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APPLICATION OF ATYPICAL FORMS OF EMPLOYMENT AS AN ELEMENT OF LABOUR MARKET FLEXIBILITY IN POLAND

Summary

One of the effects of flexibilization of work environment is a departure from the traditionally conceived employment relationship and proliferation of non-standard forms of employment and work organisation. These are becoming characteristic of labour markets and affect both employees and employers, as well as the institutions that regulate the labour markets.

The dissertation aims to analyse and assess the influence of application of atypical forms of employment on the process of the Polish labour market flexibilization. The scope of the work defined above is the consequence of the assumption that the diversity and effectiveness of applying various forms of employment determine, to a large extent, the condition of the Polish labour market in addition to affecting the nature and scale of the processes that the market is subject to.

The primary aim of this dissertation is to identify the conditioning factors which determine application of flexible forms of employment on the Polish labour market. Additional aims of the dissertation concern: determination of the essence and significance of flexibility in the transformation of the contemporary labour markets; assessment of the current situation and trends as regards changes in application of atypical forms of employment in Poland; formulation of recommendations for a more effective application of flexible forms of employment on the Polish labour market.

A number of research methods have been employed in the dissertation. The most significant ones are: descriptive and functional analysis, diagnostics survey and statistical methods.

The dissertation, the structure of which is problem-based, consists of three chapters. Chapter One contains an analysis of the subject seen in the broadest perspective. The considerations focus on presentation of the essence of labour market flexibility, factors that condition its development, and description of selected indicators of labour market flexibility. The chapter also provides an account of the dimensions of labour market flexibility and concludes with a description of how the concept of flexibility may be adapted to the particular needs of the Polish labour market. Chapter Two is devoted to the description of atypical forms of employment which occur on the Polish labour market and provides a more specific

perspective of prior considerations. The final part of the chapter refers to a statistical analysis, which has enabled the author to present the range of application of atypical forms of employment on the Polish labour market. In Chapter Three, the determining factors of application of flexible forms of employment on the Polish labour market have been indicated. In order to describe these, an analysis has been conducted of economic, social and legal premises, followed by a discussion of their influence on application of atypical forms of employment. Subsequently, the empirical study conducted by the author has been discussed. On the basis of the obtained results and conclusions from research as well as prior analysis of subject literature, recommendations have been formulated regarding a more effective application of flexible forms of employment which take into account the specificity of the Polish labour market.

As a result of the theoretical considerations and empirical research, it has been confirmed that the manner in which flexible forms of employment are used on the Polish market determines the process of its flexibilization.

Keywords: labour market, labour market flexibility, flexicurity strategy, labour market in Poland, the European Union, flexible forms of employment, fixed-term employment, part-time employment, self-employment, contract of mandate, remote work.