

AGNIESZKA KARPINSKA

THE SYSTEM OF EDUCATION IN THE PERSPECTIVE OF LABOUR MARKET – POLISH CASE

Стаття присвячена актуальному питанню розвитку системи освіти в історичній перспективі та в сучасний період в Європі та Польщі

Статья посвящена актуальным проблемам развития образования в исторической перспективе и в современный период в Европе и Польше

Synopsis.

The subject of the presented article is the analysis of the fundamental relations between labour market and education system (mainly at secondary and higher level) in Poland. The text will address the issue of the impact of qualifications on the labour supply and the role of education in creating and maintaining the unemployment. The aim of the analysis is to answer the question to what extent the changing educational system meets the challenges posed by constantly transforming labour market, and thus - whether employment growth is expected as the result of processes occurring in the field of education system. The evaluation of the social policy towards the reduction of unemployment among young people is very complex process, therefore the impact of economic and the individual determinants on the phenomenon of unemployment will be also considered.

38

In the countries that are constantly undergoing a process of rapid and fast modernization, undereducated people are filling definitely a worse position in the labour market than the people with higher qualifications. The leading rapid economic growth making up for distance towards the countries of the highest level of income the inhabitant is possible only under the condition of the significant growth of work productivity. In the end, modernizing physical capital results in increasing requirements that are put for employees and this, in a wider range,

causes that the competence distance between people who raise their qualifications and the ones who do not make it is deepening more quickly than in the countries in which the increase is slower².

The correlation between the situation of individuals in the labour market and its qualifications is one of the most pivotal empirical regularities in the field of labor economics³. The people with the lowest level of education have largely been characterized by the lowest probability of finding a job and keeping it and, thus, the highest unemployment rate. Political and socio-economic reforms initiated in Poland in the late 80's and 90's resulted in a significant change in the performance of the youth in the labour market. The result of these transformations was the emergence of new opportunities for career development as well as a strong increase in competitiveness between the young. When entering the labour market young people face a variety of obstacles to their career advancement and consequently have problems related to the material and family stabilizations. This situation means a long process of shaping the professional position, the extension of life's dependence and dependency from the family origin, and the slow achievement in a satisfactory standard of living⁴.

For the purposes of the following dissertation the concept of education has been defined as a set of skills and qualifications that the person has



already obtained in the long process of formal as well as informal learning. The involvement of a particular individual results in the so-called learning effect. In an individual aspect, a private rebate on resources invested in education (both financial and intellectual ones) is primarily viewed as a payment for the work and the anticipated employment prospect. In a global societal perspective, the average level of education and competence of the society is primarily defined by its impact on the well-being of citizens⁵. The quality of the education system and education per the country's scale and the quality of teaching in different educational institutions, especially their ability to shape the skills for demands required by the labour market, directly affects both the individual benefits gained from education by people, and the results of the whole economy including, in particular, the increase in labour productivity.

Participation in secondary education, including higher education, at a low level of education shall not provide a significant increase in quality of human capital at the aggregate level. In this context, participation in the process of lifelong learning has a strong meaning. It is most difficult but also particularly needed in the case of those people who are placed in the most disadvantaged positions in the labour market, including the elderly and the low-skilled.

Changes in the structure and quality of education are determined with increasing competition in the labour market and difficulties in finding any kind of job, even among university graduates. Therefore, the urgent challenge of the Polish transformation was to rebuild the education system. With a change in the sectorial structure of the economy and reducing employment in traditional sectors and development services, the way of educating young people at all levels of education has changed dramatically⁶. Vocational education, in the form of learning a specific occupation and with minimal involvement in general subjects, was less distributed to the requirements of the labour market and did not allow relatively easy alignment of qualifications to the demand for labour. As a result, much of the graduates of

vocational schools had had great difficulty in finding a dream job. The phenomenon affects not only the system of vocational education, whose task is to shape the labour market looking for specific skills to work in the profession, but also the knowledge and universal skills at work in many occupations, and the easiness to acquire new skills. Also, the average level of education in general schools did not allow many students gain knowledge and skills in order to enable them to undertake studies on profiles, particularly in demand on the labour market, especially in the science and engineering, the importance of individual and social return to education is particularly high. For several years the ongoing rebuild of the Polish educational system follows in the direction of the promotion of general and technical education and for general and ensuring an equal access to education⁷.

The educational reform introduced in the year 1999 was about to disseminate education at secondary and higher levels of education. An important element of the reform was an attempt to combine learning a particular profession with a general education; a new type of school was then introduced – profile schools. It should be emphasized that the dominance of the productivity of industry, the overriding requirement for economic growth, have sectors with well-prepared technicians, engineers, programmers and graduates in mathematics and natural sciences. The importance of education in science and engineering is continually increasing⁸. However, if students and junior high schools will not acquire the required thinking skills and mathematical abstraction at the very beginning level of the learning process, it will be difficult for them to acquire those skills in the further stages of education.

Contrary to the initial assumptions of the educational reform, the restriction in the vocational education did not affect the situation on the labour market. The analysis of available statistical material indicates that the most demanding professions require the preparation on the secondary vocational level and not on general or higher level. Undoubtedly, this situation stems from the fact of failure of educational

programs in schools to the demand for local labour market and low professional skills of the people who have basic vocational education. In order to change this situation the educational reform introduced compulsory professional exam in all post-secondary vocational schools. The examination itself, apart from checking the skills needed to perform a profession, also checks the information related to employment and economic activity. In secondary schools of all types entrepreneurship classes were also introduced; they were designed to prepare students for participation in working life and for coping with the expectations of employers. Unfortunately, the school system does not function well when it come to preparing students to the market, despite the ordinance about the psycho-pedagogical guidance, which sets out the status and the place of the school guidance counselor. It was found that occupational counselling works in about 75% of the 99 institutions surveyed, yet the statutes of each and single school system should be defined. Advice from guidance counselors is needed who will able to predict which industries and services demand for labour after a careful examination of sociological and economic counselling.

While tracking the fates of many young unemployed people, it is not easy to resist the impression that the cause of their failures in the labour market is connected with the wrong choice of schools and educational paths. It is necessary to introduce some knowledge about the job market in the curricula, more rational career choices that will be based on a system of vocational guidance. Such a system operating in the education system should be compatible with the educational system acting directly on behalf of the adults, i.e. in the workplace. The process of training of counselors at a higher level with a view to their future significant role in the labour market was also initiated⁹.

The reform of vocational education was designed to fit educating and training in certain occupations to the demand in the local market. Therefore, at the central level general standards of education in the individual competitions are prepared only, while the detailed compiling of these programs has been left to the discretion of

directors of vocational secondary schools. The reform would allow more people to study at the secondary level of general and general vocational training, while still ensuring the ultimate quality of education and adaptation of curricula to the requirements of modern economy and the labour market. Therefore, it is important that the reform of the education system has put a great emphasis on the rebuild of education (both basic and secondary vocational ones), in such a way that it would allow for a closer connection between the qualifications gained by students, the skills and knowledge to the requirements of the labour market, on the other hand allowing an easy change of professional qualifications. Unfortunately, building such a structure of education proved to be a tougher challenge than it was previously expected. Benefits associated with the functioning of profile schools proved wrong. Since the validity of projections of demand for labour is very short, the adapting of the profile of school to the needs of the local labour market was a challenging experience. The time required to adjust the program and the profile of the school to labour market requirements which are based on the prediction is too long. At the moment of implementing changes in education it appears that the labour market has gone through further changes as well and have, in the same way, the demand for new professions and skills, while constantly depreciating competencies that have been so precious.

Failure of the former system of vocational education towards a market economy is a factor affecting a difficult situation of the young in the Polish labour market. This mismatch is both a structural as well as program-organization. In both of these dimensions specific Polish conditions need to be taken into account, the most important ones include:

1. A small supply of labour which has its main determinants apart from education, the structure of economic management, law, and labour costs.
2. Little flexibility in the system of vocational training of young people who mainly form: the length of periods of training and legal



conditions for the introduction of new courses of studies at the highly dynamic changes in the economy and the labour market.

3. Petrified or uncontrolled changes in the structure of training and selection of the directions of vocational education which results more from the existence of specific schools, rather than from a clear link with labour market needs¹⁰.

A method of preparing young people to the profession, flexible, easy and giving young people the opportunity to undergo a training and a good orientation to the labour market is one of the most difficult tasks of the reform. Education should prepare students not only from a theoretical point but also from a practical one since a significant cause of unemployment among young people is the lack of creativity, initiative, and commitment, as well as helplessness and no faith in their own abilities¹¹. "Young people describe their job situation as a tragic one. They think that they are left for themselves. In their opinion in many companies and institutions which maintain a database of graduates seeking work, there are no longer new people added. Tens of thousands of people wait for their dream job. The only solution for the young is to take care of themselves"¹². Therefore, the quality of education should play an important role in breaking up the upward trends in unemployment. Meanwhile, despite an educational revolution associated with nearly a fivefold increase in the number of students, the number of professors has increased only twice.

It should be emphasized that despite the huge increase in the prevalence of higher education, a directional structure of higher education in Poland is far from the structure observed in other OECD countries. It is dominated by trends in social sciences, business and administration. As a result, a low percentage of students in technical and engineering is a key feature that clearly distinguishes Poland from other EU countries, the United States, Japan and South Korea. A directional structure of higher education is, therefore, inappropriate in the view of the labour market which has no people with technical or mathematical education. At the same time, an

excess of people with humanistic education is being observed¹³.

However, it is extremely difficult to determine the adequacy of the system of higher education to the demands of labour market. The basic problem is the lack of reliable assessments of the demand for labour in terms of occupations and forecasts of such a demand in the medium and long period. The result of this is a mismatch between the educational offer at a higher level in terms of the educational requirements and demands of employers. Moreover, despite the main motivation for choosing the direction of higher education is job security and adequate remuneration, secondary school graduates determine their educational path on the basis of incomplete information, without taking fully into account the fact that work will start in the profession for some years. Research in labour demand, both for the current situation and the forecasts of its development in the medium and long period, are conducted by various state institutions, such as the Central Statistical Office and the Committee for Research and Forecasting of Sciences PAN. However, none of the studies provides a complete characterization of the demand for labour in terms of occupations, qualifications, or skills that could be applied to the fields of higher education. Therefore, it is necessary to fulfill such forms of teaching, combining both the study of intensive training and practical which will be oriented on the training of new, rare, and marketable job skills and qualifications. In this way, schools will become incubators.

The accurate forecast of transformations that should be made in the labour market in order to reduce unemployment among young people requires mainly a fair determination of the main causes of a negative situation that has already arisen. Unemployment is a social problem, conditioned by many different factors, not just of social and economic nature, but also of an economic one. The issue of lack of an adequate in relation to the number of job demands in Poland is of a structural nature, it is derived from the systemic changes associated with the introduction of the principles of capitalism into

the economy so far being the subject to the rules of central planning. For the purposes of this analysis, various causes of unemployment are classified in groups of three categories. The very first of them include economic conditions, the other ones include social determinants and the very last category include the issues referred to as the “unit like”.

Unemployment in the economic literature is seen as a social problem conditioned by the economic system of the country. Negative economic factors that affect the labour market are complex and interrelated. According to sociologists and economists, one of the main sources of unemployment was an economic recession that was marked with two deep crises. The first of them was in the years 1978-1982, the second one was from 1989 to 1991. The causes that deepened difficulties in finding employment are determined by positive side effects of the phenomena related to the systemic transformation in Poland. These include progressive liberalization of the economy and privatization. The most important economic determinants of unemployment include:

- slowing down the economic growth in the years 2001-2002;
- jobless economic growth, especially due to excessively high taxes on labour;
- restrictive monetary policy;
- large variation rate and the level of socio-economic development of regions;
- high labour costs resulting from tax burdens¹⁴.

Another consideration should be given to the issue of adverse implications of unemployment for the economy resulting, among others, from its cost of financing and the partial use of labour resources which consequently leads to incomplete activity of the population in the form of reduced revenues. It must be outlined that the scale of unemployment and the level of economic development are described as being a feed-back; a poorly developed industry does not produce enough jobs, while high unemployment is one of the main factors that limits the region’s development. The list of conditions will be presented below to promote

employment and to counteract unemployment; the list was based on the direction of the actions contained in the National Development Plan for the years 2007-2013¹⁵. The list contains the most important initiatives to be undertaken within the framework of strategies and programs implemented by government entities and local governments in the field of economic development:

a) stimulating economic processes towards innovation, the increase in demand for domestic products and services is a prerequisite factor for maintaining existing job and creating new ones.

b) growth of investment and the development of entrepreneurship and innovation in the economy, the observable decline in investment which is one of the barriers to the creation of new jobs will require legislative initiatives, financial and capital markets that prevent unfavorable trends.

c) exports’ growth and optimization of imports, increasing exports makes favorable conditions to maintain and increase employment. Export promotion shall strengthen the position of Polish products on foreign markets and shall create conditions that encourage the export of Polish producers.

d) development of small and medium-sized enterprises and self-employment.

e) creating conditions for the development of capital-intensive as well as labour-intensive industries¹⁶.

Due to development of new technologies that have already become a competitive factor for economic growth to employment, Poland has been in a situation in which labour-intensive sectors of the economy have been restructured and the rapid pace did not create jobs in other sectors that absorb availability in labour resources. The influx of new technologies (including foreign investments), increasing access to capital (development financial institutions), the implementation of new organizational forms of employment have eliminated a lot of jobs that were not economically justified in a brand new reality. An important factor for the creation of new jobs is to develop the service sector both for the public



services as well as for companies. In the view of population becoming old services for the population are bound to develop relating to the care, rehabilitation and health care.

Support for the development of selected segments of the service sector should be consistent with the predictions of supply and demand for labour in Poland which proves the existence of a major gap in employment in this service sector. In particular, support should be subject to those areas of the economy where human labour is difficult to replace. In this respect, the Poles are facing enormous challenges of civilization where the satisfying is as important as an increase in employment. This applies to the areas of personal services, including:

- Educational and pedagogical activities
- Medical care,
- Care of the disabled and the elderly,
- Ensuring security,
- Administrative service of all citizens¹⁷.

Unemployment is currently seen as one of the most urgent social problems. It is the state of lack of permanent employment in case of many individuals who are able to work that leads to imbalance in the structure of the country. Lack of work is due to a number of negative processes which include among others:

- a) the effects used in the nineties of social and labour market policies that were targeted on the deactivation, rather than help in finding employment,
- b) social policy solutions leading to deactivation and permanent withdrawal from the labour market of people of working age,
- c) the unsuitability of professional and qualifying nature of labour to employers,
- d) the low quality of human capital compared to its average level in the European Union, perpetuated by a small degree of participation in the lifelong learning,
- e) long-term and structural nature of unemployment as well as its strong regional differences¹⁸.

Having given these reasons it seems reasonable to claim that between the pathology of joblessness and the condition of a given society

there are determinants of feed-back nature. It should be emphatically underlined here that high unemployment rate leads to consolidation and accumulation of negative effects of imbalances in the labour market. This phenomenon also points to the low efficiency of activities so far undertaken that are supposed to limit the social scale of unemployment. Moreover, in case of underdeveloped regions the trend in the lack of work is still growing. In order to stop this trend, it is necessary to incorporate the strategies of the government instruments that will accelerate the development of marginalized areas. Disadvantaged regions are not in a position to eliminate the spatial disparities in economic development. One must remember that in the closed labour markets, where there is no chance for rapid improvement in terms of job creation, intensification of public works, internships, and training is of huge importance¹⁹. This offer allows, in fact, to break the remaining long-term unemployment, and that is extremely important from the perspective of the mentality of the unemployed. Also, note that the system of social policy in Poland is still characterized by a high degree of centralization and unification in terms of social solutions.

Among the institutions of social policy organizations that support the labour market, especially unemployment, are associated with local relations and local government. Labour Offices should not act as if they were in a social vacuum. To improve their efficiency it is cooperation of many institutions and those within the educational market that is necessary. Difficulties in the coordination of such complex projects should be overcome with the substantial assistance from local authorities. Unfortunately, so far a consistent program have not been established that will prevent joblessness. This strategy should include a number of institutions, including universities and training centers²⁰.

Due to structural condition of unemployment resulting from the mismatch between labour skills and the requirements of modern economy, labour offices' activities should be conducted in an active manner leading to the creation of work opportunities, rather than passive unemployment,

which ensures nothing but the financial cover. Having the existing solutions and mechanisms specified can merely lead to perpetuating unemployment and even stepping up its negative consequences, particularly in the neglected psycho-social sphere. Together with the development of informative society in the structure of competition in Poland there are both deficits and surpluses of workers with specific qualifications. This phenomenon suggests the need to develop a modern vocational education with “the future”. It must be stressed out once again that the knowledge is a component that has the greatest impact on the level of competence of the labour force. The chances that young people are in the labour market depend on the knowledge and practical preparation. Undoubtedly, bringing youth to the economy and labour demand can help them find a job of their dreams²¹.

Unfortunately, many entrepreneurs in Poland meet the barrier of limited ability to perform the acquired profession. This situation leads both to low productivity and dissipating of the existing materials and discouraging employers to recruit young employees. To avoid such situations in some European Union countries such as Austria, Germany, and Switzerland a dual system of education that is based on a natural mechanism for the coordination of work and education was used. The main pillars of the dual curriculum are based on bonding theory with practice and also gaining basic social skills.

In recent years, one of the most traumatic experience of young people, many of whom have higher education, is the problem of unemployment. Due to the consequent risk of social exclusion it is a particularly disturbing phenomenon. Unemployment is connected with social degradation unit and, consequently, poor financial conditions and family problems caused by lack of financial independence and no accommodation²². These factors create real but also subjective barriers returns, often the ability to only occur, in the socio-professional life. Research conducted on a group of unemployed graduates in the city of Białystok led to getting know the perception of unemployment in this

subpopulation²³. The analysis of the attitudes and expectations of the respondents included a number of factors, among others, the measures taken towards changing their own situation in search for work. The study showed that young people do not agree with their state of being, they are ready to face the reality in order to change their present position. It is worth noting the high percentage of respondents who search for a job (80%). This information shows the dissatisfaction with their situation and an active approach to try to change their position. The respondents, although most believe that finding a job will determine knowledge, are not discouraged from efforts towards improving their position. Respondents seek jobs in various ways which constitutes another point in their activity. Local and national newspapers, the Internet and the Labour Offices are mostly mentioned while searching for a job. Respondents do not expect high hopes with assistance from the District Labour Office, despite the fact that people who used an offered training and or seniority in the institution assessed the Labour Office as a positive institution. It should be emphasized that at the initial stage of unemployment jobless people are full of optimism and faith in the rapid employment. But over time this hope fades away, until it is totally lost, optimism changes to pessimism. What is more, the stress of finding employment causes dissatisfaction with the current living conditions. Although young people tolerate the situation of unemployment the best, it is due mainly to the fact that many of them look for passive forms of assistance receiving help from the immediate family²⁴.

Young people rarely choose to work outside their city to get a job. Such a situation may arise from having no money to cover the costs of journey to work. However, when asked to consider going abroad, respondents strongly (86%) declared that take such a possibility into account. This contradictory information, however, arises from the fact that young people see the commercial trips abroad as being more attractive. It should also be noted that a flexible attitude on the labour market requires a change of residence, and even taking the first job is



incompatible with the expectations of individuals, and even inconvenient for them. Interregional migrations, as well as foreign ones are becoming increasingly popular despite many barriers to the mobility space in our country.

Lack of adequate financial resources means that young people often do not consider the possibility of self-employment. This is conditioned by a lack of aptitude and skills. The ability to create their own jobs, therefore, remains beyond the reach of young people's interest²⁵. Research turns fairly uniform assessment and prediction of their own situation on the labour market. Respondents negate the condition of the local labour market. Graduates of the poorly developed industry and backwardness of the region are considered to be the main cause for their unemployment. Teenagers also believe that in order to get a job you must have knowledge. It should be emphasized that these conditions have been placed "outside" the respondents which may indicate that the lack of work is perceived by them as a phenomenon independent of their will which has no significant impact. It was only subsequently followed by the characteristics and attitudes of respondents (e.g. not having a proper education or lack of experience). Assessment of their situation on the labour market is rather differentiated socially, what needs to be explained by the fact that it is based primarily on personal experiences and observations. Hence, people from families with better material conditions make a more positive assessment of their position²⁶.

It should be noted that in the present study the analysis was based on the declaration of the respondents. However, consistent with the complex behaviour of statements depends on many unpredictable factors and external conditions. The causes of unemployment are seen mainly in the macro and micro economics factors (underdevelopment of the region, underdeveloped industry). Many young people already at the start of their career are accompanied with feelings of frustration and disappointment associated with a clash of ideas about future work with the experience of its absence. Declared attitudes are positive evidence

of the respondents. Respondents are not afraid of lack of work; they plan to go abroad, attend courses and further studying. It is a disturbing fact, however, that these educated, young people have to in their behavior adapt to the surrounding reality, without having adequate resources to change it. What is more, the lack of permanent employment means that more and more graduates are entering the later adult life, leaving a decision to establish a family.

This situation makes it lengthening the time of upbringing, education attainment and achievement of independence from their parents. This is a very negative phenomenon due to the inability to develop the necessary competencies in adult life, including entrepreneurship, savings, money management skills. Also, in terms of making new contacts and building social networks young people are significantly disadvantaged. Current location conducive to the phenomenon of unemployed graduates depending on the inheritance of family and social assistance, develops a sense of belonging to a culture of life without work. Long-term unemployment results in treating work in an instrumental way, as something unattainable, for the acquisition of which one must forget. What is more, passiveness and apathy is greater, the longer the unemployed person does not have a job. The mental changes are the result of internalized attitudes of the unemployed person - the adoption status of the individual without permanent employment as one of the exercise of social roles. As this attitude becomes an integral part of the personality of individuals, a change of behaviour of an unemployed person becomes a very complicated task. This is evidenced by the increasing recourse to the difficulty in finding the company's employees in communities with high unemployment. From the analysis of the interviewees the need is indicated to continue and strengthen efforts for:

- training and strains – long-term education adapted to the changes in the labor market will be the indispensable element of an effective policy for combating unemployment;

- entrepreneurship and the creation of a specific provision of financial assistance in adopting a new business;
- stimulation and spatial mobility.

An extremely difficult situation of the young generation in the future may result in an entirely unpredictable consequences. It would probably be divided among them a negative impact on the demographic structure of Polish, and even its permanent deformation and breach foundations of social order²⁷. How many times in the pages of this work was stressed, unemployment is a social problem conditioned varying quality determinants, most of which are classified as: economic, social and individual. Given the multiplicity of underlying pathology of lack of work, an effective strategy to reduce it should include in their assumptions, these three perspectives²⁸. It should be pointed out that unemployment is not a problem occurring in a social vacuum, on the contrary it is correlated with both the difficult economic situation and the inadequacy of the mechanisms for education and mental attitudes of individuals. Thus, an effective program to combat unemployment should have pluralistic solutions, addressed to the institutions and organizations from different sectors. Pluralistic way of thinking about social policy is based on the activities of public entities, not only local but also non-governmental organizations (associations and foundations) and the private sector (business company focused on the social tasks). In Poland, the presented approach is gaining popularity and acceptance of different actors, mainly thanks to reforms carried out and changes over recent years. The process of political transformation scale state participation in addressing the collective needs is, in fact, more restricted primarily for the benefit of the private sector. Multisectorial in the theory of social policy has become a fact in recent years in Poland²⁹.

Nevertheless, the existing solutions of social policy in Poland are still characterized by excessive centralization and bureaucracy, which unfortunately does not provide quality services. Stiffness of the camera causes the lack of a centralized and flexible response to changing human needs. Beneficiaries of social policy

institutions are losing control over the services addressed to them, becoming only the passive recipients of services, rather than active participants. According to the presented concept, the state's role should be limited according to the principle of subsidiary which involves, among others, the transfer of powers to lower levels. A very important element in the concept of welfare Pluralism is the role of informal support groups, primarily the family. In traditional society, the role of Polish families in meeting the social needs of the unemployed is invaluable. The young unemployed are, in fact, supported both mentally and financially. One ought to not forget, however, that with regard to the absence of structural pathology in the field of work family cannot solve the problem of unemployment. The issue of interaction of primary groups (especially family) and secondary which belongs to one field in fighting the problem of unemployment seems to be a field of scientific research requiring further exploration. It would be useful to consider the increasing role of the family and school in creating a positive labour market trends.

I consider here including socialization of individuals in such a form that from an early age they would be aware of the importance of the choices having been made (e.g., education) for their own professional development. I think that a deeper analysis of the demand for co-operation with private institutions of state is required. How do we, however, synchronize the activities of the qualitatively different organizations? Where would one draw the distinction between the state's role in social policy and the importance of private organizations which, after all, primarily are driven by the particular interests. Finally, what policy reforms do state institutions require to be able to provide adequate assistance for a particular social situation? I hope these questions will not stay without answers and will inspire further research in the given field.

Summing up, I would like to emphasize that a multifarious conditioner problem of the lack of the job for young people determines the multisectorial efforts that aim at reducing this phenomenon. Social policy is only a fragment of the structure which indicates the extent and



intensity of the pathologies of unemployment. Programs and strategies for practical subjects of social policy cannot, therefore, be implemented in a social vacuum. Effective professional activation requires co-operation between young people in state and private institutions with substantial assistance provided to individuals seeking work from the family.

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1 Doctor of Humanities in the field of Sociology, Associate Professor in Stanisław Staszic College of Public Administration, Department of Sociology and Social Communication, Białystok, Poland.

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