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2. ELASTIC FORMS OF EMPLOYMENT AS A CHANCE FOR WOMEN ON THE LABOUR MARKET

Keywords

employment policy, labor market, elastic forms of employment

1. Introduction

Eightieth and ninetieth are a period, in which has started the argument about the place of women at home and on-the-job. Special attention was payed to situations of women on the labour market. At the same time a turning point of the XX and XXI is a period in which becomes more and more popular diverging from a permanent job for elastic forms of employing. The main purpose for which untypical forms of the employment were created was on one side creating new places of employment for women on the other the element enabling women to link the career and the family life.

The article is examining conceptions of elastic forms of employing as the new element of the politics of the labour market from the perspective of their influence on the increase of the professional mobilization of women on the European and Polish labour market. It is possible to write a question: whether the development of elastic forms of employing indeed became the element creating new places of employment for women and did untypical forms of employing really influence the increase of the employment and the professional mobilization of women? Are elastic forms of employing really making chance for women on the labour market?

Issues brought up in above questions will be analysed on the basis of data concerning of employing women in the part time work in the comparison with employing full-time both in Poland as well as chosen countries of the European Union.

2. Equal statute of women and men – plans and reality

Participation of women on the labour market, women educated which are earning not only to their needs but are also supporting the household budget and are securing one's old age, induced revolutionary changes in the social life in the second part of the XXth century. At present, women don't want to have the function only protectively and educational on the principle of the exclusiveness, they have their professional aspiration and they want to fulfil themselves at work.

In Poland, woman have guaranteed qual rights with men both in the family, economic, social as well as political life. In the constitution they have the assured law to educating, the employment, promotions, doing career, getting distingsion and political dignity. That is what the formal entitlements and a law saying, however reality considerably is diverging from plans and goals. The realization of own aspiration by women is only then possible when one

one side it will be allowed for women as well as for men sustain education and tutelary posts equally and from the other side woman will get full equal rights at work. It concern not only possibilities of the self-realization in accordance with the achieved education, but also getting rewarding on the same level as men.

The functioning stereotype which is attributing the care of children exclusively for women is causing, that with the connection of the lack of qualitatively good and financially accessible tutelary services for children, women have huge problem with finding a job. Additionally, women which are coming back to the work after the educational leave are being treated as workers with qualifications which are not corresponding with current needs.

When taking under consideration indicators of employing women in Poland in years 1994-2002, in the examined period they are nearly about 25% lower than analogous indicators of employing men. The unemployment rate of women considerably was ahead of an unemployment rate of men in the entire examined period. In 2002 the unemployment amongst women reached the level 20.6% (Table 1).

Table 1 Rates of activity of the population, employment and unemployment according to the sex in years 1994-2002

Years	Rate of activity of the population according to the sex in years 1994-2002 (in %).		Rate of employment according to the sex in years 1994-2002 (in %).		Unemployment rate according to the sex in years 1994-2002 (in %) on the basis of BEAL.	
	Men	Women	Men	Women	Men	Women
1994	67	52,2	58,8	44	12,3	15,7
1995	66,5	51,1	58,5	43,7	12,1	14,4
1996	65,9	50,6	59,4	43,8	9,9	13,4
1997	65,5	50	59,8	44	8,7	12
1998	64,9	50	58,9	43,9	9,3	12,2
1999	64,3	49,7	55,9	40,7	13	18,1
2000	64,3	49,2	55,2	40,3	14,2	18,1
2001	63,4	48,8	52,5	39	17,3	20
2002	62,6	48	50,7	38,1	19	20,6

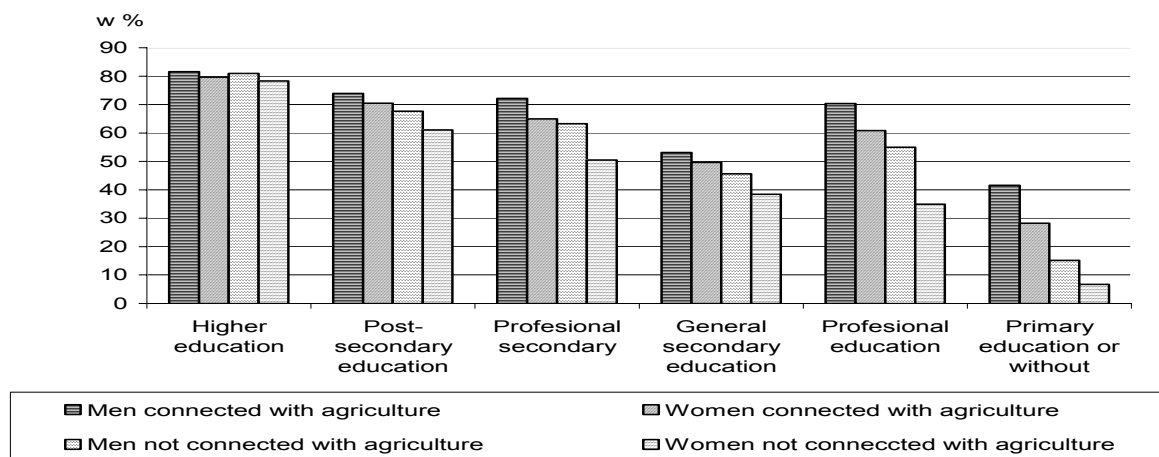
Source: own evaluation on the base of Central Statistical Office

As the table 1 shows in spite of that in the last years the differences in status between women and men on the labour market are decreasing still these differences exist,

Analysing the employment of women in the aspect of the level of their education it is possible to notice that working women largely have, at least secondary education. However, also in this case in spite of having the same level of ducation, employing amongst men is higher with respect to women having the same education (Drawing 1). Moreover, examinations are pointing that women in spite of having good education rarely are holding a managerial position, particularly a higher rung. In the group of managerial professions women had 35% in 2003 and only 29% of employers were women. What's more, examinations are pointing that women having the similar education and working at the similar position as men at the same time are receiving the lower remuneration than they. In the October2002 men achieved rewarding by the 8.8% higher than average in the scale of the

country, however women by the 16.9% lower. Average rewarding women was by the 17.0% lower than average rewarding men.

Graph 1. The rate of employment according to education, sex and place of living in 2002



Source: own evaluation on the base of Central Statistical Office

The employment policy in European Union

The employment policy is relatively new field of cooperation of states of the European Union. From the beginning of the nineties it is possible to notice efforts taken by Union in order to create the shared strategy for the employment. In 1997 were published resolutions of the Treaty of Amsterdamski, in which for the first time the employment become the subject of the regulation of the Community law. The treaty established, that promoting the sustainable economic progress social as well as long-lasting and the high unemployment will be one of priority purposes of the European Union. In the same year in November in Luxembourg a Summit of the European Council took place exclusively devoted to issues of the employment and the labour market. The Summit of the Luxembourg introduced very essential decisions in relation to the employment policy of Union. A special program of action correcting the situations on the labour market and limiting the rising unemployment was introduced. From this moment a European Strategy of the Employment worked out during the Treaty of Amsterdamski and of Luxembourg decisions became the basic plain of the coordination of employment policies of individual members of the Union (Borta, 2002). The main four basic pillars of European Strategof of the Employment become (Golinowska, 2004):

- ability to get the employment; it is treating above all for assuring by member states the individual ability and the better access to the work for the unemployed and the endangered people with long-term unemployment
- enterprise - it is establishing, that a liquidation of barriers and helping activity which is supporting this development are the way to fighting the unemployment
- adaptability - working out adaptabilities to new conditions of the labour market both on the side of workers as well as employers by constant educating and organizational changes
- the equality of chances - this element is above all to principles of the nondiscrimination on the labour market on account of plait.

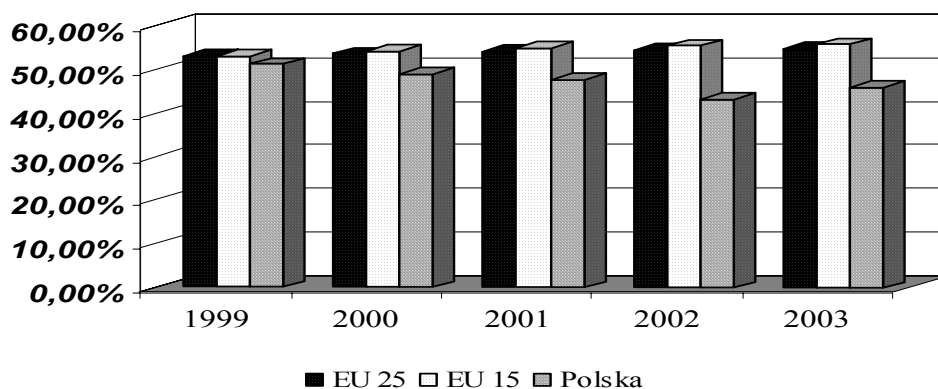
In March 2000 r. on the meeting of the European Council was accepted for the realization a Lisbon Strategy which was recognised as the most important economically and social program of European Union. The main aim of the strategy become creating till 2010 on

the territory of Europe the most rival economy on world. The economy which would be able to the rapid, based on the knowledge and long-lasting development with a large number of better places of employment.

One of areas of systemically and control action which a Strategy is enclosing is the labour market. The strategy is emphasizing the problems connected with an increase in employment and the change in the social model i.e. the increase in the professional activity, making the labour market more flexible, updating systems of social securities, the limitation of poverty and of social expelling. In its assumptions the strategy assumed that all membership countries till 2010 would achieve employing on the level of the 70%, for women of the 60% and for persons in age 54-65 of the 50% .

The data analysis permits however to state that changes which came in the staffing level in years 1999-2002 are giving little hopes to for the achievement of planned purpose (Bernat, 2005). How graph 2 presents it both in the entire EU - 15 as well as in Poland the level of the employment of women in the examined period is 1999-2003 is rather stable and it is pointing no upturns out. However, it has to be noticed, that, while both in UE-15 countries as well as UE- 25 the employment level of women is staying on the similar level it in Poland is slowly decreasing. Lowering the employment level of women in Poland is caused mainly by the degeneration of the general situation on the labour market hence the fall of the general level of employment.

Graph 2. Employment of women in years 1999-2003



Source: <http://europa.eu.int/comm/eurostat/structuralindicators>

3. The influence of elastic forms of employing on the increase of mobilization of women on the labour market

The growth of professional aspiration of women and their activation on the labour market caused that in seventies had come a development of elastic forms of employing. The higher number of employed women which had a problem with combining the professional and family life caused that untypical forms of the employment had started making a profit on the popularity. Together with the expiry of the time and changes in relation to the politics of the labour market elastic forms of employing also evaluated, their measurement changed and the schedule of the time, offers started to be directed not only to women but also to men.

At present untypical forms of the employment enclose many different forms of work, going far beyond classical form of the part time - work. It is possible to enumerate the following untypical forms of the employment (Kryńska, Rogut, Tokarski, 2003):

- contracting the work
- term agreement for work

- temporary employment
- self-employment
- telework
- working at home
- lending workers
- dividing the work
- work for the call and the work to the phone
- changeable time of employed contract workers
- realization of national and local programs of the labour market.
- seasonal work

The sudden development of untypical forms of employment has happened mainly because of economic aspects. In the age of the fast pace of economic transformations and the technological progress companies were forced to seek solutions enabling reductions in running costs. The competition and high salaries in the matter of the quality caused that entrepreneurs had started perceiving elastic forms of the employment as the element permitting the increase of the competitiveness of the company, of the effectivenesses of action and creating new jobs. From the other side new forms of the employment became the chance for decreasing the unemployment and a way of the professional mobilization of persons, for which starting full-time work would be difficult or simply impossible from family considerations (single mothers, persons looking after the disabled member of a family), educational (studying in the weeken and evening system), geographical (living in the distance from potential places of employment), health (disabled) or different (Sewastianowicz, 2005). New forms of the work enabled above all to do particular proffesion in the creative way but without the element of the compulsion

In the fundamental assumption elastic forms of the employment mainly are supposed to level the existing nonbalance of the demand, the supply and prices of work. Promotions of places of employment, the development of the enterprise and structural fitting of work sources to needs of the market will lead to the incease of employment indicators. So that the rise of elastic forms of employment don't lead to the considerable inheritance of the social protection a conception of "flexicurity" arose (Firlik-Fesnak, 2005). This conception is the attempt to combine the safety of employment and the increase in the elasticity of the labour market, taking into consideration the possibility of exploiting merits of the elastic employment both by employers as well as workers as well as by preserving protections of social workers. This idea permits the considerably easier and faster passage between the active and passive period of employment as well as between different forms of the employment (Witchagen, Tras, 2004).

Analysing dynamics of changes in the employment level in part time job in individual countries of the European Union it ca be noticed an appearing trend of the growth of participation of this form of employing. In all years of analysed period 2001- 2004, in each of countries the participation of women in this form of employing considerably is ahead of men.

Table 2. Part time employment as a proportion of total employment

Year	Men				Women			
	2001	2002	2003	2004	2001	2002	2003	2004
Austria	2,7	3,1	3,2	3,7	24,8	26,4	26,1	29,6
Belgium	5,7	6,0	5,9	6,3	32,5	32,4	33,4	34,1
Denmark	9,3	10,3	10,5	11,6	21,0	23,0	21,9	24,3
Finland	7,3	7,5	8,0	7,9	14,0	14,8	15,0	15,0
France	5,1	5,2	4,7	4,8	24,4	24,1	22,7	23,6
Greece	2,6	2,9	2,9	3,1	8,5	10,0	10,2	10,9
Spain	2,6	2,4	2,5	2,6	16,6	16,3	16,5	17,2
Holland	13,8	14,7	14,8	15,1	58,1	58,8	59,6	60,2
Ireland	7,1	7,1	7,5	6,9	33,4	33,4	34,3	35,1
Luxembourg	2,0	2,3	1,6	1,7	30,1	28,1	30,0	33,3
Germany	5,1	5,5	5,9	6,3	35,0	35,3	36,3	37,0
Poland	7,4	7,5	7,1	7,5	16,6	16,7	16,8	17,5
Portugal	5,1	5,8	5,9	5,8	14,3	14,5	14,9	14,0
Slovak Republic	1,1	1,0	1,3	1,3	2,8	2,3	3,6	4,5
Sweden	7,3	7,5	7,9	8,5	21,0	20,6	20,6	20,8
Hungary	1,7	1,7	2,1	2,2	4,0	4,3	5,1	5,1
United Kingdom	8,3	8,9	9,6	10,0	40,3	40,1	40,1	40,4
Italy	5,4	4,9	4,9	5,9	23,7	23,5	23,6	28,8

Source: OECD Employment Outlook, OECD 2005, p.254.

www.oecd.org/scripts/cde/members/LFSDATAAuthenticate.asp

Part time employment is dominating form of the employment of women in Netherlands, Sweden and Denmark and in United Kingdom where the participation of women is almost three times higher from the participation of men, in United Kingdom this majority is even four times higher. Nevertheless, in remained countries of Union the majority of women in this form of the employment is also considerable. The worth to underline is also a fact, that in Netherlands where elastic forms of the employment are the most popular and where the participation of the employment in the part time work is the highest compared with different countries of Union, is also appearing one of the lowest levels of unemployment what can be an excellent receipt of effectivenesses of elastic forms of employment as the supporting instrument in fighting the unemployment.

Examining elastic forms of employment on the Polish labour market it is possible to notice that from the beginning of the nineties their popularity incessantly is increasing. Unfortunately, the acceptance of this form of employment amongst Poles is low and it is characterized by a high scepticism. Untypical forms of the employment are still associated with the instability, the uncertainty of the social protection, the low standard of living, low pays and it is mainly resulting from low economic conditions of the population (Firlík-Fesnak, 2005). Especially for women elastic forms of the employment have character in Poland relatively marginal. Women took on the employment in this form only in the case when they had no chance to find full-time job (Kryńska, 2001). In the social awareness of Poles still no changes has happened and because of their tying to one place of employment and the permanent remuneration they are unsuited to the rival labour market. Reluctance of women with respect to new forms of employment is resulting mainly from it, that (Kryńska, 2001):

- women are treating the traditional form of the work as the norm,
- there are used to traditional forms of employing
- elastic employments they are regarding unsteady source of living, they are combining them with low pays, the low wealthshare, little savings
- very often they they don't know too much about elastic forms of employment
- elastic forms of employment are treating as compulsory, worse, as „work of last chance”

From the other side examinations carried out amongst unemployed women pointed out the need of broadening elastic forms of employment because it could help them with organising the care of children. The employment in this form from one side permits, for getting the additional source of income from second however for combining the family life and binded with it by duties with the work (Kalinowska-Nawrotek, 2005).

However, in Poland in comparing to UE-15 countries disproportion, which exist in the employment of women and men in the part time job is considerably smaller. The average difference for the Union in 2002 between the employment of women in the part time jobs and the employment of men in this form of employment amounted 27 points, while in the corresponding period in Poland this difference amounted only 5 points (Golinowska, 2004).

Considering the situation on the Polish labour market above all exists a need of the popularization of both the temporary work and different elastic forms of employment amongst women. Usig then in more wider way can especially influence limiting the unemployment and the work in the grey area, to contribute to the increase in the mobility of women and their activity on the labour market.

Elastic forms of employment one side are making chances for women on the labour market in the scope of (Firlik-Fesnak, 2005):

- motivating to taking education
- taking professions connected with new technologies
- supporting the creativity of women in organising beyond the professional spheres of the life
- enabling the self-development of women,
- keeping the professional continuity in phases of the motherhood and the care of children
- opening new ways to professional reintegrations after the longer break at work caused by illness, family duties or the unemployment
- enabling to go from the unemployment to the temporary not to say stable work.

While from the other side can be a threat to women on the labour market in the scope of (Firlik-Fesnak, 2005) :

- lack of the professional stabilization
- limiting the possibility of the professional development and the promotion
- uncertainties of means of support in the longer temporary perspective
- growth of problem in making a decision concerning establishing and the development of the family life
- weakening the protection of workers' laws concerning conditions of the pay
- increase of meaning of unofficial dependences of the worker on the employer
- creating the risks of deficiency, the marginalisation and often also social expelling of women poorly educated and not-having right qualifications.
- creating the risk of the long-lasting division of the labour market, to the market for educated women which are receiving stood work, high payed, giving the possibility for a promotion, and to the market for women with low qualifications and education which are receiving only a temporary employment, low payed, not giving potentialities of development.

4. Conclusions

Examining problems of the unemployment and the discrimination of women on the labour market it is possible to notice the traditional approach towards the dividing up of work and duties. Existing low, rules and norms are enabling women to bring together career with the with family duties, nevertheless it doesn't change the fact that for the majority of employers women are less attractive workers. At present, in conditions of the high unemployment employers prefer employing men as more flexible – even at formally lower qualifications, treating at the same time social privileges of women as one of elements disqualifying them as candidates for the work.

Considering the situation on the Polish labour market above all exists a need of the popularization of elastic forms of employment amongst women. Using then in more wider way can especially influence limiting the unemployment, to contribute to the increase in the mobility of women and their activity on the labour market. Elastic forms of the employment permit, for getting the additional source of income and at the same time for reconciling the family life and binded with it duties with the work. It should be however emphasized that the popularization of new forms of employment must be closely connected with keeping the social preservation for workers so that the increase of elastic forms of employment doesn't lead to the considerable decrease of the social protection.

Additionally an increase in employment amongst women will influence limiting public spending to services for unemployed women. Elastic forms of the employment will increase the competitiveness of enterprises what in consequence will increase attraction of Poland in eyes of foreign investors.

4. Recommended reading

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5. Comprehension check

1. What influence on the labour market was done by developing and implementing elastic forms of employment?
2. In your opinion do the elastic forms of employment are the chance for women on the labour market?
3. Can elastic forms of employment be a worthy tool for reducing unemployment among women?
4. In your opinion, what should be done to promote and make more popular elastic forms of employment?

5. Do you think elastic forms of employment provides balance between security and flexibility on the labour market?
6. What are the main reasons of unemployment among women?

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