OCCUPATIONAL SEGREGATION ON THE POLISH LABOUR MARKET IN THE YEARS 2004–2014

(Summary)

The article undertakes the issue of the occupational segregation on the Polish labour market in the years 1994–2014. At the beginning, the analysis focuses on the main theoretical aspects of discussed phenomenon, including theories of economic discrimination against women. Secondly, the article shows the statistical and economic analysis of both dimensions of the occupational segregation: the vertical and the horizontal one, in the context of the Polish labour market in research period. Next, it shows the occupational segregation in the light of public opinion polls. In conclusion, the main aims of the paper and research hypotheses are verified within conducted analysis.

Keywords: segregation; labour market; women; sex

Klasyfikacja JEL: J24, J70

1. Introduction

The issue of the occupation segregation was the subject of much scientific research and analyses both from theoretical and empirical perspective. Already in the twenties of the twentieth century, the trends and various relations according to sex in the structure of employment have been noticed.

In Poland, some legal solutions mandated among others after the Second World War introduced explicit restrictions on access to certain occupations to women, which in turn contributed to deepening the differences in the employment
pattern. As of the nineties of last century, the symptoms of the liberalization of the regulations restricting access to certain professions among other depending on the sex were noticeable. Moreover, the processes of Polish accession to the European Union have from the beginning encouraged the opportunities alignment between women and men in the professional sphere.

The question of the article is the labour market, in particular, the employment pattern by sex and socio-professional features. The main objective is to present, analyse and evaluate the phenomenon of occupational segregation on the Polish labour market in the years 2004–2014. The hypothesis is the following: the occurrences of horizontal and vertical occupational segregation on the Polish labour market in the years 2004–2014 were found in the employment pattern. Furthermore, the existence of these phenomena observed in the employment pattern according to sex, selected NACE sections and occupational groups were long-term and relatively stable.

The structure of the article is as follows. At first, the idea and the theories on the occupational segregation were presented. Next, the statistical and economic analyses of the horizontal and vertical occupational segregation of women and men are carried out. The reasons of the occupation segregation are considered afterwards. At the end, the conclusions are shown.

2. Idea and theories on the occupational segregation

The issue of gender inequality in employment should be considered from a wide perspective, including horizontal and vertical occupational segregation of women. This phenomenon is important, because it is a major source of constrain on the labour market. In addition, it could increase inflexibility on the labour market and economic inefficiency due to wasting human resources. Moreover, it has negative effects on women’s status and income1.

Gender professional segregation is a mechanism that maintains the dominance of men over women and causes sex-ordered division of the labour market and pay system2. It means that men and women work in different kinds of occupations and it implies two separate labour forces, which can’t compete for the same professions

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or positions. We can identify two dimensions of the occupational segregation. The first one is the horizontal occupational segregation, which means that employed people are shared by sections in the national economy. It can be seen as concentration of women and men in different types of occupation. Issue, which is connected with the horizontal occupational segregation, is the phenomenon of “sticky floor”. It places woman in the section of lower-paid employees, with fewer opportunities for promotion and the low status or prestige. The second form of the occupational segregation is the vertical one. It means that workers are divided according to professional groups. Women and men hold different positions in companies, and men used to be at the higher level than women. It is characterized by the phenomenon of the “glass ceiling”. It symbolizes the existence of invisible barrier to women’s career to the next level in the hierarchy of the organization. The issuerelated to it is the phenomenon of glass escalator. It means that even in female-dominated professions men are promoted easily and more likely to management positions than women. The glass escalator effect is a mechanism, which puts men in a privileged situation and enhances their opportunities for professional advancement.

To explain the existence and persistence of the occupational segregation by sex the article takes up few basic theories connected with it. The following concepts will be discussed: the crowding hypothesis, human capital theory, the personal-prejudice models and peripheral theory.

The crowding effects of women was firstly noticed by Francis Ysidro Edgeworth in 1922 as an issue, which allows men’s earnings to be higher and forces women’s earnings to be lower. The oversupply of female workers was caused by institutional barriers (trade unions) that unnaturally deformed functioning of the labour market. It means that even in female-dominated professions men

6 Ibidem, pp. 3–5.
7 E. Chien, B. Kleiner, Sex Discrimination in Hiring, Equal Opportunities International 1999/18/5–6, p. 57.
are promoted easily and more likely to management positions than women. The glass escalator effect is a mechanism, which puts men in a privileged situation and enhances their opportunities for professional advancement.

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Two hypothesis explicit by Solomon Polachek and Harriet Zellner, which are stemmed from the theory of human capital, may help to clarify the determinants of the occupational segregation. Both hypotheses take the assumption that men and women choose professions that maximize their lifetime earnings. They deal with the fact that women choose certain professions, because they anticipate employment discontinuity associated with motherhood. S. Polachek says that women foresee breaks in their employment and the depreciation of their qualifications, which entails a reduction of earnings after returning to work. That is why they choose these professions where wage reduction is the smallest. In contrast, H. Zellner argues that women choose professions where wages are relatively

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higher at the beginning of their careers, but their growth is relatively lower. In this way, women providing a break in employment lose less than in professions that require rapid development and advancement in the hierarchy of jobs and wages. Both hypotheses assume that women put restrictions on their career path, which in turn causes their occupational segregation.

The personal-prejudice models created by Gary Stanley Becker in 1957 assumed that three groups: employers, co-workers and customers exist on the labour market. They represent aversion and personal tastes/prejudices against associating with a women. On the one hand, the result of prejudices and discriminatory behaviour of employers is the pressure to provide women’s work on less favorable terms. On the other hand, prejudices of co-workers indicate reluctance, even repulsion to working with women, which contribute to the segregation in hierarchies of companies. In addition, customers manifest their biases in certain preferences to be supported by men, especially in professions requiring accountability. When tastes and prejudices influence actions, then affect the occupational segregation of women and their earnings.

The next concept is the Dean Morse’s peripheral theory. It indicates the existence of peripheral workers, characterized by discontinuity work, casual or part-time work. It often affects women who combine work and household duties. Hence, women are paid less, treated as low-status employees in the company hierarchy, with small opportunities for career progression. These phenomena provide the presence of stigma in the labour market. The result is the perception of women as problematic workers that subordinate professional roles to family functions. This facilitates the exclusion of women with attractive professions, positions, and contribute to enhancing the occupational segregation of women.

3. Horizontal occupational segregation—symptoms and the range of occurrence

In order to make a structure analysis of the horizontal occupational segregation of women and men on the Polish labour market in the years 2004–2014, it will be considered such aspects as: employment and share of women/men within the most feminised and masculined NACE sections. Eight NACE sections were

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selected for the analysis, which in research period were the most feminized and masculinized. The comparison of the situation of women and men in the context of their employment in the most feminised sections were presented in Table 1.

**TABLE 1: Employed persons by sex in the most feminised NACE sections in Poland in the years 2004–2014 (as of the fourth quarter, in thousands, LFS)**

<table>
<thead>
<tr>
<th>Years</th>
<th>Human Health and Social Work Activities</th>
<th>Financial and Insurance Activities</th>
<th>Accommodation and Catering</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Females</td>
<td>Males</td>
</tr>
<tr>
<td>2004</td>
<td>674</td>
<td>163</td>
<td>185</td>
<td>86</td>
</tr>
<tr>
<td>2005</td>
<td>569</td>
<td>161</td>
<td>200</td>
<td>89</td>
</tr>
<tr>
<td>2006</td>
<td>710</td>
<td>176</td>
<td>234</td>
<td>112</td>
</tr>
<tr>
<td>2007</td>
<td>710</td>
<td>156</td>
<td>249</td>
<td>121</td>
</tr>
<tr>
<td>2008</td>
<td>725</td>
<td>135</td>
<td>223</td>
<td>119</td>
</tr>
<tr>
<td>2009</td>
<td>744</td>
<td>156</td>
<td>230</td>
<td>127</td>
</tr>
<tr>
<td>2010</td>
<td>784</td>
<td>173</td>
<td>247</td>
<td>120</td>
</tr>
<tr>
<td>2011</td>
<td>769</td>
<td>173</td>
<td>264</td>
<td>139</td>
</tr>
<tr>
<td>2012</td>
<td>711</td>
<td>181</td>
<td>322</td>
<td>130</td>
</tr>
<tr>
<td>2013</td>
<td>781</td>
<td>174</td>
<td>241</td>
<td>115</td>
</tr>
<tr>
<td>2014</td>
<td>763</td>
<td>189</td>
<td>239</td>
<td>127</td>
</tr>
</tbody>
</table>


The data presented in Table 1 shows that in such sections as: “Human Health and Social Work Activities”, “Financial and Insurance Activities”, “Accommodation and Catering” and “Education”, there were a significant concentration of female workers in the years 2004–2014. It should be highlighted, that high qualifications of employees are necessary and required in these sections. However, these sections are characterised by relatively low average monthly earnings. It is also worth mentioning that these sections are frequently associated with the public sector, which means greater stability of employment and lower risk of losing job due to changes in economic conditions16. In addition, one-third of all

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working women was focused in these four NACE sections. At the beginning of the research period, in 2004 – 29%\textsuperscript{17}, while in the last year – 2014 – 31%\textsuperscript{18}. To verify the existence of division of the labour market in Poland it is worth to consider the most masculine sections of the national economy. The data for the analysis were presented in Table 2.

**TABLE 2**: Employed persons by sex in the most masculined NACE sections in Poland in the years 2004–2014 (as of the fourth quarter, in thousands, LSF)

<table>
<thead>
<tr>
<th>Years</th>
<th>Mining and Quarrying</th>
<th>Construction</th>
<th>Supply services\textsuperscript{a})</th>
<th>Transportation and Storage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Females</td>
<td>Males</td>
</tr>
<tr>
<td>2004</td>
<td>26</td>
<td>207</td>
<td>55</td>
<td>807</td>
</tr>
<tr>
<td>2005</td>
<td>20</td>
<td>199</td>
<td>67</td>
<td>855</td>
</tr>
<tr>
<td>2006</td>
<td>33</td>
<td>207</td>
<td>68</td>
<td>926</td>
</tr>
<tr>
<td>2007</td>
<td>39</td>
<td>207</td>
<td>68</td>
<td>1077</td>
</tr>
<tr>
<td>2008</td>
<td>34</td>
<td>223</td>
<td>69</td>
<td>1210</td>
</tr>
<tr>
<td>2009</td>
<td>21</td>
<td>203</td>
<td>76</td>
<td>1232</td>
</tr>
<tr>
<td>2010</td>
<td>20</td>
<td>222</td>
<td>80</td>
<td>1205</td>
</tr>
<tr>
<td>2011</td>
<td>29</td>
<td>246</td>
<td>86</td>
<td>1232</td>
</tr>
<tr>
<td>2012</td>
<td>30</td>
<td>228</td>
<td>76</td>
<td>1166</td>
</tr>
<tr>
<td>2013</td>
<td>22</td>
<td>229</td>
<td>83</td>
<td>1086</td>
</tr>
<tr>
<td>2014</td>
<td>23</td>
<td>257</td>
<td>89</td>
<td>1099</td>
</tr>
</tbody>
</table>

\textsuperscript{a}) This section consist of: electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities.


According to Table 2, it should be noted that in the NACE sections such as: “Mining and Quarrying”, “Construction”, “Supply services”, “Transportation and Storage” women were underrepresented among the employed persons in the research period. In addition, in these four NACE section 23%\textsuperscript{19} of all working

\textsuperscript{17} \textsc{CSO}, \textit{Labour Force Survey in Poland in the years 2003–2007}, Labour and Living Conditions Division, Warsaw 2009, p. 76.

\textsuperscript{18} \textsc{CSO}, \textit{Labour Force Survey in Poland}, Demographic and Labour Market Surveys Department, Warsaw 2015, p. 86.

\textsuperscript{19} \textsc{CSO}, \textit{Labour...}, 2009, p. 76.
men were focused in 2004, while in 2014 – 26%\(^{20}\). It is worth to add, that men were concentrated in sections stereotypically believed to be masculine one. This may be the result of biological differences between women and men (e.g. greater physical strength of men), but also the effect of the values and cultural norms\(^ {21}\).

In order to continue the analysis of the horizontal occupational segregation, the participation of women and men in total employment of each section should be considered. The data for comparative analysis in the NACE sections dominated by women were shown in Figure 1.

FIGURE 1: Share of women and male in total employment in the most feminised NACE section in Poland in the years 2004 and 2014 (as of the fourth quarter, in %, LFS)

According to the data presented in Figure 1, in the years 2004–2014, the share of females in total employment increased in the “Education” and “Accommodation and Catering”, while in the other two sections decreased. The disparity between


men and women among the total employed in female-dominated sectors of the economy were on a level far distanced from gender equality. To investigate the scale of the inequality, the overall feminization rate for the all NACE sections should be considered. Interestingly, on average it amounted to 44.7%\textsuperscript{22}, both at the beginning and at the end of the research period. The diversity of employment by gender remained relatively stable. It is also important to stress the crowding of women in professions related to the sections “Education” and “Human Health and Social Work Activities”. This may indicate on the occurrence of the sticky floor\textsuperscript{23}, which resulted not only from restrictions putting on women’s employment opportunities by employers, but is associated with women’s educational choices, and consequently influences their career paths. The data for the analysis of the share women and men in total employment in the NACE sections most dominated by men were presented in Figure 2.

FIGURE 2: Share of women and men in total employment in the most masculinised NACE section in Poland in the years 2004 and 2014 (as of the fourth quarter, in %, LFS)

Source: own calculation on the basis of Table 2.

\textsuperscript{22} CSO, Labour..., 2009, p. 76; Labour..., 2015, p. 86.
\textsuperscript{23} B. Kalinowska-Sufinowicz, op. cit., pp. 144–145.
The data presented in Figure 2 indicates deepening of the gender disparities in the following NACE sections: “Mining and Quarrying”, “Transportation and Storage” and its alignment in the “Supply services”, “Construction”. Comparing these data to the general feminisation rate of the all NACE sections (44.7% in 2004 and 2014) – it is clear that women are underrepresented in the above sections.

In conclusion, despite the relative equalisation level of employing by gender for the entire economy, concentration of men and women in various sections should be noted. This allows the assumption of the existence of the horizontal occupational segregation in the context of the Polish labour market in the research period.

4. Vertical occupational segregation–symptoms and the range of occurrence

The phenomenon of the vertical occupational segregation in Poland can be observed on the basis of the research of the employment pattern according to occupational groups, especially in a group of Managers analysed by sex. Comparing the number of working men and women in this occupational group leads to the conclusion that the vertical segregation appeared on the Polish labour market in the years 2004–2014. This phenomenon is that the proportions between the number of men and women working in a decision-making positions, and, at the same time, connected with the responsibility (and this also applies to the feminised sectors) are clearly shattered to the detriment of women despite the comparable level of formal education. This occurrence is associated with the phenomenon of the so-called glass ceiling mentioned before. This is also the feature of most other European countries. Nick Adnett indicated that despite the numerical prevalence of women in employment in professions related to services and public administration, and social work, they occupy rather lower-ranking positions.

Considering Figure 3, it can be found that in the years 2004–2014 the number of women employed in decision-making positions showed an upward trend from

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300 thousands in 2004 to 396 thousands of employed persons in 2010. In the last set out here period, the number of women in this occupational group was higher than in 2004, but lower than the value noted in 2010. The number of men working on so-called high positions showed quite similar trend changes. However, the basic conclusion is that on the Polish labour market in the years 2004–2014, we observed the phenomenon of vertical occupational segregation among women and men and, that this occurrence had a permanent character which implicated its long-term nature as well.

**FIGURE 3:** Employed persons by sex in the occupational group of Managers in Poland in the years 2004–2014 (as of fourth quarter, in thousands)

![Bar chart showing employed persons by sex in the occupational group of Managers in Poland from 2004 to 2014.](chart.png)

A d d e n d u m: data has been rounded up to a full thousand.


Analysis of the structure of employees in the occupational group of Managers may be carried out with the feminisation and masculinisation rates. In this case, the feminisation rate is calculated as the relation between the number of working women in the tested occupational group to the number of the whole research group (here: the occupational group of Managers). The masculinisation rate is calculated analogously as a proportion between the number of working men as Managers to the number of the whole tested professional group. Anyhow, the participation of women in the analysed occupational group was much lower than the analogous rate for men, but the slight changes towards equalisation of numerical proportions of men and women were observed in the research period. In 2004, 35% of women were employed in the occupational group of Managers. The analogous ratio in 2014 amounted to 39%. On this basis, it can be concluded that although the phenomenon of vertical occupational segregation occurred in Poland in the years 2004–2014, but the weak tendency of improving the situation of women could be observed.
To sum up it can be concluded that the results of the analysis of the employment pattern of the occupational group by sex on the Polish labour market, namely of the decision-making positions in the particular years of the research period were admittedly less favourable from the gender equality point of view, however, slight positive trend was noted in favour of women. Despite the fact that the number of women working as Managers was lower than the analogous number of men, the feminisation rate showed an upward trend.

FIGURE 4: Feminisation and masculinisation rates in the occupational group of Managers in Poland in the years 2004–2014 (in %)

Abbreviations: FR – feminisation rate, MR – masculinisation rate.
Source: own calculation on the basis of Figure 3.

5. Causes of occupational segregation

Causes of the occurrence of the phenomena of horizontal and vertical occupational segregation can be traced to certain attitudes, behaviour, and social beliefs on women and men. These themes may be tested not only on the basis of the literature, but also with the use of the results of the public opinion research.

Anyhow, when it comes to the sources of the horizontal occupational segregation, first of all, the educational segregation must be indicated. This phenomenon comes down to the fact that men and women educate in various fields, which imposes certain limitations on their subsequent choices of professions, and also promoted the existence and the petrification of the horizontal occupational segregation. It can be said that the horizontal segregation is the secondary phenomenon to the educational segregation, which, in turn, is a primary one.

Other sources of horizontal occupational segregation in Poland can be traced by analyzing the results of the public opinion research on manifestation of di-

27 B. Kalinowska-Sufinowicz, op. cit., p. 146.
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scrimination against women. Most indicated symptom of discrimination against women, which may be a potential cause of occupational segregation, particularly in the horizontal view, were employers’ preferences with regard to the sex of a potential employee at the time of acceptance to work. Respondents pointed out that in the recruitment process men were preferred. This may be the result of the presence of the so-called statistical discrimination. The female part of the interviewed group more often pointed out this factor than the male part. Giving preference to men can be, on the one hand, the cause of limiting access to certain professions (e.g. stereotypically associated with the availability or physical strength), on the other hand, can cause crowding of the supply of women in other occupations where a woman is more sought and accepted worker by the employer (for example, because of the belief of greater communication and agility skills or empathy of women). It should be noticed that we can find the explanation for the sources of these attitudes in such before mentioned theories, as Becker’s prejudice models, according to which employers have a taste for discrimination of women, the crowding hypothesis, that seems quite obvious, but also Morse’s peripheral theory, suggesting stronger female involvement in housework than in the male subpopulation.

TABLE 3: Potential causes of horizontal occupational segregation in Poland in 2013

<table>
<thead>
<tr>
<th>The manifestations of the discrimination of women</th>
<th>Answers</th>
<th>Total N=245</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preferring men to work during the recruiting and selection process</td>
<td>16.1</td>
<td>17.0</td>
<td>14.6</td>
<td></td>
</tr>
<tr>
<td>The traditionally limited access of women to certain professions</td>
<td>3.9</td>
<td>2.5</td>
<td>6.3</td>
<td></td>
</tr>
<tr>
<td>The interior treatment of girls/women in schools, universities</td>
<td>3.8</td>
<td>3.3</td>
<td>4.7</td>
<td></td>
</tr>
<tr>
<td>The commonly held opinion about inability to drive a car by women</td>
<td>3.0</td>
<td>4.3</td>
<td>0.9</td>
<td></td>
</tr>
<tr>
<td>The commonly held opinion about female lack of competence and male intellectual advantage</td>
<td>2.8</td>
<td>3.2</td>
<td>2.3</td>
<td></td>
</tr>
</tbody>
</table>


Other reasons were mentioned by respondents much less frequently, especially such as traditionally limited access of women to the particular professions or the

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interior treatment of girls/women in schools and in universities. It is interesting that in these both cases the men relatively more often pointed out these symptoms of discrimination against women. The situation developed differently in the case of a stereotype about the inability to drive a car by women. In this case, the surveyed women more often suffered from the negative impact of this conventional wisdom on their working lives. Undoubtedly, such beliefs can restrict access to certain professions in which driving a car is a prerequisite, but can also restrict access to non-wage benefits in the form of the use of the company car in fear of its potential destruction. The last cause listed in Table 3 is the belief in the male intellectual advantage, having its origin in the teachings of Aristotle, and reflected, among other things, in presented in Cynthia Russet’s book\textsuperscript{29} of nineteenth-century male scientists and thinkers earnestly trying to prove women inferior to men. The belief in the intellectual inferiority of women, which is the manifestation of discrimination against women, can be the source of both: horizontal occupational segregation (limited access to occupations requiring high competencies) and vertical occupational segregation (negative assessment of managerial competence of women).

It is worth taking into consideration the occurrence of the phenomenon of the vertical occupational segregation on the basis of social opinion polls on the willingness and ability of women in achieving promotion. One of the primary causes of the prevalence of the phenomenon of the glass ceiling could be that women are not interested in taking the challenges of extending the management position. The vertical occupational segregation often seems to be the result of the fact that women simply prefer working in lower-level jobs in the hierarchy of companies, without excessive stress intensity and substantial responsibility inherently associated with holding decision-making positions. Negative attitude of women to occupy managerial positions can be a significant barrier to their upward mobility\textsuperscript{30}.

However, the results of the research carried out by the Institute of Public Affairs in Warsaw in 2003 under the direction of Anna Titkow contradict that women are not interested in holding managerial posts. According to these results of public opinion polls, 50.7% of women and 56.9% of men, on the question whether the respondent would welcome managerial position, if he or she was proposed


to it, answered “yes” (differences statistically insignificant). These results rebut the stereotype or the myth that women do not want to hold the managerial posts. It should be added that higher level of education was accompanied by greater willingness to occupy higher positions.31

Despite the comparable readiness among tested men and women to hold decision-making posts, most of respondents, in view of the available results of social opinion research (see: Table 4), were convinced about the worst possibilities of promotion to managerial position by women engaged in the same profession and having the same education as the man. More than half of the surveyed women agreed with such a statement.32 By comparing the responses of the years 2006 and 2013, the Polish women’s assurance about the existence of glass ceiling or glass escalator at work was developed quite similar.

**TABLE 4: Female opinions about the opportunity for promotion to the managerial position depending on the sex in Poland in 2006 and 2013 (in %)**

<table>
<thead>
<tr>
<th>Regarding the promotion to the managerial post, a woman in comparison to a man has:</th>
<th>2006</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>fewer opportunities</td>
<td>54</td>
<td>56</td>
</tr>
<tr>
<td>the same opportunities</td>
<td>30</td>
<td>29</td>
</tr>
<tr>
<td>greater opportunities</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>It’s hard to say.</td>
<td>8</td>
<td>6</td>
</tr>
</tbody>
</table>

Source: CBOS, Kobieta..., 2013, p. 7.

**6. Conclusions**

The mechanisms of the formation and functioning of occupational segregation phenomena in the horizontal and vertical views have been explained in such theories, as the crowding hypothesis, human capital theory, personal-prejudice models and peripheral theory. The contents presented in these theories can partly provide the clarification for the persistence of these phenomena on the labour market, but it is useful to analyse the situation in particular countries, because the reasons of these phenomena can be much more sophisticated.

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The phenomenon of the horizontal occupational segregation is possible to analyse its existence on the basis of the employment pattern by NACE sections. The crowding of female labour force was noticed on the Polish labour market in the years 2004–2014 in such NACE sections, as “Human Health and Social Work Activities”, “Financial and Insurance Activities”, “Accommodation and Catering” and “Education”. In these NACE sections one-third of all working women was focused. In turn, the male employment focused in such NACE sections as: “Mining and Quarrying”, “Construction”, “Supply”, “Transport and Storage”. It is very important to underline that the female NACE sections in most cases characterised by the lower level of earnings.

Among the causes of horizontal occupational segregation primarily the educational segregation was mentioned, but also symptoms of economic discrimination against women such as favouring men at the recruiting process and the existence of the stereotypes varied according to the sex. These stereotypical beliefs emphasized the differences among women and men with respect to the limited availability of certain professions, driving skills and brainpower on the minus side of women.

In turn, when it comes to the phenomenon of the vertical occupational segregation in Poland in the years 2004–2014, its existence was confirmed by analysing the employment pattern in the professional group of “Managers”. A mild upward trend was noticed in the formation of the feminisation rate calculated for this professional group. Additionally, the results of social opinion showed among surveyed Polish people the assurance about worse opportunities for advancement of women than men, as well as the stereotypical beliefs favouring the occurrence of the phenomenon of vertical occupational segregation.

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Zjawisko segregacji zawodowej na polskim rynku pracy w latach 2004–2014

(Streszczenie)

Celem głównym artykułu jest prezentacja, analiza i ocena zjawiska segregacji zawodowej na polskim rynku pracy w latach 2004–2014. Przyjęto hipotezę badawczą o tym, że struktura zatrudnienia na polskim rynku pracy w badanym okresie cechowała się występowaniem poziomej i pionowej segregacji zawodowej kobiet i mężczyzn. Ponadto, występowanie tych zjawisk miało charakter długoterminowy i stosunkowo stabilny.

Struktura artykułu jest następująca. W pierwszej kolejności przedstawiono ideę i rozwój teorii segregacji zawodowej (w ujęciu poziomym i pionowym). Następnie dokonano analizy i oceny polskiego rynku pracy ze wskazaniem na przejawy występowania poziomej segregacji zawodowej w oparciu o dane statystyczne dotyczące poziomu i struktury pracujących według płci i sekcji PKD. Zbadano również i oceniono poziom i strukturę zatrudnienia według płci i grup zawodowych w aspekcie występowania zjawiska pionowej segregacji zawodowej. W dalszej części rozważania rozszerzono o wyniki badań opinii społecznej oraz zaprezentowano wnioski.

Słowa kluczowe: segregacja zawodowa; rynek pracy; kobiety; płeć