

DESCRIPTION FOR THE GENERAL PUBLIC

The reason for undertaking a comprehensive analysis of the Polish labour market segmentation within the project „Labour market segmentation. A case study of the Polish market" is the limited scope of the existing research into this phenomenon. While the labour market segmentation issue has been long known and analysed, there is still a need for studies addressing the institutional, economic, social and psychological aspects of the process. The fast rate of changes observed in many countries including Poland that arises from technological progress and globalization, evolving model of work, efforts to minimize labour costs, etc. calls for the creation and application of instruments for limiting the growing segmentation of contemporary labour markets, particularly the expansion of their secondary segments. Special attention should therefore be given to the identification of new manifestations and mechanisms of segmentation determined by ICT advancements and people's changing attitudes to work. However, the currently available information is not sufficient to establish where the line dividing the segments of 'good jobs' and 'bad jobs' is, as each of the segments contains different jobs and people of different status. The available statistics only allow an approximate estimation of the size of the precariat representing the core of the "bad jobs" segment. The data insufficiency problem could be mitigated by combining public statistics with the results of basic qualitative and quantitative research on economic active and inactive populations. Analyses based on these data sources will enable the formulation of a new paradigm of the functioning of modern labour markets in general, but particularly of their division. For this to be achieved, relatively precise criteria for the identification of labour market segments, the sources of necessary data and information, and methods for analysing and interpretation the results need to be created. The research project „Labour market segmentation. A case study of the Polish market" that primarily aims to explore the segmentation of national labour markets from the static perspective and the occurring change trends from the dynamic perspective, while indicating the most probable changes in the foreseeable future, represents an attempt at defining such criteria. The projects will involve the triangulation of the following research methods: desk research, field research and econometric modelling. During the desk research, a comprehensive analysis of the available international studies on factors determining the supply and demand-side segmentation of the labour market and of the interactions between them will be conducted. As a result, comprehensive criteria (economic, social, demographic, institutional and political) enabling the identification of the supply and demand-side segments of national labour markets will be identified and selected. Desk research will also be used to collect information necessary to develop tools for the subsequent field research and to frame assumptions for econometric models. The field research will utilise a quantitative approach (online interviews – CAWI) and its aim will be to determine factors in labour market segmentation and their significance, as well as the degree to which the institutional setting influences this phenomenon. The field research will be conducted with representatives of the companies ranked among the 500 largest organisations in Poland and 500 largest companies listed at the Warsaw stock Exchange and their employees. It will enable the characterisation of the companies' personal policies, worker recruitment criteria and requirements posed to job applicants. The results of the field research and desk research will be combined with individual LFS data for the purposes of econometric modelling that will aim to assess different factors' contribution to labour market segmentation, as well as the stability and durability of individual market segments. The econometric modelling process will also allow analysing relationships between the main determinants of the supply and demand-side segmentation of the labour market in Poland and their influence on this process.