

The demand for labour in the fourth quarter of 2022

9.03.2023


14.6%

Decrease in the number of job vacancies compared with the end of the third quarter of 2022

At the end of the fourth quarter of 2022, there were 115.7 thousand job vacancies in Poland, 15.8% fewer than in the end of the fourth quarter of 2021. The job vacancy rate in the fourth quarter of 2022 was 0.92%. Both the number of newly created jobs and the number of liquidated jobs decreased on a year-over-year basis (by 21.3% and 14.3%, respectively).

The Labour Demand Survey is conducted using the representative method on a quarterly basis, on the Z-05 reporting form. It covers national economy entities employing at least one person. At the end of the fourth quarter of 2022, private sector entities constituted the vast majority, whereas in terms of entity size – entities with up to 9 employed persons dominated numerically (respectively 90.9% and 68.5% of the total number of entities, i.e. almost the same as at the end of the fourth quarter of 2021).

In the fourth quarter of 2022, 5.2% out of 630.8 thousand national economy entities had job vacancies, 0.6 percentage points fewer than in the corresponding period of 2021. Among entities that had job vacancies, 81.1% were private sector entities. Nearly half of the entities with job vacancies (49.7%) had up to 9 employed persons.

Table 1. Basic results of the Labour Demand Survey

QUARTERS A – corresponding quarter of the previous year = 100 B – previous quarter = 100	Jobs				Newly created jobs	Liquidated jobs
	grand total	occupied	vacant			
			total	including newly created		
	as at the end of the quarter					
in thousands						
2021						
Quarter 4	12 286.8	12 149.4	137.4	32.3	112.5	64.9
2022						
Quarter 1	12 684.6	12 525.9	158.7	30.9	189.7	81.9
Quarter 2	12 659.3	12 510.0	149.3	28.5	136.0	65.9
Quarter 3	12 647.7	12 512.2	135.5	25.6	120.6	71.7
Quarter 4	12 520.9	12 405.2	115.7	22.8	88.6	55.6
A	101.9	102.1	84.2	70.5	78.7	85.7
B	99.0	99.1	85.4	89.0	73.5	77.5

In Poland, at the end of the fourth quarter of 2022, there were slightly fewer occupied jobs than in the third quarter. The number of job vacancies (including newly created jobs) also decreased compared with the previous quarter.

There were more occupied and vacant jobs at the end of the fourth quarter of 2022 than in the corresponding quarter of 2021. In the quarter under review, both the number of newly created jobs and the number of liquidated jobs decreased on a year-over-year basis.

At the end of the fourth quarter of 2022, more than half of the national economy entities with job vacancies were entities with up to 9 employed persons, while vacancies in these entities accounted for just over a quarter of the total number of job vacancies

Table 2. Selected indicators from the Labour Demand Survey

QUARTERS	The share of national economy entities with job vacancies	Job vacancy rate	The ratio of the number of newly created jobs to the number of liquidated jobs (during the quarter)
	in % (as at the end of the quarter)		
2021			
Quarter 4	5.8	1.12	1.7
2022			
Quarter 1	6.7	1.25	2.3
Quarter 2	6.2	1.18	2.1
Quarter 3	5.9	1.07	1.7
Quarter 4	5.2	0.92	1.6

Occupied jobs and job vacancies at the end of the fourth quarter of 2022

The met demand for labour is measured as the number of **occupied jobs** and in the fourth quarter of 2022, there were 12 405.2 thousand such jobs. It means an increase of 2.1% on a year-over-year basis, but a decrease of 0.9% compared with the previous quarter.

The majority of the occupied jobs, i.e. 60.1%, were in national economy entities with 50 or more employed persons. Out of the total number of occupied jobs, 74.0% were in private sector entities.

The analysis of data on **job vacancies** as at the end of the fourth quarter of 2022 shows that there were 15.8% (115.7 thousand) fewer of them compared with the corresponding quarter of the previous year.

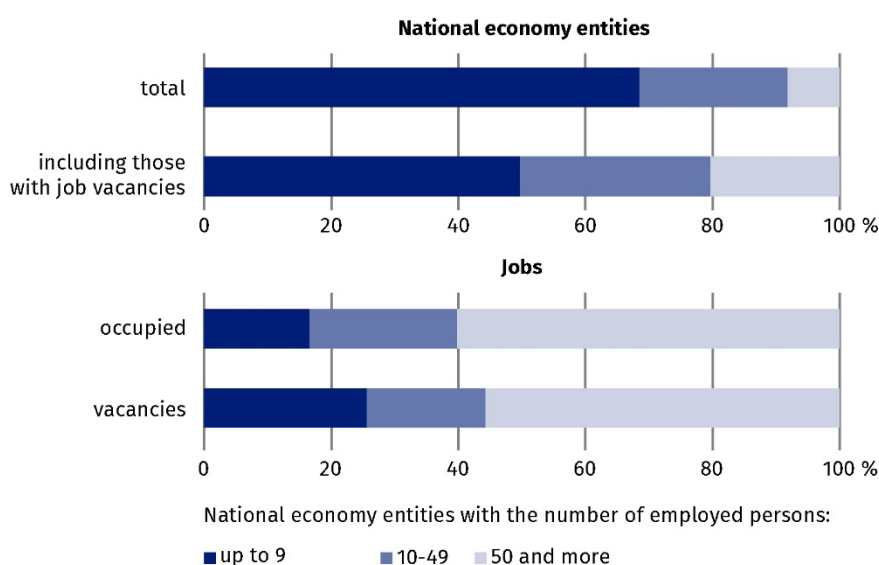
Compared with the third quarter of 2022 the number of job vacancies decreased by 14.6% (a year ago it decreased by 10.5% on a quarterly basis).

Most of the job vacancies (55.7%) were in entities with 50 or more employed persons. Of the total number of job vacancies, 79.8% were in private sector entities.

The number of occupied jobs at the end of the fourth quarter of 2022 was higher than in the corresponding period of 2021, whereas the number of job vacancies was smaller

Chart 1. Structure of national economy entities and jobs by size of entities in the fourth quarter of 2022

As at the end of the quarter



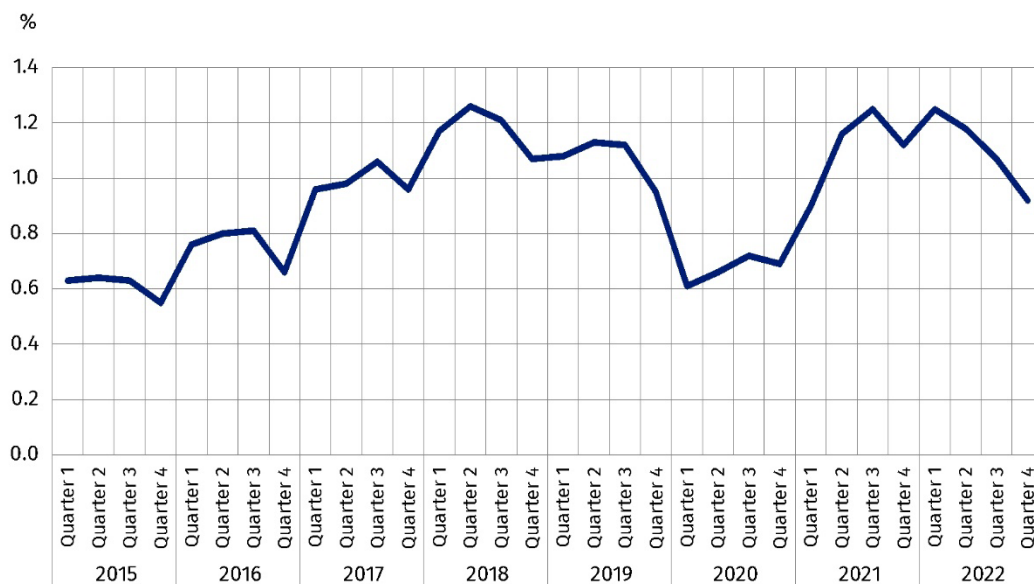
At the end of the fourth quarter of 2022, almost one in five job vacancies was a newly created job (22.8 thousand). The number of such jobs decreased by 29.5% on a year-over-year basis (in the corresponding quarter of 2021 it increased by 84.1%).

Employees were sought, i.e., through labour offices, to which 11.4% of the total number of job vacancies were reported.

One of the measures for assessing the labour market situation in terms of reported labour demand is the **job vacancy rate**, which measures the share of job vacancies in the total number of occupied posts and job vacancies in a given period. At the end of the fourth quarter of 2022, this rate was 0.92%. It was lower compared with the corresponding period of 2021 and the third quarter of 2022, by 0.20 percentage points and 0.15 percentage points, respectively.

Chart 2. Job vacancy rate

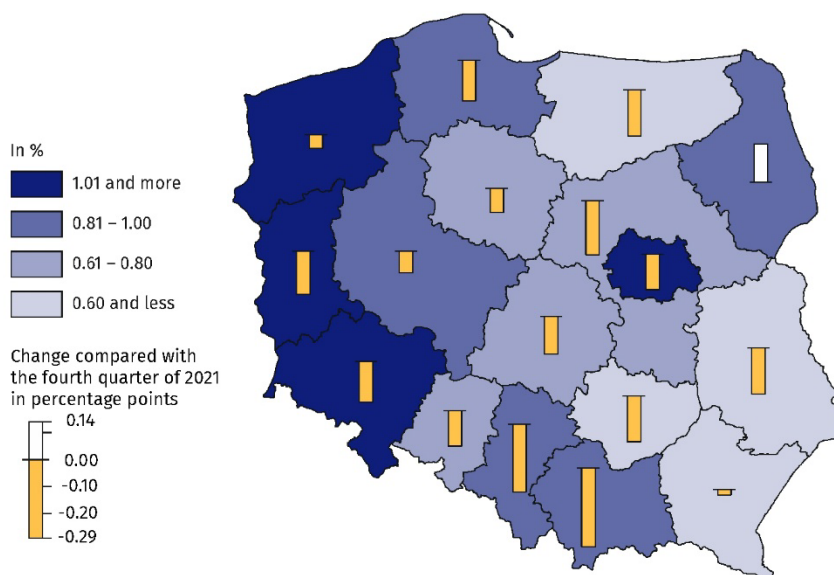
As at the end of the quarter



Looking at the job vacancy rate at the end of the fourth quarter of 2022 **broken down by region**, it can be seen that its highest value was recorded in the Zachodniopomorskie region (1.67%), where the number of job vacancies increased by 29.6% on a year-over-year basis. High values of the rate were also found in the Dolnośląskie (1.29%), Warszawski stołeczny (1.19%) and Lubuskie regions (1.09%). The lowest value of the job vacancy rate was recorded in the Lubelskie region (0.46%), where the number of job vacancies decreased by 15.7% compared with the fourth quarter of 2021.

Map 1. Job vacancy rate by region (NUTS 2) in the fourth quarter of 2022

As at the end of the quarter



The highest value of the job vacancy rate at the end of the fourth quarter of 2022 was recorded in the Zachodniopomorskie region

When analysing the structure of jobs by **kind of conducted activity**, it can be noted that at the end of the fourth quarter of 2022 it was similar to that observed in the previous quarter. The largest number of jobs (22.8% of occupied jobs and 22.1% of job vacancies) was in entities in the Manufacturing section. These were respectively 2 823.5 thousand and 25.5 thousand jobs. Compared with the corresponding quarter of 2021, the number of jobs in this section increased by 2.4% in the case of occupied jobs and decreased by 21.6% in the case of job vacancies.

The Trade; repair of motor vehicles^A section also had a significant share in the structure of jobs – at the end of the fourth quarter of 2022 occupied jobs accounted for 17.6% and job vacancies accounted for 12.8% of their total number.

Compared with the end of the fourth quarter of 2021, the largest increase in the number of job vacancies occurred in the Education section (an increase of 81.6%; job vacancies accounted for 5.4% of the total number). This section also recorded the largest increase in the number of occupied jobs – by 12.5% (occupied jobs accounted for 11.4%). The number of job vacancies in the Construction section decreased the most, by 36.7% (they accounted for 12.0% of the total number of job vacancies).

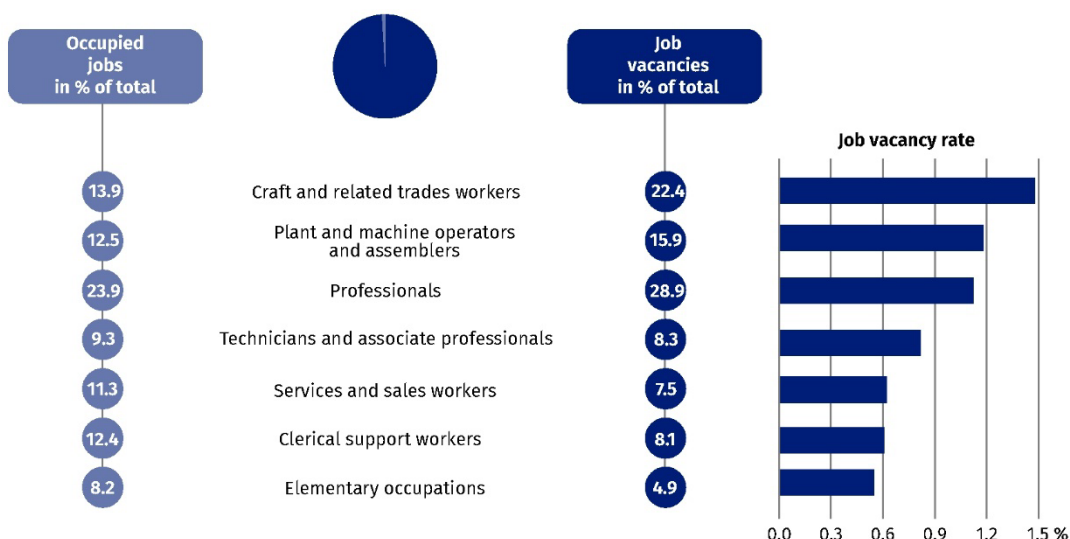
The highest value of the job vacancy rate at the end of the fourth quarter of 2022 was recorded in the Information and communication section, at 2.8%. This was 0.83 percentage points lower than the value recorded at the end of the fourth quarter of 2021.

When analysing jobs by **major occupational group**¹, it can be noted that the largest number of jobs were in the group of Professionals. Among occupied jobs, Professionals accounted for 23.9% (2 962.5 thousand jobs), while among job vacancies they accounted for 28.9% (33.5 thousand jobs). Compared with the fourth quarter of 2021, the number of occupied jobs in the occupational group of Professionals increased by 8.6%, while the number of job vacancies decreased by 0.9%. The value of the job vacancy rate was 1.12%.

At the end of the fourth quarter of 2022, Craft and related trades workers accounted for a significant share of occupied jobs (1 729.8 thousand jobs) and job vacancies (26.0 thousand jobs). Compared with the corresponding period of 2021, there was an increase of 0.5% in the number of occupied jobs and a decrease of 18.2% in the number of job vacancies. For every 100 jobs in the occupational group of Craft and related trades workers, 1.48 jobs were vacant.

The highest value of the job vacancy rate was recorded in the major occupational group of Craft and related trades workers

Chart 3. Jobs by selected major occupational groups in the fourth quarter of 2022
As at the end of the quarter



In the fourth quarter of 2022, despite an annual decrease in the number of newly created jobs and the number of liquidated jobs, there was still a surplus of newly created jobs over those liquidated

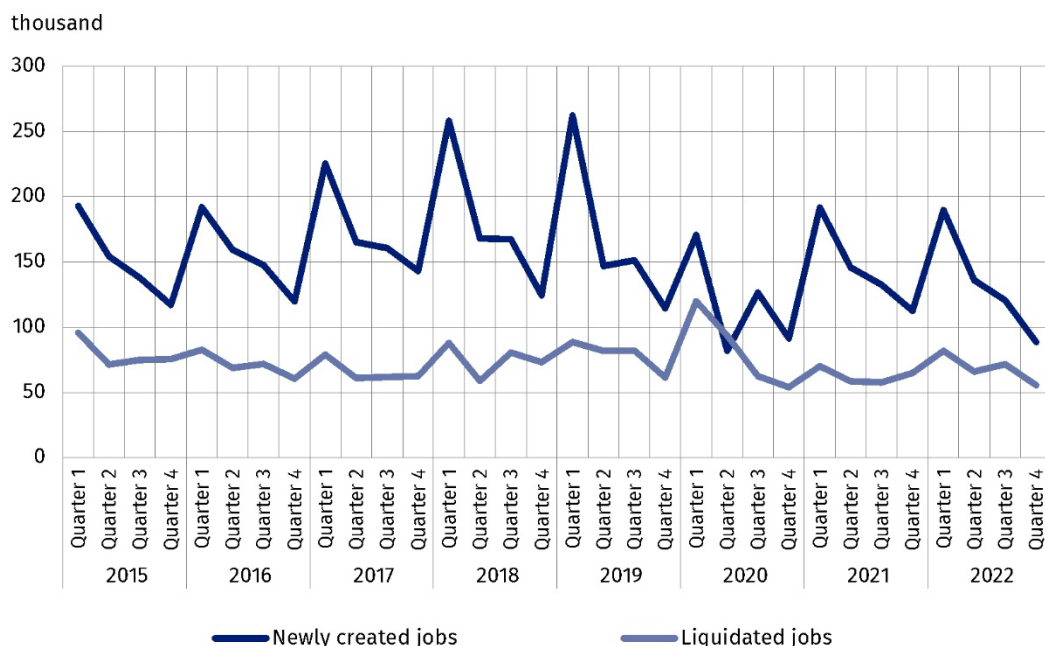
¹ Classification of Occupations and Specialisations (KZiS) – introduced by the Regulation of the Minister of Labour and Social Policy of 7 August 2014 on the classification of occupations and specialisations for the needs of the labour market and the scope of its applications (Journal of Laws (Dz. U.) item 1145 as amended).

Newly created and liquidated jobs in the fourth quarter of 2022

The Labour Demand Survey also enables to analyse the situation on the labour market in terms of **newly created** and **liquidated jobs**. During the fourth quarter of 2022, in Poland, 88.6 thousand new jobs were created and 55.6 were liquidated. As a result of these changes, the number of jobs increased by 33.0 thousand during the quarter.

Compared with the corresponding period of 2021, there was a decrease in the number of newly created jobs (by 21.3%, compared with an increase of 23.1% in the fourth quarter of 2021) and a decrease in the number of liquidated jobs (by 14.3%, compared with an increase of 20.3%).

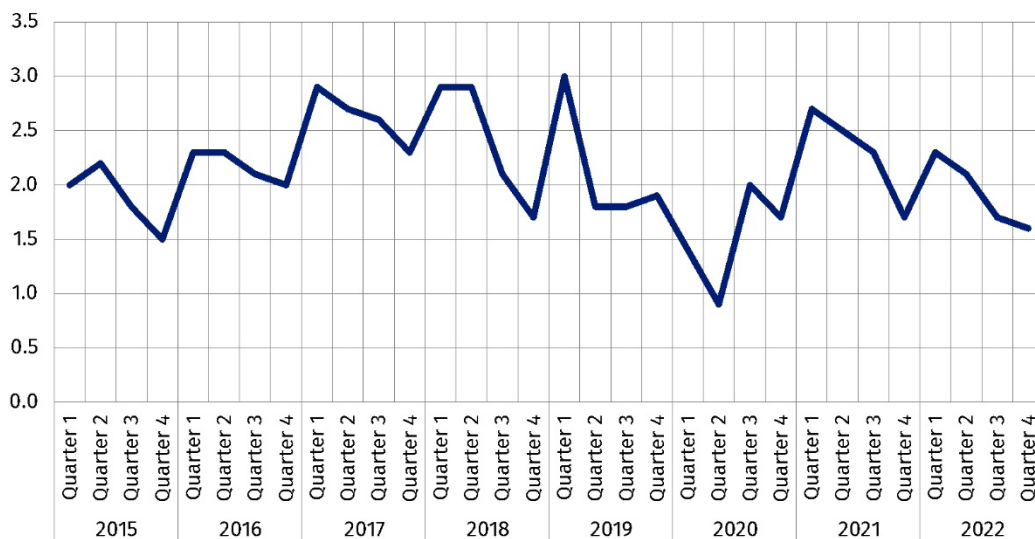
Chart 4. Newly created and liquidated jobs



When assessing the degree of adaptation of the labour market to the reported demand for labour, **the ratio of the number of newly created jobs to the number of liquidated jobs** in a given period can be used. In the fourth quarter of 2022, 1.6 new jobs were created per job liquidated (1.7 jobs a year ago).

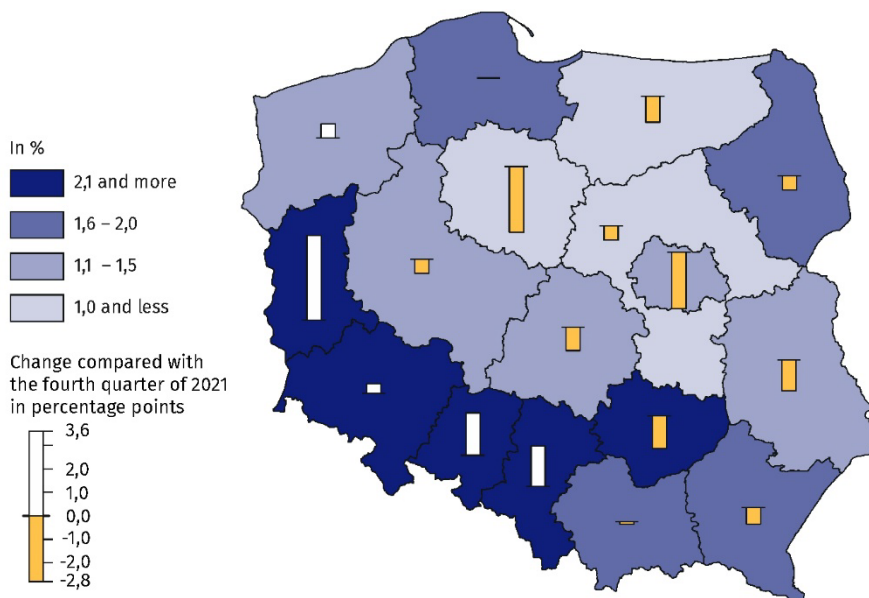
Chart 5. Ratio of the number of newly created jobs to the number of liquidated jobs

Newly created jobs
in relation to liquidated jobs



In the **territorial breakdown**, the largest number of newly created jobs per liquidated job in the fourth quarter of 2022 was in the Lubuskie region (5.4 jobs). On the other hand, the lowest ratio – 0.2 newly created jobs per liquidated job – occurred in the Warmińsko-mazurskie region.

Map 2. Ratio of the number of newly created jobs to the number of liquidated jobs by region (NUTS 2) in the fourth quarter of 2022



In the fourth quarter of 2022, the largest number of newly created jobs per liquidated job was in the Lubuskie region

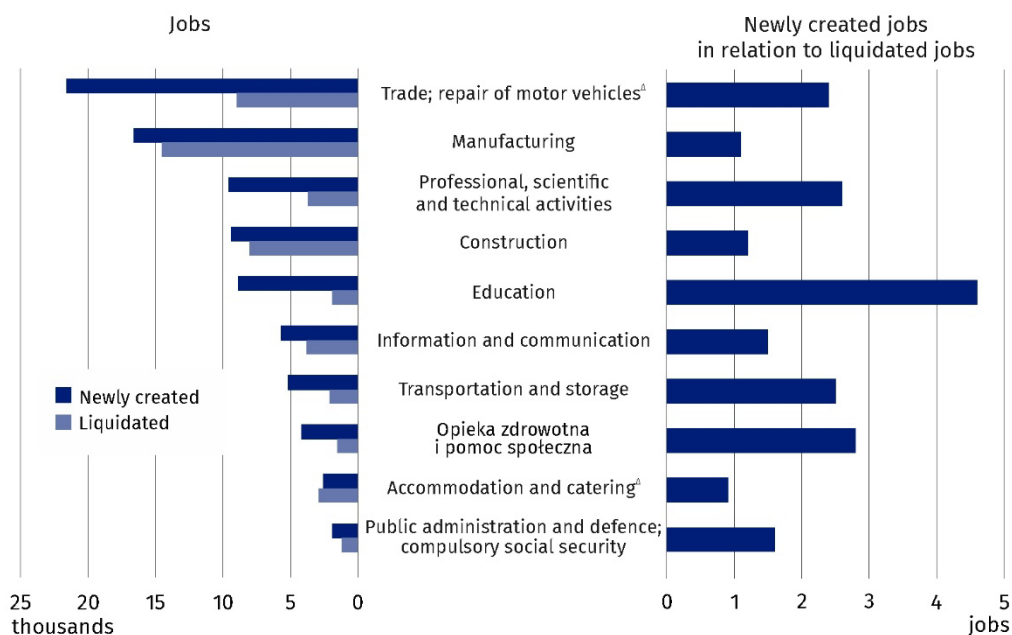
Differences in the structure of jobs broken down by **PKD/NACE section** were also visible – the largest number of new jobs were created in entities from the Trade; repair of motor vehicles^A section (21.6 thousand jobs, but this was 11.8% more than in the fourth quarter of 2021). During the same period, 9.0 thousand jobs were liquidated in this section, an annual decrease of 35.3%. For every job liquidated in this section, there were 2.4 newly created jobs (1.0 jobs more than in the fourth quarter of 2021).

The Manufacturing section also had a significant share in the structure of jobs. Newly created jobs in the fourth quarter of 2022 accounted for 24.3% of their total number, while liquidated jobs – 26.1% of their total number (16.6 thousand and 14.5 thousand jobs respectively). There were 1.1 newly created jobs per liquidated job.

In the fourth quarter of 2022, the largest number of newly created jobs per liquidated job was in the Education section (4.6 jobs, i.e. 1.1 jobs more than in the corresponding period of 2021).

In the fourth quarter of 2022, the largest number of new jobs were created in the Trade; repair of motor vehicles^A section, and liquidated in the Manufacturing section

Chart 6. Newly created and liquidated jobs by selected PKD/NACE sections in the fourth quarter of 2022



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>

Relative numbers (rates, percentages) were calculated on the basis of absolute data expressed with greater accuracy than given in the publication.

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