



The consequences of a flexible labour market for polish families.

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- After 1989, one of the key principles of regulation of the Polish labour market was protection of workers' rights, which guard became strong trade unions (unionization was then about 40 percent). Revised in 1996, the Labour Code was a victory of the idea of employment protection.
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- In 1997, work began on the harmonization of Polish law with the rules of the European Union. In 1999, was founded the first organization of employers, Polska Konfederacja Przedsiębiorów Prywatnych Lewiatan, (the Polish Confederation of Private Employers – PCPE), non-governmental organization. Employers began to demand the liberalization of the Labor Code, deregulation and flexibility of the Polish labour market.
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- An organizational core of social dialogue in Poland is a Tripartite Commission for Socio - Economic issues. The Commission is composed from representatives of trade unions , employers and the government . At 2002 as a result of negotiations in the Tripartite Commission, the agreement concluded by PCPE and Ogólnopolskie Porozumienie Związków Zawodowych (Poland Alliance of Trade Unions), opened the way changes in the Labour Code. Revised in July 2002 Labour Code, introduced some forms of flexible work organization.
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Flexible Labour Market

Atkinson

- **External numerical** flexibility understood as the ability to adapt the level of work according to the requirements related to the size of market demand, and thus the scale of production. It is executed by employing workers on temporary work or fixed-term contracts or through relaxed hiring and firing regulations
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Atkinson

- ❑ **Internal numerical flexibility** or working time flexibility, meaning the ability to customize the length of time and his organization to the needs of the company. This flexibility is achieved by part-time, flexi time or flexible working hours/ shifts (including night shifts and weekend shifts), working time accounts
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Atkinson

- **Functional flexibility** or organizational flexibility characterizes the ability of the company to change the amount and type of labor used without the use of external resources in the labor market. This kind of work is based on the internal mobility of workers , understood as the ability to perform different types of tasks , usually through training programs and the development of skills and competencies of employees. This can also be achieved by outsourcing activities
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Atkinson

□ **Financial or wage flexibility**

shaped by a system of remuneration and other financial benefits by which the organization obtains and maintains the desired structure and flexibility of workers.. This can be achieved by rate-for-the-job systems, or assessment based pay system, or individual performance wages.

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- **locational flexibility** or flexibility of place. This entails employees working outside of the normal work place such as home based work or teleworkers
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Employment Protection Legislation Index

- The degree of labor market flexibility can be measured by developed by the OECD Employment Protection Legislation Index which, measures the level of employment protection in the country
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Employment Protection Legislation Index

- EPL limit takes values from 0 to 6 wherein the countries with very flexible regulations achieve employment rate between 0 and 1 For countries whose regulations on this issue are very restrictive, the rate reaches a value close to 5 - 6
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Table 1: Strictness of employment protection, OECD, 2013*

	Protection of permanent workers against individual and collective dismissals	Protection of permanent workers against (individual) dismissal	Specific requirements for collective dismissal	Regulation on temporary forms of employment
	EPRC	EPR	EPC	EPT
Austria	2.44	2.12	3.25	2.17
Belgium	2.95	2.08	5.13	2.42
Czech Republic	2.66	2.87	2.13	2.13
Denmark	2.32	2.10	2.88	1.79
Estonia	2.07	1.74	2.88	3.04
Finland	2.17	2.38	1.63	1.88
France	2.82	2.60	3.38	3.75
Germany	2.98	2.72	3.63	1.75
Greece	2.41	2.07	3.25	2.92
Hungary	2.07	1.45	3.63	2.00
Ireland	2.07	1.50	3.50	1.21
Italy	2.79	2.41	3.75	2.71
Luxembourg	2.74	2.28	3.88	3.83
Netherlands	2.94	2.84	3.19	1.17
Poland	2.39	2.20	2.88	2.33
Portugal	2.69	3.01	1.88	2.33
Slovak Republic	2.26	1.81	3.38	2.42
Slovenia	2.67	2.39	3.38	2.50
Spain	2.28	1.95	3.13	3.17
Sweden	2.52	2.52	2.50	1.17
United Kingdom	1.62	1.12	2.88	0.54
United States	1.17	0.49	2.88	0.33
Latvia	2.91	2.57	3.75	1.79
OECD un-weighted average	2.29	2.04	2.91	2.08

*Data refer to 1 Jan 2013 for OECD countries and Latvia, 1 Jan 2012 for other countries. Only version 3 indicators are reported. Data updated to 1 May 2013 for Slovenia and the United Kingdom are available at:

<http://www.oecd.org/els/emp/EPL-timeseries.xlsx>

4.1. Temporary Job.

- Temporary work is provided under the term of the employment contract. Fixed-term contracts may be concluded with a specific employee up to two times in a row. Third contract between the same persons is automatically an open-ended contract. The principle does not work, if the break between the contracts was longer than one month. This type of contract is favorable for the employer because of the low costs associated with dismissal employee. Dismissal takes place for two weeks notice without the need to justify. For employee this type of contract is not very satisfactory, because it does not give him of employment stability.
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4.2. Part- time work

- Part-time employment contract of employment dimension lower than specified by the labor laws for primary working time . In general, working time is determined fractional (eg, half , quarter) . Now it is not popular form of flexible employment in Poland.
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4.3. Temporary employment .

- Temporary employment is an employment relationship between the three entities: employee, temporary work agency , which acts as an employer , and entrepreneurs (employer 's) , for which the employee performs the work
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Work at home

- It is a form of employment in which the work is done not in the workplace , but in a place designated by the employee - in his house. This is a form that is conducive to reconciliation of work and family life , especially in the case of persons who are young parents.
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Telework.

- work performed regularly outside the company, with the use of electronic communications in the meaning of the provision electronic services
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Civil law contracts

- Contracts determined by provisions of the civil law
 - a contract for a specific task
 - a fee-for-task contract
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junk contracts

- ❑ a contract for a specific task
 - ❑ a fee-for-task contract
 - ❑ Fixed-term contracts
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Self-employment

- ❑ Self-employment is operating business by an individual, sole trader. Self-employed person is not someone's employee. Becoming an entrepreneur and head for himself, and in all formal issues, such as social insurance and taxes. In carrying out work for other companies concludes civil contracts with them
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FLEXICURITY

- : "Flexible and reliable contractual arrangements (from the perspective of the employer and the employee, of "insiders" and "outsiders") through modern labour laws, collective agreements and work organisation
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- Comprehensive lifelong learning (LLL) strategies to ensure the continual adaptability and employability of workers, particularly the most vulnerable;
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- Effective active labour market policies (ALMP) that help people cope with rapid change, reduce unemployment spells and ease transitions to new jobs;
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Influence of flexible labour market on families

- Modern social security systems that provide adequate income support, encourage employment and facilitate labour market mobility. This includes broad coverage of social protection provisions (unemployment benefits, pensions and healthcare) that help people combine work with private and family responsibilities such as childcare
 - „Elastyczne formy zatrudnienia - skutki społeczne i ekonomiczne. Raport końcowy, Obserwatorium Dolnośląskiego rynku pracy i edukacji, Wrocław 2013”
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- Generally, employees consider, flexible forms of employment as worse, more stressed jobs than open-ended contracts. The employees complain about the unpredictability of work, which makes difficult for them to plan daily schedule, weekly timetables. The difficulty in planning periods traditionally family (vacations and holidays)
 - „Elastyczne formy zatrudnienia - skutki społeczne i ekonomiczne. Raport końcowy, Obserwatorium Dolnośląskiego rynku pracy i edukacji, Wrocław 2013”
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- Job insecurity causes less security and stability in the whole family, causes also financial problems (they do not get the remuneration for sick leave and do not receive paid holidays). They have problems with organizing the care of family members (children, mothers, fathers), when needed.
 - „Elastyczne formy zatrudnienia - skutki społeczne i ekonomiczne. Raport końcowy, Obserwatorium Dolnośląskiego rynku pracy i edukacji, Wrocław 2013”
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- Lone workers delaying the decision to start a family (a decision which is usually tied to the achievement of certain stabilization understood as an opportunity to plan their future in the coming months or years), they have difficulty in obtaining a mortgage .
 - „Elastyczne formy zatrudnienia - skutki społeczne i ekonomiczne. Raport końcowy, Obserwatorium Dolnośląskiego rynku pracy i edukacji, Wrocław 2013”
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- A study of more than 1000 employees at thirty distinct companies in Lower Silesia. showed that stress was higher among workers engaged in all types of workplace flexibility arrangements, increasing the range of psychological problems caused by long-term stress, frustration or depression. From a lack of stability and predictability appears crisis of family ties.
 - „Elastyczne formy zatrudnienia - skutki społeczne i ekonomiczne. Raport końcowy, Obserwatorium Dolnośląskiego rynku pracy i edukacji, Wrocław 2013”
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Precariat

- ❑ Precariat a neologism that combines an adjective “precarious” and related noun “proletariat
 - ❑ The precariat consists of people who lack the seven forms of labour – related security.
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- ❑ Labour market security: Adequate income-earning opportunities; at the macro – level, this is epitomised by a government commitment to "full employment".
 - ❑ Employment security: Protection against arbitrary dismissal, regulations on hiring and firing, imposition of costs on employers for failing to adhere to rules and so on.
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- ❑ Job security: Ability and opportunity to retain a niche in employment, plus barriers to skill dilution, and opportunities for "upward" mobility in terms of status and income
 - ❑ Work security: Protection against accidents and illness at work, through, for example, safety and health regulations, limits on working time, unsociable hours, night work for women, as well as compensation for mishaps
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- ❑ Skill reproduction security: Opportunity to gain skills, through apprenticeships employment training and so on, as well as opportunity to make use of competencies.
 - ❑ Income security: Assurance of an adequate stable income, protected through, for example, minimum wage machinery, wage indexation, comprehensive social security, progressive taxation to reduce inequality and to supplement low incomes
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- Representation security: Possessing a collective voice in the labour market, through, for example, independent trade unions, with a right to strike"
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- In his book "The precariat : The New Dangerous Class", Prof. Guy Standing warns that a large part of precarity and those who are afraid to live in it , can be drawn into the embrace of neo-fascism
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- Polish labour market flexibility is at the level of the average value of the EPL for OECD countries, but this does not guarantee a lower unemployment rate (in January 2014, registered unemployment rate was 14%). In Poland is observed the largest number of fixed-term contracts among the EU countries, 26.9% from all employed, about 1 500 thousand have a junk contracts. Probably by that means Polish employers transfer the risk associated with doing business on the employees. So far, a flexible labour market has not contributed to a significant reduction in the unemployment rate in Poland, but introduced a sense of instability and insecurity in several millions of families in Poland.
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Employees with a contract of limited duration (annual average)

% of total number of employees

geo	time	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
EU (28 countries)		-	12.3	12.7	13.3	14.0	14.5	14.6	14.1	13.6	13.9	14.1	13.7
EU (27 countries)		12.4	12.3	12.7	13.3	14.0	14.5	14.6	14.2	13.6	14.0	14.1	13.7
Euro area (17 countries)		14.7	14.4	14.5	15.2	16.0	16.7	16.6	16.2	15.4	15.6	15.8	15.2
Belgium		8.6	8.1	8.4	8.7	8.9	8.7	8.6	8.3	8.2	8.1	9.0	8.1
Bulgaria		6.3	5.3	6.5	7.4	8.4	6.2	5.2	5.0	4.7	4.5	4.1 (b)	4.5
Czech Republic		8.0	8.1	9.2	9.1	8.6	8.7	8.6	8.0	8.5	8.9	8.5 (b)	8.8
Denmark		9.2	9.1	9.3	9.5	9.8	8.9	9.1	8.5	8.7	8.4	8.8	8.5
Germany		12.4	12.0	12.2	12.4	14.2 (b)	14.5	14.6	14.7	14.5	14.7	14.7	13.9
Estonia		2.5	2.7	2.5	2.6	2.7	2.7	2.1	2.4	2.5	3.7	4.5	3.7
Ireland		5.3	5.3	5.2	4.1	3.7	6.0	8.1	8.5	8.8 (b)	9.6	10.2	10.2
Greece		13.2	11.7	11.2	11.9	11.8	10.7	10.9	11.5	12.1	12.4	11.6	10.0
Spain		32.2	31.8	31.8	32.5	33.3 (b)	34.0	31.7	29.3	25.4	24.9	25.3	23.6
France		14.6	13.5	13.4	13.3	13.9	14.8	15.1	14.9	14.3	15.0	15.2	15.2
Croatia		-	10.9	11.3	12.2	12.4	12.9	12.6	12.1	11.6	12.3	12.7	12.8
Italy		9.8	9.9	9.9	11.8 (b)	12.3	13.1	13.2	13.3	12.5	12.8	13.4	13.8
Cyprus		10.8	9.1	12.5	12.9	14.0	13.1	13.2	13.9	13.7 (b)	14.0	14.1	15.0
Latvia		6.7	13.9	11.1	9.5	8.4	7.1	4.2	3.3	4.3	6.8	6.6 (b)	4.7
Lithuania		5.8	7.2	7.2	6.3	5.5	4.5	3.5	2.4	2.2	2.4 (b)	2.7	2.6
Luxembourg		5.6	5.1	3.1	4.8	5.3	6.1	6.8	6.2	7.2	7.1	7.1	7.7
Hungary		7.5	7.3	7.5	6.8	7.0	6.7	7.3	7.0	8.5	9.7	8.9	9.4
Malta		4.0	4.3	3.6	4.0	4.5	3.8	5.1	4.2	4.9	5.6	6.6	6.9
Netherlands		14.3	14.4	14.5	14.8	15.5	16.6	16.1	16.2	16.2	16.5 (b)	16.4	16.5
Austria		7.9	7.4	6.9	9.6 (b)	9.1	9.0	8.9	9.0	9.1	9.3	9.6	9.3
Poland		11.7	15.4	16.4	22.7	25.7	27.3	28.2	27.0	26.5	27.3 (b)	26.9	26.9
Portugal		20.3	21.5	20.6	19.8	19.5	20.6	22.4	22.8	22.0	23.0	22.2 (b)	20.7
Romania		3.0	1.0 (b)	2.0	2.5	2.4	1.8	1.6	1.3	1.0	1.1	1.5	1.7
Slovenia		13.0	14.3	13.7	17.8	17.4	17.3	16.5	17.4	16.4	17.3	18.2	17.1
Slovakia		4.9	4.9	4.9	5.5	5.0	5.1	5.1	4.7	4.4	5.8	6.7 (b)	6.8
Finland		16.4	16.0	16.3	16.1	16.5	16.4	15.9	15.0	14.6	15.5	15.6	15.6
Sweden		15.3	15.2	15.1	15.5	16.0 (b)	17.3	17.5	16.1	15.3	16.4	17.0	16.4
United Kingdom		6.8	6.4	6.1	6.0	5.8	5.8	5.9	5.4	5.7	6.1	6.2	6.3
Iceland		-	-	7.9	6.7	6.9	11.5	12.3	9.5	9.7	12.4	12.2	13.1
Norway		-	-	9.5	10.0	9.5	10.1	9.6	9.1	8.1	8.4	8.0	8.4
Switzerland		11.6	12.2	12.0	12.1	12.8	13.5	12.9	13.2	13.3	13.1 (b)	12.9	12.9
Former Yugoslav Republic of Macedonia, the		-	-	-	-	-	11.9	12.6	14.7	15.5	16.4	14.9	14.4
Turkey		-	-	-	-	-	12.5	11.9	11.2	10.7	11.5	12.2	12.0

-not available b=break in time series

Source of Data: Eurostat

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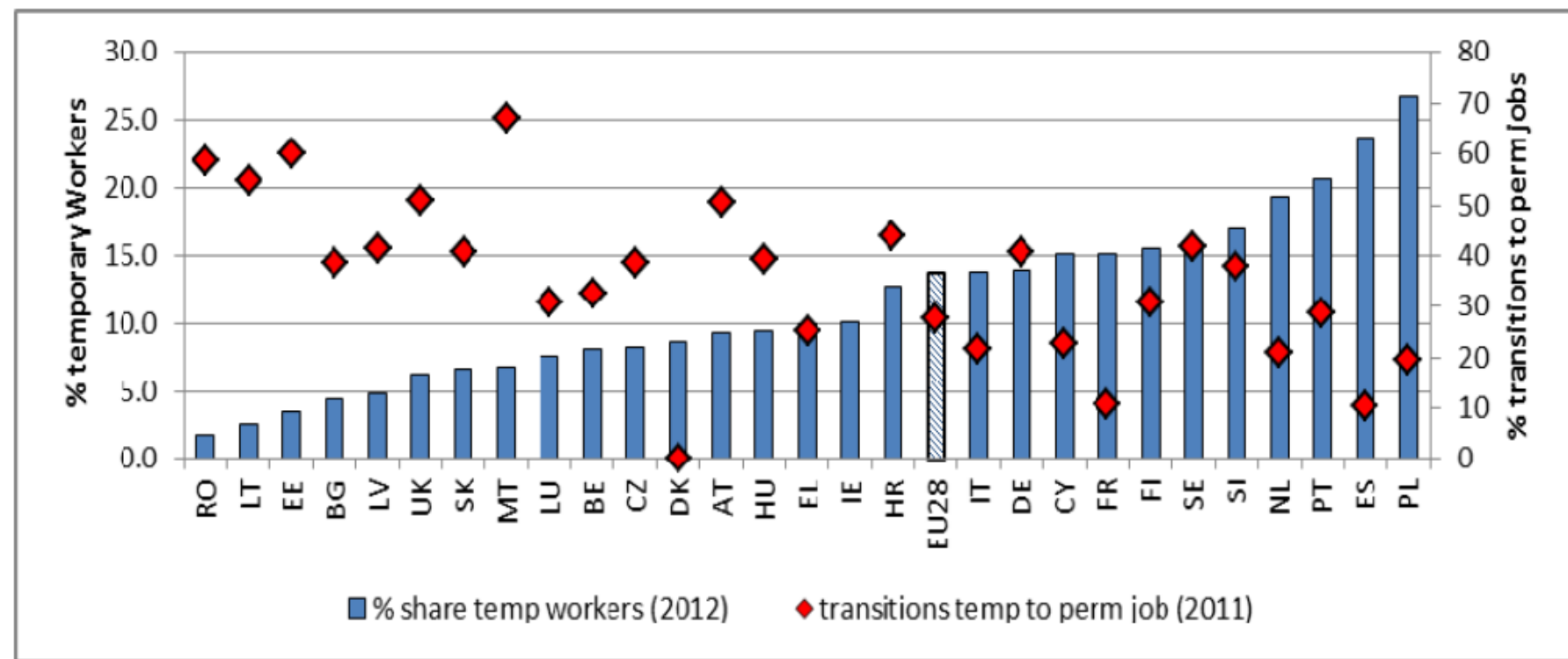
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General Disclaimer of the EC website: http://ec.europa.eu/governance/inf/legal_notices_en.htm

Short Description: A job may be considered temporary if employer and employee agree that its end is determined by objective conditions such as a specific date, the completion of a task or the return of another employee who has been temporarily replaced (usually stated in a work contract of limited duration). Typical cases are: (a) persons with seasonal employment; (b) persons engaged by an agency or employment exchange and hired to a third party to perform a specific task (unless there is a written work contract of unlimited duration); (c) persons with specific training contracts.

Code: tps00073

Figure 3: Share of temporary contracts (2012) and transition from temporary to permanent (2011)



Source: Eurostat, LFS and SILC

Short description: *Data on transitions for AT and FI refer to 2012; data on FR refer to 2010 ** Data on transitions are not available for DK, IE and FR.

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- ❑ US\$ 21 trillion is held unrecorded and offshore, conservatively estimated.
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FORMS OF FLEXIBLE EMPLOYMENT IN POLAND
