic minority (Tygodnik Płocki).

The population target three

See "Trends in migration, composition of migrants and minority groups".

There is no available data on diversity of first-generation immigrants in Płock according to

age.

Professional activities and main problems of population target three

See "Trends in migration, composition of migrants and minority groups".

On the basis of analysis of local press articles and preliminary interviews with foreigners living in Płock, it can be stated that many immigrants stay in Płock illegally or their status is not regulated, and they work illegally.

Public regulation

Division of responsibilities

See also General introduction.

Issues associated with arrival, stay and departure of foreigners from the territory of Poland are mostly solved at the central and provincial level. At the central level, the Office for Foreigners, established in 2001, issues decisions on granting of refugee status, providing asylum and temporary protection, providing social assistance for foreigners applying for the status and maintains accommodation centres for refugee status applicants. Decisions on legalization of stay of foreigners (permit for temporary residence, settlement etc.) are made at the province level - by the provincial governor, who is the head of provincial administration. In the case of Mazowieckie province, headquarters of the Office for Foreigners and the provincial governor are located in Warsaw.

Changes in distribution of responsibilities

See General introduction.

Welfare programs addressing the needs of immigrants in Płock

According to information provided by employees of the Municipal Social Assistance Centre in Płock, there were only a few foreigners among the beneficiaries of benefits and support of MSAC. In year 2005, the institution provided short-term assistance for 1 immigrant family. Most probably, it was a family of Chechen refugees, who arrived in Płock in the same year (according to press articles). There are no foreigners among residents of municipal housing units or those applying for such accommodation support (Municipal Office of Płock). Like other institutions of this kind in Poland, the District Family Assistance Centre (DFAC) in Płock implements tasks at the district level, according to the act on social assistance. This activity includes e.g. assistance in integration for refugees or foreigners receiving complementary protection, including support within the framework of the so-called individual integration programme. The District Family Assistance Centre also pays healthcare insurance premiums for refugees and beneficiaries of complementary protection, as well as crisis intervention assistance (e.g. psychological consulting, stay at a crisis intervention centre) for all foreigners, who have been granted a residence card. The District Family Assistance Centre also covers the costs of stay of foreign children (those having residence cards and those staying in Poland illegally) at the 24-hour care centres or foster families (District Family Assistance Centre 2008). However, there is no data available on the actual assistance for foreigners, provided in Płock.

The Municipal Social Assistance Centre in Płock conducts special activities on behalf of the local Romani population. In year 2010, MSAC continued the implementation of 5 projects. Project "Kindergarten as the opportunity to provide Romani children with proper

development conditions and a good school start" encompassed 8 children from the Romani community, attending 2 kindergartens in Płock. The children were able to attend kindergarten free of charge, including meals, additional activities (rhythmics lessons, English language lessons, ballroom dance lessons). The project "Romani education assistant" encompassed hiring of one person from the Romani community as an assistant, taking care of 20 Romani children at 4 elementary schools and 3 grammar schools. Within the framework of the project "Development of art talents among Romani children", individual lessons were financed for two children, learning to play musical instruments. The project "Textbooks and school accessories for Romani students to overcome the financial barriers preventing graduation" included purchase of textbooks, school accessories, clothes and shoes for 19 Romani children. These projects were implemented within the framework of the government programme for the Romani community (Municipal Social Assistance Centre in Płock 2010).

In general, there is no particular NGOs, other specific organizations or institutions, which would address the needs and problems of immigrants in Płock. However, it has to be mentioned, that there is the Orthodox Parish in Płock, which officially includes about 30 families, mainly Russians and Ukrainians. According to the Orthodox priest, most of the parishioners attend the masses in case of Christmas or Easter, usually only small group of older people come here every Sunday. The parish doesn't organize any activities or facilitate building any groups of self-help or integration. There is also the local circle of The Association "Russian House" in Płock, which addresses immigrants from the former USSR republics, who live in Poland. Still, the local circle in Płock includes only some Russians, who rather go to Warsaw to participate in the meetings, than organize activities for immigrants in Płock itself.

Changes in the public expenditure levels or eligibility criteria of these programs

We faced the lack of available information on this subject.

Annex C. Immigration: indicators

Table C1 - Internal migration of population for permanent residence in Płock in years 2005-2009

Years	Inflow					Outflow				Migration balance	
	total	according to gender		according to direction		total	according to gender		according to direction		
		Men	women	From cities	From rural areas		men	women	To cities		To rural areas
2005	935	418	517	355	580	1,506	721	785	490	1,016	-571
2006	1,119	520	599	387	732	1,574	756	818	477	1,097	-455
2007	1,252	547	705	382	870	1,843	882	961	555	1,288	-591
2008	950	409	541	337	613	1,439	709	730	423	1,016	-489
2009	939	418	521	333	606	1,344	641	703	416	928	-405

Source: Kansy and Sierandt 2010.

Table C2 - Number of permanent residents of Płock of foreign origin
according to gender and nationality, years 2009 and 2010

Citizenship	Year 2009			Year 2010		
	Number	Women	Men	Number	Women	Men
Algerian	1	0	1	1	0	1
Austrian	4	3	1	4	3	1
Belgian	1	0	1	1	0	1
Belarusian	15	10	5	15	10	5
Bulgarian	1	1	0	1	1	0
Czech	2	2	0	2	2	0
Danish	2	1	1	2	1	1
French	2	0	2	2	0	2
Iraqi	1	0	1	1	0	1
Yemen	1	0	1	1	0	1
Jordanian	2	0	2	2	0	2
Mexican	1	1	0	1	1	0
Mongolian	6	2	4	6	2	4
German	5	0	5	5	0	5
GDR	1	0	1	1	0	1
Armenian	14	3	11	15	4	11
Polish	6	4	2	4	2	2
Russian	21	17	4	21	17	4
Slovak	2	2	0	2	2	0
USA	3	0	3	3	0	3
Tunisian	1	0	1	1	0	1
Ukrainian	30	23	7	30	23	7
Uruguayan	1	1	0	1	1	0
Great Britain	2	0	2	2	0	2
Vietnamese	2	0	2	2	0	2
Italian	4	0	4	5	0	5
TOTAL	131	70	61	131	69	62

Source: Department of Records and Civic Affairs, Municipal Office of Płock.

2.4. Trends in the housing field

Socio-economic trends

Main changes in the local housing market

In Płock, the supply of residential units is shaped by housing cooperatives, municipal societies of community housing, developers and the population itself. A large share of housing construction is represented by individual construction projects - out of 81 building permits issued in year 2009 for 84 buildings, 76 were to be built as independent houses. In total, in year 2009, 490 apartments were commissioned, including 26.7% designated for sale or rent (Municipal Office of Płock 2009a).

In year 2007, the housing market of Płock was experiencing a boom; the apartment prices increased visibly as well.¹⁴ Most popular, both on the primary and on the secondary market, were medium-sized apartments of the area up to 65 m², consisting of two bedrooms, on the first floor, in buildings located in the city suburbs. The starting price of apartments of this type, offered by housing cooperatives, ranged in year 2007 from 550 to

¹⁴ Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

675 EUR. Relatively less popular were apartments in the city downtown. The average price of an apartment for renovation at the time was 400 EUR per 1 m². Prices of houses were much lower; however, they gained much less interest than apartments. A cost of a house near Płock of the area of about 140 m², provided with a garage and a land plot of 10 ares was about 30 000 EUR. It is worth noting that these prices were much lower in comparison with large cities, particularly Warsaw (Radwańska-Justyńska 2007). In year 2007, the cost of rental of a single-bed apartment in Płock was about 100 EUR per month, excluding rent and utility charges. At the same time, despite the high prices, all apartments completed found purchasers already at the stage of implementation of the investment project (Stanuszkiewicz 2007). A decrease in the activity on the local real estate market took place in the second half of year 2008 and in year 2009, which reflected the global economic crisis. The first to drop were the prices of large apartments, particularly those located further away from Płock, as well as old flats in the panel apartment buildings. In year 2009, prices of new apartments in Płock, depending on the location of the building and the floor, ranged from 975 to 1125 EUR per 1 m² (Szatkowski 2010), while apartments on the secondary market were cheaper.

The structure of housing investments in Płock in year 2010 on the basis of information obtained from housing cooperatives, developers, local Web portals and press articles can be found in table D1 in the Table Annex.

Structure of housing and access to housing in Płock

In year 2007, more than half of all residential units in Płock belonged to housing cooperatives, which differs the city from the overall situation in Poland and from the Ciechanowsko-Płocki sub-region. On the other hand, apartments owned by natural persons constituted a smaller share in Płock. The municipal housing units and Social Construction Society apartments constituted in year 2007 a little more than 15% of all apartments in Płock (see Annex D, Table D2 and D3).

Table 30 - Apartments delivered in Płock in years 2003-2009

Years	Specification	Number of apartments delivered	Rooms	Usable space	Average area
2003	Total apartments delivered	781	3,090	70,049	89.7
	Housing cooperatives	38	116	2,206	58.1
	Social and rental	217	600	10,180	46.9
	Apartments for sale or rent	196	555	9,547	48.7
	Individual housing	330	1,819	48,116	145.8
2004	Total apartments delivered	804	2,676	60,222	74.9
	Housing cooperatives	214	523	11,701	54.7
	Municipal housing	23	61	1,009	43.9
	Social and rental	276	748	11,863	43.0
	Apartments for sale or rent	16	54	1,268	79.3
2005	Total apartments delivered	404	1,604	36,812	91.1
	Housing cooperatives	137	450	8,140	59.4
	Corporate apartments	5	5	197	39.4
	Social and rental	78	206	3,432	44.0
	Apartments for sale or rent	41	136	2,465	60.1
2006	Total apartments delivered	457	1,569	32,754	71.7
	Housing cooperatives	96	272	4,403	45.9
	Municipal housing	19	37	636	33.5
	Social and rental	208	528	8,979	43.2
	Apartments for sale or rent	25	106	1,963	78.5
2007	Total apartments delivered	540	1,798	44,268	82.0
	Housing cooperatives	82	247	4,487	54.7
	Municipal housing	30	48	1,507	50.2
	Social and rental	180	440	7,895	43.9
	Apartments for sale or rent	121	325	10,845	89.6
2008	Total apartments delivered	452	1,644	32,961	72.9
	Housing cooperatives	247	782	13,781	55.8
	Municipal housing	13	25	587	45.2
	Social and rental	118	392	7,113	60.3
	Apartments for sale or rent	74	445	11,480	155.1
2009	Total apartments delivered	490	1709	37,382	76.3
	Housing cooperatives	53	184	3,402	64.2
	Municipal housing	16	34	634	39.6
	Social and rental	192	556	8,971	46.7
	Apartments for sale or rent	131	342	7,961	60.8
	Individual housing	98	593	16,414	167.5

Source: Kansy and Sierandt 2010.

The number of apartments delivered per 1,000 inhabitants in Płock in year 2009 was much lower than in Mazowieckie province, but slightly higher than in the entire Ciechanowsko-Płocki sub-region (see Annex D, Table D4). In years 2002-2009, both on the national level and in Ciechanowsko-Płocki sub-region, in Płock itself, availability of installations improved; the least favorable situation was observed with regard to network gas supply

(see Annex D, Table D4). A review of selected data on resources of housing cooperatives in Płock in year 2009 can be found in Table D7 in Annex D.

Since the late 90s, apartments constructed by the Municipal Social Construction Society have also been delivered. The standard and location of these has been assessed very positively (they are in form of small housing settlements in popular districts). In year 2000, the apartments of the MSCS have been received in Płock by 406 families. The average rent¹⁵ for apartment of the area of 50 m² amounted to about 87 EUR per month, and the deposit to be paid to apply for granting of such apartment was about 4,000 EUR (Tygodnik Płocki 2000). In year 2007, MSCS delivered apartments at the housing settlement of Podolszyce - Sady, and in year 2009, Podolszyce - Wieś Settlement was completed, consisting of 5 apartment buildings with 127 flats, 2 playgrounds, a grill area and 73 parking spaces at the underground parking. The settlement is semi-closed and it is monitored (Tygodnik Płocki 2010). The MSCSs mostly satisfy the demands of those inhabitants of Płock, who can be described as being moderately affluent, while they fail to solve the problems of the poorest inhabitants of the city. Selected information on these housing resources in year 2009 can be found in Table D8 in Annex D.

The above short analysis of the local housing market and resources in Płock shows that the greatest problems with access to the existing housing resources are encountered by those inhabitants, who have the lowest income, often young married couples and single parents. At the same time, the share of expenditures for housing in the municipal budget of Płock decreased slightly in the last two years, which differs Płock from the Ciechanowsko-Płocki sub-region and the nationwide situation (see Annex D, Table D6).

Critical situations: hard conditions, homelessness

Development of housing construction, raising of standards and the quality of life of the inhabitants is associated with constant modernization and development of the technical infrastructure (Information of "Płock 2009", Municipal Office of Płock, Analysis and Planning Unit of the City Development Department).

¹⁵ Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Table 31 - Municipal management indicators in Płock in years 2005-2009

No.	Indicator	in years:			
		2005	2006	2008	2009
1	Water consumption (m ³ /d)	15,338.0	15,315.0	15,619.0	15,395.4
2	Water consumption (m ³ /M/year)	43.92	43.93	45.1	44.3
3	Water supply network density (km/km ²)	4.45	4.56	2.92	2.94
4	Quantity of municipal and industrial sewage requiring treatment (dam ³)	6,972.0	7,089.0	6,768.7	6,948.6
5	Sewage discharged by plants : treated/non-treated (dam ³)	697.2/0	762.1/0	685.2/0	754.4/0
6	Sewage network density (km/km ²)	2.57	2.60	2.08	2.09
7	Proportion : sewage network/water supply network (%)	58.0	57.0	71.3	71.1
8	Sewage (km/1000 people)	1.78	1.80	1.45	1.45
9	Population served by treatment plant (%)	93.7	94.5	89.9	90.3
10	Gas supply network density (km/km ²)	1.4	1.47	1.56	1.59
11	Gas supply network indicator (km/1000 M)	0.97	1.02	1.08	1.10
12	Heat supply network density (km/km ²)	1.38	1.40	1.45	1.48
13	Heat supply network indicator (km/1000 M)	0.95	0.97	1.01	1.03

Source: Kansy and Sierandt 2010.

On the basis of analysis of the local press and interviews with city officials, it can be stated that unfavourable housing conditions can be observed mostly in municipal housing, particularly in the community residential units. Community flats are often located in demolished buildings, and the sanitary conditions are very bad (e.g. common toilets in the corridors, insects). Due to small area of community flats, the density of inhabitants is too high. Parts of Płock, in which community housing units are located, are considered to be characterized by high concentration of social pathologies (see paragraph 3b and 6 of this part of the report).

In year 2009, the number of the homeless in Płock per 1000 inhabitants was estimated to be 1.14, that is, about 145 persons (Kansy and Sierandt 2010), in year 2006 this population was estimated to be about 100 persons. According to information gathered as a result of analysis of local press articles, the homeless can be found mostly in the central part of the city (Tysiaclecia, Bielska, Rembielińskiego, Łukasiewiczza, Miodowa, Mickiewiczza, Królewiecka streets), among other things, due to the presence of the soup-kitchen of Caritas, which offers free meals. In year 2011, the local press mentioned the growing number of the homeless in Płock, and the Old Town Market as the place, where they were most visible.

Spatial segregation in Płock

On the basis of local press articles, it is possible to distinguish the city areas, in which most community houses managed by the local authorities can be found: these are Otolińska, Miodowa and Żyzna streets. According to the local press, such locations as the building at 23 Otolińska streets are considered to be of "ill repute" - since the mid-90s, evicted persons have been resettled there, which led to an increase in the level of pathological behaviours. On the other hand, there are also people here, who have lost

their homes due to random events, such as a fire. The neighbourhood is sometimes referred to as "Wild West" and, according to the inhabitants, it is associated with a negative stereotype. The apartment building itself is devastated, and the apartments are cold and small (on the average, the area is 24 m² or 13 m²). Other "problematic" areas are located in the western part of the city centre, where most municipal apartments can be found (Miodowa, Kredytowa, Na Skarpie, Gałczyńskiego, further in the central part - Sienkiewicza, Kolegialna, Jakubowskiego and Dobrowolskiego streets) (Stanuszkiewicz 2001); as well as apartment buildings at Lachmana and Kwiatka streets (Stanuszkiewicz 2005), and the so-called "sweet" streets (which originates from their Polish names): Miodowa, Słodowa, Bartnicza, Pszczela. Kolegialna street is also characterized by high concentration of the Romani community. Groups of inhabitants of this part of the city are subject to support of the Municipal Social Assistance Centre. An educator from MSAC provided support in 2005 for women living at 23 Otolińska Street.

On the basis of interviews with the inhabitants of Płock and a review of articles from the local press, it can be stated that we are dealing with some spatial segregation in the city. The most popular settlements in the city are: Podolszyce, particularly the southern part, and Zielony Jar, consisting of apartment buildings of no more than four floors and single-family houses. It seems that these settlements are characterized by relatively good housing conditions and a good infrastructure, combined with good location in the suburbs. Particularly in the Podolszyce Południe settlement, many investment projects were completed in the recent years, including bicycle routes and playgrounds. The latter of the investment types listed shows that the settlement is popular among young people, moderately affluent, families with children. In the recent years, the growing needs of the inhabitants have encouraged the authorities of Płock to launch two new kindergartens in Podolszyce. Podolszyce Południe is referred to as one of the most modern settlements in Płock, and in this area, new apartment buildings of the Municipal Social Construction Society (MTBS) have been delivered lately. Another settlement, which is the popular location of land plots for single family houses, is Borowiczki, located in the same area. At the same time, it should be noted that the more affluent inhabitants of Płock usually decide to "escape" from the city and to build a single family house in one of the nearby villages - Cekanowo, Słupno, Gulczewo, Brwilno, Maszewo or Stróżówko.

Another typical feature of spatial architecture of Płock are settlements of panel buildings, with no single family houses: Kochanowskiego, Łukasiewicza, Międzytorze and Tysiąclecia. The apartments here are somewhat cheaper, characterized by a slightly lower standard. Kochanowskiego Settlement is inhabited mainly by elderly persons, at Łukasiewicza settlement, there is a marketplace at Rembielińskiego street, where Armenians sell their goods. The least "popular" are settlements in the central part of the city - Stare Miasto, Kolegialna, Skarpa and Dobrzyńska. The area of the Old Town has been considered until recently to be dangerous, "poor", very underdeveloped part of the city; at present, it is undergoing rehabilitation. In "Skarpa" and "Dobrzyńska" settlements, there are many community flats, owned by the municipal authorities. At an Internet forum, they have been referred to as "community settlements". On the other hand, tenement houses at Kolegialna Street are inhabited by many of the Romani people living in Płock. It seems that the apartments here represent a low standard. These are the only settlements with buildings equipped with stoves. The worst situation with regard to the local water supply and sanitary sewage infrastructure is suffered by inhabitants of the Ciechomice and Góry settlements on the left bank and the small, suburban settlement of Trzepowo on the right bank of Vistula river.

Changes in the most critical urban areas

Lack of available information.

Public regulation

Division of responsibilities

See General introduction.

Changes in welfare mix and governance patterns

See also General introduction.

In years 2004-2009, there was a visible decrease in the number of housing benefits paid. At the same time, the dynamics of changes was less visible in Płock than in the Ciechanowsko-Płocki sub-region and at the nationwide level.

Table 32 - Number of housing benefits* paid in years 2004-2009, in EUR

Unit	2004	2005	2006	2007	2008	2009
Poland	2,465,690	2,294,404	2,118,860	1,778,875	1,419,307	1,245,297
Sub-region	39,022	37,458	34,425	29,475	24,010	21,452
Płock	11,355	11,973	11,332	10,123	8,258	7,584

Source: Central Statistical Office, Local Data Bank.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

In the Płock, in the period examined, a slight increase in the share of housing benefits paid to persons occupying municipal housing units in the overall number of benefits was observed, while the share of benefits paid to persons occupying cooperative flats decreased. In year 2007, there was an increase in the share of benefits for persons occupying private apartments, which was a result of amendment of legal provisions allowing for buyout of cooperative and private apartments at symbolic prices, which could result in problems associated with maintaining a flat among persons having low income.

Table 33 - Share of the number of housing benefits according to flat ownership type in total housing benefits granted, in %, years 2004-2009

Flat ownership type	2004	2005	2006	2007	2008	2009
Municipal housing	32.7	32.3	32.0	32.8	33.3	36.9
Flats owned by housing cooperatives	48.2	48.7	48.0	47.4	46.0	42.7
Flats owned as condominiums	2.8	5.1	5.2	4.9	5.1	5.1
Private flats	0.7	0.5	0.6	4.0	5.7	4.1
Flats of MSCs	6.2	6.3	6.2	5.4	4.2	5.5
Flats owned by other entities	9.4	7.1	8.1	5.5	5.7	5.7

Source: Central Statistical Office, Local Data Bank, own calculations.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Another popular form of state support are community flats. According to resolution no. 1081/LIII/02 of the Council of the City of Płock of May 28th, 2002 (as amended), persons qualifying for conclusion of an agreement for rental of a community flat is a person living in a residential unit, which is not fit for permanent residence for people or in premises, in which the area per one legal inhabitant is less than 5 m² of area. The conditions to be met

by a community flat have been specified in art. 2 item 1 clause 5 of the act of June 21st, 2001 on protection of tenant rights, housing resources of the commune and amendment of the Civil Code (Journal of Laws of 2005 no. 31, item 266), that is, they should be fit for use with regard to equipment and technical condition, the area per inhabitant cannot be less than 5 m², and in the case of a single-person household - 10 m². It should be kept in mind, though, that the apartment standard may be low, e.g. the toilet may be found in the corridor. The area of a given community flat depends on the number of persons granted the occupancy right (Municipal Office of Płock). According to information provided by the Team for Distribution of Real Estate Property of the Municipal Office of Płock, in years 2004-2010, there were 926 municipal flats and 321 community flats (detailed information can be found in Table D9 in the Table Annex).

The number of applications for rental of a flat (applicable to all municipal flats: allocated flats, community flats) filed by the inhabitants of Płock in years 2000 - 2011 (state as of May 31st, 2011) was as follows:

Table 34 - Number of applications for rental of a municipal flat in Płock, years 2000-2011

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
347	354	320	457	762	793	680	635	535	524	432	176

Source: Team for Distribution of Real Estate Property, Municipal Office of Płock.

The municipal flats available, including community flats, are able to satisfy the demand only at the level of 1/3 of applications of the city inhabitants. The number of flats granted (allocated flats, community flats) in the subsequent years was as follows:

Table 35 - Number of municipal flats provided in Płock, years 2000-2011

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
105	126	56	82	252	203	154	152	138	134	162	35

Source: Team for Distribution of Real Estate Property, Municipal Office of Płock.

In year 2010, 14% of expenditures of the Municipal Social Assistance Centre in Płock for implementation of district-level tasks were designated for supporting protected flats, while in year 2006 it was less than 10% of all funds for district-level tasks (see Annex D, Table D10).

As for the third sector and housing in Płock, there are organizations of private owners of real estate, for example The Local Association of Real Estate Owners. The Association offers their members the professional management of their buildings and dwellings, especially old, pre-war ones, which may be difficult to be sold or rent. The organizations provides support in the technical conservations of the dwellings and renting them. One of their strategies, which were mentioned by one of the interviewees, is to rent the apartments cheaply but demanding the renovation from the tenants (www.lzwn.plocman.pl).

In year 2009, within the framework of the Municipal Social Assistance Centre in Płock there were 3 shelters (lodging houses) for the homeless, with the total of 74 beds (Kansy and Sierandt 2010). The most often encountered causes of homelessness included family conflicts due to alcohol abuse, situation of adult orphans, people after a divorce, those leaving penal institutions. The Municipal Social Assistance Centre provides assistance for those expressing their intention to counteract their homelessness (about one half), with regard to searching for jobs, rooms or community flats, places at social assistance homes (the elderly), getting social benefits, such as retirement or disability pensions. In year

2006, with support of MSAC, two formerly homeless persons were granted community flats, as well as one family (Marciniak 2006). In year 2010, MSAC in Płock implemented the social project "The Homeless - Let's Help Them!" (a report on activity of MSAC in year 2010). According to employees of MSAC, the homeless show no interest in the individual programmes for counteracting homelessness (Marciniak 2011).

Annex D. Trends in the housing field: indicators

Table D1 - Housing construction expenditures in Płock in year 2010

<i>Investments implemented by:</i>	<i>Buildings, flats, location</i>	<i>Remarks</i>
Youth Cooperative Housing Cooperative Housing Cooperative Housing Cooperative "Budowlani"	5-floor building with 44 flats and a garage on level 1. 4-floor building with an attic and garages. Residential building at Armii Krajowej 34.	Estimated costs* - flats - gross 988 EUR/m ² (the attic - 338 EUR/m ²). Planned investment completion - 4th quarter 2011 There will be 16 apartments and 4 garages in the building. The price per 1 m ² of usable space has not been determined. A building with 9 service facilities on the ground floor, a parking for clients and five flats adapted to the needs of disabled persons. On the first and second floor, there will be 34 two-, three- and five-bedroom apartments. Underground parking lots will be provided. The investment is to be completed in November 2011.
Przedsiębiorstwo Inwestycji Komunalnych s.j. Miejskie Towarzystwo Budownictwa Społecznego Sp. z o.o.	Residential building at ul. Strzelecka. 1. A complex of buildings "Złoty Róg" at Kwiatka/ Bielska/ Sienkiewicza in Płock, 2. Service-residential building at Sienkiewicza 63 in Płock.	Apartment price - 1 000 EUR per m ² 1. Flats of the area of 44,99 m ² to 113,39 m ² , two- and three-bedroom (price: 1st and 2 nd floor - 1125 EUR/m ² + VAT , 2 nd floor - 1000 EUR/m ² + VAT). Completion date - June 30th, 2012. 2. Flats and service premises of the area of: flats - 1st floor: 64,25 and 48,13 m ² , 2 nd floor: 58,21 and 47,72 m ² , service premises: 45,22 and 63,70 m ² . (Price of apartments on the 1st and 2 nd floor - gross 1075 EUR/m ²)
Multiservise Sp. z o.o. Omega s.c. Gulczewo Nowe ARS Sp. z o.o.	Villa Rosetta - building at Misjonarska 1 B. Casimir the Great Tenement House at Kazimierza Wielkiego / Topolowa. 13- tu Straconych Square - Synagogałna Office Center.	Completion date - June 30th, 2011. Flats of the area of 32,98 m ² to 129,04 m ² . Prices diversified, from net 975 to 1125 EUR per m ² . Usable apartment space of 36 to 90 m ² . Flats consisting of two, three and four bedrooms. Apartment price: 974 EUR/ m ² . Completion date - May 30th, 2012 Prices from net 1250 EUR/ m ²
P. P. H. U. WiX Developer Mariusz Mikulski s.j.	Saperska Settlement, it is to consist of 6 buildings.	Apartments in the building : two and three rooms with a kitchen, and two and three rooms with a kitchen annex. Flats of the area of 40,78 m ² to 72,90 m ² .

Source: Kansy and Sierandt 2010.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Table D2 - Share of flats in resources characterized by various type of ownership in Płock, in % and in absolute numbers, years 2002-2007

Ownership type	2002		2003		2004		2005		2006		2007	
NUTS-4: PŁOCK												
Municipal resources	14.1	6,192	12.9	5,781	12.7	5,790	12.7	5,803	12.6	5,822	12.4	5,769
Housing cooperative resources	51.2	22,508	50.4	22,546	50.0	22,758	51.0	23,309	50.7	23,405	47.5	22,170
Company resources	1.8	771	1.7	771	1.7	771	0.9	393	0.9	393	0.6	290
Natural persons' resources	31.1	13,683	31.9	14,300	31.9	14,504	31.6	14,437	31.5	14,525	34.9	16,268
MSCS resources (community housing)	1.6	697	2.3	1,026	2.9	1,302	3.0	1,380	3.4	1,588	3.9	1,815
Resources of other entities	0.3	151	0.4	347	0.4	363	0.5	404	0.6	429	0.5	347
Total	100.0	44,002	100.0	44,771	100.0	45,488	100.0	45,726	100.0	46,162	100.0	46,659
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION												
Municipal resources	8.0	15,190	7.5	14,507	7.5	14,518	7.4	14,507	7.4	14,640	7.3	14,405
Housing cooperative resources	23.1	43,897	22.8	43,982	22.7	44,204	22.9	44,730	22.8	44,858	21.4	42,492
Company resources	2.1	4,002	2.0	3,839	2.0	3,880	1.5	2,843	1.4	2,842	1.0	2,028
Natural persons' resources	66.0	125,720	66.4	128,007	66.4	129,021	66.7	130,296	66.6	131,174	68.5	135,859
MSCS resources (community housing)	0.5	1,018	0.8	1,496	1.0	1,850	1.0	2,037	1.2	2,267	1.3	2,559
Resources of other entities	0.3	554	0.4	833	0.4	849	0.5	907	0.6	1,108	0.5	1,039
Total	100.0	190,381	100.0	192,664	100.0	194,322	100.0	195,320	100.0	196,889	100.0	198,382
NUTS-1: POLAND												
Municipal resources	11.3	1,400,586	10.4	1,314,863	10.4	1,314,459	9.8	1,248,779	9.7	1,251,555	9.0	1,174,705
Housing cooperative resources	27.9	3,465,562	27.4	3,452,275	27.3	3,460,897	26.8	3,429,255	26.7	3,437,940	24.4	3,173,203
Company resources	3.9	483,237	3.7	466,961	3.7	467,328	2.9	373,191	2.9	373,141	2.3	300,866
Natural persons' resources	56.2	6,987,249	57.4	7,235,119	57.4	7,284,604	59.0	7,536,199	58.9	7,582,307	62.8	8,155,227
MSCS resources (community housing)	0.3	40,544	0.4	47,037	0.4	53,206	0.5	62,396	0.5	68,027	0.5	71,297
Resources of other entities	0.5	60,848	0.6	79,636	0.8	102,898	1.0	126,320	1.3	163,706	0.9	118,418
Total	100.0	12,438,026	100.0	12,595,891	100.0	12,683,392	100.0	12,776,140	100.0	12,876,676	100.0	12,993,716

Source: Central Statistical Office, Local Data Bank, own calculations.

Table D3 - DWELLING STOCKS, as of 31 XII (2000-2009)

SPECIFICATION	Dwellings		Rooms in thous.	Usable floor space of dwellings in thous. m2	number of rooms per dwelling	Average usable floor space in m2	
	total	of which in municipal (gmina) stocks				per dwelling	per room
NUTS-4: PŁOCK							
2000	42,436	5,887	142.4	2,203.7	3.36	51.9	15.5
2001	43,037	2,128	144.6	2,242.8	3.36	52.1	15.5
2002	44,002	6,192	154.0	2,492.3	3.50	56.6	16.2
2003	44,771	5,781	157.0	2,561.7	3.51	57.2	16.3
2004	45,488	5,790	159.4	2,613.3	3.50	57.5	16.4
2005	45,726	5,803	160.3	2,634.2	3.50	57.6	16.4
2006	46,162	5,822	161.7	2,664.9	3.50	57.7	16.5
2007	46,659	5,769	163.4	2,706.0	3.50	58.0	16.6
2008	47,049	-	164.8	2,735.8	3.50	58.1	16.6
2009	47,521	5,090	166.5	2,772.0	3.50	58.3	16.6
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION							
2000	186,856	14,593	654.8	11,390.0	3.50	61.0	17.4
2001	188,150	8,936	660.0	11,499.7	3.51	61.1	17.4
2002	190,381	15,190	715.0	13,362.1	3.76	70.2	18.7
2003	192,664	14,507	725.4	13,621.3	3.77	70.7	18.8
2004	194,322	14,518	732.6	13,788.4	3.77	71.0	18.8
2005	195,320	14,507	737.4	13,905.8	3.78	71.2	18.9
2006	196,889	14,640	744.4	14,065.9	3.78	71.4	18.9
2007	198,382	14,405	751.4	14,239.6	3.79	71.8	18.9
2008	200,616	13,005	761.2	14,468.3	3.79	72.1	19.0
2009	202,706	14,593	770.1	14,684.2	3.80	72.4	19.1
NUTS-1: POLAND							
2000	11,844,838	1,371,409	41,174.5	728,366.0	3.48	61.5	17.7
2001	11,945,941	1,279,842	41,567.9	737,219.1	3.48	61.7	17.7
2002	12,438,026	1,400,586	45,570.3	847,752.0	3.66	68.2	18.6
2003	12,595,891	1,314,863	46,342.0	866,322.3	3.68	68.8	18.7
2004	12,683,392	1,314,459	46,723.3	875,493.7	3.68	69.0	18.7
2005	12,776,140	1,248,779	47,122.2	885,061.4	3.69	69.3	18.8
2006	12,876,676	1,251,555	47,539.4	895,078.6	3.69	69.5	18.8
2007	12,993,716	1,174,705	48,039.3	907,225.1	3.70	69.8	18.9
2008	13,150,294	-	48,703.1	923,411.3	3.70	70.2	19.0
2009	13,302,449	1,062,780	49,322.6	938,474.6	3.71	70.5	19.0

Source: Central Statistical Office 2004, 2006b, 2008b; Local Data Bank, own calculations.

Table D4 - Flats delivered in Płock, Ciechanowsko-Płocki sub-region and Mazowieckie province in years 2006-2009

Unit	Flats delivered in years				Flats delivered in year per 1000 inhabitants			
	2006	2007	2008	2009	2006	2007	2008	2009
NUTS-1 Płock	457	540	452	490	3.6	4.3	3.6	3.9
<i>including individual</i>	109	127	74	98	-	-	-	-
NUTS-3 Ciechanowsko-Płocki sub-region	1,754	1,696	2,417	2,259	2.8	2.7	3.9	3.6
<i>including individual</i>	1,024	1,166	1,352	1,260	-	-	-	-
NUTS-2 Mazowieckie province	27,090	30,252	38,154	38,985			7.3	
<i>including individual</i>	9,967	11,731	14,044	12,678	5.2	5.8	-	7.5

Source: Kansy and Sierandt 2010.

Table D5 - Dwellings fitted with installations (2002-2009)

SPECIFICATION	Dwellings fitted with				
	water-line system	flushed lavatory	bathroom	central heating	gas from gas-line system
NUTS-4: PŁOCK					
2002	43,633	42,711	41,484	39,940	29,033
2003	44,332	43,471	42,320	40,786	29,669
2004	45,049	44,188	43,037	41,526	29,937
2005	45,287	44,426	43,275	41,767	29,990
2006	45,725	44,864	43,713	42,204	30,108
2007	46,229	45,371	44,224	42,745	30,626
2008	46,620	45,772	44,662	43,187	30,990
2009	47,093	46,246	45,141	43,692	31,071
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION					
2002	172,986	151,747	149,492	143,909	55,861
2003	174,637	153,879	151,726	146,175	57,022
2004	176,303	155,543	153,385	147,835	57,532
2005	177,321	156,566	154,410	148,834	57,825
2006	178,921	158,180	156,031	150,454	58,301
2007	181,724	160,723	158,547	152,080	61,938
2008	183,961	162,981	160,843	154,338	62,959
2009	186,118	165,168	162,989	156,581	64,374
NUTS-1: POLAND					
2002	11,812,519	10,808,418	10,659,781	9,518,247	6,874,654
2003	11,967,023	10,990,130	10,845,955	9,705,421	6,983,172
2004	12,054,672	11,079,528	10,936,218	9,792,210	7,034,261
2005	12,148,991	11,174,968	11,031,588	9,882,426	7,086,879
2006	12,250,076	11,276,932	11,134,135	9,984,257	7,153,850
2007	12,384,948	11,409,728	11,266,325	10,104,962	7,235,795
2008	12,541,928	11,567,424	11,424,284	10,261,549	7,306,276
2009	12,698,141	11,725,886	11,580,176	10,421,270	7,513,099

Source: Central Statistical Office 2004, 2006b, 2008b; Local Data Bank.

Table D6 - Expenditure of urban GMINAS budgets (2001-2010), in EUR*

SPECIFICATION	Total in thous. EUR	Of which on				
		municipal economy and environmental protection	dwelling economy	Education	culture and national heritage	social welfare
<i>in % of total</i>						
NUTS-4: PŁOCK						
2001	84,845.5	3.9	2.2	33.6	2.8	9.7
2002	94,564.6,	3.7	2.1	30.0	2.8	9.4
2003	89,884.0	3.0	3.4	31.6	3.1	10.1
2004	119,063.9	4.0	4.6	26.7	2.3	9.9
2005	133,913.6	6.4	2.5	25.9	2.4	11.1
2006	150,524.6	6.0	2.4	24.7	2.9	11.2
2007	144,700.1	3.8	2.8	28.7	3.4	12.5
2008	153,042.8	3.7	2.7	30.2	3.8	12.3
2009	155,450.8,	2.7	1.8	30.3	4.2	12.2
2010	173,380.2,	2.9	1.3	29.6	3.4	11.6
NUTS-3: CIECHANOWSKO-PŁOCKI SUB-REGION						
2001	243,313.9	6.8	1.9	40.2	2.2	11.1
2002	261,055.0	5.7	1.7	38.9	2.3	11.0
2003	262,261.9	5.5	2.4	40.2	2.4	10.8
2004	317,735.3	6.7	3.3	37.4	2.0	12.0
2005	359,001.4	9.1	2.2	34.6	2.1	14.4
2006	412,514.0	7.4	2.2	32.4	2.2	17.2
2007	418,996.5	5.4	2.3	34.8	2.4	16.8
2008	456,190.5	5.4	2.0	35.3	2.6	16.3
2009	491,905.8	5.1	2.2	34.1	2.9	15.0
2010	562,017.7	5.4	2.0	32.0	2.8	15.5
NUTS-1: POLAND						
2001	15,931,300.2,	7.7	3.7	33.9	2.9	11.0
2002	16,552,547.0,	7.3	3.4	34.3	2.9	11.4
2003	16,203,235.9	7.3	3.5	36.6	2.9	11.5
2004	18,275,567.0	7.1	3.7	38.9	3.0	13.7
2005	20,588,872.2	6.9	4.5	36.1	3.1	15.7
2006	23,611,947.7	6.9	4.3	33.2	3.3	17.2
2007	25,496,095.4	6.8	4.2	32.7	3.4	16.6
2008	28,525,530.6	6.9	4.7	32.5	3.5	15.3
2009	31,561,186.6,	7.4	4.5	31.7	3.7	14.3
2010	34,684,962.1,	7.1	4.1	30.9	4.0	14.7

Source: Central Statistical Office 2004, 2006b, 2008b, 2010; Local Data Bank, own calculations.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3.9987 PLN.

Table D7 - Information on resources of housing cooperatives in Płock in year 2009

Specification	Housing Cooperative "Budowlani"	Owner-Occupier Housing Cooperative "Komunalnik"	Housing Cooperative "Centrum"	Mazowiecka Housing Cooperative	Młodzieżowa Housing Cooperative	Płock Owner-Occupier Housing Cooperative	Housing Cooperative "PETRODOM"	Owner - Occupier Housing Cooperative POL-DOM	TOTAL housing cooperatives
Flats - total	673	295	229	4,215	1,190	8,175	5	263	15,045
Usable space of flats - total in m ²	37,231	15,725	11,273	217,075	64,156	358,983	177	6,930	711,550
Average flat area in m ²	55	53	49	52	54	44	35	26	47
Owner-type cooperative flats	673	295	86	3,872	1,129	7,548	86	135	13,824
Owner-type flats acquired in 2009 as a result of transformation	-	9	-	-	-	-	-	23	32
Owner-type cooperative flats acquired in 2009 due to sale (change of tenant)	12	16	8	170	56	170	-	-	432
Flats constituting separated property	134	55	94	873	624	4,254	-	49	6,083
Number of flats, in which tenants have overdue payments for more than 3 months (State as of 31.12.2009)	49	31	10	663	113	531	38	51	1,486
Insulated buildings - number of flats	-	-	-	4,215	60	1,489	bd.	-	-

Source: Kansy and Sierandt 2010.

Table D8 - Information on housing resources of Municipal Social Construction Societies in Płock and the Agency for Rehabilitation of the Old Town in year 2009

Specification	Miejskie Towarzystwo Budownictwa Społecznego Sp. z o.o.	Miejski Zakład Gospodarki Mieszkaniowej TBS	Agencja Rewitalizacji Starówki Sp. z o.o.	TOTAL
Flats - total	1,912	81	246	2,239
Usable area of flats - total in m ²	87,824	3,591	10,342	101,757
Average flat area	46	44	42	45
Number of flats, in which the tenant changed - total	20	52	-	72
Number of flats with overdue rental charges for more than 3 months (State as of 31.12.2009)	85	2	70	157
Number of court proceedings for eviction from flats owned by Social Construction Societies or ARS	6	-	1	7
Construction of new installations - number of flats	-	-	24	24
Building insulation - number of flats	271	-	-	271

Source: Kansy and Sierandt 2010.

Table D9 - Number of community flats granted in Płock in years 2004-2010

Basis for flat rental	Year						
	2004	2005	2006	2007	2008	2009	2010
Replacement (eviction from buildings excluded from use - §2 item1 clause 1 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	49	25	21	28	38	32	37
Allocation (flat rental on the basis of §2 item1 clause 13 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	49	84	41	38	30	17	37
For renovation at own expense (flat rental on the basis of §2 item1 clause 9 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	24	26	16	15	15	13	10
Exchange (flat exchange on the basis of §2 item1 clause 4,6,7 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	99	52	38	30	17	25	20
Community - due to poverty (flat rental on the basis of §2 item1 clause 14 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	34	37	36	18	16	11	16
Community - due to eviction (flat rental on the basis of §2 item7 of resolution no. 1081/LIII/02 of the City Council of Płock of May 28th, 2002)	7	8	16	23	21	36	42

Source: Team for Distribution of Real Estate Property, Municipal Office of Płock.

Table D10 - Expenditures for supporting of protected flats in years 2006-2010, in EUR*

Specification	2006	2007	2008	2009	2010
Protected flats, Crisis Intervention Centres (commune funds)	84,977	167,893	173,585	174,863	170,616
Protected flats, Crisis Intervention Centres (subsidy)	-	5,178	750	750	750
Protected flats, (agreement)	-	-	-	-	7,729

Source: Reports on activity of the MSAC in Płock in year 2006-2009 and 2010.

*Amounts in Polish zlotys were converted according to the exchange rate of Infor Euro in July 2011: 1 EUR = 3,9987 PLN.

Administrative map of Płock



Source: Google Maps 2011, 6.09.2011.

BIBLIOGRAPHY

- Act of September 7th, 1991 on the education system.
- Act of June 13th, 2003 on foreigners.
- Act of June 13th, 2003 on granting protection to foreigners within the territory of the Republic of Poland.
- Act of November 28th, 2003 on family benefits.
- Act of March 12th, 2004 on social assistance.
- Act of April 20th, 2004 on promotion of employment and the labour market institutions.
- Act of April 24th, 2004 on promotion of employment and labour market institutions.
- Act of January 6th, 2005 on national and ethnic minorities and regional languages.
- Act of July 14th, 2006 on entering the territory of the Republic of Poland, stay and departure from this territory by citizens of member states of the European Union and their family members.
- Act of September 30th, 2008 on assistance for persons entitled to alimony.
- Act on implementation of some of the provisions of the European Union on equal treatment of December 22nd, 2010.
- Act of August 26th, 2011 on legalization of stay of some foreigners within the territory of the Republic of Poland and amendment of the act on granting protection for foreigners within the territory of the Republic of Poland and the act on foreigners.
- ASM Report (2006) *Plany remontowe Polaków* [Poles' renovation plans], Warsaw: ASM Report.
- Baczko, A. & Ogrocka, A. (2008) *Wolontariat, filantropia i 1%. Raport z badań* [Voluntary activity, charity and 1%. Research report], Warsaw: Klon/Jawor Association.
- Central Statistical Office (2003a) *Narodowy spis powszechny ludności i mieszkań 2002 - Mieszkania* [National Census of Population and Housing 2002 - Dwellings], Warsaw: Central Statistical Office.
- Central Statistical Office (2003b) *Raport z wyników NSP 2002* [Report presenting the results of the National Census 2002], Warsaw: Central Statistical Office.
- Central Statistical Office (2003c) *Households and families*, Warsaw: Central Statistical Office.
- Central Statistical Office (2004) *Cities in Numbers 2001-2002*, Warsaw: Central Statistical Office, Statistical Office in Poznan.
- Central Statistical Office (2006a) *Praca a obowiązki rodzinne w 2005 r.* [Work and family duties in 2005], Warsaw: Central Statistical Office.
- Central Statistical Office (2006b) *Cities in Numbers 2003-2004*, Warsaw: Central Statistical Office, Statistical Office in Poznan.
- Central Statistical Office, *Gospodarka Mieszaniowa w 2005 r.* [Housing economy in 2005], Warsaw: Central Statistical Office.
- Central Statistical Office (2007, 2008, 2009, 2010) *Demographic yearbook*, Warsaw: Central Statistical Office.
- Central Statistical Office (2008a) *Informacja o badaniu zasobów imigracyjnych w Polsce* [Information about investigating immigrant resources in Poland in year 2008], Warsaw: Central Statistical Office, Demographic Research Department.
- Central Statistical Office (2008b) *Cities in Numbers 2005-2006*, Warsaw: Central Statistical Office, Statistical Office in Poznan.
- Central Statistical Office (2009, 2010) *Województwo Mazowieckie. Podregiony, powiaty, gminy* [The Mazowieckie Province. Sub-regions, districts, communes and municipalities], Warsaw: Central Statistical Office in Warsaw.
- Central Statistical Office (2010) *Cities in Numbers 2007-2008*, Warsaw: Central Statistical Office, Statistical Office in Poznan.

- Central Statistical Office (2011a) *Business Activity of Entities with up to 9 Employees in year 2010*, Warsaw: Central Statistical Office.
- Central Statistical Office (2011b) *Concise Statistical Yearbook of Poland*, Warsaw: Central Statistical Office.
- Centre for Market Research and Analyses, *Budownictwo mieszkaniowe w latach 2000-2005* [House building in years 2000-2005], Warsaw: ASM Report, Centre for Market Research and Analyses.
- Centre for Women's Rights (2005) *Alimentare znaczy jeść. Raport z monitoringu pracy komorników i innych organów państwowych powołanych do ustalania faktycznej sytuacji majątkowej oraz egzekwowania należnych świadczeń alimentacyjnych* [Means to eat. Report of monitoring of the work of court executive officers and other relevant institutions], Cracow: Centre for Women's Rights.
- Consortium IBC GROUP Central Europe Holding S.A. (2010) *Analiza aktualnej struktury instytucji rynku pracy i instytucji pomocy społecznej w kontekście zakresu ich wzajemnej współpracy, a także głównych obszarów styku* [Analysis of the current structure of the labour market institutions and social assistance institutions in the context of their mutual cooperation and the main points of contact], Warsaw: Consortium IBC GROUP Central Europe Holding S.A., SMG/KRC POLAND MEDIA S.A.
- Danieluk, J. (2000) "Płockie problemy z cudzoziemcami - turystki and handlowcy", *Tygodnik Płocki* (Press article).
- District Family Assistance Centre (2008) *District Level Strategy for Solving Social Problems Years 2008-2013*, Poviát of Płock: District Family Assistance Centre.
- District Labour Office in Płock (2011) *Analiza stanu i struktury bezrobocia* [Analysis of the level and structure of unemployment], Poviát of Płock: District Labour Office.
- Fihel, A., Górny, A. & Kaczmarczyk, P. (2008) *Rynek pracy a integracja cudzoziemców z Ukrainy i z Wietnamu posiadających zezwolenie na osiedlenie się w Polsce* [Labour market and integration of migrants from Ukraine and Vietnam having the settlement permit], in: Grzymała-Kazłowska, A. (ed.) *Między jednością a wielością. Integracja odmiennych grup i kategorii imigrantów w Polsce* [Between the unity and multiplicity. Integration of different groups and categories of immigrants in Poland], Warsaw: Migration Research Centre, Faculty of Economics of the University of Warsaw.
- Fihel, A. (2008) *Charakterystyka imigrantów w Polsce w świetle danych urzędowych* [Characteristic of imigrants in Poland in the light of the official data], in: Grzymała-Kazłowska, A. (ed.) *Między jednością a wielością. Integracja odmiennych grup i kategorii imigrantów w Polsce* [Between the unity and multiplicity. Integration of different groups and categories of immigrants in Poland], Warsaw: Migration Research Centre, Faculty of Economics of the University of Warsaw.
- Frąckowiak, M. (2010) *Niedorozwój mieszkalnictwa w Polsce i jego konsekwencje. Ruch Prawniczy, ekonomiczny i socjologiczny* [Underdevelopment of housing in Poland and its consequences. Legal, economical and sociological movement], YEAR LXXII, booklet I.
- Getter, M. (2004) *Straty ludzkie i materialne w Powstaniu Warszawskim* [Human and material losses in The Warsaw Uprising], Biuletyn Instytutu Pamięci Narodowej NR 8-9/2004, Warsaw: IPN.
- Gmaj, K. (2011) *Europejskie podejście do kwestii obywatelstwa wielokulturowego. Prawne, polityczne i edukacyjne wyzwania. Przypadek Polski* [European approach to the issue of multicultural citizenship. Legal, political and educational challenges. The case of Poland], Doctoral thesis, promoter K. Iglicka, Ph.D., Warsaw: The Robert B. Zajonc Institute for Social Studies, University of Warsaw.
- Gorczyca, M. (1993) *Przewidywane zmiany w sytuacji mieszkaniowej w Polsce* [Anticipated changes in housing situation in Poland], Warsaw: Central Statistical Office.

- Grzymała-Kazłowska, A. (2007) *Konstruowanie "innego". Wizerunki migrantów w Polsce* [Constructing of "the other". The images of migrants in Poland], Warsaw: The University of Warsaw Publishing House.
- Grzymała-Kazłowska, A. (ed.) (2008) *Między jednością a wielością. Integracja odmiennych grup i kategorii imigrantów w Polsce* [Between the unity and multiplicity. Integration of different groups and categories of immigrants in Poland], Warsaw: Migration Research Centre, Faculty of Economics of the University of Warsaw.
- Halik, T. & Nowicka, E. (2002) *Wietnamczycy w Polsce. Integracja czy izolacja?* [Vietnamese in Poland. Integration or isolation?], Warsaw: Institute of Asian Studies, Faculty of Modern Languages, University of Warsaw.
- Kansy, M. & Sierandt, M. (2009) (under the supervision of Niestuchowski, P.) *Municipal Statistical Booklet no. 16*, Bielsko-Biała: Analysis and Planning Unit of the City Development Department, Municipal Office of Płock.
- Kansy, M. & Sierandt, M. (2010) (under the supervision of Niestuchowski, P.) *Municipal Statistical Booklet no. 17*, Bielsko-Biała: Analysis and Planning Unit of the City Development Department, Municipal Office of Płock.
- "Kto i kiedy może nabyć prawo do dodatku mieszkaniowego wypłacanego przez gminy", *Dziennik Gazeta Prawna*, 7.08.2008. Online. Available HTTP: http://prawo.gazetaprawna.pl/porady/30006,kto_i_kiedy_moze_nabyc_prawo_do_dodatku_mieszkaniowego_wypłacanego_przez_gminy.html (Press article).
- Mackiewicz, M. (2009) *Kobiety na rynku pracy województwa Mazowieckiego. Prognozy opracowane w ramach projektu "Równościowa polityka zatrudnienia szansą kobiet na rynku pracy województwa Mazowieckiego"* [Women at the labour market in The Mazowieckie Province. Prognosis prepared in the frame of the project "Equality policy of employment as a chance of women at the labour market in the Mazowieckie Province"], Warsaw: CBOS (Public Opinion Research Centre Foundation).
- Makowski, G. (2011) *Ustawa o ograniczaniu barier administracyjnych już działa* [Legal act on limiting the administrative barriers already works], "Biuletyn Kompas", 9.08.2011, Warsaw: ISP.
- Marciniak, J. (2006) "Ludzie bez adresu", *Tygodnik Płocki*, 18.01.2006 (Press article).
- Marciniak, J. (2010) "13 tysięcy ludzi bez kanalizacji", *Tygodnik Płocki*, 21.04.2010 (Press article).
- Marciniak, J. (2011) "Bezdomnych coraz więcej", *Tygodnik Płocki*, 22.06.2011 (Press article).
- Ministry of Labour and Social Policy (2005, 2006, 2007, 2008, 2009, 2010) *Information on implementation of the act on family benefits*, Warsaw: Ministry of Labour and Social Policy.
- Ministry of Labour and Social Policy (2008) *Przyczyny pracy nierejestrowanej w Polsce. Raport z badań* [Causes of undeclared work in Poland. Research report], Warsaw: Ministry of Labour and Social Policy.
- Ministry of Labour and Social Policy (2009) *Krajowy Plan Działań na rzecz Zatrudnienia na lata 2009-2011* [National Action Plan for Employment for years 2009-2011], Warsaw: Ministry of Labour and Social Policy.
- Ministry of Labour and Social Policy (2010) *Poland 2010. Raport o rynku pracy i zabezpieczeniu społecznym* [Poland 2010. Report on the labour market and social security], Warsaw: Ministry of Labour and Social Policy.
- Municipal Labour Office in Płock (2008, 2009, 2010, 2011) *Reports on activity of MLO in Płock with appendices*, Płock: Municipal Labour Office in Płock.
- Municipal Labour Office in Płock (2011) *Bezrobotni oraz poszukujący pracy według czasu pozostawania bez pracy, wieku, poziomu wykształcenia i stażu pracy. Stan w końcu I kwartału 2011 roku* [Unemployed and active on the labour market according to the time of being unemployed, age, level of education and Professional experience at

- the end of the 1st quarter of 2011], załącznik 1 do sprawozdania dla Ministerstwa Pracy i Polityki Społecznej.
- Municipal Office of Płock (2009a) *Informacja Płock 2009* [Information Płock 2009], Płock: Municipal Office of Płock, City Development Department, Analysis and Planning Unit.
- Municipal Social Assistance Centre in Płock (2005, 2006, 2007, 2008, 2009, 2010), *Reports on activity of MSAC*, Płock: Municipal Social Assistance Centre in Płock.
- OECD (2004) *Economic Survey - Poland 2004*.
- Office for Housing and Urban Development (2003) *Program budownictwa mieszkań dla osób wymagających pomocy społecznej* [Programme of building of dwellings for persons in need of social welfare], Warsaw: Ministry of Economy, Labour and Social Policy, Office for Housing and Urban Development.
- Olech, P. (2010) *Wykluczenie mieszkaniowe - zarys głównych problemów mieszkaniowych w Polsce oraz rekomendacje dla całościowej polityki społecznej* [Housing exclusion - the profile of main housing problems in Poland and recommendations for overall social Policy], Gdańsk: Experts' opinion prepared within the framework of the project EAPN Poland - together towards Social Europe within the framework of Operational Programme Civic Initiatives Fund.
- Ostaszewska, E. (2009) "Pomoc społeczna" [Social Welfare Assistance], in Mikulska, A. (ed.) *Dać radę w Polsce - pakiet informacyjny dla cudzoziemców - obywateli państw trzecich* [Navigating Poland - helpful information for Third Country Nationals], Warsaw: Helsinki Foundation for Human Rights.
- Piechociński, J. (2009) "Finansowanie budownictwa w kryzysie" [Funding of housing in crisis], in *Materials for the meeting of the Permanent Representation of the Congress of Construction on May 13th, 2009*, Warsaw.
- Polish Agency for Development of Entrepreneurship (2010) *Bilans Kapitału Ludzkiego. Raport z badań* [Human Capital Assessment. Research report], Warsaw: Polish Agency for Development of Entrepreneurship.
- Provincial Labour Office (2007, 2008, 2009, 2010) *The labour market of Mazowieckie province*, Warsaw: Provincial Labour Office.
- Radwańska-Justyńska, T. (2007) "Ceny w górę, mieszkań brak", *Tygodnik Płocki*, 14.02.2007 (Press article).
- Śmigielski, M. (2008) "Na szczęście jeszcze nie zwalniają", *Tygodnik Płocki*, 19.11.2008 (Press article).
- Social Sculpture Institute Joseph Beyus Foundation (2009) *Samotna Matka w społeczeństwie obywatelskim* [Lone mother in civic society], Wrocław: Social Sculpture Institute Joseph Beyus Foundation.
- Stanuszkiewicz, B. (2005) "Napiętnowani lokatorzy", *Tygodnik Płocki*, 01.04.2005 (Press article).
- Stanuszkiewicz, B. (2007) "Mieszkania za miliony", *Tygodnik Płocki*, 22.08.2007 (Press article).
- Stanuszkiewicz, B. (2001) "21 lokali dla... 1682 oczekujących rodzin! - 'Komunalka' pod kreską", *Tygodnik Płocki*, 07.03.2001 (Press article).
- Stanuszkiewicz-Cegłowska, B. (2009a) "Masowo otwierają firmy w Płocku", *Tygodnik Płocki*, 15.04.2009 (Press article).
- Stanuszkiewicz-Cegłowska, B. (2009b) "W kolejce po komunalne", *Tygodnik Płocki*, 16.09.2009 (Press article).
- Statutes of the City of Płock, appendix to Resolution no. 302/XXI/08 Of the City Council of Płock of the City Council of Płock of February 26th, 2008.
- Statutes of the Municipal Labour Office in Płock, appendix to Resolution no. 140/X/2011 of the City Council of Płock of May 31st, 2011.
- Szatkowski, T. (2010a) "Konkretny fach najlepszym argumentem", *Tygodnik Płocki*, 28.04.2010 (Press article).

- Szatkowski, T. (2010b) "Na rynku wtórnym taniej", *Tygodnik Płocki*, 22.12.2010 (Press article).
- Szkopek, G. (2011) "Handel żywym towarem?", *Tygodnik Płocki*, 20.07.2011 (Press article).
- Tygodnik Płocki (2000) „Na osiedlu Sady w Płocku kolejny blok MTBS-u, *Tygodnik Płocki*, 4.12. 2000 (short Press note).
- Tygodnik Płocki (2010a) „Bezrobocie a inwestycje - debata prezydencka”, 27.10.2010 (short Press note).
- Tygodnik Płocki (2010b) „MTBS wciąż buduje”, *Tygodnik Płocki*, 31.03.2010, (short Press note).
- Wesołowska, E. (2011) “Szara strefa bezrobotnych. Wśród pracujących na czarno najwięcej jest młodych i po 55 roku życia”, *Dziennik Gazeta Prawna*, 12.07.2011 (Press article).

Web portals:

Central Statistical Office: www.stat.gov.pl

District Family Assistance Centre in Płock: www.dfac.plock.pl

Dziennik Gazeta Wyborcza in Płock: www.plock.gazeta.pl

Dziennik Gazeta Prawna: www.gazetaprawna.pl

Eurostat: www.epp.eurostat.ec.europa.eu

Gazeta Tygodnik Płocki: www.tp.com.pl

Local Data Bank of the Central Statistical Office: www.stat.gov.pl/bdl

Local Association of Real Estate Owners: www.lzwn.plocman.pl

Ministry of Labour and Social Policy: www.mpips.gov.pl

Municipal Labour Office in Płock: www.bip.ump.pl

Municipal Office of Płock: www.ump.pl

Municipal Social Assistance Centre in Płock: www.msacpl.pl

Office for Foreigners: www.udsc.gov.pl

Powiat Labour Office in Płock: www.pupplock.pl

Provincial labour Office in Warsaw: www.wup.mazowsze.pl

Web portal of NGOs: www.ngo.pl

www.mps.gov.pl

www.bankier.pl

www.dachnadglowa.org

www.tbs24.pl

THE AUTHORS

Renata Siemienska-Zochowska is full professor and past chair of the Department of Sociology of Education, University of Warsaw, director of the Institute for Social Studies and head of the Centre of Interdisciplinary Gender Studies, ISS UW and chairholder of the UNESCO Chair "Women, Society and Development". Ex - president of INSTRAW. She took part in the research projects mentioned above and the National System of Monitoring of Equal Treatment of Women and Men, EU projects "Work and Care", CINEFOGO project "Third Sector organisations" giving her broad experience in empirical sociological and political science studies. She organised many interdisciplinary conferences for academic and non-academic audience.

Anna Domaradzka-Widła, Ph.D., sociologist, assistant professor at the ISS UW. She took part in the international research projects e.g. WVS 2005 in Poland, National System of Monitoring of Equal Treatment of Women and Men, Demographic policy scenarios for Poland, CINEFOGO project "Third Sector Organisations facing turbulent environments", EC project "Work and Care". She specialises in gender and civil society issues.

Ilona Matysiak, M.A., is an assistant and PhD student at the ISS UW. She graduated in sociology, the Faculty of Philosophy and Sociology, University of Warsaw. She took part in the international research projects, e.g. WORKCARE SYNERGIES, "ENRI-East. European, National and Regional Identities". Her academic interests include gender, social capital, and grassroots activities.

THE WILCO PROJECT

Full title: Welfare innovations at the local level in favour of cohesion

Acronym: WILCO

Duration: 36 months (2010-2013)

Project's website: <http://www.wilcoproject.eu>

Project's objective and mission:

WILCO aims to examine, through cross-national comparative research, how local welfare systems affect social inequalities and how they favour social cohesion, with a special focus on the missing link between innovations at the local level and their successful transfer to and implementation in other settings. The results will be directly connected to the needs of practitioners, through strong interaction with stakeholders and urban policy recommendations. In doing so, we will connect issues of immediate practical relevance with state-of-the-art academic research on how approaches and instruments in local welfare function in practice.

Brief description:

The effort to strengthen social cohesion and lower social inequalities is among Europe's main policy challenges. Local welfare systems are at the forefront of the struggle to address this challenge - and they are far from winning. While the statistics show some positive signs, the overall picture still shows sharp and sometimes rising inequalities, a loss of social cohesion and failing policies of integration.

But, contrary to what is sometimes thought, a lack of bottom-up innovation is not the issue in itself. European cities are teeming with new ideas, initiated by citizens, professionals and policymakers. The problem is, rather, that innovations taking place in the city are not effectively disseminated because they are not sufficiently understood. Many innovations are not picked up, because their relevance is not recognised; others fail after they have been reproduced elsewhere, because they were not suitable to the different conditions, in another city, in another country.

In the framework of WILCO, innovation in cities is explored, not as a disconnected phenomenon, but as an element in a tradition of welfare that is part of particular socio-economic models and the result of specific national and local cultures. Contextualising innovations in local welfare will allow a more effective understanding of how they could work in other cities, for the benefit of other citizens.