

The demand for labour in Quarter 4 2025¹

10.03.2026

↓ 9.4%

Decrease in the number of job vacancies compared with the end of Quarter 3 2025

In Poland, at the end of Quarter 4 2025, there were 9.4% fewer job vacancies than at the end of Quarter 3 2025. The job vacancy rate² decreased by 0.07 percentage points (pp) and amounted to 0.71%.

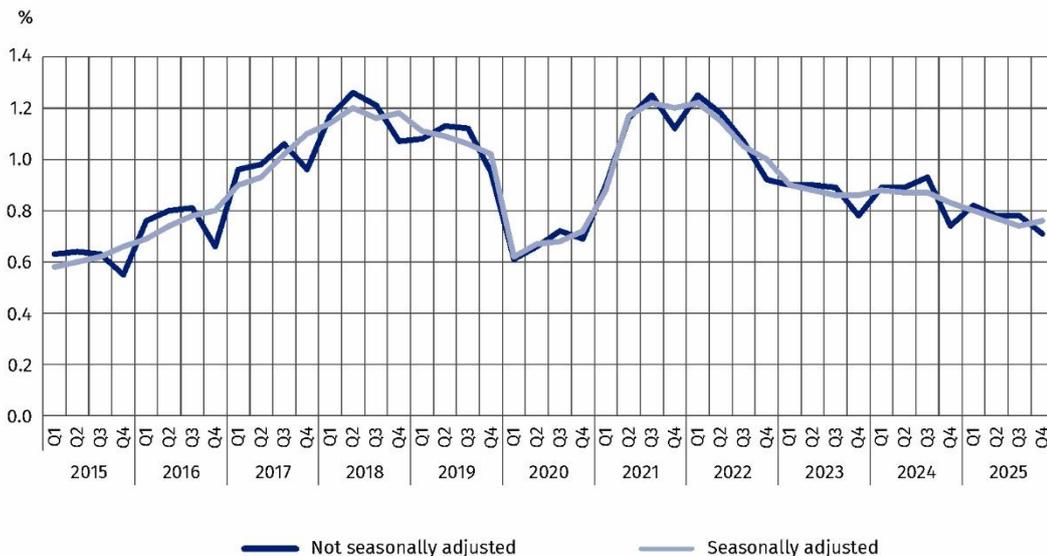
At the end of Quarter 4 2025, 85.8 thousand **job vacancies** were recorded. There were 8.9 thousand fewer of them than in Quarter 3 2025 and 5.2 thousand fewer of them than in the corresponding quarter of 2024.

The job vacancy rate at the end of Quarter 4 2025 amounted to 0.71%, i.e. 0.07 pp lower than in Quarter 3 2025 and was 0.03 pp lower than in the corresponding quarter of 2024.

At the end of Quarter 4 2025, the job vacancy rate was 0.71%

Chart 1. Job vacancy rate

As at the end of a quarter



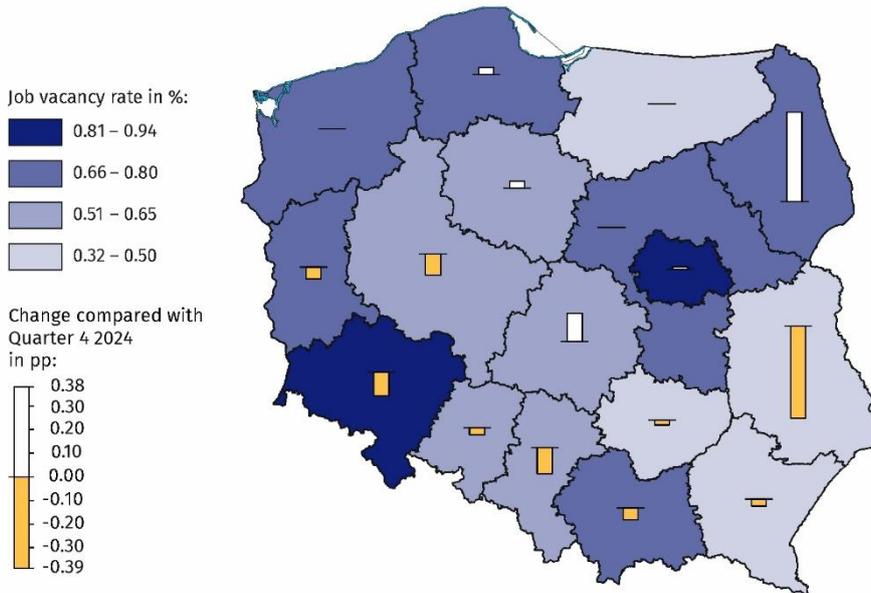
The highest job vacancy rate at the end of Quarter 4 2025 was recorded in the Warszawski stołeczny region (0.94%), while the lowest in the Świętokrzyskie region (0.32%).

¹ The survey covers national economy entities conducting activity within the scope of PKD 2007/NACE Rev. 2 sections from A (excluding natural persons running individual agricultural holdings) to S (with the exception of division 94, i.e. activities of membership organisations), on the basis of local units, in which the number of employees is at least 1 person.

² The share of job vacancies in the sum of occupied and vacant jobs.

Map 1. Job vacancy rate by NUTS 2 region in Quarter 4 2025

As at the end of a quarter

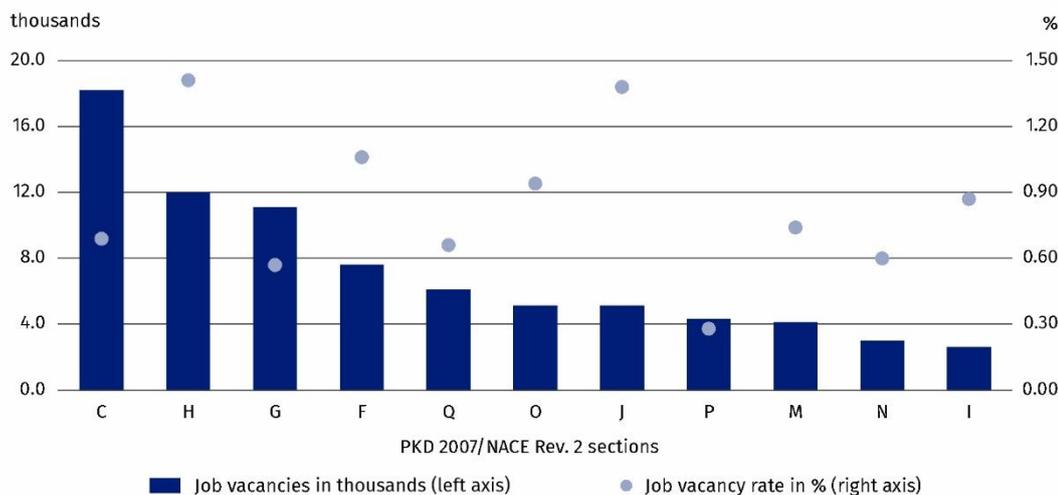


The highest job vacancy rate was recorded in the Warszawski stoleczny region and amounted to 0.94%

In terms of the **kind of activity conducted**, the highest job vacancy rate was in the Transportation and storage section (1.41%). The largest increase in the rate compared with Quarter 4 2024 (by 0.28 pp) was also recorded in this section. The largest decrease in the job vacancy rate was in the Construction section (by 0.50 pp to 1.06%).

Chart 2. Job vacancies and the job vacancy rate in selected PKD 2007/NACE Rev. 2 sections in Quarter 4 2025

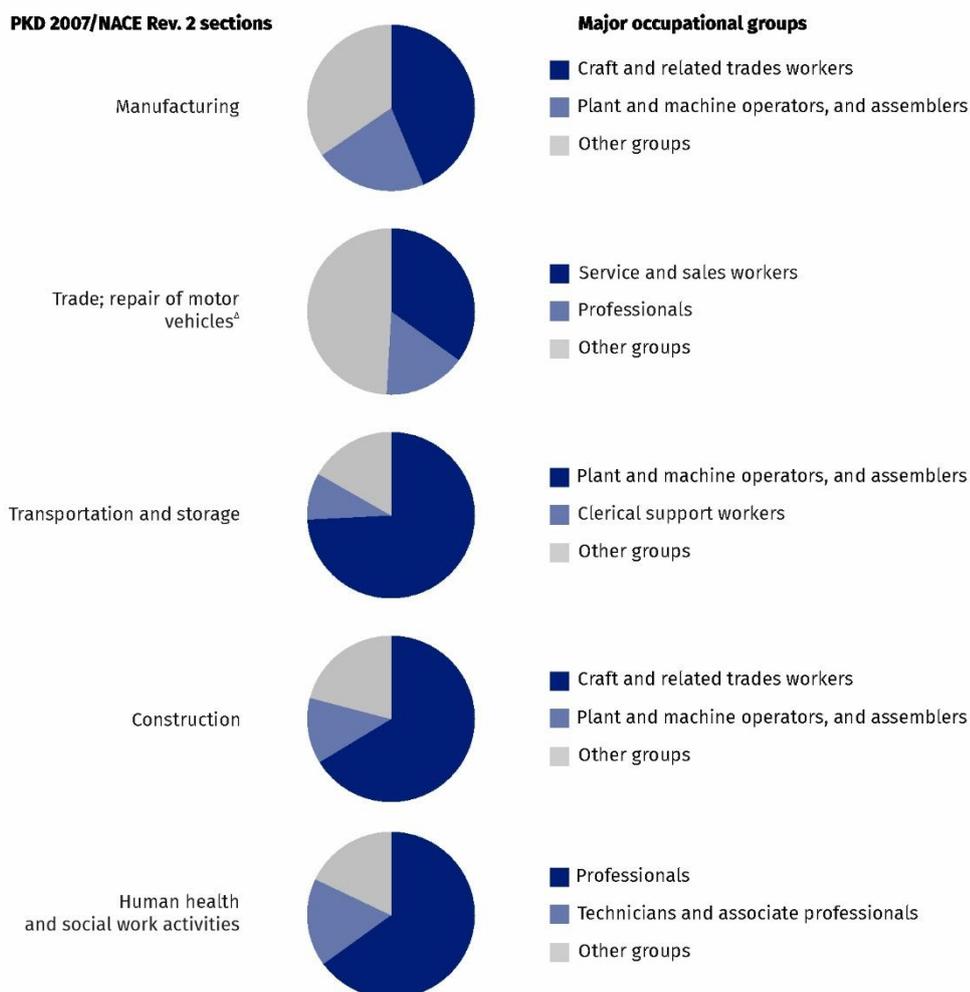
As at the end of a quarter



The largest number of job vacancies at the end of Quarter 4 2025 was recorded in the Manufacturing section (18.2 thousand). In this section, job vacancies were mainly intended for occupations from the major occupational group of Craft and related trades workers (43.7%) and from the major occupational group of Plant and machine operators, and assemblers (21.7%). The major occupational groups mentioned above also dominated in the Construction section, with job vacancies for occupations from the occupational group of Craft and related trades workers accounting for 66.3% and for occupations from the occupational group of Plant and machine operators, and assemblers accounting for 12.8%.

Chart 3. Structure of job vacancies by major occupational group (according to KZiS/ISCO-08³) in selected PKD 2007/NACE Rev. 2 sections in Quarter 4 2025

As at the end of a quarter



Methodological notes

The survey covers national economy entities conducting activity within the scope of PKD 2007/NACE Rev. 2 sections from A (excluding natural persons running individual agricultural holdings) to S (with the exception of division 94, i.e. activities of membership organisations), on the basis of local units, in which the number of employees is at least 1 person.

The measure of the unmet labour demand is the job vacancy rate, which shows the proportion of vacant jobs compared to total jobs (vacant and occupied). The job vacancy rate is therefore calculated as the share of job vacancies in the sum of occupied jobs and job vacancies.

The data by major occupational group are presented according to the Classification of Occupations and Specializations (KZiS), a systematic set of occupations and specializations, which was developed on the basis of the International Standard Classification of Occupations ISCO-08.

In this publication symbols and abbreviated names of PKD 2007/NACE Rev. 2 sections were used. Abbreviations are marked with a 'Δ' symbol.

The full names can be found in the list of PKD 2007/NACE Rev. 2 sections below.

³ <https://ilostat.ilo.org/methods/concepts-and-definitions/classification-occupation/>

Symbols of PKD 2007/NACE Rev. 2 sections:

- 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.

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

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 work based on Statistics Poland data.'

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