

# Labour market demand for employees by occupation in 2021

31.08.2021

## Shop sales assistant

The most in-demand occupation in 2021

**In the first quarter of 2021, in Poland, national economy entities (parent or local units) with at least 1 employee were seeking 423.9 thousand people to be employed and according to their recruitment plans for the remaining quarters of the year they were seeking another 598.7 thousand people. 118.1 thousand employee terminations were planned to be done by the end of the year.**

The Survey on the labour market demand for employees by occupation focuses on the demand side, formulated by national economy entities. In this approach, the supply is shaped by the economically active population with specific professional qualifications. The survey was conducted using the current classification of occupations and specialisations<sup>1</sup>, which is a five-level, hierarchically structured list of occupations and specialisations occurring on the labour market. The structure of the classification is based on a system of concepts, where an occupation is a set of tasks identified as a result of the social division of labour, requiring competences acquired in the course of learning or practice. A specialisation includes a part of an occupation that requires additional competences. The result of grouping particular occupations and specialisations are unit groups, which in turn form more aggregated: minor, sub-major and major groups. Groups are marked with a digital code: major groups – a 1-digit code, sub-major groups – a two-digit code, minor groups – a three-digit code, unit groups – a four-digit code, occupation or specialisation – a six-digit code.

The labour market demand for employees by occupation will be surveyed cyclically every 3 years using a representative method in units employing at least 1 person. This study presents the results of the first edition of the survey conducted in 2021.

### Sought employees

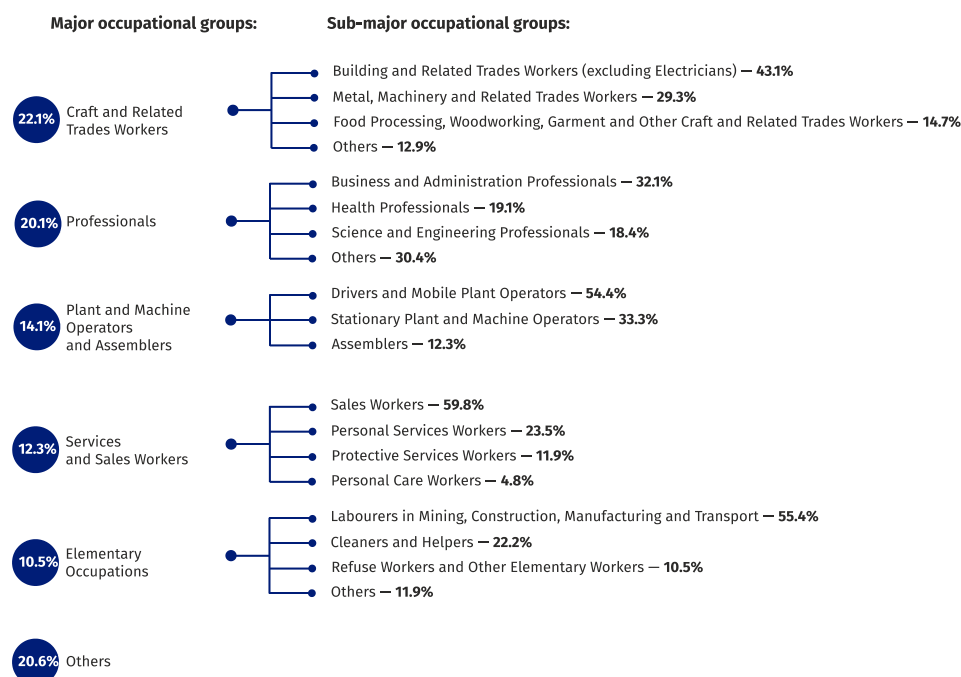
Among the surveyed units, over 20% indicated that they were seeking employees in the first quarter of 2021. In total, **423.9 thousand employees were sought** by these units. It can be noticed, that the most in-demand major occupational group were craft and related trades workers. Over 43% of job offers intended for this large occupational group were those for building and related trades workers (excluding electricians).

The next most in-demand major occupational group were professionals, including mainly business and administration professionals.

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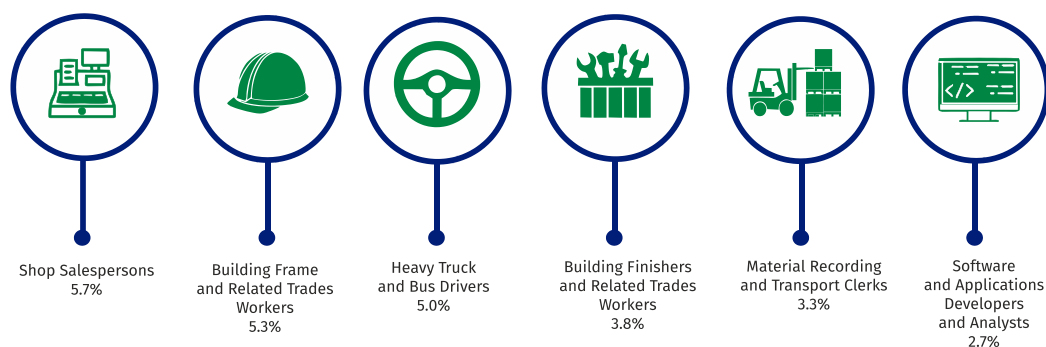
<sup>1</sup> [Classification of occupations and specialisations](#)

**Graph 1. Structure of sought employees by major and sub-major occupational groups in the first quarter of 2021**



Data at a more detailed level of the classification of occupations and specialisations, i.e. minor occupational group, show that in the first quarter of 2021 there was a high demand for shop salespersons.

**Graph 2. The most frequently sought employees by minor occupational group in the first quarter of 2021**



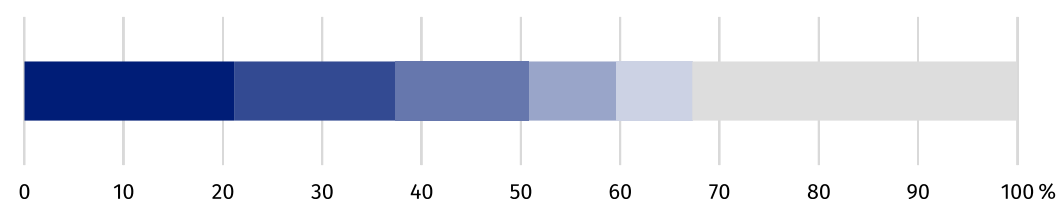
Sought workers from this occupational group accounted for nearly 6% of all sought employees. Building frame and related trades workers as well as heavy truck and bus drivers accounted for around 5% of sought employees in the analysed period. Data at the most detailed level of the classification show that in the first quarter of 2021, the greatest demand was for:

- shop sales assistants;
- stock clerks;
- tractor unit drivers;
- lorry drivers;
- building construction labourers;
- other general office clerks;
- nursing professionals.

When analysing data by kind of activity it can be noticed that in the first quarter of 2021 the highest demand for employees was among entities from the manufacturing and trade; repair of motor vehicles<sup>Δ</sup> sections. In total, the units included in these sections were looking for over 37% of all sought employees.

Reporting units are understood as national economy entities or their local units from which statistical data are collected

**Chart 1. Structure of sought employees by PKD/NACE section in the first quarter of 2021**



NACE sections:

- Manufacturing (C)
- Trade; repair of motor vehicles<sup>Δ</sup> (G)
- Construction (F)
- Administrative and support service activities (N)
- Transportation and storage (H)
- Others

Among major occupational groups, the most sought-after were craft and related trades workers (93.6 thousand) and professionals (85.0 thousands). Craft and related trades workers were mainly sought in the construction section, where employees from this large occupational group accounted for over two thirds of the 57.0 thousand employees sought in this section in the first quarter. Out of 89.6 thousand employees sought in the manufacturing section, a large proportion were also craft and related trades workers – around 40%. In turn, professionals were sought mainly in the sections: human health and social work activities (15.2 thousand), information and communication (13.8 thousand) and professional, scientific and technical activities (12.4 thousand). In each of these sections, the share of professionals among sought employees was even as high as three quarters. Professionals accounted for over half of sought employees also in the sections: education; professional, scientific and technical activities and financial and insurance activities.

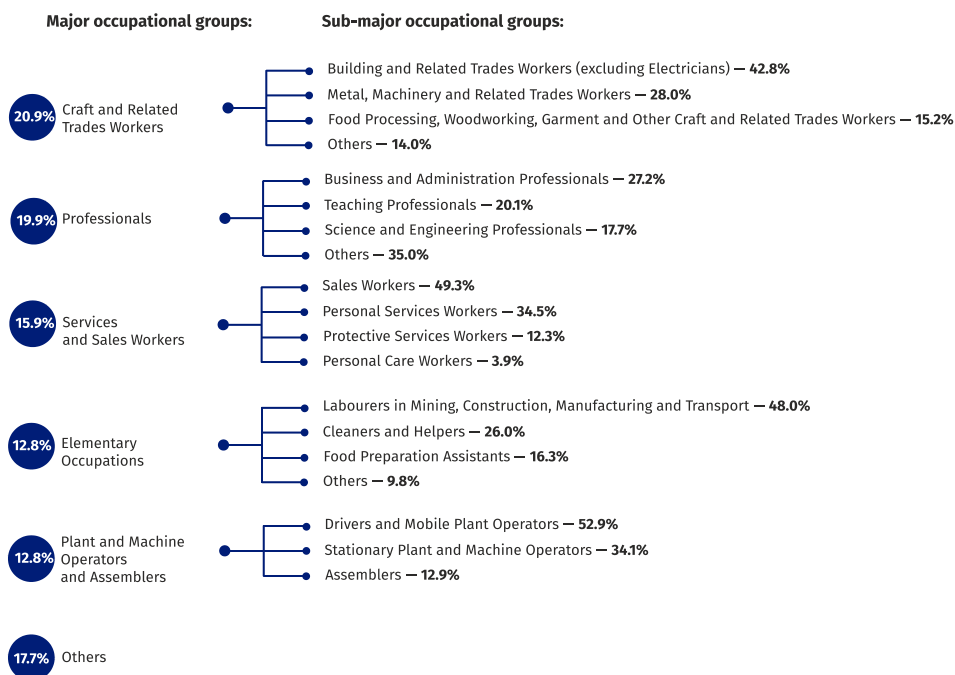
It is worth emphasising that almost 80% of the total number of employees sought in the accommodation and catering<sup>Δ</sup> section were employees classified as belonging to two major occupational groups: services and sales workers and elementary occupations.

### 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 2021.

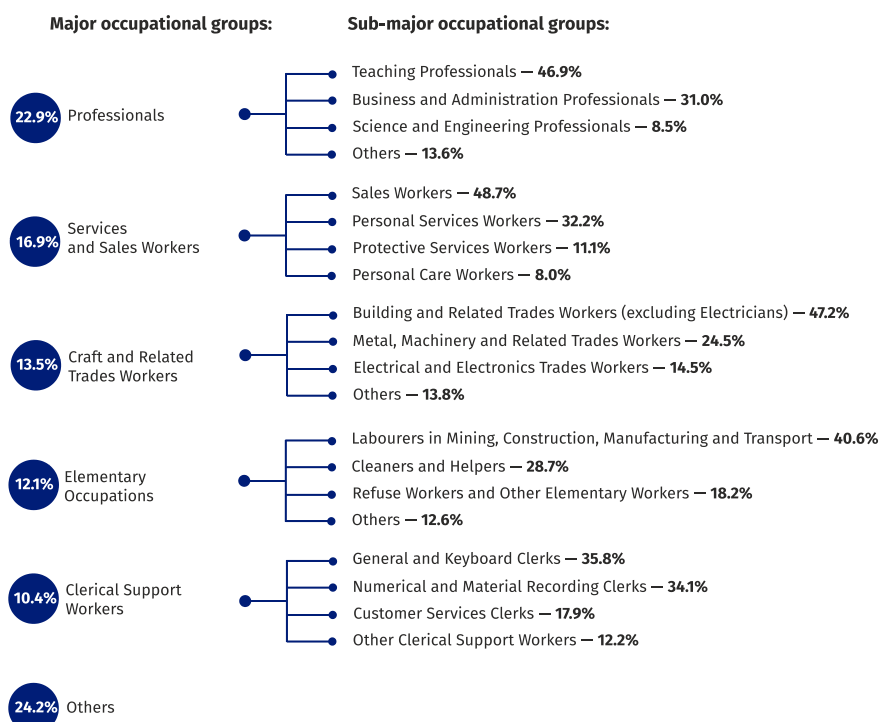
The collected data indicate that from 1 April to the end of 2021, **598.7 thousand employee hires** were **planned**. The structure of planned hires by major occupational group was similar to the structure of sought employees by occupation in the first quarter of 2021. Craft and related trades workers and professionals are major occupational groups which accounted for approximately 41% of planned employee hires by the end of 2021.

**Graph 3. Structure of planned employee hires by major and sub-major occupational groups in the period from 1 April to the end of 2021**



The way to adjust staffing needs of firms in terms of employees' qualifications and occupations is employee terminations. Entities which had employees **planned to terminate 118.1 thousand workers** from the second to the fourth quarter of 2021. The number of planned employee terminations was 5 times smaller than that of planned hires. The data collected in the survey broken down by major occupational group show that almost 23% of all planned terminations concerned employees from the occupational group of professionals.

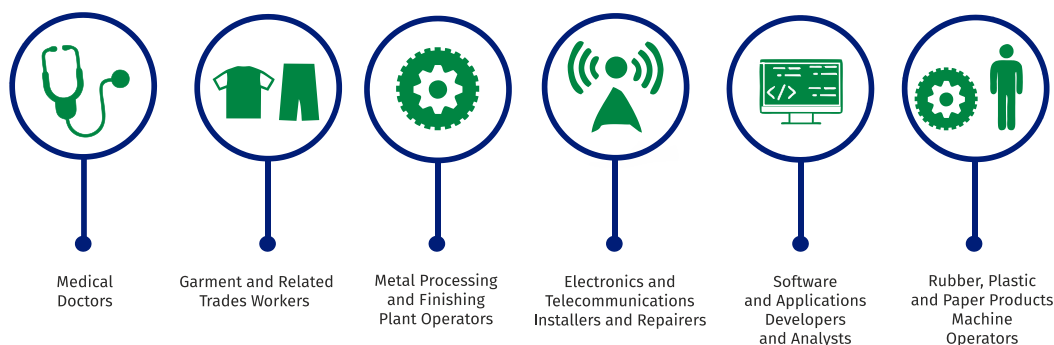
**Graph 4. Structure of planned employee terminations by major and sub-major occupational groups by the end of 2021**



One of the measures of the planned employee turnover may be the quotient of the number of planned hires and the number of planned terminations. The analysis carried out in this regard shows that in the next three quarters of 2021, more hires than terminations were planned in all major occupational groups. Such an advantage also took place in the vast majority of minor occupational groups. The highest value of the quotient of the analysed components in minor occupational groups were obtained for medical doctors – the planned hires were 27 times higher than the planned terminations.

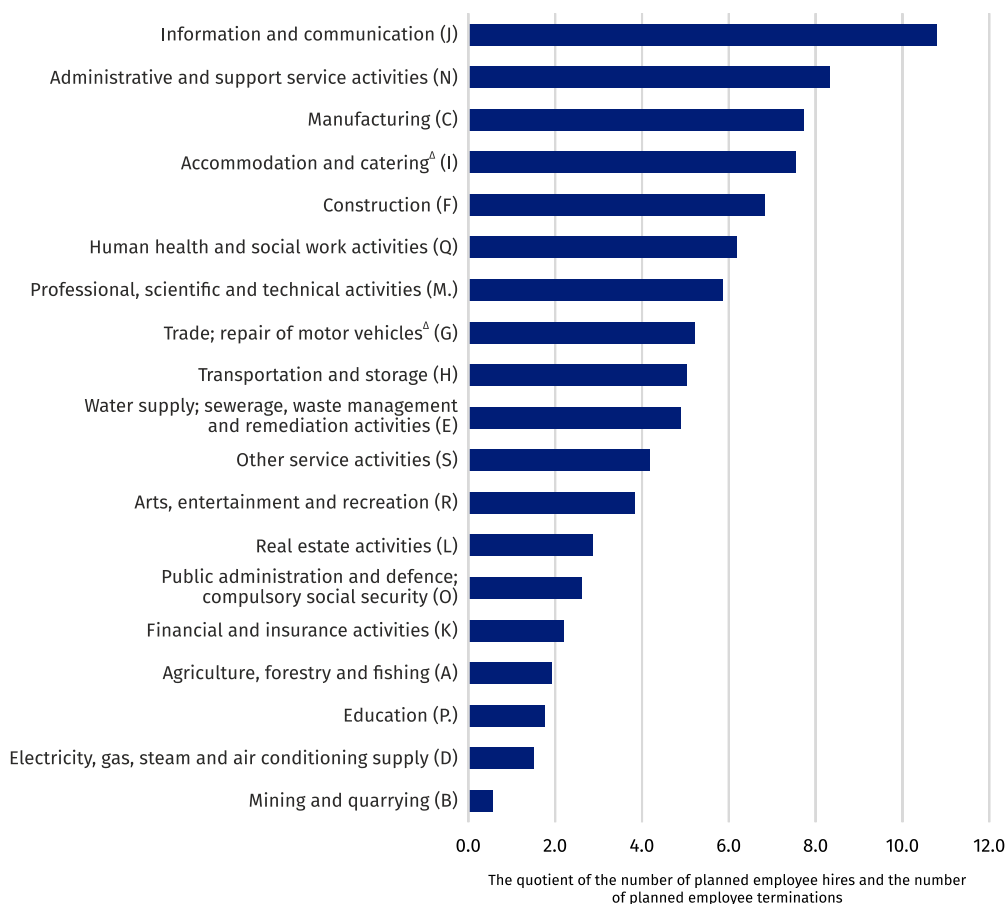
In Poland, over 5 times more employee hires than terminations are planned to be done by the end of 2021

**Graph 5. Minor occupational groups with the highest values of the quotient of the number of planned employee hires and the number of planned employee terminations in the period from 1 April to the end of 2021**



In the remaining 5 occupational groups listed in the graph, the described quotient of planned hires and terminations oscillated around the value of 20-22. This means that on average it was planned to hire 20-22 new employees per 1 terminated employee.

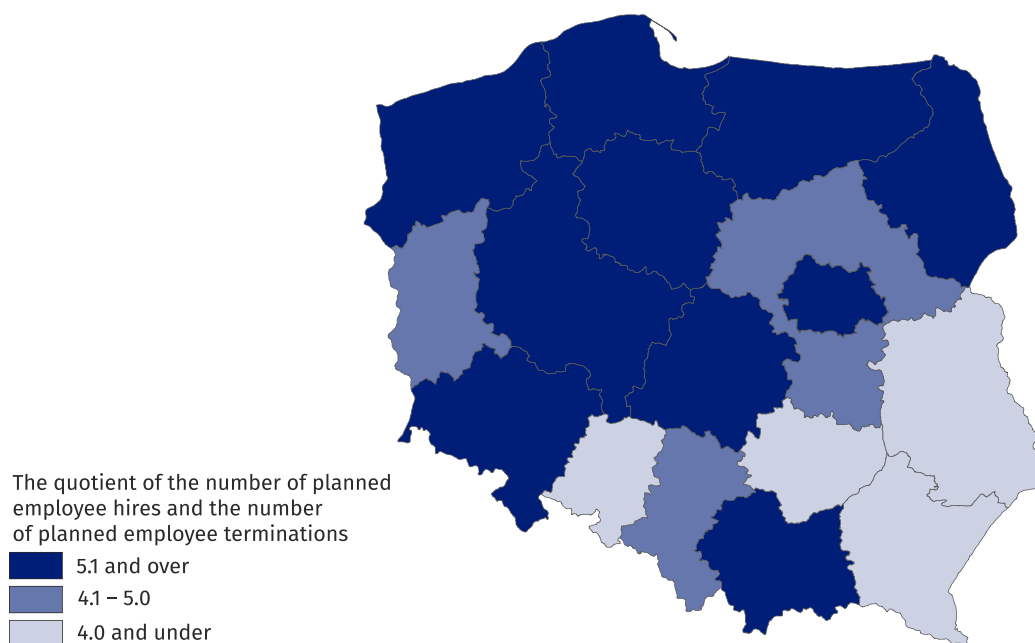
**Chart 2. The quotient of the number of planned employee hires and the number of planned employee terminations in the period from 1 April to the end of 2021 by PKD/NACE section**



The advantage of hires planned for the period from April to the end of 2021 over terminations occurred in all PKD/NACE sections. The highest one concerned the information and communication section, where about 11 hires were planned for one planned termination. Such an advantage concerned mainly the group of professionals (a major occupational group).

In some sections, the hires and terminations anticipated for the last three quarters of 2021 had a similar structure by major occupational group. Such a situation took place, for example, in the education as well as in financial and insurance activities sections. In both sections, the main part of employee movement concerned professionals.

**Map 1. The quotient of the number of planned employee hires and the number of planned employee terminations in the period from 1 April to the end of 2021 by region (NUTS 2016)**



The advantage of planned hires over planned terminations was also recorded in all regions, while the regions of the south-eastern part of the country were characterised by a slightly smaller scale of planned turnover. The highest, i.e. around six-fold advantage of planned employee hires over terminations occurred in the Małopolskie and Wielkopolskie regions.

The analysis presented above does not exhaust the subject of the labour market demand for employees by occupation. It only signals the basic trends in this respect. In the situation of changes taking place on the labour market and the observed mismatch between labour demand and supply according to the structure by occupation, it is important to further research and analyse this phenomenon. The collected data can be used to assess the current and future demand for specific occupations, taking into account the needs of employers and educational institutions.

To enable the data users to perform an analysis independently the results of the survey are included in a spreadsheet. When analysing and publishing data from the Survey on the labour market demand for employees by occupation, the limitations resulting from the use of a representative survey method 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/data/classifications>

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