

Demographical characteristics of individuals as factors determining their situation on the labour market

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The aim of the presentation is to stress some demographical characteristics of individuals which appeared to be important factors determining their situation on the labour market. It refers to review of own empirical research on rural inhabitants in Poland and results already published.

Recently, Polish rural inhabitants have been facing many challenges connected with the economy's transformation, including a decrease of the primary sector's role and the development of other, non-agricultural functions of rural areas. These processes contribute to changes in the labour market. The level of education, suitable occupation, and additional qualifications are three of the key factors facilitating adaptation to the new situation. These factors' importance has been stressed in economic theories, for example in the human capital theory. The aim of the study was to identify the extent to which the educational achievements and other demographical characteristics of rural inhabitants in Poland acted as determinants of economic activity on the labour market. In order to realize this objective, research was carried out in 1000 rural households across Poland. Information on 3034 adult members of the surveyed households formed the basis for statistical analysis. An estimated logistic regression model proved that a higher level of education, some acquired professions (professionals, technicians and associate professionals, service and sales workers, craft and related trades workers), as well as additional skills, are important factors influencing the probability of economic activity on the labour market [Drejerska, 2010]. The set of factors which influence on probability of economic activity consists also of: inhabited macro-region, sex, age, position in a family, and additional qualifications as well as living in a household with a farm or without a farm [Drejerska, 2009].

The next research was conducted as within the project entitled "Economic and social determinants of rural areas development of the Mazovia region in the suburban and external zone of Warsaw", No N N114 145240, financed by the National Science Centre (Poland). The main purpose of the research was to identify and deeply characterize economic and social processes observed in rural areas of the Warsaw suburban zone. The empirical research was conducted in rural households, enterprises and local self-governmental units in 30 rural and rural-urban communes around Warsaw, which were identified as the Warsaw suburban zone. Finally, the research included questionnaire interviews in 800 households (2215 adult participants), 221 micro and small enterprises as well as postal questionnaire in 30 local self-government offices. Research results show that the analysed suburban communes of Warsaw are an area of an intense socio-economic transformation. The situation of inhabitants on the labour market was relatively good. It was characterized by high rates of either professional activity or a high rate of employment. Therefore, proximity of the developed labour market (the capital city) as well its immediate environment promote professional activity of the suburban inhabitants. It attracts new people both from other parts of the region and from Warsaw as well. As shown by the results, the newly settled inhabitants were young, well-educated, with a relatively high level of income. These processes undoubtedly lead to an increase of human potential of the examined areas and reflect

a discussion of both theorists and practitioners on endogenous growth factors. Though, these changes also increased pressure in many dimensions. Firstly, environmental issues should be considered. The development of the residential function requires more land for this purpose. New residential areas are usually private investments using for example previous agricultural land, but with increasing prices year by year. Secondly, the provision of appropriate infrastructure to people commuting to work every day is another challenge. New migrants usually use their own cars, causing a significant traffic jams on the way to Warsaw. The results clearly indicate no attractive offers of public transport in this case. These results also allow to identify some phenomena that are typical not only of the residents of the suburban zone. These phenomena are a part of national or even global trends in the labour market. Furthermore, they seem to confirm that, despite the relatively better labour market situation in the area of a big city, the suburban zone is not free from problems encountered elsewhere. Here, we should remember about job insecurity, especially among young, well-educated people, and the existence of the shadow economy – hiring workers without any formal contract. Conclusions drawn basing on one of statistical methods (a classical correspondence analysis) allow to refer to a concept of creative capital. They prove a relationship between having a tertiary education attainment and significant or full independence in the workplace, secondary education and a medium level of independence as well as vocational education and a low level of independence in the workplace. Moreover, the conducted analysis allowed to distinguish a group of entrepreneurs who perceived their work as fully creative and independent; they also stressed their own ideas as the beginnings of their present professional activities [Drejerska, Chrzanowska, Pomianek, 2014].

Taking into account that use of information about localization allows to set more research questions connected with relationships resulting from a spatial perspective, so the objectives of the next study concerning the group of inhabitants of the Warsaw suburban area were as follows:

- to determine a range of the capital labor market,
- to examine the influence of some spatial patterns on the intensity of commuting to Warsaw in the investigated communes.

A structure of respondents (employed and entrepreneurs) was characterized according to workplace localization and had the following descriptions:

- Warsaw,
- another town,
- another village,
- work in the place of living.

Analysis was based on binary matrix B and weight matrix W standardized according to rows. A criterion of a common border was assumed as a neighboring criterion. The weight matrix was built in the first step, then the global Moran statistic was calculated for each localization of workplaces. Then local Moran statistics were calculated. Global Moran statistic was significant only for respondents commuting to another village. There were clusters of communes with a similar proportion of respondents commuting to another village, usually inhabitants of smaller villages commuting to the communal center for work in public services or retail. A spatial structure of commuting did not facilitate analysis. As a result relationships form rather radial patterns with Warsaw as the center, not clusters. Different patterns of commuting have been formed according to not only distance but also infrastructural lines, like railways. Results of the study required much qualitative knowledge for interpretation [Drejerska, Chrzanowska, 2014].

The next study referred to a structure of inhabitants of the Warsaw suburban area according to their situation on the labour market. The research was conducted in a group of 985 working individuals (employees and entrepreneurs). Their segmentation was done using regression trees (C&RT and CHAID). Commuting to work (in kilometers) was a dependent variable, whereas selected socio-economic data of respondents as characteristics of their workplace were used as independent variables. Research results proved that Warsaw is an important center dominating on the local labour market. However, time of commuting depends on a place of living (communes neighboring to Warsaw and the rest of the suburban areas) but also on sex and age of respondents [Chrzanowska, Drejerska 2015].

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