

Unemployment in terms of socio - economic

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Summary

Unemployment is a condition in which people of working age may take up employment and wishing to remain without work. In Poland, this phenomenon is associated with marketisation of the economy, and you can point out that virtually every country in which the force is a market economy there more or less unemployment. Theorists suggest that a low level of unemployment is positive for the economy because it contributes to the phenomenon postania competition which brings benefits for both employers and potential employees. However, in the case of Polish, which is trading at a relatively high level of unemployment is a problem for both economic and social. Unemployment brings consequences for the economy. In addition to lower income or lower tax revenues, unemployment in many cases entails the need to incur expenditure on social welfare and health care. Unemployment also causes negative consequences for individuals. These are extremely broad issues, which remain valid and for this reason are widely discussed in the available literature.

Keywords: unemployment, society, economy

1. The definition of unemployment approach

In the available literature unemployment is defined in different ways. In most cases, unemployment is defined as a phenomenon in which "the proportion of people of working age, able and ready to work on typical conditions occurring in the economy, out of work, despite their job search"¹. Unemployment is a phenomenon economic, but also social - "[...] lies in the fact that a larger or smaller number of people able to work, and it is not seeking employment [...] character it compulsory, not voluntary."²

By definition, the Central Statistical Office, "the unemployed are people aged 15 and over who during the reference week did not perform work bringing earnings for more than 1 hour and did not perform work (eg. Due to illness), although formally it had, or over the past four weeks looking for a job and they were ready to take it "³. Labor offices while the definition used by the unemployed person, in accordance with the provisions of the Act of 20 April 2004. On employment promotion and labor market institutions. Art. 2 defines an unemployed person as "a person or a foreigner employed and not performing any gainful employment, capable and ready to take up full-time work."

Employment offices indicate that the unemployed are people who are "able to work and ready to take it in the context of an employment relationship, out of work and do not learn in school with the exception of schools, evening and part-time registered in the labor office, if they are already of age, which in Polish means completing almost 18 years. In addition, it also unemployed women from sixty years of age and men younger than 65 years. There are also individuals in certain earlier ages, which are not acquired pension rights, are not owners or owners of the farm, do not conduct non-agricultural activities "⁴.

The unemployment rate can be expressed in absolute terms the number of people who are out of work, or in percentage terms - then this is the rate of unemployment. In Poland, there are two methods of measuring the size of unemployment. The first method is used in the statistics of the labor offices, while the second method is the method used in the study of economic activity (LFS). Due to the recognition of unemployment in the other case presented methods unemployment data from these two sources differ slightly. Economic literature points to the existence of various forms of unemployment - the most frequently mentioned are the following⁵:

- frictional unemployment - which is the result of the time needed employee who change from one form of employment to another, to find a job vacancy,
- cyclical unemployment - associated with insufficient level of demand, which is the result of the collapse of the situation on the market of goods and services. It is a cyclical unemployment, which appears in a situation of recession, or seasonal, when it changes from season to season,

¹Milewski R, Fundamentals of Economics, ed. E. Kwiatkowski, Oxford University Press, 2005, p. 391.

²Firlit- Fesnak G Szyłko- Lively M (eds), Social Policy, Oxford University Press, 2007, p. 217.

³Marody M dimensions of social life. Poland at the turn of the century, SCHOLAR, Warsaw 2007, p. 140.

⁴The law on employment and counteracting unemployment dated. 14 December 1994. Quarterly information on the labor market, the Central Statistical Office, Warsaw, August 1995, p. 1.

⁵Goral Z. (ed), Unemployment and employment policy, Wolters Kluwers Poland, Warsaw 2013, p.17.

• structural unemployment, which is conducive for example joblessness in the long term and reflects the deep mutual inadequacy of demand and supply on the market work (because of the qualifications of employees), or maladjustment to the productive apparatus to changes in demand, taking place on the market of goods and services⁶.

The result of business decisions niepowiększaniu employment because of the lack of prospects for profit, despite the existence of demand for goods and services market is neoclassical unemployment. In theory, it is opposed to Keynesian unemployment, which occurs when the goods and services market appears to be insufficient demand, due to the stiffening of lowering prices. Unemployment neoclassical and Keynesian unemployment are associated with theories of neoclassical economics and Keynesian⁷.

For many years, a theoretical analysis of unemployment referred to the model of perfect competition in the labor market, where there was a large number of workers who are offered a job for a certain amount of remuneration, and a large number of companies that were looking for work, necessary for the production of goods and services. However, due to the rigidity associated with changes in both wages and prices, economists increasingly refer to the models of imperfect competition.

2. Causes of Unemployment

Unemployment is not "obvious" social phenomenon. There is always and everywhere, but you can recognize that it is a necessary feature for a developed society. A cursory analysis of the unemployment rate in different countries, shows that its dimensions are a result of social choices. In all societies there is a group of unemployed people who are dependent on relatives or institutions, but they are not always defined as unemployed. Particular convergence niepracowania and analyzing this situation in terms of unemployment associated with the institution of the state and industrialization. State industry, which increasingly develops its structure and covers the more and more areas of social life, interested in the people remaining unemployed.⁸ The causes of deterioration in the labor market, however, are extremely varied. The Report of the Ministry of Economy and Labor of 2005, the increase in unemployment associated with the Russian crisis, and its preservation is the result of a disadvantage. National Bank of Poland in the same year showed that the cause of high unemployment is the continuous removal of overstaffing before 1989, "in the institutions of the labor market, a high-level of indirect labor costs (tax wedge) and the low-skilled significant part of people who moved from employment to inactivity or unemployment⁹. In contrast, a major increase in the number of inactive people in the labor market due to demographic pressure and institutions to facilitate decisions to discontinue activity. "Insufficient ratio of economic growth on job creation arises often hypothesized that the main

⁶J. Lawn, neither unemployment nor welfare. From an ethical choice for the realization of economic, Oxford University Press, 2008, p 21.

⁷Goral Z. (ed), Unemployment and employment policy ... Op. cit, p. 18.

⁸Morady M., (ed.), Dimensions of social life. Poland at the turn of the century ... Op. cit, p. 140

⁹Ancyparowicz G M. Unemployment as an object of interest of politicians and economists, Solisarność Weekly, 2014, No. 50, pp. 28-29.

causative factor of low employment and high unemployment in Poland is not functioning mechanism of the labor market"¹⁰.

In many studies, which concern the Polish labor market shows that the institutions established to combat unemployment lead to stiffening of the labor market. The result of their actions is the low level of economic activity and low levels of employment resulting in high unemployment. Even if the activities of these institutions is not the only premise bad results, it certainly can be considered that to a large extent they contribute to the poor situation on the labor market. Labor market institutions often make it impossible to achieve the level of wages that would allow the labor market to absorb the available labor force. The less efficiently they operate in this respect, the higher the level of unemployment can be¹¹.

Among the reasons for unemployment lists mainly economic factors, but also seem to be important political, demographic (eg. Entry into the labor market very many generations of young people), or cultural. Also important are the processes of globalization, which cause the opening of national markets, and what goes with it increased competition, productivity, global production, international trade and foreign investment¹². High unemployment also can be associated with the digital revolution, which for many years participating. This is due to the relatively rapid technological progress, automation and the use of modern information and communication technologies. Dynamically developing microelectronics, biotechnology and the Internet, which facilitates dissemination of knowledge and skills. These processes cause changes in the structure of production and employment, as well as the demand for labor and the nature of the work (removal of old and creation of new jobs)¹³.

Modern technological progress will increasingly being reduced demand for labor. People need good are manufactured by a smaller number of employees. Human work increasingly is being replaced by machines work, therefore, is limited employment especially for simple physical and mental work. Wanes work in its existing, traditional meaning and shape a new type of unemployment referred to as technological¹⁴.

In neoclassical theory it emphasizes that the demand for labor which is reported by the companies (specific for each level of employee qualifications), is determined by the value of the marginal productivity of the employee. Worker's marginal productivity is expressed in physical units, which are shaped in the labor market, and in units of value, on the market of goods and services, which is as well as the selling price of goods and services. As a result, the demand for labor, which is reported by the company, is set up with the pay offered to employed persons, and wage is equal to the marginal productivity of labor¹⁵.

According to the neoclassical theory of unemployment in conditions of full employment unemployment is voluntary. It is defined as the difference between the potential capacity for work-age population, and the population that actually take the job, in the case where the actual wage is defined as the result of a confrontation with labor supply and demand by employees for work reported by companies. Unemployment voluntary

¹⁰Michalek JJ., Siwiński W. Socha MW (ed) Poland in the European Union. The dynamics of economic convergence, Oxford University Press, 2007, p. 127.

¹¹ Ibid., 127.

¹² Firlit-Fesnak G-Szylko Lively M (ed.), Social Policy, ... Op. cit, p. 217.

¹³ Angel W., Paradoxes of globalization. Publishing House ASPRA-JR, Warsaw 2002, p. 202.

¹⁴ Firlit-Fesnak G. Lively Szylko-M (ed.), Social Policy, ... Op. cit, p. 218.

¹⁵ This means that the real wage is equal to the marginal productivity of physical labor.

corresponds to existing and untapped abilities to work. It is worth noting that some of the unemployed are people voluntarily remaining outside the labor market because they do not want to work for a wage, which is determined by the market. Its height is considered by them to be inadequate compensation for their preferences for rest and entertainment. There is also a part of the unemployed, who choose to work from home or other unpaid activities, due to the fact that they have another source of income. In neoclassical economic theory, voluntary unemployment is regarded as an expression of individual preferences, which means that it should not be considered as harmful consequence of the market. However, it should be emphasized that the choice of people who remain on the voluntary unemployment outside the labor market, corresponding to different situations - both associated with having some wealth, as well as the merging of poverty¹⁶. Some because of the birth have sufficient income in respect of assets, which means that they have a free choice not to take the job. On the other hand, the family can be confident that it will be better if one of the parents to stay at home, because the total settlement in additional net pay is insufficient compensation for the time that is necessary to perform other household activities or raising children. This means that the situation of unemployment may be in some cases the result of a choice, certain preferences, but not in every situation is a choice of voluntary, since the abandonment of job search is often analyzed as a consequence of the level of net pay, which is regulated and determined by the market and the tax system¹⁷.

Adoption of the neoclassical concept of voluntary unemployment in relation to the contemporary Western European society is tantamount to a rejection of the basic idea of this theory, which assumes the existence of perfect competition. This means that both the demand for labor, which is reported by a large number of companies, as well as the supply of labor is shaped in such a way that no company or any employee does not have a personal impact on the equilibrium wage. Such a presumption, which is part of the mainstream of libertarian philosophy, was transformed into a doctrine of *laissez-faire*, which is in opposition to state intervention. The history of the industrial revolution but also *spółczesne* wage-setting rules in many countries where *laissez-faire* was the rule, show that the balance in the labor market could lead to wages determined only at a level that only allows only enough to survive and to reproduce the labor force - as it emphasized the prominent classical economists Adam Smith and David Ricardo. Conclusions both historical as well as contemporary are clear: *laissez-faire* leads to wage level, which makes the world of Staff persistent work to the state of poverty, because the labor market is not perfectly competitive. Because of *laissez-faire* is also a market dominated by companies that report the need to work and have a decisive force in determining wage levels, even below expressed in value the marginal productivity of labor. The resulting deep social inequalities relate to each teller for society in solidarity. However, it seems the choice solidarity within the organization of the labor market, which is to give unemployed benefits in exchange for lost source of income from employment has created a new type of voluntary unemployment. Unemployed persons who do not exhibit activity bear the risk of finding themselves on the margins of the labor market because rational choice you make, on the one hand based on the difference between the net income that can be achieved in the labor market, less the costs associated with the work, such as travel expenses or for example childcare costs on the other hand, there is the amount of unemployment benefits,

¹⁶Goral Z. (ed), Unemployment and employment policy ... Op. cit, p. 21.

¹⁷J. Lawn, neither unemployment nor welfare. From an ethical choice for economical implementation ... Op. cit, p. 25.

increased cases of some revenues that are derived from the work, which is not taxed. So we can venture to say,¹⁸.

3. The effects of unemployment

The effects of unemployment can be seen in the perspective of economic and social. From a social point of view, unemployment is associated with the overall level of public dissatisfaction with the fact that the occurrence of adverse social phenomenon, even in the group of people that it is not directly affected. In the group of social costs can also point to the problems connected with higher tax burdens, a sense of danger, the general deterioration of the level of security¹⁹. However, as the most severe consequence of unemployment is generating social poverty and thus increasing disparities between people²⁰. Social effect of unemployment is the creation of contrasts and social disparities that contribute to feelings of inferiority among the unemployed, the more that in most situations, unemployment affects people with low levels of qualifications and skills. This is mainly due to the fact that the opportunity to meet many needs directly related to the social and 'living conditions, which determine the quality of human life²¹. From the point of view of the material conditions of society can be divided into three groups:

- "Those who use the transformation (of course, it comes with a period of political transformation)
- those who lose their transformations,
- those who do not experience major changes, and before them rather more losses than gains "²².

M. Kohane believes that "with all the plagues spreading in the world, which prevent the development of mankind, the most common is poverty, it denies people the most basic rights and does not permit use of their abilities

and talents "²³. Unemployment in very adverse effects on the family, because it often happens that unemployed parents only minimal (or at all) are not able to provide your child participate in cultural development, as well as help in learning, even by paying tuition, purchase of additional books or computer programs. Unemployment promotes the development of a variety of pathologies such as crime drugs, robbery, burglary²⁴.

Unemployment is analyzed also as a violation of the social contract, which guarantees the right to work, and thus makes it possible to satisfy such basic needs as maintaining family and parenting unemployed person is not in a situation of psychological comfort, arising from a sense of belonging to the group, responsibilities and duties. Based on the results of the study can also be seen the relationship between the number of committed suicide and usiłowanych and unemployment These tendencies are particularly evident in the group of long-term

¹⁸ J. Lawn, neither unemployment nor welfare. From an ethical choice for economical implementation ... Op. cit, p. 26.

¹⁹M. Wolska-Dlugosz, unemployment of young Poles, 2013, p. 44.

²⁰In recent years, also it indicates a strong link between poverty and low real wages.

²¹ Sołtysiak T., Sudar - Malukiewicz J. (eds) Dreamlike forms of social pathologies and prevention and rehabilitation of young people, Ed. Bydgoszcz Academy, Bydgoszcz 2003, p. 266.

²² There, pp. 268.

²³ Ibid., 268.

²⁴ Szczesny WW., Outline rehabilitation with elements of social pathology and prevention, Zak, Warsaw 2003, p. 38.

unemployed (over 12 months)²⁵. Unemployment affects the psyche of the unemployed, as well as the level of health, and often reduced level of intellectual functioning.

The loss of income has negative consequences for both physical as well as psychological. The effects of the material are shown in the need to impose on the unemployed themselves and family members restrictions quantitative and qualitative purchasing items such as food or clothing. Limitations associated with the pastime. Many scientists attempting classification of methods for filling free time by the unemployed. Were defined four basic behavioral model profiles: active, social, home-keeping and passive. Unemployed and social groups active large amount of free time they spend searching for employment, travel and contacts with other people. Family of passive and people in his spare time devoted to housework and child rearing²⁶.

Different social groups respond differently to the situation of unemployment. The hardest job loss is tolerated by persons aged 41- 45 years. Various health and psychological effects of unemployment are also observed in urban and rural areas. The results show that the unemployed derived from the rural prove to be much more resistant to somatic and mentally. The reasons for this lie primarily in the positive support from the local community, which is much higher in rural areas than in the city.

In addition to the effects in the social and economic unemployment, it has many economic consequences. Among the consequences of this area most frequently mentioned decline in fiscal revenues on the other hand, the increase in spending from the state budget. It is also observed processes of professional deactivation, the disparities in the achievement of different income levels. From the point of view of macroeconomic unemployment entails public spending for unemployment benefits and social programs to fight unemployment - it is a considerable burden on the state budget. Because unemployed people usually limit their spending, and also due to the fact that therefore they are not paying taxes and not incur expenses related to social security, unemployment can be analyzed as a factor, which negatively affects the revenues of the state budget and at the same time, for example, expenses associated with health care, the payment of unemployment benefits. Many of the unemployed also uses social assistance benefits. Unemployment is also associated with underutilisation of production factors, which adversely affects the economy of the state. Because of unemployment many young, educated people unable to find employment in the country decides to emigrate²⁷.

Analysis of the economic cost of unemployment is often made in connection with the entities which bear these costs. So we can talk about the cost of fiscal, social and individual. Fiscal costs related to lost revenues to the state budget from taxes, as well as increased budgetary expenditure, they should be noted that lower revenues do not apply only to income tax. Lower income unemployed person indirectly affects the decrease in demand, which is reflected in the reduction of revenues from VAT and excise duty. In the medium term, you can analyze the global decline in production, which also affects the state of government finances are reduced because the proceeds from corporate tax and other taxes that are business related. In areas that are affected by unemployment you can observe a high level of migration. As unemployment is also affected by the deterioration of the health situation and the increase in crime, increase state budget expenditure on health and justice.

²⁵ Shevchuk W (ed.), Encyclopedia of psychology, Innovation Foundation, Warsaw 1997, p. 41.

²⁶ Ibid., 41.

²⁷ http://www.pedagogika.dsw.edu.pl/fileadmin/user_upload/iped/materialy_dydaktyczne/Praca_socjalana_z_grup/_Bezrobocie_-_atwe.pdf. (19-09-2015 availability)

The higher the fiscal costs in the long term can be associated with the need to reduce spending on education, for example, and this is obviously surprising unfavorable from the point of view of economic growth of the state.

As indicated by economists, unemployment is a natural market economy. When the economy is not centrally controlled, but is governed by the laws of the market, demands the right to work, understood as the need to provide jobs for all citizens (during the Polish People's Republic), lost its importance and changing them. In a market economy realization of the right to work means above all freedom of choice of employment and equality of all workers, ie non-discrimination. On the other hand employers it means that there are no rules imposed from above on the need to employ a certain number of employees. So it is natural that some people of working age will have problems finding a job. It seems that the phenomenon of unemployment can not be completely eliminated from economic life. Its low level is even beneficial for the economy. However, due to its complexity and multiplicity of reasons, unemployment is often treated as a pathology with which to fight, because too high a level it affects the functioning of the economy, as shown in the second chapter.

4. Unemployment and the general condition of the economy

In 1958, British economist Philips has appointed an empirical relationship between inflation and unemployment in the United Kingdom in the years 1861-1957. The study, which it has conducted have shown a negative correlation between inflation and unemployment (the higher the level of inflation, the lower the level of unemployment)²⁸. In 1960, the study was repeated by Samuelson and Solow. The effect was to confirm the results obtained by Philips. The resultant dependence was defined as the "Phillips curve"

Phillips curve graphically shows the relationship between wage growth and unemployment. It is assumed that in the case of a lower rate of unemployment, there is a greater increase in wages. If trading is the low level of unemployment, employers to find and hire new employees, they are forced to offer a higher level of wages than when unemployment is high and many people are looking for work. Low unemployment rate also encourages individuals already working to formulate higher wage demands²⁹.

Phillips curve could also be interpreted in a broader aspect - the relationship between the amount of unemployment and inflation (faster growth place - with unchanged productivity - causes an increase in inflation). Based on the study it can be concluded that economic policy can exist choice: lower unemployment or higher price dynamics. This belief, though it was wrong, it was common to 70-years of the twentieth century. When in many developed countries was acceptable to a faster increase of inflation - also expected to reduce the growing unemployment. With the passage of time turned out, however, that the economic policies pursued in such a way can be considered completely ineffective from the point of view of the fight against unemployment, and can only lead to higher inflation,

The theoretical model shows why the Phillips curve can show the true relationship between inflation and unemployment only in the short term, not long-term relationship was introduced to economics Edmund Phelps.

²⁸ P Bird, "How much the state in the economy? Milton Friedman about the economic role of the state ", CH Beck, Warsaw 2008, p 109.

²⁹ <http://www.nbportal.pl/pl/commonPages/EconomicsEntryDetails?entryId=70&pageId=608> ((availability 19-09-2015))

In the model proposed by him, an important influence on changes in wages, inflation expectations are also employees. The researcher observed that with the increase in nominal wages is to increase the level of prices and purchasing power of their wages does not change. In such a situation it is not reasonable to increase the amount of work and the employment. In the short term, however, workers can take up employment in the belief that there was an increase in wages. Phelps believed that due to changes in inflation expectations in the future, employees can not be surprising in a systematic way. As a result, economic policy, which leads to an increase in inflation is not effective in the fight against unemployment, because after a temporary increase in employment, unemployment goes back to the old level, while inflation remains at a higher level. At the turn of the sixties and seventies, it turned out that there was a misinterpretation of the curve. Economic stability has been seriously compromised. As a result, the state could not control the inflation. Invariably, it grew and grew as unemployment. Attempts economic stimulus failed³⁰. Therefore, the theory of competitive relationships created inflacja- unemployment Milton Friedman. Once he was elected president of the American Economic Association in 1967 gave a speech and presented his concept of the natural rate of unemployment. In his opinion, unemployment is voluntary and with the help of macroeconomic policy, ie. Global demand management can not be reduced for a longer period of unemployment below its natural threshold. According to Friedman substitutability inflation and unemployment it is only temporary. The researcher presented two arguments in support of its argument.

- ⇒ Identifying nominal and real values is wrong. Use the concept of real wages. In planning activities do not take into account the dynamics of prices. There is a monetary illusion because people are willing to accept a decline in real wages due to inflation, as opposed to a similar reduction in wages directly.
- ⇒ Employment depends precisely on the level of real wages, and affects demand
- ⇒ and supply. Unemployment has its natural level, which is a kind of balance. In the long run it is impossible to decrease below this level without changing other factors affecting them how the accumulation of capital and increase profitability, improve or change the structure of the labor force³¹.

The most effective way to reduce unemployment is expansionary monetary policy. The increase in the money supply, ie the greater the amount of circulating growth increases demand for goods. This, in turn, entails an increase in production. Then it follows the increase in prices and nominal wages. Also increases employment, but only temporarily. Consequently, real wages are established at a higher level. This leads to an increase in unemployment. Relapse inflation. Therefore, you can draw the following conclusions:

- You should not actively manipulate demand to achieve the desired level of unemployment. It is the natural rate of unemployment is such a level that can be maintained without an increase in inflation. The amount of the natural rate can be determined on the basis of periods during which the domestic product was equal to the estimated potential domestic product.
- The natural rate of unemployment is possible to lower the policy only affects the supply side of the economy. This will improve the economy, the labor market and their microeconomic structure.
- You can through the appropriate monetary policy to have an impact on the rate of inflation. If you reduce the amount of money in circulation will reduce the inflation rate, while

³⁰ Beam M, economic and social doctrine Milton Friedman, State Scientific Publishers, Warsaw 1986.

³¹ Bird P How much the state in the economy? Milton Friedman about the economic role of the state, CH Beck, Warsaw 2008, p. 110

unemployment will rise temporarily. From the point of view of employment the most favorable interest rate is zero.

- Achieving a zero rate of inflation is very costly, but the costs occur only in the short term. The period of high unemployment, it is possible to overcome and does not have to last long. Deflationary policy focused on maintaining production at a low level and the high level of unemployment is needed to get people to change their inflation expectations³².

The concept of the above accepted the formation of people's expectations in an adaptive manner, ie. On the basis of the past. In the later years, Friedman has expanded the concept of the natural rate of unemployment. He stated that the occurrence of stagflation that is, unemployment and inflation at the same time gives way to slumpflacji, the occurrence of rising unemployment and rising inflation at the same time. Phillips curve takes the form of a curve with a slope of positive

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