

The demand for labour in the third quarter of 2020

10.12.2020



Increase in the number of job vacancies compared to the second quarter of

At the end of the third quarter of 2020, the number of job vacancies in Poland, in entities of the national economy or in their local units employing at least 1 person, was 91.1 thousand and was 9.7 thousand or 11.9% higher than at the end of the second quarter of 2020. As compared to the end of the third quarter of 2019, the number of vacancies was lower by 57.5 thousand or 38.7%. At the end of the third quarter of 2020, there were 18.3 thousand newly created jobs.

In the third quarter of 2020, there were 16.4% fewer new jobs than in the corresponding period of the previous year. 33.3% fewer jobs were liquidated than in the previous quarter and 24.0% fewer than in the third quarter of 2019.

The Survey on the demand for labour is conducted by a representative method on a quarterly basis, using the Z-05 reporting form. It covers reporting units employing at least one person. Reporting units should be understood as entities of the national economy or their local units, from which data are collected. The results of the survey are generalised to the general population of national economy entities employing at least one person. In the third quarter of 2020, most of them, i.e. 90.8%, were private sector units. In terms of the size expressed by the number of employed persons, the majority were units with up to 9 employed persons – they accounted for 64.5% of all units.

The basic results of the survey in the third quarter of 2020 indicate that despite the ongoing epidemic, the situation on the labour market improved compared to the previous quarters of this year.

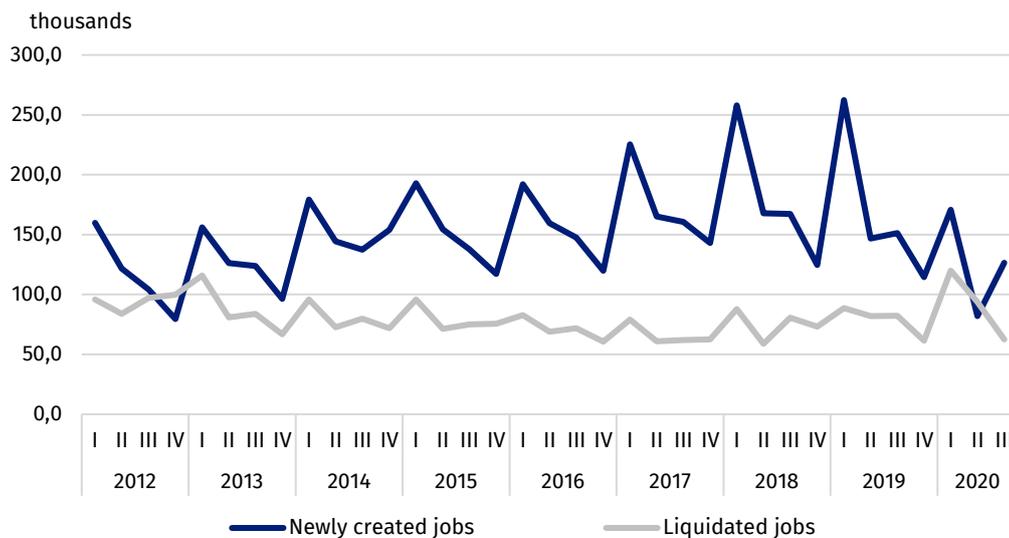
In the third quarter of 2020, fewer new jobs were created and fewer jobs were liquidated than a year ago

Table 1. Jobs in Poland – basic results of the survey

JOBS	2019	2020	
	Quarter 3	Quarter 2	Quarter 3
As at the end of the quarter (in thousands)			
Vacancies	148.6	81.4	91.1
Vacancies – newly created jobs	32.9	17.0	18.3
During the quarter(in thousands)			
Newly created	151.2	81.9	126.4
Liquidated	82.1	93.6	62.4

Chart 1. Newly created and liquidated jobs in Poland

As of the end of the quarter



An increase or decrease in the number of newly created and liquidated jobs is affected by the economic situation in the country, and from March 2020 also by the threat of COVID-19 disease. The analysis of the presented series of data shows that in Poland creating and liquidating jobs is of a cyclical nature. In the case of newly created jobs, their number was the highest in the second quarters and usually the lowest in the fourth quarters. The increasing trend in the number of newly created jobs has continued since 2012 – the largest increase was recorded in 2019.

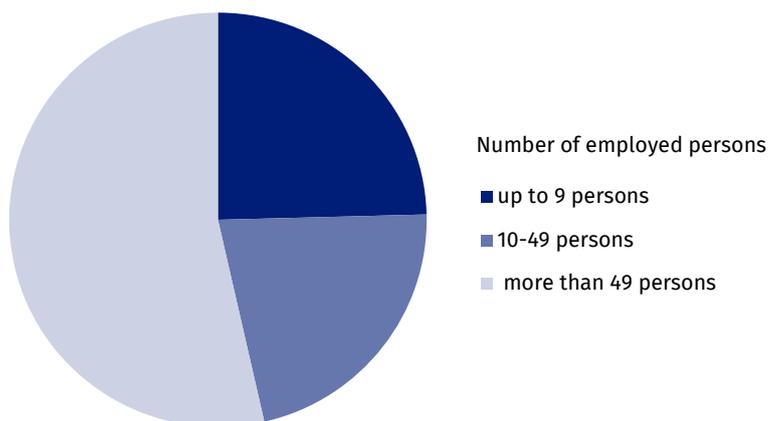
After a significant decrease in the number of newly created jobs in the first and second quarters of 2020 compared to the corresponding periods of 2019, which definitely must have been caused by the influence of the COVID-19 epidemic, in the third quarter the downward trends were halted and the increase in the number of newly created jobs was recorded.

In the last nine years, the number of newly created jobs was usually greater than the number of liquidated jobs. The reverse situation was only in the fourth quarter of 2012 and in the second quarter of 2020. In the third quarter of 2020, there was a further decline in the number of liquidated jobs initiated in the first quarter of 2020, but at the same time the number of newly created jobs increased. As a consequence, the number of newly created jobs was twice as large as the number of liquidated jobs.

Job vacancies

In the third quarter of 2020, only 29.4 thousand units, i.e. 4.7% of their total number, had job vacancies. The vast majority of them, 82.7%, belonged to the private sector. Almost half of the units with vacancies (48.3%) belonged to the group of the smallest units – with up to 9 employed persons.

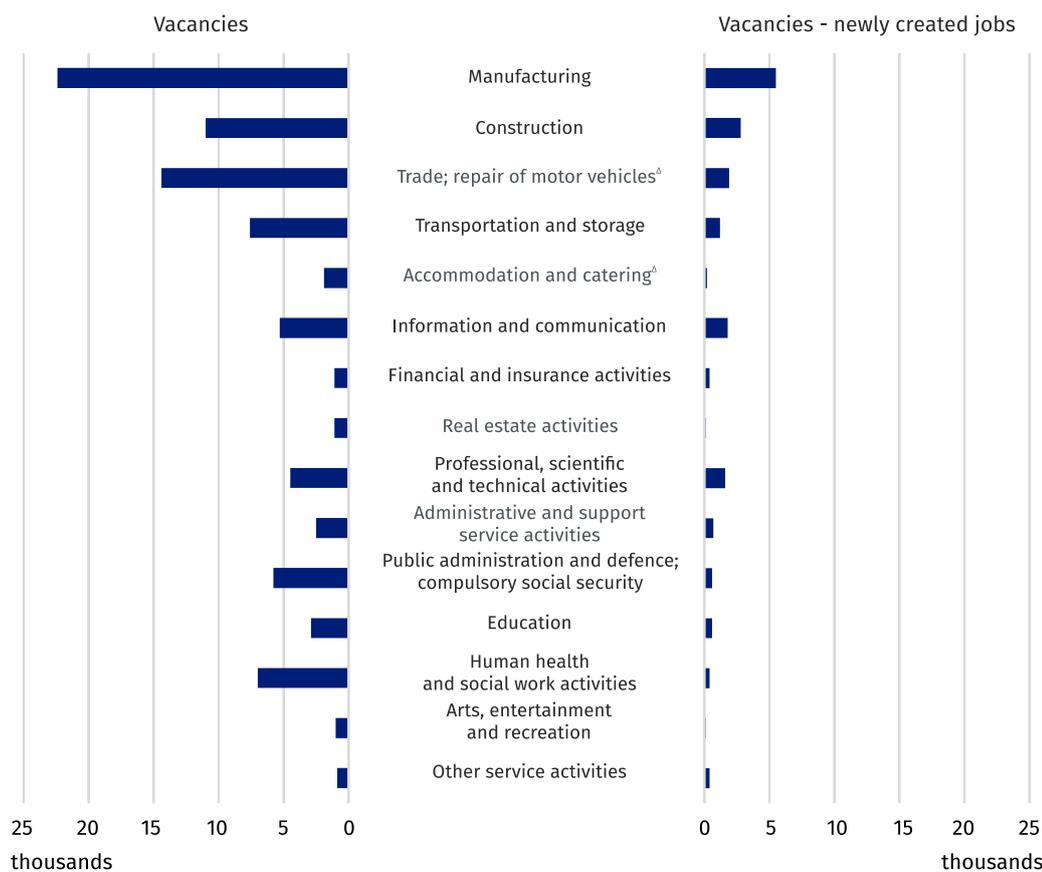
Chart 2. The structure of job vacancies in Poland by size of units as at the end of the third quarter of 2020



Job vacancies as at the end of the third quarter of 2020 were concentrated mainly in the private sector (79.6%). Most of them were reported in units with the number of employed persons larger than 49 (53.6%)

At the end of the third quarter of 2020, national economy entities had a total of 91.1 thousand job vacancies. The majority of them, i.e. 72.5 thousand were in private sector units. Over half of them were offered in units with more than 49 employed persons. In units of this size there were 48.8 thousand job vacancies.

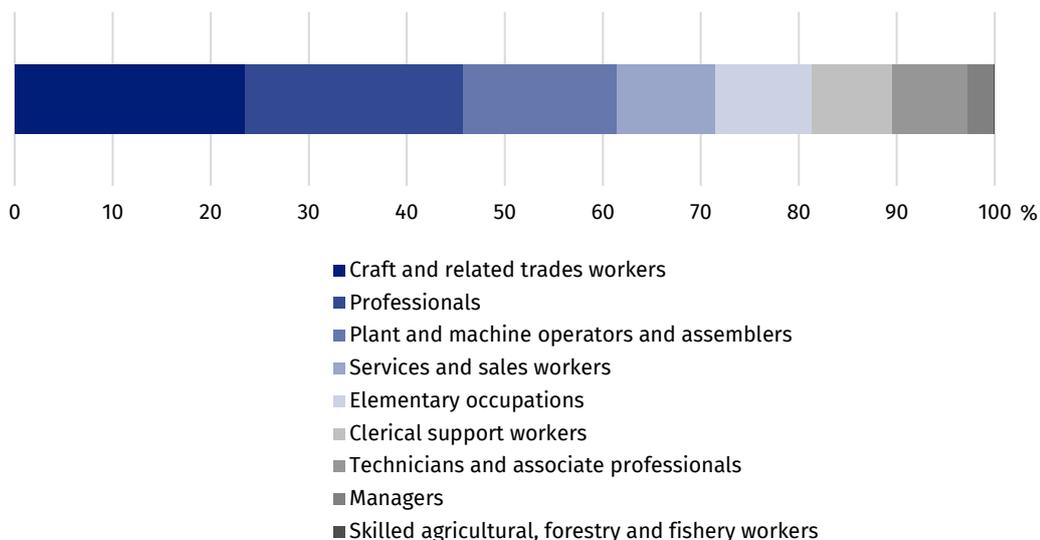
Chart 3. Vacancies and vacancies – newly created jobs in Poland by selected PKD (NACE) sections as at the end of the third quarter of 2020



As in the previous quarters, most job vacancies were in units conducting activities in the field of manufacturing (24.6%)

In the third quarter of 2020, most job vacancies – 22.4 thousand – were in units conducting activities in the field of manufacturing. They accounted for nearly a quarter of all job vacancies (24.6%). Over 10 thousand job vacancies were also offered in sections: trade; repair of motor vehicles^Δ(15.8%) and construction (12.1%).

Chart 4. The structure of job vacancies in Poland by major occupational group as at the end of the third quarter of 2020



As in the previous quarter, units that had job vacancies were most often looking for craft and related trades workers and professionals. For each of these occupational groups, over 20 thousand job vacancies were offered.

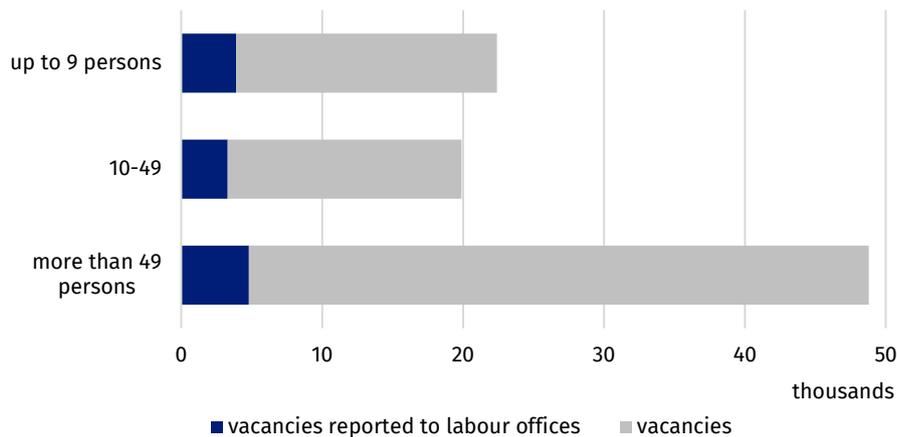
Chart 5. Vacancies and vacancies – newly created jobs in Poland by occupation as at the end of the third quarter of 2020



In the third quarter of 2020, unfilled jobs were offered primarily to craft and related trades workers (23.5%)

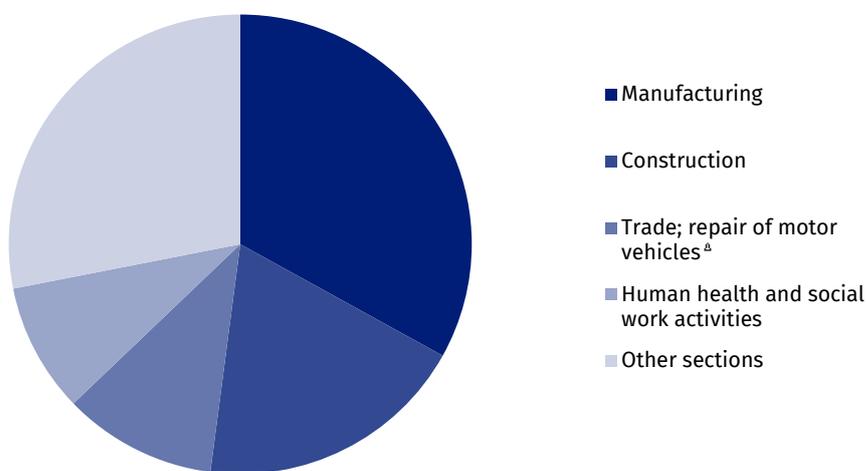
Almost half of the newly created jobs in the third quarter of 2020 were also dedicated to the indicated occupational groups. The structure of newly created jobs by occupational group in the third quarter was similar to the structure of job vacancies.

Chart 6. Vacancies (including those reported to labour offices) by size of units as at the end of the third quarter of 2020



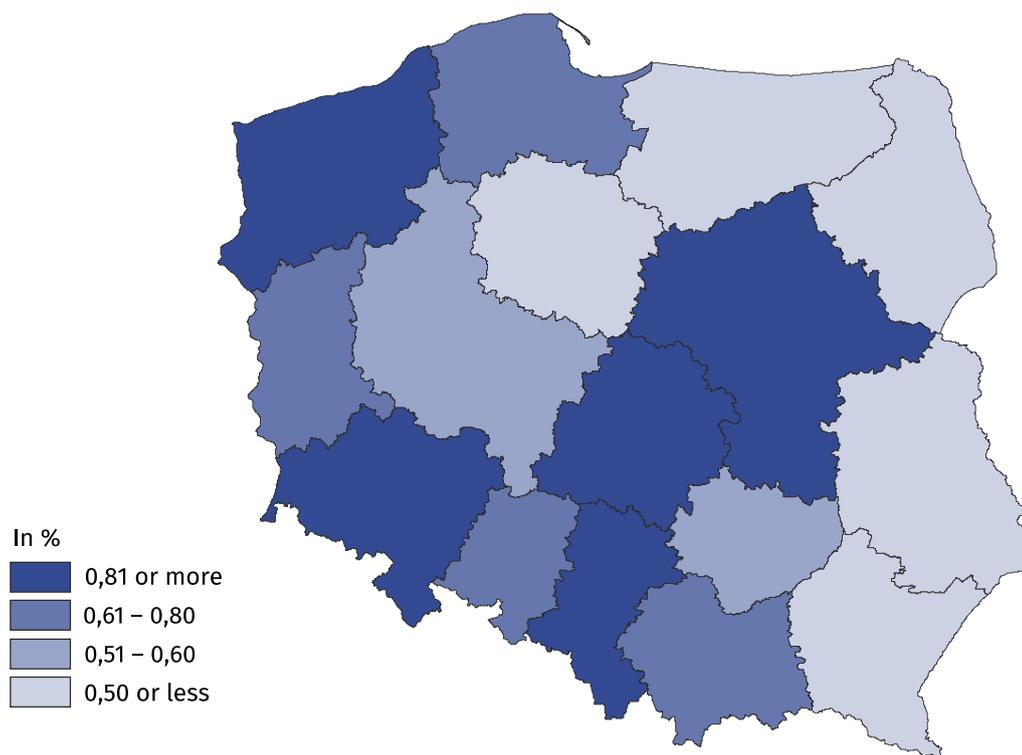
At the end of the third quarter of 2020, out of the total number of 91.1 thousand job vacancies 12.1 thousand (13.3%) were reported to labour offices by employers. Private sector units constituted a significant part of the units which reported vacancies to labour offices – 79.3%. Despite the differentiation of the occurrence of job vacancies by size of units, the number of vacancies reported to labour offices was similar. It ranged from 3.3 thousand vacancies in units with 10–49 employed persons up to 4.8 thousand in units with more than 49 employed persons.

Chart 7. The structure of vacancies reported to labour offices by PKD (NACE) section as at the end of the third quarter of 2020



Most vacancies were reported to labour offices by units conducting activities in the field of manufacturing – 4.0 thousand. They accounted for a third of all vacancies reported to labour offices. Almost half as many vacancies were reported to labour offices in the construction section. Employers most often looked through labour offices for craft and related trades workers – 4.5 thousand (37.2%). The occupations sought by labour offices also included those from the group of plant and machine operators and assemblers – 2.0 thousand (16.5%) and professionals – 1.7 thousand (14.0%).

Map 1. Job vacancy rate by voivodship as at the end of the third quarter of 2020



The job vacancy rate – the proportion of total posts that are vacant, expressed as a percentage of the sum of the number of occupied posts and the number of job vacancies

The job vacancy rate in Poland in the third quarter of 2020 amounted to 0.72%. The lowest job vacancy rate was recorded in the Kujawsko-Pomorskie Voivodship – 0.41%, and the highest in the Zachodniopomorskie Voivodship – 1.05%.

Charter 8. Job vacancy rate in Poland by quarter

As at the end of the quarter



The job vacancy rate showed an upward trend from 2012 until 2018. Later on, its values started to decrease. A fairly sharp decrease took place between the fourth quarter of 2019 and the first quarter of 2020. In the following quarters, slight increases in its value were recorded.

Newly created jobs

In the third quarter of 2020, 126.4 thousand new jobs were created in Poland, i.e. 44.5 thousand (54.3%) more compared to the second quarter of 2020. The largest number of new jobs were created in the group of units with up to 9 employed persons – 47.3 thousand (37.4%)

In the third quarter of 2020, the majority of new jobs were created in the private sector (88.3%)

and in the population of units with 10 to 49 employed persons – 46.0 thousand (36.4%). Slightly fewer jobs were created in units with more than 49 employed persons – 33.1 thousand (26.2%).

New jobs were generated mainly in units conducting activities in the field of manufacturing – 25.1 thousand (19.9%) trade; repair of motor vehicles^Δ – 24.1 thousand (19.1%) and education – 13.6 thousand (10.8%). The fewest new jobs were created in units conducting activities in the electricity, gas, steam and air conditioning supply section as well as the mining and quarrying sections – 0.2 thousand (0.2%) each. A small number of newly created jobs were also recorded in sections: water supply; sewerage, waste management and remediation activities – 0.8 thousand (0.6%) and real estate activities – 1.1 thousand (0.9%).

At the end of the third quarter of 2020, there were 18.3 thousand (14.5%) unfilled newly created jobs, mainly in the private sector – 16.7 thousand (91.3%). As regards the size of units, the largest number of vacant newly created jobs – 8.4 thousand (45.9%) were in units with more than 49 employed persons. Each of the remaining size groups of units accounted for approximately 30% of vacant newly created jobs.

As compared to the previous quarter, the number of vacant newly created jobs increased by 1.3 thousand (7.6%), and in comparison to the third quarter of 2019 it decreased by 14.6 thousand (44.4%).

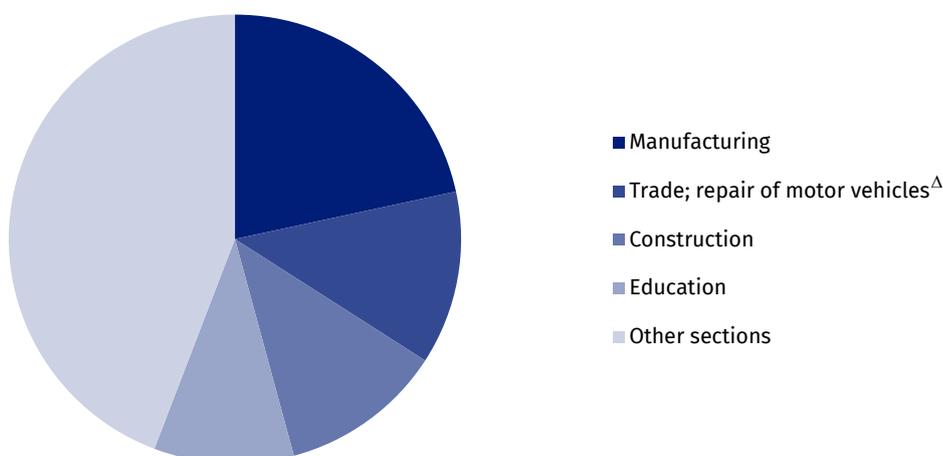
Unfilled newly created jobs were mainly in units running activities in the field of manufacturing – 5.5 thousand (30.1%). A fairly large number of unfilled newly created jobs were also in construction – 2.8 thousand vacancies (15.3%) and trade; repair of motor vehicles^Δ – 1.9 thousand (10.4%). These jobs were intended mainly for craft and related trades workers – 5.1 thousand (27.9%) and professionals – 4.8 thousand (26.2%), as well as plant and machine operators and assemblers – 2.7 thousand (14.8%).

Liquidated jobs

In the third quarter of 2020, 62.4 thousand jobs were liquidated in Poland, i.e. 31.2 thousand (33.3%) fewer than in the second quarter of 2020 and 19.7 thousand (24.0%) fewer than in the corresponding period of 2019. The number of liquidated jobs broken down by the size of a unit, expressed by the number of employed persons, in the third quarter of 2020 was at similar levels in units with up to 9 employed persons – 20.5 thousand (32.9%) and in units with more than 49 employed persons – 19.4 thousand (31.1%). Slightly more jobs were liquidated in units with 10 to 49 employed persons – 22.4 thousand (35.9%).

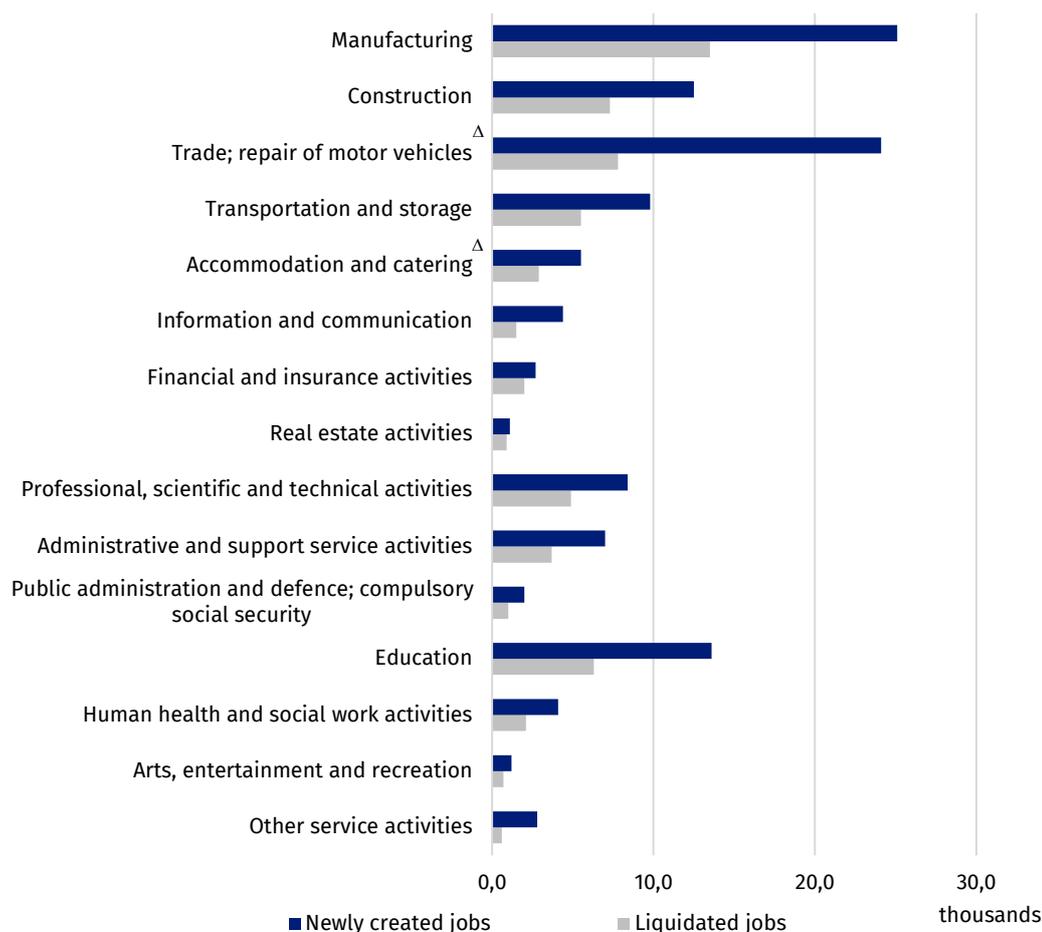
In the third quarter of 2020, jobs were liquidated mainly in the private sector (86.7%)

Chart 9. The structure of liquidated jobs in Poland by PKD (NACE) section in the third quarter of 2020



In the third quarter of 2020, jobs were liquidated most often in units conducting activities in the field of manufacturing (21.6%)

Chart 10. Newly created and liquidated jobs in Poland by selected PKD (NACE) sections in the third quarter of 2020



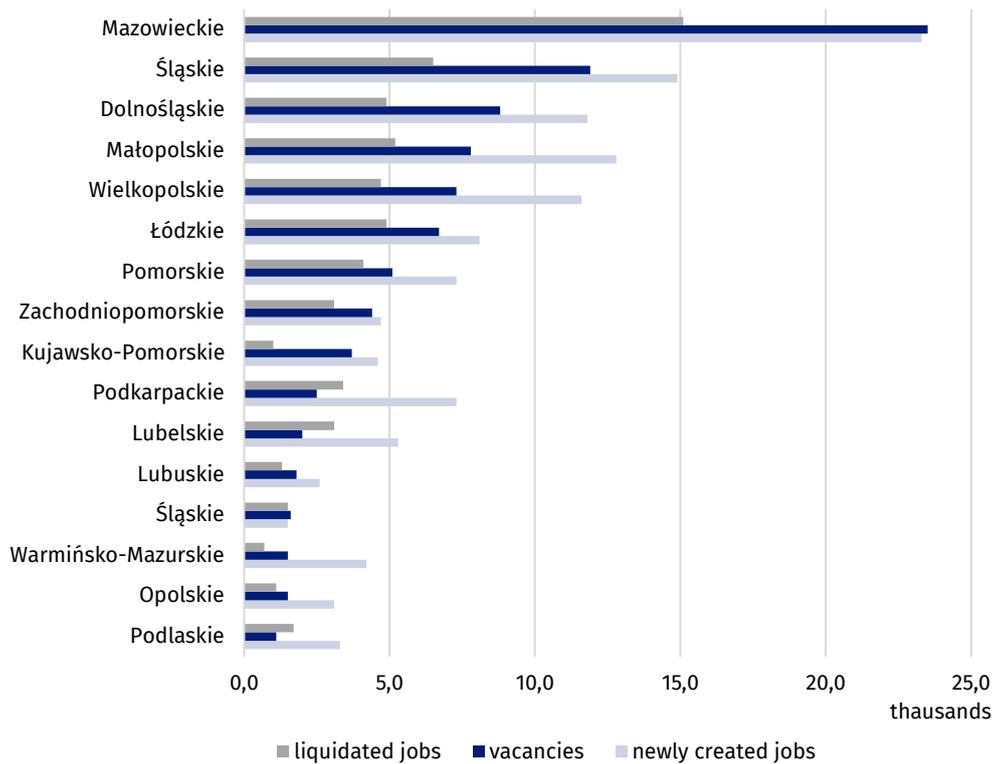
Jobs were liquidated mainly in units conducting activities in the field of manufacturing – 13.5 thousand (21.6%). Over 7 thousand jobs were liquidated in both: trade; repair of motor vehicles^Δ (12.5%) and construction (11.7%). The fewest jobs were liquidated in units conducting activities in the field of mining and quarrying – 0.1 thousand (0.2%), electricity, gas, steam and air conditioning supply – 0.2 thousand (0.3%) and water supply; sewerage, waste management and remediation activities – 0.4 thousand (0.6%).

Spatial distribution of the demand for labour

The spatial distribution of liquidated, vacant and newly created jobs in the third quarter of 2020 was closely related to the spatial distribution of filled jobs. The Mazowieckie Voivodship dominated in the country, accounting for around a quarter of the total number of filled jobs. In the third quarter of 2020, this voivodship had also similar shares in the numbers of vacancies and liquidated jobs. Every fifth new job was generated in the Mazowieckie Voivodship.

In the third quarter of 2020, jobs were liquidated mainly in the private sector (86.7%)

Chart 11. Job vacancies by voivodship as at the end of the third quarter of 2020



Quite large markets in terms of the numbers of liquidated, vacant and newly created jobs were also the Śląskie, Dolnośląskie and Małopolskie voivodships. In total, about 50% of liquidated, vacant and newly created jobs in the country were concentrated in the said four voivodships.

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/data/classifications>

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Prepared by:

The Statistical Office in Bydgoszcz
Director Wiesława Gierańczyk, Ph.D.
Office: tel. (+48 52) 366 93 90

Issued by:

**The Spokesperson for the President
of Statistics Poland**
Karolina Banaszek
Mobile: (+48) 695 255 011

Press Office

Office: tel. (+48 22) 608 34 91, 608 38 04

e-mail: obslugaprasowa@stat.gov.pl



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Data available in databases

[Knowledge databases – Labour Market](#)

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Terms used in official statistics

[Demand for labour](#)

[Vacancies](#)

[Newly created jobs](#)