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The quality of human resources in Poland in the face of the ageing process of the population. An active ageing policy is needed.

The aim of this work is to evaluate the size and the structure of the labour supply in Poland as a consequence of the ageing process. Special attention is paid to the relation of two segments, which are: (1) the population leaving the labour market due to retirement and (2) the population starting a professional carrier after graduation.

The population leaving the labour market belongs to the post-war baby boom generations. The population, which will graduate from university within the next 5 years, belongs to the baby boomers of the beginning of the 1980s. It could create a situation of competition between old and young. The young without a professional biography start their carrier as unemployed. After the opening of the EU labour market they are willing to emigrate. Baby bust generations follow them.

Our hypotheses to verify are:

Being well-educated, experienced, and in good physical and psychological condition, the older generations are interested in an active ageing policy. In addition, they evaluate their future pension as insufficient for keeping a proper standard of living. It is an individual point of view. An active ageing policy is necessary to face an intensive emigration of young generations (economic and social point of view).

In our work we try to evaluate the quality of older human resources expressed by the health status and educational level of the population aged 50 and more, active in the labour market. The social and economic features are taken into account as explanatory variables. For this aim descriptive statistics and statistical modelling are used. Data comes from representative research "Status health of population in Poland 2004" elaborated in the Central Statistical Office.

We consider the following issues:

1. evaluation of human capital as a function of age,
2. discussion of the limits of productive age,
3. determinants of the quality of human capital,
4. projection of labour supply after reaching unproductive age by post-war baby boom generations,
5. consequences of labour supply ageing,
6. possibilities to introduce active ageing principles,
7. evaluation of intergenerational transfers.

As final results are expected:

1. evaluation of the size and structure of labour resources,
2. assessment of changes in the condition of companies
3. description of labour market mobility,
4. evaluation of potential of the elderly in the context of workforce,
5. evaluation of possibility of presence of the elderly on labour market,
6. evaluation of conflicts between young and old generations on labour market
7. advices for entrepreneurs,
8. directions for demographic, social and economic policy.

