

The situation in the labor market in Poland

Abstract

The aim of the article is to identify the situation and identify factors that have influenced the situation of people working in the labor market in Poland in the years 1990-2016. Research questions are: whether and how the employment situation and labor costs have changed. Labor costs were assessed in terms of their amount per one employee and one hour worked. The report also assessed the information on unemployment, including the unemployed newly registered and deregistered, the unemployment rate and job vacancies. Based on these data, an analysis of changes in the level of labor cost changes and the calculated dynamics of their growth were carried out. The statistics of the labor market of the Central Statistical Office in Warsaw, published in the Statistical Yearbooks of the Republic of Poland for the years 1990-2016, were used to conduct the analysis and assessment.

Key words: labor market, employment, labor costs, unemployment, unemployment rate

JEL CODE: J3, J4

Introduction

The problems of the labor market, and especially of employees, are among the basic and most important issues of the modern economy. They concern the human factor and the work service it provides, as well as the expectations of employees regarding professional growth and pay. Attitudes and behaviors of people who engage their activities, skills and knowledge translate into specific expenditures and tangible effects in the economy as a whole as well as in individual departments or economic organizations (*Rynek Pracy ...*, 2003, p. 10).

The purpose of this article is to identify the factors that have affected the situation of people working in the labor market in Poland in the years 1990-2016. It was a very important period for Poland, given the fact that economic reforms and changes were initiated in 1990. The research hypothesis was formulated as follows: the situation of people working in the labor market in Poland is improving. The research question concerned how the situation of

employees, unemployment and labor costs have changed over the years. A statistical analysis of the labor market in Poland was used in the research. To determine the quality changes of the analyzed labor market, statistical data of the Central Statistical Office (GUS) in Warsaw as well as Polish and foreign literature were used.

The extraordinary position of human labor in the modern economy, specific features and characteristics of the labor market, but also close relationships and interdependencies linking this market with other world markets of final products and services, as well as capital and land resources, are the reasons for raising new questions about the place of this market in economy, its mode of operation and the prevailing conditions of balance and imbalance, the various relations of competition, the types and segments of the market itself, and finally, the most important functional and institutional factors determining its performance (Jarmołowicz, Knapińska 2005, p.22).

The labor market (as opposed to other factors of production) cannot be analyzed only in economic terms. Man is, of course, one of the economic resources, and human work creates new economic values. Man is the owner of their skills and qualifications, which they offer in the labor market and for which there is a specific market demand. Man, however, is also an important subject of non-economic reality: social, cultural, political, moral and psychological. The subject of exchange in the labor market is therefore not man, but rather their work. This work is not an abstract concept and cannot be detached from the subject who always performs a specific job (Paszke, Piotr 2003, pp. 51-52).

One of the important issues of the modern labor market is its flexibility. Flexibility is associated not only with the elasticity of demand and supply in this market, but also with the principle of freedom of contracting. Administrative regulations limit the freedom of contracting and over-regulation of labor relations. If the purpose of regulating these relations by the state is to protect workers' rights and empower employees, the result of such measures is often different from what is intended. These regulations introduce in the labor market a significant division into two categories of people: "insiders" and "outsiders" (Becker 1997, p. 56). A strong and safe position in the labor market of the former by default implies long-term unemployment of the latter (Paszke 2000, pp. 157-172).

The labor market is one of the markets of production factors, alongside the land and capital market. Although there are many similarities between the two, the specificity of the workforce clearly distinguishes the labor market and also influence show it functions. A market economy is based on the private ownership of production factors. One of the main reasons why it is difficult to align work with other factors of production are the consequences

resulting from the imbalance occurring in this market. Said imbalance, as in other cases, springs from the mismatch between labor demand and supply. In contrast to the market of goods and services, the imbalance in the labor market entails not only economic but also social and political implications. For this reason, many states implement measures and incur expenditures aimed at preventing and mitigating this imbalance, and most importantly the resulting unemployment. Thus, the assessment of the implementation of these expenses is significant, both in terms of individual performance and their real impact on the situation in the labor market. The labor market and the associated phenomena are highly diverse, which is due to a number of factors such as the very diverse structure of both supply and demand for labor. Each entity offering their work is characterized by an individual set of features (skills and competences) as well as expectations in terms of pay and working conditions. Salaries, on the other hand, are a motivating factor for employees. Also, employers responding to work demand have specific preferences regarding employed persons, including not only the competences, but also the degree of their involvement. The specifics of job services themselves, very much different from those offered in other markets, are also significant. In the light of this diversity, all interference in the labor market serving to reduce unemployment and mitigate its effects is an extremely difficult and complex undertaking (Kryńska, Kwiatkowski 2013, pp. 11-12).

Employees in Poland

In 1990, there were 16,474,000 employees in Poland, of which 8,882,700 were employed in the public sector (52%), against 7,902,000 in the private sector (48%) (see Table 1). In 2000, the number of employees decreased to 15,480,000, while the number of employees in the public sector dropped to 4,309,300 (28%), consequently pushing the private sector up to 11,170,700 employees (72%). In 2007, the number of employed persons totaled 13,771,100, with 3,619,800 (26%), and 10,153,000 (74%) employed in the public and private sector, respectively. 10,218,000 people were employed within employment relationship, while employers and self-employed persons comprised a total of 3,498,600. It is worth noting that the number of employees in total was increasing until 2008. There were increasingly fewer employees working in the public sector: 3,621,200 persons (26%) at the end of 2008, against 10,416,000 (74%) hired in the private sector. The number of employees increased, which translated into a reduction in the unemployment rate. The presence of market economy in

Poland, as it is traditionally understood, is signaled by the fact that the majority of business activities concentrate around private entities. Significantly, in 2009, the total number of employed persons in Poland decreased to 13,782,300. It can therefore be argued that the number of employees in Poland was correlated with the economic conditions in Poland and abroad, and the decline in the number of employees in 2009 was the result of the global economic crisis. Since 2010, there was an increase in the number of employees in Poland, and at the end of 2016, the number of employed persons totaled 15,177,700, of which 3,337,800 worked in the public sector (22%) and the remaining 11,564,300 in the private sector (78%). 11,176,000 people were employed within employment relationship, while employers and self-employed persons comprised a total of 3,951,800. Since the introduction of a market economy and economic reforms in Poland, the number of employees has decreased. The structure of employees in the public and private sectors has also changed. In 1990, the majority of employees worked in the public sector, but in 2017, most workers pertained to the private sector. The service sector is becoming an increasingly important part of the market economy that contributes to business development. In addition, the labor market in the public sector is marked by over-employment and low mobility of employees (Socha, Sztanderska 2011 pp. 2-3).

Table 1. Employees in Poland in 1990-2016 (persons in thousands)

| Year | Total | Public sector | Private sector | Of which employed within employment relationship | Employers and self-employed persons | including individual farms in agriculture | outworkers | agents |
|------|---------|---------------|----------------|--|-------------------------------------|---|------------|--------|
| 1990 | 16474,0 | 8582,7 | 7902,0 | 10800,4 | 5341,4 | 4033,9 | 55,7 | 125,8 |
| 1991 | 15861,2 | 7052,1 | 8809,1 | 9924,9 | 5659,3 | 4033,9 | 24,4 | 76,0 |
| 1992 | 15494,5 | 6875,3 | 9004,3 | 9453,0 | 5883,5 | 4033,9 | 16,0 | 43,1 |
| 1993 | 14761,2 | 6436,9 | 9162,8 | 9157,8 | 5444,5 | 3556,0 | 13,3 | 60,2 |
| 1994 | 15281,9 | 6234,2 | 9354,2 | 9675,9 | 5114,1 | 3716,9 | 11,7 | 43,2 |
| 1995 | 15324,5 | 5979,7 | 9506,0 | 9757,5 | 5100,3 | 3728,2 | 9,6 | 30,0 |
| 1996 | 15841,9 | 5767,0 | 10074,9 | 9992,6 | 5397,8 | 4073,6 | 8,3 | 22,9 |
| 1997 | 16294,5 | 5426,5 | 10868,0 | 10246,8 | 5599,1 | 4073,6 | 7,1 | 23,9 |
| 1998 | 16267,1 | 5017,3 | 11249,8 | 10186,7 | 5648,0 | 4073,6 | 6,9 | 18,8 |
| 1999 | 16008,9 | 4656,2 | 11352,9 | 9946,9 | 5618,7 | 4073,6 | 11,0 | 58,3 |
| 2000 | 15480,0 | 4309,3 | 11170,7 | 9504,7 | 5578,6 | 4073,6 | 4,5 | 19,3 |
| 2001 | 14987,9 | 4020,0 | 10967,9 | 9165,1 | 5441,2 | 4073,6 | 4,3 | 8,0 |
| 2002 | 14923,7 | 3905,1 | 11018,6 | 9353,0 | 5495,1 | 4073,6 | 4,3 | 8,0 |
| 2003 | 12640,7 | 3780,2 | 8860,5 | 9236,1 | 3347,2 | 1967,0 | 3,4 | 6,8 |
| 2004 | 12720,2 | 3695,6 | 9024,6 | 9347,4 | 3313,0 | 1967,0 | 2,4 | 11,2 |
| 2005 | 12890,7 | 3660,4 | 9230,3 | 9543,1 | 3289,4 | 1967,0 | 2,2 | 9,9 |
| 2006 | 13220,0 | 3635,3 | 9584,7 | 9813,1 | 3348,5 | 1967,0 | 2,3 | 10,4 |
| 2007 | 13771,1 | 3619,8 | 10151,3 | 10212,8 | 3948,6 | 1967,0 | 3,7 | 10,9 |
| 2008 | 14037,2 | 3621,2 | 10416,0 | 10527,7 | 3453,4 | 1967,0 | 4,0 | 8,2 |
| 2009 | 13782,3 | 3606,5 | 10175,8 | 10375,5 | 3348,5 | 1967,0 | 1,7 | 12,8 |
| 2010 | 14106,9 | 3570,7 | 10536,2 | 10410,2 | 3641,8 | 2216,2 | 1,5 | 9,6 |
| 2011 | 14232,6 | 3486,5 | 10746,1 | 10441,3 | 3735,4 | 2216,2 | 1,4 | 10,6 |
| 2012 | 14172,0 | 3427,0 | 10745,0 | 10343,8 | 3773,2 | 2216,2 | 1,2 | 10,3 |
| 2013 | 14244,3 | 3375,0 | 10869,3 | 10404,6 | 3785,0 | 2216,2 | 1,0 | 10,4 |
| 2014 | 14563,4 | 3377,1 | 11186,3 | 10665,7 | 3843,6 | 2216,2 | 0,8 | 10,2 |
| 2015 | 14829,8 | 3343,6 | 11486,2 | 10854,8 | 3922,6 | 2216,2 | 0,7 | 9,3 |
| 2016 | 15177,7 | 3337,8 | 11564,3 | 11176,0 | 3951,8 | 2216,2 | 0,6 | 8,7 |

Source: own study and calculations based on: *Pracujący*, Statistical Yearbook of the Republic of Poland 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, Central Statistical Office (GUS) in Warsaw 1991, p. 92; 1992, p. 96; 1993, p. 109; 1994, p. 117; 1995, p. 119; 1996, p. 122; 1997, p. 128; 1998, p. 122; 1999, p. 129; 2000, p. 130; 2001, p. 134; 2002, p. 136; 2003, p. 146; 2004, p. 233; 2005, p. 233; 2006, p. 236; 2007, p. 238; 2008, p. 228; 2009, p. 234; 2010, p. 256; 2011, p. 221; 2012, p. 227; 2013, p. 237; 2014, p. 239; 2015, p. 241; 2016, p. 242; 2017, p. 252.

Employment in Poland

In 1990, average employment in Poland was at 8,384,000 persons (see Table 2), of which the majority of employees pertained to the industrial sector (4,181,800), followed by construction (1,060,600), and trade and repair of motor vehicles (1,027,200). Throughout the analyzed period, the most people were employed in industry, construction and trade and repairs, a trend which continued until the end of 2016. In the last twenty years, a trend can be easily observed, which is common in the majority of developed economies and which also changes the labor landscape in Poland: employment in agriculture has been constantly decreasing, in favor of employment in industry. This growth of industry, especially in relation to products with high added value, is indispensable in Poland. Employment grew with some fluctuations, while employment in industry and construction decreased in favor of trade and repair of motor vehicles. Therefore, a conclusion can be drawn that there was a significant restructuring of the economy from the "socialist model", in which most people worked in the industrial sector, to the model of a modern market economy, in which the service, commercial and financial sectors will gain in importance. An increase in employment can be considered a good sign for the economy, given that, as a rule, companies hire more people in good times and when they are optimistic about the future.

Table 2. Average employment in Poland in 1990-2016(in thousands of persons)

| Year | Total | Industry | Construction | Trade and repair of motor vehicles | Transportation and warehousing | Real estate services | Other service activities |
|------|---------|----------|--------------|------------------------------------|--------------------------------|----------------------|--------------------------|
| 1990 | 8384,0 | 4181,8 | 1068,6 | 1037,2 | 695,9 | 197,3 | 313,2 |
| 1991 | 10405,6 | 3797,8 | 930,5 | 989,8 | 618,0 | 168,4 | 285,0 |
| 1992 | 9575,1 | 3452,0 | 866,1 | 922,3 | 527,4 | 170,2 | 276,9 |
| 1993 | 9163,4 | 3288,8 | 707,6 | 1028,1 | 492,0 | 127,6 | 263,3 |
| 1994 | 9105,7 | 3361,4 | 678,8 | 996,1 | 728,1 | 366,4 | 235,4 |
| 1995 | 9360,0 | 3461,1 | 689,2 | 1078,6 | 723,4 | 414,4 | 243,5 |
| 1996 | 9479,8 | 3436,0 | 684,2 | 1119,7 | 721,9 | 425,3 | 250,5 |
| 1997 | 9751,5 | 3433,4 | 723,4 | 1244,8 | 730,7 | 487,3 | 273,3 |
| 1998 | 9863,8 | 3378,7 | 736,9 | 1321,1 | 725,2 | 552,5 | 253,0 |
| 1999 | 9637,1 | 3138,4 | 710,4 | 1318,4 | 686,3 | 583,0 | 286,9 |
| 2000 | 9354,1 | 2955,0 | 661,9 | 1325,0 | 654,9 | 614,2 | 286,7 |
| 2001 | 9050,2 | 2820,6 | 627,8 | 1295,6 | 630,4 | 637,3 | 252,1 |
| 2002 | 8795,5 | 2670,5 | 545,8 | 1291,1 | 601,9 | 671,3 | 260,0 |
| 2003 | 8661,7 | 2639,1 | 496,4 | 1308,0 | 586,3 | 699,5 | 261,8 |
| 2004 | 8640,2 | 2663,1 | 453,1 | 1295,4 | 583,0 | 700,6 | 264,5 |
| 2005 | 8786,7 | 2665,4 | 483,6 | 1360,7 | 577,7 | 695,8 | 265,2 |
| 2006 | 8965,9 | 2714,3 | 511,5 | 1394,2 | 596,7 | 596,7 | 267,6 |
| 2007 | 9387,7 | 2798,3 | 615,1 | 1508,9 | 550,8 | 137,5 | 92,7 |
| 2008 | 9850,8 | 2890,7 | 671,2 | 1633,5 | 602,4 | 138,7 | 102,1 |
| 2009 | 9768,1 | 2725,4 | 706,6 | 1611,5 | 581,8 | 140,0 | 98,4 |
| 2010 | 9744,8 | 2696,1 | 674,4 | 1598,7 | 582,5 | 142,0 | 95,5 |
| 2011 | 9801,9 | 2714,2 | 705,2 | 1580,3 | 589,3 | 146,7 | 101,5 |
| 2012 | 9719,6 | 2674,2 | 670,9 | 1559,3 | 591,1 | 142,1 | 102,3 |
| 2013 | 9566,0 | 2627,2 | 604,3 | 1529,4 | 585,2 | 138,4 | 130,8 |
| 2014 | 9700,6 | 2676,5 | 590,0 | 1562,4 | 593,9 | 143,1 | 127,4 |
| 2015 | 9823,0 | 2705,6 | 592,8 | 1596,4 | 609,6 | 141,8 | 129,7 |
| 2016 | 9945,8 | 2734,3 | 594,3 | 1614,8 | 624,2 | 142,6 | 127,3 |

Source: own study based on: *Przeciętne zatrudnienie*, Statistical Yearbook of the Republic of Poland 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, Central Statistical Office (GUS) in Warsaw 1991, p. 94; 1992, p. 99; 1993, p. 112; 1994, p. 120; 1995, p. 124; 1996, p. 127; 1997, p. 133; 1998, pp. 128-129; 1999, pp. 135-136; 2000, pp. 136-137; 2001, pp. 140-141; 2002, pp. 142-143; 2003, pp. 152-153; 2004, pp. 139-240; 2005, pp. 239-240; 2006, pp. 242-243; 2007, pp. 244-245; 2008 pp. 234-235, 2009 pp. 240-241, 2010 pp. 263-264, 2011 pp. 227-228, 2012 pp. 233-234, 2013 pp. 242-243, 2014 pp. 244-245, 2015 pp. 246-247, 2016 pp. 246-247, 2017 pp. 242.-243.

Labor costs in Poland

In 1990, the cost of work per one employee was at PLN 854.23, calculated per one hour paid at PLN 4.37 and per one hour worked at 5.32 PLN (see Table 3). By the end of 2016, labor costs rose to PLN 5573.26. Labor costs from 1990 to 2016 increased on average by 0.46% annually. According to a report by the Polish Ministry of Economy, labor costs were until recently decisive in shaping Poland's competitive market position. Poland's economic growth and globalization processes have, however, caused this factor to lose its significance. Investors looking for cost advantages are increasingly opting for more cost-competitive regions. Regardless, compared to other EU countries, labor costs in Poland are still relatively low. According to the definition provided by the International Labor Organization (ILO), the cost of labor is the total cost incurred by the employer in connection with the employment of an employee (International Labor Organization, 2009, p. 153). The cost of labor understood in this way includes: remuneration for work performed, remuneration for non-employment, bonuses and payments, meals, drinks, payments in kind, costs of employee accommodation paid by the employer, employer's social security expenses, training costs borne by the employer, social and other benefits such as transportation costs, work clothes, recruitment costs and taxes treated as labor costs. Due to the increasing lack of employees, labor costs will not be the most important factor when hiring people.

Table 3. Labor costs in Poland in 1990-2016 (in PLN) – at current prices

| Year | Per 1 employee (monthly average) | Per 1 hour | |
|------|-------------------------------------|------------|--------|
| | | paid | worked |
| 1990 | 854,23 | 4,37 | 5,32 |
| 1991 | 912,85 | 5,02 | 6,17 |
| 1992 | 986,54 | 5,78 | 7,05 |
| 1993 | 1052,48 | 6,24 | 7,86 |
| 1994 | 1093,65 | 6,96 | 8,25 |
| 1995 | 1152,34 | 7,68 | 9,11 |
| 1996 | 1234,86 | 8,24 | 9,67 |
| 1997 | 1492,61 | 8,79 | 10,11 |
| 1998 | 1725,79 | 10,36 | 13,45 |
| 1999 | 2134,85 | 12,93 | 16,12 |
| 2000 | 2622,76 | 15,68 | 18,03 |
| 2001 | 2821,30 | 17,18 | 19,76 |
| 2002 | 2930,70 | 18,02 | 20,69 |
| 2003 | 3017,64 | 18,66 | 21,40 |
| 2004 | 3111,64 | 19,26 | 22,22 |
| 2005 | 3252,02 | 20,19 | 23,22 |
| 2006 | 3421,05 | 21,25 | 24,42 |
| 2007 | 3720,09 | 23,06 | 26,58 |
| 2008 | 3986,50 | 23,96 | 27,85 |
| 2009 | 4232,68 | 26,43 | 30,51 |
| 2010 | 4388,31 | 27,52 | 31,38 |
| 2011 | 4633,95 | 29,86 | 33,14 |
| 2012 | 4758,64 | 30,14 | 33,99 |
| 2013 | 4985,54 | 32,93 | 35,37 |
| 2014 | 5149,18 | 33,15 | 36,42 |
| 2015 | 5348,81 | 34,28 | 37,51 |
| 2016 | 5573,26 | 35,69 | 38,64 |

Source: own study based on: *Koszty pracy*, Statistical Yearbook of the Republic of Poland 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2012, 2013, 2014, 2015, 2016, 2017, Central Statistical Office (GUS) in Warsaw 1991, p. 131; 1992, p. 135; 1993, p. 140; 1994, p. 135; 1995, p. 133; 1996, p. 130; 1997, p. 136; 1998, p. 135; 1999, p. 134; 2000, p. 137; 2001, p. 147; 2002, p. 149; 2003, p. 158; 2004, pp. 245-246; 2005, pp. 245-246; 2006, pp. 248-249; 2007, pp. 250-251; 2008 pp. 240-241, 2009 p. 247, 2010 p. 270, 2011 p. 234, 2012 pp. 248-249, 2013 p. 250, 2014 p. 251, 2015 p. 253, 2016 p. 253, 2017 p. 254.

Recruitments and redundancies in Poland

In 1990, the number of people admitted to work was 1,442,600 and the recruitment rate was 12.2%. However, the same year, 2,594,400 people were laid off, and the redundancy rate was 23.0% (see Table 4). By 1996, the number of people admitted to work increased, and the number of layoffs declined. Until 2003, the number of recruitments exceeded the number of redundancies. 1990 marked the beginning of a market economy in Poland, as a result of which many companies were restructured, which explains a high redundancy rate this high. Since 2003, the number of people admitted to work exceeded the number of layoffs. In 2009, the number of newly hired employees was at 1,525,6, thus giving the recruitment rate of 18.8%. At the same time, 1,660,500 people were dismissed from work, thus giving the

redundancy rate of 20.4%. The same year, the number of persons admitted to work was lower than of those dismissed.

Table4. Recruitments vs. redundancies and recruitment/redundancy rate in Poland in 1990-2016 (in thousands)

| Year | Recruitments (people admitted to work) | | | Redundancies (people dismissed from work) | | |
|------|--|-----------------------|---------------|---|----------------------|---------------|
| | Total in thousands | Recruitment rate in % | Dynamics in % | Total in thousands | Redundancy rate in % | Dynamics in % |
| 1990 | 1452,6 | 12,2 | 113,2 | 2594,4 | 23,0 | 104,3 |
| 1991 | 1720,6 | 16,1 | 118,4 | 2726,9 | 26,8 | 105,1 |
| 1992 | 1641,9 | 17,9 | 95,4 | 2040,3 | 22,4 | 74,8 |
| 1993 | 1752,6 | 20,6 | 106,7 | 1789,3 | 21,0 | 87,7 |
| 1994 | 1828,0 | 21,0 | 104,3 | 1813,3 | 20,7 | 101,3 |
| 1995 | 1981,4 | 23,3 | 108,4 | 1887,5 | 21,9 | 104,1 |
| 1996 | 2103,4 | 25,0 | 106,2 | 1903,2 | 22,3 | 100,8 |
| 1997 | 1713,0 | 20,2 | 81,4 | 1457,0 | 16,9 | 76,6 |
| 1998 | 2099,9 | 24,6 | 122,5 | 1971,4 | 22,8 | 135,3 |
| 1999 | 1948,0 | 23,9 | 92,8 | 2025,8 | 24,6 | 102,8 |
| 2000 | 1623,5 | 20,5 | 83,3 | 1830,8 | 23,0 | 90,4 |
| 2001 | 1520,7 | 19,5 | 93,7 | 1836,3 | 23,6 | 100,3 |
| 2002 | 1273,9 | 17,5 | 83,8 | 1389,0 | 19,0 | 75,6 |
| 2003 | 1488,8 | 21,1 | 116,9 | 1536,0 | 21,6 | 110,6 |
| 2004 | 1567,9 | 22,4 | 105,3 | 1498,5 | 21,2 | 97,6 |
| 2005 | 1638,2 | 23,1 | 104,5 | 1484,4 | 20,7 | 99,1 |
| 2006 | 1916,8 | 26,7 | 117,0 | 1648,7 | 22,7 | 111,1 |
| 2007 | 2200,4 | 29,6 | 114,8 | 1897,7 | 25,1 | 115,1 |
| 2008 | 2100,5 | 26,5 | 95,5 | 2020,1 | 25,2 | 106,4 |
| 2009 | 1525,6 | 18,8 | 72,3 | 1660,5 | 20,4 | 82,2 |
| 2010 | 1614,5 | 20,3 | 105,8 | 1557,8 | 19,5 | 93,8 |
| 2011 | 1818,7 | 22,7 | 112,7 | 1764,8 | 22,0 | 113,3 |
| 2012 | 1587,7 | 19,7 | 87,3 | 1623,9 | 20,1 | 92,0 |
| 2013 | 1606,0 | 20,2 | 101,2 | 1497,7 | 18,9 | 92,2 |
| 2014 | 1709,4 | 21,5 | 106,4 | 1537,0 | 19,3 | 102,6 |
| 2015 | 1804,0 | 22,3 | 105,5 | 1666,4 | 20,6 | 108,4 |
| 2016 | 1908,6 | 22,7 | 105,8 | 1742,8 | 21,2 | 104,6 |

Source: own study based on: *Przyjęcia do pracy. Zwolnienia z pracy*, Statistical Yearbook of the Republic of Poland 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, Central Statistical Office (GUS) in Warsaw, 1991, p. 106; 1992, p. 106; 1993, pp. 119-120; 1994, pp. 126-127; 1995, pp. 127-128; 1996, pp. 130-131; 1997, pp. 136-17; 1998, pp. 131-133; 1999, pp. 138-140; 2000, pp. 139-141; 2001, pp. 143-145; 2002, pp. 145-147; 2003, pp. 156-157; 2004, pp. 243-244; 2005, pp. 243-244; 2006, pp. 246-247; 2007, pp. 248-249; 2008, pp. 238-239; 2009, pp. 244-245; 2010, pp. 267-268; 2011, pp. 231-232; 2012, pp. 236-237; 2013, pp. 247-248; 2014, pp. 248-249; 2015, pp. 250-251; 2016, pp. 250-251; 2017, pp. 250-251.

This situation was the result of the global economic crisis. Importantly, since 2010 there was an increase in the number of admitted and dismissed employees. In 2010, there were 1,614,500 employees admitted to work, thus giving the recruitment rate of 20.3%. On the other hand, 1,557,800 were laid off the same year, thus giving the redundancy rate of 19.5%. In 2012, there was a fall in both recruitments (1,587,700) and redundancies (1,623,900), and so the number of people admitted to work was lower than the number of people dismissed from work. Since 2013, there was an increase in both recruitments and redundancies. At the

end of 2016, the number of recruitments was 1,908,600 (the rate of 22.7%), while the number of redundancies was 1,743,280. (the rate of 21.2%). It can therefore be stated that the number of recruitments and redundancies, and their dynamics, were correlated with the economic situation of Poland and of Polish companies. In the coming years, further growth of recruitments over redundancies should be expected due to the economic development of the country.

Registered unemployed persons, unemployment rate and job vacancies

In 1990, the total number of registered unemployed persons was 1,126,100; the newly registered ones were 1,367,200, while 1,210,600 deregistered. The unemployment rate was therefore 6.1%. The number of job vacancies in that year was 54,100 (see Table 5). The situation would get progressively worse until 2003. At the end of 2003, the total number of registered unemployed persons was 3,755,700; the newly registered ones were 2,642,200, while 2,683,500 deregistered. The unemployment rate was therefore 20%. The number of job vacancies in that year was 10,300. Since 2004, the number of registered unemployed persons was on the decline, and the number of deregistered persons exceeded the number of the newly registered ones. Unemployment began to fall and the number of job vacancies increased. In 2007, there were a total of 1,746,600 registered unemployed people: the newly registered ones were 2,491,200, while 3,054,100 deregistered. The unemployment rate was therefore 11.2%. The number of job vacancies stood at 44,500. Since 2009, the total number of registered unemployed persons and the unemployment rate increased, and the number of job vacancies decreased. It was the result of the global economic crisis, which also affected Poland. This situation lasted until the end of 2013. Since 2013, the number of unemployed registered in total decreased, and this trend lasted until the end of 2016. At the end of 2016, the total number of registered unemployed persons was at 1,335,200; the newly unemployed were 2,245,700 people and 2,599,840 deregistered, thus setting the unemployment rate at 8.3%. Meanwhile, there were 63,500 job vacancies. The initial period of economic transformation caused major changes also in the labor market. Restructuring of state-owned enterprises resulted in an increase in the number of unemployed persons and the unemployment rate. The number of job vacancies began to fall. Employees began to register as unemployed. This situation began to improve from 2004 onwards. It took a long time for businesses and employees to adapt to the new economic conditions. In 2009, the situation once again

deteriorated, a fact linked with the economic crisis in Poland. Since 2013, the situation has improved.

Table 5. Registered unemployed persons, unemployment rate and job vacancies in Poland in 1990-2016

| Year | Total unemployed (in thousands) | Newly registered unemployed (in thousands) | Deregistered unemployed (in thousands) | Registered unemployment rate (in %) | Job vacancies (in thousands) |
|------|---------------------------------|--|--|-------------------------------------|------------------------------|
| 1990 | 1126,1 | 1367,2 | 1210,6 | 6,1 | 54,1 |
| 1991 | 2155,6 | 1487,3 | 1362,1 | 11,8 | 29,1 |
| 1992 | 2509,3 | 1559,5 | 1206,0 | 13,6 | 22,9 |
| 1993 | 2889,6 | 1970,8 | 1590,6 | 15,7 | 21,7 |
| 1994 | 2838,0 | 2094,0 | 2145,6 | 16,0 | 25,2 |
| 1995 | 2628,8 | 2371,3 | 2580,5 | 14,9 | 20,5 |
| 1996 | 2395,5 | 2225,1 | 2494,4 | 13,2 | 13,8 |
| 1997 | 1826,4 | 2051,3 | 2584,4 | 10,3 | 11,9 |
| 1998 | 1831,4 | 2127,8 | 2122,8 | 10,4 | 7,3 |
| 1999 | 2349,8 | 2562,8 | 2044,3 | 13,1 | 6,1 |
| 2000 | 2702,6 | 2475,9 | 2123,0 | 15,1 | 5,7 |
| 2001 | 3115,1 | 2476,2 | 2580,5 | 17,5 | 5,3 |
| 2002 | 3217,0 | 2550,2 | 2448,3 | 18,0 | 8,3 |
| 2003 | 3175,7 | 2642,2 | 2683,5 | 20,0 | 10,3 |
| 2004 | 2999,6 | 2684,1 | 2860,2 | 19,0 | 13,2 |
| 2005 | 2773,0 | 2793,2 | 3019,8 | 17,6 | 17,5 |
| 2006 | 2309,4 | 2692,4 | 3155,9 | 14,8 | 30,7 |
| 2007 | 1746,6 | 2491,2 | 3054,1 | 11,2 | 44,5 |
| 2008 | 1473,8 | 2476,6 | 2749,4 | 9,5 | 30,0 |
| 2009 | 1892,7 | 3083,7 | 2664,8 | 12,1 | 21,3 |
| 2010 | 1954,7 | 3042,0 | 2979,8 | 12,4 | 23,5 |
| 2011 | 1982,7 | 2591,5 | 2563,5 | 12,5 | 22,0 |
| 2012 | 2136,8 | 2655,0 | 2500,8 | 13,4 | 23,1 |
| 2013 | 2157,9 | 2709,4 | 2688,1 | 13,4 | 30,6 |
| 2014 | 1825,2 | 2452,8 | 2786,2 | 11,4 | 39,7 |
| 2015 | 1563,3 | 2368,8 | 2630,6 | 9,7 | 51,2 |
| 2016 | 1335,2 | 2245,7 | 2598,4 | 8,3 | 63,5 |

Source: own study based on: *Bezrobotni zarejestrowani, stopa bezrobocia oraz oferty pracy, Bezrobotni nowo zarejestrowani i wyrejestrowani*. Statistical Yearbook of the Republic of Poland 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, Central Statistical Office (GUS) in Warsaw, 1991, p. 106; 1992, p. 108; 1993, p. 122; 1994, p. 129; 1995, p. 132; 1996, pp. 135-137; 1997, pp. 141-143; 1998, p. 136; 1999, p. 142; 2000, p. 143; 2001, p. 148; 2002, p. 150; 2003, p. 160; 2004, p. 247; 2005, p. 247; 2005, p. 250; 2006, pp. 251-252; 2008 pp. 241-242, 2009 pp. 247-248, 2010 pp. 271-272, 2011 pp. 235-236, 2012 pp. 240-241, 2013 pp. 251-252, 2014 pp. 252-253, 2015 pp. 254-255, 2016 pp. 254-255, 2017 pp. 251-252.

When comparing all indicators (see Table 6), it was noticed that in some years the majority of indicators increased. There were also years in which most of the indicators decreased. In the Polish economy, the years 1990-2016 were a period of economic and social changes, as well as accelerated growth, in order to catch up with developed countries (Kaźmierczyk 2015, p. 37).

Table 6. Indicators - summary

| Year | Total | Employees | Employment | Labor costs per 1 employee | Recruitments (people admitted to work) | Redundancies (people dismissed from work) | Registered unemployed persons in total | Newly registered unemployed | Deregistered unemployed | Registered unemployment rate | Job vacancies |
|------|-------|-----------|------------|----------------------------|--|---|--|-----------------------------|-------------------------|------------------------------|---------------|
| 1990 | + | - | - | + | + | + | + | + | + | + | + |
| 1991 | + | - | + | + | + | + | + | + | + | + | - |
| 1992 | - | - | - | + | - | - | + | + | - | + | - |
| 1993 | + | - | - | + | + | - | + | + | + | + | - |
| 1994 | + | + | - | + | + | + | - | + | + | + | + |
| 1995 | + | + | + | + | + | + | - | + | + | - | - |
| 1996 | -/+ | + | + | + | + | + | - | - | - | - | - |
| 1997 | - | + | + | + | - | - | - | - | + | - | - |
| 1998 | + | - | + | + | + | + | + | + | - | + | - |
| 1999 | -/+ | - | - | + | - | + | + | + | - | + | - |
| 2000 | - | - | - | + | - | - | + | - | + | + | - |
| 2001 | -/+ | - | - | + | - | + | + | - | + | + | - |
| 2002 | -/+ | - | - | + | - | - | + | + | - | + | + |
| 2003 | + | - | - | + | + | + | - | + | + | + | + |
| 2004 | + | + | - | + | + | - | - | + | + | - | + |
| 2005 | + | + | + | + | + | - | - | + | + | - | + |
| 2006 | + | + | + | + | + | + | - | - | + | - | + |
| 2007 | + | + | + | + | + | + | - | - | - | - | + |
| 2008 | - | + | + | + | - | + | - | - | - | - | - |
| 2009 | - | - | - | + | - | - | + | + | - | + | - |
| 2010 | + | + | - | + | + | - | + | - | + | + | + |
| 2011 | + | + | + | + | + | + | + | - | - | + | - |
| 2012 | -/+ | - | - | + | - | - | + | + | - | + | + |
| 2013 | + | + | - | + | + | - | + | + | + | -/+ | + |
| 2014 | + | + | + | + | + | + | - | - | + | - | + |
| 2015 | + | + | + | + | + | + | - | - | - | - | + |
| 2016 | + | + | + | + | + | + | - | - | - | - | + |

Note: + increase; - decrease.

Source: own study based on Tables 1-5.

Conclusions

Having carried out the analyses and assessments, it can be concluded that the situation of employees in the labor market in Poland is improving. In 1990-2016, there was a large variation in the size of employment, employees and recruitments/redundancies in Poland, as employers adjusted the size of employment and the number of employees to the economic situation prevailing in the country. The highest number of people were employed in industry, trade and repair of motor vehicles and construction, while the rest were hired in service activities. Companies adjusted average employment to the prevailing market conditions and to the situation in the entire economy in Poland and abroad. The number and dynamics of employees in Poland increased, while there were increasingly fewer employees hired in the public sector, in favor of the private one. In 2009, a decrease was observed in the number of employees, resulting from the deteriorating economic situation and the economic slowdown in Poland and abroad. It also translated into the number of recruitments and redundancies. Overall, unemployment decreased throughout the analyzed period, and the number of job vacancies increased. In Poland, in the analyzed period, the economic situation was gradually improving, which translated into the specific situation in the labor market. Undoubtedly, in the face of uneven unemployment, it is necessary to increase spending on active labor market policies. The future strategy of the state should consist in adoption of an economic policy whose objective would be the development of an efficient and effective economy, granting every able and willing employee the right to work. The first period until 2000 took a serious toll on the Polish economy, when the majority of indicators unfavorable to the economy and society increased. Companies and employees had to adapt to new economic and financial conditions. In the first period, unemployment grew rapidly, and only after 2000 it started to decrease, thus improving the situation in the labor market in Poland.

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Sytuacja na rynku pracy w Polsce

Abstrakt

Celem artykułu jest identyfikacja czynników, które miały wpływ na sytuację pracujących na rynku pracy w Polsce w latach 1990-2016. Pytania badawcze to jak zmieniała się sytuacja pracujących oraz koszty pracy. Koszty pracy były oceniane pod względem ich wysokości przypadającej na jednego zatrudnionego i jedną przepracowaną godzinę. Ocenie poddane zostały również informacje dotyczące bezrobocia z uwzględnieniem bezrobotnych nowo zarejestrowanych i wyrejestrowanych, stopy bezrobocia oraz ofert pracy. Na podstawie tych danych została przeprowadzona analiza zmian w poziomie kosztów pracy oraz obliczona dynamika ich wzrostu. Do przeprowadzenia analizy i oceny wykorzystano z danych statystycznych rynku pracy Głównego Urzędu Statystycznego w Warszawie, publikowanych w Rocznikach Statystycznych Rzeczypospolitej Polskiej za lata 1990-2016.

Słowa kluczowe: rynek pracy, pracujący, zatrudnienie, koszty pracy, bezrobocie, stopa bezrobocia