DE GRUYTER
OPEN

Przedsiębiorczość i Zarządzanie
(Entrepreneurship and Management)
University of Social Sciences Publishing House
ISSN 1733-2486
Volume XV, Issue 1, pp. 113–127
DOI 10.2478/eam-2014-0009

Halina Sobocka–Szczapa
University of Social Sciences

Young people in the labor market. Improvement or stagnation?

Abstract: The aim of the study is that evaluate the situation of young people on the labor market in Poland and the European Union, as well as to identify the main determinants have an impact That on it. As is clear from the study, in comparison to the average in the countries of European Union, the situation of young people in Poland is even more difficult, as evidenced by Analyzed in this elaboration parameters characterizing both economic activity and unemployment. In Celui improve the competitive position of young people, it is necessary to implement a series of actions, especially those that enable them to acquire skills in line with the expectations of employers. In the analyzes Assumed ages 15–24 years. The lower limit of age is specified to polish law of so-called the minimum age at Which you can hire an employee, and the upper limit-is consistent with international findings.

Key-words: young people, occupational activity, unemployment, comparative analysis.

Introduction

Goals set in the Europe 2020 Strategy¹, that achievement should ensure smart, sustainable and inclusive economic growth, will also require measures aimed at young people. A necessary condition for releasing the potential of this category, and thus achieve the objectives of the strategy is education and training at a high level, successful integration into the labor market and greater mobility of young people. Despite the fact that the unprecedented opportunities are offered in contemporary Europe, young people are facing with different problems in systems of education and training and in access to the labor market, that were exacerbated by the economic crisis². The parame-

¹ This problem is particularly important in the context of achieving its goal to 2020 an employment rate is which of the amount 75% amongst persons in century 20-64 is flying [Komunikat 2010].

² Confirmation of this phenomenon is reflected in studies conducted in the United States and the United Kingdom different. [Bell, Blanchflower 2010].

ters characterizing the population of young people are deteriorating each year, that means widespread problems associated with their collision-free entry upon the labor market. Another determinant is the fact that by the year 2020, on the basis of the estimates, 35 % of jobs will require high qualifications and the ability to adapt and innovate. This represents an increase of 15 million skilled jobs [Mobilna 2010] that deficiency may be a factor inhibiting the development of the EU economy. As evident of the observations to date, the share of the EU population, characterized by a higher education is much lower in comparison to other areas of the world, because they constitute about one third of the general population. For example in the U.S. the percentage of such people is more than 40%, and Japan-more than 50%. Although the systematic improvement of indicators occurs in this area (for example in 2010 compared to 2008 a share was larger of 2.5%), this level is still insufficient in terms of innovation in the economies of the EU³. So the objective designated in the Europe 2020 Strategy, which is to complete the college or its equivalent by at least 40% of the population of young people by the year 2020, requires more effort, increasing the availability of such education, as well as restricting the early school leaving problem⁴. This is because such behavior-as is clear from past experience-increases the risk of unemployment or professional inactivity, living in poverty and pursue of high economic and social costs [Kommunikat 2011].

In comparison to the average in the countries of European Union, the situation of young people in Poland is even more difficult, as evidenced by analyzed in this elaboration parameters characterizing both economic activity and unemployment. Therefore, also in Poland, has intensified the discussion of the actions that would influence the improvement of the status quo of this group of people in our country. Youth in fact, is a group of the society, which in the future will affect the size of the labor force and will fundamentally affect management processes. The way how they see the current economic reality and the chance of finding their place in it has a major impact on shaping their professional fate. A young man finishing his education enter the labor market, whose principles of operation are often alien to him, and the knowledge learned at school turns out to be insufficient at this time. Barriers that young person face may lead to changes in its attitudes. It is therefore extremely important, that these barriers should be the least.

The aim of the study is to evaluate the situation of young people on the labor market in Poland and the European Union, as well as identify the main determinants that have an impact on it. The analysis adopted the following research hypothesis: in order to improve the competitive position of young people in the labor market it is necessary to many changes in the education system currently functioning and activities supporting economic activity in this category of labor. Existing solutions do not in fact have contributed to

³ Passed indicators concern persons in century 30-34 years [Eurostat 2008, Eurostat 2010].

⁴ According to the European reference level one should reduce the percentage of pupils prematurely finishing the school learning to 10 %.

improving the situation of the group. The studies assumed ages 15 – 24 years⁵. The lower limit of age is specified by polish law of so-called the minimum age at which you can hire an employee, and the upper limit-is consistent with international findings.

1. Professional activity

Young people in adopted in analysis the limits of age, are a specific group in the labor market, since the vast majority of them continue their education at different levels. However, more and more common phenomenon is to combine learning with work, which mainly stems from a desire to gain practical skills and experience, so much valued by employers. In addition, we are often faced with a situation that youth undertake job for economic reasons, which contributes to faster leaving the educational process.

It is worth emphasizing that, in recent years this activity is essentially conditioned by the economic downturn, what combined with entering the labor market by last baby boom cohorts significantly worsened the chances of young people for good start in the labor market. The economic downturn hits hardest the young people looking for work, as well as they are, because of having little experience, more often losing their jobs during the downsizing. The reason is less experienced and weaker protection against dismissal. This situation concerns not only Poland and increases unemployment among this category of labor resources⁶.

In the years 2008–2012 the number of economically active young people, both in Poland and European Union countries has diminished, but with a more intense decline in the case of our country, because the population of economically active young people decreased by almost 13%. In the European Union the decrease was lower and amounted to less than 10% (Figure 1).

Figure 1. Number of professionally active persons in century 15–24 years in Poland and of the European Union in years 2008–2012 (in the thousand)

Source: Eurostat.

⁵ This category doesn't have homogeneous character, because is embracing young persons (15–17 years) and persons in an economically productive age (18–24 years).

⁶ The conditions that affect the economic activity of young people, as well as those in the older vintages of working age in the EU has been written in a report prepared for the European Parliament. [Eichhorst, Boeri, Braga, De Coen, Galasso, Gerard, Kendzia, Lufthansa CEO, Pedersen, Schmidl, Steiber 2013].

Moreover, in the case of the European Union at the end of the study period the number of men in the analyzed age group decreased by about 10%, while the number of women-it was less than 8%. In Poland, the number of economically active young men fell, although it was less than 7%, but among women it was a very rapid decline in population, as much as almost 20%.

Changes in the economically active population have influence on activity rates (Table 1). Statistical data indicate relatively high diversity of economic activity rates between Poland and European Union countries. Although these differences were over the tested period slightly decreased, especially for the total population of young people, nevertheless are still significant. This observation applies especially women, where the difference of indicators' level in 2012 exceeded 11 percentage points.

Table 1. Activity rates of the population in century 15–24 years in Poland and of the European Union in years 2008–2012 (in %)

Detailed list	2008	2009	2010	2011	2012
	EU				
With the whole	44,3	43,7	43,0	42,8	42,6
Men	47,8	46,9	46,1	45,8	45,5
Women	40,8	40,4	39,7	39,7	39,6
	Poland				
With the whole	33,1	33,8	34,5	33,6	33,6
Men	36,5	38,1	39,1	38,7	38,5
Women	29,6	29,4	29,7	28,2	28,4

Source: Eurostat.

The deteriorating situation of young people in the years 2008–2012 in terms of professional activation possibilities is even more evident in the analysis of the number of working members of this age category, as well as the level of employment indicators relating to this labor resources group. The analysis confirms the initial findings of more and more limited interest of employers in offering job to such workers. This is undoubtedly related to the economic activity of the economies of Poland and other European Union countries, but may also result from changes in the attitudes of young people to choose a career path. In comparison to the changes in the number of economically active young people, observed in this case trends were more intense, which affected both the Poland and the European Union.

Number of employed persons in the Polish economy in the analyzed age group in the years 2008–2012 was falling all the time. At the end of the study period it was less than 20% from that in 2008. Similar changes have been seen in other countries in the European Union, although the working young people in the economies of these countries was less than 17% (Figure 2).

Figure 2. Number of the employed in century 15–24 years in Poland and of the European Union in years 2008–2012 (in the thousand)

Source: Eurostat.

In the analyzed years in EU the total number of employed men fell by almost 18%. Female population decreased at the same time only slightly more than 15%. It can therefore be concluded that the economic slowdown in the EU much more weakened the tendency of employers to hire men rather than women. The reverse situation occurred in Poland, because the community of men in the analyzed age group decreased less in comparison to the parameters characterizing the number of men in the European Union (down less than 17%). Much more intensive changes have taken place in the case of women workers, whose numbers fell by almost 30%.

Changes in the number of employees by gender influenced the trends in employment indicators, both in Poland and in the European Union (Table 2).

Table 2. Indicators of the employment of persons in century 15–24 years in the European Union and Poland in years 2008–2012 (in %)

Detailed list	2008	2009	2010	2011	2012
	EU				
With the whole	37,4	35,0	34,0	33,7	32,9
Men	40,3	37,0	36,2	35,8	34,9
Women	34,4	32,9	31,8	31,4	30,9
	Poland				
With the whole	27,3	26,8	26,3	24,9	24,7
Men	31,0	30,4	30,3	29,6	29,2
Women	23,7	23,2	22,1	20,1	19,9

Source: Eurostat.

As can be seen from the data presented in the table, the level of employment rates was significantly lower compared to previously analyzed professional activity rates. This applies to both Poland and the European Union. However, as in the previous case, the parameters characterizing the employment of Poles aged 15–24 years in the studied period, were also lower than the average in the European Union by about 8–10 percentage points. This shows still a more limited capacity to perform work by this community in Poland, which may be primarily a consequence of a lack of cohesion between the qualifications and skills held by the representatives of this group and expectations of employers⁷. The main factor in this case is the lack of practical experience, which is not guaranteed in a wide range of learning processes on its different levels, which results from other studies. It is common opinion among employers that the education system educates in the knowledge that the usefulness for work is negligible and practical skills are usually ignored or treated as less important in terms of shaping the graduate profile. The reluctance to hire young people is also a consequence of their high expectations, inadequate for their skills. By that such workers are potentially less valuable to employers. Therefore, in order to increase the interest in young workers, it is necessary to reform the education system, as well as to promote the idea of lifelong learning, which enables young people to adapt their existing skills to the needs of employers and they job offers.

It is worth emphasizing that, in the tested age category, men are characterized by a far greater employability, which confirms previous findings about women's greater willingness to extend the time to learn, as a factor-in their opinion-which generates in future an increased opportunities to work⁸. Furthermore, the difference in rates of employment of women in Poland and the European Union countries is very high. It is much higher than for men. It reaches, especially in the last years of the tested period, about 10 percentage points. It is probably also a consequence of the economic downturn that has exacerbated the reluctance of employers to employ them. This is particularly true for private employers who are much less likely to want to incur additional costs related to the employment of women⁹.

Analyzing the statistics it should be noted, that the level of professional activity of young people is directly dependent on the level of education they represent:

- the lowest is professional activity of people with pre-school, primary and secondary education; professional activity indicators, in the case of this people, form in the entire European Union at the level oscillating at around 30% and are much higher for men than women; in Poland, these

⁷ This problem is also reflected in a study conducted by the International Labour Organisation in the world. [The Economist 4/27/2013].

⁸ It is regarding especially a higher education had by women or college. The plausibility of the activity on the labour market of the woman with the secondary education was about the 50% lower in comparing to the ones which were characterized by a higher education or college [project Balance of the human capital], [Czarnik, Turek 2012].

⁹ These costs are tied with performing by women the role of a housewife and the mother. [Kotowska 2009].

parameters are much lower and at around 9%, such big differences are probably caused by a common approach to the process of education, in which despite of the absence of compulsory education above secondary school level, it is considered necessary further training of children in upper secondary schools¹⁰,

- professional activity of people with upper secondary and post-secondary education in the European Union and in Poland, in relation to the total population in the study age group, was comparable and stood at about 50%; in the distribution for the population of men and women, alike in both areas, men were characterized by a higher professional activity than women; therefore it can be concluded that women in Poland are much more likely to remain in a state of professional inactivity, because they prefer an extension of the educational process without any active participation in the processes of management,
- the highest professional activity rates characterized, in the tested years, the respondents with higher education level (first and second degree), for the entire population of young people they formed at a level above 60% in both Poland and the European Union; by gender there was observed no significant differences in the level of professional activity rates; they were high and often exceeded much 60%.

The trends in forming professional activity of young people described above, are the evidence to its very high dependency on the education level. This correlation is particularly visible in Poland, which means that in the future can be expected to continue the high interest at levels above the gymnasium.

2. Unemployment

Poland from years is among the leading EU countries, in which both, the number and the rate of unemployment of people aged 15–24 years was at the highest level. Despite much progress in this area, we still had to deal with this situation within the years 2008–2012. The participation of young people in the total population of unemployed¹¹ in Poland compared to the average of the European Union was generally higher, and at the end of the tested period amounted to 23.8% (22.1%). Bridging the gap between Poland and UE in the level of unemployment among people, that represent the analyzed age interval, was primarily a consequence of rising, faster than earlier, problems with the professional activation of this category of labor resources in the EU and almost compensation of the rate of changes (33.3% in the EU-27 and 34, 1% in Poland) (Figure 3).

¹⁰ Por. Ustawa z dnia 7 września 1991 r. o systemie oświaty (Dz. U. z 2004 r. Nr 256, poz. 2572, Nr 273, poz. 2703 i Nr 281, poz. 2781, z 2005 r. Nr 17, poz. 141, Nr 94, poz. 788, Nr 122, poz. 1020, Nr 131, poz. 1091, Nr 167, poz. 1400 i Nr 249, poz. 2104, z 2006 r. Nr 144, poz. 1043, Nr 208, poz. 1532 i Nr 227, poz. 1658, z 2007 r. Nr 42, poz. 273, Nr 80, poz. 542, Nr 115, poz. 791, Nr 120, poz. 818, Nr 180, poz. 1280 i Nr 181, poz. 1292, z 2008 r. Nr 70, poz. 416, Nr 145, poz. 917, Nr 216, poz. 1370 i Nr 235, poz. 1618, z 2009 r. Nr 6, poz. 33, Nr 31, poz. 206, Nr 56, poz. 458, Nr 157, poz. 1241 i Nr 219, poz. 1705, z 2010 r. Nr 44, poz. 250, Nr 54, poz. 320, Nr 127, poz. 857 i Nr 148, poz. 991, z 2011 r. Nr 106, poz. 622, Nr 112, poz. 654, Nr 139, poz. 814, Nr 149, poz. 887 i Nr 205, poz. 1206, z 2012 r. poz. 941 i 979 oraz z 2013 r. poz. 87 i 827).

¹¹ The unemployed in century 15–64 is flying.

Figure 3. Jobless total in century 15–24 years in Poland and of the European Union in years 2008–2012 (in the thousand)

Source: Eurostat.

The trends of changes in the unemployed population aged 15–24 years, consisted of varied transformation dynamics of number unemployed women and men.

In the European Union the dynamics of changes in numbers of both populations had a similar level (35.8% for men and 30% for women). Higher parameters observed among men were probably the consequence of the already noticed less liability to employ them by employers. At the same time, it should be noted, that such diversity in even greater intensity has occurred in the examined period in Poland, as the number unemployed men in this time increased by nearly half (46.7%), while the number of women-only slightly more than 1/5 (22.1%). Therefore, it is necessary to answer the question of whether a lower rate of changes in unemployed women population, may signify an improvement of their competitive position in the labor market, or if it is associated with their greater tendency to prolong the duration of the study. It seems that this last point, in particular, weigh on the trends of the number of unemployed by gender.

This conclusion is confirmed by the analysis of unemployment rates in Poland and the European Union by gender (Table 3).

Table 3. Unemployment rate in years 2008–2012 amongst persons in century 15–24 years in the division into the sex (in %)

Detailed list	2008	2009	2010	2011	2012
	EU				
With the whole	15,6	19,9	20,9	21,3	22,8
Men	15,8	21,2	21,8	21,9	23,5
Women	15,8	18,8	20,2	20,8	22,1
	Poland				
With the whole	17,3	20,6	23,7	25,8	26,5
Men	15,2	20,2	22,4	23,6	24,1
Women	19,7	21,1	25,4	28,8	30,0

Source: Eurostat.

Unemployment rates among women aged 15–24 years in Poland were over the tested period still higher, which means their much more difficult situation compared to men. So just in case of Poland, the elongation factor of study period may be important. Staying in professional inactivity carries, nevertheless, certain economic consequences for households, as well as may be important in the future for effective job search.

In order to assess, in the analyzed period, the situation of young people on the labor market, it is important to know the indicators that characterize the tested population divided into different levels of education (Table 4).

Table 4. Unemployment rate of persons in century 15–24 years according to levels of education and the sex in years 2008–2012 in Poland and of the European Union

Detailed list	2008	2009	2010	2011	2012
	EU				
Pre-school, essential and secondary school education	21,2	26,1	27,4	28,2	30,3
Post-secondary and college education	12,9	17,1	18,2	18,6	20,0
Higher education (and and second degree)	11,7	13,5	16,3	16,7	17,9
	Men				
Pre-school, essential and secondary school education	20,7	26,4	27,7	28,3	30,5
Post-secondary and college education	12,6	17,9	18,3	18,6	20,1
Higher education (and and second degree)	11,7	16,5	17,1	16,4	17,9

	Women				
Pre-school, essential and secondary school education	22,2	25,6	27,0	28,1	30,0
Post-secondary and college education	13,3	16,2	18,0	18,6	19,8
Higher education (and and second degree)	11,7	14,9	15,7	16,9	17,9
	Poland				
Pre-school, essential and secondary school education	20,6	24,5	30,1	31,8	33,2
Post-secondary and college education	16,9	20,2	23,1	25,5	26,0
Higher education (and and second degree)	16,8	19,6	20,7	22,0	22,5
	Men				
Pre-school, essential and secondary school education	18,2	21,9	28,7	30,3	31,4
Post-secondary and college education	14,7	19,8	21,4	22,7	23,0
Higher education (and and second degree)	14,9	21,3	19,4	19,1	19,0
	Women				
Pre-school, essential and secondary school education	26,6	31,5	34,3	36,1	39,5
Post-secondary and college education	19,7	20,8	25,7	29,8	30,8
Higher education (and and second degree)	17,7	18,9	21,4	23,5	24,3

Source: Eurostat.

Both in Poland and in the European Union the most difficult situation occurred in the case of people with the lowest levels of education. These are the people who have no qualifications, whose professional activity is determined by the acquisition of skills coherent with the expectations of employers. At the same time, according to other studies, the tendency to participate in the process of education of unemployed people is very limited [Sobocka–Szczapa, Poliwczak 2010; Sobocka–Szczapa 2007; Matysiak, 2003]. A similar character is the attitude of this population to lifelong learning, which means that the professional activity of this group of the unemployed can be a problem, in terms of the tasks performed in the active labor market policy. Therefore, a systematic increase of unemployment rates in population with this level of education, may need modifications of the methods of supporting professional activity, because from the point of view of the employers, they are in most cases a community of limited usefulness for business operation. This situation may especially occur when we are dealing with the labor market, on which primarily an employer may impose conditions for the implementation of the professional objectives of labor resources.

For all other levels of education, which have a much lower unemployment rates, it has to be emphasized that the importance of the different conditions that affect their size. In the first instance, it should be noted the inconsistency

of the education system and labor market needs. It is a problem which particularly in Poland we have to deal for many years. Changes in the education system are too slow, as well as specializations offered are not always the result of consultation with employers, that operate in regional and local labor markets. Elaborations done annually devoted to monitoring the developments in these markets of the work demand and the work supply, have not yet led to a significant improvement in this area. Similar comments can have on the effectiveness of the implementation of business practice methods/models to assess the demand for labor¹².

The important issue, from the point of view of limiting the increasing unemployment among those with upper secondary, post-secondary and higher education, is the inadequacy of training programs to the needs of employers. There are known for their opinions on the often poor practical preparation of high school, college and university graduates, as well as the poor quality of education processes in general. This problem probably has some kind of relationship with the marketisation of education services and thus a great number of schools where the learning process is not always on an appropriate level of quality.

Such considerations are important for the careers of young, as well- especially for those with higher education-are contributing to form losses in the economy. No use of skills and qualifications of people with this level of education can contribute, on one side to reduction of economic activity of the entities, and on the other – may cause misinterpretation of the saturation indices of human resource management characterized by this educational level (for example, employment inconsistent with possessed specialization and level of education) .

In the analysis of unemployment rates by level of education one should pay attention to another aspect, namely the fact, that these parameters are often much higher among women than among men. This means that women in the labor market are characterized by lower competitive position and it is much harder for them to find a place of employment. This is the case for a long time, which meant that this category of labor resources is classified as vulnerable groups at risk of exclusion. In the case of young women there is more often a reluctance of employers to employ them, because of a very strong link in this age between a professional and caring role. The above-mentioned reluctance of private employers to hire women in this age group, mainly because of economic reasons (additional costs), may additionally be complemented by a broader premises, that are relating to the entire population of young potential employees (inadequate qualifications in terms of the specialization of education and the expectations of employers).

In general, the above described factors affecting the level of unemployment by level of education of the unemployed, are the most common determi-

¹² In 2010 to Labor Departments and of the social policy from the Institute of the Work and the welfare a textbook was drawn up by experts for district employees and province job centres, which the methodology of the conduct of research of the demand for employees was drawn up in on regional and local labour markets. In spite of the wide share popularizing results of conducted works, in practice such action is applied in the limited way [Kryńska 2010].

nants in the case of the polish economy. You can, however, recognize that-at least in part-their importance can be seen in relation to the European Union as a whole, with the additional assumption of individual factors specific to the individual economies of the member countries.

Conclusions

Work in a market economy plays a very important function, especially the economic, and allows members of the society to live on level, which is commensurate to their expected level of style and quality of life. It is also important to perform its social function, allowing a natural introduction to the broader human social arrangements. People deprived of such opportunities, they lose not only their financial basis of life, but also the ability to active participate in the management process [Beck 2002, pp. 207–208; Szafraniec, Boni 2011]. The destructive consequences of lack of work are especially important for young people, which is why the constantly expanding scale of unemployment is a major problem for actions of employment policy, both in Poland and in the European Union.

Another problem is the accumulation of difficulties related to the professional activation of this group of people, despite the intensification of the aging process of population. These developments, as well as the observed deep economic crisis, whose origins lie in the mechanisms of the free market, set youthful aspirations for a great trial. Their dilemmas are felt by the leaders of most European countries. The documents and reports of the European Commission on the development strategy, the youth is treated as a natural reservoir of innovation and change. At the same time it is a social category, that the future-because of the conditions mentioned above-is a very uncertain and may pose a threat to the stability of the social order¹³. The biggest concern is the possibility of generating by the economic crises the so-called "lost generation", that means young, well-educated people who remain in isolation from the labor market and consume all the energy to solve their life problems. To avert this danger, in the European Union countries are made system solutions for employment, family policy, education, that are a result of researches and facilitate young people's involvement in the mainstream of social life [Szafraniec, Boni, 2011]. For this purpose there are taken various initiatives to support professional activity of the people to 30th years.

In Poland, for young people are particularly relevant services and labor market instruments, that will allow them to obtain qualifications or work experience, such as internships, vocational training of adults, postgraduate funding, financing costs of examinations or of obtaining the license, training loan, scholarship to continue education. The prepared draft amendments to the law on promoting employment and labor market institutions also provide new solutions, that can contribute to a better adjustment of aid offered by the county labor offices to the needs of their clients, including in particular young

¹³ The foreign publications said that the realities of young people are tensions and contradictions, often causing social exclusion. [Reiter, Craig 2005, p. 31].

people¹⁴. These include: profiling of unemployed, individualized approach and activating the unemployed (Individual Action Plan), leading the unemployed from the moment of registration in the office by the same worker-client advisor. Due to the fact that the person to 30th years will be considered as people with a specific situation in the labor market, they will also have priority in access to special programs. It is planned to introduce new instruments, involving the release of employers who employ an unemployed person under the age of 30 years old, directed by the employment office, from the obligation to pay contributions to the Labor Fund and the Guaranteed Employee Benefits Fund for those employees, facilitating gain professional training through a refund of social security contributions for the unemployed to 30 year old taking their first job. Bearing in mind that young people are often the parents, with respect to them there will be applied new tools supporting the creation of workplaces and return to employ the unemployed, including people returning to work after a break associated with raising a child, which include: a grant for teleworking, activation service, the loan from the Labor Fund to create a job or start a business.

To facilitate an entry in professional life for young people would also postulate for :

- change of teaching programs, especially in the direction of increasing the range of practical knowledge conveyed youth;
- reconstruct the apprenticeship system, both at the secondary and higher level,
- introduction courses, that enable familiarizing young people with the functioning of the labor market and its specifics,
- informing young people about the opportunities arising from the conduct of their own business.

A very important role in this case would be assigned to the role of professional counselors, whose primarily actions should be an individual setting of graduates' career paths at secondary school level of education. No obligatory introduction of professional counselors to gymnasium seem to be, therefore, the most important factor of structural mismatches occurring on the Polish labor market.

Similar important meaning would have the forecast of the demand for workers, that predict information about the size of this demand. This could indeed result in improved young people's interest in fields of study that are interesting to employers. Attempts to formulate such a forecast for Poland was made in 2012 by the experts of the Institute of Labor and Social Affairs. It concerned the demand for work and was the result of research work carried out since 2011 in the framework of the project **"Development of an integrated system of forecasting and information to enable prediction of job"** carried out in the project **"Analysis of the processes taking place in the Polish labor market and social inclusion in the context**

¹⁴ The need to strengthen efforts to smooth the entry of young people into the labor market also highlighted the authors of papers, appearing outside the Polish [Van Der Velden, Wolbers, <http://www.roa.unimaas.nl/cv/vandervelden/pdf/integrationofyoung.pdf>] – 26.12.2013 on access.

of economic policy". The task of building a system of forecasting and information to enable forecasting of employment, has been made under **Measure 1.1. System support for labor market institutions, Priority and Employment and Social Integration of the Human Capital Operational Programme** [Sucheck, Kwiatkowski, Gajdos, Włodarczyk 2013].

Bibliography:

Beck U. (2002), *Spółeczeństwo ryzyka. W drodze do innej nowoczesności*, Scholar, Warszawa.

Bell D.N.F., Blanchflower D.G., (2010) *Youth Unemployment: Déja Vu?*, IZA DP No. 4705, Institute for the Study of Labor, Bonn.

Czarnik S., Turek K. (2012), *Aktywność zawodowa Polaków. Praca zawodowa, wykształcenie, kompetencje*, PARP, Warszawa.

Eichhorst W., Boeri T., Braga M., De Coen A. Galasso V., Gerard M., Kendzia M., Mayrhuber C., Pedersen J.L., Schmidl R., Steiber N. (2013), *Combining the entry of young people in the labour market with the retention of older workers. Study*, Directorate General For Internal Policies, Policy Department a: employment policy, Brussels.

epp.eurostat.ec.europa.eu

Eurostat 2012.

http://epp.eurostat.ec.europa.eu/cache/ITY_PUBLIC/3-08062011-BP/EN/3-08062011-BP-E.PDF

Komunikat (2011), *Komunikat Komisji do Parlamentu Europejskiego, Rady, Europejskiego Komitetu Ekonomiczno-Społecznego oraz Komitetu Regionów, Przeciwdziałanie zjawisku przedwczesnego kończenia nauki: kluczowy wkład w realizację strategii „Europa 2020”, KOM(2011) 18 wersja ostateczna, Bruksela, dnia 31.1.2011.*

http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Education_statistics_at_regional_level/pl#Odsetek_os.C3.B3b_z_wykszta.C5.82ceniem_wy.C5.BCszym

Komunikat (2010), *Komunikat Komisji. EUROPA 2020. Strategia na rzecz inteligentnego i zrównoważonego rozwoju sprzyjającego włączeniu społecznemu*, Komisja Europejska, KOM (2010) 2020 wersja ostateczna, Bruksela 2010.

Kotowska I. E. (red.) (2009), *Rynek pracy i wykluczenie społeczne w kontekście percepcji Polaków – Diagnoza Społeczna 2009. Raport tematyczny*, CRZL, Warszawa.

Kryńska E. (red. nauk.), Arendt Ł., Kukulak–Dolata I., Poliwczyk I., Sobocka–Szczapa H. (2010), *Podręcznik użytkownika metod, narzędzi i procedur diagnozowania zapotrzebowania na kwalifikacje i umiejętności na regionalnym i lokalnym rynku pracy*, MPiPS–IPiSS, Warszawa.

Matysiak A. (2003), *Kształcenie ustawiczne w Polsce. Korzyści i bariery rozwoju*, Niebieskie Księgi 2003 nr 8, Polskie Forum Strategii Lizbońskiej, Gdańsk.

Mobilna młodzież (2010), *Mobilna młodzież. Inicjatywa na rzecz uwolnienia potencjału młodzieży ku inteligentnemu, trwałemu i sprzyjającemu włączeniu społecznemu wzrostowi gospodarczemu w Unii Europejskiej*, Komunikat komisji do Parlamentu Europejskiego, Rady, Europejskiego Komitetu Ekonomiczno-Społecznego i Komitetu Regionów, SEK (2010) 1047, KOM (2010) 477 wersja ostateczna, Komisja Europejska, Bruksela, dnia 15.9.2010.

Reiter H., Craig G. (2005), *Youth in the labour market: citizenship orexclusion?*, (in:) *Young People in Europe*, (ed.) Bradley H., van Hoof J.J.B.M., Bristol.

Sobocka-Szczapa H., (red. nauk.) (2007), *Bezrobotni z grup zwiększonego ryzyka. Studium przypadku województwa mazowieckiego*, IOiZWP „Orgmasz” – IPiSS, Warszawa.

Sobocka-Szczapa H. (red.) (2010), Poliwczak I., *Mobilność zawodowa, edukacyjna i przestrzenna ludności województwa podlaskiego*, Wyższa Szkoła Ekonomiczna w Białymstoku – IPiSS, Białystok – Warszawa.

Suchecki B., Kwiatkowski E., Gajdos A., Włodarczyk P. (2013), *Opracowanie ostatecznej wersji prognozy zatrudnienia według grup zawodów w kraju według obszarów statystycznych NUTS II do 2020 r.*, Warszawa (maszynopis).

Szafraniec K., Boni M. (red.) (2011), *Młodzi 2011*, Kancelaria Prezesa Rady Ministrów, Warszawa.

Ustawa z dnia 7 września 1991 r. o systemie oświaty (Dz. U. z 2004 r. Nr 256, poz. 2572, Nr 273, poz. 2703 i Nr 281, poz. 2781, z 2005 r. Nr 17, poz. 141, Nr 94, poz. 788, Nr 122, poz. 1020, Nr 131, poz. 1091, Nr 167, poz. 1400 i Nr 249, poz. 2104, z 2006 r. Nr 144, poz. 1043, Nr 208, poz. 1532 i Nr 227, poz. 1658, z 2007 r. Nr 42, poz. 273, Nr 80, poz. 542, Nr 115, poz. 791, Nr 120, poz. 818, Nr 180, poz. 1280 i Nr 181, poz. 1292, z 2008 r. Nr 70, poz. 416, Nr 145, poz. 917, Nr 216, poz. 1370 i Nr 235, poz. 1618, z 2009 r. Nr 6, poz. 33, Nr 31, poz. 206, Nr 56, poz. 458, Nr 157, poz. 1241 i Nr 219, poz. 1705, z 2010 r. Nr 44, poz. 250, Nr 54, poz. 320, Nr 127, poz. 857 i Nr 148, poz. 991, z 2011 r. Nr 106, poz. 622, Nr 112, poz. 654, Nr 139, poz. 814, Nr 149, poz. 887 i Nr 205, poz. 1206, z 2012 r. poz. 941 i 979 oraz z 2013 r. poz. 87 i 827)

Van Der Welden R.K.W, Wolbers M.H.J., *The Integration of Young People into the Labour Market: The Role of Training Systems and labour Market Regulation*,

<http://www.roa.unimaas.nl/cv/vandervelden/pdf/integrationofyoung.pdf>

Youth unemployment. Generation jobless, (2013) *The Economist*, 27. 04.