

Barbara Kryk
Department of Microeconomics
University of Szczecin
71-101 Szczecin, 64-66 Mickiewicza St.

IS FLEXIBLE EMPLOYMENT NECESSARY TO APPLY IN POLAND?

Abstract

Flexibility is regarded as essential for the economic growth, economic and social development factor of competitiveness. It also applies to the labour market which has to adjust to the changing requirements set by the economy. To be effective, the economies and enterprises have to make quick decisions, in the employment field as well, i.e. increase or decrease number of employees, modify employment forms, adjust employees' qualifications to the present needs. Hence, enterprises willing to adjust employees' qualifications to the present needs more and more often introduce flexible employment. Taking these reasons into account, the aim of this article is to describe:

- Flexible employment, its benefits, advantages as well as disadvantages,
- Applying atypical types of employment in Poland and answering the question: „Is flexible employment necessary to apply in Poland?”

Key words: flexible employment, advantages and disadvantages of flexible employment, positive and negative aspects of flexible employment and scale of its application.

Introduction

Flexibility is regarded as essential for the economic growth, economic and social development factor of competitiveness. It also applies to the labour market which has to adjust to the changing requirements set by the economy. To be effective, the economies and enterprises have to make quick decisions, in the employment fields as well, i.e. increase or decrease number of employees, change/modify types of employment, adjust employees' qualifications to the present needs. Hence, enterprises willing to adjust employees' qualifications to the present needs more and more often introduce flexible employment (so-called atypical). Such employment forms which enable to activate people who find taking a full-time job difficult or even impossible due to such reasons as: family (single mothers or those taking care of disable family members), educational (for students), geographical (those living far away from a potential workplace), health (disabled) or the others (e.g. long-term unemployment or those who have to be self-employed).

That's why the aim of this article is to describe:

- Flexible employment, its benefits, advantages as well as disadvantages,
- Applying atypical types of employment in Poland and answering the question: „Is flexible employment necessary to apply in Poland?”

Flexible forms of employment

Contemporary labour market has driven to changes in functioning of enterprises and the way their personnel is defined. The definition of a permanent personnel responsible for

performance and strategic decisions has been narrowed. Importance and number of personnel hired only to perform some tasks is rising. It's very important that employers have far more freedom in organising employment and working time in order to provide effective work and flexible adjusting to present needs and the situation on the market. Increased employer's freedom of work and employment organisation in order to provide efficient functioning and flexible adjusting to needs accompanied by as low as possible costs is very important. Therefore we need to restrict overprotective employment contracts and increase application of flexible employment forms. Importance of flexible employment forms results from the following factors:

- Economy globalisation
- Growing competition on the goods and services market
- Economic growth of the service sector (demand for part-time employee is growing)
- Fast changes in technology, production techniques, and IT development (demand for workforce is changing as some activities don't require so many employees as they did before)
- Growing women's activity
- Quitting traditional models of work and collective work relationships
- Growing number of work done at flexible time
- Reducing labour costs linked with employment.

A slow down in the economic growth faced in the 1980's and 1990's, employment decrease as well as unemployment increase made the majority of Western governments and trade unions to believe that increasing employment flexibility and organising working time will contribute not only to saving existing workplaces but also to create the new ones. EU Guidance on employment encouraged the Member States to launch initiatives and dialog between the social partners to reach agreement and introduce various forms of employment and working time resulting from negotiation at various levels. Negotiations focused mainly on shortening working time and retaining a pay gained so far (Jerzak, 2004, p. 9).

Development of atypical forms of employment varies from country to country in ranges, proportions and character of the forms.

Discrepancies in ranges of atypical forms of employment result from many factors, among them the most important are as follows (Czepulis-Rutkowska 2005, p. 40):

- Economic structure and IT development. Flexible employment is typical for post-industrial phase of development (services have a fat share in the economy structure) and supported by IT sector development.
- Regulations on the labour market (overprotection of employees and costs borne by employers) may force employers to „escape” to other (cheaper for them) forms of employment.
- Regulations on the social security may force employers to apply more often atypical employment forms if the burden of non-work related social cost is too high.
- Tradition. If people traditionally take care of children or elderly, it's possible that demand for flexible employment forms in such a country will be increased as it will enable to combine professional and family life.
- The Polish Labour Code allows for all atypical forms of employment. The term „atypical forms of employment” is „opposite to typical employment i.e. employment contract, full-time job with unlimited lifetime done at one place” (Hajn, 2003, pp. 56-57). Table 1 shows atypical forms of employment and organizing flexible working time.

Table 1. Atypical forms of employment and organizing flexible working time

Employment form	Features, benefits, and results
Part-time job	It enables professionally activate people who can't work full-time due to family situation, improving qualifications or continuing education. At the same time, it allows entrepreneurs to adjust working time to the present company's needs. However, not always such employees are of equal importance as full-time employees. Unfortunately, in comparison with full-time job, this type of employment is regarded as worse in Poland. It's not fully accepted by employees because it's not well-paid and rarely chosen by them. People agree to take it when they don't have any other job offers.
Fixed-term jobs	Agreement between employee and employer with limited lifetime or to do a particular job. It may concern probation or certain tasks or apprenticeship. This form is more often used by employers than other atypical forms due to minimum costs of employee's dismissal. It enables an easy exchange or decreasing number of employees without bearing high costs. However, it provides neither security nor any welfare security benefits after having the contract finished.
Contract work	It is a kind of part-time job which is replaced by contracts in cottage industry for part-timework where employee is supposed to do an exact task etc. The task is very precise, can be done at home, neither daily time limit is set nor a place where the task should be fulfilled. Labour cost decreases as time when employee doesn't work is limited, there's no need to prepare a workplace and systems of industrial safety. Contracts are usually concluded on work which is atypical, occasional or requires expert knowledge. Doctors, managers and teachers conclude such contracts in Poland.
Agency work	This kind of work is done within the time not exceeding the statutory working time in Poland, tasks are seasonal, periodic or temporary in character or can't be done by full-time employees on time, or a full-time employee is absent. In this case, a work agency becomes an employer who takes all duties concerning employment. Top class experts and professionals are hired by agencies in the EU mainly to perform particular and single_tasks. Permanent employment would borne costs of employment, dismissal, welfare security benefits and other obligatory burdens. Moreover, knowledge and skills of such full-time employees wouldn't always be used efficiently. This type of work is used in Poland referring not only to experts or professionals but also to other employees. Agency work guarantees temporary employees social benefits as health and retirement fees which are deducted from their salaries.
Work on demand and work by phone	Employees are at employer's disposal and start working after having been informed on this fact by phone or other means. This type of work can be based on contract setting the employment terms or on a special agreement.
Working from home	Employee performs a task outside a principal place of business at a place chosen by an employee (usually at home) Employee performs tasks but isn't controlled by the employer. Outwork is a form of done work. It has been used by Polish enterprises for a long time particularly by employees who lived far from enterprises. This type of work particularly attracts women rising their children and people living in remote areas of industrial centres.
Phone job	It is a modern form of work organisation as the majority of tasks is done outside the enterprise's principal place of business or at a place where a product is supplied. It is performed using modern technologies and data transmission. The term covers work at home, interchangeably of work at the office and home, mobile phone job, and work at the local phone job centers. Phone job enables the disabled to work. It requires, however, that potential employees have access to modern telecommunication and computer techniques. That's why except from big cities, it's application is limited in Poland.
Replacement	It's done when a full-time employee is absent for a long time (sickness, unpaid leave), it's based on the agreement between employer and employee replacing the absent one. The lifetime of the agreement isn't definite as it's

	binding until the replaced employee comes back.
Employee leasing	The regulations on the employee leasing entered into force on January 1, 2004. Employee, employer and enterprise that leases an employee conclude the trilateral agreement what enables employee to work for another company for a certain time, perform some tasks or to be at other employer's disposal. Employees give a written consent to take unpaid leave in the mother company in order to do some work for another employer.
Self-employment	Is widely used and supported by the governments in Western countries. It covers work at the benefit of a small enterprise. It is often used in Poland instead of full-time employment but employees aren't entitled to any benefits as full-time employees. Entrepreneurs willing to escape from too high obligatory labour costs order tasks which are enterprise's core activities. It concerns both not complicated and expert works not requiring any supervision that can be done by the self-employed.
Weekend work	Work done on Saturdays, Sundays and legal holidays only. The Labour Code stipulates precisely situations and conditions of doing weekend work.
Work sharing	Is a popular way of cutting labour costs in Europe when an enterprise faces a crisis. A group of employees agrees on reduction of working time and pay in order to avoid mass dismissal or to alleviate dismissal results (as alternative solution). It's beneficial both for employers as it allows to retain skilled, experienced workforce and for employees because their situation is still stable and they are professionally active. Such solution is used until a company improves financial standing that permits to reintroduce the previous working time and pay. There are no obstacles to use this solution in Poland, however, there are neither legal provisions nor programmes supporting it.
Job-sharing	Two or more people share the same position in a company, each working a part of the week. They share the working time, pay and other benefits proportionally to the performed tasks. It allows to avoid dismissals and mothers raising children have an opportunity to work. Such solution is possible on some posts (e.g. secretary). Job-sharing is impossible to apply where responsibility and decision making are necessary (e.g. managers). Each employee is responsible for their work individually. Pursuant to the Polish Labour Code, this solution can be used in case of part-time employment.
Contracts for specific task or free-for-task agreement	Tasks are ordered only for definite time needed to perform them. The tasks need to be done neither by the person taking them nor at the particular place. The person is independent of any supervision and employment relationships.
Casual work	It's a temporary work but employees don't have any job contracts and aren't entitled to any benefit concerning employment.
Project work	A group of employees is hired to implement a programme, it's within the framework of counteracting the unemployment actively so some unemployed are hired for definite time to perform a task.
Flexible forms	of work organisation
Task working time	Employer isn't obliged to record working time of employees and employees can do their work at the time appropriate for them on condition that enough time is spent on doing a task. Polish regulations stipulate such a type of employment, however, they don't regulate type of tasks and employees who should conform to it.
Equivalent working time	Working longer e.g. even 12 hours is compensated by shorter working time the other day or a day-off.
Interrupted working time	Used in justified cases with compliance with the requirements of the Polish Labour Code. The breaks at work aren't counted as the working time.
24 h work	24 h work due to production process or used technology.
Flexible scheduling practices	Working time may vary depending on the enterprise's needs. The working time is flexible, however, work starts and finishes at the time agreed on beforehand.

Source: (Jerzak, 2004, pp. 11-12, Sewastianowicz 2005, pps. 110-111, Kryńska, 2001, Horodelski, Sadowska-Snarska, 2003).

The main determinants contributing to increased application and popularity of flexible employment forms are as follows (Musiał-Paczkowska 2002, pp. 486):

- Looking for sources of savings,
- Cutting costs of labour,
- Need to increase productivity,
- Taking new challenges,
- Collaborating with external entities in some fields when the company is weaker and wants to obtain competitive advantage,
- Transferring workforces to other companies,
- Changing enterprise's organization structure to more flexible,
- Growing participation of so-called temporary workers in the organization of the enterprise.

The entrepreneurs making the decision about choosing beneficial employment form for their company, above all, should consider character of work in the company, fluctuating demand for jobs, groups of workers, the type of work they do, the neighbourhood and the scope of its activity. Analyzing the most beneficial employment forms for the company the entrepreneur should take into consideration as follows (Sekuła, 2001):

- Working time and its using,
- Salary and its forms,
- Freedom of dismissal of workers,
- Tax on salaries and other fees,
- ZUS burden,
- Donations, privileges of persons rendering work,
- Incurred risk for done work,
- Quality and work output,
- Costs of recruitment of workers,
- Personal or impersonal character of work,
- Employee's responsibility for the result of work.

Assessing the appropriateness of applying different forms of the flexible employment, employer should choose out of listed features these which are essential for the enterprise and analyze their advantages and disadvantages (table 2).

Table 2. Advantages and disadvantages of flexible employment forms

Advantages	Disadvantages
<ul style="list-style-type: none"> • Cutting labour costs, • More precise adjusting to the employment needs of the company, • Restricting unproductive time, • Increasing amount of time spent on basic and foreground tasks, • Diminished responsibility for workers hence more freedom in taking economic decisions, • Easier dismissals of workers, • Skills workers as well as machines are better used, • Needs of purchasers are better fulfilled, • Lower costs of trainings, recruitment and replacement, 	<ul style="list-style-type: none"> • The lack of bond and identifying of workers with enterprise, • Dispersion of workers, • Missing worker's motivation for the further professional development, • Management problems linked mainly with the substantive and temporal coordination of workers, • Not always prompt and good quality of done work, • Limited possibilities of using many different atypical employment forms, • Costs borne by employee replacement, • Possibility of the "leakage" of information outside,

<ul style="list-style-type: none"> • Savings of financial means which incur when creating workplaces, • Adapting enterprise for requirements of the modern labour market, • Better adjusting to changes in the market, • Possibility of employing experts for the limited time, • Trade unions aren't so strong any more 	<ul style="list-style-type: none"> • Shorter contact supervision of workers, • Limited contact with workers, • Possibility of the disturbance of psychological problems among workers
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Source: own compilation based on (Sekuła 2001), (Sewastianowicz 2005), (Kądzioła 2006)

Flexible employment have become more popular in Poland recently, nevertheless, comparing with Western countries participation of this kind of employment is still lower. It is resulting, above all, from the lack of knowledge on various forms of the flexible employment. Among mentioned in the article flexible employment forms in Poland the most commonly used are as follows: terminal contract, employee leasing, temporary work, replacement. Each of them has its advantages and disadvantages (table 3).

Table 3. Advantages and disadvantages of chosen forms of the flexible employment

Sort	Advantages	Disadvantages
Employee leasing	<ul style="list-style-type: none"> • Recruiting qualified workers • Predetermination of the period of employment, • Possibility of suggesting worse conditions than main labour relations • Possibility of earlier and sudden termination of contract 	<ul style="list-style-type: none"> • Covering the work expenses as at every labour relation • Need to agree on time of employment • Risk of revealing information by employee to previous company when they come back
Temporary contract	<ul style="list-style-type: none"> • Self-reliant deciding about the choice of worker and offered working conditions as well as salary • Easiness of the parting with the worker in the case of agreements lasting long than 6 months and at the possibility of their earlier notice • Possibility of the immediate parting oneself with the worker 	<ul style="list-style-type: none"> • Impossibility of renunciation of temporary contract for the shorter time than 6 months • Covering complete labour costs • Duties of employer as at every labour relations • Possibility of being transformed third in the turn of the agreement on time determined into an open-ended contract • Extending the duration of the temporary contract which would expire after 3rd month of pregnancy, till the day of the childbirth
Temporary work	<ul style="list-style-type: none"> • Offloading the need to seek out a worker and to employ the worker onto the office of temporary work • Less duties than at labour relations • Easier dismissal of temporary worker • Possibility of being transformed into an open-ended contract by the lasting of agreement in the case of worker becomes pregnant 	<ul style="list-style-type: none"> • Payment for the agency of the temporary work • Need to inform or to agree on the intention of winning temporary workers with the trade union • Necessity of numerous of agreements with the agency of the temporary work • Work limiting
Replacement	<ul style="list-style-type: none"> • Recruiting the worker with the same qualifications as the absent worker • Possibility of suggesting worse work condition and salary than a substituted 	<ul style="list-style-type: none"> • Limited possibility of using them • Covering complete labour cost • Employer's duties as at every

	worker has <ul style="list-style-type: none"> • No possibility of being transformed the agreement for the replacement into an open-ended contract • No possibility of extending the agreement duration in case employee becomes pregnant, easier termination of agreement (with or without earlier notice) 	labour relations
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Source: (Sztabińska, 2006)

Benefits of the flexible employment resulted in increased interest of employers. However, employers' benefits aren't always good for employees as well. In theory, some of them seem to be attractive for employees, but in practice, they are used at the benefit of employers not because employees wanted to apply these forms. Hence, an individual assessment of atypical work attractiveness is made by the labour market participants depending if they wanted to take atypical work or they had no choice (Czepulis-Rutkowska, 2005, p. 41). Positive and negative aspects of flexible employment from the perspective of employees are shown in table 4.

Table 4. Positive and negative aspects of flexible employment from the perspective of employees

Positive aspects	Negative aspects
<ul style="list-style-type: none"> • Employment and income, • Gaining experience, • Satisfaction of having a job, • After being unemployed, opportunity to get a temporary work which can be potentially permanent with the time being, • Additional income if it's an extra job, • Opportunity to combine career and family life, • Motivation to educate and choosing new jobs taking into account new technology as well as demand on the labour market, • Supporting of creativity, • New solutions for people willing to work after long breaks (sickness, family duties or unemployment). 	<ul style="list-style-type: none"> • Less control over employment stability, • Less control over working time and conditions, • Low level of job security, employees have to agree on cutting pay due to bad financial standing of enterprise, work overtime without additional payment, • Permanent payment insecurity, people are afraid to make decision for the future, e.g. starting a family, • Lack of identification as a part of an enterprise, • Social exclusion and poverty in case of isolation from the work environment, • Lack of permanent employment, • Lack of professional stabilization, limited opportunities of promotion and progress, • Frequent changes of workplace, • Lack of credit standing, • Division for better and worse categories of employees is established.

Source: compilation based on (Czepulis-Rutkowska, op. cit., Firlit-Fesnak, 2005)

Although employees can benefit from flexible employment in theory, in practice these forms are more beneficial for employers that's why they are particularly interested in applying them, ironically, due to negative aspects from employees' perspective. The use of flexible employment varies from country to country. That's why this article describes selected aspects of flexible employment in Poland.

Application of flexible employment in Poland

Analysis of application of flexible employment and work organisation in Poland is limited due to the lack of detailed data. Therefore this article describes trends in changes of flexible employment forms in Poland between 1990 and 2005.

The economy transformation started in 1989 resulted in changes in the level and structure of employment (cf. tables 5 & 6). According to the data provided by the Central Statistical Office (GUS), the number of the employed was lower by 3,9 million people in 2005 in comparison with 1990, i.e. some 1/4 of professionally active lost their jobs due to transformation changes.

Table 5. Number of employed in Poland by change in employment status between 1990 and 2005 (in thousand)

Specification	1990	1995	2000	2002	2003	2005
Total employed	16474,0	15415,2	15436,7	14873,3	12593,5	12590,7
Of total number						
a) full-time employed	10800,4	10114,1	9834,3	9366,8	9236,1	9543,0
b) employers and running own business	5341,4	5261,5	5578,6	5495,1	3347,2	3289,4
of which working outside agriculture	1307,5	1372,1	1505,0	1421,5	1380,2	-
c) those doing outwork	55,7	9,6	4,5	3,5	3,4	2,2
d) others	276,5	-	-	-	-	-
Including agents	125,7	30,0	19,3	7,9	6,8	9,9

Source: own compilation based on the data of the Statistical Yearbooks published by GUS and information available at www.stat.gov.pl

Table 6. Structure of the employed in Poland by employment status between 1990 and 2005

Specification	1990	1995	2000	2002	2003	2005
Total employed	100	100	100	100	100	100
Of total number						
a) full-time employed	65,56	65,61	63,70	62,98	73,34	75,79
b) employers and running own business	32,42	34,13	36,14	36,95	26,58	26,13
of which working outside agriculture	7,94	8,90	9,75	9,56	10,96	-
c) those doing outwork	0,34	0,06	0,003	0,02	0,02	0,02
d) others	276,5	-	-	-	-	-
Including agents	125,7	30,0	19,3	7,9	6,8	9,9

Source: own compilation as above

Particular attention should be paid to changes in the employment structure by the employment status. The number of full-time employed in 2005 was by 12% lower than in 1990. Despite this fact, this group of employed has the biggest share in the total number of employed what proves it's a dominating type of employment in Poland. The mentioned share was decreasing between 1990 and 2002 and in 2003 an adverse change took place, in 2005 the rate amounted to almost 76%, i.e. the number of full-time employees rose by 13% within three years. This data helps to state that the situation in the economy improved and various tools and programmes of restricting actively unemployment started to bear fruit.

From the perspective of flexible employment, employers and running their own business belong to an important group in the employment structure as the group also includes self-employed. Although the data on the self-employed isn't distinguished but analysis of changes in this group, i.e. employed outside agriculture, proves increased share of those running their own business outside agriculture in the total number of employed. This group was in 2003 by some 73 thousand (6%) bigger than in 1990 what suggests that some unemployed created their own workplaces.

The next form of flexible employment is outwork, people doing outwork lodge an agreement to perform tasks outside the ordering organisation and at the benefit of it. Tables 5 & 6 show that share of outwork isn't big. In 1990 it amounted to 0,34%, in 2005 only to 0,02%. The number of outwork decreased within 15 years by 53,5 thousand, in 2005 it was 25 times lower than in 1990. On one hand, it's not good as such a situation was driven by bankruptcy of many state enterprises or cooperatives which in the previous economic system used this form of employment, on the other hand, it proves that some changes in the economy structure and development of new tools, e.g. IT, don't have a significant impact on the local labour markets.

Moreover, it is very important to take agents into account. According to GUS, they are employed on agency contracts or free-for-task agreement to run a branch. Therefore, agents aren't employed in a traditional way. Their share in the total number of employed isn't big, in 1990 it amounted to 0,76%, in 2005 it was significantly lower and amounted to 0,02%. The number of agents dropped by 116 thousand within 15 years, in 2005 it was 13 times lower than in 1990. That's why this form of employment isn't important for the economy.

In order to make a complete analysis, it's important to observe the share of full-time and part-time employees in the total number of employed (cf. tables 7 & 8). The number of part-time employees, as well as full-time workers, was decreasing between 1990 and 2002. In 2002 the number of part-time employees decreased by 254 thousand, it's 30% less than in 1990. The situation changed in 2003. The number increased by 46,5 thousand (8%) within three years and amounted to 655 thousand in 2005.

Table 7. Full-time and part-time employed in Poland between 1990 and 2005 (in thousand)

Specification	1990	1995	2000	2002	2003	2005
Total	9741,0	8923,4	8052,6	7577,3	7474,4	7735,5
Of which full-time employed	8878,3	8149,1	7291,9	6968,9	6850,8	7080,6
Part-time employed	862,7	774,3	760,7	608,4	623,6	654,9

Source: own compilation as above

Tabela 8. Changes in the employment between 1990 and 2005

Specification	1990=100%	1995	2000	2002	2003	2005
Total	100	91,61	82,67	77,79	76,73	79,41
Of which full-time employed	100	91,79	82,13	78,49	77,16	79,75
Part-time employed	100	89,75	88,18	70,52	72,28	75,91

Source: own compilation as above

Analysing the structure of full-time and part-time workers it can be observed that despite significant changes in the number of employed, there was no significant changes in proportion by the form of employment (cf. table 9). The share of full-time and part-time workers in the total employed remained at the similar level in the examined period what suggests that flexible employment forms aren't popular.

Table 9. Employment structure in Poland between 1990 and 2005

Specification	1990	1995	2000	2002	2003	2005
Total in %	100	100	100	100	100	100
Of which full-time employed	90,28	91,32	89,57	91,97	91,66	91,54
Part-time employed	9,72	8,68	10,43	8,03	8,34	8,45

Source: own compilation as above

Also the structure of flexible forms application in the economy sectors and divisions is worth attention (cf. table 10). In 2005 the biggest share of full-time workers was observed in manufacturing, education, trade & repairs, the smaller one in fishery, agriculture, hunting & forestry as well as in hotels & restaurants. However, in case of part-time workers the biggest share was observed in education, immobiles, renting & business activities, the smallest one in fishery, mining & quarrying, electricity, gas and water supply. Actually, the structure varies so much that it's difficult to find (without a more detailed analysis) any relationships between them as well as factors determining application of flexible forms in the economy sections and divisions.

Table 10. Structure of full-time and part-time employees by sections and divisions as on December 31, 2005.

Sections and divisions	Full-time employees	Part-time employees
TOTAL	7080598	654909
Structure %	100	100
into:		
Agriculture, hunting and forestry	1,12	2,66
Fishery	0,03	0,02
Mining and quarrying	2,57	0,09
Manufacturing	28,62	14,09
Electricity, gas and water supply	3,00	0,49
Construction	4,80	2,20

Trade and repairs	11,65	16,85
Hotels and restaurants	1,18	3,23
Transport, storage and communication	6,87	4,20
Financial intermediation	2,96	3,11
Immobiles, renting and business activities	7,09	17,14
Public administration and defence; compulsory social security	7,49	1,14
Education	12,22	20,79
Health and social work	8,06	6,06
Other community, social and personal service activities	2,34	4,93

Source: own compilation based on www.stat.gov.pl

To make the analysis complete, the share of part-time workers in total employed in Poland comparing with other countries should be taken into account (cf. table 11). The popularity of flexible employment varies from country to country, in some of them this share is higher but in some is lower. Knowing the unemployment rates in these countries, a following conclusion can be drawn: where unemployment rate is lower, share of part-time workers is higher. That's why it can be assumed that it's worth to apply flexible employment forms as it activates the unemployed.

Table 11. Incidence and composition of part-time employment

Countries	Part-time employment as a share in total employment				
	1990	2001	2002	2003	2004
Austria	-	12,4	13,6	13,6	15,5
Belgium	13,5	17,0	17,2	17,7	18,3
Czech Republic	-	3,2	2,9	3,2	3,1
Denmark	19,2	14,7	16,2	15,8	17,5
Finland	7,6	10,5	11,0	11,3	11,3
France	12,2	13,8	13,7	12,9	13,4
Germany	13,4	18,3	18,8	19,6	20,1
Greece	6,7	4,9	5,6	5,6	6,0
Hungary	-	2,8	2,9	3,5	3,6
Iceland	22,2	20,4	20,1	-	-
Ireland	10,0	17,9	18,1	18,8	18,7
Italy	8,9	12,2	11,9	12,0	14,9
Luxembourg	7,6	13,3	12,6	13,3	14,6
Netherlands	28,2	33,0	33,9	34,5	35,0
Norway	21,8	20,1	20,6	21,0	21,1
Poland	-	11,6	11,7	11,5	12,0
Portugal	7,6	9,2	9,7	10,0	9,6
Slovak Republic	-	1,9	1,6	2,3	2,7
Spain	4,6	7,8	7,6	7,8	8,3
Sweden	14,5	13,9	13,8	14,1	14,4
Switzerland	22,1	24,8	24,8	25,1	24,9
Turkey	9,2	6,2	6,6	6,0	6,6
United Kingdom	20,1	22,7	23,0	23,3	24,1

Source: OECD employment outlook – ISBN 92-64-01045-9
<http://dx.doi.org/101787/00135712282>

Conclusion

The flexible employment forms aren't popular in Poland although they are stipulated in the Polish Labour Code. Kryńska mentions some reasons for their limited application (Kryńska, 2001), they are as follows:

- Employees got used to traditional employment forms and regard them as standard ones,
- Flexible employment forms aren't known well,
- Flexible employment forms are regarded as worse ones, employees are forced to apply them,
- Employees aren't prepared sufficiently to perform their tasks,
- Lack of skills and capital to start and run own business,
- Low level of pay and insufficient savings what inhibit accepting lower than usual pay even for a short time.

The majority of flexible employment forms results in shorter working time, lower pay, and job insecurity, that's why employees aren't interested in them. Not until 2003 employers weren't interested in them as well although they are beneficial for them. But a tough situation on the labour market forced applying flexible employment forms, it's proven by the increased rate of part-time employed since 2003 what resulted in decreased unemployment rate in Poland. Making some flexible forms popular in Poland may trigger development of the service sector but firstly the flexible forms have to become more popular among employers as well as employees.

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