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**Theme 1: employment policies/ ALMP**

**Labour market policies in Poland: amidst a change of the paradigm.**

The last 20 odd years since the systemic transformation in Poland is marked with various tendencies aiming at building a civil society. Numerous policies, also those related to the labour market, are set in this framework where imperative and bureaucratic decision making is being replaced by the participatory decision making involving actors in the processes. In Poland, similarly to other EU countries, the labour market policies and social policies are linked, not only policy-wise abut also institutionally, as they are governed by the same ministry, at present the Ministry of Family, Labour and Social Affairs.

The analysed period can be characterized by a number of shifts reflected in the regulatory and architectural framework, addressing both the situation in the labour market, in the economy at large, but also responding to the parties ideological standpoints. This was a period where the bureaucratic processes of centralised decision making processes were reduced and much if decision making was moved into the local and regional levels, making these in-field institutions real actors in play from design into implementation phases. Moreover, social policy, even though far from perfect, seemed to take into account the situation of adults in the labour market and targeted the families in need. As such it was considered to be a policy assuring some levels of social integration. At present, a new reform of the regulatory framework guiding the labour market policies expected which follows ideological right wing positions. The scope of changes is unknown, yet some changes have been already made into social policy with a more general approach supporting families possessing children.

The paper is designed into 3 sections. The first part will address the ideological standpoints since fin de siècle up till now. The second part show the development of the labour market polices with main regulatory changes. It will also look on the interplay with other policies,
namely the social policy as well as architectural change. Finally, the present changes, to the
degree known will be analysed with their potential consequences.

**Keywords:** labour market policies, social policy.

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Dr. Ewa Ślęzak is Reader of Global Political Economy in the Department of Economics,
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