

The demand for labour in the fourth quarter of 2020

10.03.2021


7.4%

decrease in the number of job vacancies compared to the third quarter of 2020

At the end of the fourth quarter of 2020, the number of job vacancies in Poland, in the entities of the national economy (parental units or their local units) employing at least 1 person, was 84.4 thousand and was 6.7 thousand or 7.4% lower than at the end of the third quarter of 2020. As compared to the end of the fourth quarter of 2019, the number of vacancies was lower by 41.0 thousand i.e. 32.7%. At the end of the fourth quarter of 2020, there were 17.5 thousand unoccupied newly created jobs.

In the fourth quarter of 2020, there were 20.0% fewer new jobs than in the corresponding period of the previous year. 13.6% fewer jobs were liquidated than in the previous quarter and 12.1% fewer than in the fourth quarter of 2019.

The Survey on the demand for labour is conducted using a representative method on a quarterly basis, on the Z-05 reporting form. It covers reporting units employing at least one person. The results of the survey are generalised to the general population of national economy entities employing at least one person. In the fourth quarter of 2020, most of them, i.e. 90.8%, were private sector units. In terms of size, expressed by the number of employed persons, the majority were units with up to 9 employed persons – they accounted for 64.4% of all units.

In 2020, the labour market was affected not only by the country's economic situation, but also by the COVID-19 pandemic that started in March. The basic results of the survey for the fourth quarter of 2020 indicate that the situation on the labour market has deteriorated with the escalation of the pandemic. Compared to the third quarter of 2020 and the corresponding period of 2019, the number of jobs offered and newly created have significantly decreased.

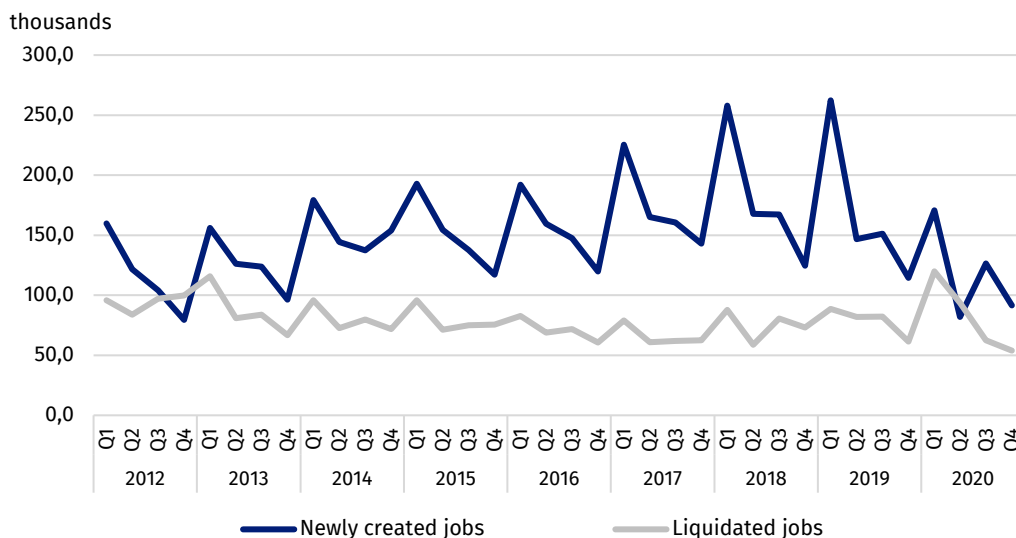
In the fourth quarter of 2020, fewer new jobs were created and fewer jobs were liquidated than a year ago

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

| JOBS | 2019 | | 2020 | |
|---|-----------|-----------|-----------|-----------|
| | Quarter 4 | Quarter 3 | Quarter 3 | Quarter 4 |
| As at the end of the quarter (in thousands) | | | | |
| Vacancies | 125.4 | 91.1 | 91.1 | 84.4 |
| Vacancies – newly created jobs | 28.4 | 18.3 | 18.3 | 17.5 |
| During the quarter (in thousands) | | | | |
| Newly created | 114.4 | 126.4 | 126.4 | 91.5 |
| Liquidated | 61.3 | 62.4 | 62.4 | 53.9 |

Chart 1. Newly created and liquidated jobs in Poland by quarter

As at the end of the quarter



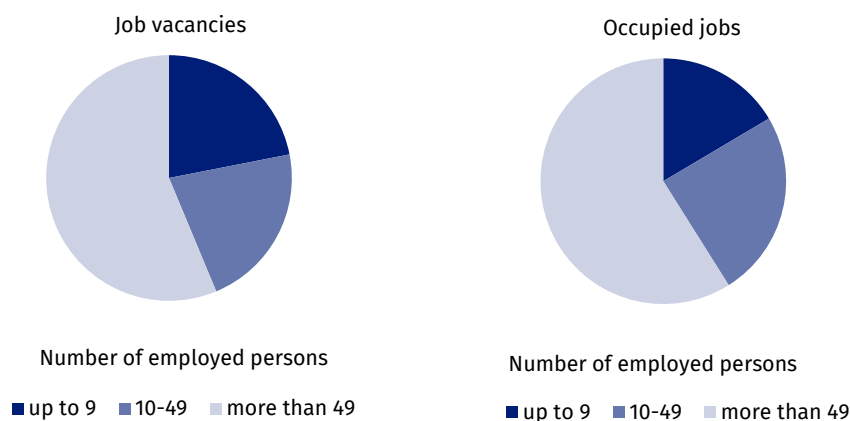
In Poland, the creation and liquidation of jobs are characterised by cyclical intensity. In the case of newly created jobs, their number was the highest in the first quarters, and the lowest – usually in the fourth quarters. The upward trend in the number of newly created jobs in the first quarters has continued since 2012. The largest increase was recorded in 2019. In all quarters of 2020, a decrease in the number of newly created jobs was observed compared to the corresponding period of 2019 (which certainly was caused by the impact of the COVID-19 pandemic).

In the last nine years, the number of newly created jobs was usually greater than the number of liquidated jobs. In the first quarter of 2020, a decrease in the number of liquidated jobs began and this tendency continued until the end of the fourth quarter of 2020.

Job vacancies

In the fourth quarter of 2020, only 26.4 thousand units, i.e. 4.2% of their total number, had job vacancies. The vast majority of them, 82.2%, belonged to the private sector. Almost half of the units with vacancies (47.3%) belonged to the group of the smallest units – with up to 9 employed persons.

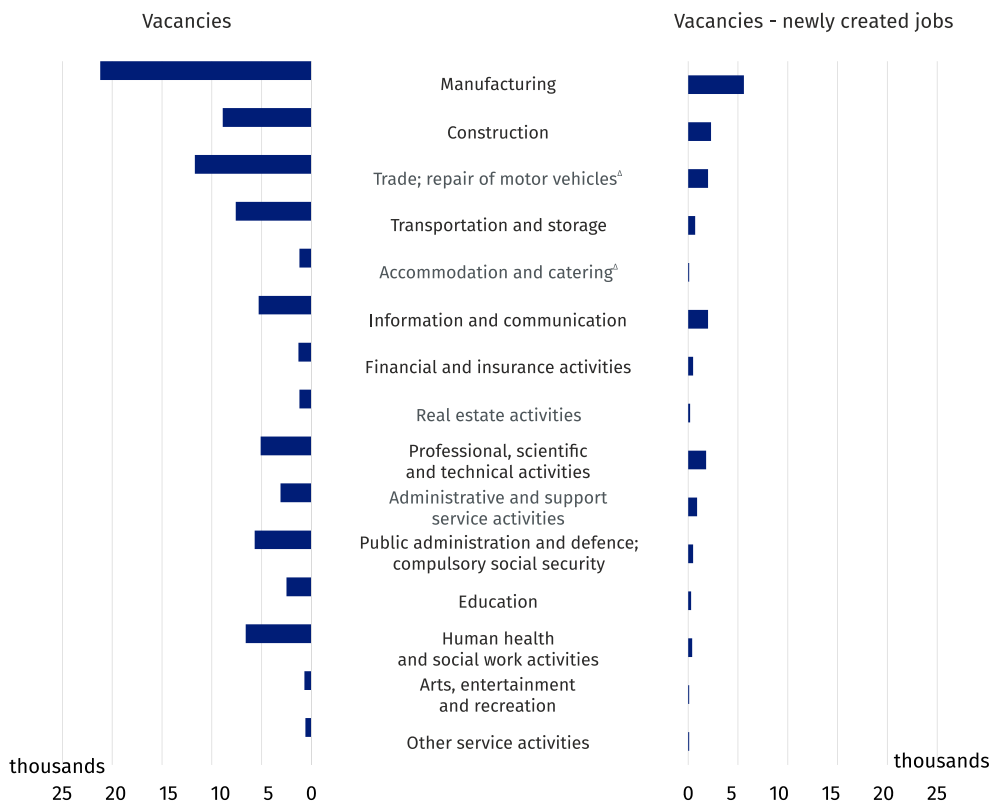
Chart 2. The structure of job vacancies and occupied jobs in Poland by size of units as at the end of the fourth quarter of 2020



At the end of the fourth quarter of 2020, job vacancies were concentrated mainly in the private sector (79.3%). Most of them were reported by units with the number of employed persons larger than 49 (56.3%)

At the end of the fourth quarter of 2020, economic entities had a total of 84.4 thousand job vacancies. The majority of them, i.e. 66.9 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 47.5 thousand job vacancies.

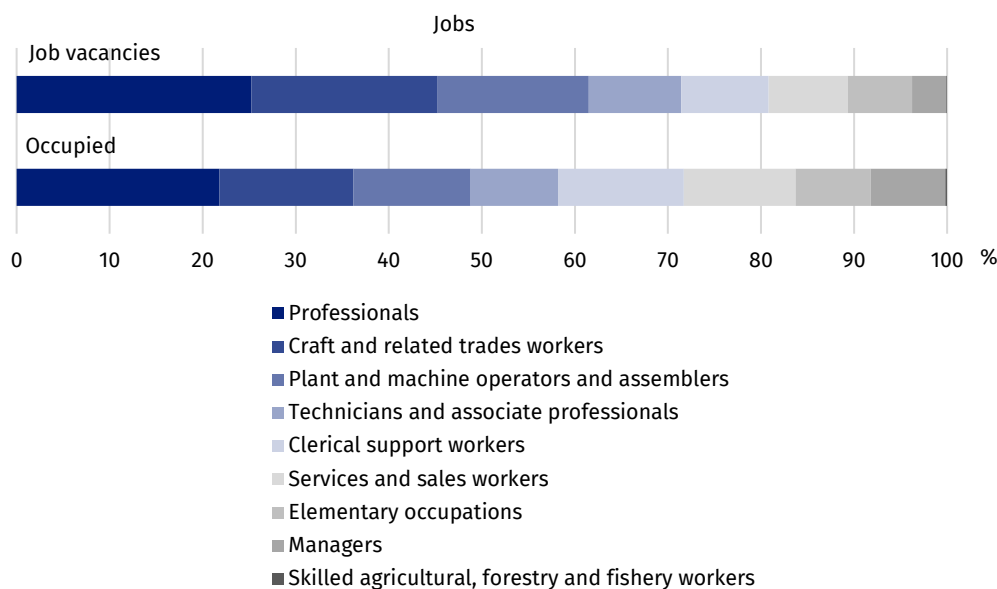
Chart 3. Vacancies and vacancies – newly created jobs in Poland by selected PKD (NACE) sections as at the end of the fourth quarter of 2020



As in the previous quarters, most job vacancies were in units conducting activities in the field of manufacturing (25.1%)

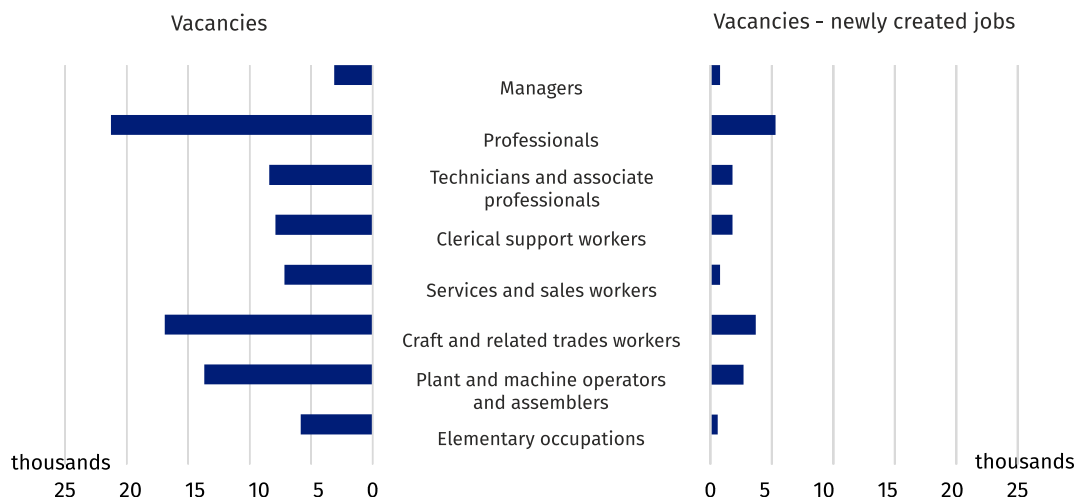
In the fourth quarter of 2020, most job vacancies – 21.2 thousand – were in units conducting activities in the field of manufacturing. They accounted for a quarter of all job vacancies (25.1%). Over 10 thousand job vacancies were also offered in the trade; repair of motor vehicles^Δ section(13.9%).

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



Units with vacancies most often were looking for professionals, for whom 21.3 thousand jobs were intended in the fourth quarter of 2020. Moreover, numerous job offers were intended for craft and related trades workers as well as plant and machine operators and assemblers. For each of these occupational groups, over 10 thousand job vacancies were offered.

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



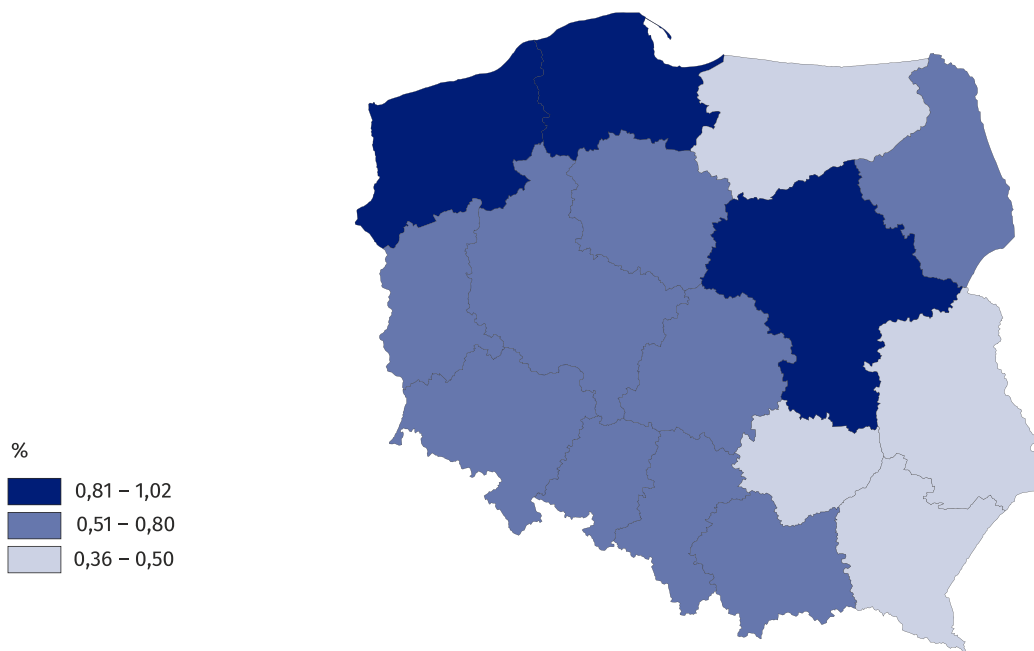
In the fourth quarter of 2020, unfilled jobs were offered primarily to professionals (25.2%)

Almost half of vacant newly created jobs in the fourth quarter of 2020 were also intended for the indicated occupational groups.

At the end of the fourth quarter of 2020, out of the total number of 84.4 thousand job vacancies around 12% were reported to labour offices by employers. Private sector units constituted a significant part of the units which reported vacancies to labour offices – 78.4%. The number of vacancies reported to labour offices broken down by size of units was similar. It ranged from 2.7 thousand vacancies in units with 10–49 employed persons up to 4.5 thousand in units with more than 49 employed persons.

Most vacancies were reported to labour offices by units conducting activities in the field of manufacturing – 3.0 thousand. They accounted for a third of all vacancies reported to labour offices. Slightly fewer - 2.0 thousand vacancies were reported to labour offices from the construction section. Employers most often looked through labour offices for craft and related trades workers - 2.8 thousand (27.5%). The occupations sought by labour offices also included those from the group of plant and machine operators and assemblers - 2.0 thousand (19.6%) and professionals - 1.7 thousand (16.7%).

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

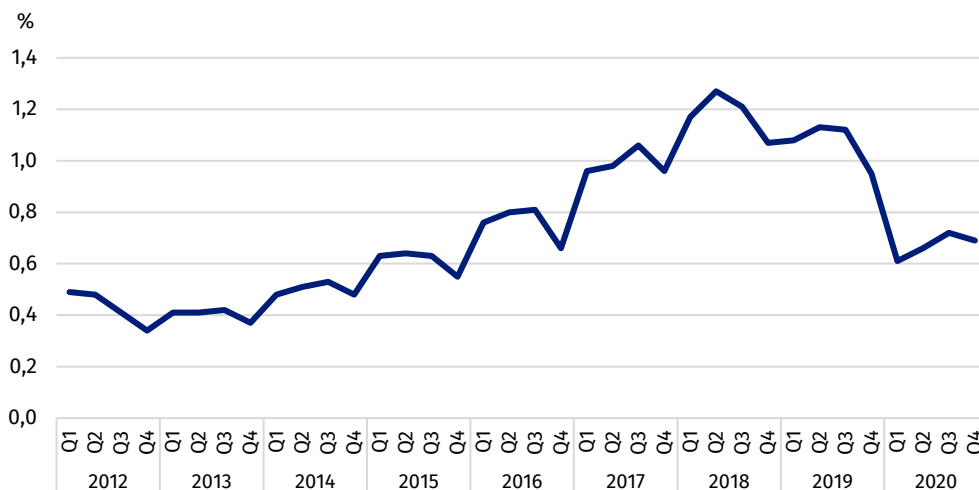


The job vacancy rate – the proportion of total posts that are vacant, expressed as a percentage of the sum of the number of occupied posts and the number of job vacancies

The job vacancy rate in Poland in the fourth quarter of 2020 amounted to 0.69%. The lowest job vacancy rate was recorded in the Lubelskie Voivodship – 0.36%, and the highest in the Zachodniopomorskie Voivodship – 1.02%.

Chart 6. Job vacancy rate in Poland by quarter

As at the end of the quarter



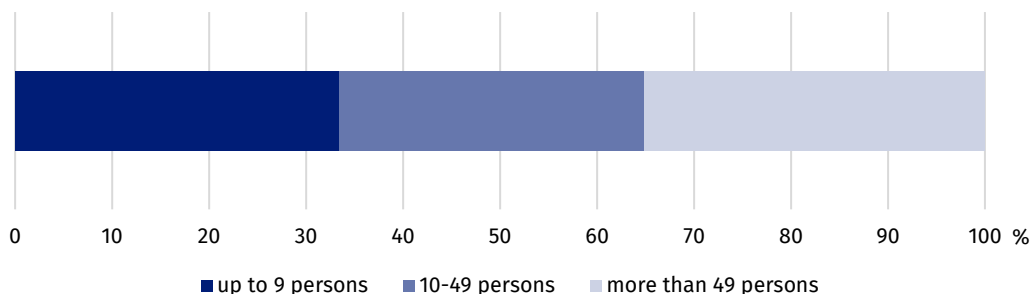
From 2012, the job vacancy rate showed an upward trend and reached the highest value in the second quarter of 2018 (1.27%). It remained above one percent until the fourth quarter of 2019. In 2020, its values were much lower, oscillating around 0.6% - 0.7%.

Newly created jobs

In the fourth quarter of 2020, 91.5 thousand new jobs were created in Poland, i.e. 27,6% fewer than in the third quarter of 2020. A similar number of new jobs - approximately 30 thousand, were created in each size group of units.

In the fourth quarter of 2020, the majority of new jobs were created in the private sector (90.5%)

Chart 7. The structure of newly created jobs in Poland by size of units in the fourth quarter of 2020



Almost 30% of new jobs were created in entities operating in the field of trade; repair of motor vehicles^A. The smallest number of new jobs was created in entities conducting activities in the scope of mining and quarrying - 0.4 thousand (0.4%). A small number of newly created jobs were also recorded in the fields of electricity, gas, steam and air conditioning supply as well as other service activities - 0.6 thousand (0.7%) each.

At the end of the fourth quarter of 2020, there were 17.5 thousand unfilled newly created jobs. They accounted for 19.1% of all newly created jobs. They occurred mainly in the private sector (92.6%). In terms of the size of the unit, the largest number, that is more than half (51.4%) of vacant newly created jobs were in units with more than 49 employed persons. Each of the remaining size groups of units accounted for around 25% of vacant newly created jobs.

As compared to the third quarter of 2020, the number of vacant newly created jobs decreased by 0.8 thousand (4.4%), and in comparison to the corresponding period of 2019 it also decreased - by 10.9 thousand (38.4%).

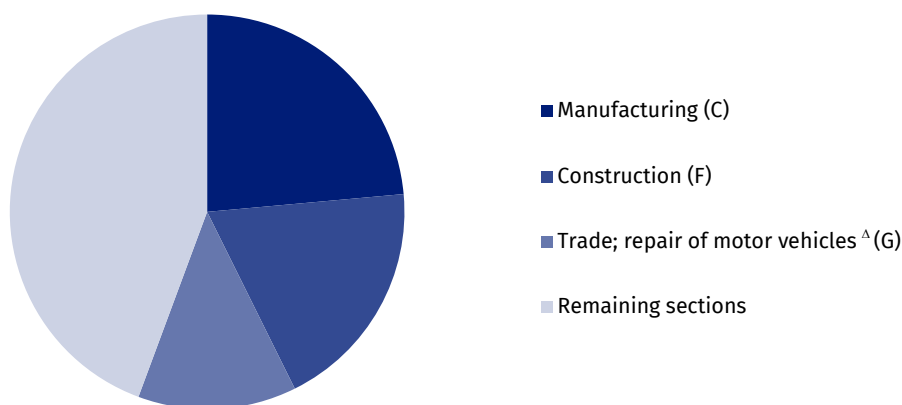
Unfilled newly created jobs, similarly to the previous quarter, were mainly in units operating in the field of manufacturing - 5.6 thousand (32.0%). A fairly large number of newly created jobs remained unfilled also in the fields of construction, trade; repair of motor vehicles^A as well as information and communication. There were around 2.0 thousand vacancies in each of these kinds of activities. The analysed category of jobs was intended mainly for professionals - 5.3 thousand (30.3%), craft and related trades workers - 3.7 thousand (21.1%) and plant and machine operators and assemblers - 2.7 thousand (15.4%).

Liquidated jobs

In the fourth quarter of 2020, 53.9 thousand jobs were liquidated in Poland, which was 8.5 thousand (13.6%) fewer than in the third quarter of 2020 and 7.4 thousand (12.1%) fewer than in the corresponding period of 2019. In the analysed quarter, almost half of jobs were lost in units with up to 9 employed persons (46.4%). 31.5% of jobs were liquidated in units with 10 to 49 employed persons, whereas 22.1% of jobs were liquidated in units with more than 49 employed persons.

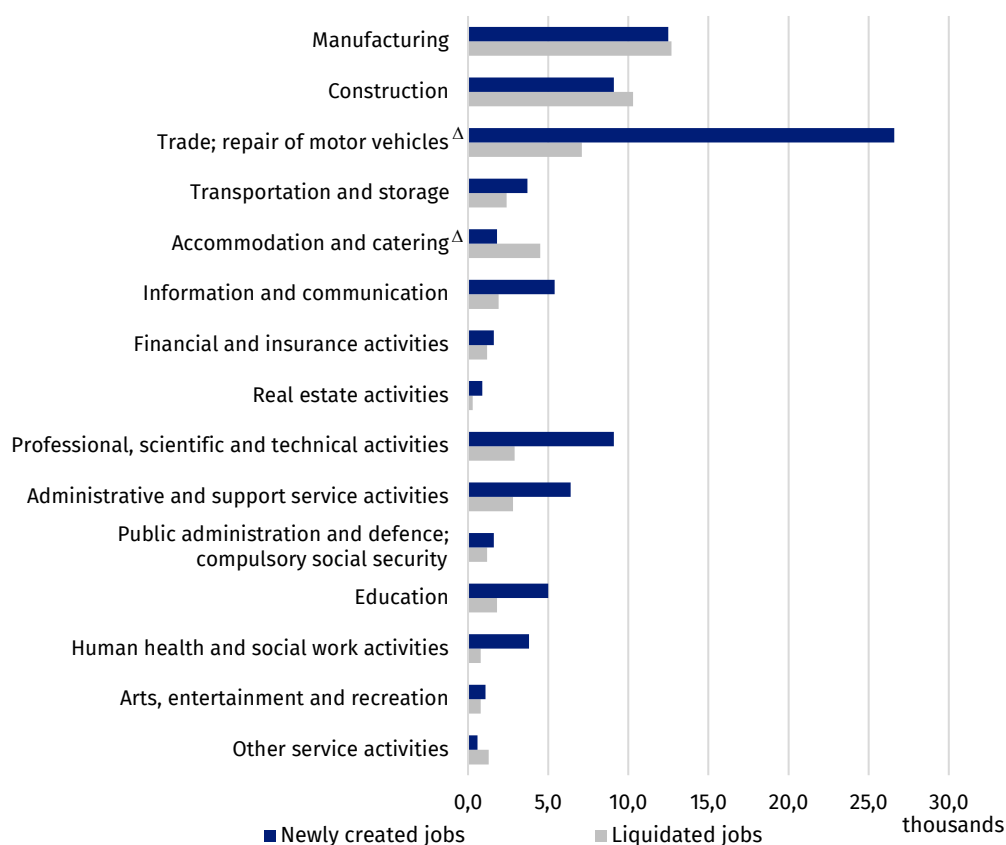
In the fourth quarter of 2020, jobs were liquidated mainly in the private sector (88.5%)

Chart 8. The structure of liquidated jobs in Poland by PKD (NACE) section in the fourth quarter of 2020



In the fourth quarter of 2020, jobs were liquidated most often in units conducting activities in the field of manufacturing (23.6%)

Chart 9. Newly created and liquidated jobs in Poland by selected PKD (NACE) sections in the fourth quarter of 2020



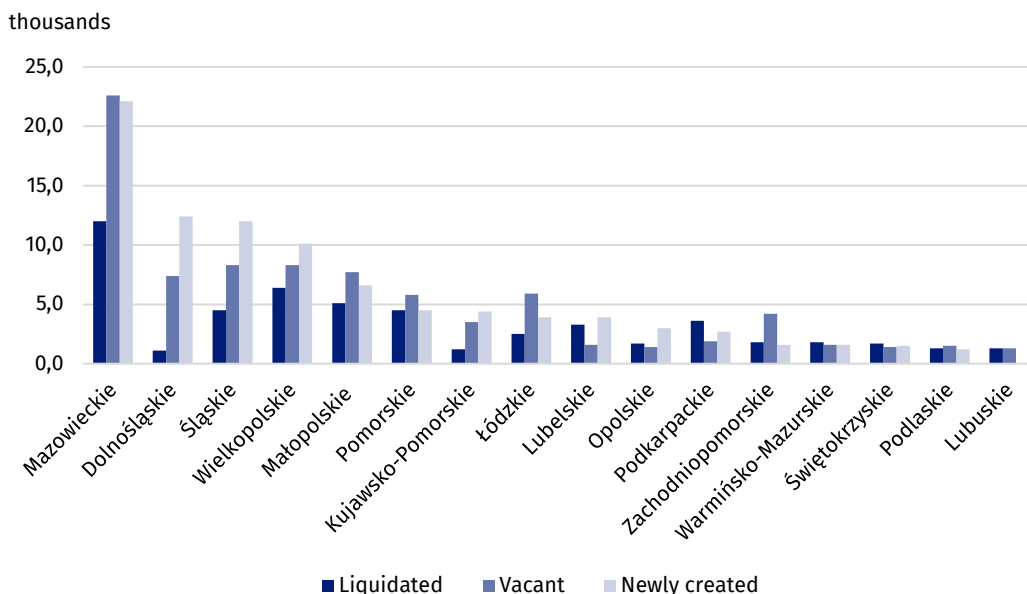
Jobs were liquidated mainly in units conducting activities in the field of manufacturing and construction – respectively 23.6% and 19.1% of the total number of liquidated jobs. The fewest jobs were liquidated in units conducting activities in the field of mining and quarrying and electricity, gas, steam and air conditioning supply – 0.2 thousand (0.4%) each as well as water supply; sewerage, waste management and remediation activities – 0.3 thousand (0.6%).

Basic data on the demand for labour by voivodship

The variation in the number of liquidated, vacant and newly created jobs in the fourth quarter of 2020 in individual voivodships was closely related to the number of occupied jobs. On a national scale, the Mazowieckie Voivodship played a dominant role in this respect, accounting for 20% of all occupied jobs. In the fourth quarter of 2020, about 1/4

of vacant and newly created jobs in the country were concentrated in this voivodship. Every fourth job liquidated in Poland was also in the Mazowieckie Voivodship.

Chart 10. Liquidated, vacant and newly created jobs by voivodship in the fourth quarter of 2020



Quite large markets in terms of the numbers of liquidated, vacant and newly created jobs were also the Dolnośląskie, Śląskie, Wielkopolskie and Małopolskie voivodships. In total, over 60% of vacant and newly created jobs in the country were concentrated in the said five voivodships. The number of liquidated jobs, apart from the Mazowieckie Voivodship, was also significant in the Wielkopolskie and Małopolskie voivodships. In total, the mentioned voivodships accounted for around 40% of jobs liquidated in the country.

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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Terms used in official statistics

[Demand for labour](#)

[Vacancies](#)

[Newly created jobs](#)