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Unemployment as the socio-economic effect against labour market turbulence

INTRODUCTION

The subject (theme) of this study is unemployment, which is also a problem of economic and social life. During his presentation the author of the article tries to present you the basic definitions and concepts related to this issue, especially in the context of the explanation of the reasons for its creation, and thereby discuss what factors influence the formation of unemployment and what are its measures¹. Then we introduce you to the situation of women and men in the labor market because of their professional activities, drawn from the LFS sample surveys containing the data perspective on this issue, up to the year 2030. In the next part we will discuss ways of combating unemployment and job search methods.

In summary, we investigate the question of social costs resulting from unemployment, as well as its positive effects². Certainly the unemployment is known all over the world, in particular the phenomenon of long-term unemployment, as it is one of the most pressing social and economic problems of the twenty-first century. As you can see this is a problem all the more worrying that – especially in the West – from the seventies of the twentieth century can be seen sustained upward trend in unemployment. It is worth noting that there is a hysteresis effect – increasing unemployment in the bad times, but then does not fall again despite the economic recovery. The motivation to take the subject of the work is the fact that this phenomenon can affect all of us. Now this phenomenon affects many people of working age in Poland and in the European Union³.

The experience of almost all the countries involved in the market economy shows that the labor market, using the automatism of its mechanisms alone cannot effectively combat unemployment. Unemployment in fact does not focus only in the circle of the unemployed and those close to her, it affects the whole

¹ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika do pracy w przedsiębiorstwie*, wyd. I, Wolters Kluwer Polska Oficyna, Kraków 2008, s. 128–132.

² B. Majewski, A. Tomaszewski, *ABC przedsiębiorczości. Poznać zrozumieć*, WSiP, Warszawa 2009, s. 158–159.

³ M. Rządowska-Sidor, *Zwolnienia pracowników, a polityka personalna firmy*, wyd. II uaktualnione i rozszerzone, Wolters Kluwer Polska Oficyna, Warszawa 2010, s. 112–114.

of society. Thus, unemployment affects everyone, to a lesser or greater extent. This phenomenon is very complex and socially dangerous, especially when the size exceeds the short-term frictional unemployment⁴. The high rank of the problem of unemployment is due to its economic, social and political significance. In this study, unemployment was presented as something difficult to define, thus it cannot be determined unambiguously.

The fact is that in every society there will always be a certain group of people not having a job, is these people will be called or counted among the unemployed. However, the answer to any question: Who in the light of the applicable law in Poland are to be counted among the "unemployed" should be sought in the relevant laws and regulations. It affects not only the standard of living of the population and the dynamics of economic development, but also in large measure determines the mood of the public and the popularity of specific governments⁵. Tackling unemployment, particularly long-term, requires thought and engagement of all stakeholders in the labor market, the coordinating role of the state as a major player in this field.

It should include two stages – to limit further growth of unemployment, and then striving to reduce its size. It should be borne in mind that this phenomenon is otherwise considered by sociologists, psychologists, economists or political scientists, etc., etc., for each of the above may optionally have a different view in this regard. In addition, they may otherwise not explain the phenomenon⁶. However, all definitions are in accordance specify that the group include the unemployed who do not have any gainful employment. One of the new instruments to support decision-employment services, how best to prevent long-term remaining out of work, is to promote the unemployed (profiling, early identification of people at high risk long-term unemployment). Early identification of those at risk of long-term unemployment is one of the fundamental tasks of public employment services⁷. Unemployment is particularly important for those directly affected by it, but also for the whole population. As it is known concerning the various social units. For the Polish state and unemployment Labour Office also is important, as the state seeks to reduce the number of unemployed persons and labor offices are designed to help them find a job.

The risk of falling into long-term unemployment is usually determined by the employment service employees on the basis of professional experience, but in some countries use more formal methods of identification (group selection, econometric model). In Poland, were not made previously attempted use of pro-

⁴ Z. Mielczarczyk, B. Urbańska, *Gospodarka i rachunkowość w gastronomii*, Wyd. WSiP, Warszawa 2002, s. 127–129.

⁵ M. Nasiłowski, *System rynkowy. Podstawy mikro- i makroekonomii*, Wydanie VI zmienione i uzupełnione, Wyd. Key Text, Warszawa 2006, s. 135.

⁶ M. Rządkowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

⁷ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika...*, s. 128–132.

filing procedures unemployed, so in this paper seeks to gather and organize knowledge about the theoretical foundations of profiling the early identification of people at risk of long-term unemployment in the local labor market⁸. Doubtless unemployment is known all over the world – is both a social phenomenon as well as economic.

The motivation to take the subject of the work is the fact that this phenomenon can affect all of us. Unemployment in fact does not focus only in the circle of the unemployed and those close to her, it affects the whole of society. Thus, unemployment affects everyone, to a lesser or greater extent. The primary objective of this study is to show the effects that unemployment brings. This paper presents a theoretical (descriptive) unemployment attitude, its distinctive features, impact, types, etc. Preference is given to the fact that there are a lot of books, laws and regulations on unemployment. This paper aims to show the unem

THE CONCEPT OF UNEMPLOYMENT UNDER POLISH LAW

Unemployment is a social phenomenon consisting in the fact that some people are able to work and declaring their intention is not to take the actual employment for various reasons. The term unemployed person can understand, not engaged in trade, and performing any other paid work, able and ready to take up employment (full-time or part-time)⁹. In Poland, in a legal sense, the unemployed person is not employed and not performing other gainful employment, able and ready to take up employment on a full-time job, not learning in school full-time, registered in the relevant labor office if:

- 18 years of age, with the exception of young graduates,
- woman has not completed 60 years, and a man of 65,
- is not entitled to a pension, disability pension¹⁰,

⁸ H. Szewczyk, *Ochrona dóbr osobistych w zatrudnieniu*, Wolters Kluwer Polska Oficyna, Warszawa 2007, s. 143.

⁹ M. Kamba-Kibatshi, *The reform of the public sector in the context of Polish integration with the euro area during the economic crisis*, Difin, Warsaw 2013, s. 112–115.

¹⁰ The changes in Polish law resulted in a levelling and increase the retirement age of women and men to 67. This was important because from 1 January 2013, the Act of 11 May 2012 amending the law on pensions from the Social Insurance Fund and certain other acts (Journal of Laws pos. 637), hereinafter referred to as the Amending Act, providing for particular growth general retirement age, which ultimately both women and men be is 67 years old. Poland must now decide on the evolutionary nature which will prevent revolutionary changes in the future, in this context, it must make the necessary changes. Longer Poles will collect more pension capital, and thus provide them with higher benefits. Given the current imbalance in the amount of pension is a fact of particular importance to women. At the same time the evolutionary path changes in the gradual increase in the retirement age will reduce the negative impact of population aging on labor supply. The adoption of the reform will strengthen the financial credibility of the Polish, which will trans-

- is not the owner or holder of agricultural land with an area of an area 2 hectares conversion,
- there is a disabled person whose state of health is not able to work even in the middle of working time,
- there is a person temporarily detained and serving a prison sentence,
- do not earning a monthly income of more than half the minimum wage;
- does not receive a permanent benefit, or social pension.

The primary measure of the size of unemployment is the unemployment rate, which is the ratio of the number of registered unemployed to the number of economically active population (ie, a total of employed and unemployed) expressed as a percentage¹¹.

The unemployment rate is not a precise measure of the phenomenon. Its amount depends on the arbitrary taking legal criteria. These vary depending on the country, as well as time. It can be solved in several ways, eg by establishing international standards for measuring unemployment, or using other measures such as the ratio of employment to working age population economically active¹². Unemployment is severe social and economic problem, which is that there are categories of people in society who are deprived of employment condition, though in need. Unemployment in Poland is in many ways different from the unemployment rate in Western Europe¹³.

Initially, the cause of unemployment in Poland was specific and related primarily to the transformation of the economic system and the differentiation of the labor market¹⁴. Characteristic of the Polish unemployment rate was novelty, suddenness of onset, the contrast with the period of the past and the great dynamics, at least until 1991.

A sudden change in the Polish labor market was a surprise to everyone. There was no experience and no one in Poland was not prepared to mass unemployment. In the rush of resolutions first act on it and organized labor offices¹⁵. Another feature of unemployment in Poland is that depletion of unemployment begins at the lower levels of wealth than in Western Europe.

In Poland, there is a system of individual unemployment insurance. Those who are not entitled to unemployment benefits, usually become wards of the welfare centers. "You should know that, for example, in 1945–1989 in Poland was not open and mass unemployment¹⁶. The abolition of state control in food

late into lower cost of capital and faster debt reduction. The proposed changes are both full justification in maintaining the balance between the stability of the financial system and the adequacy of benefits, as well as in the context of the social and demographic changes.

¹¹ P.A. Samuelson, W.D. Nordhaus, *Ekonomia* 1, t. I, PWN, Warszawa 1995, s. 85–86.

¹² M. Nasiłowski, *System rynkowy...*, s. 135.

¹³ H. Szewczyk, *Ochrona dóbr osobistych...*, s. 143.

¹⁴ B. Majewski, A. Tomaszewski, *ABC przedsiębiorczości...*, s. 158–159.

¹⁵ M. Rządowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

¹⁶ D. Dębski, *Ekonomika i organizacja przedsiębiorstw*, cz. 1, WSiP, Warszawa, s. 82–86.

prices in 1989 led to hyperinflation and economic reforms undertaken by the central government have led to a drop in demand and production constraints, which resulted in the reduction in employment and a wave of layoffs.

The rise in unemployment also contributed to the inhibition of exports to the Council for Mutual Economic Assistance, the competition of imported goods reduces the demand for domestic goods and various obstacles to rapid adaptation of the state-owned enterprises to the new conditions¹⁷. The number of unemployed also increased due to the baby boomers – numerous vintage youth entered the labor market, creating a large number of people of working age without employment opportunities.

The main cause of unemployment in Poland, but it is believed "(...) the imposition of new market relations in the old economic structure and the mechanisms that govern it". In contrast to countries with lower or higher unemployment has continued since the beginning of the industrial revolution in Poland open, mass unemployment emerged after nearly fifty-year break, and for the majority of the citizens of our country was a new phenomenon.

Only the oldest can remember unemployment of the interwar period¹⁸. The Polish labor market has made a sudden, dramatic change from the artificial recruitment of labor, caused by excessive employment in businesses and offices – to unemployment. The nature of Polish unemployment cannot be clearly determined. It is largely as a result of cyclical recession, but also structural, due to the type and level of qualifications of job seekers. Level qualifications, as well as adapted to the mentality of employees of enterprises operating in the People's Republic, it is not adapted to the requirements of modern businesses¹⁹.

They see the current economy, two systems – the two types of workers and two types of employers. The first type of employers – it's a small state-owned enterprises and development capabilities, which corresponds to the type of employees in the state adapted to these companies²⁰. The second type of employer – a new private entrepreneurs whose companies have a small number of jobs, but are growing fast. They count on specialists with expertise or management skills and financial administrative services and workers, of a good standard and universal skills, disciplined and efficient.

Unemployment such employees is short-lived²¹. Long-term and dangerous is mass unemployment and the employees of the first type, due to the recession and

¹⁷ R. Milewski (red.), *Elementarne zagadnienia ekonomii*, wyd. II zmienione i rozszerzone, PWN, Warszawa 1999, s. 52–59.

¹⁸ M. Nasilowski, *System rynkowy...*, s. 135.

¹⁹ M. Miłka, G. Wilk-Jakubowski (red.), *Stan realizacji polityki społecznej w XXI wieku*, Wydawnictwo Stowarzyszenia Współpracy Polska – Wschód Oddział Świętokrzyski, Kielce 2009, s. 117.

²⁰ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika...*, s. 128–132.

²¹ M. Rządowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

the collapse of the industry structure and the outdated technology that does not meet the requirements of competition and inadequacy of qualifications held by staff to the needs of new and growing businesses. "This picture of the Polish labor market is acceptable, but it raises two concerns here. First of all – the majority of private companies in Poland are small, family that could provide few jobs, and the modern, growing enterprises, concentrated mainly in the big cities where the unemployment rate is relatively low²². Many small towns are deprived of employers likely to hire more people.

THE CAUSES OF UNEMPLOYMENT IN POLAND

There are many reasons why people who want to work and capable of handling classes are not suited to their aspirations and financial requirements:

- Relatively high labor costs for employers, non-overlapping economic benefits of hiring an employee. The recipe is to reduce some of these costs, for example by lowering taxes, and minimum wage. It is a subject of political controversy.
- Mismatch between supply and demand for a particular type of work – structural unemployment. For example, the economy may be too much for farmers in relation to the actual needs of the market, while a few surgeons and specialists. Unemployment is the most affected sectors with low added value, highly competitive and sensitive to business cycles.
- Rigid and oppressive to the employer the right to work. Employers although they need at any given time employees are afraid to hire because of the potential problems later with the free release, or providing certain conditions, which are unable to cope.
- Territorial mismatch of labor demand and labor resources. Finding a job calls for a change of residence.
- Legal regulation of labor – the need to obtain government or corporate permits and licenses to work. The result is such reducing the number of staff who carry out the profession, and thus an increase in unemployment and the loss of competitiveness in the industry.
- Between the end of the previous work in the workplace, and its adoption in new takes some time. This type of unemployment is called frictional unemployment and generally low, and there is no significant impact on the economy. Lack of experience among graduates. For employers adapt to newer employee workstations typically is an investment, which for example in terms of high unemployment, there is no point to make. It is preferable to employ an

²² B. Majewski, A. Tomaszewski, *ABC przedsiębiorczości...*, s. 158–159.

experienced worker²³. The beginning of the 90. XX century, most experts in this subject, treated (was sought) hardships of unemployment in the economic structure of the country, especially in an outdated and flawed structure of Polish agriculture.

A characteristic feature of the agricultural economy was a considerable amount of medium and small farms with low yields, which could not feed owners and their typically large families. On the farm, collect a considerable number of people who have to support themselves, they had to seek employment outside agriculture.

This population, the low demand for labor in the non-agricultural sector, remained in the country, creating a huge army of people "unnecessary" for the agricultural economy. In Poland, unemployment is a new phenomenon. Appeared in 1990 with the start of the transition process. Change of regime change resulted not only in political, but also economic, not only in our country. All the countries of the so-called. Eastern bloc were experiencing similar difficulties, and their causes are also similar:

- Disintegrated the Council for Mutual Economic Assistance (CMEA) – almost drawn into the world economy and mechanisms that govern it;
- In trade with neighboring countries moved quickly to settle dollar. As quickly found out that existing customers do not have those dollars, resulting in minimization of trade, and hence – a decrease in the production of many industrial sectors;
- Collapsed mainly trade with the biggest recipient of all production – the former Soviet Union. The dollar settlements Polish production turned out to be non-competitive price and quality to the west;
- The fall of the Berlin Wall was torn at the same time symbolic "iron curtain" between the world of the East and the West;
- The liberalization of foreign trade, combined with the low price competitiveness and quality of our products put at a disadvantage;
- Due to the poor state of fixed capital, which is outdated and old-fashioned production assets structure of employee qualifications and no debt can quickly change this state of affairs;
- All of these developments have led to a decline in domestic production, combined with the effects of the stabilization program of the World Bank significantly reduced domestic demand.

"The causes of unemployment in developed Western countries have" different nature. It has its source primarily in the technological implementation of new technologies that replace human work while increasing productivity, as the high wages it pays to entrepreneurs²⁴. Unemployment in these countries is a selected,

²³ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika...*, s. 128–132.

²⁴ P.A. Samuelson, W.D. Nordhaus, *Ekonomia...*, s. 85–86.

relates primarily to the elderly and low-skilled. Unemployment is also often external causes. For Western countries it was such a shock oil in the 70s. From that time and experience have shown the important information. It turns out that when you reach a certain level of unemployment, it is very difficult to reduce it²⁵.

This phenomenon is called hysteresis and is caused by the persistent depreciation of the professional qualifications of the unemployed as a result of long-term unemployment. The newly created jobs are mostly young people, having a high and modern skills²⁶. The last characteristic feature of Polish unemployment is its spatial variability. The lowest rates of unemployment we note lying areas around the big cities, which are a large and diverse labor market, while the highest unemployment rate – unfortunately still growing – is in areas where there were few industrial plants²⁷. Their downfall is ruin the local labor market. "Spatial differentiation the severity of unemployment is an additional factor that hinders the fight against this phenomenon."

The causes of the frictional unemployment are as follows:

- mismatch between the structure of labor supply and labor market needs,
- small professional and spatial mobility,
- unsatisfactory job performance.

The causes of structural unemployment are as follows:

- mismatch between the level and structure of staff training real needs of the economy,
- restructuring or liquidation of unprofitable branches of production,
- changes in the supply of the labor force due to demographic processes".

THE HIGH COST OF WORK BARRIER FOR THE DEVELOPMENT OF ENTREPRENEURSHIP IN POLAND

According to studies indicate that in 2012 the Polish labor hours cost less than 8 euros, while for comparison, in Germany more than 30 euros, and in Sweden almost 40 euros. As a major barrier to the creation of new jobs in Poland entrepreneurs mention the high cost of labor²⁸. Comparing labor costs in Poland and the rich does not make sense, because it is a huge difference in the amount of wages and the level of development of the economy and the wealth of

²⁵ D. Begg, S. Fischer, R. Dornbusch, *Ekonomia*, PWE, Warszawa 1994, s. 47.

²⁶ A. Balińska, i in., *Raport. Polityka równości płci Polska 2007*, Wyd. UNDP Poland, Warszawa 2007, s. 8–10.

²⁷ F. Maas Violet, *Uczenie się przez zmysły. Wprowadzenie do teorii integracji sensorycznej*, wyd. II, WSiP, Warszawa 2009, s. 134.

²⁸ C. Kaźmierczak, President of the Union of Entrepreneurs and Employers, draws attention to the non-wage labor costs, which in Poland is very high.

society. Poland after this respect is just a poor country. Answering the question – What happens to the cost of labor, in addition to salary?, It is worth noting that in order to pay an employee 3000 zł (3000 PLN) to hand, the employer must – in the form of various taxes and para-taxes – to pay an additional 2000 zł (PLN 2000).

This is a huge burden. The contributions made to the pension, retirement, accident insurance, taxes, etc. Businesses and employers are demanding for years that the government reduced the non-wage labor costs, and supplemented the loss of excise duties and taxes on corporations that are much less harmful to the economy and the labor market. – As shown by the data, increasing the overall cost of operation. In the first quarter of this year rose by nearly 4%, while the EU average is less than 2% [According to data from the Central Statistical Office]. Costs are rising and will continue to grow with the development of the economy and with the increase in labor productivity. In Poland there is a problem with productivity, because we have only 60% of the average labor productivity. Worse in labor productivity in the EU is upon us only Latvia. In Poland, the average worker spends 35 days sick leave a year. This has an impact on performance, and as long as it is low, and wages are not any better. Every year, labor costs in Poland are growing, because the minimum wage increases, and thus other benefits, depending on the minimum wage²⁹.

According to the author of the report, it is all related. He also believes that the current minimum wage is a problem of young people entering the labor market and the least educated people. They are victims of the minimum wage was introduced 75 years ago in the United States and who was then 25 cents. It should be noted that it is a tremendous tool of government repression against young people, because by the minimum wage, they cannot get any work. It is mainly non-wage labor costs.

The problem of Polish entrepreneurs begins at the moment when he has to hire his first employee. Then begins the bureaucracy. Polish administration, according to the author to develop, has two diseases: regulatory and reporting. According to the World Bank, the Polish entrepreneur working over 40 hours a week at work reporting to the government spends an average of two months of the year. That's a record in Europe. In this regard, retorted Deputy Minister of Labour and Social Policy, claiming that employers will always say that labor costs are high.

In his view, could reduce these costs by eg 2%, because the competitiveness of Polish enterprises, combined with our capabilities in the functioning of the EU, is getting smaller. You would have to look for savings in the areas of tax-

²⁹ W. Witowski, Director of the Institute of Organization and Management in Industry ORGMASZ, calculates that over 2008–2012, the increase in the cost of the employer due to the increase of the minimum wage was between 37 and 43%. All contributions: pension, insurance, related expenses, as a basis for their calculation is the amount of minimum wage.

free amounts. In Poland it is so sick tax system that, for example over 60% of corporations pay virtually no taxes, because they show a loss. She was a business proposal to introduce flat-rate corporate income tax of 1%, which would give the government an additional 35 billion zł. The proposed is the introduction of a single VAT, making the labor costs could be reduced by at least half. These 2%, which the minister said, would be for employers unnoticed.

THE TYPES AND CATEGORIES OF UNEMPLOYMENT

Appropriate "diagnosis" of unemployment, occurring in the labor market requires recognition of its characteristics and qualify for one of the general types³⁰. The situation of the Polish labor market is characterized by specific properties and therefore it is difficult to compare the labor markets of other countries, or to describe the category characterized by a different reality. The special nature of our job market and pre-empt many circumstances. First of all, it is a market that is only emerging, trying to react to changes in the economy³¹.

Very often, these reactions are inadequate – this is due to both bad habits, ignorance or unwillingness of job seekers and employers bad habits, an outdated vocational education, the existence of a vast "gray area" operations. In our labor market to the greatest extent, however, affects the recession that hit most "labor-intensive" sectors of the economy, such as heavy industry, construction and raw materials industries.

The job market may be several types of unemployment³². The first two are directly related to the structural mismatches. The frictional unemployment is treated as a result of delays in adjusting the structure of supply and demand, which are related to the imperfect functioning of the labor market. The reasons for this mismatch are continuous changes in the fast-growing economy, the structure of labor demand (changes in the structure of production) and labor supply (leaving the labor market, the flow of labor to the market, changing preferences for jobs)³³.

This leads to the simultaneous formation of unemployment and vacancies. You have to run the mechanisms that allow the tuning of the structure of supply and demand.

³⁰ M. Bednarski, *Praca i polityka społeczna w perspektywie XXI wieku*, „Polityka Społeczna” nr 11/12 (285/286), 1997, s. 5–7.

³¹ M. Miłka, G. Wilk-Jakubowski (red.), *Stan realizacji polityki...*, s. 109.

³² R. Milewski (red.), *Elementarne zagadnienia ekonomii...*, s. 52–59.

³³ E. Kryńska, A. Dąbrowski, *Strategie przeciwdziałania bezrobociu w RFN*, „Polityka Społeczna”, nr 5/6, (280/281), 1997, s. 12.

However, the activation of these mechanisms takes time, because their action is not immediately apparent³⁴. Another barrier is the lack of accurate information on vacancies, which hinders the planning of changes in labor supply, which is why it takes some time before the unemployed find their workplace. Structural unemployment arises from mismatches structure of supply and demand for labor. This is made as a result of a fall or the development of certain industries, due to technological progress. It is purely a qualification, professional and regional level³⁵. This type of unemployment is difficult to remove, because of a lasting nature due to the fact that it would not be the ingredient you need for example to change their profession, place of residence, acquire new skills³⁶. Cyclical unemployment is the basis for the creation of a downturn at the moment.

When declining global demand and prices and wages do not adjust to him, this point is reached. Because of the strong relationship with the state of the economy way to eliminate this type of unemployment is to improve the business climate, ie the transition from recession to expansion. During such proceedings cyclical unemployment will decrease until it completely disappears³⁷. At the basis of seasonal unemployment is the ability to perform certain work only during certain times of the year. People who work in such occupations as travel services, construction, picking fruit, for part of the year are unemployed because there is no ability to carry out their work.

This explains why certain groups of people reach a low level of income per annum, but it is also an opportunity for additional income for this part, which cannot take the job, eg. because of learning³⁸. The job market is classical unemployment due to the fact that the level of wages in the economy is high and does not balance the supply and demand for labor³⁹. This condition may be due to government orders to employers regarding the level of minimum wages, or the activities of trade unions, which strongly endeavor to ensure that wage growth was higher than the increase in prices, which are driving the inflation mechanism. Another type of unemployment is occurring constantly and everywhere hidden unemployment.

It may be industrial (hire workers and part-time positions that do not correspond to their qualifications, or not fully utilizing them), or farm, when too many people living on a farm⁴⁰. Due to the behavior of the unemployed theorists have distinguished two more types of unemployment. The first voluntary unem-

³⁴ Z. Mielczarczyk, B. Urbańska, *Gospodarka i rachunkowość...*, s. 127–129.

³⁵ J. Lewandowski, *Elementy prawa*, Wyd. 12, WSiP, Warszawa, s. 68–70.

³⁶ D. Dębski, *Ekonomika i organizacja...*, s. 82–86.

³⁷ E. Kwiatkowski, *Bezrobocie. Podstawy teoretyczne*, PWN, Warszawa, 2002, s. 75–77.

³⁸ Z. Mielczarczyk, B. Urbańska, *Gospodarka i rachunkowość...*, s. 127–129.

³⁹ H. Szewczyk, *Ochrona dóbr osobistych...*, s. 143.

⁴⁰ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika...*, s. 128–132.

ployment is associated with a low attractiveness of the work on the market. Then, when the pay is much higher than the unemployment benefit many people choose the second option, which allows them to have free time and possibly moonlighting 'black'. Due to the download allowance not lose their benefits are further insured and have access to the labor market. No, they take low-paid work proposals in hazardous conditions, and sometimes deliberately prolong the allowance because the financial situation is forcing them to work⁴¹.

The opposite situation are those which can be categorized as unemployed forced. They want to work at a given level of real wages, but they cannot find jobs⁴². The labor market also remains constant natural unemployment rate, which consists of people who have a given level of wages are not interested in finding a job, waiting for an increase in wages. This type of unemployment is the least harmful, because it occurs at a time when the labor market is balanced. Natural rate of unemployment reflects voluntary unemployment, consisting of frictional and structural unemployment.

THE EFFECTS OF UNEMPLOYMENT

The unemployment causes many negative consequences, both for the unemployed as individuals and society as a whole. They can be divided into two groups – social and economic. The social impact of unemployment relate primarily to the material itself and its nearest unemployed, and thus disrupt the functioning of the family⁴³. Losing your job through a family member leads to a decline in its revenues. And long-term joblessness can lead to poverty. Some studies have shown a close link between poverty and the loss of work by a family member. Staying with no source of income can lead to divestment of consumer durables, reduce or discontinue their purchase and use their equipment in the absence of prospects for the purchase of new, and even the lack of funds for repairs.

There is also a reduction of expenditure on food items such as cancellation of purchase fruit or sourcing discounted items⁴⁴. Unemployment family member has negative consequences for the family following functions:

- Care – education (lack of stability and security),
- Socialization (lower self-esteem of parents has a negative effect on the formation of the younger generation),
- Emotional and expressive (weakening of parental authority, conflicts between spouses on financial background),

⁴¹ M. Nasiłowski, *System rynkowy...*, s. 135.

⁴² F. Maas Violet, *Uczenie się przez zmysły...*, s. 134.

⁴³ M. Rządowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

⁴⁴ M. Miłka, G. Wilk-Jakubowski (red.), *Stan realizacji...*, s. 117.

- Cultural (reduction or complete waiver of expenditure on culture).

Unemployment, especially lasting more than one year has negative effects both in terms of mental and physical health. As a result of long-term unemployment lowers self-esteem of the unemployed, which is evident in his isolation (cease contact with economically active persons for the unemployed and employees of social institutions – social) or escape into alcoholism or drug addiction⁴⁵. Job loss is also associated with the need to adapt to the role of the unemployed and accept it himself. This hampers the fact that the unemployed people are seen as being "inferior", "side effects".

The link between being left without employment and physical health related mainly to the impact of the huge, long-term stress on health, nutrition, and worse, as a result of deterioration in the financial situation of the unemployed. Very large impact unemployment has on young people, individuals with not fully formed personality⁴⁶. No job prospects and possibilities of starting their own families often lead to apathy, lack of faith in the future, lower educational aspirations. All this can lead to the abandonment of any attempt to carry out work.

This can result in pathological behavior of young people (drug addiction, prostitution, undertaking illegal activities). The most significant economic effect of unemployment and a major social cost resulting from this phenomenon is the loss of gross domestic product (GDP). The size of the loss is measured by the so-called the output gap. Output gap is the difference between potential GDP, occurring under conditions of full employment, the existence of only voluntary unemployment and real GDP, the size of the actually achieved in a given time.

The relationship between the increase in the unemployment rate in excess of the natural rate, and the consequent loss of GDP due formulated the American economist Arthur Okun, and the meter is named after the creator of Okun's law. It says that, for every percentage increase in the unemployment rate above the natural rate of unemployment, the gap in GDP increased by 2.5 percent. The table below shows in detail and presents monthly unemployment rate in Poland in the years 2000–2013.

THE CAUSES UNEMPLOYMENT RATE IN POLAND IN THE YEARS 2000–2013

What is the cause is still one of the higher unemployment rates in Poland and thus the members of the EU? Periodically, slow economic growth and little

⁴⁵ M. Rządowska-Sidor, *Zwolnienia pracowników...*, s. 132–135.

⁴⁶ M. Kamba-Kibatshi, *The reform of the public...*, s. 142–143.

progress in the modernization of the structure of the economy. The second reason is also still low competitiveness and innovation companies. So the Ministry of Regional Development evaluates the most important factors influencing the level of unemployment in Poland.

How important is the case, evidenced by the support provided under the Operational Programme Innovative Economy⁴⁷. In this framework, the aid will be granted regardless of the sector or industry concerned. Innovative Economy Operational Programme 2007–2013 (IG) is one of the instruments for the implementation of the National Cohesion Strategy for the next six years. The total amount of public funds involved in the implementation of the IG to 2013 will be around 9.7 billion euros, of which from the European Union will come around 8.3 billion euros.

The project for an innovative economy will support activities in the field of product and process innovation. As well as marketing and organizational innovation that directly or indirectly contribute to the formation and growth of innovative enterprises. Supporting and innovation will be promoted at the national and / or international level⁴⁸. The pair therefore strengthen the competitive ability of the Polish economy in the whole world. Innovative Economy Operational Programme will fund only projects at the macro level, that is, with a range of national and international.

The innovation at local and regional level will be promoted and supported in the Regional Operational Programmes and Polish Operational Programme Development of Eastern Europe. The aim of the Programme on a national scale and international competitiveness of the economy's growth. This will be possible thanks to the strengthening of its innovation⁴⁹. Also, it is a better way to meet the priorities of sustainable development and to ensure respect for the environment. This is an area to which the European Union takes very seriously. And also because trying to help Member States in the implementation of innovation for the environment but also the economy and society.

The program will include the following priorities:

- Research and development of new technologies, (MNiSW) – 1314.3 million,
- Infrastructure B+R, (MNiSW) – 1314.3 million,
- Capital for innovation, (MG) – 340 million,
- Investments in innovative projects (MG) – 3309.7 million,
- Diffusion of innovations, (MG) – 398.9 million,
- Polish economy on the international market, (MG) – 410.6 million,

⁴⁷ P.M. Robinson, *Multiple local whittle estimation in stationary systems*, London 2007, s. 42–44.

⁴⁸ E. Malinowska-Misiąg, W. Misiąg, M. Mackiewicz, A. Niedzielski, M. Tomalak, *The financial impact of Polish accession to the European Union*, Institute for Market Economics, Warsaw 2003, s. 102–103.

⁴⁹ E. Chojna-Duch, *Lowering interest rates this year indispensable*, Warsaw 2013, s. 86.

- Design and development of the information society (MSWiA) – 2294.1 million

The Innovation Economy Operational Program will be able to:

- Businesses, including small and medium,
- Units of the research and development,
- Business environment institutions and their networks.

In Poland such ventures pay homage institutions to help grow your business and start to move on the market. This is not surprising, since each institution in charge of the development of our business knows that the most cost-effective is what we have in the market is not there⁵⁰. So it should not surprise as a major contribution to the development of the European Union member states innovation. In the long run it brings far greater economic benefits.

And also helps to compensate for the economic development of society at the same time. Branding Poland is the most important priority in the coming years. But the fact that Poles are inventive writing more and more and more often. In the years 2003–2008 from year to year observed a steady trend decline in registered unemployment. At the end of 2003, registered at labor offices was 3 175.7 thousand people, and the unemployment rate was 20%. By the end of 2007, both the number and the registered unemployment rate decreased faster and faster⁵¹.

The highest growth decline in unemployment was recorded in 2007 (24.4% compared to the end of 2006). At the end of 2008, registered at labor offices was 1 473.8 thousand, i.e. by 272.8 thousand people less than last year (down 15.6%)⁵². At the end of 2009, the first time in several years, unemployment has increased to 1 892.7 thousand. people, an increase in unemployment in the year amounted to 418.9 thousand persons, i.e. 28.4%.

The unemployment rate was 12.1%, which increased by 2.6 percentage points in both 2010 and 2011, the growth rate was significantly lower unemployment. In 2010, the increase in unemployment over the year was 3.3% and in 2011 1.4%⁵³. The unemployment rate increased to 12.4% at the end of 2010 and 12.5% at the end of 2011, the end of 2012, the growth rate of unemployment was 7.8%, ie, the number of unemployed increased by 154.1 thousand. of 136.8 thousand to 2. The unemployment rate was 13.4% and was 0.9 percentage points higher than at the end of 2011⁵⁴.

In late February 2013, the number of unemployed amounted to 2 336.7 thousand people, or the annual increase amounted to 168.5 thousand persons (7.8%). He was thus 7.0 percentage points higher than at the end of February

⁵⁰ Z. Grajkowski, *Barriers to innovation in Poland*, Warsaw 2012, s. 127.

⁵¹ A. Wernik, *The public finances*, PWE, Warsaw 2011, s. 81–86.

⁵² M. Rządowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

⁵³ M. Kamba-Kibatshi, *The reform of the public sector...*, s. 102–104.

⁵⁴ A. Borodo, *The script of the right of public finances*, TNOiK, Toruń 2010, s. 67–69.

2012, the number of unemployed persons previously employed increased by 9.4%, while the number of previously unemployed increased by 0.7%⁵⁵. The unemployment rate at the end of February 2013 was 14.4% and was by 1.0 pp higher than the end of February 2012, the rate increased in all provinces – the highest relative increases were registered in the Malopolska province by 1.3 percentage points, while the lowest in Lubuski by 0.3 pp at the end of February 2013 compared to the end of February 2012, the unemployment rate also rose in all provinces⁵⁶.

Table 1. The unemployment rate in Poland in the years 2000–2013 (%) (registered unemployment)

Specification	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
2000	13,7	14,0	14,0	13,8	13,6	13,6	13,8	13,9	14,0	14,1	14,5	15,1
2001	15,7	15,9	16,1	16,0	15,9	15,9	16,0	16,2	16,3	16,4	16,8	17,5
2002: a)	18,1	18,2	18,2	17,9	17,3	17,4	17,5	17,5	17,6	17,5	17,8	18,0
b)	20,1	20,2	20,1	19,9	19,2	19,4	19,4	19,5	19,5	19,5	19,7	20,0
2003	20,6	20,7	20,6	20,3	19,8	19,7	19,6	19,5	19,4	19,3	19,5	20,0
2004	20,6	20,6	20,4	19,9	19,5	19,4	19,3	19,1	18,9	18,7	18,7	19,0
2005	19,4	19,4	19,2	18,7	18,2	18,0	17,9	17,7	17,6	17,3	17,3	17,6
2006	18,0	18,0	17,8	17,2	16,5	15,9	15,7	15,5	15,2	14,9	14,8	14,8
2007	15,1	14,8	14,3	13,6	12,9	12,3	12,1	11,9	11,6	11,3	11,2	11,2
2008	11,5	11,3	10,9	10,3	9,8	9,4	9,2	9,1	8,9	8,8	9,1	9,5
2009	10,4	10,9	11,1	10,9	10,7	10,6	10,7	10,8	10,9	11,1	11,4	12,1
2010	12,9	13,2	13,0	12,4	12,1	11,7	11,5	11,4	11,5	11,5	11,7	12,4
2011	13,1	13,4	13,3	12,8	12,4	11,9	11,8	11,8	11,8	11,8	12,1	12,5
2012	13,2	13,4*	13,3	12,9	12,6	12,3*	12,3	12,4	12,4	12,5	12,9	13,4
2013	14,2	14,4	14,3	14,0								

*it's means that the data has changed in regard to previously published

Source: own calculations based on data from the Central Statistical Office (CSO).

The highest growth was also a relative increase in unemployment was recorded in the Malopolska province by 11.8%, while the lowest in Lubuski by 2.2%. In late February 2013, registered at labor offices was 108.4 thousand. redundancies for reasons related to work (63.9 thousand. at the end of February 2012). Thus, over the years these statistics increased by 44.4 thousand., ie by 69.5%. Persons exempted for reasons related to the workplace accounted for 4.6% of the registered unemployed (registered unemployment)⁵⁷. In May 2013

⁵⁵ A. Wernik, *The public finances...*, s. 108.

⁵⁶ M. Kamba-Kibatshi, *The reform of the public sector...*, s. 89–92.

⁵⁷ P.A. Samuelson, W.D. Nordhaus, *Ekonomia...*, s. 85–86.

compared to April a decrease in the number of unemployed and the unemployment rate, while compared to May last year, there was an increase in both the number of unemployed and the unemployment rate. Less than a month ago and a year ago was the number of newly registered unemployed. Fewer people than in April., But more than in May 2012, deregistered from labor offices. In late May 2013, the labor office reported more jobs than in April 2013 and May 2012.

Polish national economy bothering structural unemployment, which appeared as a result of the so-called. transformation and its effect the necessary restructuring of industries. Of course, his role was played here as foreign capital and errors in the privatization⁵⁸. The point is that if a company with a specific profile production sold to foreign capital (so-called strategic investors) with the same profile production in the home country, the effect was predictable. Foreign capital, upon fulfillment of the purchase agreement, often drove to the collapse of the company in Poland or significantly limited their production⁵⁹.

Known as a way of getting rid of a competitor. Equally important is Keynesian unemployment, which is due to lack of internal and external demand (negative trade balance). Statistical data on the behavior of consumption and investment clearly confirm this fact⁶⁰. In conclusion, the economic and social policy must be geared towards combating the causes of structural unemployment and the Keynesian type⁶¹.

The process of creating a market economy, which took place in Poland in the nineties caused a lot of problems so far not known in our country, to a large extent related to the situation on the work market. The biggest threat to economic growth and improve the financial situation of the population has an imbalance in the work market, which is the result of insufficient demand for work relative to its supply. As a result of this situation was created unemployment, a phenomenon with negative consequences for society and the economy.

The degree of imbalance in the work market is not constant over time. The variation depends on many factors of economic, demographic, political and social⁶². The aim of this part of the article is to describe the situation on the work market in the years 2003–2013 through a detailed analysis of the unemployment rate during this period. It will be subjected to a comprehensive analysis that will allow you to specify how the reported period changed the situation on the work market in Poland. For this purpose, divided into three segments: The first segment shows the theoretical aspects of unemployment, the gauges and types⁶³.

⁵⁸ F. Maas Violet, *Uczenie się przez zmysły...*, s. 134.

⁵⁹ B. Majewski, A. Tomaszewski, *ABC przedsiębiorczości...*, s. 158–159.

⁶⁰ A. Żarczyńska-Dobierz, *Adaptacja nowego pracownika...*, s. 128–132.

⁶¹ M. Rządkowska-Sidor, *Zwolnienia pracowników...*, s. 112–114.

⁶² H. Szewczyk, *Ochrona dóbr osobistych...*, s. 143.

⁶³ D. Begg, S. Fischer, R. Dornbusch, *Ekonomia...*, s. 47.

With the help of literature present in detail the different types of unemployment, together with an indication of the reasons for its occurrence. In the second segment devoted to statistical research data from the Central Statistical Office. It contains a detailed analysis of the unemployment rate in the years 2003–2013 in many dimensions⁶⁴.

The third segment is a presentation of the whole project. Were it contains the most important word in the theoretical section, the detailed results of the research and a summary of the conclusions resulting from the project made. For the analysis of unemployment in Poland in the years 2003–2013 is accompanied by the Central Statistical Office static class work⁶⁵.

There are many reasons why people working or wishing to work and capable of handling classes are not suited to their aspirations and financial requirements and are also deprived of their employment. The situations that affect this phenomenon include:

- The transformation of state property into private (Cable Plant in Ozarów, which became the property of Tele-Fonika).
- restructuring or liquidation of unprofitable branches of production (eg, coal mining, metallurgy) resulting in forced deactivation of all social groups – unions.
- Failure of the level and structure of staff training to the real needs of the economy and culture, which condemns some graduates inactivity and / or the need for retraining.
- A large number of the unemployed, unqualified, in a small area makes the economy of the region (often weakened by the collapse of companies in which they worked previously unemployed) cannot be fast enough to create jobs and absorb the unemployed. Unemployment remained so for many years at a high level.
- People who left school, but do not yet have professional experience are sought professional group. They require long training and gain experience, being by this time very productive. For this reason, graduates often cannot find work, even if there is a demand for workers in the industry.
- Changes in the supply of manpower caused by demographic processes (baby boom population in the working age population migrations).
- Jobs may be located elsewhere than workers seeking employment. Due to the low mobility of the population (eg, reluctance to move to the city and the difficulties of such a move) and high travel costs cause obstruction in finding employment.
- Employers may fear hiring people despite the current need of the workforce, due to the difficulty of their release when demand is lower. This situation may

⁶⁴ M. Miłka, G. Wilk-Jakubowski (red.), *Stan realizacji...*, s. 117.

⁶⁵ M. Nasiłowski, *System rynkowy...*, s. 135.

resolve some extent other forms of employment such as fixed-term contracts, contract work or job.

- The opening of the market to competing import goods, services, capital and the influx of foreign labor.
- The introduction of border barriers for customers of the Eastern market, a drop in orders for goods and thus reduce the production and release of additional employees.
- Discouragement of private employers to create new jobs by raising taxes and additional social benefits for employees.
- Reducing employment through the modernization of labor, the introduction of newer technologies that provide significant savings in human labor, thus leading to a reduction in people with lower qualifications and less ability to work.
- Low level of education – lack of desire to improve their qualifications and skills.
- The downturn (crisis, recession) causes a decrease in the demand for labor, and thus increase the redundancy and loss of employment.
- Seasonality of production directly or indirectly dependent on the weather conditions in areas such as agriculture, sugar industry, food processing, construction, and in some areas – tourism.

Thus, according to the author of this article that the causes of unemployment in Poland may be:

- fall (collapse) and elimination of the certain unprofitable state-owned enterprises (for example such as mining, agriculture, metallurgy),
- reducing the demand for particular goods or services,
- reduction of employment in state institutions,
- reduction of employment and fall as a result of the influx of companies competing goods and services,
- limiting production,
- lack of information about jobs,
- the transfer of the plant to another area,
- inadequate to meet the needs of employees' education market,
- changes in modern technology,
- opening the economy to imports,
- changing of customs policy,
- reduction of the wage fund of enterprises,
- passive attitude of the unemployed,
- weakness in employment,
- reluctance to change occupation and place of residence in order to find a job,
- retired professional activity,
- entry of the baby boom cohorts.

FACTORS INFLUENCING THE PHENOMENON OF THE UNEMPLOYMENT

The unemployment level is influenced by social factors, as this phenomenon is produced in society. Size of unemployment depends on the economic system current policy and national labor market⁶⁶. This phenomenon is usually associated with the level of new investment and sustainable employment within the newly established and modern workplaces, public or private⁶⁷.

There are problems with the collection of reliable data:

- People working illegally may register as unemployed in order to achieve the benefits of the social welfare system.
- Capable of work, which wrongly awarded benefits for incapacity for work do not work but are able to work, but they are not in the unemployment statistics.
- In the centrally planned economy, and less in the market, employment is disproportionately large for the needs of the company. This is called. hidden unemployment. These individuals could be released without causing major damage to the economy, but they are not included in unemployment statistics.

FINAL CONCLUSIONS

To sum up all the reflections on the unemployment and the unemployed should first be noted that this condition is extremely dangerous for the individual and society. Available resources are not sufficient and efficiency in reducing this huge phenomenon. Unemployment affects not only the individual units, but also for the whole of their family, society and the economy and the financial resources of the country. This is what makes the unemployment rate is so dangerous is the fact that very quickly turned into a normal social phenomenon of social pathology social, adversely affecting the lives of all its units⁶⁸.

The aim of this study was to present the concepts associated with the phenomenon of unemployment, as well as to show the effects and their impact on the functioning of the individual and social life. Show that unemployment is not a problem unit, but the problem is the system – the body that is human society. This work was designed to provide versatility phenomenon called unemployment, as well as its multi-plane impact on all areas of life in which we participate.

The correct term effects should lead to the creation of new ways to tackle the problem, and skillful use of existing ones, in order to improve the perfor-

⁶⁶ D. Dębski, *Ekonomika i organizacja...*, s. 82–86.

⁶⁷ B. Majewski, A. Tomaszewski, *ABC przedsiębiorczości...*, s. 158–159.

⁶⁸ H. Szewczyk, *Ochrona dóbr osobistych...*, s. 143.

mance of the whole country and all of those individuals who were not able to find a new situation⁶⁹. Unfortunately, the task of the state in mitigating the effects of unemployment if they are not far reflect reality, so until then, it is to be hoped that this situation will change quickly in the desired direction, which counts not only people affected by unemployment but the whole of society (registered unemployment).

Thoughts on unemployment and unemployed people show negative effects of this phenomenon. Do not avoid the problem of unemployment, as it has always been there. It can be assumed that unemployment will continue to exist to a lesser or greater extent. Study shows that the unemployment rate from the normal social phenomenon increasingly transformed into a social pathology.

This has a negative impact on people, which has been described in detail in this study manifested, for example, drug addiction. Unemployment is particularly dangerous for young people who are susceptible to the influence of others. Everyone you possibly can ask for unemployment would have answered that he knows what it is. This raises the question: is it really so? This paper realizes what is unemployment, and what brings results. People who are working hard to imagine that they could find themselves in a situation of unemployment.

While we do not experience the effects of this phenomenon will not be able to imagine. Information on unemployment shows that one should not dismiss the unemployed, due to the situation in which they find themselves. In summary compiled and presented in the paper about unemployment, you can see how hard it is and a negative phenomenon, having a devastating impact on people. Unemployment is still there, badly affects all areas of life in which everyone participates.

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⁶⁹ J. Lewandowski, *Elementy prawa...*, s. 68–70.

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LEGISLATIVE ACTS

- Ustawa z dnia 14 grudnia 1994 r. o zatrudnieniu i przeciwdziałaniu bezrobociu (Dz.U. z 1997 r., nr 25, poz. 128, art 19, pkt 1, 2, 3).
- Ustawa z dnia 20 kwietnia 2004 r. o promocji zatrudnienia i instytucjach rynku pracy (Dz.U. z 2004 r., nr 99, poz. 1001, art. 62).
- Ustawa z dnia 20 kwietnia 2004 r. o promocji zatrudnienia i instytucjach rynku pracy (Dz.U. z 2004 r., nr 99, poz. 1001, art. 2, pkt 2).
- Ustawa z dnia 20 kwietnia 2004r. o promocji zatrudnienia i instytucjach rynku pracy (Dz.U. z 2008 r., nr 69, poz. 415, art. 36, pkt 1).
- Ustawa z dnia 20 kwietnia 2004 r. o promocji zatrudnienia i instytucjach rynku pracy (Dz.U. z 2008 r., nr 69, poz. 415, art. 71, pkt 1).
- Rozporządzenie Ministra Gospodarki i Pracy z dnia 6 października 2004 r. w sprawie szczegółowego trybu przyznawania zasiłku dla bezrobotnych, dodatku szkoleniowego, stypendium i dodatku aktywizacyjnego (Dz.U. z 2004 r., nr 219, poz. 222, § 1, § 2, § 2.1, § 3.1, § 4, § 7.1)
- Rozporządzenie Ministra Gospodarki i Pracy z dnia 26 listopada 2004 r. w sprawie rejestracji bezrobotnych i poszukujących pracy (Dz.U. z 2004 r., nr 262, poz. 2607, § 4.4, § 5.1, § 5.3)

Summary

Unemployment involves a lot of very negative impact on society of different effects. The economic impact in a number of positions on unemployment are always mentioned first. The macroeconomic effects of these involve drainage of public finance benefits and other social benefits for people affected by unemployment.

This phenomenon, as already mentioned in the study involves the reduction of the state budget revenues, due to the lack of payment of the income taxes and unemployment insurance premiums. Work is in this context, a very important factor of production and mass unemployment is under-utilization of such an important factor for the economy. In addition, the obvious thing is that very often people who can not find employment are forced to emigrate or fatal to your work 'black'.

Unemployment is a new phenomenon in the Polish society because arouses great controversy. In Poland, this phenomenon has appeared only in the 90.tych twentieth century with the start of the transition process. Change of regime change resulted not only in political, but also economic and not just in this country.

Unemployment can have on society, the consequences of pathological. The causes of unemployment in developed Western countries have a different nature. It has its source primarily in the technological implementation of new technologies that replace human work while increasing productivity, as the high wages it pays to entrepreneurs.

It's not easy to find an unambiguous definition of unemployment is acceptable to both the researchers, politicians and those involved in the practical aspects of this phenomenon and the effects generated by them. The reason for this is that the phenomenon with which we are dealing, sometimes referred to as a complex, multi-dimensional, "elude" cognition. It is difficult to point out the importance of directly relevant to the whole captured of unemployment, as well as the need to resort to conventional arrangements.

Bezrobocie jako skutek przemian na rynku pracy

Streszczenie

Bezrobocie pociąga za sobą bardzo wiele niekorzystnie wpływających na społeczeństwo różnych skutków. Skutki ekonomiczne w wielu publikacjach na temat bezrobocia zawsze wymieniane są jako pierwsze. W skali makroekonomicznej skutki te pociągają za sobą drenaż finansów publicznych na zasiłki i inne świadczenia socjalne dla osób dotkniętych bezrobociem.

Zjawisko to, jak już wspomniano w opracowaniu, pociąga za sobą również zmniejszenie dochodów budżetowych państwa, ze względu na brak płacenia przez bezrobotnych podatków dochodowych i składek ubezpieczeniowych. Praca jest w tym kontekście bardzo ważnym czynnikiem produkcji a masowe bezrobocie oznacza niepełne wykorzystanie tego, tak ważnego dla gospodarki czynnika. Ponadto, oczywistą rzeczą jest to, że bardzo często osoby, które nie mogą znaleźć zatrudnienia zmuszone są do emigracji zarobkowej lub zgubnej dla państwa pracy „na czarno”.

Bezrobocie jest zjawiskiem nowym w polskim społeczeństwie, dlatego wzbudza ogromne kontrowersje. W Polsce zjawisko to pojawiło się dopiero w latach 90. XX wieku wraz z rozpoczęciem procesów transformacji ustrojowej. Zmiana ustroju spowodowała nie tylko zmiany polityczne, ale przede wszystkim gospodarcze i to nie tylko w tym kraju.

Bezrobocie może mieć dla społeczeństwa również konsekwencje patologiczne. Przyczyny bezrobocia w rozwiniętych krajach zachodnich mają inną naturę. Ma ono swe źródło przede wszystkim w postępie technicznym, wprowadzaniu nowych technologii, które zastępują pracę ludzką podnosząc jednocześnie wydajność pracy, co przy wysokich płacach opłaca się przedsiębiorcom.

Wcale nie jest łatwo znaleźć niedwuznaczną definicję bezrobocia, możliwą do zaakceptowania zarówno przez badaczy, polityków, jak i osoby zajmujące się praktycznymi aspektami tego zjawiska i generowanymi przez nie skutkami. Przyczyną takiej sytuacji jest to, że zjawisko, z jakim mamy tu do czynienia, bywa określane jako złożone, wielowymiarowe, „wymykające się” poznaniu. Trudno wskazać na znaczenia bezpośrednio odnoszące się do całościowo ujmowanego zjawiska bezrobocia, jak również trzeba odwoływać się do ustaleń konwencjonalnych.