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DOCTORAL DISSERTATION SUMMARY

Employment of Ukrainian citizens in Poland in the context of the needs of the Polish labour market

This dissertation focuses on the employment issues of Ukrainian citizens in Poland, specifically in relation to the needs of the Polish labour market. Considering the issue of meeting the labour demand in Poland from 2004 to 2020 (illustrated by the number of job vacancies and the job vacancy rate) and the simultaneous increase in interest in the Polish labour market among Ukrainian citizens during the analysed period (measured by the number of work permits issued to foreigners and registered declarations of employment for foreigners), the main research objective of the dissertation became the analysis of the employment of Ukrainian citizens in the context of the demand of the Polish labour market from 2004 to 2020. The author intended an attempt to compare the needs of the Polish labour market with the level and structure of employment among Ukrainian citizens in Poland.

The main hypothesis and two specific hypotheses were formulated to meet the main objective and specific objectives assumed in the study. The main hypothesis posited that the employment of Ukrainian citizens is a response to the unmet demand for labour in the Polish labour market. The specific hypotheses implied the possibility of meeting labour demand in Poland in individual voivodeships and economic sectors, also through the employment of Ukrainian citizens.

The dissertation was prepared using a theoretical-empirical convention. The theoretical part covered issues related to the labour market, with particular emphasis on the problem of unmet labour demand. The empirical part presented the research results, which included analysing statistical data, using linear regression methods, and creating correlograms.

Taking a look at the conceptual issues surrounding the labour market, the author begins the thesis by presenting the definitions, elements, types and functions of the labour market. It also outlines various approaches to the labour market in selected economic schools of thought and the theory of labour market equilibrium, including the Beveridge curve, which illustrates the relationship between unemployment and job vacancies. Further analysis is devoted to the phenomenon of labour demand, its measurement, and the factors determining labour demand. Definitions of unmet labour demand and the structural mismatches between labour demand and supply, which lead to situations where vacancies remain unfilled despite the presence of

unemployment, are also discussed. The dissertation also indicates actions that can be taken in response to this problem.

The PhD thesis also analyses the situation of the Polish labour market from 2004 to 2020. It presents an overview of the transformations within the Polish labour market, the level and structure of labour demand, and the changes in the job vacancy rate during the analysed period. The main sources of unmet labour demand and the actions taken in response to this problem are identified. The dissertation includes a legal analysis concerning the employment of foreigners in Poland, particularly in the context of Poland's accession to the European Union. It discusses the possibilities for employing non-EU citizens and the economic aspects of employing foreigners, such as the impact of immigration on the wages of the native workforce. The study presents the results regarding the scale and dynamics of employing foreigners, with particular emphasis on Ukrainian citizens.

The final part of the dissertation presents a statistical analysis. The collected data on the employment of Ukrainian citizens and the number of job vacancies enabled the execution of linear regression and correlograms. Six linear models were constructed to examine whether the employment of Ukrainian citizens addresses the issue of unmet labour demand. The analysis employed the classical ordinary least squares (OLS) method.

The research conducted in the dissertation demonstrated that the employment of Ukrainian citizens is a response to the problem of unmet labour demand in the Polish labour market. The regression analysis showed a positive relationship between the number of job vacancies and the number of employed Ukrainian citizens, both at the national and voivodeship levels. The performed regression analysis indicated that an increase in the number of job vacancies in Poland accompanied a simultaneous, dynamic rise in the employment of Ukrainian citizens.

The study also included a sectoral analysis of the employment of Ukrainian citizens. It was found that Ukrainian citizens are predominantly employed in sectors requiring low qualifications, which addresses the quantitative shortage of workers in these industries. In sectors requiring high qualifications, such as education or scientific activities, the employment of Ukrainian citizens does not solve the problem of unmet labour demand, which may be due to formal-legal barriers and qualification mismatches. The obtained results are reflected in the literature, confirming that immigration fills gaps in the labour market,

particularly in sectors requiring low qualifications, such as construction, transportation, and trade.

The author also highlights other economic benefits resulting from the employment of Ukrainian citizens, such as increased state budget revenues, GDP growth, and participation in the pension system. Immigrants also contribute to an increase in domestic consumption, which stimulates economic growth. The dissertation concludes that a fuller utilisation of the human capital of Ukrainian citizens in the Polish labour market is possible. However, this requires further actions aimed at removing formal-legal barriers and supporting the adaptation of foreigners to the Polish labour market, for instance, through language learning and access to vocational training.

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