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**Point 3. Users and uses of projections**

**FORECAST OF LABOUR FORCE IN POLAND TO THE YEAR 2020.  
METHODOLOGY AND RESULTS**

Paper submitted by the Central Statistical Office of Poland<sup>1</sup>

1. In 1995 the Labour Division of the Central Statistical Office (CSO) started methodological work on the preparation of a forecast of the labour force in Poland up to the year 2020 (the forecast was revised in 1997). Such forecast is necessary because of the changes taking place in the Polish labour market in the period of transition to a market economy.
2. Three variants of the labour force forecast for the years 1995-2020 were prepared, named minimum, intermediate and maximum. The preliminary demographic forecast (the most likely variant) prepared by the Division of Demographic Research of CSO was taken as the basis for the projection of the labour force, as well as anticipated fractional activity rates prepared in the Labour Division of CSO. Projections were made for males and females residing in urban areas, and males and females living in rural areas. Both the demographic forecast and the suggested activity rates covered the population aged 18 years and more, and were broken down into five-year age groups. The intermediate variant assumes a slow recovery of the economic activity of population from the level of the period 1978-88 (census 1978 and census 1988). The main part of this "recovery" is taking place in the years 1995-2010. The greatest anticipated changes concern youths (18-24 years), persons at "immobility age" (45-64 years for males and 45-59 years for females) and the first groups of the retirement age. The maximum variant assumes that the anticipated "recovery" of the labour force participation rate will be faster (compared with the intermediate variant).

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