

WZB

Wissenschaftszentrum Berlin
für Sozialforschung



Jutta Allmendinger
Lena Hipp
Stefan Stuth

Atypical Employment in Poland

Discussion Paper

P 2013-003

www.wzb.eu/atypical

August 2013

Social Science Research Center Berlin (WZB)

Research Area

President's Project Group

Project

The Institutional Determinants of Atypical Employment and Social Inequality in Europe, founded by the Hans Böckler Foundation and supervised by Jutta Allmendinger, Johannes Giesecke, and Kathrin Leuze



Citation:

Allmendinger, J., Hipp, L., Stuth, S. (2013): Atypical Employment in Poland, *Atypical Employment in Europe 1996–2011*, Discussion Paper P 2013-003, Berlin: WZB, pp. 53–56, www.wzb.eu/atypical.

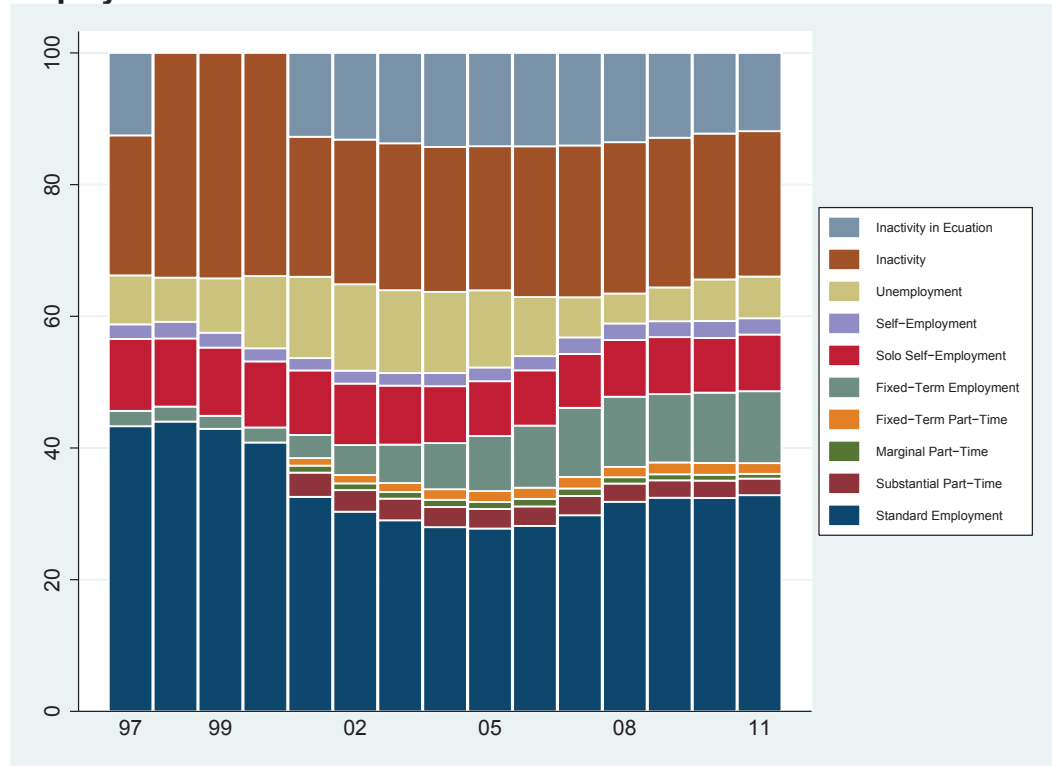
Copyright remains with the author(s).

Poland

At the start of the new millennium the economic revival in Poland ran out of steam. As a consequence, employment fell and unemployment rose. The number of jobs fell, particularly permanent full-time jobs, while fixed-term positions became more prevalent. Both men and women were equally affected by this development. However, men were, on the whole, better integrated into the labor market during this period than women, who frequently worked part time. The 30-to-49 age group had the highest employment rates and worked most frequently in permanent full-time jobs. Atypical employment is relevant in all age groups, although it is less important in the older age group. However, over half of this age group does not participate in employment. Among younger people, many economically inactive people were in education or training. There are clear differences between the three educational groups. The highly qualified group has high levels of employment, and almost half of them were in full-time employment. By contrast, only every fourth person in the low-skilled group was in employment at all. People with all levels of education could be found in the various levels of atypical employment, whereas part-time work was particularly prevalent among highly qualified people. Only low-skilled workers were more commonly found in atypical employment than in normal employment.

The crisis did not have a noticeable impact in Poland; at most the general upward trend was merely halted. Among the older age group, employment even increased by 2.9 percentage points.

Employment in Poland (1996–2011).



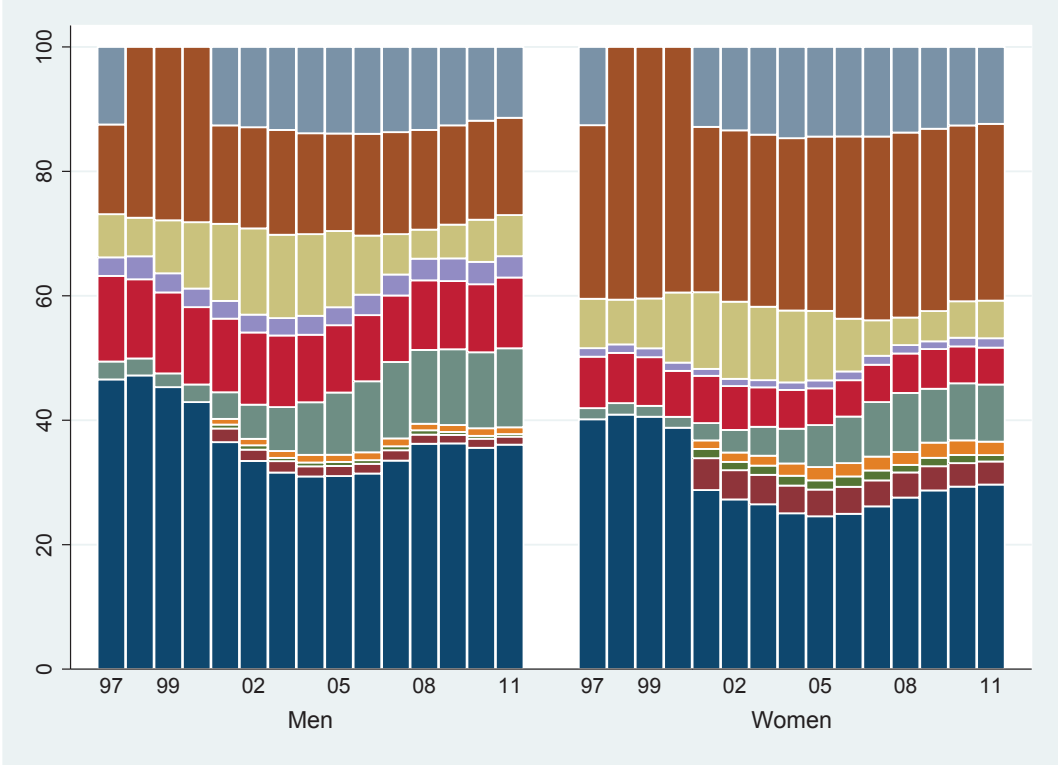
Data source: ELFS (second quarter based on yearly and quarterly surveys).¹⁶

¹⁶ There is only data for the first quarter of 1999. In order to avoid seasonal distortions, no values for 1999 will be given.

No information was available on education and training for Poland for 1998 and 2000. However, the age category chosen (15 to 64 years of age) includes all people attending school and those in education or training. The group of people who were in education and training cannot clearly be identified. Therefore, people who were in education or training between 1998 and 2000 are in the “inactive” category.

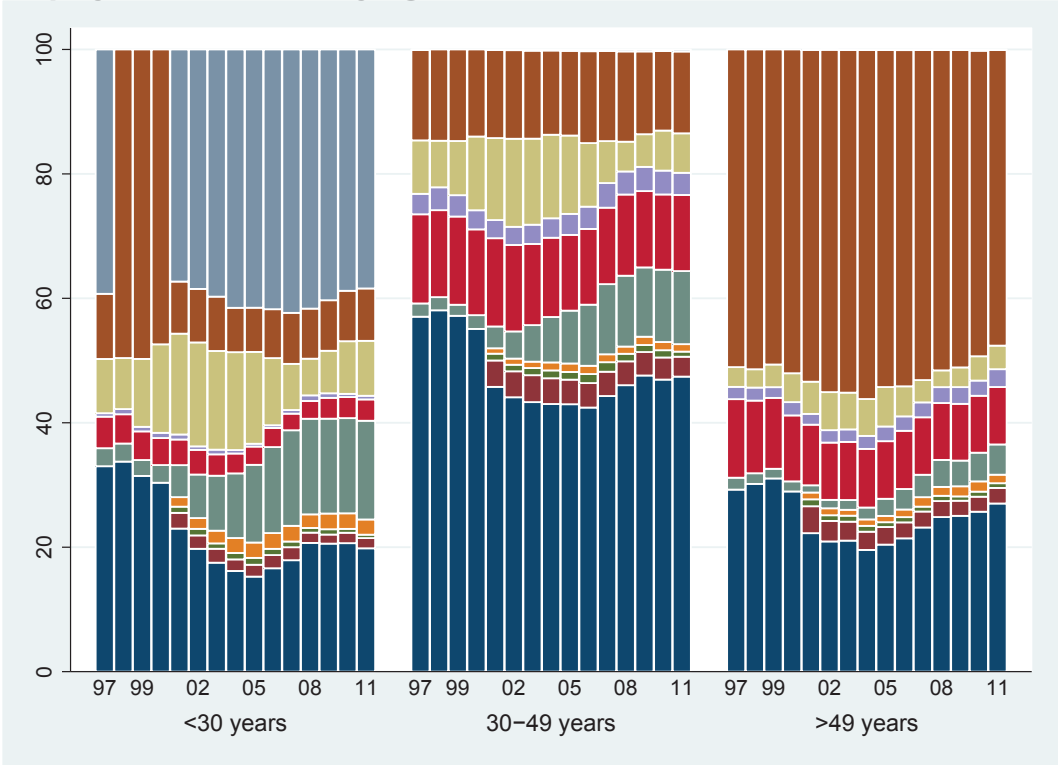
There is no information on working times in Poland from 1997–2000. This made it impossible to distinguish part-time from full-time employment. People who work part-time are therefore assigned to the standard employment category.

Employment in Poland by Gender (1996–2011).



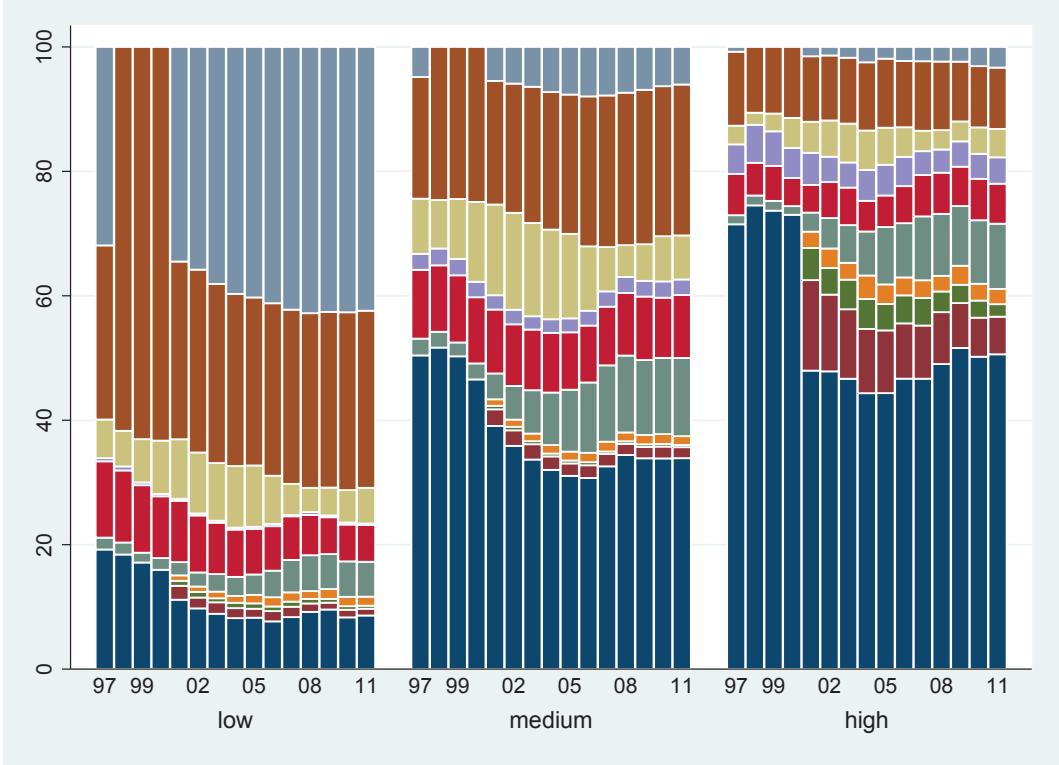
Data source: ELFS (second quarter based on yearly and quarterly surveys).¹⁶

Employment in Poland by Age (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).¹⁶

Employment in Poland by Education (1996–2011).



Data source: ELFS (second quarter based on yearly and quarterly surveys).¹⁶

Important terms

The **population studied** includes all people who were of working age (between 15 and 64 years of age) at the time of the survey but excludes those living in collective living quarters (monasteries/convents, hospitals, etc.) and those doing military service.

A person was considered **employed** if they were working in the private or public sector, either in a dependent or self-employed capacity, for at least one hour a week and received a salary, wage, or other monetary remuneration for this.

Individuals were considered **unemployed** if they were not employed but were actively seeking work and were available to the labor market or if they were entering employment within the following three months.

Those who were neither employed nor unemployed were considered economically **inactive**. Inactive individuals who were in education or training were assigned to the inactive **in education or training** category.

A **standard employment relationship** exists when an individual is in a dependent employment relationship for at least 35 hours weekly and has a permanent employment contract.

Marginal part-time employment is employment with fewer than 20 hours a week.

Substantial part-time employment is employment with 20 hours and more a week but less than 35 hours a week.

Fixed-term employment exists when the period during which a contract is valid is limited. We differentiate between fixed-term employment (35 hours and more a week) and fixed-term part-time employment (less than 35 hours a week).

Self-employment exists when an individual's main economic activity is not dependent employment.

Solo self-employment refers to self-employment without employees.

The **educational/skill levels** "low," "medium," and "high" are based on the ISCED classification of qualifications developed by UNESCO.

The aggregated data used in our country profiles can be downloaded from the project's website (www.wzb.eu/atypical). Interested users can also find explanations regarding some of the methodological problems that exist for certain years or variables.