

At present, society has been undergoing significant changes. There has also been a transformation in the way people work. There has been a sharp increase in the demands on employees, especially from the point of view of new knowledge and skills, namely those skills and knowledge related to the development of information technologies. Differences existing on the labour market have also been growing, both with regard to income and the length of unemployment. The nature of these differences may be explained in the context of either segmentation theories or the growth of individual inequalities. With the increase in the number of university graduates, the problem of over-qualification has arisen, i.e. part of the people with university education hold positions which are supposed to be filled with secondary school graduates - with little prospect for change.

An analysis of the transformations taking place on the labour market and in the area of education has been carried out in the doctoral thesis. Furthermore, the development of the relationship between attained education and the individual's resultant position on the labour market with respect to over-qualification is described in the thesis. The final part of the thesis is devoted to growing wage differentiation and the process of labour market segmentation.