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## Situation of People Aged 50+ in the Labour Market in Poland

### Summary

The aim of author's deliberations is to present the situation of people aged 50+ being in a specific situation in the labour market in Poland. The subjects of analysis are: the level of economic activity of the selected group of individuals, level of their employment, scale and structure of unemployment as well as opportunities of economic activity. The analysis comprised the years 2005-2011 and the data available for the year 2012. An information base was, first of all, the figures provided by the Central Statistical Office (GUS), which in various materials cover different age groups, i.e. 45-54 years, 55-59/60 and 60/65 and more; 45-54 years and 55 and more; 50-69 years; 50 and more. Usage of numerous books, articles and papers the issues concerning the situation in the labour market of individuals aged 50+ allowed deepening the ratio analysis carried out in the article.

**Key words:** individuals aged 50+, labour market, unemployment, economic activity of individuals aged 50+.

**JEL codes:** J1, J7, N3

### Preface

One of the more characteristic features of the contemporary economically developed societies is their demographic ageing. This process is influenced, first of all, by the two factors: the lasting for many years low total fertility rate and the significant lengthening of the average life expectancy. With these problems must also cope Poland where<sup>1</sup>:

- total fertility rate is very low (in 1990, it accounted for 1.99 and in 2011 already for merely 1.30);
- there was extended the average life expectancy (in 1990, for men, it accounted for 66.2 years and in 2011 – for 72.4 years; for women, those were, respectively, 75.2 years and 80.9 years);
- there is quickly growing the share of people of the post-working age (60/65 years and more): in 1990, it was 12.8% and in 2011 – 17.3%.

The CSO's forecast foresees that in Poland the number of people of the post-working age will decline from 24.6 million in 2009 to 20.7 million in 2035. The culmination of loss of that subpopulation is to take place in 2015-2020. In the perspective of next twenty-five years, there will have unfavourably changed burden of people of the working age by individuals from the pre-working and particularly post-working age. There will occur a quick

<sup>1</sup> *Podstawowe informacje o rozwoju demograficznym Polski do 2012 r.* Material to the press conference on 22 January 2013, GUS, Warsaw 2013.

growth of the age dependency ratio<sup>2</sup>; in 2035, per 100 people of the working age there will be 46 individuals of the post-working age and 28 people of the pre-working age (at present, per every 100 people of the working age there are 29 people of the pre-working age and 28 individuals of the post-working age)<sup>3</sup>.

The aim of the article is to present and assess the level of economic activity of individuals aged 50+, the level of their employment, the scale and structure of unemployment as well as the opportunities for their occupational development. Recognition of the situation in the labour market of people aged 50+ should help in undertaking actions that would have led to reduction of the fiscal burden of young generations and would have prevented a possible generational conflict.

In the article, there are made the following research hypotheses:

- mitigating the dilemmas issuing from the anticipated Poland's unfavourable demographic situation may take place through undertaking actions that will have led to raising the level of Poles' economic activity, including, in particular, individuals aged 50+, i.e. to their later leaving the labour market;
- employers may become an important element in activities for raising economic activity of people aged 50+ if they receive relevant legal solutions encouraging to employ the said group of people; on the one hand, subsidising employment of elder people and, on the other hand, measures facilitating raising their qualifications, skills and labour effectiveness of individuals aged 50+.

The article is prepared on the basis of analysis, first of all, of CSO's figures whose scope is not homogeneous from the point of view of age of the people surveyed (it covers the data presented by the following profiles: 45-54 years, 55-59/60 and 60/65 and more; 45-54 years and 55 and more; 50-69; 50 years and more). Use of numerous books, articles and papers on the issues related to the situation in the labour market of people aged 50+ allowed for deepening the ratio analysis carried out in the article.

### *Economic activity of people aged 50+*

In Poland, in 2011, there were 3,844.3 thousand of economically active individuals aged 45-54 years what accounted for 23.3% of the total number of economically active population aged 15 years and more and for 91.1% of the state of the previous year. On the other hand, as regards people aged 55 and more, there were, in 2011, 2,042.1 thousand, i.e. 93.2% of the number of the year 2010 and the accounted for 12.4% of all economically active people in Poland – Table 1. The slowdown of economic growth caused an arrest of the few-year growth of economically active people aged 55 and more what provided the opportunity for a gradual resolution of one of the basic problems of the labour market in Poland, which is too early withdrawal from the labour market. The scale of this problem is shown by the economic activity ratio which is a measure of economic activity of the population and it

<sup>2</sup> The age dependency ratio is calculated as the number of people of the non-working age per 100 individuals of the working age.

<sup>3</sup> *Raport z analizy programów skierowanych do osób 50+ zrealizowanych w Polsce w latach 2004-2009*, scientific editors B. Urbaniak and J. Wiktorowicz, Wydawnictwo Biblioteka, Łódź 2011, p. 18.

**Table 1.**

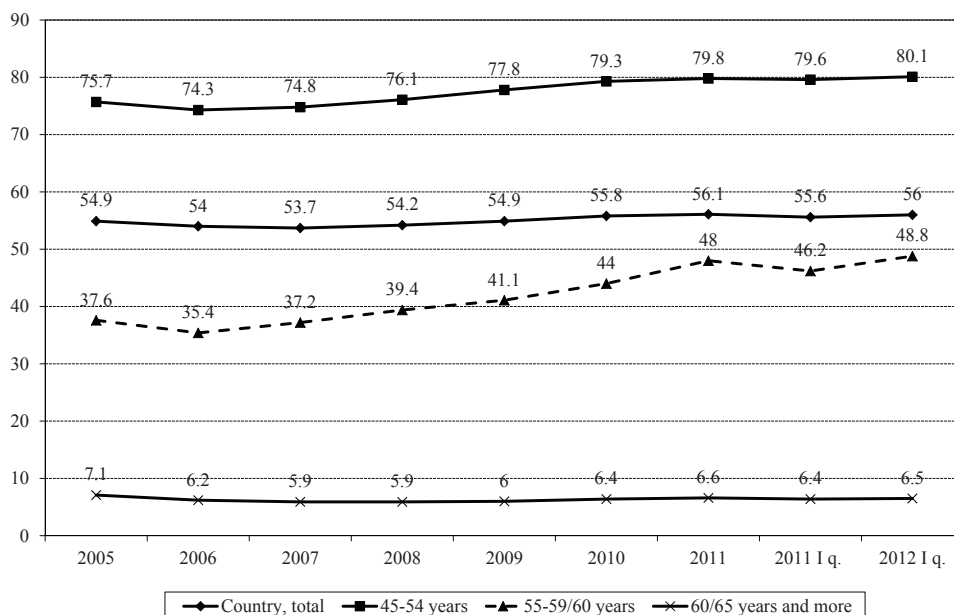
**Economically active people aged 45-54 years and 55 and more**

Year	45-54 years		55 and more	
	thousand	dynamics (the previous year = 100.0)	thousand	dynamics (the previous year = 100.0)
2005	4 461.0	100.6	1 549.0	104.4
2006	4 362.0	97.8	1 544.0	99.7
2007	4 295.0	98.5	1 707.0	110.6
2008	4 290.0	99.9	1 821.0	106.7
2009	4 291.0	100.0	1 937.0	106.4
2010	4 220.0	98.3	2 190.0	113.1
2011	3 844.3	91.1	2 042.1	93.2

Source: Elaborated on the basis of *Roczniki Statystyczne GUS z lat 2006-2012* [CSO Statistical Yearbooks of the years 2006-2012], GUS, Warsaw.

**Chart 1**

**Rate of economic activity of individuals aged 45-54, 55-59/60 and 60/65 and more in the period of 2005-2012; average in the year (in %)**



Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

expresses the percentage share of economically active people in the total number of the population aged 15 years and more.

The analysis of the ratio of economic activity of individuals aged 45-54, 55-59/60 and 60/65 years and more shows that its value is rapidly decreasing in the subsequent presented age groups of the people surveyed. If in 2011, for individuals aged 45-54 years, it amounted to 79.8%, then for people aged 55-59/60 years – to 48.0%, and for those aged 60/65 and elder – to merely 6.6%. Just to compare, the average age of professional deactivation (dropping out of the labour force), according to the recent available comparable data, amounted in 2007 in Poland to 59.3 years; in the EU-15 – to 61.5 years; the EU-25 – to 61.2 years; the EU-27 – to 61.2 years<sup>4</sup>. An early professional deactivation in Poland is an unfavourable phenomenon, especially in the context of ageing on the Polish society. On the other hand, positive is that there takes place a gradual growth of the ratio of economic activity of people in all age groups in next years – Chart 1.

#### *Employment rate among individuals aged 50+*

The employment rate is a measure of population's involvement in the process of work and it expresses the percentage share of employees aged 15-64 in the total number of individuals being in a given age interval. In 2005-2012, the employment rate was systematically increasing in all age groups, even in the period of economic slack – Table 2. This is a positive phenomenon, so more that the employment rate of individuals aged 50+ in Poland is low as compared with other countries of the EU, particularly for the people in the age group 55-59/60, and dramatically low in the case of individuals aged 60/65 and elder.

**Table 2.**

**Employment rate of individuals aged 45-54 years, 55-59/60 and 60/65 and more; average in the year (in %)**

Year	Total in the country	45-54 years	55-59/60 years	60/65 years and more
2005	45.2	64.2	33.2	6.8
2006	46.5	65.6	32.3	6.0
2007	48.5	68.6	34.5	5.8
2008	50.4	71.7	37.3	5.8
2009	50.4	72.8	38.4	5.9
2010	50.4	73.2	40.7	6.2
2011	50.7	73.7	44.5	6.5
2011 I q.	50.0	73.0	42.6	6.3
2012 I q.	50.1	73.6	44.7	6.4

Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

<sup>4</sup> *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

According to the CSO data, in Poland, in 2005, the employment rate for individuals aged 55-64 years accounted for 27.2%, while in other EU countries it was significantly higher (Table 3). As a favourable phenomenon there should be noted the decrease of the difference in the employment rate for people aged 55-64 years in Poland and in other EU countries in 2011 vis-à-vis the year 2005.

**Table 3.**

**Employment rate for people aged 55-64 years in Poland and in other EU countries (in %)**

EU countries	2005	2011
Poland	27.2	36.9
EU-15	44.2	49.5
EU-25	42.6	47.8
EU-27	42.3	47.4

Source: Author's own elaboration based on *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012

*Unemployed among individuals aged 50+*

After the year 2008, when the number of registered jobless people aged 50+ was the lowest in the period of 2005-2011, unemployment among this group of individuals began to increase. At the end of 2011, unemployment was higher by 4.7% as compared with the similar period of the year 2010, and in the first quarter of 2012 it was higher (by 4.9%) than in the first quarter of 2011 (Table 4). This means that unemployment among individuals aged 50+ has in the last 3 years been systematically growing.

**Table 4.**

**The registered unemployed aged 50+ in the labour market in 2005-2012; data as of the end of the year**

Year	Unemployed aged 50+	
	thousand	per cent of all unemployed
2005	440.4	15.9
2006	435.1	18.8
2007	379.8	21.7
2008	317.9	21.6
2009	391.7	20.7
2010	421.7	21.6
2011	441.4	22.3
2011 I q.	453.9	21.3
2012 I q.	476.4	22.2

Source: Elaborated on the basis of *Bezrobocie rejestrowane I-III kwartał 2012*, GUS, Warsaw 2013.

At the end of June 2012, there were jobless 243 thou. Individuals aged 55+, i.e. by as much as 16.9% more than one year earlier. The growth of the number of unemployed among individuals being just before their retirement is accompanied by the decreasing number of pensioners earning their additional incomes on definite-rime contracts. In 2011, as compared with 2010, it decreased by 72.8 thousand. The declining number of retired people means an unfavourable phenomenon in the context of the need to extend the time-period of economic activity of the population of Poland<sup>5</sup>.

In the first quarter of 2012, among unemployed aged 55+ about one half were those who lost their jobs and more than 40% (40.9% in the group of 45-54 years and 46.7% among individuals aged 55 and more) returning to jobs after a pause (Table 5). Among unemployed men aged 50+ there prevail those who lost jobs, while among women aged 45-54 years, in equal proportions (by around 40%) unemployment results from loss of job and desire to return to work after a pause. Definitely there are more women than men aged 55 and more who are returning to work after a pause (58.8% against 41.9%).

**Table 5.**

**Categories of unemployed individuals aged 45-54 years and 55 and more.  
State in the first quarter of 2012**

Age	Total, thousand	Unemployed who lost their job		Resigned from work		Return to work after a pause		Undertake job for the first time	
		thou.	%	thou.	%	thou.	%	thou.	%
45-54 years	327	174	53.2	14	4.3	134	40.9	5	1.5
55 and more	169	84	49.7	5	3.0	79	46.7	-	-
<b>Men</b>									
45-54 years	165	98	59.4	8	4.8	59	35.8	-	-
55 and more	117	65	55.6	.	.	49	41.9	-	-
<b>Women</b>									
45-54 years	162	76	46.9	6	3.7	75	46.3	.	.
55 and more	51	20	39.2	.	.	30	58.8	-	-

Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

Among unemployed in total in the country, a higher share accounts for men aged 50+ than women. It particularly relates to women aged 55 and more, and it results from the hitherto statutory earlier retirement of women than men. The share of unemployed women and men in the first quarter of 2012 was shaped as follows<sup>6</sup>: women – 7.2%; men – 16.1%.

Most unemployed aged 45-54 years and 55-74 years being registered in labour offices are individuals with a relatively low level of education (Table 6). Among both age groups, the most numerous population formed individuals with basic vocational education as well as

<sup>5</sup> <http://www.portalsamorzadowy.pl/praca/bezrobocie-zamiast-emerytury,37427.html> [access on 23.11.2012]

<sup>6</sup> *Bezrobocie rejestrowane I kwartał 2012. Informacje i opracowania statystyczne*, GUS, Warsaw 2012.

with post-secondary and secondary vocational one whose skills and qualifications do often not meet the employers' expectations. Also a high share among jobless people (16-19%) had individuals after the middle school and with primary education whose level of education most often allows undertaking the job requiring performance of only simple activities. The least number of unemployed among individuals aged 45-54 years and 55-74 years was among those with the college degree (respectively: 5.2% and 7.1%).

**Table 6.**

**Unemployed aged 45-54 years and 55-74 years by the level of education.  
State in the first quarter of 2012**

Years	Total		Education									
			higher		post-secondary and secondary vocational		general secondary		basic vocational		middle school, primary and incomplete primary education	
			thou.	%	thou.	%	thou.	%	thou.	%	thou.	%
45-54	327	100.0	17	5.2	76	23.2	26	8.0	154	47.1	54	16.5
55-74	169	100.0	12	7.1	40	23.7	14	8.3	71	42.0	35	18.9

Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

*Approach of individuals aged 50+ to increasing their economic activity*

The results of the CSO's survey carried out in 2007 on the reasons for continuing job by individuals just before their pre-retirement age and at the retirement age show that for 70% of respondents they were financial reasons, of which the most important was the need to provide the household with indispensable income (Table 7).

Non-financial reasons are of an insignificant importance (it is mentioned by only 11.9% of employed aged 50-54), but their importance grows with age (it is mentioned by as much as 42.5% of employed aged 65 and more). This means that – despite the significant importance of financial aspects of staying in the workforce by individuals who already receive their pensions – very important for them are non-financial reasons that allow them feel necessary, develop, and part of them is even convinced that work while being a pensioner allows them keeping better physical and psychical condition.

The interest of individuals aged 50+ in extension of their economic activity is indicated by the CSO's survey's findings, according to which almost 1/3 of individuals aged 50-69 plan to work as long as it will be possible, and about 1/4 indicate they have no specific plans, but they will probably stop their economic activity between 60 and 65 (Table 8). The distribution of those plans differs a little bit by sex; definitely more women than men indicate they will probably stop their economic activity before they are 60 years old. There are also

differences in statements made by individuals being in various age groups on the plans connected with the age of withdrawal from their economic activity. In higher age groups, there is definitely a higher percentage of individuals who plan to work as long as it will be possible; to do so there plan 47.9% of individuals aged 60-64 years and 74.5% aged 65-69. If those plans are realised in the labour market, it will be a favourable socioeconomic process.

**Table 7.**

**Working by reasons of staying in the workforce (thousands)**

Age	Total	Reasons for staying in the workforce				
		financial			non-financial	
		sub-total	desire to work out a higher pension	need to provide the household with indispensable income		another financial reason
Total	533	378	64	246	68	155
50-54 years	42	37	9	23	5	5
55-64 years	325	246	47	151	48	79
65 years and more	176	96	9	72	15	71

Source: Author's own elaboration based on *Przejście z pracy na emeryturę. Informacje i opracowania statystyczne*, GUS, Warsaw 2007.

Optimistic results in this respect are delivered by the report *Diagnoza Społeczna 2011* where there are provided results of an analysis of fates in the labour market of the two generations of people (who were 50 years old in the period of 2003-2004 and those who were 50 years old in the period of 2005-2006) having at their age of 50+ an approximate activity rate. Individuals who had been 50 years old in 2003-2004 did, to a great extent, leave the labour market already two years later, and in the subsequent years the process was going on. On the other hand, the second group of observed 50-year-old people had increased, over the two next years, their activity in the labour market, and a later drop in activity was slow and, in result, aged 55-56, those individuals were in a similar degree of activity in the labour market as at the age of 49-50. There is also stated that the trend to remain in economic activity at a similar level as having exceeded the 50-year threshold was also characteristic for the subsequent observed groups of 50-year-olds<sup>7</sup>. If these plans are realised in the labour market, it will be a favourable socioeconomic process, allowing for mitigation of the anticipated loss of people of the working age.

<sup>7</sup> *Rynek pracy i wykluczenie społeczne w kontekście percepcji Polaków – Diagnoza Społeczna 2011*, editor-in-chief I. E. Kotowska. The publication co-financed by the European Union within the framework of the European Social Fund, Warsaw 2012.



**Table 8.****Structure of the population aged 50-69 by the plan related to the age of withdrawal from their economic activity (in %)**

Specification	Total	Plans related to the age of withdrawal from economic activity					
		age	I do not have any specific plans, but it will occur before I am 60	I do not have any specific plans, but it will occur between 60 and 64	I do not have any specific plans, but it will occur in the 65 <sup>th</sup> year of my life	I plan to work as long as possible	I do not know
Total	100.0	21.1	8.6	12.2	12.1	32.8	13.2
By sex:							
men	100.0	19.1	3.6	11.2	18.7	33.3	14.1
women	100.0	24.0	15.5	13.5	2.7	32.2	12.1
By age:							
50-54 years	100.0	23.0	11.3	14.0	11.4	27.3	13.0
55-59	100.0	22.0	7.6	13.6	13.4	30.6	12.8
60-64	100.0	16.2	-	4.3	17.1	47.9	14.5
65-69	100.0	6.8	-	-	3.6	74.5	15.1

Source: Author's own elaboration based on *Przejsie z pracy na emeryturę. Informacje i opracowania statystyczne*, GUS, Warsaw 2007.

**Table 9.****Reasons for which individuals by age and sex would like to extend their professional work period (thousands)**

Specification	Total	Reasons for which people would like to extend the period of their work							
		flexible working time organisation		greater opportunities for raising qualifications		better occupational safety and health conditions at the workplace		greater accessibility of care services	
		yes	no	yes	no	yes	no	yes	no
Total	6 357	1 569	4 788	726	5 631	939	5 417	907	5 449
By sex:									
men	3 131	787	2 344	378	2 752	524	2 607	443	2 688
women	3 225	781	2 444	347	2 878	416	2 810	464	2 762
By age:									
50-54 years	2 076	688	1 388	320	1 756	387	1 688	349	1 727
55-59	1 830	458	1 372	207	1 623	270	1 560	271	1 559
60-64	1 176	227	949	100	1 075	157	1 018	157	1 018
65-69	1 275	196	1 079	98	1 177	125	1 150	130	1 145

Source: Author's own elaboration based on *Przejsie z pracy na emeryturę. Informacje i opracowania statystyczne*, GUS, Warsaw 2007.

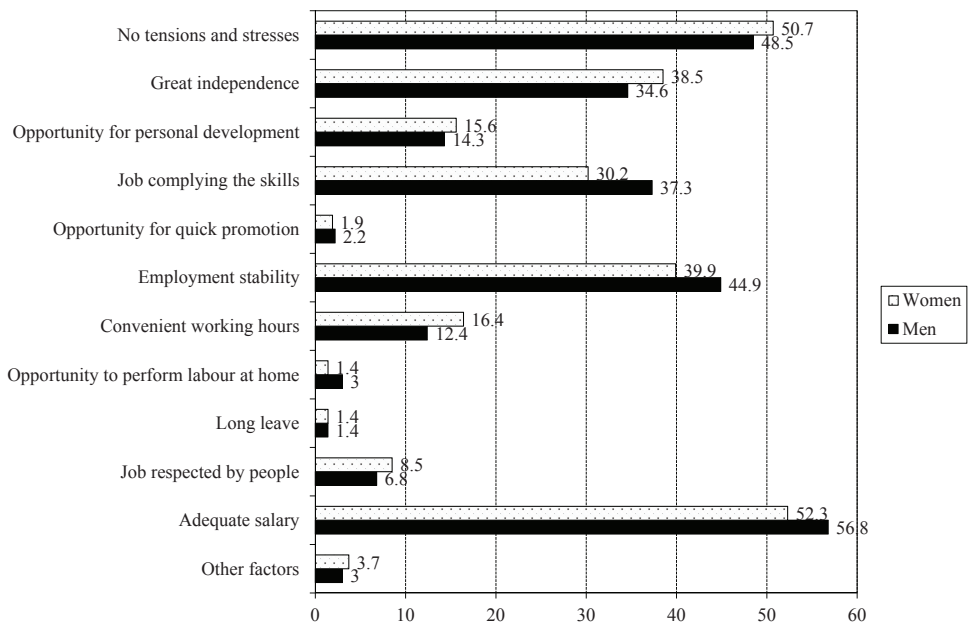
In Table 9, there are presented the reasons that have caused that individuals aged 50-69 would like to extend the period of their economic activity. In the first place there was mentioned a flexible working time organisation that would allow them work as part-timers. This factor was indicated by  $\frac{1}{4}$  of respondents, while by approximately 15% indicated better occupational safety and health conditions at the workplace and a greater accessibility of care services, what would have relieved them of care of their parents or ill and handicapped individuals who need assistance at the part of family/relatives. There were not observed any substantial differences in statements made by women and men. On the other hand, for individuals aged 65-69, a less important reason than for 50-54 years old and 55-59 years old is an opportunity for raising professional qualifications. A definitely more important is for them the very economic activity, even at a limited time-period of employment than the opportunity for raising qualifications.

In Chart 2, there are presented the features which individuals aged 60-79 considered as the most important in professional work.

The most important factors there appeared to be amount of salary as well as lack of tensions or stresses. This means that individuals aged 60-79 would like to have a rather quiet work, not requiring demonstration of a specific activity/enterprise, while more than  $\frac{1}{3}$  of

### Chart 2.

#### Features that people aged 60-79 consider as the most important in professional work (in %)



Source: Elaborated on the basis of *Diagnoza Społeczna 2011*, op. cit., p. 95.

them mention additionally such features of professional work as ‘the work complying the skills’, ‘great independence’. Such individuals might have proved them well as a mentor introducing young people to work in a given firm or to a definite post, sharing their professional experience.

Individuals aged 50+ seldom search for another job. In the first quarter of 2011, in the group of 45-54 years old, there were less than 2%, and elder than 55 – only 1.1%, whereas among young individuals those indices were few times higher. Elder people are rather focused on retention of their job till the time of retirement. Among those who, nevertheless, search for another job, for 56.5% of aged 45-54 this is desire to find more favourable financial conditions (Table 10). The findings achieved in 2011 are similar to those of 2008. It is only proper to note that in the period of economic slack seeking for better financial conditions is the reason to look for another job for a lesser group of individuals aged 45-54 years.

**Table 10.**

**Reasons for searching for another job by individuals aged 45-54 years and 55 and more**

Age	Total		Reasons for job-seeking:					
	thou.	in % of all workers in a given group	threat of loss of the present job, thou.	in % of all workers	seeking for better financial conditions, thou.	in % of all workers	seeking for permanent job, thou.	in % of all workers
State in the first quarter of 2012								
45-54	69	1.8	5	7.2	39	56.5	8	11.6
55 and more	23	1.1	.	.	13	56.5	.	.
State in the first quarter of 2008								
45-54	101	2.6	5	5.0	66	65.3	9	8.9
55 and more	20	1.3	.	.	8	40.0	.	.

Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012 and *Aktywność ekonomiczna ludności Polski (aneks)*, GUS, Warsaw 2009.

### *Economically inactive people*

The CSO's data show that in the group of aged 45-54 years, the prevailing reason for economic inactivity is illness or disability (44.8%), higher among men than women (Table 11). The second mentioned reason is family duties and those related to housekeeping (26.6%), which are for women an equally important reason for their economic inactivity as illness and disability. Those are, first of all, women aged 45+ who undertake care of their elderly parents as well as of grandchildren, what forces them to resign from further work. Discouragement by impossibility to find a job is mentioned as the reason for economic inactivity by 13.6% of individuals aged 45-54 years and only 2% of those aged 55+.

Maintaining economic activity by women aged 50+ might have been provided in Poland by improvement of the system of professional care of individuals of the post-working age as well as activation of assistance in raising children by young mothers (accessibility of nurseries and kindergartens, flexible job time schedules). The caretaking duties are mentioned as one of major reasons for retirement.

**Table 11.**

**Economically inactive among individuals aged 45-54 years and 55 and more by reason. State in the first quarter of 2012**

Age	People not seeking for a job, total, thou.	Discouragement by impossibility to find a job		Pension		Family duties and those connected with housekeeping		Illness, disability	
		thou.	%	thou.	%	thou.	%	thou.	%
45-54 years	998	136	13.6	116	11.6	265	26.6	447	44.8
55 and more	8225	168	2.0	6273	76.3	302	3.7	1204	14.6
Men									
45-54 years	407	44	10.8	97	23.8	37	9.1	218	53.6
55 and more	3045	65	2.1	2294	75.3	42	1.4	588	19.3
Women									
45-54 years	591	91	15.4	19	3.2	228	38.6	228	38.6
55 and more	5179	100	1.9	3980	76.8	260	5.0	616	11.9

Source: Elaborated on the basis of *Aktywność ekonomiczna ludności Polski. I kwartał 2012*, GUS, Warsaw 2012.

**Table 12.**

**Individuals aged 50-54 years, 55-64 years and 65 and more, not working, by the main reason of retirement/early retirement (thousands)**

Selected reasons for retirement	Total	50-54 years	55-64 years	65 and more
Threat of losing one's job	261	-	157	102
Reaching the statutory retirement age	878	17	458	403
Health condition or disability	129	-	67	59
Caretaking duties	21	-	13	8
Other personal or family-related reasons	100	-	63	36
Mismatch of qualifications to the employer's requirements	7	-	-	-
Unfavourable working conditions	46	-	26	19
Favourable financial conditions for retirement	288	12	170	107

Source: Author's own elaboration based on *Przejście z pracy na emeryturę. Informacje i opracowania statystyczne*, GUS, Warsaw 2007.

Among not working individuals aged 50-54 years, the main reason to stop working was two factors, i.e. reaching the statutory retirement age and favourable conditions for retirement. On the other hand, for individuals aged 55-64 years, important appeared to be favourable financial conditions for retirement (17.8% of indications), threat of losing one's job (16.5%) as well as health condition and other personal or family-related reasons (by approximately 7%) – Table 12.

## Conclusions

The carried out ratio analysis has led to the conclusion that in Poland the average age of economic deactivation (withdrawal from workforce) is unfavourable as compared with other countries of the European Union, but positive is that it is being systematically improved. Also the employment rate for individuals aged 55-64 was in Poland in 2011 considerably lower than in other countries. On the other hand, extension of labour in case of individuals aged 50+ may be an opportunity for supplementing the loss of people at the working age that will appear particularly intensively in 2015-2020 and for mitigating the burden of people of the working age by those from the groups of pre-working, and particularly post-working age. To make it possible there is the need to continue the actions started in 2004 in the programmes aimed at individuals aged 50+. They should be directed to change of attitudes of individuals aged 50+ towards their own situation in the labour market as well as propagating a significant extension of economic activity of Poles, changing the social climate around employment of people aged 50+, creating incentives for employers to hire elderly people, popularising good practices as regards equalisation of opportunities in the labour market of individuals aged 50 and more.

## Sytuacja osób powyżej 50. roku życia na rynku pracy w Polsce

### Streszczenie

Celem rozważań jest przedstawienie sytuacji osób powyżej 50. roku życia będących w szczególnej sytuacji na rynku pracy w Polsce. Przedmiotem analizy jest poziom aktywności zawodowej wybranej grupy osób, poziom ich zatrudnienia, skala i struktura bezrobocia oraz możliwości aktywizacji zawodowej. Analizą objęto lata 2005-2011 i dostępne dane za rok 2012. Podstawę informacyjną stanowiły przede wszystkim dane liczbowe GUS, które w poszczególnych materiałach obejmują różne grupy wiekowe, tj.: 45-54 lata, 55-59/60 i 60/65 i więcej lat; 45-54 lata i 55 i więcej lat; 50-69 lat; 50 i więcej lat. Korzystanie z licznych książek, artykułów i referatów dotyczących problematyki sytuacji na rynku pracy osób powyżej 50. roku życia pozwoliło pogłębić przeprowadzoną w artykule analizę wskaźnikową.

**Słowa kluczowe:** osoby 50+, rynek pracy, bezrobocie, aktywność zawodowa osób powyżej 50 lat.

**Kody JEL:** J1, J7, N3.

## Ситуация людей в возрасте свыше 50 лет на рынке труда в Польше

### Резюме

Цель рассуждений – представить ситуацию людей в возрасте свыше 50 лет, находящихся в особом положении на рынке труда в Польше. Предметом анализа являются: уровень профессиональной активности избранной группы лиц, уровень их занятости, масштаб и структура безработицы и возможности повышения их профессиональной активности. Анализ охватил период 2005-2011 гг. и доступные данные за 2012 г. Информационную основу составляли прежде всего цифровые данные ЦСУ, которые в отдельных материалах охватывают собой разные возрастные группы, т.е. 45-54 года, 55-59/60 и 60/65 и больше лет; 45-54 года и 55 и больше лет; 50-69 лет; 50 и больше лет. Использование многочисленных книг, статей и докладов, касающихся проблематики ситуации на рынке труда лиц в возрасте свыше 50 лет, позволило углубить проведенный в статье анализ показателей.

**Ключевые слова:** лица в возрасте свыше 50 лет, рынок труда, безработица, профессиональная активность лиц в возрасте свыше 50 лет.

**Коды JEL:** J1, J7, N3.

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