

## **Negotiating the Norms of Work in Polish Labour Market Institutions: Perspective of the Unemployed**

Human work and its conditions change constantly: along with transitions of social organization, of social norms and values, technological changes, etc. The way we understand work also transforms. In various societies the meaning of work and its definitions were and are different. Even in one society various groups and social classes have different attitudes towards it and see it as a coercion, an obligation, self-development, etc.

In my research project I will explore how work is understood and defined by the unemployed. What norms of work do they produce? Do they accept the obligation norm, relatively strong in Polish society? Or is the right to employment more important, and society should be organised in such a way as to realize this right? How various groups of the unemployed answer to those questions?

To answer that, I will conduct observations in the labour market institutions in Poland: labour offices, employment agencies, training institutions. I assume that these are the places where norms and definitions of work are especially visible. Unemployed persons confront themselves with the norms imposed by the state, institutions and officials. Moreover I will conduct interviews with 40 persons in unemployment with various characteristics and life situation (gender, age, educational level, professional experience, place or residence, family situation, ability).

The outcomes of this study will broaden social definitions of work and reveal norms of work which are now alternative and marginal. The research will also enrich ongoing academic and political discussions on the subject of the organisation of labour, social policies and welfare state.