

Labour Market Inclusiveness as a Key Challenge Facing Society



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The labor market in Poland is extremely dynamic and diverse, depending on the region, industry, and job group. However, the key challenge remains acquiring competent employees.

The inclusiveness of the labor market is one of the extremely important and current topics that both companies and societies in many countries are dealing with. Inclusiveness concerns the aspect of broadly understood diversity-in terms of different generations present on the labor market, as well as in the international and multicultural dimension, because never before have we had to deal with such a huge migration of societies as we do now. The study analyzed selected factors shaping the labor market of the metropolis, e.g. economic revitalization programs, i.e. programs aimed at investing money in creating places for foreigners; educational and training initiatives (e.g. Polish language courses, cultural training/workshops, enabling understanding of cultural differences, and thus more effective assimilation of foreigners in the metropolis.

The interdisciplinary research project, part of which will be presented during the conference, aimed to try to obtain answers to such questions as:

- Are companies prepared to take on the challenges of the changing labor market, and how, to ensure the continuity of their businesses in terms of filling job positions with qualified employees, filling any vacancies with foreign employees?
- What actions should local governments take to make it easier for foreign job candidates to find employment and effectively acclimatize to the metropolis?
- What expectations do employers located in the metropolis have towards foreign employees?

Biography:

Experienced manager with twenty years of experience in team management, HR, change management, in various industries-FMCG, manufacturing (glass, chemical, automotive, packaging), education, in an international environment. She has practical experience in every aspect of human resources management. She is inspired by People and their development. PhD in social sciences in the discipline of management and quality science. She also completed postgraduate studies in coaching (Professional Coaching Academy) and postgraduate studies in labor law. Currently an assistant professor at the Academy of Silesia, business trainer, consultant, academic teacher at several universities in Poland.