



Understanding the labour market. Part I

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Understanding the labour market. Part I

[Link to the lesson](#)

Before you start you should know

- A market is an actual or nominal place where forces of demand and supply operate, and where buyers and sellers interact to trade goods and services.
- Working is a natural way of participating in social life.

You will learn

- You will be able to define the labour market, and explain why it is a very **specific** kind of a market.
- You will be able to describe who a working person, an employee, and an employer are.
- You will be able to present different elements and types of **remuneration** for work.
- You will be able to explain what a minimum **wage** is, and discuss the positive and negative consequences of introducing such a solution.

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nagranie abstraktu

A labour market

We already know what a market is. We also know that the **concept** of the market is very wide, as it covers various trade transactions. If we take into account the criterion of the subject of the transaction, apart from **commodities**, services and capital markets, we would also **distinguish** the labour market. There is no doubt that it is a very specific market. The **emergence** of the labour market was a consequence of treating human work as if it was a commodity. This “product”, however, **stands out** from other “products” because of its **properties**. **Unlike** any other product, labour is characterized by its “own will and the ability to make decisions”. What is the subject of exchange on the labour market (i.e. work) may look

for the buyer (employer) **to the same extent** as the buyer is looking for the product. The main **components** of the labour market are, therefore:

- the supply of labour (labour force) created by people who are able and willing to work,
- the demand for work (**available** workplaces, both in terms of quantity and quality of workplaces offered), which **manifests** itself in a specific configuration of jobs offered in the market.

The relations between supply and demand for labour are determined by its value (price), which in the case of the labour market takes the form of a wage. Labour resources, both on the scale of an economic organization as well as the national and world economy, are very **valuable**. Effective use of these resources is the basis for economic growth and development.

The demand side of the labour market are employers who are searching for someone who will work for them. On the other hand, the labour supply are potential employees, looking for jobs.

The balance between these sides of the market is very rare. The labour market is also subject to economic changes. Sometimes we deal with the so-called employer's market (when the labour supply **exceeds** the demand and we face the phenomenon of unemployment). Other times it is an employee's market (in this situation, the demand for labour is greater than the supply and there is a shortage of employees, for example in some industries or occupations). There is also a possible imbalance in the market with a small number of people who are unemployed but are not willing to work. In economics, such unemployment is called natural unemployment.

Who is who in the labor market?

Source: licencja: CC 0.

An important element of the labour market is the price of work, i.e. the remuneration for the work performed. It is called a **salary** or a wage. It can be assumed that this is a benefit which the employer is **obliged** to pay to the employee **periodically** in return for the work he has done, according to the type of work, quantity and quality.

A salary

A salary is both basic pay and additional remuneration components, e.g. **bonuses**, awards, **overtime** pay, holiday pay, as well as various types of benefits and receivables being a consequence of employment, such as retirement and pension benefits, jubilee bonuses, cash equivalents, compensation, etc.

The provisions on remuneration (in the Labour Code) mention two types of remuneration components:

- obligatory elements, i.e. the rates of basic remuneration for a particular type of work or a specific position,
- optional components, i.e. additional components that are awarded to an employee under the employer's [payroll](#) regulations. From the employer's point of view, all this is the cost of employment.

A bonus

A bonus is a [one-off](#) financial award for specific employee's performance, a component of remuneration awarded to the employee as a [supplement](#) to the basic pay, and dependent on meeting certain criteria. Bonus rules in a company should be precisely defined. There are many types of bonuses, e.g. for: a quantitative increase in the tasks performed, quality improvement, reduction of operating costs, saving raw materials, energy and other resources, timely or early performance of tasks.

When talking about the components of a salary, it is worth explaining the difference between gross and net, as well as nominal and real salary.

Gross salary (wage) is the amount of remuneration from which the employer [deducts compulsory](#) public benefits, such as social security and health insurance contributions, and an advanced payment of personal income tax. Net salary, in other words “[take-home pay](#)”, is what [remains](#) after the deduction of public benefits.

It should be noted that the concept of gross or net remuneration does not appear in the labour law at all, and is colloquial in nature. The law only uses the concept of remuneration for work. Therefore, the information about remuneration contained in the employment contract without additional word definition must be understood as „gross” remuneration.

The nominal remuneration does not take into account the phenomenon of inflation. When real remuneration is given, the increase in prices in the economy is taken into account. Thus, we include in it the so-called purchasing power of money.

How much we earn depends on many factors – for example, the region (country) in which we work or our education. However, there is a specific type of remuneration, called minimum wage, [uniform](#) throughout the country, below which a full-time employee cannot be paid. This is a kind of „minimal price” on the labour market.

In Poland, the minimum wage is set [annually](#) on the basis of the Act on the minimum remuneration for work. In accordance with the act, the minimum wage is negotiated in the so-called Social Dialogue Council and accepted by the government. It was first established for 2003 and was 800 zlotys then. From January 1, 2018 it is 2100 zlotys.

According to the data of the European Statistical Office (Eurostat), in January 2013 twenty European Union countries had some kind of minimum wage regulations. These were: Belgium, Bulgaria, the Czech Republic, Estonia, Ireland, Greece, Spain, France, Latvia,

Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Poland, Portugal, Romania, Slovenia, Slovakia and the United Kingdom.

The minimum wage arouses many controversies. Its supporters emphasize the importance of such a regulation for **combating** poverty and believe that the higher it is, compared to the level of average pay, the better the situation of employees. Opponents stress that wages should not be „imposed” or determined officially, but freely shaped by the market. The existence of such remuneration – in their opinion – causes an increase in labour costs, especially in the case of young employees. The increase in the level of the minimum wage also results in an increase in unemployment.

Exercise 1

Source: licencja: CC 0.

Exercise 2

Listen to the abstract recording to review the material and new vocabulary. Then do the vocabulary exercise. Match the pairs: English and Polish words.

umowa zlecenie, praktyki (zawodowe), urlop macierzyński/wypoczynkowy, młodociany, osoba fizyczna, osoba prawna, towary nieprzetworzone, w tym samym stopniu

commodities	
to the same extent	
maternity/holiday leave	
natural person	
contract of mandate	
legal person	
juvenile	
vocational training	

Keywords

labour market, labour force, wage, employers, employees, employer's market, unemployment, employee's market, natural unemployment, working person, Central Statistical Office, the Labour Code, contract for specific work, contract of mandate, employment contract, juvenile, vocational training, nominal/real remuneration, gross/net salary, bonus, retirement, pension, take-home pay, minimum wage, Social Dialogue Council, Eurostat, Convention No. 122 on the Employment Policy, International Labour Organization, Declaration on Fundamental Principles and Rights at Work, freedom of association, collective bargaining, forced/compulsory labour, slavery, decent work, child labour

Glossary

concept

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Nagranie słówka: concept

pojęcie

commodities

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Nagranie słówka: commodities

towary nieprzetworzone

to distinguish

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to distinguish

wyróżniać

specific

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: specific

szczególny

emergence

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: emergence

pojawienie się

to stand out

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to stand out

wyróżnić się

property

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: property

właściwość

unlike

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: unlike

w odróżnieniu od

to the same extent

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to the same extent

w tym samym stopniu

component

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: component

składnik

available

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: available

dostępny

to manifest

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to manifest

przejawiać

wage

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: wage

stawka

valuable

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: valuable

cenny

to exceed

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to exceed

przekraczać

maternity/holiday leave

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: maternity/holiday leave

urlop macierzyński/wypoczynkowy

salary

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Nagranie słówka: salary

pensja

natural person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: natural person

osoba fizyczna

contract of mandate

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: contract of mandate

umowa zlecenie

legal person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: legal person

osoba prawna

in compliance with

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: in compliance with

zgodnie z

requirement

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: requirement

wymaganie

juvenile

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: juvenile

młodociany

vocational training

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: vocational training

praktyki (zawodowe)

caretaker

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: caretaker

opiekun

remuneration

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: remuneration

wynagrodzenie

obliged

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: obliged

zobowiązany

periodically

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: periodically

okresowo

bonus

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: bonus

premia

overtime

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: overtime

nadgodziny

payroll

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: payroll

list płac

one-off

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: one-off

jednorazowy

supplement

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: supplement

dodatek

to deduct

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to deduct

odejmować

compulsory

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: compulsory

obowiązkowy

take-home pay

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: take-home pay

płaca “na rękę”

to remain

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Nagranie słówka: to remain

pozostawać

uniform

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Nagranie słówka: uniform

jednakowy

annually

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: annually

rocznie, dorocznie

to combat

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Nagranie słówka: to combat

zwalczać

Lesson plan (Polish)

Temat: Zrozumieć rynek pracy. Część I

Autorka: Anna Rabiega

Adresat:

Uczeń klasy 8 szkoły podstawowej.

Podstawa programowa:

Materiał rozszerzony, do pracy z uczniem zdolnym.

Ogólny cel kształcenia:

Uczeń ma podstawową wiedzę na temat rynku pracy.

Cele operacyjne:

Uczeń:

- definiuje pojęcie „rynek pracy” i wyjaśnia, na czym polega specyfika tego rynku.
- przedstawia kim są: osoba pracująca, pracownik, pracodawca.
- przedstawia różne elementy i rodzaje wynagrodzenia za pracę.
- wyjaśnia, czym jest płaca minimalna, analizuje pozytywne i negatywne konsekwencje wprowadzenia takiego rozwiązania w państwie.

Kształtowane kompetencje kluczowe:

- porozumiewanie się w języku obcym,
- kompetencje informatyczne,
- umiejętność uczenia się,
- kompetencje społeczne i obywatelskie,
- inicjatywność i przedsiębiorczość.

Metody nauczania:

- dyskusja (w kręgu),
- rozmowa nauczająca z wykorzystaniem schematu interaktywnego.

Formy pracy:

- w parach,
- grupowa,
- zbiorowa.

Środki dydaktyczne:

- komputery z głośnikami i dostępem do internetu, słuchawki,
- zasoby multimedialne zawarte w e-podręczniku,
- tablica interaktywna/tablica, pisak/kreda.

Przebieg zajęć:

Faza wstępna:

1. Na poprzednich zajęciach nauczyciel prosi uczniów, by zapoznali się z treścią abstraktu. Przygotowują się do pracy na lekcji w taki sposób, żeby móc przeczytany materiał streścić własnymi słowami i samodzielnie rozwiązać zadania oraz brać udział w dyskusji.

2. Nauczyciel przedstawia cel zajęć: Dowiedzie się, jak funkcjonuje rynek pracy.

3. Nauczyciel prosi uczniów, aby wyjaśnili, jak rozumieją pojęcie „rynek”. W tym celu może w rozmowie nauczającej zadawać pytania naprowadzające, np.:

- W większości miejscowości funkcjonuje miejsce nazywane rynkiem – skąd wzięła się ta nazwa?
- Co działo się w tych miejscach?
- Kto przebywał w tych miejscach i po co?

4. Kiedy uczniowie ustalą już definicję pojęcia „rynek”, nauczyciel kontynuuje rozmowę, zadając kolejne pytania:

- Co jest przedmiotem wymiany na rynku pracy?
- Kim są tutaj sprzedający i kupujący?
- Jak nazywa się tutaj „cena” pracy?

Po zakończeniu rozmowy nauczającej, nauczyciel prosi chętnego/wybranego ucznia o podanie definicji pojęcia „rynek pracy”.

Faza realizacyjna:

1. Nauczyciel dzieli uczniów na cztery grupy. Informuje, że każda z nich ma przygotować krótkie wyjaśnienie przydzielonych zagadnień: grupa 1 – pracujący; grupa 2 – pracownik; grupa 3 – pracodawca; grupa 4 – wiek pracownika. Wyznacza czas na wykonanie zadania, a po jego upływie przedstawiciele grup prezentują efekty pracy. Następnie nauczyciel wyświetla na tablicy interaktywnej schemat „Who is who in the labor market?” i uczniowie weryfikują swoje odpowiedzi.

2. Nauczyciel inicjuje krótką dyskusję, co zdaniem uczniów ma wpływ na wysokość wynagrodzenia, jakie otrzymuje pracownik. Chętni/wybrani uczniowie podają swoje propozycje. Nauczyciel uzupełnia i poprawia wypowiedzi uczniów.

3. Nauczyciel pyta uczniów, czy słyszeli o pojęciu „płacy minimalnej” oraz jak rozumieją to pojęcie. Chętni/wybrani uczniowie podają swoje propozycje. Nauczyciel uzupełnia i poprawia wypowiedzi uczniów.

4. Nauczyciel informuje uczniów, że przeprowadzą dyskusję na temat funkcjonowania płacy minimalnej. Prosi uczniów, aby stanęli w dwóch kręgach – jednym wewnątrz drugiego – tak, aby uczniowie stojący w kręgu wewnętrznym i zewnętrznym skierowani byli twarzami do siebie. W ten sposób uczniowie połączeni są w pary. Zadaniem uczniów z kręgu wewnętrznego jest podanie i wyjaśnienie jednego argumentu przemawiającego za istnieniem płacy minimalnej, zaś uczniów z kręgu zewnętrznego – podanie i wyjaśnienie jednego argumentu przemawiającego przeciwko tej formie gwarancji wynagrodzenia. Nauczyciel wyznacza i kontroluje czas realizacji zadania. Po jego upływie, na sygnał nauczyciela zewnętrzny krąg uczniów zaczyna przemieszczać się zgodnie z kierunkiem ruchu wskazówek zegara, wewnętrzny zaś w przeciwnym do kierunku. Po kilku sekundach nauczyciel sygnalizuje zakończenie ruchu kręgów, a uczniowie tworzą nowe pary. Tym razem uczniowie z kręgu wewnętrznego podają i wyjaśniają jeden argument przemawiający przeciwko istnieniu płacy minimalnej, zaś uczniowie z kręgu zewnętrznego podają i wyjaśniają argument przemawiający za tą formą gwarancji wynagrodzenia. Nauczyciel wyznacza i kontroluje czas realizacji zadania. Następuje kolejna zmiana pozycji, utworzenie nowych par i ponowne odwrócenie ról uczniów. Nauczyciel przeprowadza całą procedurę kilkakrotnie, aby różni uczniowie i w różnych rolach mieli możliwość porozmawiać ze sobą nt. płacy minimalnej.

Celem ćwiczenia jest nie tylko ustalenie argumentów i kontrargumentów, ale przede wszystkim rozwijanie umiejętności dyskusji.

5. Po zakończeniu ćwiczenia nauczyciel pyta uczniów, które z argumentów, jakie usłyszeli, uznali za najbardziej przekonujące i dlaczego. Chętni/wybrani uczniowie przedstawiają swoje propozycje. W razie potrzeby nauczyciel poprawia i uzupełnia wypowiedzi uczniów.

Faza podsumowująca:

1. Na zakończenie zajęć nauczyciel zadaje pytania skłaniające uczniów do podsumowania, np.

- Jak należy rozumieć pojęcie „rynek pracy”?
- Co wpływa na wysokość wynagrodzenia pracownika?
- Czym jest płaca minimalna? Co przemawia za, a co przeciw jej wprowadzeniu?

2. Propozycja zadania domowego:

a. Jaka jest twoja opinia na temat płacy minimalnej? Przedstaw argumenty za i przeciw tej formie gwarantowania wysokości zarobków (Ćwiczenie 1).

b. Odsłuchaj nagranie abstraktu, aby powtórzyć materiał i utrwalić nowe słowa. Następnie wykonaj ćwiczenie słownikowe na końcu rozdziału.

W tej lekcji zostaną użyte m.in. następujące pojęcia oraz nagrania

Pojęcia

concept

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Nagranie słowa: concept

pojęcie

commodities

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: commodities

towary nieprzetworzone

to distinguish

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to distinguish

wyróżniać

specific

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: specific

szczególny

emergence

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: emergence

pojawienie się

to stand out

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Nagranie słówka: to stand out

wyróżnić się

property

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: property

właściwość

unlike

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: unlike

w odróżnieniu od

to the same extent

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to the same extent

w tym samym stopniu

component

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: component

składnik

available

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: available

dostępny

to manifest

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to manifest

przejawiać

wage

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: wage

stawka

valuable

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: valuable

cenny

to exceed

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to exceed

przekraczać

maternity/holiday leave

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: maternity/holiday leave

urlop macierzyński/wypoczynkowy

salary

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: salary

pensja

natural person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: natural person

osoba fizyczna

contract of mandate

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: contract of mandate

umowa zlecenie

legal person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: legal person

osoba prawna

in compliance with

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: in compliance with

zgodnie z

requirement

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: requirement

wymaganie

juvenile

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: juvenile

młodociany

vocational training

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: vocational training

praktyki (zawodowe)

caretaker

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: caretaker

opiekun

remuneration

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: remuneration

wynagrodzenie

obliged

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: obliged

zobowiązany

periodically

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: periodically

okresowo

bonus

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: bonus

premia

overtime

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: overtime

nadgodziny

payroll

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: payroll

list płac

one-off

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: one-off

jednorazowy

supplement

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Nagranie słówka: supplement

dodatek

to deduct

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to deduct

odejmować

compulsory

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: compulsory

obowiązkowy

take-home pay

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: take-home pay

płaca “na rękę”

to remain

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to remain

pozostawać

uniform

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: uniform

jednakowy

annually

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: annually

rocznie, dorocznie

to combat

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to combat

zwalczać

Teksty i nagrania

[Nagranie dostępne na portalu epodreczniki.pl](#)

nagranie abstraktu

A labour market

We already know what a market is. We also know that the concept of the market is very wide, as it covers various trade transactions. If we take into account the criterion of the subject of the transaction, apart from commodities, services and capital markets, we would also distinguish the labour market. There is no doubt that it is a very specific market. The emergence of the labour market was a consequence of treating human work as if it was a commodity. This “product”, however, stands out from other “products” because of its properties. Unlike any other product, labour is characterized by its “own will and the ability to make decisions”. What is the subject of exchange on the labour market (i.e. work) may look for the buyer (employer) to the same extent as the buyer is looking for the product. The main components of the labour market are, therefore:

- the supply of labour (labour force) created by people who are able and willing to work,
- the demand for work (available workplaces, both in terms of quantity and quality of workplaces offered), which manifests itself in a specific configuration of jobs offered in the market.

The relations between supply and demand for labour are determined by its value (price), which in the case of the labour market takes the form of a wage. Labour resources, both on the scale of an economic organization as well as the national and world economy, are very valuable. Effective use of these resources is the basis for economic growth and development.

The demand side of the labour market are employers who are searching for someone who will work for them. On the other hand, the labour supply are potential employees, looking for jobs.

The balance between these sides of the market is very rare. The labour market is also subject to economic changes. Sometimes we deal with the so-called employer's market (when the labour supply exceeds the demand and we face the phenomenon of unemployment). Other times it is an employee's market (in this situation, the demand for labour is greater than the supply and there is a shortage of employees, for example in some industries or occupations). There is also a possible imbalance in the market with a small number of people who are unemployed but are not willing to work. In economics, such unemployment is called natural unemployment.

An important element of the labour market is the price of work, i.e. the remuneration for the work performed. It is called a salary or a wage. It can be assumed that this is a benefit which the employer is obliged to pay to the employee periodically in return for the work he has done, according to the type of work, quantity and quality.

A salary

A salary is both basic pay and additional remuneration components, e.g. bonuses, awards, overtime pay, holiday pay, as well as various types of benefits and receivables being

a consequence of employment, such as retirement and pension benefits, jubilee bonuses, cash equivalents, compensation, etc.

The provisions on remuneration (in the Labour Code) mention two types of remuneration components:

- obligatory elements, i.e. the rates of basic remuneration for a particular type of work or a specific position,
- optional components, i.e. additional components that are awarded to an employee under the employer's payroll regulations. From the employer's point of view, all this is the cost of employment.

A bonus

A bonus is a one-off financial award for specific employee's performance, a component of remuneration awarded to the employee as a supplement to the basic pay, and dependent on meeting certain criteria. Bonus rules in a company should be precisely defined. There are many types of bonuses, e.g. for: a quantitative increase in the tasks performed, quality improvement, reduction of operating costs, saving raw materials, energy and other resources, timely or early performance of tasks.

When talking about the components of a salary, it is worth explaining the difference between gross and net, as well as nominal and real salary.

Gross salary (wage) is the amount of remuneration from which the employer deducts compulsory public benefits, such as social security and health insurance contributions, and an advanced payment of personal income tax. Net salary, in other words “take-home pay”, is what remains after the deduction of public benefits.

It should be noted that the concept of gross or net remuneration does not appear in the labour law at all, and is colloquial in nature. The law only uses the concept of remuneration for work. Therefore, the information about remuneration contained in the employment contract without additional word definition must be understood as „gross” remuneration.

The nominal remuneration does not take into account the phenomenon of inflation. When real remuneration is given, the increase in prices in the economy is taken into account. Thus, we include in it the so-called purchasing power of money.

How much we earn depends on many factors – for example, the region (country) in which we work or our education. However, there is a specific type of remuneration, called minimum wage, uniform throughout the country, below which a full-time employee cannot be paid. This is a kind of „minimal price” on the labour market.

In Poland, the minimum wage is set annually on the basis of the Act on the minimum remuneration for work. In accordance with the act, the minimum wage is negotiated in the

so-called Social Dialogue Council and accepted by the government. It was first established for 2003 and was 800 zlotys then. From January 1, 2018 it is 2100 zlotys.

According to the data of the European Statistical Office (Eurostat), in January 2013 twenty European Union countries had some kind of minimum wage regulations. These were: Belgium, Bulgaria, the Czech Republic, Estonia, Ireland, Greece, Spain, France, Latvia, Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Poland, Portugal, Romania, Slovenia, Slovakia and the United Kingdom.

The minimum wage arouses many controversies. Its supporters emphasize the importance of such a regulation for combating poverty and believe that the higher it is, compared to the level of average pay, the better the situation of employees. Opponents stress that wages should not be „imposed” or determined officially, but freely shaped by the market. The existence of such remuneration – in their opinion – causes an increase in labour costs, especially in the case of young employees. The increase in the level of the minimum wage also results in an increase in unemployment.

Lesson plan (English)

Topic: Understanding the labour market. Part I

Author: Anna Rabiega

Addressee:

8th-grade primary school student.

Core curriculum:

Expanded material for gifted students.

The general aim of education:

The student has some basic knowledge on the labour market.

Learning outcomes:

The student:

- defines the concept of “labour market” and explains its specific nature.
- defines the following: concepts: working person, employee, employer.
- presents the different elements and types of remuneration for work.
- explains what minimum wage is and analyses the positive and negative consequences of introducing such a solution in a state.

Key competences:

- communicating in a foreign language,
- digital competence,
- learning to learn,
- social and civic competences,
- sense of initiative and entrepreneurship.

Teaching methods:

- discussion (in a circle),
- teaching conversation using interactive scheme.

Forms of work:

- work in pairs,
- group work,
- whole-class activity.

Material & equipment needed:

- computers with loudspeakers/headphones and internet access,
- multimedia resources from the e-textbook,
- interactive whiteboard/blackboard, felt-tip pen/a piece of chalk.

Lesson plan overview (Process):**Introduction:**

1. During the previous class, the teacher asked the students to familiarize themselves with the abstract. The students should prepare to work in such a way as to be able to summarize the read material with their own words and to solve the tasks on their own and take part in the discussion.

2. The teacher presents the goal of the lesson: You will learn how the labour market works.

3. The teacher asks the students to explain what their understanding of the term „market” is. For this purpose, the teacher can ask guiding questions during a teaching conversation, e.g.:

- In most of the towns there is a place called the market – where did this name come from?
- What happened there?
- Who frequented these places and for what reason?

4. Once the students have established a definition of the term „market”, the teacher continues the conversation by asking further questions:

- What is the subject of exchange in the labour market?
- Who are the sellers and buyers in the labour market?
- What is the „price” of work called?

At the end of this teaching conversation, the teacher asks a willing/selected student to provide a definition of the term „labour market”.

Implementation:

1. The teacher divides the class into four groups. The teacher informs the students that each of them is supposed to prepare a short explanation of the terms assigned to them: group 1 – working person; group 2 – employee; group 3 – employer; group 4 – age of the employee. The teacher sets a time limit for this task, and afterwards the group representatives present the results. The teacher then displays on an interactive whiteboard the „Who is who in the labour market” scheme, thanks to which the students verify their answers.

2. The teacher initiates a short discussion on what the students think has an impact on the amount of remuneration the employee receives. Willing/selected students give their suggestions. The teacher complements and improves the students' statements.
3. The teacher asks students if they have heard of the term „minimum wage” and what their understanding of the term is. Willing/selected students give their suggestions. The teacher complements and improves the students' statements.
4. The teacher informs students that they are to discuss the functioning of the minimum wage. The teacher asks the students to stand in two circles – one inside the other – so that the students standing in the inner and outer circle can face each other. This way, the students are connected in pairs. It is the task of the students from the inner circle to present and explain one argument in favour of the existence of minimum wage, while the students from the outer circle are to give and explain one argument against this form of guarantee of remuneration. The teacher specifies the amount of time that is given to complete the task. When the time is up, the outer circle of students starts to move clockwise and the inner circle starts to move in the opposite direction. After a few seconds, the teacher signals them to stop and the students form new pairs. This time, students from the inner circle present and explain one argument against the existence of minimum wage, while students from the outer circle present and explain the argument in favour of this form of guarantee of remuneration. The teacher specifies the amount of time that is given to complete the task. The students switch their positions once again, form pairs and their roles are reversed again. The teacher repeats all this several times so that different students with different roles assigned to them can talk to each other about minimum wage.

The aim of the exercise is not only to present arguments and counter-arguments, but above all to develop the students' argumentation skills.

5. At the end of the exercise, the teacher asks the students which of the arguments they heard they found the most convincing and why. Willing / selected students present their ideas. If necessary, the teacher corrects and completes the students' presentations.

Summary:

1. At the end of the class, the teacher asks questions to encourage students to conclude what they have learnt, e.g.

- What is the meaning of the term “labour market”?
- What affects the employee's remuneration?
- What is the minimum wage? What is in favour and what is against its introduction?

2. Homework proposal:

- a. What is your opinion on minimum wage? Argue for and against this form of guarantee of remuneration (Exercise 1).

b. Listen to the abstract recording to review the material and new vocabulary. Then do the vocabulary exercise at the end of the chapter.

The following terms and recordings will be used during this lesson

Terms

concept

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: concept

pojęcie

commodities

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: commodities

towary nieprzetworzone

to distinguish

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to distinguish

wyróżniać

specific

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: specific

szczególny

emergence

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: emergence

pojawienie się

to stand out

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to stand out

wyróżnić się

property

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: property

właściwość

unlike

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: unlike

w odróżnieniu od

to the same extent

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: to the same extent

w tym samym stopniu

component

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Nagranie słowa: component

składnik

available

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: available

dostępny

to manifest

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to manifest

przejawiać

wage

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: wage

stawka

valuable

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: valuable

cenny

to exceed

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słowa: to exceed

przekraczać

maternity/holiday leave

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: maternity/holiday leave

urlop macierzyński/wypoczynkowy

salary

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: salary

pensja

natural person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: natural person

osoba fizyczna

contract of mandate

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: contract of mandate

umowa zlecenie

legal person

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: legal person

osoba prawna

in compliance with

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: in compliance with

zgodnie z

requirement

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: requirement

wymaganie

juvenile

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: juvenile

młodociany

vocational training

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: vocational training

praktyki (zawodowe)

caretaker

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: caretaker

opiekun

remuneration

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: remuneration

wynagrodzenie

obliged

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: obliged

zobowiązany

periodically

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: periodically

okresowo

bonus

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: bonus

premia

overtime

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: overtime

nadgodziny

payroll

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: payroll

list płac

one-off

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: one-off

jednorazowy

supplement

[Nagranie dostępne na portalu epodreczniki.pl](#)

Nagranie słówka: supplement

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[Nagranie dostępne na portalu epodreczniki.pl](#)

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Texts and recordings

[Nagranie dostępne na portalu epodreczniki.pl](#)

nagranie abstraktu

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