

described the formal variety of the projects implemented by *Digression*, their adjustment to a diversified audience, and the dynamics of the eleven year development of the Club's activity as well as its successes and limits. The section ended with a paper presented by Marta Bojarska (AMU), titled "*Educational meetings*" in pedagogical skills building process. The author introduced an offer of additional activities and lessons, meant to help develop the skills of children. The speaker presented the characteristics of the children that she has worked with, and the reasons for which parents decide for such activities. She also provided an analysis of the level of engagement in cooperation the motivation for attending such activities, from the perspectives of both children and parents. The author indicated the possible difficulties, that a teacher could face during the implementation of such activities. In a summary, the speaker presented the advantages resulting from the implementation of such activities, from the perspective of the teacher, the parents and the child, regarding her own experience.

Each section was followed by a brief discussion regarding the papers. The discussion was conducted in English and moderated by: Marina Metz (EHD) and Renata Wawrzyniak-Beszterda (AMU). The conference was summarised by a discussion as well as the exchange of experience, knowledge and ideas.

The conference provided inspiration, not only for further research and speculation, but also helped establish new contacts, that would hopefully be followed by further cooperation, mutual learning and sharing of practical and educational experience.

Anna Schmidt

Report from the National Scientific Conference "Social aspects of human functioning in the working environment" („Społeczne aspekty funkcjonowania człowieka w środowisku pracy”), Kazimierz Wielki University in Bydgoszcz, Ciechocinek, 19-20 September 2016

The Faculty of Labour Pedagogy and Andragogy of the Faculty of Pedagogy and Psychology of the Kazimierz Wielki University in Bydgoszcz, the Labour Pedagogy Working Group of the Committee on Pedagogical Sciences of the Polish Academy of Sciences and the Bydgoszcz Branch of the Polish Professional Society organised the National Scientific Conference *Social aspects of human functioning in the working environment*, which took place on 19–20 of September 2016 in Ciechocinek. The conference was held under the honorary patronage of the Marshal of the Kuyavian-Pomeranian Voivodeship. The conference was attended by 80 people representing various scientific disciplines, including pedagogy, psychology, sociology, law and economics. The participants of the conference were also practitioners – representatives of employers and non-governmental institutions.

The conference organisers proposed a debate on the adopted topic of the conference in the following areas:

1. Preparation of an individual for professional work and the requirements of the working environment and their professional suitability;
2. Adaptation of the employee to the working environment and their functioning in the material and social working environment;

3. Professional development of the employee and forms of its support (education, coaching, mentoring, career creation, work/life balance programmes, etc.);
4. New concepts and methods of managing an enterprise and its employees;
5. The idea of humanisation of work and its concepts;
6. The phenomenon of dematerialisation of work and new categories of employees;
7. Information and communication technologies in the working environment;
8. Ethical dimension of the working environment in the light of the idea of sustainable development and corporate social responsibility;
9. Pathological phenomena and their influence on the members of the organisation.

A wide range of areas proposed by the organisers ensured a multi-faceted presentation of the issues of *functioning of humans in the working environment* by the conference participants. This issue made it possible to show the impact of work on the development of the individual. “Work as an educational aspect allows young people to develop positive attitudes towards work, work skills and cooperation through a series of measures leading to the harmonious introduction of individuals into the world of human work as active participants.”² At the same time, the theme of the conference enabled presentation of the issues occurring on the labour market, which have a serious impact on the situation of people at work. “The current labour market is undergoing many transformations. Globalisation, including the phenomenon of unemployment, the process of an ageing society, the deregulation of professions (Act of 13 June 2013 *on the amendment of the Acts governing certain professions* (Dz. U. [Journal of Laws] of 2013, item 289) makes the dynamics of change very high. The issue of migrants is also very important for the labour market: particularly the issue of integration of this group and its impact on the labour market”³

The conference was preceded by a meeting of conference participants devoted to the activities of the Labour Pedagogy Work Group of the Committee of Pedagogical Sciences of the Polish Academy of Sciences. The meeting concerned the activities of the Work Group, including the integration of the scientific community of work pedagogues.

On the next day, the 19th of September 2016, the conference was opened by Prof. dr hab. Ryszard Gerlach, e Faculty of Labour Pedagogy and Andragogy of the Faculty of Pedagogy and Psychology of the Kazimierz Wielki University in Bydgoszcz, and Prof. dr hab. Stefan M. Kwiatkowski, Deputy Chairman of the Committee of Pedagogical Sciences of the Polish Academy of Sciences. Chairman of the Labour Pedagogy Work Group of the Committee of Pedagogical Sciences of the Polish Academy of Sciences, according to the conference agenda.

In accordance with the next item of the agenda, the following papers were presented in plenary:

Social aspects of human functioning in the working environment – Prof. dr hab. Ryszard Gerlach (Kazimierz Wielki University in Bydgoszcz)

Development of professional competencies in the work process Prof. dr hab. Stefan M. Kwiatkowski (Maria Grzegorzewska University in Warsaw):

² D. Kukla, “W kręgu refleksji nad wychowaniem do pracy”, *Edukacja zawodowa i ustawiczna. Polsko – Ukraiński Rocznik Naukowy* No. 1/2016, Warsaw, 2016, p. 120

³ I. Kust, “Wyzwania dla edukacji permanentnej wobec zmieniającego się rynku pracy”, [in:] I. Janicka, M. Znajmiecka-Sikora, *Rodzina i kariera. Równoważenie czy konflikt ról?*, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2014, p. 314

The new reality of the workplace and the working environment in Poland – pros and cons, Prof. dr hab. Zygmunt Wiatrowski (Kujawska Szkoła Wyższa in Włocławek)

Dynamics of changes on the labour market and modernisation of vocational education in Ukraine in the early 21st century - Prof. dr hab. Nella Nyczkało (National Academy of Educational Sciences of Ukraine).

During this session, Prof. dr hab. Larysa Lukianova and Prof. dr hab. Rafał Piwowski performed the role of facilitators.

The issues addressed in the plenary papers were developed in the lectures planned for the following four panels:

Determinants of human functioning in the working environment - panel I.

Moderators: Prof. dr hab. Ryszard Gerlach and Prof. dr hab. Stefan M. Kwiatkowski

The panellists discussed the following issues:

1. Which phenomena and processes taking place in the environment of workplaces determine their functioning to the highest extent?
2. How the organisational culture of workplaces changes and in what direction does their personal function evolve?
3. What are the main – current and upcoming – challenges for managing people in the working environment?
4. What are the implications and new areas of research resulting from the transformations of the contemporary working environment for social sciences?

Humans in the working environment from the employer's perspective - panel II

Moderators: Prof. dr hab. Ryszard Gerlach and Prof. dr hab. Franciszek Szlosek

The panellists discussed the following issues:

1. What is the demand of employers for vocational education graduates?
2. What are the employers' expectations regarding the qualifications and competences of the candidates for the job?
3. What is the evaluation of the preparation of candidates for work?
4. What pro-employee measures are taken in workplaces and what benefits do employers and employees gain from them?

Pedagogical dimension of the working environment - panel III.

Moderators: Prof. dr hab. Zdzisław Wołk and Prof. dr hab. Romuald Derbis

The panellists discussed the following issues:

1. What is the value of work for the working population and what are their attitudes towards it?
2. What are the problems related to the evaluation of the value of human labour?
3. How does the ethos of human labour change?

4. What aspects and transformations of work should be of particular interest to teachers at the present moment?

Employee development in the organisation - panel IV.

Moderators:

Prof. dr hab. Ryszard Bera and Prof. dr hab. Urszula Jeruszka.

The panellists discussed the following issues:

1. What does the proper process of adaptation of the employee to the new working environment look like?
2. What forms of supporting professional development are the most desirable and used?
3. What are the patterns of career paths in workplaces?
4. What types of pathologies interfere with an employee's development in the working environment?

The discussion on *Social aspects of human functioning in the working environment* continued on the second day of the conference during the following problem sections:

Selected aspects of preparing people for functioning in the working environment - problem section I.

The Section was moderated by: Prof. dr hab. Elżbieta Gawel-Luty and Prof. dr hab. Daniel Kukla.

The panellists were focused on the following issues:

1. What internal and external determinants influence the preparation of an individual for functioning in the working environment?
2. What is the evaluation of the course and results of one's own education at the level of vocational schools?
3. What are the current and anticipated challenges for education with a view to preparing an individual for employment?

Psychopedagogical aspects of human functioning in the working environment - problem section II.

The Section was moderated by: Prof. dr hab. Barbara Baraniak and dr Beata Jakimiuk.

The panellists were focused on the following topics:

1. What transformations in the sphere of human labour determine the functioning of contemporary employees the most?
2. What psychopedagogical aspects affect the role of the worker?
3. What management concepts and methods should be used in a modern working environment?

Areas of professional development in the working environment - problem section III.

The Section was moderated by: Dr Renata Tomaszewska-Lipiec and Dr Ewa Stawicka.

The panellists were focused on the following topics:

1. What is the role of workplaces in supporting the professional development of employees?
2. What models of human resources policy are conducive to the creation of human capital?
3. Which areas of professional development are preferred by employers for investing?

Career planning, development and monitoring - problem section IV.

The Section was moderated by: Prof. dr hab. Norbert G. Pikuła and dr Ewa Krause.

The panellists focused on the following areas:

1. To what extent can career development of employees be considered as an important factor in the development of human capital?
2. What career management instruments are used in the workplaces and to what extent?
3. What are the future challenges and trends in career management?

The plenary discussion concluding the *Social aspects of human functioning in the working environment* National Scientific Conference focused on one topic, namely *People in the working environment. What direction are we heading in?* "Work that is properly matched to individual preferences can make a person happy and fulfilled. Then, we can perceive work as an autotelic value – a value in itself."⁴ The participants of the discussion stressed the dynamics of changes taking place in the labour market and also in the working environment, which makes forecasting very difficult. This conclusion prompted the conference participants to reflect on the need for discussion and exchange of experiences on this subject. Therefore, the need to maintain the regular nature of the conference was emphasised.

Joanna Michalak-Dawidziuk

Works cited

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Report of the 23rd Tatra Scientific Symposium "Education of Tomorrow", Zakopane, 19-21 June 2017

The twenty-third meeting of scientists from Poland and abroad, including representatives of the Faculty of Educational Studies of the Adam Mickiewicz University, took place in Zakopane on 19-21 June. The long tradition of caring for the "Education of the Future" is a permanent part of the calendar of scientific events in the country. The words of Professor Kazimierz Denek, the initiator and creator of meetings at the foot of the Tatra Mountains, were the leading idea of

⁴ D. Kukła, "W kręgu refleksji nad wychowaniem do pracy", *Edukacja Zawodowa i Ustawiczna, Polsko – Ukraiński Rocznik Naukowy* No. 1/2016, Warsaw 2016, p. 114