

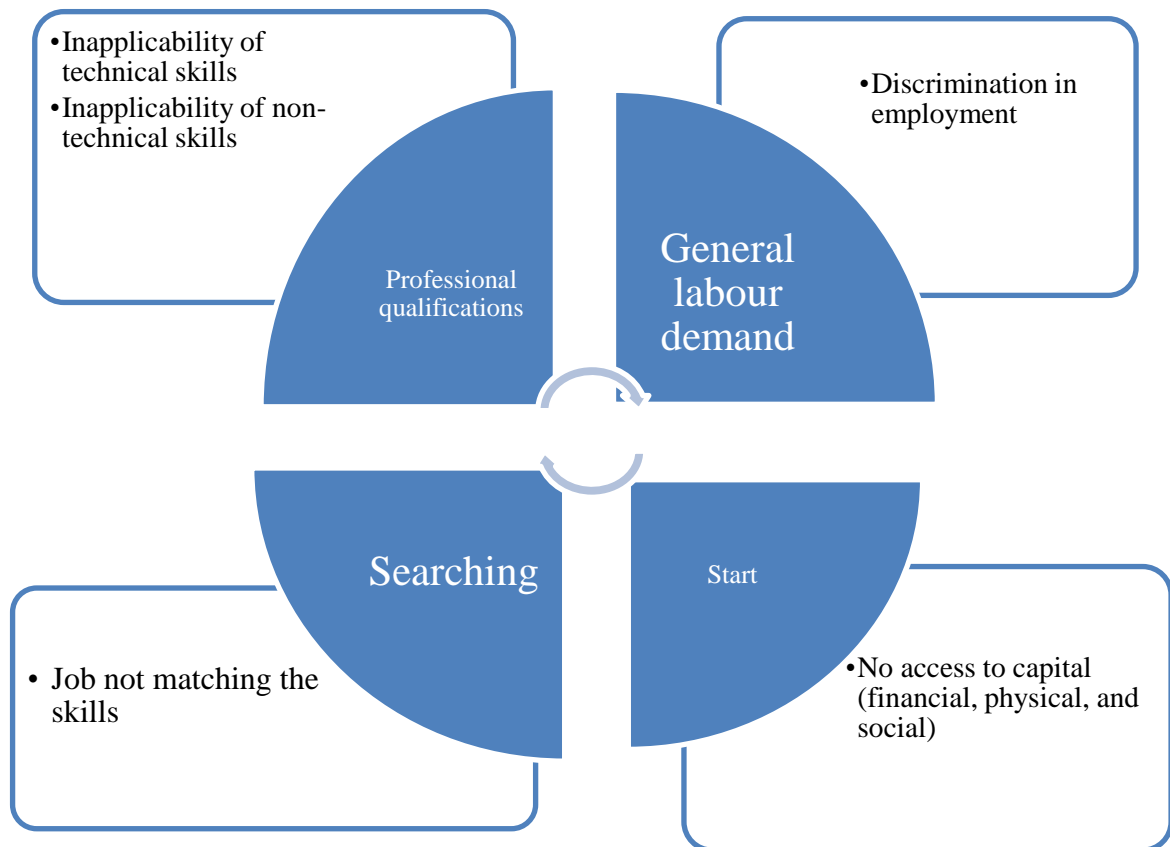
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**CONTRIBUTORY FACTORS TO THE UNEMPLOYMENT AMONG GRADUATES  
IN THE LABOUR MARKET OF THE SILESIAN VOIVODESHIP  
AND THE CITY OF BIELSKO-BIALA**

**Introduction**

The issues concerning unemployment are one of the most important problems of the contemporary social politics (Rokicki 2011). For those taking up their careers, it is vital to step forward from education to employment. This moment in life makes it possible to become financially independent, realize one's plans and take decisions autonomously. Being unemployed makes young people stuck in limbo since they depend on their family and friends, and fail to be self-reliant. Despite the fact that Polish teenagers are gradually better educated with each following year, it becomes more and more difficult for them to find employment. One of the reasons for such a situation, may be the discrepancy between the skills acquired at school, and the requirements of the job market. Usually, a check on the knowledge acquired at university happens to be verified during job interviews. It is this moment when many of the applicants become convinced of their real skills and abilities. Another problem is the lack of experience required by the employers before employment. Employers usually choose those of the applicants who are better qualified and possess experience. The question arises when the youth should gain this desirable experience. The compulsory student training is far from sufficient to acquire practical skills and get used to professional duties. Due to the absence of proficiency and specialized knowledge, graduates are less attractive to employers. Many of the former combined education and work by choosing full-time courses and working in weekends or, alternatively, part-time courses and working during the week. Substantial number of young Poles have a university degree which is supposed to ensure stable employment and high social status. Apparently, it is otherwise owing to the fact that the young graduate's education is usually inapplicable to the labour market. Employment obstacles which are crucial to young people are shown in figure number 1.

Fig. 1. Main barriers to the employment of young people.



Source: Świeboda 2016, based on: Szafraniec 2011, 138.

### The economical and sociological description of the notion of unemployment

From a macro-social perspective, unemployment may be regarded as subjective and objective. The former is usually defined as: ‘the state of professional inactivity of people capable of working and willing to work, and who support themselves by working. The objective unemployment relates to labour demand resulting from inequality between the labour supply (human resources) and labour demand (absorption capacity of the economy)’ (Mlonek 1992, 1). The notion of unemployment may be defined as the lack of gainful employment of people capable of working and seeking a job (Ardent *et al.* 2011).

Finding a job and joining a profession became a norm upon which people base their lives. Previously unheard-of, unemployment seems to be a natural element of modern societies. Nowadays, according to the GUS data from 2016, the level of unemployment fluctuates around 10% (see tab. 2).

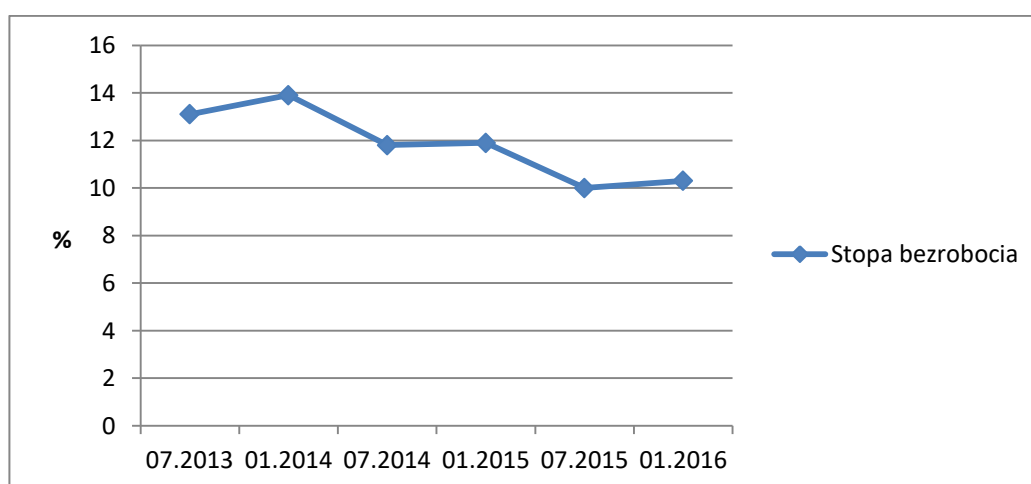
Tab. 1. The percentage of unemployment in Poland between 2010 and 2016

Months	January	February	March	April	May	June	July	August	September	October	November	December
<b>2016</b>	10.3	10.3	10.0									
<b>2015</b>	11.9	11.9	11.5	11.1	10.7	10.2	10.0	9.9	9.7	9.6	9.6	9.8
<b>2014</b>	13.9	13.9	13.5	13.0	12.5	12.0	11.8	11.7	11.5	11.3	11.4	11.4
<b>2013</b>	14.2	14.4	14.3	14.0	13.6	13.2	13.1	13.0	13.0	13.0	13.2	13.4
<b>2012</b>	13.2	13.4	13.3	12.9	12.6	12.3	12.3	12.4	12.4	12.5	12.9	13.4
<b>2011</b>	13.1	13.4	13.3	12.8	12.4	11.9	11.8	11.8	11.8	11.8	12.1	12.5
<b>2010</b>	12.9	13.2	13.0	12.4	12.1	11.7	11.5	11.4	11.5	11.5	11.7	12.4

Source: Świeboda 2016, based on: <http://stat.gov.pl/obszary-tematyczne/rynek-pracy/bezrobocie-rejestrowane/stopa-bezrobocia-w-latach-1990-2016,4,1.html>.

Based on methods used by the GUS, the level of unemployment may be calculated by dividing the number of the registered as unemployed into the total number of professionally active population, *i.e.* excluding those doing military service and those employed in the public sector connected to the national defence and public safety (<http://rynekpracy.org>, [accessed: 08.05.2016 r.]).

Fig. 2. The level of unemployment recorded in Poland between July 2013 and January 2016.



Source: Świeboda 2016, based on the GUS data.

According to the GUS and the Ministry of Family, Labour and Social Policy, the level of registered unemployment amounted to 10.3% at the end of February 2016 which is equal to the level in the previous month. In February 2015, the same index was 1.7% higher. Considering the 12-month dynamics, it may be noted that the level of registered unemployment falls systematically every month (<http://rynek.pracy.org>, [accessed: 08.05.2016 r.]).

The level of unemployment for Poland is calculated by the GUS in the relation to individual voivodeships and lesser administrative units. Job centres are not entitled to such estimations. Compared to the whole country, the index being discussed for the Silesian Voivodeship and Bielsko-Biała district amounted to a significant level in the last three months (see fig. 2).

Tab. 2. The level of unemployment at the end of the first three months of 2016.

	<b>January 2016</b>	<b>February 2016</b>	<b>March 2016</b>
<b>Poland</b>	10.3%	10.3%	10.0%
<b>Silesian Voivodeship</b>	8.5%	8.5%	8.2%
<b>The city of Bielsko-Biała</b>	<b>4.5%</b>	<b>4.5%</b>	<b>4.4%</b>
<b>Bielsko County</b>	7.4%	7.4%	7.2%

Source: Regional Job Office (PUP) in Bielsko-Biała. Data according to the GUS.

The level of unemployment below 5% remains in the cities with the least registered unemployment.

In comparison to February 2016, a decrease of 200 people in unemployment records was registered by the PUP (Regional Job Office) in Bielsko-Biała. Among those still failing to have a job, no more than 910 people have been recorded which compared to the previous month indicates a drop of 19 persons. What is more, 76.2% of those recorded had formerly been registered. From the total number of the unemployed, as much as 16.7% are entitled to benefit (PUP1). The number of people who may be categorized as unemployed is presented in the table number 3.

Tab. 3. Number of unemployed people in 29 February 2016 and 31 March 2016.

	<b>29 February 2016</b>	<b>31 March 2016</b>	<b>Difference</b>
<b>The city of Bielsko-Biala</b>	4529	4466	-3
<b>Bielsko Voivodeship</b>	4221	4084	-137
<b>Total</b>	8750	8550	-200

Source: Regional Job Office (PUP) in Bielsko-Biala. Data according to GUS.

As the data in tab. 3 suggests, in March 2016 not more than 1110 people were removed from the register which, in comparison with the previous month, constitutes an increase of 198 persons. The number of 1110 persons breaks down as follows:

- 496 persons were employed,
- 166 persons started their apprenticeship,
- 12 persons took a course,
- 214 did not declare their willingness to take up work.

As for job advertisements, in March 2016 there was 1184 vacancies which is more than in the previous month by 176. The above-mentioned number of advertisements included 55 insertions relating to jobs for people with disabilities. The total number of 245 unemployed people accepted various unemployment prevention programmes including apprenticeship, courses, community work, job creation programmes, public works, workplace equipment grants, refunds for employers and entrepreneurs who contracted an unemployed person up to the age of 30.

The data below concerns the level of unemployment between January and July 2016. The figures suggest significant decrease in unemployment rate from 10.3% to 8.6%. It is worth mentioning that the level of unemployment clearly tends to decrease, and that the lowest level is recorded in the city of Bielsko-Biala.

Tab. 4. The level of unemployment in different months of 2016.

	<b>January</b>	<b>February</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>
<b>2016</b>	10.3	10.3	10.0	9.5	9.1	8.8	8.6

Source: Swieboda 2016. Data according to GUS.

Tab. 5. The level of unemployment at the end of the month in 2016.

	<b>April 2016</b>	<b>May 2016</b>	<b>June 2016</b>	<b>July 2016</b>
<b>Poland</b>	9.5%	9.1%	8.8%	8.6%
<b>Silesian Voivodeship</b>	7.9%	7.6%	7.2%	6.9%
<b>The city of Bielsko-Biala</b>	<b>4.3%</b>	<b>4.0%</b>	<b>3.7%</b>	<b>3.5%</b>
<b>Bielsko County</b>	6.7%	6.3%	6.0%	5.7%

Source: PUP in Bielsko-Biała (the Regional Job Centre in Bielsko-Biała). Data according to GUS.

In comparison to the previous month, a decrease by **312** people registered as unemployed was recorded by the PUP in July 2016. At the same time, not more than **709** persons were listed which is less by 4 than in the previous month. Among the newly registered, exactly 73.1% had previously been recorded as unemployed, 58.1% of whom were women, and 10.6% had never been employed. Other data gathered by the PUP suggests that 69 persons with partial or total disability had found employment during the above-mentioned period of time. 18.6% of all the unemployed were entitled to benefit.

In the table below, data relating to the total number of the unemployed as of 31 July 2016 compared with the previous month the same year, can be found.

Tab. 6. The total number of the unemployed as of 30 June and 31 July 2016.

	<b>29 February 2016</b>	<b>31 March 2016</b>	<b>Difference</b>
<b>The city of Bielsko-Biala</b>	3776	3601	<b>-175</b>
<b>Bielsko County</b>	3351	3214	<b>-137</b>
<b>Total</b>	7127	6815	<b>-312</b>

Source: PUP2 in Bielsko-Biała. Data according to GUS.

### **The analysis of unemployment in Bielsko-Biała according to statistical data**

The previously given data explicitly suggests that in the aforementioned period the reduction in the number of the unemployed was higher in the city of Bielsko-Biała than in the

Bielsko County. What may seem optimistic is that the numbers describing the rate of unemployment tend to decrease, and that this trend is constant since the beginning of 2016.

According to the data on job advertisements, in July 2016 there were 1160 vacancies publicized by the PUP which is fewer than in the previous month. Among those positions, there were 115 for the disabled. There were 1056 advertisements for unsubsidized positions, *i.e.* publicized by employees themselves, and 104 insertions for subsidized ones, *i.e.* funded by Fundusz Pracy (Labour Fund) or European Social Fund.

Within unsubsidized job advertisements published in July 2016, there were the following:

- 31 insertions for persons with higher education, among which there were advertisements for language teachers, software testers, internet sales managers, transport managers, financial managers, physiotherapists, and others;
- 79 vacant positions for high school graduates, among which there were injection moulding machine operators, receptionists, delivery truck drivers, kitchen helpers, industry production managers, and others;
- 479 vacancies for persons having vocational education, *e.g.* machine operators, welders, tractor drivers, forwarders, warehousemen, and others;
- 467 job advertisements referred to persons of primary education, *e.g.* bus drivers, seamstresses, pavers, office cleaners, tailors, and others.

Among 104 subsidized positions, there were the following:

- 14 vacancies for college graduates, *e.g.* automation and robotics specialists, office technicians, geodesic technician, travel agents, accountants, kindergarten teachers, machining technicians, and client advisors;
- 47 vacant posts for persons of secondary education, *e.g.* massage therapists, computer graphic artists, dental technicians, kitchen helpers, estate managers, building and room restorers, journalists, babysitters, and others;
- 25 vacancies for persons having vocational education, among which there were maids, kitchen helpers, dry-cleaner workers, labourers, cutters, waiters, client advisors, and others;
- 18 positions for persons of primary education, *e.g.* tyre vulcanizers, carpenters, delivery truck drivers, boot and shoemakers, helping construction workers, builders, labourers, warehousemen, car mechanics, and others.

Since 1990, when Fundusz Pracy (Labour Fund) was established, regulations concerning employment, funding unemployment effects and unemployment preventing programs have been changed. Currently, all matters relating to unemployment are regulated by, in force to this day, Employment Promotions and Labour Market Institutions Act passed on 20 April 2004. According to this act, all different institutions are responsible for tasks related to employment promotion, alleviating unemployment effects, and making people active in the labour market. Among those institutions, there are:

- public job centres,
- Ochotnicze Hufce Pracy (Voluntary Labour Corps),
- employment agencies,
- training centres,
- social dialogue institutions,
- local partnership institutions.

Labour market services are provided by public employment services by means of different legal instruments. Funding of which includes:

- the national budget,
- local government budgets,
- Fundusz Pracy,
- European Union funds being part of the European Social Fund.

In accord with the Local Government Unit Income Act passed on 13 November 2003, since 2004 all projects run by county and voivodeship job centres are recognized as local governments own projects, and thus any costs of job centre activity are to be funded by local government own income. Public employment service is very important since it increases the chances of finding a job for both the unemployed and those seeking employment. According to the Employment Promotion and Labour Market Institutions Act, projects run by public employment service include basic service such as employment agency, career counselling and information, training, assisting in active job-hunt, and running job clubs. The notion of professional activation is defined as, directly or indirectly, enabling the unemployed to find and maintain work.

In its statistics concerning active labour market policies, since January 2016 the PUP in Bielsko-Biała (the Regional Job Office in Bielsko-Biała) has recorded that 1,263 unemployed persons have taken advantage of different forms of assistance which include:



- apprenticeship which was chosen by 487 persons,
- training, chosen by 83 persons,
- community work, chosen by 127 persons,
- job creation programmes, in which 76 persons took part,
- public works which was chosen by 197 persons,
- workplace equipment grants, used by 59 persons,
- refunds for employers and entrepreneurs who contracted an unemployed person up to the age of 30 for 12 months (this was used by 138 persons),
- refunds of salaries for the employed who were above 50 years old (1 person),
- refunds of accommodation costs for the employed far from their dwelling place (2 persons),
- funds for own business activity which were used by 93 persons (PUP2).

### **Conclusion**

According to the data by the GUS and PUP, the number of unemployed persons in Bielsko-Biała is significantly decreasing. There are multiple possibilities for the unemployed to develop their skills owing to many different employment activation programmes which are funded by the European Union and Fundusz Pracy. The problem of being clashed with the requirement of the labour market concerns mainly the young graduates who have just started their careers. Instead of having specific and specialized knowledge, this group has very general education and lacks work experience. Another problem is temporary employment which despite being profitable, guarantees no stability and causes the start of adult life to be more hazardous. For the young, after many years of inertia, the possibility of being employed becomes reduced or, at worst, eliminated due to ever-changing situation in the labour market. The data presented in this paper suggests that PUP in Bielsko - Biała fulfils its basic duties which may be proved by significant number of persons being employed or becoming professionally more active in various ways, *e.g.* by starting an apprenticeship or starting up a business. Previously proposed statistics revealed unambiguously that there is a significant interest in different forms of aid being provided for the inhabitants. Thus, the claim that those of the lowest education are at risk of being unemployed seems to be substantiated.

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***Abstract.** In this paper, the problem of entering the labour market by young people, in particular graduates, will be discussed. Obstacles and problems relating to the transition from education to career will be presented. Using the Central Statistical Office (GUS) data concerning Poland, the Silesian Voivodeship and the city of Bielsko-Biala, an attempt will be made to give an insight into the notion of unemployment itself. The author has also explored the concept of unemployment, which is presented on the basis of the data obtained from the Central Statistical Office on Polish, Silesian province and the city of Bielsko-Biala.*

*The main **objective** of this work is to present the concept and the level of unemployment in the city of Bielsko-Biala by comparing the situation in the Silesian Voivodeship with the whole country. Apart from that, the feasible assistance of state-run institutions, including job centres, will be showed as well as the present legal aspects of the problem. The **methods** used in this paper include statistical devices pertaining to the unemployment in Poland. The **theory** being substantiated is that those poorly educated are the high-risk group in the context of becoming unemployed.*

***Keywords:** unemployment, job, Bielsko-Biala, job advertisements, job offers*