

## SOCIAL INCLUSION OF INDIVIDUALS SUFFERING FROM EXCLUSION – EVALUATION OF MOTIVES AND ACTIONS IN VIEW OF OWN RESEARCH

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### ABSTRACT

Main aim of analyses presented in the article was to determine the motives and actions which promote social inclusion of the unemployed, most frequently suffering from social exclusion. The survey was conducted in 2018 based on the questionnaire among the population of 350 respondents. The analyses included the distribution of answers to survey question within the entire sample together with the verification of statistical significance between the answers provided and such variables as: gender, age, education and period of being registered in Municipal Employment Office. Results of the study show that increasing social awareness on the access to benefits is an important motif influencing social inclusion. The awareness of the fact of being deprived of the right to retirement pension, no access to healthcare and increased creditworthiness shape the knowledge of the society in relation to the importance of working within the official labour market to a significant extent.

**Key words:** social inclusion, social exclusion, motives for social inclusion, causes and effects of social exclusion

**JEL codes:** F66

### INTRODUCTION

The process of preventing social exclusion is called social inclusion. It makes it possible for the individuals suffering from exclusion to become part of the society as well as enter the market of registered work. The necessary condition here consists in increased social awareness as well as the active approach and motivation of the unemployed. The following reasons are the most important in the context of the subject matter of the research:

- willingness to verify a common opinion that appropriate activities assist the unemployed in entering the market of registered work as well as that the

level of social awareness constitutes an important factor of social inclusion;

- lack of comprehensive research in the field of the phenomenon of social inclusion.

Taking the above into consideration, main objective of analyses presented in the article consists in the attempt to specify the motives and activities which promote social inclusion of the unemployed, most frequently suffering from social exclusion. Research task is to assess the motives and actions representing the field of social inclusion.

Main purpose of the empirical study designed and conducted by the author was to collect the information concerning social inclusion.

The following detailed objectives were adopted for research framework specified in this way:

- Specifying the motives resulting in the individuals suffering from social exclusion returning to registered work.
- Learning about the activities undertaken in order to enter the official labour market by the unemployed.

Conclusions from the empirical research supported with information used in the article acquired from secondary sources made it possible to verify the following hypotheses:

- H1: The perspective of being deprived of retirement benefits as well as no access to public health-care constitute the most important motives for taking up a job by those suffering from exclusion.
- H2: Psychological readiness to take up registered work, the willingness to conduct legal economic activity constitute some of the motives of social inclusion of the unemployed and the main activity making it possible to enter the market of registered labour consists in believing in their own capacities and skills.

## MATERIAL AND METHODS

Questions the answers to which were searched for during the realization of the research project are as follows:

- What are the motives for social inclusion of the unemployed on the labour market?
- What activities are undertaken by those suffering from exclusion in order to enter official labour market?

Subject-related literature together with own empirical research were used in order to realise the research task formulated in this way. Statistical tests and descriptive methods were applied. The results were presented following the descriptive method, presented in tables and charts as well as with the use of graphic means.

### Organization of the research process

#### *Analysed data*

The survey based on interview questionnaire was conducted in 2018 among the population of 350 respondents (195 individuals responded to paper questionnaires and 155 to online questionnaires).

### *Statistical analyses plan*

Analyses included the distribution of answers to questions among all respondents forming the sample together with verifying statistical significance of relations between the answers provided and such variables as: sex, age, education and period of being registered in Municipal Employment Office. The value of 0.05 was conventionally adopted as statistical significance threshold. Statistical significance was analysed basing on the values of the likelihood ratio used for analysing the relationships between categorical variables, i.e. those which divide the respondents into groups when some of the specified categories do not include a lot of respondents.

### *Respondents*

Three hundred and fifty respondents took part in the survey, including 226 women (64.6%) and 124 men (35.4%). Two hundred and seventy four persons (78.3%) were the citizens of Płock, while 73 respondents (20.9%) resided in the vicinity of the city.

## DISCUSSION AND FINDINGS

### **Social inclusion – considerations**

Work constitutes one of basic notions in the theory of economy [Lange 1978]. Due to the fact that performing the work represents key importance for human existence, different approaches towards this aspect can be observed – from treating the obligation to work as an unpleasant effort, through practicing the skills and spending the workforce, up to creative expression. Each of these approaches finds its justification in economic theories [Nowak 2011].

Social inclusion (Latin) means incorporation, joining. In the field of sociology, this notion is defined as the process of secondary socialization, getting individuals and social groups back for the society<sup>1</sup>.

According to Grotowska-Leder and Faliszek, the process of abandoning social exclusion is called social inclusion, i.e. creating for those vulnerable to social exclusion the opportunity to get the chance and appropriate resources necessary for full participation in economic, cultural and social life as well as reaching

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<sup>1</sup> <http://pkps.org.pl/wp-content/uploads/2016/12/Inkluzja-spoleczna.pdf> [accessed: 20.12.2018].

the level of life considered normal in a given society [Grotowska-Leder and Faliszek 2005]. In order to add logic to this process, it should be analysed in three dimensions: political, economic and civil (Table 1).

Inclusive activities undertaken in the three above-mentioned dimensions mean implementing in practice the multi-sector social policy [Grewiński 2009].

According to Szatur-Jaworska, modern social policy concept defines social inclusion as the process of “incorporating” marginalised individuals into the so-called stream of life through their full participation in social life [Szatur-Jaworska 2005].

According to Broda-Wysocki, the definitions of social inclusion put important emphasis on external influence with relation to the excluded individuals or groups. “Creating the opportunities” or “community activities” are quoted here. The analysis assumes that social inclusion is a targeted and consciously undertaken activity of organized entities. Basing on the recognition of different reasons of social exclusion, different strategies of social inclusion are also formulated [Broda-Wysocki 2012]. The following strategies can be enumerated: reproductive, palliative, preventive as well as emancipative (Table 2).

**Table 1.** Social inclusion dimensions

Social inclusion dimensions	Characteristics
Political	It can be analysed following two dimensions: individual and territorial. The notion of individual dimension refers to extending individual rights: from the right to freedom, through political rights up to the right to social security. Territorial dimension refers to the area of the European continent, which after the centuries of wars became a relevant oasis of peace, tolerance and wellbeing. This field includes an increasing number of countries.
Economic	It is connected with having a job which, apart from economic benefits connected with it, often refers to acquiring additional social rights (the possibility to acquire the rights is connected in many countries with having a job, e.g. the right to retirement pension). Remaining without a job means also some specific social stigmatization as a person useless for the society.
Civil	Connected with active social participation. It may be connected with inclusion-related activities undertaken by social organizations (the third sector, social economy entities) as well as all types of non-formalized groups (neighbours, family). This dimension may complement the first two, but it cannot totally replace them.

Source: Woodward and Kohli [2003], Sobczak [2016].

**Table 2.** Social inclusion strategies

Social inclusion strategies	Characteristics
Reproductive	In reproductive strategies it is assumed that poverty forms part of social life and constitutes its inherent element. It is thus claimed that activities undertaken in one field will have a negative influence on the other. According to this strategy, there are no uniform and universal methods for preventing poverty or fighting it off.
Palliative	Activities within the palliative strategy are addressed to specific social problems which occur unexpectedly, without prior symptoms. These events require fast and decisive reaction from entities involved in solving social problems.
Preventive	Preventive strategies are mechanisms preventing the occurrence of negative social phenomena. They take the form of “campaigns” carried out in the field of healthcare, education and professional trainings.
Emancipative	Emancipative strategy includes the activities aiming at the elimination of exclusion and transforming the individuals affected by it into fully-fledged and fully involved citizens.

Source: Own study on the basis of Raczkowska [2013].

### Social exclusion – definition, causes and consequences

The notion of social exclusion in its modern sense was probably used for the first time in the publication by René Lenoir from 1974 entitled *Les exclus*. It referred to persons residing in France who were not taking part either in social or economic development [Broda-Wysocki 2012].

According to the National Strategy of Social Integration for Poland [MRPiPS 2004] social exclusion is in turn defined as “the lack or limited possibility to take part in, influence and use basic public institutions and

markets, which should be accessible to everybody, in particular to the poor”, i.e. it is the “situation making it impossible or significantly harder for an individual or a group, according to the law, to fulfil their social roles, use public assets and social infrastructure, collect resources and acquire income in a decent way” [Frackiewicz 2005].

Due to the complex character of social exclusion it is difficult to establish its unique and synthetic definition. The notion of social exclusion is very broad, as it can be caused by many different factors. Table 3 presents chosen causes and consequences of social exclusion.

**Table 3.** Chosen causes and consequences of social exclusion

Causes of social exclusion	Consequences of social exclusion
Poverty	<ul style="list-style-type: none"> <li>– consumption limited to goods necessary for survival</li> <li>– limited functioning in different areas of life</li> <li>– individuals and their families being deprived of professional aspirations, education, healthcare and other</li> <li>– impossibility to follow the culture of consumption</li> </ul>
Unemployment	<ul style="list-style-type: none"> <li>– poverty</li> <li>– changing social environment from co-workers to other persons without employment</li> <li>– self-isolation and depression</li> <li>– losing the competencies necessary for reintegrating the labour market</li> <li>– dysfunctions appearing in the family</li> <li>– development of pathological social phenomena (violence, addictions etc.)</li> </ul>
Disability	<ul style="list-style-type: none"> <li>– no access or limited access to decision-making within the society</li> <li>– limited opportunity to choose and bigger necessity to act under duress in life</li> <li>– fewer opportunities and less favourable economic situation</li> <li>– limited professional opportunities, including education and developing qualifications</li> <li>– limited access to culture</li> <li>– remaining in isolation from the rest of the society in medical and care establishments</li> </ul>
Inappropriate living conditions	<ul style="list-style-type: none"> <li>– impeded relax and development of family life</li> <li>– neglected social and educational infrastructure</li> <li>– more difficult to raise children</li> <li>– low guarantee of protection for the possessed goods and security of domicile</li> </ul>
Addictions	<ul style="list-style-type: none"> <li>– deteriorating health condition</li> <li>– occurrence of depression disorders</li> <li>– problems with finding a job or losing the job</li> <li>– conflicts with the law</li> </ul>
Imprisonment history	<ul style="list-style-type: none"> <li>– negative attitude of the society towards individuals with imprisonment history</li> <li>– difficulties in finding a job</li> <li>– addictions</li> <li>– getting into wrong living space</li> <li>– poverty</li> </ul>

**Table 3** – cont.

Causes of social exclusion	Consequences of social exclusion
Forming part of a sexual, national or ethnic minority, being a migrant or refugee	– limited access to goods and benefiting from different assets (economic, political, social, cultural) – no social trust
Low degree of education	– unemployment
Unequal access to education	– limited access to textbooks, additional classes – necessity to discontinue education earlier – limited access to the labour market
Health condition	– limited access to the labour market – poverty – impeded functioning in different areas of life
No access or skills necessary to use modern information techniques	– limited access to the labour market – limited development of professional qualifications – limited educational opportunities – limited development and possibility to function within the society

Source: Developed on the basis of Sobczak [2016].

### Motives of social inclusion in view of own research

The respondents were asked to select a few motives of social inclusion. Table 4 presents the distribution of frequency of social inclusion motives selected by the respondents.

Motives most frequently quoted in connection with returning to official work were: the awareness of no right to retirement pension (73.7% of responses) as well as the awareness of no access to healthcare (70.9% of responses).

Women would refer more frequently than men to the motif of conducting business activity legally (28.3%). Men, in turn, would more frequently quote feeling

psychologically mature for registered work (Fig. 1).

Statistically significant correlations were obtained between the sex of respondents and:

- feeling psychologically mature for registered work  $\lambda = 13.30$ ,  $df = 2$ ,  $p = 0.001$ ,  $V = 0.19$  (where:  $\lambda$  – value of the likelihood ratio;  $df$  – number of degrees of freedom;  $p$  – statistical significance;  $V$  – value of V Cramer's measure);
- willingness to conduct business activity legally  $\lambda = 11.94$ ,  $df = 2$ ,  $p = 0.003$ ,  $V = 0.18$ .

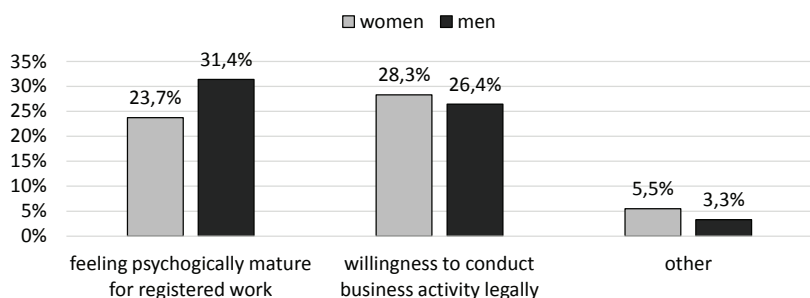
Statistically significant correlations were also obtained between the level of education of respondents and all of the motives quoted.

**Table 4.** Motives of social inclusion

Motives	<i>n</i>	%
The awareness of no right to retirement pension results in returning to official employment	258	73.7
The awareness of no access to public healthcare results in returning to official employment	248	70.9
Feeling psychologically mature for registered work	179	51.1
Willingness to conduct business activity legally	183	52.3
Increased creditworthiness	201	57.4
Other	124	35.4

*n* – number of respondents; % – group percentage.

Source: Own survey.



**Fig. 1.** Motives of social inclusion according to the sex of respondents

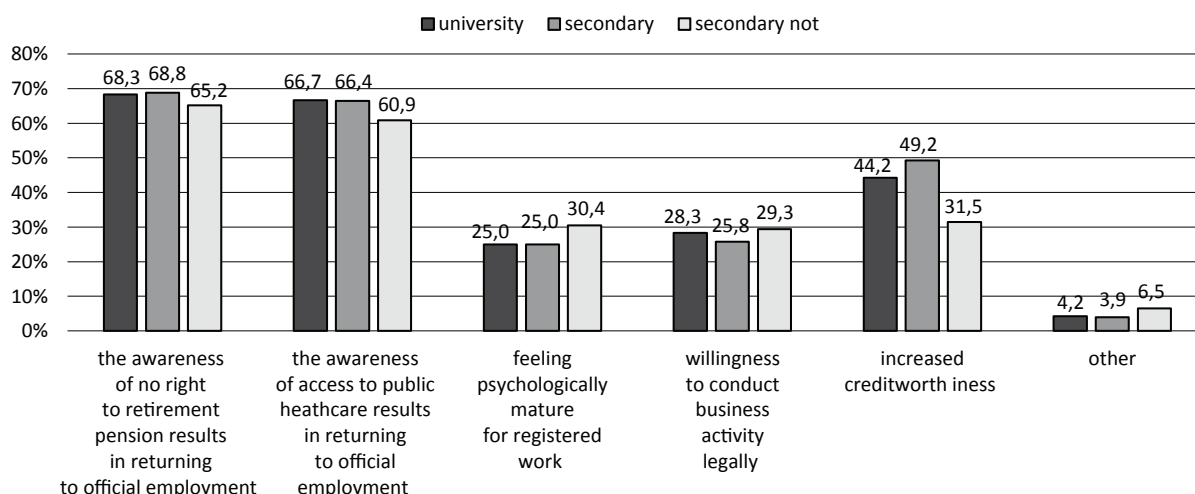
Source: Own study basing on the surveys conducted.

**Table 5.** Relationship between the level of education and social inclusion motives

Motives	$\lambda$	$df$	$p$	$V$
The awareness of no right to retirement pension results in returning to official employment	16.39	4	0.003	0.14
The awareness of no access to public healthcare results in returning to official employment	16.53	4	0.002	0.14
Feeling psychologically mature for registered work	23.84	4	0.001	0.18
Willingness to conduct business activity legally	31.49	4	0.001	0.21
Increased creditworthiness	18.74	4	0.001	0.17
Other	33.00	4	0.001	0.21

$\lambda$  – value of the likelihood ratio;  $df$  – number of degrees of freedom;  $p$  – statistical significance;  $V$  – value of V Cramer’s measure.

Source: Own study basing on the surveys conducted.



**Fig. 2.** Motives of social inclusion depending on the level of education of respondents

Source: Own study basing on the surveys conducted.

Statistical power of the effects obtained was limited. Research results were presented on Figure 2.

The awareness of no right to retirement pension, the awareness of no access to public healthcare as well as including respondents’ creditworthiness were the most frequently quoted by the respondents with university or secondary education. Feeling psychologically mature to registered work, willingness to conduct business activity legally and other motives were more frequently quoted by the respondents who did not obtain secondary education (Fig. 2).

**Activities undertaken by individuals suffering from exclusion in order to enter the market of official work in view of own research**

The unemployed, in order to join the market of official work, have to undertake specific steps in this direction. They should most importantly develop their professional



qualifications. Table 6 presents the distribution of frequency for activities undertaken by the respondents in order to enter the official labour market.

**Table 6.** Activities undertaken by the respondents in order to enter the official labour market

Activities	<i>n</i>	%
Developing professional qualifications	176	50.3
Completing the education	108	30.9
Believing in their own capacities and skills	167	47.7
Acquiring the knowledge on how to open and conduct business activity	71	20.3
Other	20	5.7

*n* – number of respondents; % – group percentage.

Source: Own study basing on the surveys conducted.

The majority of respondents quoted developing professional qualifications as main activity undertaken by them (50.3%) in order to enter the official labour market.

Table 7 presents the values of likelihood ratio used for the analysis of correlation between the sex of respondents, their level of education, age and the period of being registered in Municipal Employment Office and the presented activities as well as V Cramer’s values of relationship strength measures.

Statistically significant correlations were obtained between the sex and level of education of respondents and quoting “believing in their own capacities and skills” as the motive for entering the labour market.

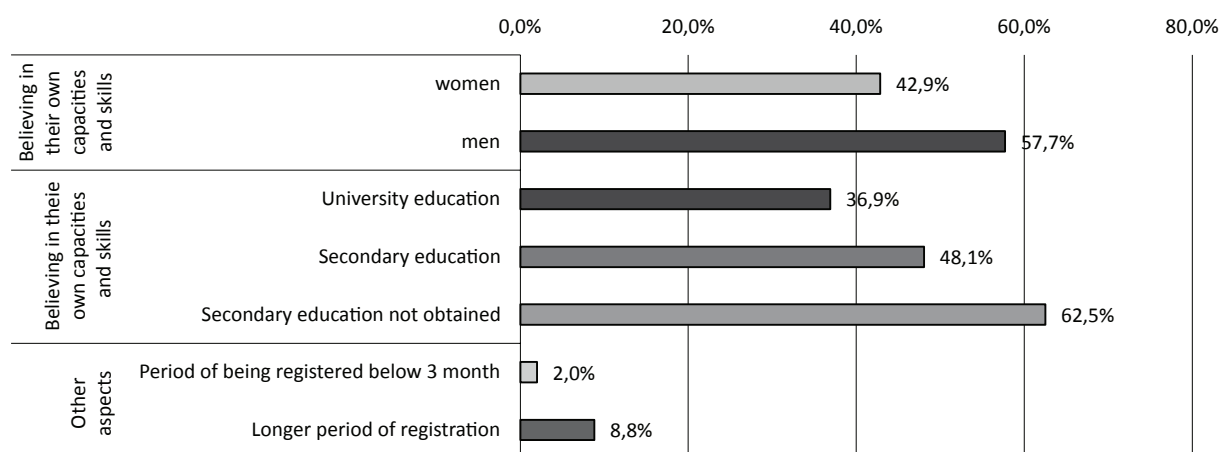
Believing in the respondents’ capacities and skills as a motif encouraging to enter the labour market was more frequently quoted by men as well as by respondents who did not obtain secondary education (Fig. 3).

**Table 7.** The analysis of correlation between the sex of respondents, their level of education, age and the period of being registered in Municipal Employment Office and the presented activities in order to enter the labour market

Specification	Activities	$\lambda$	<i>df</i>	<i>p</i>	<i>V</i>
Sex	believing in their own capacities and skills	7.05	1	0.008	0.14
Education	believing in their own capacities and skills	14.26	2	0.001	0.20

$\lambda$  – value of the likelihood ratio; *df* – number of degrees of freedom; *p* – statistical significance; *V* – value of V Cramer’s measure.

Source: Own study basing on the surveys conducted (only statistically relevant correlations were presented in the table).



**Fig. 3.** Other statistically significant correlations between the means/activities undertaken in order to return to official labour market and the sex, level of education and period of being registered in Municipal Employment Office

Source: Own study basing on the surveys conducted.

## SUMMARY AND CONCLUSIONS

Summing up the results of empirical research it should be stated that the activities undertaken by the unemployed respondents registered in Municipal Employment Office promote entering the market of registered work. Developing professional qualifications constitutes an important argument for taking up a job on the abovementioned market. Believing by the respondents in their own capacities and skills may have an important impact on the unemployed fitting in the market of registered work. In this way, next to economic aspects, psychological ones play a crucial role.

The society's awareness and knowledge of rights connected with the access to social benefits constitute an important motif influencing social inclusion. Being aware of not having the right to retirement pension or the access to public healthcare or issues connected with creditworthiness importantly shape the knowledge of the members of society concerning the importance of the work on official market. Unregistered and illegal work will not, in a longer perspective, provide the individuals performing it with the access to the abovementioned rights. What is more, feeling psychologically mature and the willingness to conduct business activity legally constitute important motivators for those who want to join the official labour market.

## Acknowledgements

The research was conducted within the framework of the research grant – task *Cooperation with universities* Płock City Hall.

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## **INKLUZJA SPOŁECZNA OSÓB WYKLUCZONYCH – OCENA MOTYWÓW I DZIAŁAŃ W ŚWIETLE BADAŃ WŁASNYCH**

### **STRESZCZENIE**

Głównym celem rozważań zaprezentowanych w artykule jest próba określenia motywów i działań, które sprzyjają włączeniu społecznemu osób bezrobotnych, najczęściej osób społecznie wykluczonych. Badania ankietowe według kwestionariusza wywiadu przeprowadzono w 2018 roku na populacji 350 respondentów. Analizy obejmowały rozkład odpowiedzi na pytania ankietowe w całej badanej próbie oraz weryfikację istotności statystycznej zależności między udzielanymi odpowiedziami a takimi zmiennymi, jak: płeć, wiek, wykształcenie i długość okresu zarejestrowania w miejskim urzędzie pracy. Wyniki badań wskazują na to, że istotnym motywem wpływającym na włączanie społeczne jest podwyższenie świadomości społeczeństwa w zakresie dostępu do świadczeń. Świadomość braku uprawnień do emerytury oraz braku dostępu do służby zdrowia, a także zwiększenie zdolności kredytowej w sposób istotny kształtują wiedzę społeczeństwa w zakresie ważności pracy na oficjalnym rynku.

**Słowa kluczowe:** inkluzja społeczna, wykluczenie społeczne, motywy włączania społecznego, przyczyny i skutki wykluczenia społecznego