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***The kinds and reasons
for unemployment in Poland***

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In literature devoted to this subject, the following kinds of unemployment are distinguished:

- a) depending on the reasons for its occurrence, one can speak of:
- economic – concerned with the cycles of economic fluctuations, that is – in some periods, there is a decrease in the demand for work. Employers terminate contracts with those temporarily not necessary at work in order to offer employment in better, economically, times. The period of being without work depends on the length of economic cycle phase. The level of demand is subject to constant cycle fluctuations which economy is dependent on. Once economy flourishes, the demand grows with the level of natural unemployment reached [Auleytner, Głąbicka, 2001: 34-35];
 - structural – it results from lack of adaptation of the size of the structure of economic demand to workforce with its supply, mainly in its qualifying, professional and regional aspect. At the base of such lack of adaptation lie the processes of collapse or development of certain branches which are connected with technological progress and directions of international work division. It can also result from rapid structural changes which take place in economy

which are not followed by vocational and general education. Structural unemployment generally is of permanent character [Milewski, 1999: 539];

- technological – the result of fast technological development and replacement of human work with machines and computers through technology modernization, which is the cause of staff reductions at workplace. It happens more and more often that the man is needed only in order to control machines and their software and, hence, the number of inappropriate staff qualifications is reduced with new production technologies being introduced. Unemployment of this kind can be of more permanent or temporary character only depending on the possibilities of staff retraining;
 - frictional – (in other words fluid or natural) occurs because of normal movement of workers between different factories and is the evidence of changes that take place on the work market. It reveals itself only when employees resign from work or are made redundant but remain unemployed for a relatively short period of time only (three months) and in the meantime look for a new job. The major feature of frictional unemployment is a short time of seeking work without disturbing the balance on the market place;
 - seasonal – the effect of economic activeness fluctuations during different seasons caused by climatic changes; it affects temporary employment such as for instance agriculture, some branches of food industry (the sugar industry for example) as well as construction which depends on seasons, too (in summer unemployment tends to be smaller, in winter – higher) [Auleytner, Głąbicka, 2001: 44].
- b) depending on its forms, one can speak of:
- open – evident in work market statistics and the system of unemployment benefit paid;

- hidden – (also covered) is beyond any work market statistics; hidden unemployment can be total or partial with partial unemployment being partial use of working time and is the consequence of excessive employment. One deals with it when some employees are employed on a part-time basis or at the wrong workplace where they are used to a small extent only. This kind of employment is common in agriculture once too many people earn their living from one farm or in industry;
- short-lived – (short-term), the time of being without work – without employment is for a period less than three months;
- medium-term – seeking work from three to twelve months;
- long-lived – (long-term), being without work despite one's will to take it that lasts more than twelve months. Longer period of remaining unemployed diminishes the chance of being re-employed;
- common – (global, international), national, regional and local, involves all the country depending on the area in which it occurs at that time [Unolt, 1999: 42-43].

Unemployment in Poland differs from unemployment in the West. It appeared in 1990 after some 50 years of its non-presence, and for most Polish people it was a completely new phenomenon. The reasons for unemployment in Poland were connected with the transformation of the entire economic system as well as differentiation of work market. What was characteristic for unemployment in Poland was its novelty, sudden appearance, contrast with the past period and huge dynamism. The changing work market caused many sudden changes for everyone. There were few people with experience and nobody in Poland was prepared for mass unemployment. Another feature of unemployment in Poland is that the unemployed grew poorer, starting from the lower level of wealth. In Poland there is lack of unemployment individual insurance system. People who are unemployed for a long period of time are most often looked after by social security centres [Reszke, 1995: 38].

The following factors are the reasons for unemployment in Poland:

- export decline to the countries of former CMEA (Council for Mutual Economic Assistance) contributed to unemployment increase, competition of imported goods decreasing demand for domestic goods and different kinds of obstacles making it possible to quickly adapt national enterprises to new conditions,
- the increase of unemployment is also conditioned by the increase of baby boom as lots of teenagers entered the work market and the number of people of productive age grew higher,
- another reason of unemployment in Poland is concerned with new market relations affecting yet old economic structure of the society as well as its different mechanisms [Reszke, 1995: 39],
- the changes of the system caused political and economic changes not only in our country. The system transformation was undertaken by all countries from so-called Eastern Block at the same time,
- as per trade with the neighbouring states, our country too quickly accepted dollars settlements. Equally quickly it turned out that current contractors do not have this currency, which caused minimization of the exchange of goods which is strictly connected with the decrease of production of many industrial branches,
- trade with the biggest consumer of any output – that is former USSR collapsed. Facing dollar settlements, Polish production turned out to be less competitive both in terms of price and quality against Western production,
- another reason was the fall of the Berlin Wall which simultaneously became the tear of the symbolic “Iron Curtain” which separated the two worlds – Eastern and Western. At the same time, the paradigm of the two worlds’ coexistence changed, too and the essence of that was the Cold War and the arms race. The changes in the former USSR caused the collapse of military industry,
- liberalization of foreign trade combined with low price and quality competitiveness made our products fight a losing battle. It is only

now that by promoting our products in a variety of ways, we started to make good our losses,

- because of poor condition of constant capital, that is outdated production wealth, and new structure of staff qualifications as well as debt – that is constant outflow of money, this state of the matters could not have been changed fast,
- all these events contributed to the decline of national production, which, combined with the effects of the activities of the World Bank stabilization program, restricted the internal demand considerably [Plich, 1995: 372-373].

Summary

The goal of this paper is to focus on the kinds of unemployment in Poland taking also into account the reasons for its appearance. Indeed, as for the reasons, these were connected with the transformation of the entire economic system as well as differentiation of work market.

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