

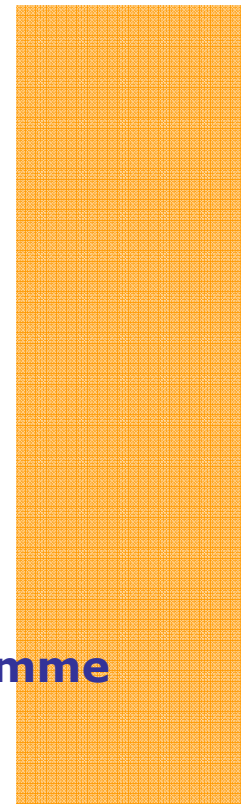
**Project: Central European Knowledge Platform for an Ageing Society**

# **PAPI RESEARCH UNEMPLOYED**



Diagnosis of people 50+ situation in Poland, in unemployed 50+ opinion  
– not published survey results

**This project is implemented through the CENTRAL EUROPE Programme  
co-financed by ERDF**



## Research characteristic

Research have used standardized questionnaire surveys

- A total of 48 questions interviewers asked
- Including 19 open-ended questions
- Metric questions
- Questions detailing respondent data
- Quantitative analysis included all questions in five functional sections
- Quantitative analysis was carried out taking into account statistical measures, such as statistical average, weighted average, median, dominant, standard deviation

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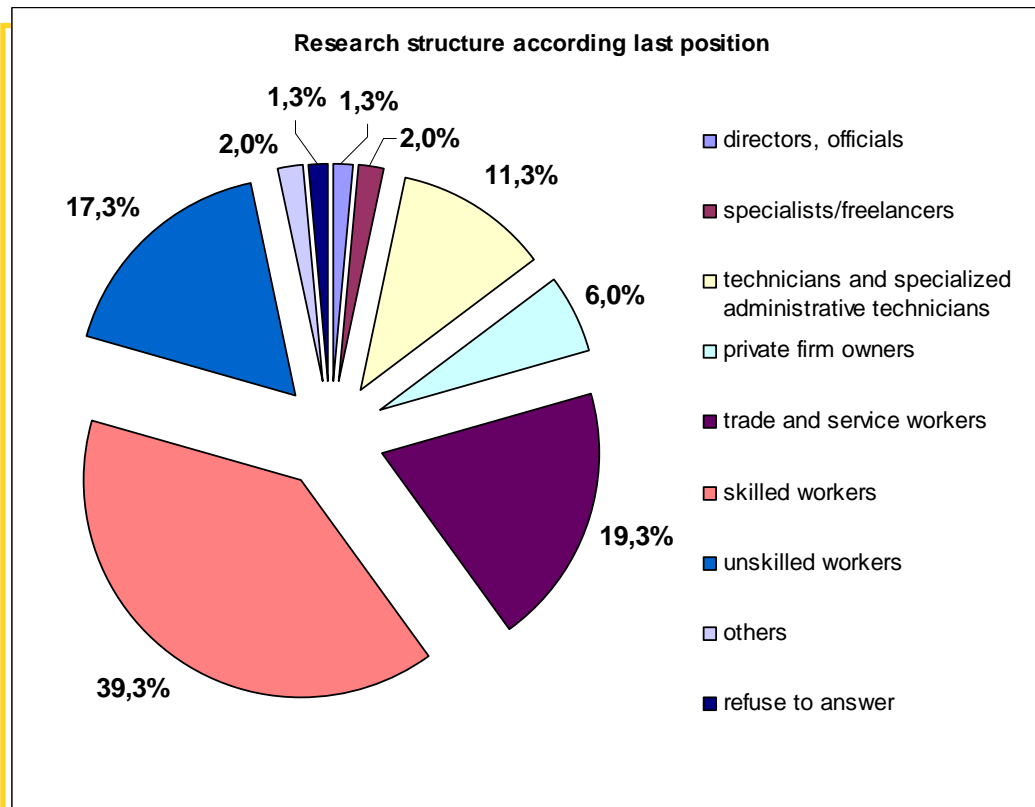


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## Research methodology and sample

- **Quantitative research** on unemployed 50 + situation on regional labour market
- Research was conducted in March - July 2012
- **Technique:** PAPI (Paper and Pencil Interview) – direct interviews carried out by using a paper questionnaire completed by a trained interviewer. Interviewer ask directly (face to face). Answers are recorded in the questionnaire responses. In doubt, give an explanation to respondent. Obtained results, in this way, are encoded (with open questions) and entered into the computer. Interviews may be conducted in respondents' homes, workplace, research center seat. The main advantages of this technique are: ensure the full complement of the questionnaire, standardization of the place where survey is performed, ability to provide explanations for misunderstanding the question.
- **Unemployed** –Katowice inhabitant, registered in Labour Office as person without job
- **Sample:** N=150 Selection criteria: AGE: over 50, EMPLOYMENT STATUS: unemployed
- **Average duration** of interview: about **23 minutes**

# Research methodology – sample structure PAPI



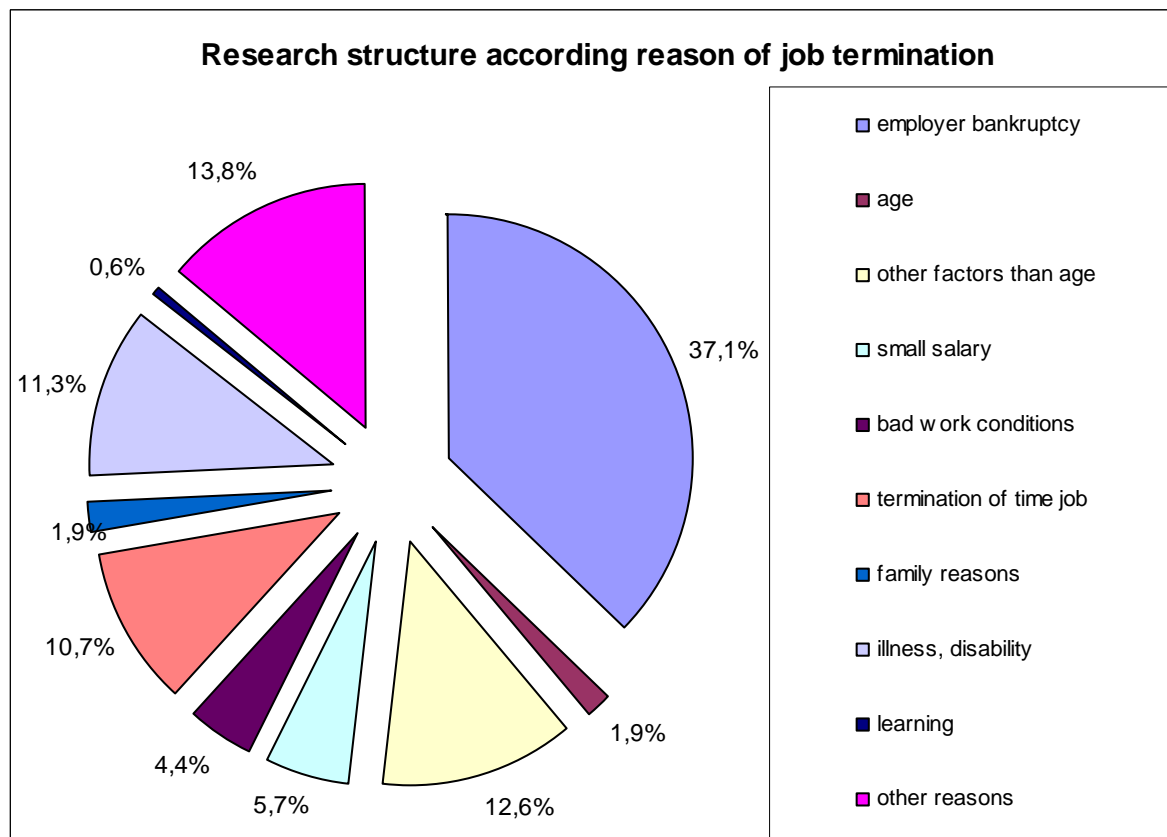
Besides recruiting questions unemployed were asked additional metric questions, which allowed for a more accurate characterization of respondents.

These questions are related to:

- last position held
- reason for termination of work
- job search period
- household net incomes

In response to a question on the last position held, unemployed often indicated skilled workers (39.3%) and trade and service workers (19.3%)

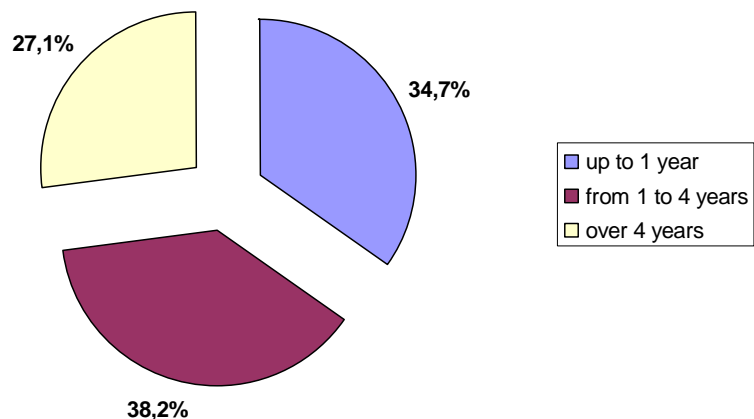
# Research methodology – sample structure PAPI



Respondents on the question often indicated, that terminated work due to employer bankruptcy (37,1%) and dismissal due to other factors than age (12,6%)

# Research methodology – sample structure PAPI

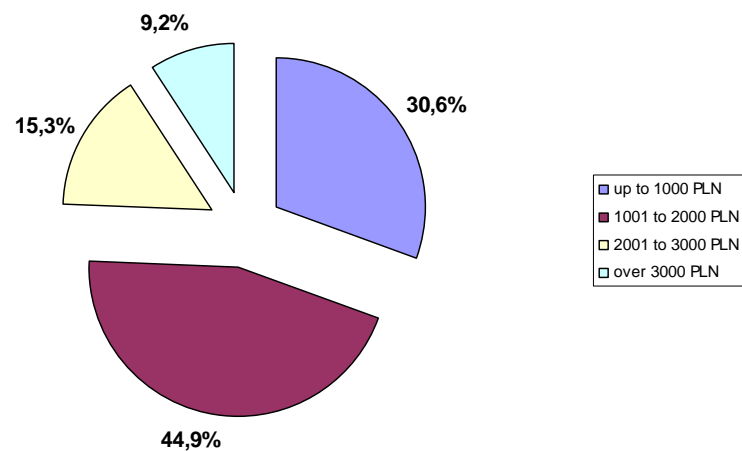
Research structure according job period searching



Next question is connected with job search period. Close to 3/4 of respondents is unemployed up to four years (72,9%). Percentage of persons without job more then five years is also big

$\frac{3}{4}$  respondents had net income up to 2000 PLN. Less than one of ten had more than 3000 PLN for household

Research structure according incomes





## RESEARCH AREA

**LAW AND ECONOMY** → key questions: is legislation is a barrier or determinant of persons 50 plus employment increasing? Is in economy is a place for job of people 50 plus?

**EMPLOYMENT AND UNEMPLOYMENT** → key questions: what factors determine increase or are a barrier of people 50 plus employment? What factors determine unemployment among people 50 plus?

**SOCIAL POLICY AND SOCIAL EXCLUSION** → key questions: is in contemporary society is a place for older people? What factors influence social exclusion among persons 50 plus from labour market? Is these persons affect discrimination problem?





## **PAPI RESEARCH**

# **EVALUATION OF LAW AND ECONOMY**





# CONCLUSIONS AND RECOMMENDATIONS

PAPI

- Limiting number of existing regulations and its updates, and development of solutions focused on regulations flexibility and consistency are necessary measures to reduce barriers to employment of people 50 plus in the SME sector
- Due to the extended (4 years) period of protection before retirement development of risk limiting instruments, due to its length, such as decline health status, fear of hiring people during protection period, fear of job losses are another activities that can reduce the barriers to employment of people 50 plus in the SME sector
- Improving situation of people 50 plus in the areas of education, availability, productivity and adaptability is another condition that may reduce the barriers to employment of people 50 plus in the SME sector
- Further areas of intervention that may reduce the barriers to employment of people 50 plus in the SME sector are: systematic identification of need for workers 50 plus, developing solutions to strengthen belief among employers that hire people 50 + is a cost-effective and efficient, and implementation of training and courses for people 50 plus corresponding to the real needs of employers

# CONCLUSIONS AND RECOMMENDATIONS

PAPI

- ➔ More flexible possibilities for combining work incomes and Social Security benefits can increase employment of people 50 plus. It can also contribute to exit from work in gray economy
- ➔ Early retirement benefits are not the main causes of earlier deactivation of people 50 plus. To receive earlier retirement benefits now it is necessary meet very strict criteria. Earlier benefits are treated as collateral source of incomes at the time jobs loss
- ➔ People 50 plus should be encouraged to take legal work by conducting more friendly tax policy
- ➔ Motivation systems tailored to specific individuals will help to strengthen position people 50 plus on the labour market and increase chances of finding a job



## **PAPI RESEARCH**

# **EVALUATION OF EMPLOYMENT AND UNEMPLOYMENT**



# CONCLUSIONS AND RECOMMENDATIONS

PAPI

- Too low qualifications, lagging in technology, lack of foreign languages knowledge and sustainability implementation of people 50 plus to advanced technologies are key barriers to employment of persons in this age group in the enterprises of high-tech industries
- In the light of research carried out, we can conclude that a necessary measure to strengthen position of people 50 plus on the labour market is to promote and disseminate in forms of training and enterprise deployment methods of "Age Management" and flexicurity
- Strengthening cooperation on the line employer - labour market institutions. Lack of this cooperation will strengthen view that labour market institutions help is not conducive to growth of employment of people 50 plus. In the opinion of unemployed lack of cooperation affects low participation of people 50 plus
- Developing and strengthening factors such as qualifications, experience, knowledge, professionalism, ability to work organization, work motivation is the key actions to empower people 50 plus in the process of hiring people 50 plus
- No qualifications, access to a variety of benefits, pressure to go away from employment, low wages and creation of bad work climate at work discourages remaining employment (mobbing) is the key actions limiting the process of leaving labour market relatively young people

# CONCLUSIONS AND RECOMMENDATIONS

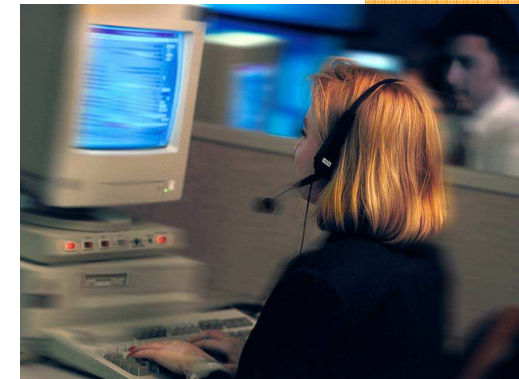
PAPI

- ➔ In order to strengthen position of people 50 plus on labour market as an important and urgent action should be directed to conduct periodic monitoring of labour market for people 50 plus, closing the training offer to employment needs, and conducting regular information dissemination campaign about situation of people 50 plus on the labour market
- ➔ Fear of unemployment and lower assessment of their own health are the two key determinants of people 50 plus to enter into a gray economy
- ➔ The solutions searching which can change the image and perception of people 50 plus in opinion of unemployed 50 plus is another important factor that may significantly strengthen the position of those people on the labour market
- ➔ Developing mechanisms to ensure sustainability and consistency of actions for people 50 plus on the labour market, regardless of the political situation changing in the opinion of the unemployed is a necessary condition for improving situation of this population on the labour market



# **PAPI RESEARCH**

## **EVALUATION OF SOCIAL POLICY AND SOCIAL EXCLUSION**



# CONCLUSIONS AND RECOMMENDATIONS **PAPI**

- Development and implementation an information campaign negating the claim that in contemporary consumer culture there is no space for old age and that elderly people are responsible for many social problems may be an important mechanism to improve their situation on the labour market
- Independence, flexibility and willingness to long life learning are key factors for a stable position on the labour market, in the opinion of unemployed 50 plus. Development of a campaign promoting the factors identified above may contribute to greater stability on the labour market
- The solutions searching which can change the image and perception of people 50 plus by employers is another important factor that may significantly strengthen position of those people on the labour market



# PAPI RESEARCH

## SUMMARY





Currently functioning regulations in Poland restrict access to jobs of older people, which affects level of unemployment in this age group

According to half of the respondents, SME unfavoring persons 50 plus in employment

Every second of the respondents do not see the relationship between the earlier retirement benefits and inactivity. The opposite view is that a third of the respondents

Early retirement benefits are not, in the opinion of unemployed 50 plus, reason of inactivity of people in this age group

The Polish companies do not know and the same do not use the Age Management Strategy (Opinion 8 of 10 respondents)

Help of the Labour Offices and other labour market institutions on activities aimed at increasing the employability of people 50 plus have been assessed badly

Lack of qualifications in connection with access to various benefits, contributes to the exit from the labour market relatively young people (63%)

Similar to age management strategies also the concept of flexicurity is not known

For early exit from work of older people, according unemployed 50 plus, largely contributes fear of losing their jobs

Also going on early retirement a key motivating factor for this decision is fear of being unemployed. It is more indicated than declining health condition or declining self-confidence

Fear of being unemployed is a key factor in determining unemployed 50 plus to going to work in the gray economy

Independence, flexibility and lifelong learning are the main factors stabilizing on the labour market

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