Grażyna Maniak  
*Micro-, Mezo- and Macroeconomic Levels of Competitiveness – Determinants and Measures*

The purpose of this paper is to present the select aspects of competition. Specially there are analysed the competitiveness on the level of economy, industry and firm. This paper also attempts to discuss basic measures and determinants of competitiveness on the each level.

Wojciech Jarecki, Marta Młokosiewicz  
*Investment in Human Capital and Households Economic Situation*

The economy and social policy pays special attention to development of human capital. It’s main factor is education. The paper evaluates the influence of education of the head of the family on human capital and economic situation of the family. Finally the paper presents general conclusions.

Katarzyna Włodarczyk-Śpiewak  
*Consumer Consciousness after 15 Years of Economy Transformation in Poland*

The article describes changes in Polish consumer consciousness after 15 years changes in economy. The article use research which were done during this time among Polish society. Changes of consumer consciousness are results of:
- social – economic changes;
- structural changes in economy and society;
- changes in expenditures and incomes.

There are many positive changes in law protecting consumers. But consciousness about it is very small, because consumers in Poland don’t know law and institutions. Efficiency of these institutions is very insignificant, too.

Renata Nowak-Lewandowska  
*The Employee’s Personal Dignity – Theory and Reality*

The integration with the European Union and the globalisation process strengthens the Polish firms’ competition on the market. Nowadays the firms fight for customers and they forget about their own employees, particularly about their personal dignity.

The aim of this article is to show the problem of respecting the employee’s personal dignity at work. Especially it pay attention to the mobbing and sexual harassment phenomenon, their reasons and consequences as well as the ways of counteracting them.
Danuta Kopycińska
Business Ethicist of in the Opinion of the Economists’ Elite

The aim of the present article is to analysis the results of a poll relating to implications of ethical principles in management enterprise by managers. The results of the poll confirm a the consciousness warnings relating to of ethical norms, however economic success for the majority of respondents is very hard to reach.

The results of this investigation presents keeping an unfavourable tendency of the superiority of economic values over ethical norms. This tendency exist not only among businessmen, but also in the economists’ elites.

It an aim to revers the above mentioned tendency, researchers should encourage businessmen to respect business ethical norms, because it is the right way to assure success on market.

Patrycja Zwiech
Time of Work of Women and Men – do Women Work Shorter Hours than Men

In our social conscience exists a preconception, that men work longer hours than women. Work is generally considered to bring in an income. Work includes not only paid work, but also work executed free of charge at home.

The article describes time at work of women and men in selected European states. It also gives a view into the working background of persons in controlling positions at work. The conclusion is that women work longer hours than men. Taking into consideration the working hours women spend at work and at home, results in women having less recreation time then men.

Despite the fact, that more women are entering into the job market, isn’t enough to change the share of the domestic work at home on equal bases. Suitable and effective government guidelines and policies can promote a good working partnership within the family, on a more equal bases, by reconciling professional and family life.

Tomasz Bernat, Marek Kunasz
Economic Realities vs Students Pro-Entrepreneurship Attitudes – Research Results

The article presents changes on labour market in Poland connected with the economy system transformation. The main research objective is to carry over in a group of Westpomeranian Region students about their pro-entrepreneurship attitudes.

Jarosław Korpysa, Jarosław Poteralski
The Situation of the Graduates’ of Higher Universities with Regard to the Law Normalization

The aim of present article is analysis of the graduates’ situation on labour market with regard to the law normalization. Unemployment among graduates from higher education is the biggest problem in Poland. We might observe increasing tendency of people who do not have any job. Despite numerous professional activation programmes, which should help to find work, with year on year the diploma of graduation of academy loses on value. Possession diploma does not guarantee success in finding employment.
In face of growing problem the state introduced with day 20 April 2004, the new resolution year about promotion employing and the institution of labour market, which has for task to solve many problems whith regard to the uneployment. The resolution increase hepl of state for the graduates’ and assure the same access to each kind of the forms and programmes which giving the chances on finding the employment.

Ewa Mazur-Wierzbicka
*Die Wirksamkeit von der Umweltschutzpolitik in Polen*

In diesem Artikel wurde die Umweltschutzpolitik kurz charakterisiert. Es wurde dargestellt, wie die Umweltschutzpolitik in Polen realisiert wird. Es wurde auch beschrieben, wie diese Politik ökologische Situation beeinflussen kann.

Barbara Kryk
*Environmental Ethics and Ecological Needs of Consumers*

While looking for the answer to the question about how people should behave in environment, there was attention pointed on eco-consumption and exceptional function of ethics on that field. There is also noticed that it is possible to fulfill demands of economy and rules of natural environment at the same time. However it demands changes in current hierarchy of values which is base of running business and people behavior.

Therefore (in article) there were presented:
- main issue of ecological ethics,
- idea of eco-consumption,
- connection between need of clear environment and pro-ecological behaviors.

Marta Młokosiewicz
*Social Activity Role in Forming of Local Prosperity*

In a present article author has concentrating on social activity importance as an internal factor of local economic development. It has shown that local prosperity is in close connection with civil society growth and local community attitudes influence efficiency of applied strategies.

Marek Czajkowski
*Reasons of Imperfection and Disappointment in the Market*

According to the theory of general balance in the market economy, if all the markets are perfectly competitive, the balance which results from their operations is the most efficient one. This best allocation of resources is deteriorated by the necessity of taxation and other negative phenomena inherent to real markets. Real markets are affected by disturbances which occur in relation to allocation of resources. They result from: 1) economic cycles; 2) imperfect competition; 3) lack of markets.
Małgorzata Gawrycka  
*Unemployment in Poland between 1990 and 2002 in Comparison with Certain EU Countries*

Socio-economic changes that began in 1989 in Poland have led to a lot of changes in the labour market as well. This is confirmed in the case of developed countries, where the unemployment, which is not disguised, occurs.

The aim of this paper is to present the unemployment rate between 1990 and 2002 in Poland and other EU countries.