

# Persons performing work under contracts of mandate and related contracts in Poland in September 2023

15.05.2024

**2 349.8  
thousand**

the number of persons performing work under contracts of mandate and related contracts in Poland as at 30 September 2023.

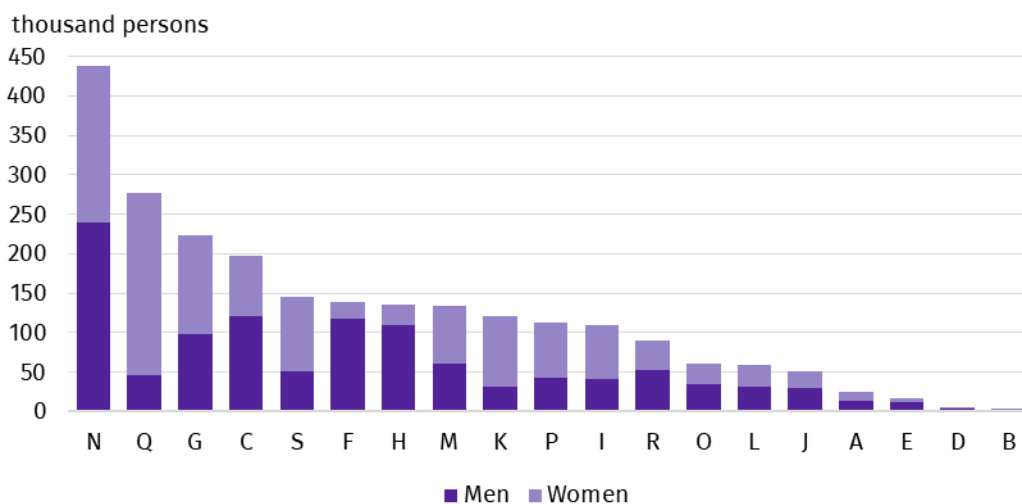
On the last day of September 2023, there were 2 349.8 thousand persons performing work under contracts of mandate and related contracts in Poland. Of these, 992.6 thousand were simultaneously performing work qualifying them as employed persons in the national economy.

The data presented in this study concern persons performing work under contracts of mandate together with contracts of a related nature, i.e. agency agreements, service contracts, activation agreements, appointment letters and contracts with members of supervisory boards. The results presented are part of experimental work aimed at determining the number of persons performing work under civil law contracts.

At the end of September 2023, there were 2 349.8 thousand persons performing work under contracts of mandate and related contracts (contractors) in Poland. The share of women, who accounted for 51.3%, was slightly higher in the analysed population. This type of contract was mainly used in the private sector, where 89.5% of all contractors were concentrated. In the public sector, women accounted for 55.9% and in the private sector for 50.7%.

9 out of 10 persons performing contracts of mandate and related contracts were related to the private sector

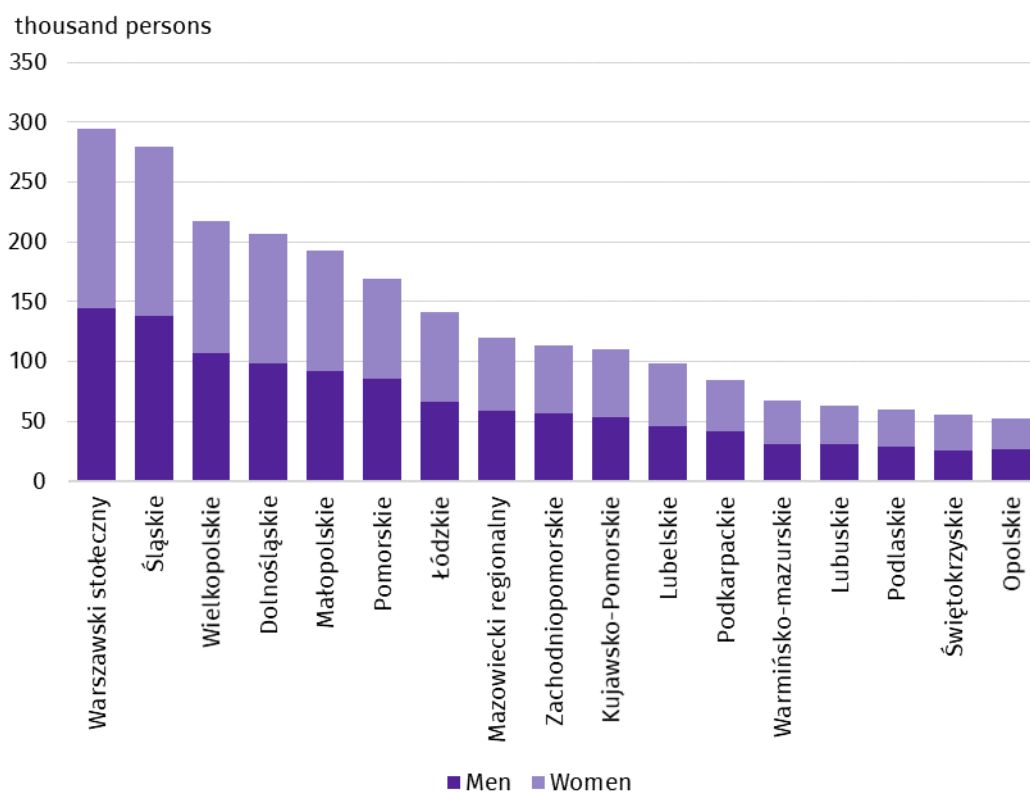
**Chart 1. Persons performing work under contracts of mandate and related contracts by PKD/NACE section and sex in 2023**  
As at 30 September



One in five persons performing contracts of mandate and related contracts was related to the section Administrative and support service activities

As at 30 September 2023, the largest number of persons working under contracts of mandate and related contracts was in the section Administrative and support service activities (18.7%), which includes, inter alia, the activities of employment agencies providing placement services. The second section in terms of the number of persons performing work on the basis of the contracts in question, Human health and social work activities, accounted for 11.8% of the total number of contractors. At the same time, it was the most feminised PKD/NACE section, in which the share of women was 83.1%. A high share of women was also noted in the section Financial and insurance activities – 74.0%. On the other hand, the highest share of men among contractors was recorded in the sections Construction and Transportation and storage (84.8% and 80.9% respectively).

**Chart 2. Persons performing work under contracts of mandate and related contracts by place of residence<sup>a</sup> and sex in 2023**  
As at 30 September



One in four contractors lived in the Warszawski stołeczny region or the Śląskie region

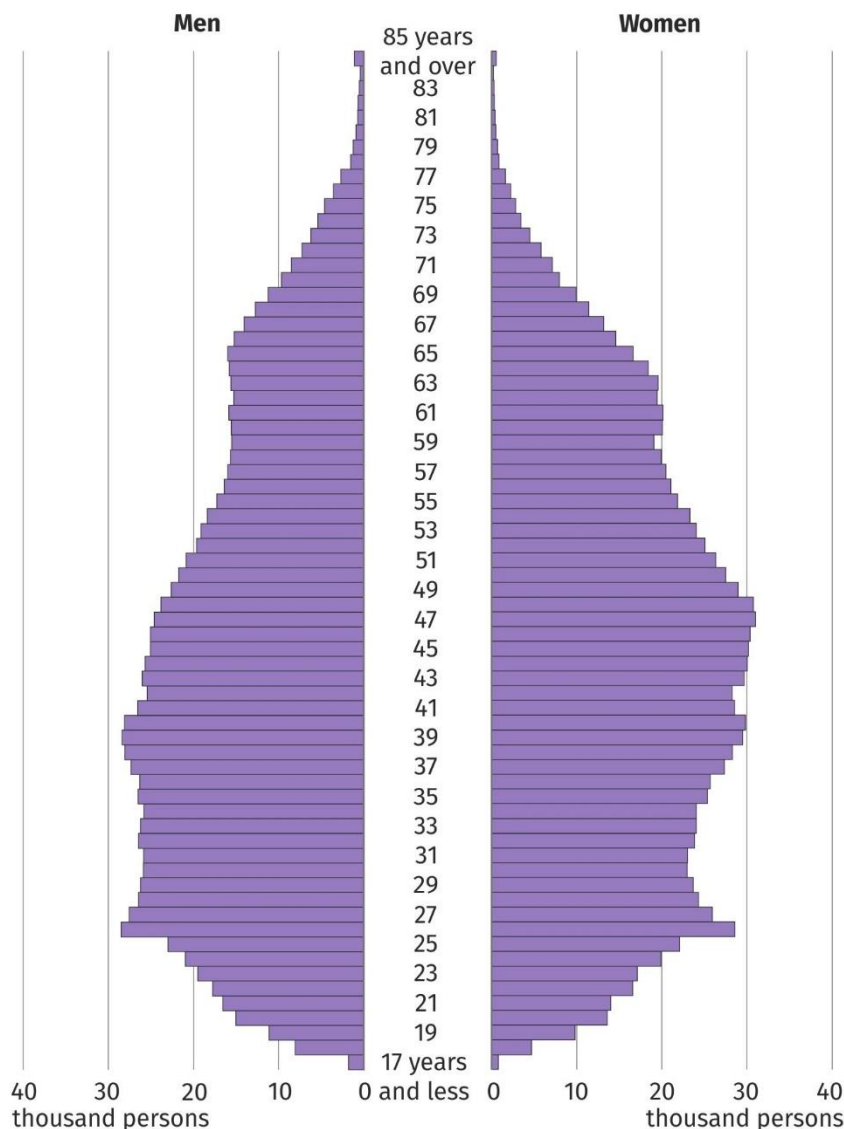
<sup>a</sup> Data by statistical region; excluding persons performing contracts of mandate and related contracts living abroad.

On the last day of September 2023, the highest number of persons performing work under contracts of mandate and related contracts lived in the Warszawski stołeczny region and the Śląskie region – 294.2 thousand and 279.8 thousand persons respectively. The regions with the lowest number of contractors were Opolskie and Świętokrzyskie, where 52.3 thousand and 55.5 thousand persons respectively lived. The share of women ranged from 49.5% in the Pomorskie region to 53.9% in the Świętokrzyskie and Warmińsko-Mazurskie regions.

There were 24.7 thousand persons living abroad among the contractors, and women accounted for 37.8% of this group.

**Chart 3. Persons performing work under contracts of mandate and related contracts by age and sex in 2023**

As at 30 September



Women outnumbered men among contractors aged 38 to 65 years

According to the provisions of the Polish Civil Code<sup>1</sup>, in Poland, contracts of mandate and related contracts can be concluded by persons aged 13 or over. At the end of September 2023, the median age of contractors was 43 years, and it was two years higher for women than for men. Among contractors between the ages of 38 and 65, there were more women than men performing contracts of mandate and related contracts, while generally there was a male predominance in the other single-year cohorts.

In labour market statistics, persons performing contracts of mandate and related contracts are not counted as employed persons in the national economy. However, from the population of contractors it is possible to distinguish a set of persons who simultaneously performed work meeting the criteria for employed persons in the national economy. On the last day of September 2023, there were 992.6 thousand such contractors. Among them 53.5% were women.

<sup>1</sup> Act of 23 April 1964, Civil Code (Journal of Laws of 2023, item 1610, as amended).

## Methodological notes

The source of the presented data is administrative registers. The population under study includes persons performing work under contracts of mandate, together with contracts of a related nature to which the provisions of the Civil Code apply and which involve the obligation to be covered by social and/or health insurance at the Social Insurance Institution (ZUS), i.e. agency agreements, service contracts, activation agreements, appointment letters and contracts with members of supervisory boards. However, it does not include those working under contracts to perform a specified task or those performing harvest assistance contracts (farmer's helpers). It also does not include those persons performing work under contracts of mandate and related contracts who have concluded such a contract with their own employer or with another entity but on behalf of their own employer, or who are secondary school pupils or students under the age of 26.

In this news release abbreviated names of NACE, Rev. 2 sections were used. Abbreviations are marked with a 'Δ' symbol. Full names are listed below.

The data presented refer to the predominant kind of activity. The data for the section Other service activities (S) also include those employed in the sections Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use (T) and Activities of extraterritorial organisations and bodies (U).

PKD/NACE section symbols:

- A – Agriculture, forestry and fishing;
- B – Mining and quarrying;
- C – Manufacturing;
- D – Electricity, gas, steam and air conditioning supply;
- E – Water supply; sewerage, waste management and remediation activities;
- F – Construction;
- G – Wholesale and retail trade; repair of motor vehicles and motorcycles;
- H – Transportation and storage;
- I – Accommodation and food service activities;
- J – Information and communication;
- K – Financial and insurance activities;
- L – Real estate activities;
- M – Professional, scientific and technical activities;
- N – Administrative and support service activities;
- O – Public administration and defence; compulsory social security;
- P – Education;
- Q – Human health and social work activities;
- R – Arts, entertainment and recreation;
- S – Other service activities;
- T – Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use;
- U – Activities of extraterritorial organisations and bodies.

In the case of quoting Statistics Poland data, please provide information: 'Source of data: Statistics Poland', and in the case of publishing calculations made on data published by Statistics Poland, please provide information: 'Own elaboration based on Statistics Poland data.'

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#### **Related information**

[Methodological report Employment in the national economy](#)

[Methodological report Employment in the national economy according to administrative data sources](#)

[Employed persons in the national economy in Poland in September 2023](#)

#### **Terms used in official statistics**

[Employment in national economy](#)