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**EXCESS OF OFFERS AND INSUFFICIENT EMPLOYMENT.
PRECARIZATION OF EMPLOYMENT IN LOCAL
MARKETS IN THE LIGHT OF JOB OFFERS ANALYSIS**

Regularly occurring periods of market slowdown contribute to the increase in flexibility of labour market and employment. This results in the need to adjust the number of employees in companies to suit the changing conditions in the economy and creates basis for the creation of new forms of employment and informal work. The result of the transformation of labour market and financial difficulties of companies is the precarisation process characterised by a bigger share of informal and non-standard work among job offers, introduction of task-oriented contracts and lower social security (Beck 2002, Castels 2008, Gardawski 2009, Trappmann 2011). It can be assumed that in the face of the changes in the employment conditions and financial security, it is more difficult to recruit employees willing to perform work under flexible work arrangements other than a permanent employment agreement. Characteristic labour supply for non-standard forms of employment may also be expected (Reisel et al. 2010, pp. 80-91).

The labour market of Lubuskie Voivodeship, similar to other local markets, is characterised by a known paradox which results in a high number of unemployed people with high demand for employees. The aim of this research project is to determine the share of non-standard forms among job offers. The questions asked in the process of the analysis were: (1) what areas/positions are characterised by the highest demand for employees? (2) what are the requirements of employees that are specified by employers in job offers? (3) do job offers contain information pointing to precarisation of employment? The assumption of the research was that one of the major barriers in the movement of labour is the decrease in quality of job offers as far as the form of employment and the income are concerned. Due to the character of the research, precarisation was treated as an analytical construct derived from theoretical consideration and defined as:

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- unstable employment (Greenhalgh, Rosenblatt 2010, Pałęcka 2015),
- decrease in income and social security (Kiersztyn 2014, Rymsza 2005).

The objective of the research was not to analyse a social class or group but rather the segmentation of labour market and barriers to professional activity, understood as lack of employment security in four out of seven spheres indicated by Guy Standing:

- employment – job insecurity, a possibility of arbitrary dismissal,
- workplace – no chances to establish one’s own place in an organisation or for self-development,
- income – no stable income or social security,
- health, hygiene and safety at work – non-compliance with the safety at work regulations and limited possibility to regulate one’s working time (Standing 2014, p. 14, Szarfenberg 2015).

Basic source for analysis

This analysis is a result of a research project carried out in October and November 2015. The research was conducted with the use of two methods: analysis of the content of job offers and a survey. The content analysis included offers obtained from two sources of information on labour market: (1) *Gazeta Lubuska* (further referred to as GL) – the April issues, 01.04-1.05.2015 (25 issues, 290 job offers published in, among others, the “Work” supplement) and October issues, 01.09-30.09.2015 (26 issues, 257 job offers), (2) Voivodeship Labour Office (VLO) in Zielona Góra. The job offers from VLO were analysed in 6-8.11.2015. All 951 job offers found on the website of the Voivodeship Labour Office were analysed.

In the case of *Gazeta Lubuska* choosing of two test periods, allowed to compare the dynamics of changes in the number of tenders for the first and last quarter of the year. Additionally, choosing the offers of April and May 2015 provided a possibility to capture offers of seasonal jobs, which are very seldom in the last quarter of a year. Due to the fact of everyday changes in WUP’s offers’ database the data was taken and carried out during weekends when the office didn’t work. In the online database only current job offers are available. For this reason first weekend of November had been selected for the analysis as the closest one to the period analysed in GL.

As a result of the analysis, it was possible to obtain information on functions/professions sought after, offered forms of employment, employers’

requirements for potential employees (qualifications, resources and characteristics of an employee), additional information on a workplace.

Taking into consideration the fact that employers who publish their job offers in the press have a tendency to minimise the cost of seeking workers, it was necessary to examine the results of the offers' analysis more thoroughly. The analysed offers were very short and did not contain information on a form of employment or additional requirements of employers. This is why a survey was included in order to conduct the analysis. Surveys were carried out at the end of October and the beginning of November 2015 and their objective was to supply more detailed information regarding the content of offers which would enable a comparison between the sources used. A questionnaire was used in the survey. The selected sample was targeted. It included all 260 senders of the offer in September 2015. 124 questionnaires were completed (the level of completion was 48%). The questions included in the questionnaire concerned the information on the form of offered employment, the possibility of moving on to permanent employment, requirements for an employee, duration of seeking an employee.

Labour market in Lubuskie Voivodeship

The term 'local' in the title of the article refers to the labour market of Lubuskie Voivodeship. It is a good ground for searching for local conditions of labour movement, considering the following factors: The distance from big centres of social activity, rarity of new technologies, the border character, low level of industrial development, small number of enterprises, disbursement of funds on the development of tourism as a lever of the region's development. The dominating form are small companies (1-9 employees) which constitute 94% of all companies. The main types of activities under Statistical Classification of Economic Activities in the European Community (further referred to as CSSGWL) are: (1) trade and repairs (31%), (2) property service and business-related services (19), (3) manufacturing (9.2%), (4) tourism (2.4%) (CSSGWL, 2014).

Average employment by sector in 2015 was as follows: public sector – 9%, private sector – 91%. The largest number of employees (according to sectors): industry – 56.9% (including industrial processing 52.8%), trade – 15.3%, construction – 6.4%, transport and warehousing – 6.2%, administration – 5.9%, professional, scientific and technical activities – 1.7%, accommodation and catering – 1.7%. Employment in other sectors did not reach 1% (2015). According to GUS analysis labour productivity in industry in the coming years, is characterized by a growing trend (in Lubuskie region a rate slightly higher than the average growth at the domestic labour

market). It is estimated that in 2020 will be 4% higher than the average for Polish, ie. about 85 thousand Polish zloty. This will have important consequences for employment in the sector, leading to its growth. Currently, a level of employment in the industry is stable (over 150 thousand persons), which, with falling levels of total employment (the result of the development of new technologies and demographic change) proves its significant role for the entire region's economy (PDGWL 2011).

One of the significant issues in the region is the situation on the local labour market. Lubuskie Voivodeship has had a relatively high unemployment rate for years. It was 10.5% in March 2016 with 37 thousand unemployed people. Economic operators in the service sector provided work for 56.4% of employed people in total. Professional activity of inhabitants of Lubuskie aged 15 and more is slightly lower than the national average (54.8% to 56.1%) (GUS 2015). General employment rate is also lower. The share of professionally inactive people in the total population stands at over 44% which is comparable to the national average. Unemployment mostly affects young people (25.8% of the total number) and people aged over 50 (29.8%). Every fifth unemployed person was below 24. The long-term unemployed (49.1% of the total number) are in one of the groups whose situation on the labour market is difficult. The rate of unemployment intensity was 0.5 point higher than the national rate (GUS 2016). Similar trends of Lubuskie region labour market were mentioned in a report about human resource capital (Kasperek et al. 2015, *The Study of Human... 2015*).

Defining resources in the job offers analysis

The analysis of job offers found in *Gazeta Lubuska* produced a very uniform image of the labour market. The areas where employees were the most sought after were: construction, transport, qualified workers (technicians, fitters) and sales (table 1).

Table 1

Characteristics of the job offers found in Gazeta Lubuska

Gazeta Lubuska	01.04-1.05.2015 (25 issues)		01.09-30.09.2015 (26 issues)	
Area/ function	Number of offers	%	Number of offers	%
Construction	62	21.4	50	19.5
Restaurant industry	20	6.9	18	7.0
Executives and managers	1	0.3	-	-
Teachers	1	0.3	-	-
Carers for the elderly	15	5.2	14	5.4
Office workers	8	2.8	6	2.3
Manual work	12	4.1	9	3.5
Security and intervention staff/guards	4	1.4	3	1.2
Medical professionals	3	1.0	2	0.8
Agriculture, fruit farming	8	2.8	7	2.7
Maintenance and cleaning se- rvice	9	3.1	5	1.9
Specialists	3	1.0	8	3.1
Sales	21	7.2	20	7.8
Technicians, mechanics, fitters	27	9.3	30	11.7
Transport	68	23.4	65	25.3
Services	4	1.4	3	1.2
Other	24	8.0	17	6.6
Total	290	100	257	100

Source: author's own work.

The most sought after qualifications are: driving licence (35.5% of offers in April, 33.6% in September), specialist knowledge and/or professional qualifications (14.5% in April 14.3% in September), experience (12.7% in April, 16% in September), foreign language skills (13.9% in April, 16.8% in September). They are mainly result from offers related to transport and care for the elderly. There were 4 instances of seeking a specific level or type of education while in other cases this requirement was described simply as "education". In the process of the analysis, it was observed that job offers are more detailed when the education requirements for employees are higher

or when the job offered is more complex. In *Gazeta Lubuska*, there was no information indicating demand for employees with higher education over the analysed period. Candidates for office work or work requiring specialist qualifications were described as having specialist knowledge of a given field, having graduated specialist courses and with specific levels of certification. Moreover, among the resources/qualifications of a candidate listed were: no criminal record, availability, having a car, self-employment, owning their own premises, having a Sanitary and Epidemiological Station book. Personal characteristics were rarely mentioned in the offers. If any appeared, they were related to the following areas: collectivism (exact, friendly, reliable, honest) as well as individualism and independence (energetic, independent). Such references were found nine times in April and seven times in September.

Despite the fact that information found in the offers was very concise, in some of them (1/3) incentives aimed at encouraging a candidate to take up offered employment were noted. Their purpose was to emphasise credibility of an employer and to assure that good work conditions would be provided. In this way, employers informed of: (1) stability of offered employment (permanent position/employment agreement, a possibility of employment, full-time position, short waiting time before the start of the employment relationship – in total 23 references in April and 18 in September), (2) running of a trustworthy business (legal work, good work conditions, stable business – 7 in April, 4 in September) and of (3) attractive employment (good wages, a possibility to work abroad, a company car, accommodation, attractive commission payment, allowance, language courses provided (67 – April, 52 – September). Importantly, emphasised stability of employment (59 references) constituted more than half of all incentives found in job offers (99 references in April and 73 in September).

Job offers published on the website of the Voivodeship Labour Office are created as a result of aggregation of local data from district markets. In the process of the analysis of its content over the analysed period, 951 offers related to 2623 vacancies were found. Those offers were much more detailed compared to the offers published in *Gazeta Lubuska*. This is due to the fact that the workers of the Labour Office expect much more detailed content that need to be provided by an employee in an appropriate questionnaire. Most offers were related to full-time positions and flexible forms of employment (82.9% offers). There were seven offers of permanent employment, the remaining offers were offers of trial period (with a possibility to continue work) or temporary employment. Nearly 14% offers referred to non-permanent employment. Most of those were internships and student

placements (usually not paid – 31 out of 35 offers) and offers of mandate contracts.

The analysis of the content of offers demonstrated that new vacancies are mostly aimed at the following categories of workers: Transport (11.9% offers), qualified workers (9.6%), sales department workers (10.3%) and manual workers (10.5%). Among qualified workers, technicians, fitters, electrical fitters, mechanics, mechatronics specialists were particularly sought after (11.4%). After combining both categories related to workers with technical qualifications, qualified workers constituted 21 % of all searched candidates.

The definition of useful competences and resources formed by employers overlaps with the characteristics prepared on the basis of the analysis of demand for workers in Gazeta Lubuska. Among the most important ones were: work experience (3.7%), driving licence (18.1%), specialist knowledge/professional qualifications (18.4%), foreign language skills (12.8%), computer skills (6.4%). Other resources were indicated in less than 5% cases. Examples of those are pension, invalidity pension, disability status, no criminal record, availability, owning a car, physical fitness, team work skills, management skills. Education was a separate category. It was indicated in 92.5% offers and due to its popularity, it is not possible to compare this with data collected on the basis of the analysis of offers found in Gazeta Lubuska. As far as level of education is concerned, there were references to vocational (45.6% offers), primary (32%), secondary (14.4%) and higher education (8%). The disparity observed in the approach to including information of expected level of education is a consequence of the above-mentioned questionnaire used to submit an offer for publishing which includes questions related to the desired level of education of a candidate in one of its parts. The conducted analysis also confirms the earlier presented approach to the description of a desired level of education. There is a noticeable tendency in the offers in Voivodeship Labour Office to neglect the importance of education to the advantage of detailed requirements provided by listing required courses, certifications and internships. Over the analysed period there were offers indicating primary education and at the same time listing numerous required professional qualifications and experience. It concerns 21% offers indicating vocational education and 17% offers indicating primary education.

Information of preferred personal characteristics of candidates was included more frequently on the website of the Labour Office than in GL, however, it was still relatively rare. Indicating desired personal characteristics was also connected to higher standards of the workplace quality and the character of expected skills of employees. When providing more details

in the description, the employers adopted two approaches: (1) the desired personal characteristics pertained to high positions and qualifications, (2) detailed personality traits were indicated in case of positions connected with performing simple tasks. In the first case, extended social competences were expected due to the nature of offered work. Similarly to *Gazeta Lubuska*, the most exactly formulated requirements were those related to people whose work for the organisation is to be directly linked to its core activity. They included the following characteristics: good organisation, communication skills, creativity, availability, the ability to establish new contacts easily, independence, impeccable manners. The characteristic from the second category were a new element in the conducted analysis. They indicated the issues employers have with reliability and motivation level of future employees. Among traits included were: attention to detail, motivation, commitment, conscientiousness, hard work, honesty, resourcefulness. Personal characteristics were indicated 124 times in total. The one that was indicated the most frequently was motivation to work – 35 times (28% offers including such references) and honesty – 20 times (16% offers).

Based on the analysis of the results of the survey it may be concluded that employees find it difficult to find suitable workers. Employers who participated in the survey pointed to the long period of searching for workers and lack of required qualifications. The biggest barrier of employment turns out to be lack of preparation on the side of potential employees (indicated in 67% of cases) and no willingness to work (65%).

Work in precarisation conditions

Flexible forms of work and employment are applied by employers in order to minimise the costs of social security. It is a natural consequence of the fact that local markets are “turbulent” which is defined by Peter Drucker as being unpredictable, unstable, insecure (Drucker 1999). This situation makes candidates accept forms of temporary employment which allows companies to quickly modify employment and as a result, to easily adapt to the changing conditions of the environment. The solutions adopted in such a case are related to task-oriented work that leads to a decrease in employment continuity.

From the point of view of the objective of the analysis, it was crucial to search for signs of the above-mentioned lack of employment continuity. Among offers from the collected research material from GL, those assigned to the following two categories are of particular interest: (1) carers for the elderly and (2) the ‘other’ category. The former offers are submitted by companies which send workers to Germany and Great Britain to care for

the elderly. Those types of offers appear in every issue of GL. Duration of employment is 3-6 months with a possibility to extend. It is not permanent employment. Wages depends on whether a worker performs other household duties for an elderly person as well. The 'other' category includes very short offers. The nature of duties related to offered employment was not given directly in this type of an offer. There were 24 offers of this sort in April and 15 in September. They were titled: interesting work, work in Lubuskie Voivodeship, work for everyone, a job offer (phone number), work – pensioner. The results of the survey show that in those types of offers the most common forms of employment are: voluntary work, mandate contracts for cleaning work, interviewer's work, assembling tools, additional work for students and pensioners. The conducted survey also pointed to 77 offers related to work in precarisation conditions. They were various forms of temporary work in areas such as" transport, construction and care for the elderly (table 2). In 12% of cases, employers ensured a possibility to work without entering into an employment relationship. This transfers the concept of 'trust' and 'risk' (Giddens 2005) to the work sphere where, on one hand, workers equipped with knowledge and skills are willing to work without the use of formal regulations and employers who provide specific place and means commit themselves to use them for this purpose. Entering into an agreement under such conditions, each party quietly assumes that the other party will show commitment and will comply with the informal agreement to observe the regulations of the labour law and unwritten terms of cooperation (Łucjan 2016). To the obvious resources conducive to taking up work of low stability, such as necessary qualifications and skills, it is worth to add trust in stability of the agreed terms and characteristics that make one more likely to take risks. In this context, in the presented situation characterised by lack of work continuity, it was interesting to see these types of agreements used as a transition stage before moving on to permanent employment. Such a possibility was indicated only in case of four offers (table 2).

Table 2

Work in precarisation conditions (Gazeta Lubuska)

Gazeta Lubuska	01.09-30.09.2015 (26 issues)		Employment in the precarisation conditions	A possibility to move on to permanent employment
	Number of offers	%		
Construction	50	19.5	15	2
Restaurant industry	18	7.0	3	-
Carers for the elderly	14	5.4	14	-
Office workers	6	2.3	1	
Manual work	9	3.5	2	1
Security and interven- tion staff/guards	3	1.2	-	-
Medical professionals	2	0.8	2	-
Agriculture, fruit far- ming	7	2.7	5	-
Maintenance and cle- aning service	5	1.9	3	1
Specialists	8	3.1	-	-
Sales	20	7.8	3	-
Technicians, mechanics, fitters	30	11.7	5	-
Transport	65	25.3	9	-
Services	3	1.2	1	-
Other	17	6.6	-	-
Total	257	100	77	4

Source: author's own work.

In offers found in the Labour Office as well as in Gazeta Lubuska, temporary employment was offered mainly to manual workers, office workers and workers in areas related to tourism and construction. The category of office workers was the only one where employment in precarisation conditions prevailed over permanent employment offers (19 to 17 offers) (table 3). As opposed to offers for technicians, those offers were not described in detail and it was difficult to find information of expected resources or qualifications. They only contained information related to the nature of work, such

as young age and experience for construction workers or office equipment skills for secretarial staff.

Table 3

Forms of employment in job offers found in Voivodship Labour Office

Area/position	Number of offers			
	Full-time/ part-time	Other forms of employment	Total	%
Construction	53	13	66	6.9
Restaurant and hotel industry	60	10	70	7.4
Executives and managers	28	1	29	3.0
Teachers	13	6	19	2.0
Carers	1	5	6	0.6
Office workers	17	19	36	3.8
Manual workers	83	17	100	10.5
Production workers	22	5	27	2.8
Machinery and equipment operators	47	1	48	5.0
Security and intervention staff/guards	9	3	12	1.3
Medical professionals	6	-	6	0.6
Agriculture, fruit farming	7	1	8	0.8
Qualified workers	88	3	91	9.6
Maintenance and cleaning service	19	3	22	2.3
Specialists	48	2	50	5.3
Sales	87	15	98	10.3
Warehouse/hall staff	21	3	28	2.9
Technicians, mechanics, fitters	93	15	108	11.4
Transport	107	6	113	11.9
Services	14	-	14	1.5
Total	823	128	951	100

Source: author's own work.

The analysis and barriers concerning movement of labour force

The analysis of collected information showed offers regarding area/position and expected qualifications of future employees. It may be concluded that the factors behind movement of labour force from professional inactivity to activity are professional qualifications and experience in the following areas: transport, constructions, sales. Preparation for work in those fields and most of all in companies requiring technical skills (technicians, mechanics, fitters) should be a straightforward way to prevent unemployment. Among the most desired qualifications were work experience, suitable driving licence category, various professional qualifications and specialist knowledge, foreign language skills. These features demonstrate the need for suitable employees which was demonstrated through labour market analysis as early as in the 90s (Marody 2000, Drozdowski 2003).

Gazeta Lubuska

Voivodeship Labour Office in ZielonaGóra

Employment in precarisation conditions:

33.0%

13.4%

The most frequently indicated areas/positions:

Construction, transport, qualified workers

Qualified workers, transport, sales, manual workers, construction

Education

No requirements

Primary and vocational education were most frequent – 72% of offers

Required qualifications and resources:

Driving licence, specialist knowledge, professional qualifications, foreign language, experience

Experience, driving licence, specialist knowledge, professional qualifications, foreign language

Required personal characteristics:

No requirements

Motivation to work/commitment, communication skills, good organisation of work

Interesting changes were observed regarding the position of sales among areas with the highest demand for workers and their approach to the category of education. Until recently, the sales area was represented by the highest number of offers both on markets in big cities and on local ones.

It has, however, fallen to the third position and is preceded by transport and the category of employees with technical qualifications. It may suggest changes towards strengthening of service sector (for example, fitters – service staff) and the development of production. The category of education, similarly to sales, used to stand at the second position after experience on the list of the most sought after professional qualifications and resources. At the moment, possibly as a result of changes in the education process, employees less and less frequently include requirements concerning education and tend to skip it while specifying required qualifications, such as desired training courses, professional qualifications, work experience.

Some of the above-mentioned features of the Lubuskie labour market are said to be major barriers in the movement of labour force. Three signs were determined in the process of the conducted analysis: (1) characteristics of areas with the highest demand for workers, (2) level and type of desired education, (3) offered work conditions. 63% of offers (943 offers) contained job offers for candidates with very low qualifications. They were manual work offers with low flexibility, requiring low level of education and offering low pay, therefore, they were not attractive. Moreover, considering the fact that technical professions are in short supply on local markets, this type of work, if at all available, does not match the qualifications of employees. Survey data shows that work pre-conditions change in such a situation. 67% of the participants of the survey mentioned higher employment cost in case of an employee who is not qualified for the job (due to necessary training and longer period of their induction to work) which was supposed to affect their wages or cause changes in the contracts (longer trial periods, unstable forms of employment). The features mentioned lead to the strengthening of the offered conditions of work away from home (transport), relocation (accommodation, for example in cases of farms, branches of companies, poultry farms), work abroad (care for the elderly) and low wages – basic salary starting from 1750 Polish zloty gross – 67% (637 offers) and precarisation of employment. The above-mentioned features are major factors behind the limited active change of workplace, slowdown of professional development and professional inactivity.

Both sources of data concerning labour market show information of precarisation employment, however, those instances were three times more frequent in *Gazeta Lubuska* than in the Voivodeship Labour Office. The reason behind this is most probably the fact that the offers are checked from the legal and formal point of view by the employees of the Labour Office before they are published on their website which minimises the possibility of abuse. Precarisation of employment concerning bad work conditions –

unstable form of employment, low wages (Greenhalgh, Rosenblatt 2010, Szarfenberg 2015) was observed in nearly half of all the analysed offers (46,4%). It concerned especially: (1) type of a contract (or lack thereof – 12% of offers, as stated by the survey data), (2) wages (non-paid voluntary work – 14% offers from VLO, low base pay compensated with commission – 67% offers from VLO), (3) self-employment requirement, (4) the requirement of being a pensioner or having a certificate of disability (8% of offers from GL). Based on the conducted analysis it may be concluded that precarisation, alongside with mismatch between preparation for work and the needs of employers, is a barrier in the movement of labour force. However, the issue here is a syndrome of barriers that strengthen each other and not just one variable affecting the whole labour market. Information found in job offers points to the existence of three types of mismatch (Kwiatkowski 2008): (1) *structural mismatch* which is a mismatch between the qualifications of potential employees and current demand of the market indicated by: 1. staff shortage while unemployment rate remains relatively high (3270 vacancies in the reporting period, according to data from two analysed sources), 2. professions in short supply (technicians, fitters, operators of specialized machinery and equipment, transport and construction workers), 3. Long validity period of offers (over 40 days for 37% of offers at VLO) and difficulties in recruiting new employees, (2) *behavioural mismatch* which is applying inappropriate strategies by social agents regarding the choice of a profession, expecting re-skilling, methods of searching for work. In the process of the analysis of offers it was observed that the field of education is often selected without considering demand for specific work and lack of documented work experience which lower chances of finding employment (information provided by 41% of survey participants), (3) *mental mismatch* which is disparity concerning work expectations and the definition of the employment relationship between employees and employers. The collected research material proves this since it shows an increase in the number of offers related to non-standard forms of employment, low wages and lack of willingness of potential employees to accept low-paid work.

Final remarks

Contemporary changes on the labour market concern the movement from temporary to permanent employment in most of economy sectors. Long-term employment in one workplace, common until recently, is in opposition to the desired dynamics of ongoing transformation (Castells 2008, Drucker 1999). The conducted analyses point to the following changes on local markets:

1. Higher supply of candidates with low qualifications, while demand for such work remains low.
2. Shortage of employees with high professional qualifications.
3. Decrease in the number of vacancies for white-collar workers performing routine tasks, including employees of offices and administration which is a result of development of information technology.
4. An increase in demand for highly qualified employees who are flexible and able to quickly adjust to changing conditions.

The character of the material used for the research does not confirm the fact that narrow specialisation are becoming less popular to the advantage of better general preparation, combination of manual and white-collar work or growing popularity of making rapid changes in one's career. The ongoing changes create a new image of work which is becoming more and more creative (technical profession and managerial positions) and at the same time is controlled more strictly (tasks performed by employees with low qualifications). In the first case, one can observe new requirements for employees. They concern mostly so-called soft skills related to personal characteristics, temperament, preferred approach and behaviour, undertaken initiatives, communication skills, etc. (Lucjan 2016). Employees are expected to effectively navigate in this environment and to create their own workplaces and work mode.

Presented research does not provide the full picture of labour market in Lubuskie Voivodeship. There are certain sources missing in the analysis, such as *Gazeta Wyborcza*, outsourcing companies, other websites. However, it is difficult to apply those source since data they contain is often not assigned to a specific voivodeship or a district, the nationwide character of the source was the reason for not taking it into consideration. An interesting would also be obtaining information about flow of workers in the framework of informal recruitment. Some look at this phenomenon gives the data from the survey of employers, however the study of informal forms of recruitment would require a more thorough approach using other theoretical concepts as well as other techniques of research.

The analysed fragment of the market gives enough reason to claim that precarisation of employment is one of the major barriers in the movement of labour force from professional inactivity to employment. However, it is not the only barrier. It is also important to consider the signs of three types of mismatch observed. The collected material confirms the thesis that in the conditions of changing work conditions and changes in financial security it is

more difficult to recruit employees willing to take up work in flexible forms of employment, other than a permanent employment agreement, which was supported by the information collected from employers and the data related to the period of validity of offers found in the Voivodeship Labour Office. It is connected with a specific supply of employees as far as work under the terms of non-standard forms of employment is concerned. Data shows that they are usually candidates with low or unsuitable qualifications that do not match the requirements who are recruited for performing simple work and poorly paid and who are willing to take the risk of performing work without an employment agreement.

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**EXCESS OF OFFERS AND INSUFFICIENT EMPLOYMENT.
PRECARIZATION OF EMPLOYMENT IN LOCAL MARKETS IN THE
LIGHT OF JOB OFFERS ANALYSIS**

Keywords: labour market, movement of labour, employment precarization.

Periods of economic downturn occur regularly and the situation favours the development of labour market flexibility. This causes the need to adapt the number of enterprises' employees to changing economic conditions and flexible forms of employment. It is a base for the creation of non-standard forms of employment. Well-known paradox characterizes local labour markets' situation in Lubuskie region. The high demand for workers remains constant and the number of people without work is also high. The author, referring to the analysis of job advertisements published in the local media and labour offices presents some chosen aspects of the precariousness of employment. In the text presents the result of looking for answers to questions about (1) departments / functions with the greatest demand for workers, (2) the resources and skills helping to get employed, (3) the extent of the participation of non-standard forms of notices in the job advertisements. The aim was also to determine the resources that are conducive to taking low security jobs. The text contains analysis of the possibilities of using low job security agreements as a transitional phase before getting a permanent employment. The empirical basis of the article were the results of the analysis of job advertisements of two local sources of knowledge about the demand for employees: Gazeta Lubuska and the Regional Labour Office in Zielona Góra (1 498 jobs offers). Additional source were surveys of employers (124 surveys). The analysis were conducted in October and November 2015.