

Country fiche POLAND
Implementation of the Council Recommendation on a Quality Framework for Traineeships
(2014/C 88/01)

General description

The Act of 17 July 2009 on postgraduate internships (Journal of Laws No 127, item 1052) shows partial compliance with the QFT. Although a proposal was submitted in August 2015 to the Sejm (Parliament) by deputies of the (then) governing PO to amend the above Act so that it fully complies with the QFT, this legal proposal was put on hold after the elections in October 2015.

Open market traineeships

Current legislation on open market traineeships foresees a written agreement that should include the tasks of the trainee, the duration, weekly working time, financial benefits (if any). The legislation does not require the definition of learning objectives, and there is no obligation to appoint a mentor/supervisor. While in terms of working conditions the QFT requirements are mostly respected, health insurance and remuneration are not compulsory; consequently, a large proportion of the traineeships are performed unpaid. Transparency on financial conditions is respected, but not on hiring chances. The duration of open market traineeships is limited to 3 months, but conditions for an extension are not defined.

ALMP-type traineeships

A written agreement is also required for ALMP-type traineeships. The agreement shall include the programme of the traineeship, but provisions on the learning content apply only to certain ALMP-type traineeships (those within the POWER programme, funded by ESF). ALMP-type traineeships also foresee a mentor/supervisor. QFT recommendations on working conditions and transparency are largely respected, except transparency on hiring chances. Duration of ALMP-type traineeships can be between 3 and 6 months.

Remaining challenges

- No requirement to define learning content and to appoint a mentor/supervisor in the case of open market traineeships;
- Conditions for an extension are not defined;
- Lack of transparency on hiring chances.

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	Fully compliant	Fully compliant
Learning and training objectives		
Objectives clarified	Not compliant	Partly compliant
Mentor/supervisor assigned	Not compliant	Fully compliant
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified	Fully compliant	Fully compliant
Allowance/compensation and amount clarified	Partly compliant	Fully compliant
Reasonable duration		
Duration limited to 6 months	Fully compliant	Fully compliant
Conditions of longer duration clarified	Not compliant	Partly compliant
Termination allowed	Partly compliant	Partly compliant
Proper recognition of traineeship		
Proper recognition through certificate	Partly compliant	Fully compliant
Transparency requirements		
Allowance/compensation	Fully compliant	Fully compliant
Health/accident insurance	Fully compliant	Fully compliant
Hiring practices in recent years	Not compliant	Not compliant
Employment services on financial conditions	Fully compliant	Fully compliant

