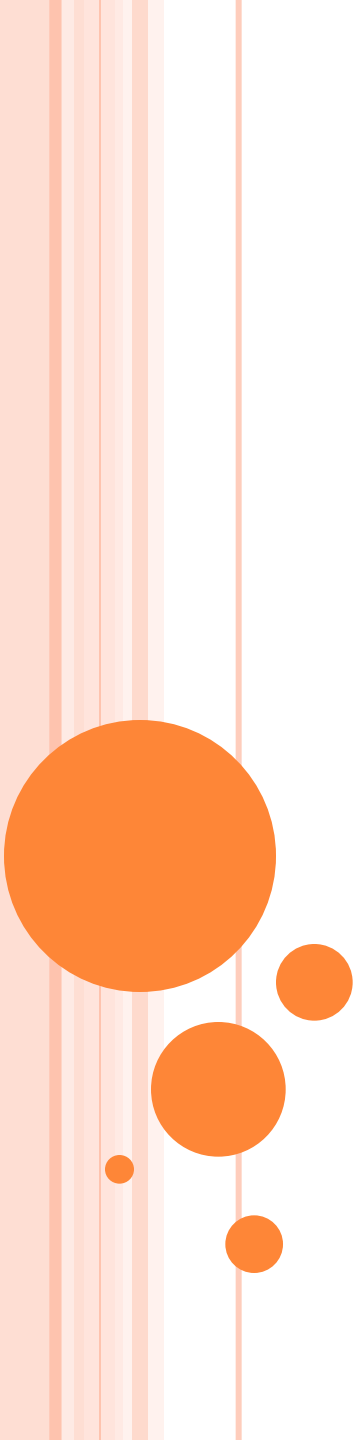




FLEXIBILITY OF THE POLISH LABOUR MARKET VERSUS OCCUPATIONAL ACTIVITY AND SOCIAL SECURITY OF THE DISABLED AND THEIR FAMILIES

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LABOUR MARKET FLEXIBILITY - AN EASE WITH WHICH EMPLOYEES ADAPT TO COMPANIES' NEEDS, ENTERPRISES CREATE NEW JOBS AND HOW SOON AFTER A PERIOD OF SLOWDOWN IN ECONOMIC ACTIVITY THE UNEMPLOYMENT RATE DROPS

Pillars of flexibility of the Polish labour market

- flexibility of employment,
- flexibility of working time,
- flexibility of labour supply,
- wage flexibility.



FLEXICURITY – EU STRATEGY FOR BALANCING THE LABOUR MARKET. ITS ESSENCE IS TO CREATE CONDITIONS THAT WOULD MAKE IT EASIER FOR LABOUR MARKET ENTITIES TO TAKE ACTION TO ACHIEVE BALANCE BETWEEN THE MARKET'S FLEXIBILITY AND SECURITY, AND TO ENSURE THAT CITIZENS HAVE A HIGH LEVEL OF EMPLOYMENT STABILITY, WITH EMPLOYEES AND EMPLOYERS PARTICIPATING IN THE BENEFITS OF GLOBALIZATION

Pillars:

1. Availability of flexible, reliable and predictable (from the perspective of all labour market participants) contractual arrangements
2. Active labour market policy (ALPM)
3. Availability of a credible lifelong learning system (LLL)
4. Modern social security systems



FLEXIBILITY OF THE POLISH LABOUR MARKET VS. EMPLOYMENT AVAILABILITY AND SOCIAL SECURITY OF THE DISABLED AND CAREGIVERS OF DISABLED DEPENDANTS

Opportunities:

- flexible employment forms (self-employment, social economy, social cooperatives),
- labour supply flexibility in terms of workplace (especially e-employment),
- flexible working time (trust-based working time).

Risks:

1. reduced accessibility of employment (low competitiveness, reduced mobility, lower labour productivity)
2. social security risks.



***FLEXICURITY* STRATEGY – CHALLENGES TO THE POLISH POLICY CONCERNING DISABLED PERSONS AND THEIR CAREGIVERS**

- 1. Availability of flexible, reliable and predictable (from the perspective of all labour market participants) contractual arrangements:**
 - legal regulations determining the principles of the quota system for supporting the employment of the disabled
- 2. Active labour market policy (ALPM):**
 - changing the methods and forms of functioning of the public employment services,
 - developing job counselling,
 - adjusting employment support programs to the needs of the labour market,
 - taking into account in the provided forms of support the needs of caregivers of the disabled.



***FLEXICURITY* STRATEGY – CHALLENGES TO THE POLISH POLICY CONCERNING DISABLED PERSONS AND THEIR CAREGIVERS**

1. Availability of a credible lifelong learning system (LLL):

- developing integrated education,
- Developing the institution of school employment counsellor,

2. Social security systems:

- modernizing the solutions regulating the issue of attendance allowance,
- Modernizing the solutions regulating the issues of income of the disabled receiving pensions,
- developing a network of family residential care homes



THANK YOU FOR YOUR ATTENTION

