

The demand for labour in the first quarter of 2021

10.06.2021



increase in the number of job vacancies compared to the fourth quarter of 2020

At the end of the first quarter of 2021, the number of job vacancies in Poland, in the entities of the national economy (parent units or their local units) employing at least 1 person, was 110.2 thousand and was 25.8 thousand or 30.6% higher than at the end of the fourth quarter of 2020. As compared to the corresponding period of the previous year the number of job vacancies was 33.7 thousand or 44.1% higher. At the end of the first quarter of 2021, there were 24.0 thousand unoccupied newly created jobs.

In the first quarter of 2021, there were 12.4% more new jobs than in the corresponding period of the previous year. At the same time, 41.5% fewer jobs were liquidated than in the first quarter of 2020 and 30.2% more than in the fourth quarter of 2020.

The Labour Demand Survey 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. In the first quarter of 2021, most of them, i.e. 91.1% 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 69.4% of all units.

The basic results of the survey for the first quarter of 2021 indicate that despite the ongoing epidemic, the situation on the labour market improved noticeably. Compared to all quarters of 2020, the number of jobs offered and newly created increased.

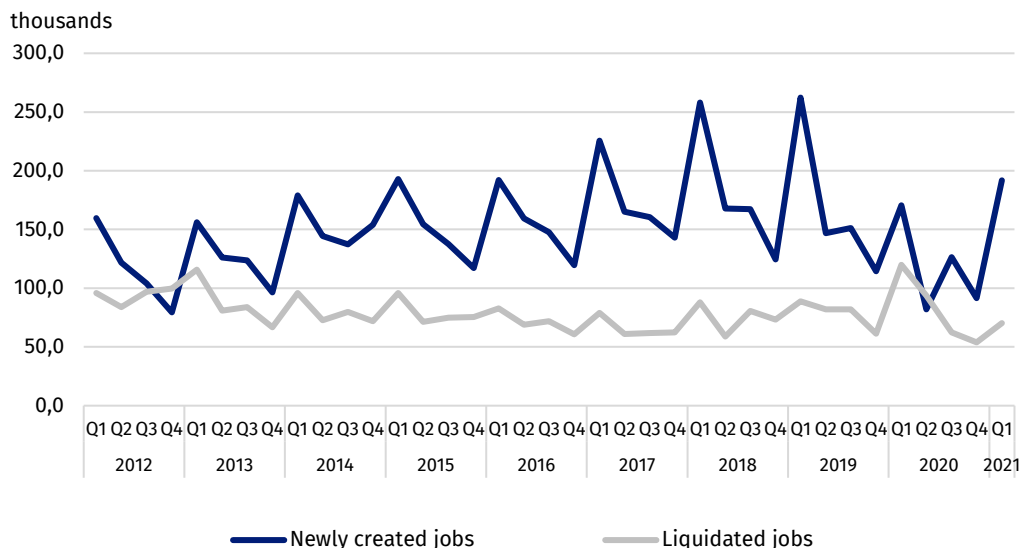
In the first quarter of 2021, more new jobs were created and fewer jobs were liquidated than a year ago

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

JOBS	2020		2021
	Quarter 1	Quarter 4	Quarter 1
As at the end of the quarter (in thousands)			
Vacancies	76.5	84.4	110.2
Vacant newly created jobs	16.2	17.5	24.0
During the quarter (in thousands)			
Newly created	170.6	91.5	191.7
Liquidated	119.9	53.9	70.2

Chart 1. Newly created and liquidated jobs in Poland

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). On the other hand, in the first quarter of 2021, an increase in the number of newly created jobs was recorded compared to all quarters of the previous year.

In the last ten years, the number of newly created jobs was usually greater than the number of liquidated jobs. During this period, the situation was different only in the fourth quarter of 2012 and in the first quarter of 2020.

Job vacancies

Job vacancies are positions or jobs unoccupied due to labour turnover or newly created ones that simultaneously meet the following three conditions:

- 1) the positions and jobs were actually unoccupied on the survey day,
- 2) the employer made efforts to find people willing to take up the job,
- 3) if adequate candidates were found to occupy the vacancies, the employer would readily take them on.

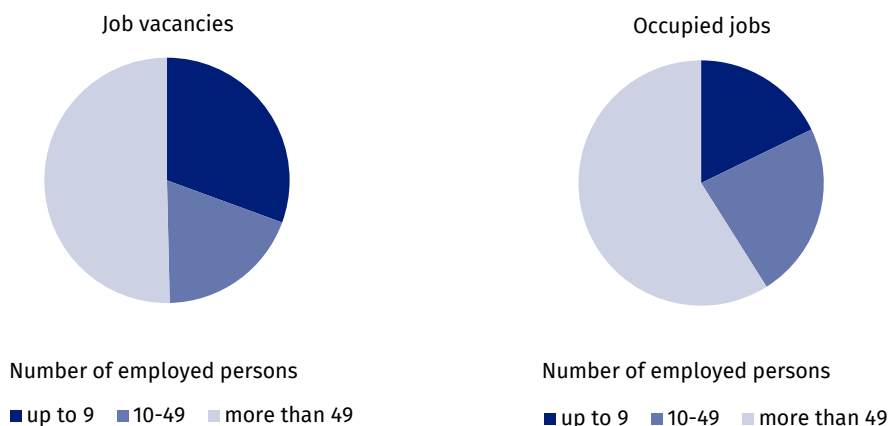
The analysis of job vacancies presented here has two aspects. First of them is the number of units with job vacancies and the second one – the number of job vacancies.

In the first quarter of 2021, 35.5 thousand units, i.e. 5.5% of their total number, had job vacancies. The vast majority of them, 85.9%, belonged to the private sector. More than half of the entities with job vacancies (57.2%) belonged to the group of the smallest entities, i.e. with up to 9 employed persons.

The second analysed aspect is the number of job vacancies, which at the end of the first quarter of 2021 amounted to 110.2 thousand. The vast majority of them, 91.3 thousand, were in the private sector. Slightly more than half of the vacancies were concentrated in the largest units with more than 49 employed persons.

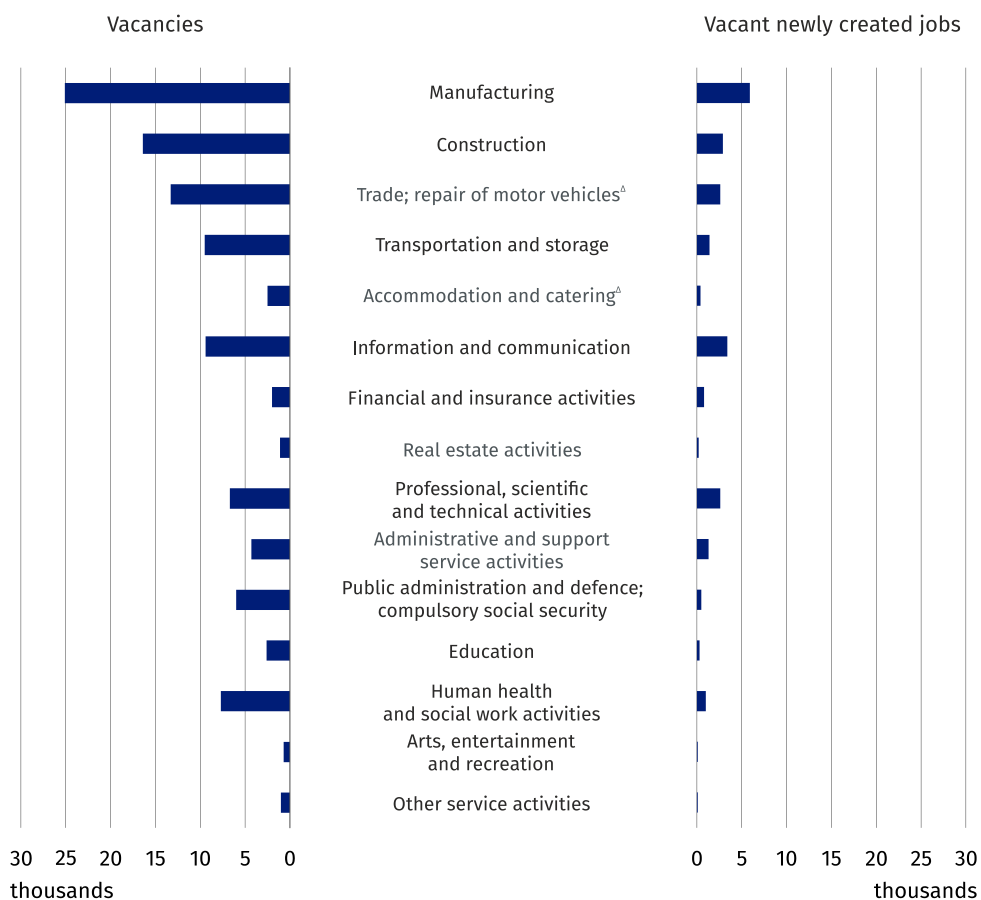
At the end of the first quarter of 2021, job vacancies were concentrated mainly in the private sector (82.8%). Half of them were reported by units with more than 49 employed persons (50.4%)

Chart 2. The structure of job vacancies and occupied jobs in Poland by size of units as at the end of the first quarter of 2021



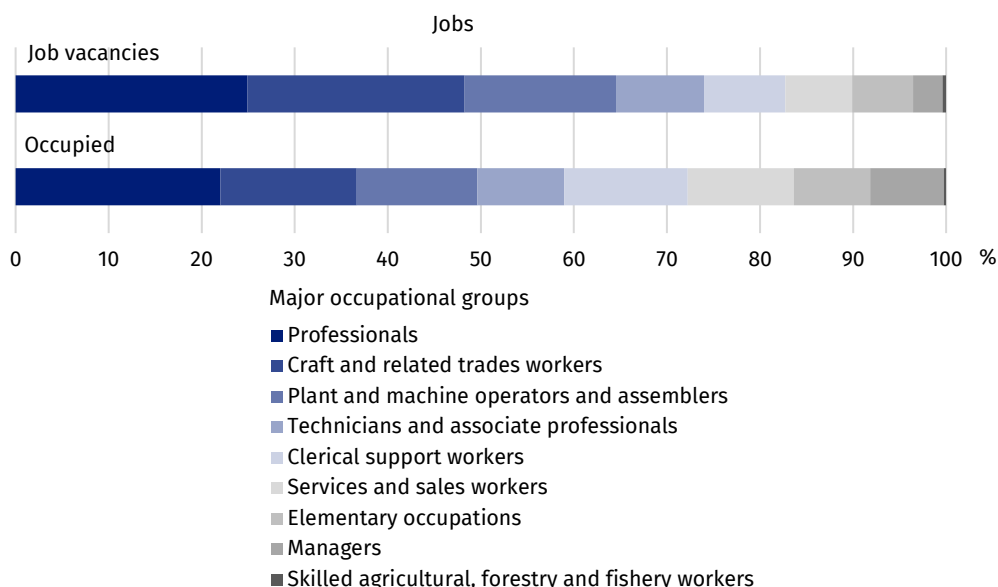
In the first quarter of 2021, the largest number of job vacancies – 25.1 thousand – were recorded in units conducting activities in the field of manufacturing. They accounted for slightly more than a fifth of all job vacancies. Almost 15% of job vacancies were offered by units from the construction section.

Chart 3. Job vacancies and vacant newly created jobs in Poland by selected PKD (NACE) sections as at the end of the first quarter of 2021



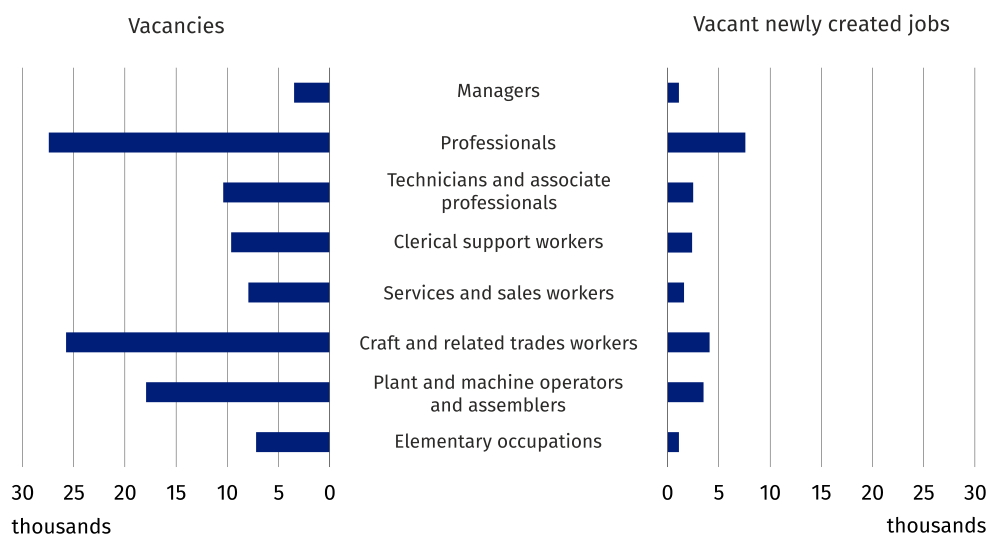
As in the previous quarters, most job vacancies were in units conducting activities in the field of manufacturing (22.8%)

Chart 4. The structure of job vacancies and occupied jobs in Poland by major occupational group as at the end of the first quarter of 2021



Units with vacancies most often were looking for professionals, for whom around a quarter of job vacancies were intended in the first quarter of 2021. Moreover, numerous job offers were intended for craft and related trades workers. For these occupational groups over 10 thousand job vacancies were offered.

Chart 5. Job vacancies and vacant newly created jobs in Poland by major occupational group as at the end of the first quarter of 2021



Of the total number of 110.2 thousand job vacancies, around 12% were reported to labour offices by employers. Notifications to labour offices were mainly made by private sector units – 81.8%. The number of job vacancies reported to labour offices broken down by size of units ranged from 3.4 thousand in units with 10–49 employed persons up to 5.5 thousand in units with up to 9 employed persons.

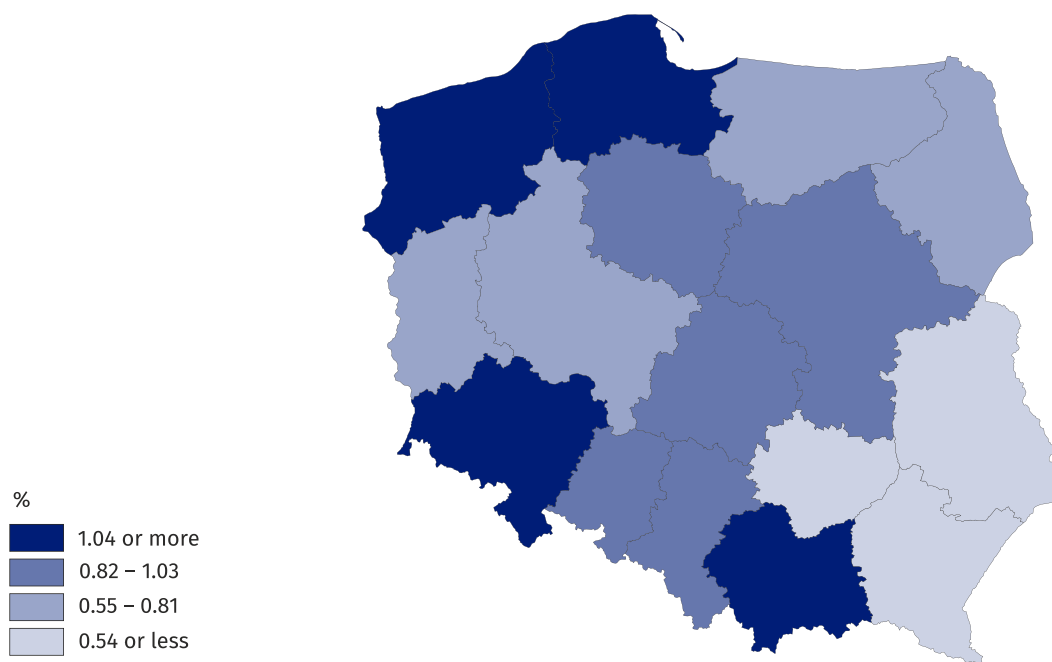
Most vacancies were reported to labour offices by units conducting activities in the field of manufacturing – 3.9 thousand. They accounted for over a quarter of all vacancies reported to labour offices. Slightly fewer – 2.0 thousand vacancies were reported to labour offices by units from the construction section.

Employers most often looked through labour offices for craft and related trades workers (29.2% of the total number of reported job vacancies). The occupations sought by labour

In the first quarter of 2021, unfilled jobs were offered primarily to professionals (24.9%)

offices also included those from the groups of plant and machine operators and assemblers (21.2%) and professionals (13.1%).

Map 1. Job vacancy rate by voivodship as at the end of the first quarter of 2021

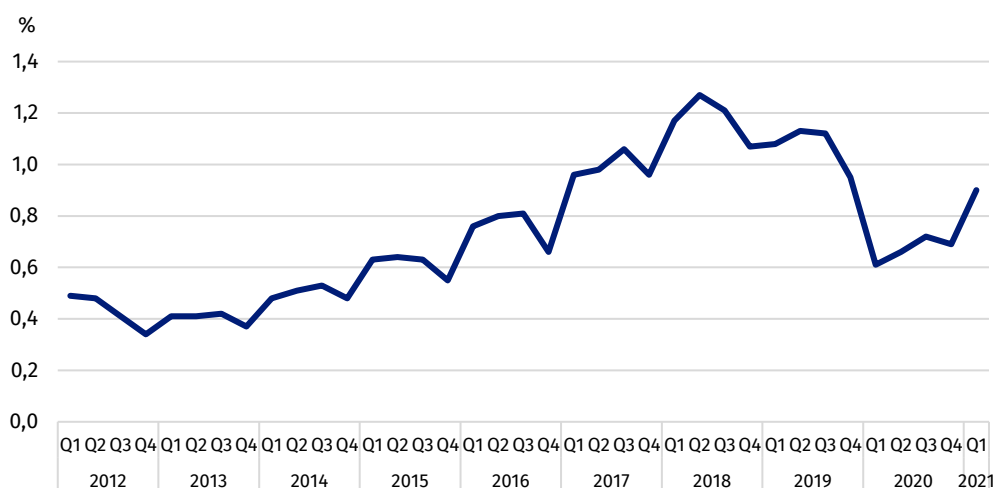


The job vacancy rate – the proportion of total posts that are vacant, expressed as a percentage of the sum of the number of occupied posts and the number of job vacancies

One of the measures for assessing the situation on the labour market is the job vacancy rate. It is calculated as the share of job vacancies in the total number of occupied and unoccupied jobs. In the first quarter of 2021, the rate for Poland was 0.90%. The lowest job vacancy rate was recorded in the Podkarpackie Voivodship – 0.38%, whereas the highest rate was recorded in the Pomorskie Voivodship – 1.11%.

Chart 6. Job vacancy rate in Poland by quarter

As at the end of the quarter



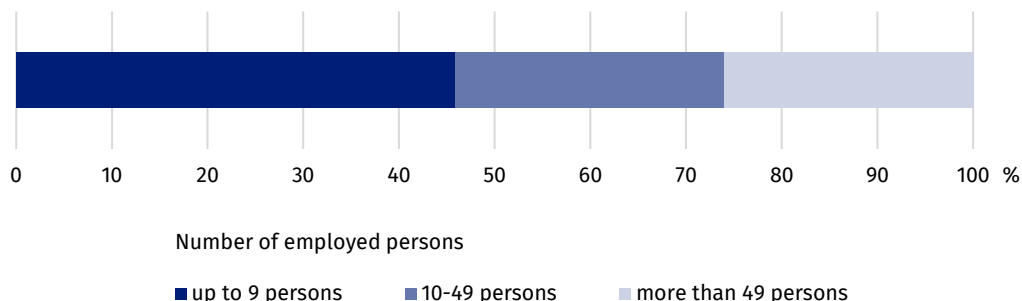
From 2012, the job vacancy rate showed an upward trend and reached the highest value in the second quarter of 2018 (1.27%). It remained above 1% until the fourth quarter of 2019. In 2020, its values were much lower, oscillating around 0.6% – 0.7%. In the first quarter of 2021, the rate increased significantly compared to all quarters of the previous year.

Newly created jobs

In the first quarter of 2021, 191.7 thousand new jobs were created in Poland, i.e. more than twice as many as in the fourth quarter of 2020. Almost half of all new jobs were created in units with up to 9 employed persons.

In the first quarter of 2021, the majority of new jobs were created in the private sector (92.5%)

Chart 7. The structure of newly created jobs in Poland by size of units in the first quarter of 2021



Over 35 thousand new jobs were created by entities conducting business activity in the fields of both manufacturing and trade; repair of motor vehicles^Δ.

Vacant newly created jobs are singled out from among job vacancies. At the end of the first quarter of 2021, there were 24.0 thousand vacant newly created jobs. They occurred mainly in the private sector (92.9%). In terms of the size of the unit, the largest number, i.e. around half (47.1%) of vacant newly created jobs, were recorded in units with more than 49 employed persons. The size group up to 9 employed persons, accounted for approximately 35% of vacant newly created jobs.

As compared to the fourth quarter of 2020, the number of vacant newly created jobs increased by 37.1% and it also increased in comparison with the corresponding period of 2020 – by 48.1%.

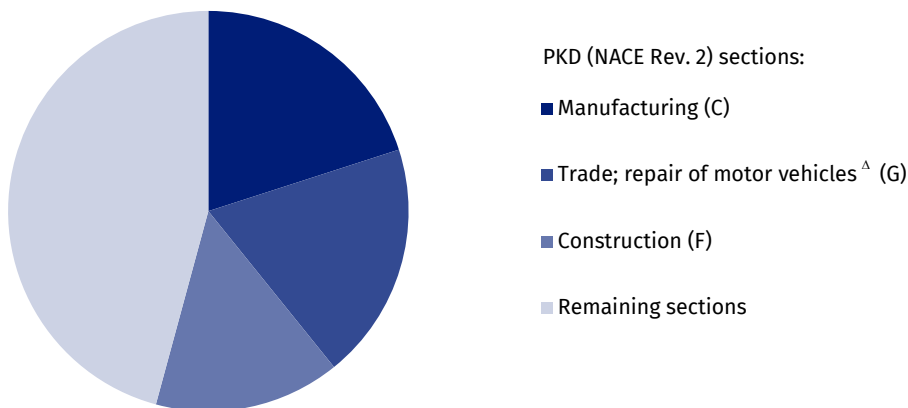
Unfilled newly created jobs, similarly to the previous quarter, were mainly in units operating in the field of manufacturing – 5.9 thousand (24.6%). A large number of newly created jobs remained unfilled also in the fields of information and communication as well as construction. There were around 3 thousand vacancies in each of these kinds of activities. Around a third of jobs of the analysed category were intended for professionals. Every sixth newly created job was intended for craft and related trades workers, and every seventh for plant and machine operators and assemblers.

Liquidated jobs

In the first quarter of 2021, 70.2 thousand jobs were liquidated in Poland, 30.2% more than in the fourth quarter of 2020 and 41.5% fewer than in the corresponding period of 2020. In the analysed quarter, most jobs were liquidated in units with up to 9 employed persons – 44.0%. Jobs liquidated in units with 10-49 employed persons accounted for 32.5% of all liquidated jobs, and jobs liquidated in units with more than 49 employed persons – 23.5%.

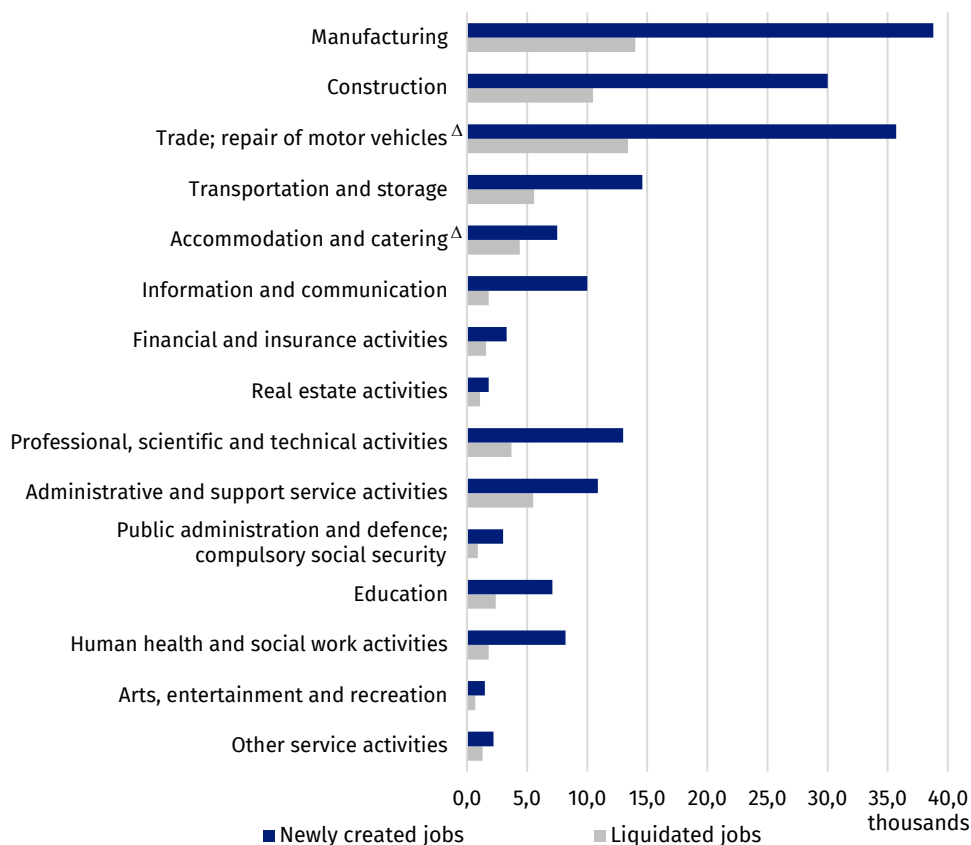
In the first quarter of 2021, jobs were liquidated mainly in the private sector (92.9%)

Chart 8. The structure of liquidated jobs in Poland by PKD (NACE) section in the first quarter of 2021



In the first quarter of 2021, jobs were liquidated most often in units conducting activities in the field of manufacturing (19.9%)

Chart 9. Newly created and liquidated jobs in Poland by selected PKD (NACE) sections in the first quarter of 2021

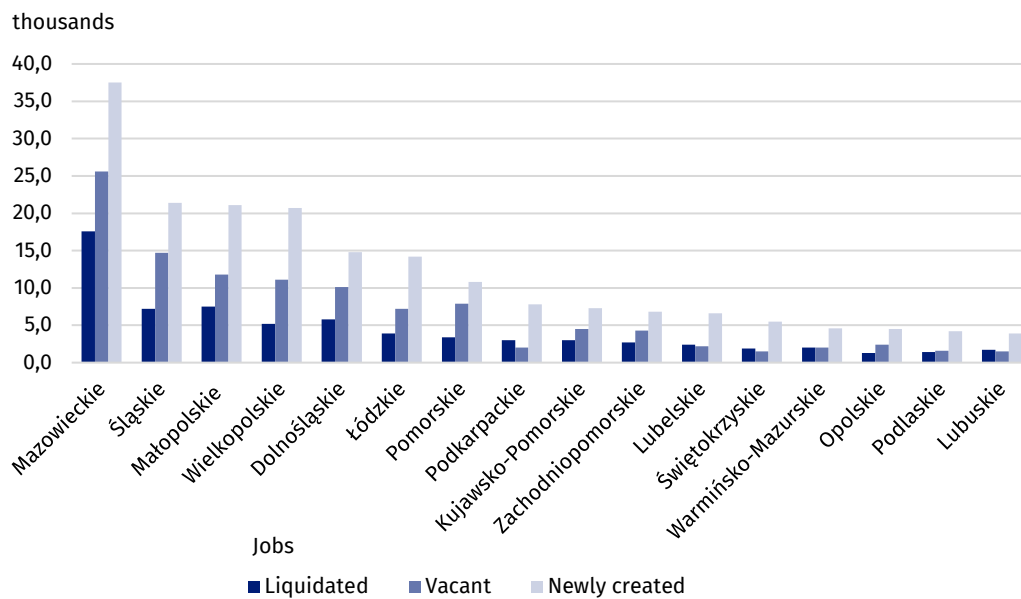


Every fifth liquidated job was recorded in entities operating in the field of manufacturing as well as trade; repair of motor vehicles^Δ. The fewest jobs were liquidated in units conducting activities in the field of mining and quarrying as well as electricity, gas, steam and air conditioning supply – 0.1 thousand (0.1%) each.

Basic data on the demand for labour by voivodship

In the first quarter of 2021, the number of liquidated, vacant and newly created jobs in individual voivodships was closely related to the number of filled jobs. On a national scale, the Mazowieckie Voivodship played a dominant role in terms of the number of occupied jobs, accounting for a little more than 20% of all occupied jobs in Poland. In the first quarter of the current year, around a fifth of vacant and newly created jobs were located in this voivodship. Every fourth liquidated job in Poland was located in the Mazowieckie Voivodship.

Chart 10. Liquidated, vacant and newly created jobs by voivodship in the first quarter of 2021



The number of liquidated jobs was also significant in the Małopolskie and Śląskie voivodships. Every tenth liquidated job in the country was located in these voivodships. As regards vacant and newly created jobs, quite large markets in terms of their number were the following voivodships: Śląskie, Małopolskie and Wielkopolskie. These voivodships together accounted for over 30% of vacant and newly created jobs 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](#)