

Labour market demand for employees by occupation in 2024

29.08.2024

Shop sales assistant

The most in-demand occupation in planned employee hires in 2024

In the first quarter of 2024, national economy entities with at least one employee were seeking to hire 411.4 thousand employees, with 525.5 thousand employees planned to be hired in the remaining quarters of the year. By the end of the year, 129.9 thousand employees are planned to be terminated.

Introduction

This publication presents the results of the second edition of the the Survey on the Labour Market Demand for Employees by Occupation (the first took place in 2021).

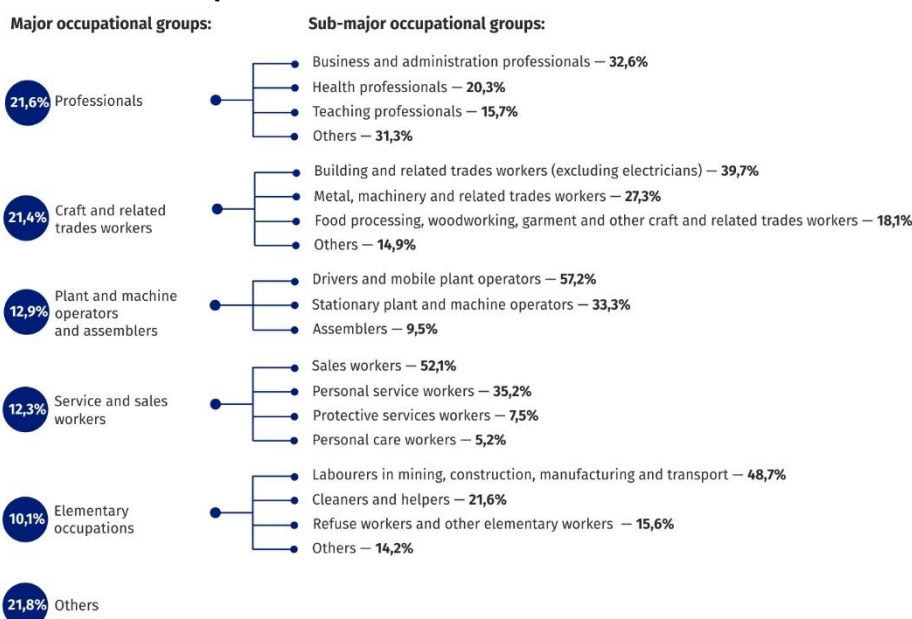
In 2024, the number of sought employees (in the first quarter) and planned employee hires (from 1 April to the end of the year) are down by 3.0 pp and 12.2 pp, respectively, compared with the corresponding period in 2021. In contrast, the number of planned employee terminations (from 1 April to the end of the year) is 9.9 pp higher.

The survey covers national economic entities and their local units with 1 or more employees

Sought employees

Among the national economy entities surveyed, 19.8% of them indicated that they were seeking employees in the first quarter of 2024. A total of 411.4 thousand employees were sought by these entities and this is 3.0 pp fewer than in the corresponding period of 2021. In terms of major occupational groups, it can be seen that the most in-demand major occupational group was Professionals. In this major occupational group, 32.6% of job offers were intended for Business and administration professionals. The next most in-demand major occupational group was Craft and related trades workers, including mainly Building and related trades workers (excluding electricians).

Graph 1. Structure of sought employees by major and sub-major occupational groups in the first quarter of 2024



Data at a more detailed level of the Classification of Occupations and Specialisations, i.e. by minor occupational group, show that in the first quarter of 2024, the greatest interest was in Building frame and related trades workers.

Graph 2. The most frequently sought employees by minor occupational group in the first quarter of 2024



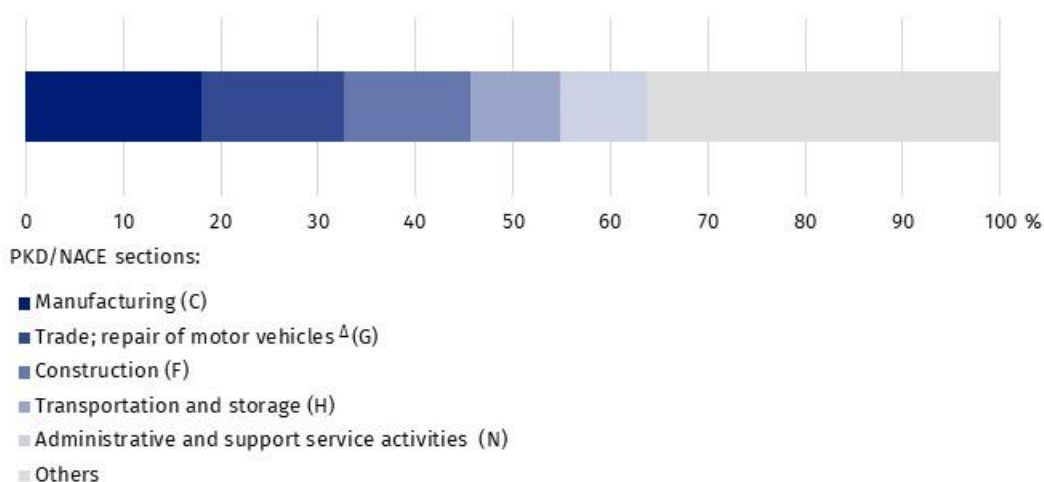
Those sought for work in this minor occupational group accounted for 5.1% of all sought employees. Heavy truck and bus drivers and Shop salespersons each accounted for 4.7% of sought employees in minor occupational groups.

Data at the most detailed level of the classification show that in the first quarter of 2024, the highest demand was for:

- stock clerks;
- shop sales assistants;
- tractor unit drivers;
- construction workers;
- lorry drivers;
- hand packers;
- cooks.

When analysing data by kind of activity it can be noted that in the first quarter of 2024, the highest demand for employees was among entities from the sections Manufacturing and Trade; repair of motor vehicles^A. In total, the units included in these sections were looking for over 32.7% of all sought employees (by 4.7 pp fewer than in 2021).

Chart 1. Structure of sought employees by PKD/NACE section in the first quarter of 2024



Among major occupational groups, the most frequently sought were Professionals (88.8 thousand) and Craft and related trades workers (87.9 thousand). The largest share of all Professionals sought (almost one fifth) was in the section Human health and social work activities.

The survey used the Classification of Occupations and Specialisations in force, which is a five-level, hierarchically systematised list of occupations and specialisations occurring on the labour market

When analysing the structure of major occupational groups in individual sections, it can be noted that Professionals were sought primarily in the section Education, where they accounted for around three quarters of the 20.1 thousand employees sought in this section. Professionals accounted for more than half of sought employees also in the sections Information and communication, Human health and social work activities and Financial and insurance activities.

The highest percentage of Craft and related trades workers sought – was recorded in the section Construction, where they accounted for almost 65% of the 53.5 thousand employees sought in this section.

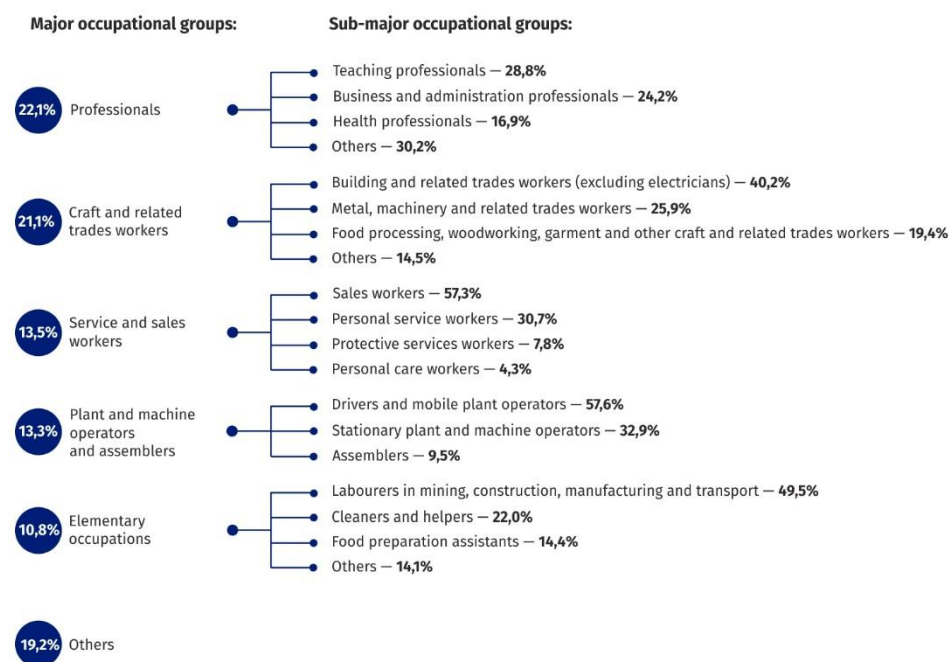
It is noteworthy that approximately 87% of the total number of employees sought in the section Accommodation and catering^A were employees classified as belonging to two major occupational groups: Service and sales workers and Elementary occupations.

Planned hires and terminations

The Survey on the Labour Market Demand for Employees by Occupation allows also for the analysis of the planned employee turnover in the next three quarters of 2024.

The data collected show that from 1 April to the end of 2024, 525.5 thousand employee hires were planned and there were 12.2 pp fewer of them than in the corresponding period in 2021. The structure of planned hires by major occupational group was similar to the structure of sought employees by occupation in the first quarter of 2024. Craft and related trades workers and Professionals were the major occupational groups that accounted for 43.2% of planned employee hires by the end of 2024.

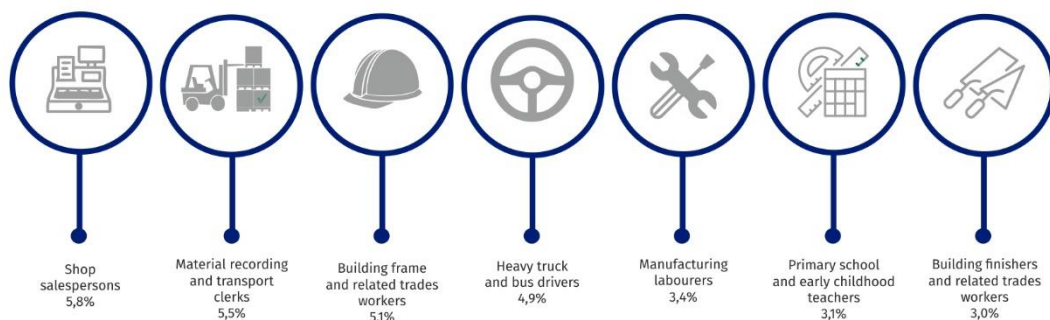
Graph 3. Structure of planned employee hires by major and sub-major occupational groups in the period from 1 April to the end of 2024



The structure of planned hires by minor occupational group in the period from 1 April to the end of 2024 is similar to the structure of sought employees in the first quarter of the year under review. Hiring entities are most likely to plan to take on Shop salespersons.

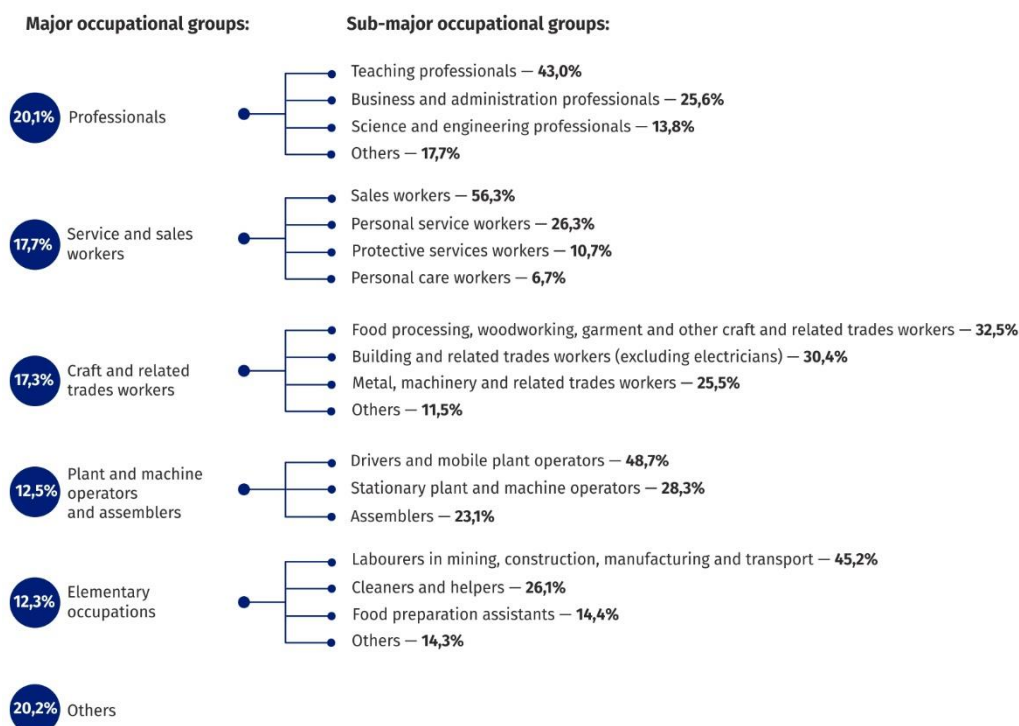
Planned hires in this minor occupational group accounted for 5.8% of all planned employee hires.

Graph 4. Planned employee hires in the period from 1 April to the end of 2024 by selected minor occupational groups



The way to adjust staffing needs in terms of skills and occupations is through both hiring and terminating employees. Employers planned to terminate 129.9 thousand employees between the second and fourth quarters of 2024, which was 9.9 pp more than in the corresponding period in 2021. The number of planned terminations was four times lower than the number of planned hires. In terms of major occupational groups, 20.1% of all planned terminations were in the major occupational group of Professionals.

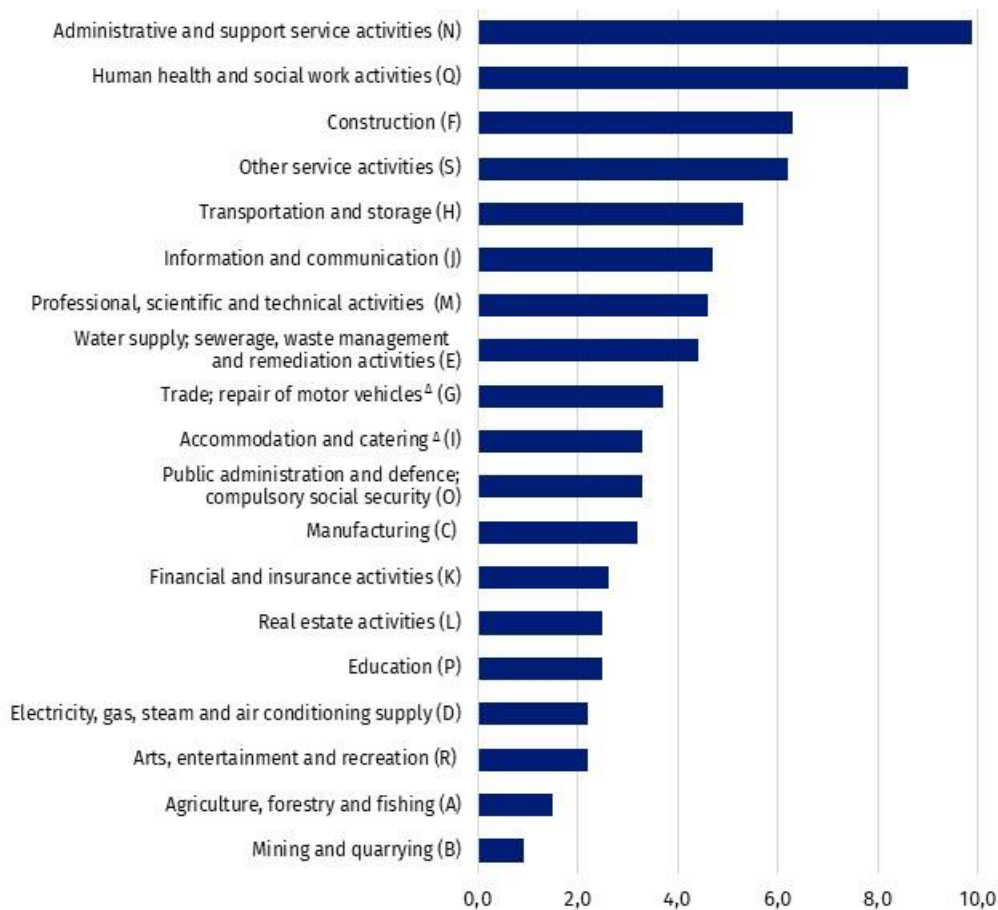
Graph 5. Structure of planned employee terminations by major and sub-major occupational groups in the period from 1 April to the end of 2024



Looking at the number of planned hires and the number of planned terminations, one can see an advantage of hires over terminations in all PKD/NACE sections. The largest was in the section Administrative and support service activities, where around 10 hires were declared per planned termination. A high ratio was also observed in the section Human health and social work activities where around 9 hires per termination are planned.

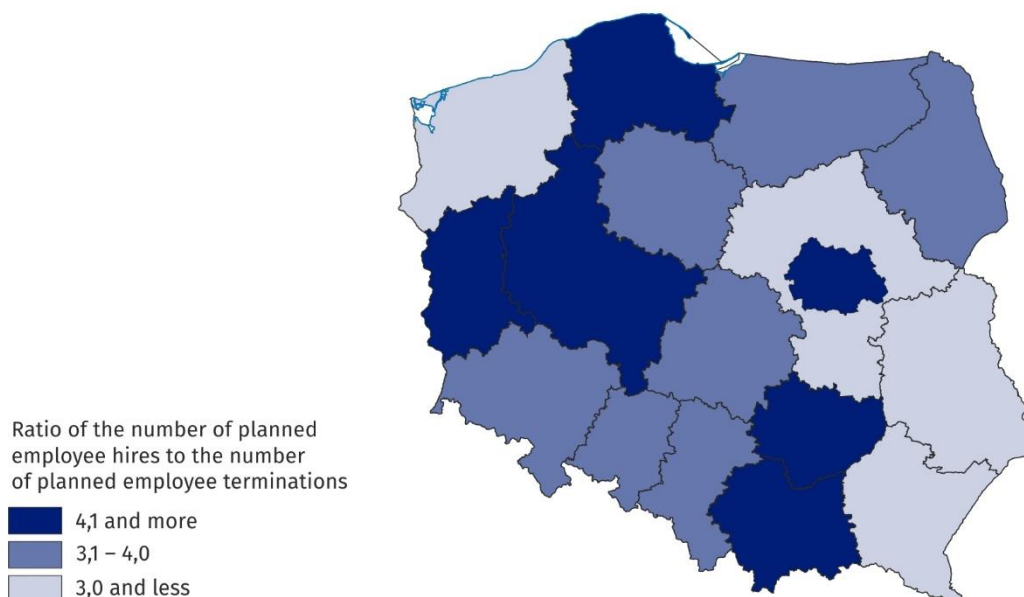
Chart 2. Ratio of the number of planned employee hires to the number of planned employee terminations in the period from 1 April to the end of 2024 by PKD/NACE section

The survey is conducted every three years using the representative method



The advantage of planned hires over planned terminations was also noted in all regions (NUTS 2). In the analysed period, the highest ratio between planned hires and planned terminations occurred in the Wielkopolskie region, where there were 6.7 hires per planned termination. On the other hand, the lowest ratio occurred in the Mazowiecki regionalny region, where there were 2.4 hires per planned termination.

Map 1. Ratio of the number of planned employee hires to the number of planned employee terminations in the period from 1 April to the end of 2024 by region (NUTS 2)



In order to enable data users to analyse the data themselves, the survey results have been presented in tables. When analysing and publishing data from the Survey on the Labour Market Demand for Employees by Occupation, limitations arising from the representative method of the survey should be taken into account.

In this news release abbreviated names of NACE, Rev. 2 sections were used. Abbreviations are marked with a 'Δ' symbol. Full names are available on the Eurostat website at:

<https://ec.europa.eu/eurostat/web/metadata/classifications>

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