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DETERMINANTS OF CAREER AND SOCIAL MOBILITY OF YOUNG POLES

Abstract:

In 2010 un European Union was started Europe 2020 strategy. Aims of this strategy are concentrated on smart, sustainable growth associated with social inclusion. This three areas includes 7 flagship initiatives. In area of smart growth very important is Youth on the move. Mobility of young people is directed to study, learn, train and work. Young people belong to the generation Y, which is usually open to discovering the world, making frequent changes in private and professional life. Thus, these people very well meet the definition of mobility: "t0he ability to move or be moved freely and easily" (www.oxforddictionares.com). There are different forms of mobility. One of them is career mobility. It lies in the fact that the employee takes the challenge of changing the place of employment. Changing workplace can be both a result of the change of position in the same company but it can also be a result of the need to change the location of employment (including foreign career mobility). Social mobility has to occur during career mobility and is associated with moving to a new community and attempts to appropriate in it functioning.
All factors related to career and social mobility may be perceived differently depending on the country and cultural conditions. The purpose of this article is to describe the behavior of young Poles confronted with the necessity of career and social mobility.

Keywords:

career mobility, social mobility, Europe 2020, multivariate data analysis

1. Introduction and the aim of study

In 2010 in European Union was started Europe 2020 strategy. The aims of this strategy are concentrated on smart, sustainable growth associated with social inclusion. This three areas includes 7 flagship initiatives. In area of smart growth very important is *Youth on the move*. Mobility of young people is directed to study, learn, train and work. Young people belong to the generation Y, which is usually open to discovering the world, making frequent changes in private and professional life. Thus, these people very well meet the definition of mobility: "the ability to move or be moved freely and easily" (www.oxforddictionares.com). There are different forms of mobility. One of them is career mobility. It lies in the fact that the employee takes the challenge of changing the place of employment. Changing workplace can be both a result of the change of position in the same company but it can also be a result of the need to change the location of employment (including foreign career mobility). Social mobility has to occur during career mobility and is associated with moving to a new community and attempts to appropriate in it functioning.

All factors related to career and social mobility may be perceived differently depending on the country and cultural conditions. The aims of this article are:
– indication of the demographic variables significantly affect the inclination to go abroad to work,

– indication of the main reasons for people who want to go abroad to work**.**

2. Description of survey problem: Europe 2020 strategy, mobility

Europe 2020 it is the strategy for European Union countries targeted at smart, sustainable and inclusive growth of economy in years 2010-2020. In these three areas are defined also seven flagship initiatives: Digital agenda for Europe, Innovation Union, Youth on the move (all in Smart growth area); resource efficient Europe, an industrial policy for the globalisation era (both in Sustainable growth); an agenda for new skills and jobs, European platform against poverty (both in the Inclusive growth area).

The package of policy *Youth on the move* is associated with two of five headline target which should help in achieving Europe 2020 goals. They are:
– employment rate of persons aged 20-64 lat: 75% (target for Poland: 71%);
– rate of early school leavers below 10% (in Poland 4,5%);

– rate of persons with tertiary education at least 40% of 30-34 years old (45% for Poland);

The initiative *Youth on the move* should indirectly support the achievement of the next target: lower number of people in or at risk of poverty and social exclusion; less by at least 20 million. The target for Poland in this area is less by at least 1,5 million.

In the *Youth on the move* mobility is understood as ability to move to learn, find new job, training and make own business abroad. The *Youth on the move* supports work, train and study abroad in such a way that mobility of young people is freely and easily.

So the mobility is understood as career mobility which is divided into horizontal and vertical mobility (see Dąbrowa-Szefler, at all, 1998) and also social mobility.

3. The data and the methods of statistical analysis:

In the study were used the data from the Diagnoza Społeczna 2013 (ang. Social Diagnosis [Rada Monitoringu Społecznego, 2013]). In the first step of the analysis in order to identify groups of young people who have differing perceptions of going abroad to work, demographic data have been used, such as: age (18-24; 25-34), gender, marital status (alone, married), place of residence (urban, rural), educational status (primary/no education, vocational/grammar, secondary, post-secondary and higher) and inclination to go to work abroad (literal question: Do you intend to go abroad to work within the next two years (1- yes, 2-no)). In the second step of analysis were used data on the reasons why young people want to go abroad to work. The reasons were as follow: R1. I had lost hope of finding any job in Poland, R2. I had lost hope of finding a job consistent with my qualifications, R3. I'm counting on much higher salaries abroad than at home, R4. in Poland I do not have the opportunity for professional development, R5. I have a enough of general situation in Poland, R6. In Poland, connections decide, not the capacity, R7. I expect that in another country are higher social benefits, R8. Abroad I could become independent more easily, R9. I want to join with relatives living abroad, R10. People abroad are more polite and helpful, R11. Abroad is easier start own business, R12. The employer sends me abroad, R13. I want to prove to be skilled, R14. I want to earn enough money to start my own business in Poland, R15. I want to earn money for my own needs in Poland.
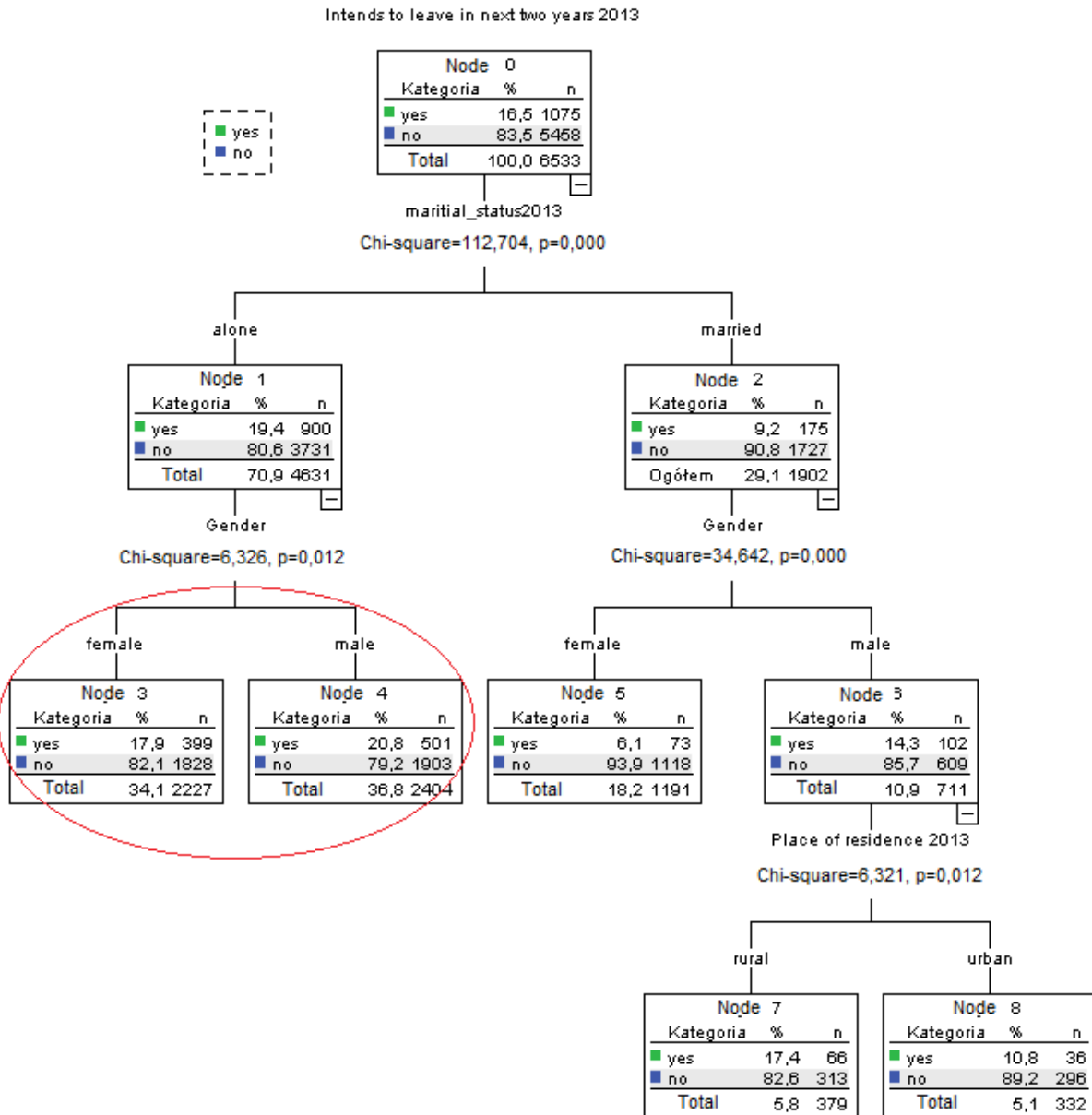
The analytical methods were used due to the scale of variables measurement (nominal and ordinal variables). The main method used was classification trees. Additional V-Cramer coefficient was used.

The methodology of classification tree requires a statement of dependent variable and independent variables. The first split of tree is made as a distribution of of the respondents according to the independent variable which is high correlated with the dependent variable. For this purpose, a Chi-square test of independence is performed. Next splits are performed due to the another independent variables. In this analysis, it is necessary to specify the stopping rules: minimum parent and child node size, level of significance or optimal depth for a tree.

4. Results of the study:

In the procedure of classification trees were the following assumptions: method type CHAID, the significance level of 0.05, stopping rules: the parent node size – 100, child node size – 50.

Fig. 1 contains a classification tree made for all young Poles aged 18-34: persons who may participate in the labour market, can make alone the decision to go abroad to work and belong to the generation Y. The analysis was performed for four demographic variables. However, during construction of the tree, it turned out that the educational status has too low impact on the inclination to go to work abroad. V-Cramer coefficient for these two variables is 0.05, so the dependency is very low. As a result, a classification tree was constructed on the basis of three demographic variables. The variable place of residence was important in describing inclination to go to work abroad only for married men.

Figure 1. Classification tree of inclination to go to work abroad - population aged 18-34
Source: Own elaboration on Diagnoza Społeczna data [Rada Monitoringu Społecznego, 2013].
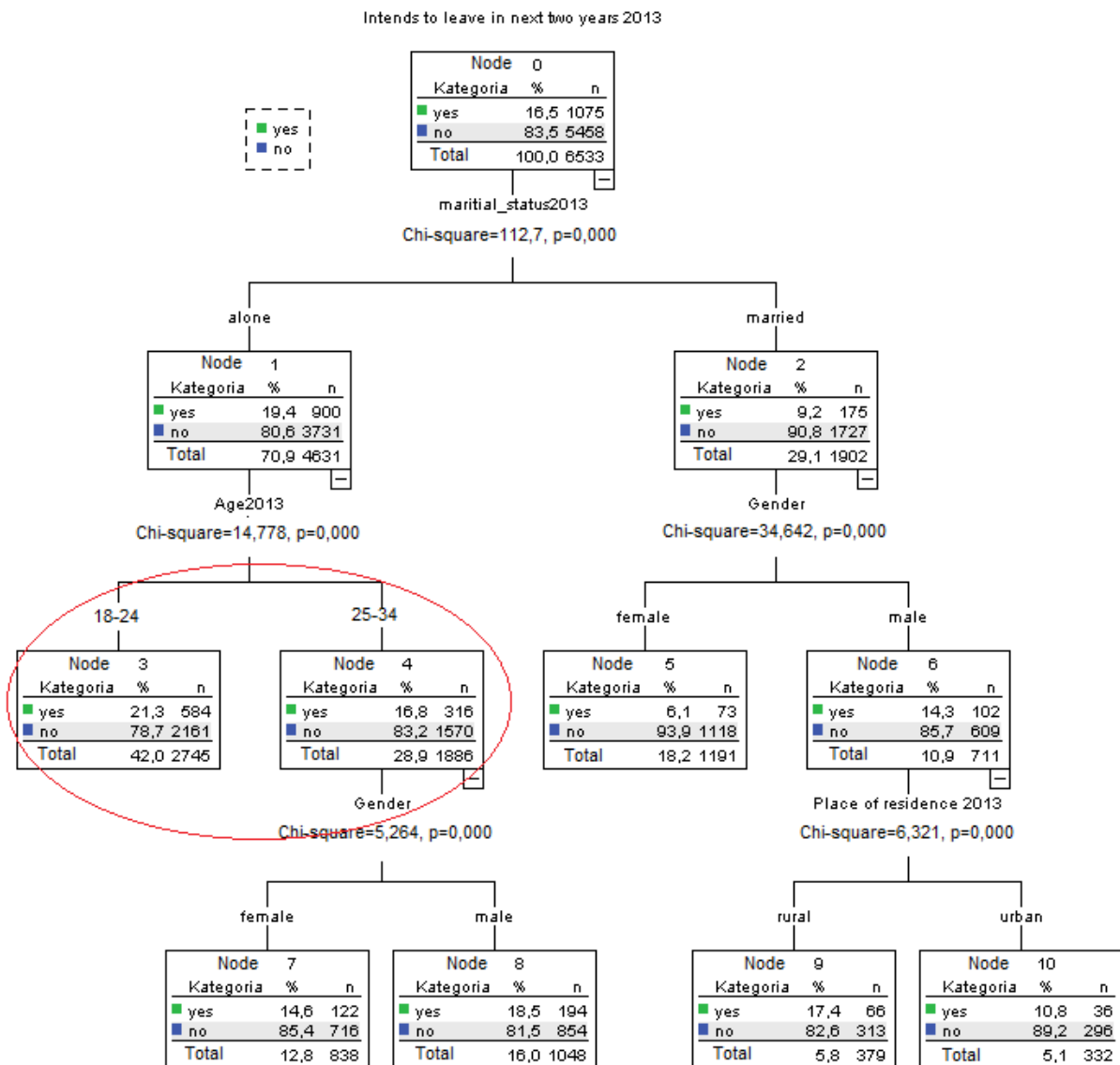
Figure 2. Classification tree of inclination to go to work abroad - population aged 18-24 and 25-34
Source: Own elaboration on Diagnoza Społeczna data [Rada Monitoringu Społecznego, 2013].

The Fig. 2 shows a tree made with regard to the variable Age. Such a procedure allowed to identify whether between persons under 24 years age and older are differences. This variable was significant only for persons living alone (single, widowed, divorced). The differences between both classifications are depicted in red in Fig. 1 and Fig. 2. Finally, on the basis of classification tree shown in Fig.2 six groups of young Poles were identified:

I. unmarried men and women, aged 18-24, 21% of them want to go to work abroad (81% don't want);

II. unmarried women, aged 25-34, 15% of them want to go to work abroad (85% don't want);

III. unmarried women, aged 25-34, 19% of them want to go to work abroad (81% don't want);

IV. married women, aged 18-34, 6% of them want to go to work abroad (94% don't want);

V. married men living in the city, aged 18-34, 17% of them want to go to work abroad (83% don't want);

VI. married men living in the countryside, aged 18-34, 11% of them want to go to work abroad (89% don't want).

For people who belong to referred groups and want to go to work abroad, were examined factors influencing their decision (Tab1. and Fig3). In all groups, the most important factor was the hope of higher wages abroad (R3). In groups I, III, IV, another important factor was the opinion that In Poland, connections decide, not the capacity. This factor was also one of the most important in the other groups.

Table 1. Factors influencing the decision of going to work abroad

	I	II	III	IV	V	VI
the most important factor	R3	R3	R3	R3	R3	R3
	R6	R1	R6	R6	R15	R15
	R1	R6	R1	R15	R6	R6
	R15	R5	R5	R1	R1	R7
	R5	R8	R15	R5	R5	R5
	R8	R4	R8	R7	R4	R1
	R13	R15	R4	R2	R7	R4
	R4	R2	R2	R9	R14	R11
	R2	R7	R13	R4	R10	R12
	R14	R13	R10	R8	R12	R13
	R7	R9	R14	R10	R11	R2
	R10	R10	R7	R11	R2	R8
	R9	R14	R11	R13	R8	R10
	R11	R11	R12	R14	R9	R14
the least important factor	R12	R12	R9	R12	R13	R9

Source: Own elaboration on Diagnoza Społeczna data [Rada Monitoringu Społecznego, 2013].

Reason to travel abroad due to the fact of cannot find a job in Poland was important for people in Group I, II, III. In group IV and V was already on the distal position. However, for married men living in the countryside, aged 18-34 it was the reason mentioned in the following order. The least important factor affecting the

decision to go abroad for work is a business trip. In groups I, II, III less important factor in the decision to work abroad is the opinion that it is easier to start abroad own business. The inclination to join with family abroad in all groups (except IV) is not a factor influencing the decision to go for work abroad.
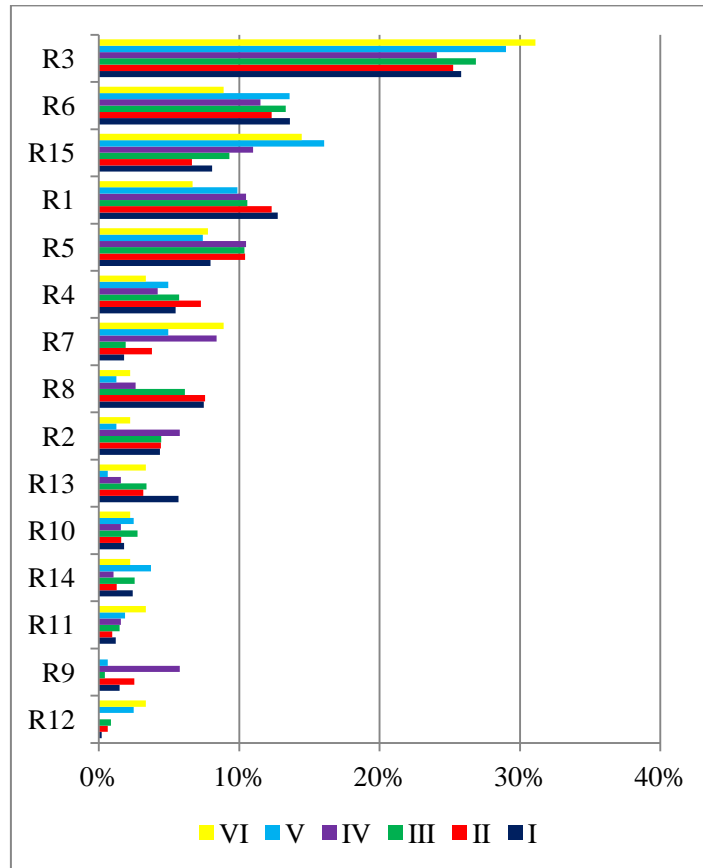

Figure 3. Frequencies of choosing factors influencing the decision of going to work abroad
Source: Own elaboration on Diagnoza Społeczna data [Rada Monitoringu Społecznego, 2013].

In Fig. 4 are shown V-Cramer coefficients between assessments of factors influencing the decision of going to work abroad in six respondents groups. Correlation plot was performed with use of **corrplot** package in **R**.
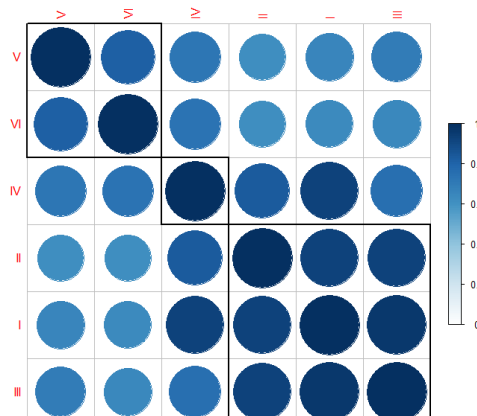
Figure 4. Correlation plot of assessments made by six respondent groups
Source: Own elaboration on Diagnoza Społeczna data [Rada Monitoringu Społecznego, 2013].

In Fig. 4 may be indicate three classes of groups of respondents, which contain homogeneous assessment of the factors affecting the decision to go abroad.

5. Conclusions:

In most of the analyzed groups of young Poles is a large percentage of people who intend to go abroad to work, giving as one of the main reasons that they cannot find work in the country. Only the percentage of married women who want to go abroad to work is less than 10. After calculating the coefficients V-Cramer between pairs of selected groups of respondents, based on the orderings of factors, it should be noted that a similar arrangement is seen in the groups I-III. Respondents from the group IV perceive differently than other factors affecting the inclination to go to work abroad. Persons belonging to groups V and VI similarly assess analyzed determinants of working abroad.

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