

SOCIO-ECONOMIC CONTEXT OF POLAND AND SPAIN WITH AN OVERVIEW OF THE UNEMPLOYMENT PHENOMENON

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ABSTRACT

Unemployment is an insanely important concept for the entire national economy. It affects both individuals and the economy in general. And it is in the interest of every market participant to keep unemployment as low as possible, as this brings mutual benefits. Lower unemployment means that more people are working, and thus have money to live on and do not have to use the social assistance offered by the state. Another benefit can be seen in the fact that when more people work, more goods and services enter the market, and thus market competitiveness improves, allowing the consumer to get a better product at a better price. The article presents the economic transition in Poland and Spain. Pointing out important dates and events that were significant in the subsequent functioning of the economy. Changes like the economic transition at the turn of 1989/90, and also joining the EU were crucial for the formation of the Polish market economy. In the later part, the unemployment figures of both countries for 2016–2021 were analyzed. The trends of the indicator values were highlighted and compared with the other country.

Key words: Poland, Spain, employment, labor, unemployment, education, economy.

JEL: J20, J83

1. Introduction

The economic context of any country, or any economy, is concerned with both macro and microeconomic conditions and their changes over time. From an economic as well as institutional and cultural perspective, it is more cognitively

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adequate to make assessments with a reference point in the form of another country. A good example of comparing economies are Poland and Spain. A number of considerations for comparing these two countries can be distinguished. Firstly, Poland and Spain belong to the group of the so-called large European economies, distinguished geographically and demographically. Next, one can point to a fairly similar history of liberation of closed economies by historical turns and relatively late entry into the path of an open market economy. The next rationale for comparing mentioned two countries is the lengthy procedure and relatively late application for entry into the European Union. At the same time, remaining in the long run the largest beneficiary of EU aid funds, which assisted the process of economic convergence and ensuring territorial cohesion. The last determinant pointing to the possibility of comparing Poland and Spain is certainly the cultural context along with institutional conditions that foster entrepreneurship, the development of social capital and which influence the shape and dynamics of economic processes.

2. The background of Polish and Spanish internal problems and economic transformation

The labor market in Poland has undergone many changes. Because of its undeniable links to the state's economy, every policy change has also led to changes in the labor market. Changes in the labor market can result not only from policy changes, but also from development. A change in technology can significantly modernize certain processes in the market. The factors shaping the labor market are also demographic issues, which have also changed over the years. Thus, it can be said that the labor market has been adapting to the environment. The biggest determinant in the formation of the labor market was the change of the political system at the turn of 1989/90. With the change of the regime, the labor market also changed significantly. From that moment, Poland was in the process of transition from a centrally planned economy to a market economy. In the centrally planned economy, in force until 1989, only the state market could be distinguished. It was controlled by the state through market regulations (Kucab-Bąk, 2011). The departure from this system resulted in the emergence of a new type of market, the private market. The private market, unlike the state market, is regulated by all economic agents. The market economy is based on private property, and the functioning of the market itself is based on the law of supply and demand. The change in the economic system also involved the restructuring of the economy. The goal was to modernize production in such a way as to make it competitive. The change itself also created good conditions for the emergence of competitiveness in the labor market as well. After the change in the system, one could see a significant decrease in the number of people employed in the public sector was the result of a reduction in employment in the state sector and enterprises still operating under pre-transition rules (Socha, 2000).

In contrast, there has been an increase in private sector employment over time. The market has now become much more complicated. It is governed by the so-called market mechanism, which evolves with changes in society (Pakuła, 2005). Between 1990 and 2000, there was an active labor market policy, under which four programs were prepared. The purpose of these programs was to create jobs, activate the unemployed professionally and improve labor efficiency. However, the introduction of these programs and their results had to wait (Krynska, 2001). At the beginning of the changes, in 1990, unemployment increased significantly and the state's economic situation deteriorated. This was mainly the result of a reduction in investment, as well as an increase in the state's liabilities. Expenditures were primarily social, so it was hard to expect an improvement in the state's prosperity. It was only in 1992 that GDP growth was recorded, thanks precisely to the private sector. The sector began to strengthen and grow. More and more people found employment in this sector. The following years saw a significant improvement in the situation of industry in Poland. Monetary policy at the time was primarily aimed at fighting inflation. Unemployment rose again, which could be observed in the labor market, which was still forming after the reformation (Kalinski, 2005). Improving the labor market required improving the state's economic situation. Private business owners also pointed to the need for changes in the Labor Code. The idea was to apply a more flexible approach regarding, among other things, working time or overtime rates (Zjawiona, 2004). All the measures had one goal, namely to improve the situation. An important date in the context of the formation of the labor market is 2004. This was the year when Poland joined the European Union, which allowed the country to develop rapidly. However, the high unemployment prevailing in Poland and the opening of the labor market beyond the country's borders among EU members resulted in labor migration of a significant number of people.

Migration is also closely linked to the labor market. There are interactions between these two. On the one hand, the labor market situation can determine the migration of the individuals concerned. On the other hand, migration also determines the labor market situation (Piekutowska, 2019). The positive effects of migration did not include only those who had migrated. It also had a positive impact on the situation in Poland. Emigration was not the only reason for the decrease in unemployment, instead, it significantly accelerated the process. Initially, emigration could be considered a positive phenomenon, but over time it became a problem. Low demographic growth and emigration, combined with an aging population, is nothing desirable. The situation in the context of the labor market can be considered in two ways. On the one hand, one can have opportunities for higher wages by reducing the number of job seekers. On the other hand, the state may increase taxes to cover pensions, and Poland may also lose its investment attractiveness by being described as an aging country (Szweda-Lewandowska, 2013). It is important to emphasize the importance of joining the

European Union not only because of migration, but also to obtain EU funds, which have helped to improve the labor market and beyond. Between 2004 and 2013, about 1.4 million unemployed people received support from the European Social Fund. Thanks to this, employment in Poland grew steadily by up to 1.8 percentage points per year on average during this period (Homoncik, 2017). There was also a noticeable increase in the value of the minimum wage, since before joining the European Union, i.e. 2003.

Unlike Poland, Spain can boast longer membership in the European Union. This feature naturally works in the country's favor, but it should be noted here that accession to the EU would not have taken place without radical restructuring of many sectors of the economy. Spain has had to travel a long road to today's EU, and it began back during the dictatorship of General Francisco Franco. From a period of economic isolation and striving for self-sufficiency, Spain gradually sought association with the European Economic Community. The conclusion of the so-called Preferential Trade Agreement in 1970 had a positive impact on the modernization and development of Spanish industry through both increased exports and new foreign investment (Wojcik, 2014). As G. Bernatowicz points out (Bernatowicz, 2005), Spain brought to the aforementioned communities archaic agriculture, uncompetitive industry, high unemployment, also disparities between regions, high customs barriers as well as an unstable domestic situation and the threat of terrorism. The liberalization of the economy, which finally took place after Spain's accession to the European Communities, which took place after another nine years of negotiations, involved the collapse of many small and medium-sized enterprises, but at the same time 1.75 million new jobs were created between 1986 and 1990, and the inflation rate decreased from 10% in 1986 to 5% in 1993 (Bernatowicz, 2005). The dynamic growth of the Spanish economy in the 1990s was linked to both an increase in the economic efficiency of businesses and the creation of institutional support, especially for small and medium-sized enterprises. It should be added that these processes took place in Spain with full public acceptance of entering European structures and without fear of losing its own identity - unlike in Poland.

Spain joined the European Economic and Monetary Union on the 1st of January 1999. The country's demographic trends follow the so-called "Mediterranean model", meaning that there is a positive birth rate, but at a moderate level. Although Spain is a relatively younger country compared to other countries in the European Union, it is aging rapidly, as is being observed. It is projected that by 2050, people over 65 will make up more than 30% of the country's total population (Choraǳwicka, 2006).

Currently, Spain is also facing a serious problem of apparent regionalization, which is affecting the country's unity. Each region in Spain is an autonomous community, known as *Comunidades Autónomas*, which has autonomy in areas such as education or taxation. Economic indicators, such as the unemployment

rate and the labor force participation rate, vary between these just-described regions. Arguably, Spain's regionalization is the main reason for the country's considerable diversity. Each autonomous community has unique characteristics and values specific only to that area. However, a common feature of almost all regions of Spain is their high popularity as a tourist destination. Heterogeneity in terms of culture, traditions and economic situation contributes to the high tourist interest Spain enjoys; however, it also poses numerous challenges, including the implementation of various reforms.

In order to analyze and to have better view at the countries being described in this article, the tables with specific data/ information are presented below. Table 1 includes basic information about the countries described, such as the capital, Head of Government, Head of State, Form of Government and official language. The second table, meanwhile, provides basic socio-economic information about the two countries in 2021.

Table 1. Basic information about Poland and Spain – comparison

Specification	Poland	Spain
Capital	Warsaw	Madrid
Head of Government	Prime Minister: Mateusz Morawiecki	Prime Minister: Pedro Sánchez
Head of State	President: Andrzej Duda	King: Felipe VI
Form of Government	unitary multiparty republic with two legislative houses (Senate; Sejm)	constitutional monarchy with two legislative houses (Senate; Congress of Deputies)
Official Language	Polish	Castilian Spanish

Source: <https://www.britannica.com/facts/Spain> (date of access: 10.12.2022);

<https://www.britannica.com/facts/Poland> (date of access: 10.12.2022).

Spain, or the Kingdom of Spain (Reino de España), is the largest of the four countries located on the Iberian Peninsula. The capital of Spain is Madrid. Spain is divided into 17 autonomous communities (Comunidades Autónomas), commonly referred to as regions. The official language is Castilian (Spanish), with Catalan, Basque and Galician also spoken in individual communities. Spain is a hereditary parliamentary monarchy. The function of the Spanish monarch – currently Philip VI – is representative. The king is also the head of the armed forces, and appoints the prime minister, who is elected by parliamentary elections (every four years). Legislative power is exercised by a bicameral parliament called the Cortes, consisting of the Congress of Deputies and the Senate. While Poland, officially the Republic of Poland, is a country in Central Europe. It is divided into 16 administrative provinces called voivodeships. Poland is a parliamentary republic. The executive branch consists of the President as the head of state; the

Prime Minister as the head of government and the Council of Ministers. All ministers are proposed by the Prime Minister, appointed by the President, and approved by the Sejm (Szcząska, 2012).

It should also be noted that the two countries also have different cultures. Citizens behave differently, have different values that guide them in everyday life and different habits. This rather obvious, but often overlooked aspect can significantly affect the economic differences between the countries. It has become established that Poles are a hard-working and sad nation, which cannot be said about Spanish people, who are associated with enjoying life to the fullest. There are also differences in working hours and breaks, which are mandatory. These are aspects that may detract, however they are very important when analyzing the same indicators in the two countries. It is also worth noting that Spain lies in a different climate than Poland. Which also significantly affects weather conditions, and therefore also affects (in an indirect way) the structure of the economy. And thus, the mentioned important prerequisite for the possibility of comparing Poland and Spain are broadly understood cultural and institutional conditions that foster entrepreneurial attitudes to varying degrees, the development of social capital and ultimately affect the shape and dynamics of economic processes, which, as already noted, affect the shape of the economy.

Table 2. Polish and Spain economy in 2021 – comparison

Specification	Poland	Spain
Population (in millions of people)	37.78	47.33
Currency	Zloty PLZ (to 1995)/Zloty PLN	Peseta (to 2002)/Euro
Area (in thousands of square kilometers)	322.58	505.9
Unemployment (%)	6.5	13.65
GDP	674 bln. USD	1,425.28 bln. USD
GDP per capita	17,840.92 USD	30,115.71 USD
National debt (% GDP)	53.79	118.55
HDI	0.876	0.844
Inflation (%)	5.1	3.1

Sources: World Bank Open Data (date of access: 10.12.2022).

The information in Table 2 shows that the population in Poland in 2021 was almost 38 million, while in Spain it is much higher, as the population in Spain in 2021 was about 47 million people. Spain's most populous cities are: Madrid, Barcelona, and Valencia. The currency in Poland is the Zloty while in Spain since 2002, the official currency in Spain has been the euro (until 2002 the functioning currency in Spain was the Peseta). The area of Poland is smaller than the area of

Spain – in Poland the area is: 322.58 thousand square kilometers, while as for Spain it is 505.9 thousand square kilometers. As for unemployment, Poland's unemployment rate in 2021 was 6.5%, while Spain's unemployment rate was more than half that of Poland at 13.65%. Poland's GDP (Gross Domestic Product) in 2021 was \$674 trillion, while Spain's is much higher at \$1,425.8 trillion. USD. The economic determinant that distinguishes these countries described in this article is also public debt. Based on the data cited, a clear difference between Poland and Spain is revealed in favor of Spain in the case of the two indicators mentioned. In Poland it was about 54% of GDP, while in Spain it was as high as about 119% of GDP. The values are similar in terms of the HDI (Human Development Index) - Poland: 0.876, Spain: 0.844. Inflation can also be said to oscillate around similar values: Poland: 5.1%, Spain: 3.1% in 2021.

3. The phenomenon of unemployment in Poland and Spain - analysis

Unemployment is an insanely important concept for the entire national economy. It affects both individual units, but also the economy in general. And it is in the interest of every market participant to keep unemployment as low as possible, as this brings mutual benefits. Lower unemployment means that more people are working, and thus have money to live on and do not have to use the social assistance offered by the state. Another benefit can be seen in the fact that when more people are working, more goods and services enter the market, and thus market competitiveness improves, allowing the consumer to get a better product at a better price.

Defining a person as unemployed is sometimes problematic. It can be presented in two ways: as an estimated number of people based on surveys who were not employed but were actively looking for work, and as the total number of people registered with the relevant institutions (Reszke, 1999).

Unemployment can be analyzed in both subject and object terms. In subjective terms, unemployment is understood as the state of inactivity of people capable of working and willing to work, while in objective terms it means the unfulfilled supply of labor, resulting from the imbalance between the supply of labor and the demand for labor (Mlonek, 1992).

E. Niedzielski emphasizes the feedback effect between the economy and unemployment. The economy does not generate enough jobs, which increases unemployment, and on the other hand, high unemployment limits the development of the economy. This relationship creates a circle of inequality, which is a negative phenomenon (Niedzielski, 2005).

Unemployment is a very complex phenomenon, as evidenced by the multiplicity of its divisions into many types. In the literature one can come across the specification of unemployment: frictional, structural, technological,

conjunctural, seasonal. There are also many criteria according to which further divisions of unemployment will be made, e.g. according to the duration of unemployment, where one can distinguish: short-term, medium-term, long-term (Potasińska 2014).

The described differences in the formation of sustainable economies of the two countries, as well as the time shift regarding accession to the EU, or also the different economic, social conditions that accompanied the liberation from isolated economies, explain the differences as to the primary objectives of the reforms undertaken, which had a considerable impact on the formation of unemployment in both Poland and Spain. Focusing on a general overview of the significant differences and similarities between the economies of Poland and Spain, it can be assumed that a synthetic measure of the economic position of the countries discussed in this article can be unemployment.

In Poland, an unemployed person is considered to be a person who is capable of working and ready to take up a job within the framework of an employment relationship, on a full-time basis, who is unemployed and who is not studying at school, except for evening and extramural schools, provided that he or she has started studying at an evening or extramural school during the period of employment, if:

- has reached the age of 18
- is under 60 years of age, and the man is 65 years of age,
- has not acquired the right to a pension,
- neither the person nor his or her spouse is the owner or holder of a farm,
- is not engaged in non-agricultural economic activity or is not subject to social insurance for other activities,
- being a disabled person, can take up employment at least half-time, if justified by his health situation.

The number of unemployed depends, under the given conditions, on the relationships that shape the labor market situation at any given time. There are three basic determinants: labor demand, labor supply and real wages.

Unemployment benefits in Spain are regulated much more strictly than in Poland, for example. In order to receive unemployment benefits, you must first meet the following conditions together:

- in the last 6 years before losing the job, the employee must have paid social security contributions for at least 360 days,
- the loss of work occurred for reasons attributable to the employer, through no fault of the employee.

Secondly, you need to register at the Spanish labor office – Instituto Nacional de Empleo (INEM). There is a local employment office in every major city. Once registered, the Spanish labor office requires the unemployed person to report to the office every 14 days, demonstrating his or her willingness to work.

4. Main causes of unemployment

As previously highlighted, unemployment is a very complex phenomenon and it is often difficult to say exactly what it is due to. However, in the literature one can encounter the listing of certain phenomena that negatively affect the value of the unemployment rate, and these are:

- decreasing number of jobs,
- high labor costs for employers,
- high taxes and contributions,
- lack of work experience among graduates,
- labor laws unfavorable to employers,
- too much competition in the labor market,
- inefficiency of labor market institutions,
- social assistance, high unemployment benefits,
- reduction in demand for a particular product or service,
- low level of education of part of the population,
- mismatch between the education system and the requirements of the modern labor market,
- rapid development of technologies,
- neglect of selected branches of the economy,
- seasonal changes in the scale of employment,
- the state's import-oriented economy.

5. Effects of unemployment

The consequences of unemployment can have both negative and positive aspects, depending on the perspective one takes. Negative consequences of unemployment include the fact that an unemployed person experiences a loss of social status and a sense of exclusion from social life, or the deterioration of family and close relationships due to emotional pressure and an increase in stress levels related to financial uncertainty and a job future. Further negative effects of unemployment mainly concern the increase in poverty among the unemployed and their families, which in turn can lead to the risk of pathological behavior in society, mental bankruptcy, low self-esteem and emotional disorders (depression, among others). Lack of work leads to dissatisfaction with one's life and a lack of a sense of fulfillment. Not insignificantly, the problem of unemployment also invades the problems of delaying the decision to start a family due to financial difficulties, which in turn results in further problems with the pension system and aspects related to this sphere. Negative effects of unemployment also include:

- higher state spending on measures to counter unemployment,
- the development of the so-called "shadow economy", i.e. illegal economic activities,
- labor emigration in search of jobs and better living conditions,

- a decline in skills and qualifications among the long-term unemployed,
- reduction in production and lower state budget revenues.

However, as is often the case, there are also benefits to this phenomenon. Positive effects of unemployment can be attributed primarily to the positive impact on competition in the labor market, as candidates are more likely to acquire new skills and qualifications, as well as increased discipline, motivation and commitment of workers, which can accelerate the country's economic growth. This also includes the ability to reshuffle human resources, enabling a better match between employees and market demands, or to effectively fight inflation thanks to less upward pressure on wages and a slowdown in demand for goods, as well as an openness to changing professional industries and planning an informed career.

As mentioned earlier, everything depends on the context and perspective in which a person looks at the phenomenon of unemployment and its effects.

Table 3. The value of the unemployment rate in Poland and Spain between 2016 and 2021

Specification	2016	2017	2018	2019	2020	2021
The value of the unemployment rate in Poland	6.3	5.0	3.9	3.3	3.2	3.4
The value of the unemployment rate in Spain	19.6	17.2	15.3	14.1	15.5	14.8

Source: *World Bank Open Data* (date of access: 10.12.2022),
https://ec.europa.eu/eurostat/databrowser/view/une_rt_a/default/table?lang=en.

The situation on both the Polish and Spanish labor markets is dependent on the general economic situation and has been gradually improving for several years now. Analyzing the data presented in Table 3, it can be seen that the value of the unemployment rate takes a lower hit for Poland. In Poland, between 2016 and 2021, unemployment fell steadily from 6.3% in 2016 to 3.2% in 2020. The exception is 2021, as the value of unemployment in this period rose to 3.4%. In Spain, on the other hand, the situation is quite different. The unemployment values shown in the table obtain much higher values for Spain. In 2016, the rate reached 19.6%. However, there is also a noticeable downward trend, as in 2019 unemployment was 14.1%. Similar to Poland's situation, there was an increase in the value of unemployment in Spain. However, it was a year faster than in Poland. The value rose to 15.5% in 2020 to drop to 14.8% in 2021.

6. Determinants of unemployment in Poland and Spain

Spain's demographic context is an important factor with momentous implications for today's economic challenges. Circumstances related to the country's demographics have contributed significantly to existing economic

problems. Spain's "baby boom" period, which occurred between 1955 and 1974, was associated with a marked increase in births. This increase was the result of improved sanitation, a stable political situation and better living standards throughout society. However, the death of General Francisco Franco in 1975 opened the way for a wave of negativity in the country. Unemployment began to rise significantly, and real estate prices reached exceptionally high levels never seen before. These trends were quickly reflected in birth rates. It is worth noting that from this point in time, women were given the opportunity to pursue higher education, which had previously been limited. During General Franco's dictatorship, girls were deprived of opportunities to learn and acquire skills that could provide them with future high incomes. Their main role was to be a good wife. Spain at the time had a rule called "permiso marital", which made women dependent on their husbands. When women finally gained the opportunity for education, most chose to delay or postpone their decision to become mothers. As in other European countries, many of them chose to become mothers only after obtaining a secure stable and well-paid job. As a result, as is the case in other European countries, the need for generational replacement remains unfulfilled.

Below we have two figures (Figure 1. and Figure 2.), which already show the current demographic situation of the analyzed countries.

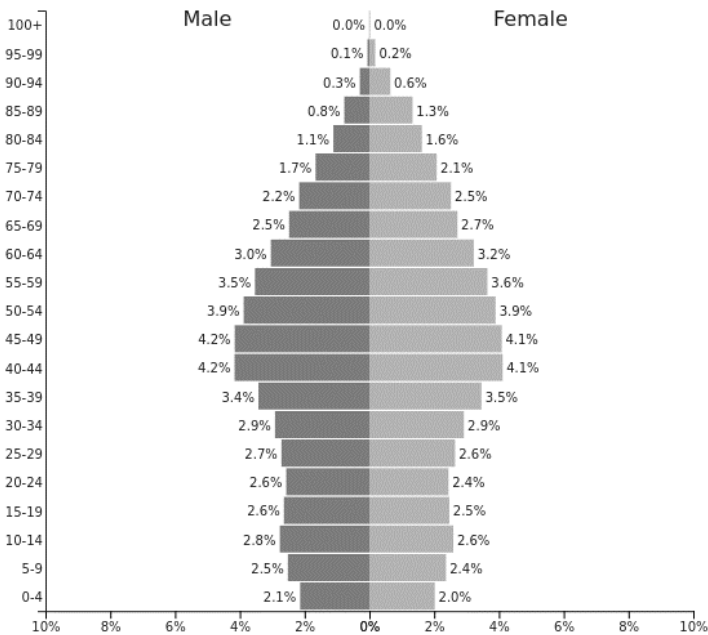


Figure 1. Age and gender pyramid in Spain in 2020

Source: <https://www.populationpyramid.net/spain/2020/> (date of access: 20.08.2023).

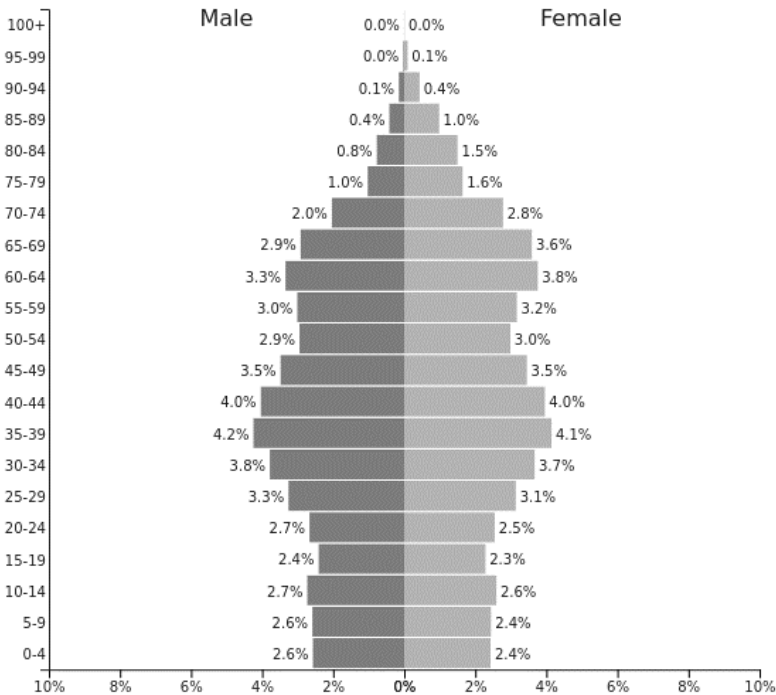


Figure 2. Age and gender pyramid in Poland in 2020

Source: <https://www.populationpyramid.net/poland/2020/> (date of access: 20.08.2023).

Spain's labor market was affected not only by unfavorable demographic trends, but especially by the profound economic transformation that took place in the 1970s. The period between 1975 and 1985 deserves special attention, because during this time Spain faced a significant challenge in the form of rising unemployment. Prior to that time, the jobless rate had not exceeded 4%, but during the ten years described above, the situation worsened dramatically. The level of unemployment had already risen to more than 21%, which became a significant problem for the government of the day. The processes of systemic transformation contributed to the elimination of many jobs. After 1985, there was a marked increase in Gross Domestic Product (GDP) and an expansion in the labor market, but unemployment nevertheless continued to remain extremely high.

Some experts in the field of labor market analysis additionally see the source of the problem in the mismatch between workers' competencies and newly created employment positions. Reforms initiated by the authorities on regulations related to labor laws and the nature of contracts, have contributed to a moderate increase in the level of employment

7. Discussion and Conclusions

Spain is the fourteenth world economy and the fifth European economy: the GDP of Spain accounts for 12% of the GDP of the entire European Union, but despite this, the problem of unemployment is still present. The article undertakes an analysis of the socio-economic context of two countries - Poland and Spain, focusing on the aspect of unemployment. In summary, the analysis of the value of the unemployment rate shows that Poland achieves much lower values of the unemployment rate. The difference between the countries is significant. In the analyzed period 2016–2021, a downward trend is noticeable in both countries. Also in both countries there is a year that significantly deviates from this trend, and the value of the indicator is higher than the value in the previous year. In the case of Poland, this is 2021, while Spain's is 2020. However, despite this, it is Spain that has higher GDP values and GDP per capita. This is also due to the fact that many more people live in Spain. Inflation also reaches lower values in Spain, which is, of course, good for the economy. Some of the unfavorable conditions of the Spanish labor market are the aforementioned high unemployment rate, lack of vocational training for young people (especially in some regions), poor language skills, seasonality and relatively low wages, but fortunately, both in Poland and in Spain you can see an improvement in the conditions related to the presented topic.

It is worth noting that it is Spain that has a longer tenure in the European Union, and the presence in such an association very often has a positive effect on the value of the unemployment rate, of which even the analyzed Poland can be a perfect example. On the one hand, it can be said that it is the longer seniority in the EU that works in Spain's favor, as they have been able to cooperate with the countries that are part of this association for a longer period of time, reaping the benefits. On the other hand, one can also encounter an opinion that talks about the so-called "freshness effect." It is based on the belief that "fresh" after joining such organizations it is easier to influence and stimulate the economy than a country that has already been in the organization for many years. Of course, it is not only the EU that has an impact on the economic situation. The Schengen Area and the Eurozone should also be mentioned, but also and most importantly the economic situation of the country, and the decisions made by those in power. However, Spain's problem is a more complex one, and it is impossible to point out directly what makes the value of the unemployment rate at such a high level.

In conclusion, both Spain and Poland need to focus on clarified methods of combating unemployment (taking into account the relationship of this phenomenon with the inflation theme). Both countries should employ measures to combat high unemployment rates. One strategy in particular is to introduce retraining for those who are long-term unemployed. This would involve

improving the skills of the long-term unemployed and a firm commitment to employment strategies. However, to achieve this, a key aspect would be to focus on strengthening training, rather than relying on the bonus system. In the context of this training, teaching employees in the area of modern digital technologies, which are in growing demand, would play a key role. Another solution could be to introduce measures to stimulate entrepreneurship by simplifying bureaucratic procedures, especially with regard to obtaining construction, energy and environmental permits. This means that efforts should be made to make the initial stage of starting a business more accessible and less difficult. Another idea might also be to promote competition between companies by reducing barriers to new competitors. This will require taking action against monopolies and oligopolies. However, it is important to understand that markets without competition lead to an unequal distribution of income. Also, applying a more flexible approach to the labor market could improve the situation in the labor market for this reason, as it means less restrictive contracts, more flexibility and fewer sanctions for employers. However, it is important to create sustainable and quality jobs at the same time.

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