

Employment relationships established and terminated in Quarter 2 2025

14.07.2026

545.6 thousand

employment relationships
established

639.6 thousand

employment relationships terminated

In Quarter 2 2025, the number of employment relationships established was 94.0 thousand lower than the number of employment relationships terminated. When considering the minor occupational groups, the most employment relationships established were recorded in the minor occupational group of Shop salespersons, which accounted for 6.6% of total employment relationships established. The most common mode of termination of an employment relationship was by mutual agreement of the parties (45.0% of total employment relationships terminated).

The publication focuses on the establishment and termination of employment relationships recorded in the administrative registers kept by the Social Insurance Institution (ZUS). These are events consisting in the commencement or termination of a formal relationship between an employer and an employee. Information on the number of employment relationships established and employment relationships terminated in a quarter covers all events that occurred during that period, regardless of the employee's share of a full-timer's normal hours or whether it was the employee's main job. The analysis does not cover events concerning persons insured with the Agricultural Social Insurance Fund (KRUS).

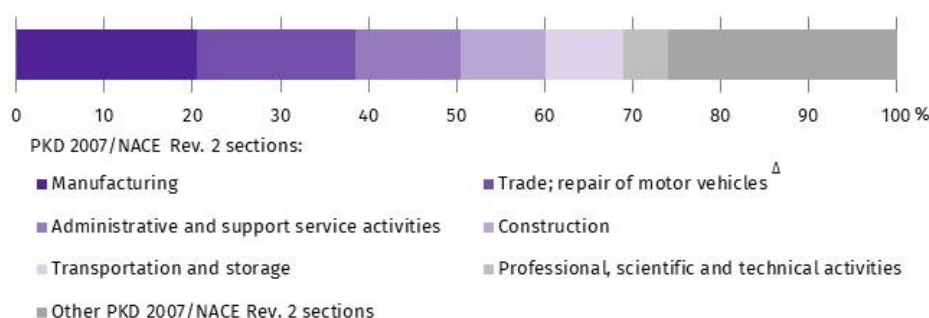
Employment relationships established

In Quarter 2 2025, 545.6 thousand employment relationships were established. This was 66.8 thousand (i.e. 10.9%) fewer than in Quarter 1 2025. Compared with the previous quarter, the percentage of women in the total number of employment relationships established decreased by 1.3 percentage points (pp), i.e. to 43.8%. The highest number of employment relationships established was recorded in the Warszawski stołeczny region (21.2% of the total), whilst the lowest was in the Podlaskie region (1.9% of the total). Of total employment relationships established, 12.3% were entered into by foreigners, and their share increased by 1.1 pp compared with Quarter 1 2025.

In the breakdown by PKD 2007/NACE Rev. 2 activity, the highest number of employment relationships established was recorded in entities from the Manufacturing section – 20.5% of all cases. This share was 2.0 pp higher than in Quarter 1 2025. The second-largest section in terms of the number of employment relationships established was the Trade; repair of motor vehicles^Δ section, which accounted for 18.0% of all employment relationships established. This share was 0.7 pp higher than in Quarter 1 2025.

The highest numbers of employment relationships established and terminated were recorded in entities classified into the Manufacturing section

Chart 1. Structure of employment relationships established by PKD 2007/NACE Rev. 2 section in Quarter 2 2025

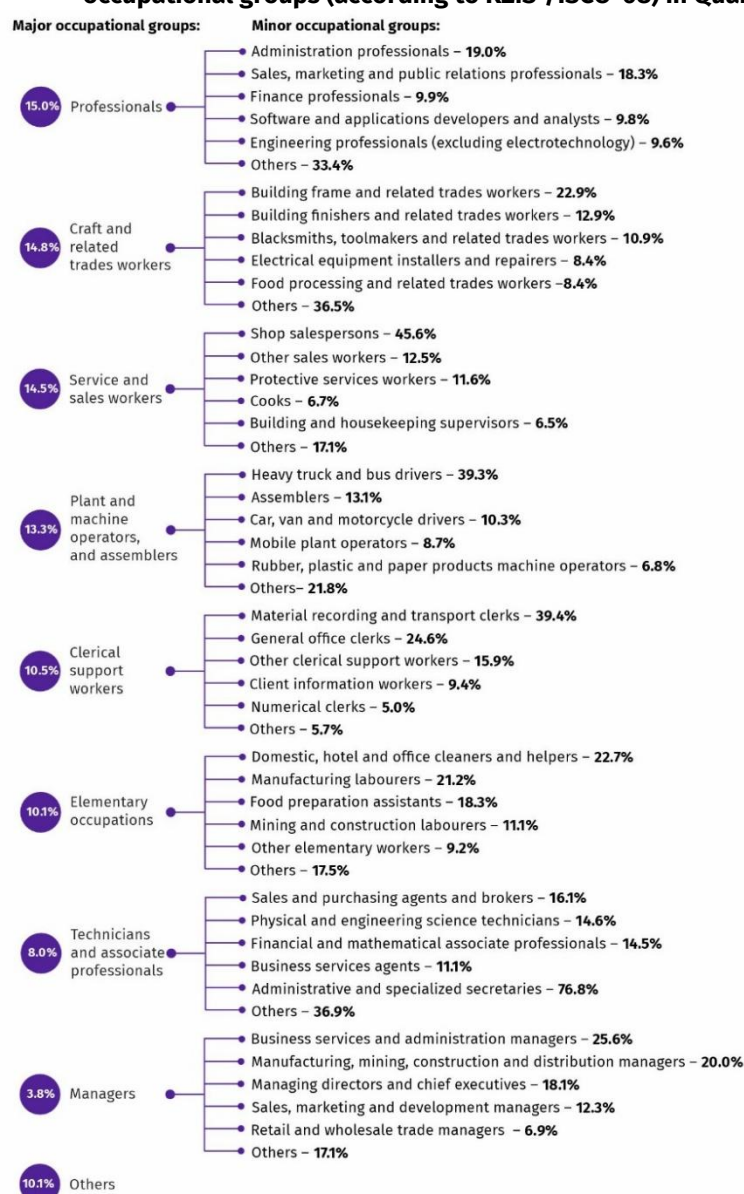


In terms of the number of employment relationships established, the Manufacturing section dominated in 15 NUTS 2¹ regions of Poland, whilst the Trade; repair of motor vehicles^Δ section led in the Wielkopolskie region. In contrast, in the Warszawski stołeczny region, the highest number of employment relationships established was in the Administrative and support service activities section – 22.8 thousand.

In Quarter 2 2025, among the major occupational groups, the highest number of employment relationships established was recorded in the group of Professionals (81.7 thousand, i.e. 15.0% of the total). This share was 2.3 pp lower than in Quarter 1 2025. At the level of minor occupational groups, in the analysed quarter of 2025, the most employment relationships were established with Shop salespersons. A total of 36.0 thousand employment relationships were established with them, i.e. 6.6% of the total number of employment relationships established in the quarter (0.6 pp more than in Quarter 1 2025). The next minor occupational group with the highest number of employment relationships established was Heavy truck and bus drivers – 28.5 thousand, i.e. 5.2% of total employment relationships established.

Among the major occupational groups, the highest number of employment relationships established was recorded in the group of Professionals

Diagram 1. Structure of employment relationships established by selected major and minor occupational groups (according to KZiS²/ISCO-08) in Quarter 2 2025



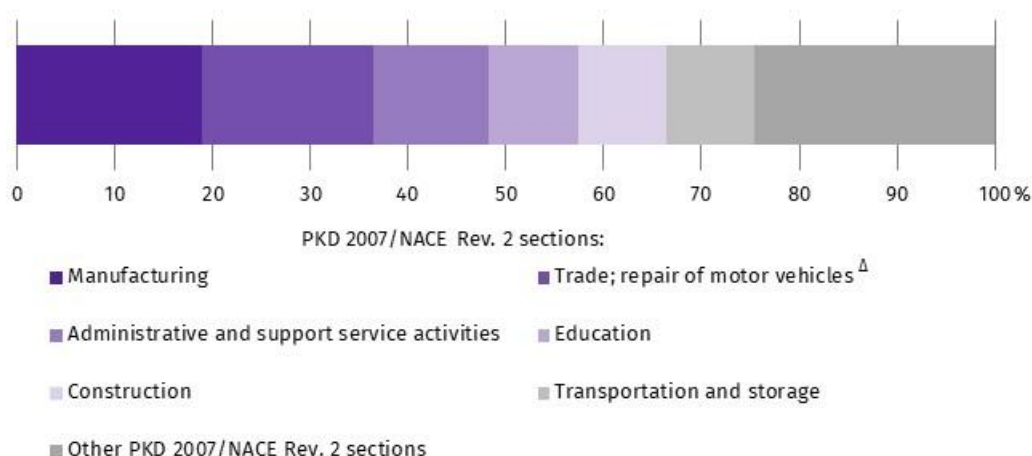
¹ <https://stat.gov.pl/en/regional-statistics/classification-of-territorial-units/classification-of-territorial-units-for-statistics-nuts/the-nuts-classification-in-poland/> - data in territorial breakdowns are presented according to the entity's seat.

² [REGULATION OF THE MINISTER OF FAMILY, LABOUR AND SOCIAL POLICY of 21 October 2025 on the classification of occupations and specialisations for the needs of the labour market](#)

Employment relationships terminated

Compared with Quarter 1 2025, the number of employment relationships terminated increased by 16.4 thousand. In Quarter 2 2025, of the total 639.6 thousand employment relationships terminated, 46.0% concerned women, and their share increased by 1.4 pp compared with the previous quarter. The highest number of employment relationships terminated was recorded in the Warszawski stołeczny region (19.9% of the total). The Opolskie, Podlaskie and Świętokrzyskie regions recorded the lowest numbers of employment relationships terminated. Each of these regions recorded 2.1% of the total number of employment relationships terminated. Of all employment relationships terminated, 9.9% concerned foreigners.

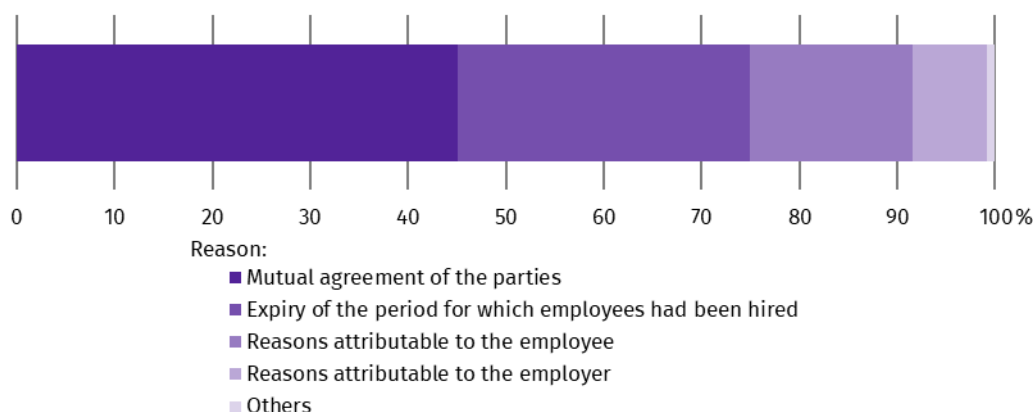
Chart 2. Structure of employment relationships terminated by PKD 2007/NACE Rev. 2 section in Quarter 2 2025



As in Quarter 1 2025, in the breakdown by PKD 2007/NACE Rev. 2 activity, in Quarter 2 2025, the largest share of the total number of employment relationships terminated was accounted for by national economy entities from the Manufacturing and Trade; repair of motor vehicles^Δ sections. Entities classified into these sections accounted for a total of 36.4% of total employment relationships terminated.

As in Quarter 1 2025, in the Wielkopolskie and Lubelskie regions, the most employment relationships terminated were recorded in the Trade; repair of motor vehicles^Δ section (30.8% and 18.1% respectively), whilst in the Warszawski stołeczny region, the most of them were recorded in the Administrative and support service activities section (23.4%). In the rest of the country, the highest number of employment relationships terminated was observed in the Manufacturing section.

Chart 3. Structure of employment relationships terminated by reason for termination in Quarter 2 2025

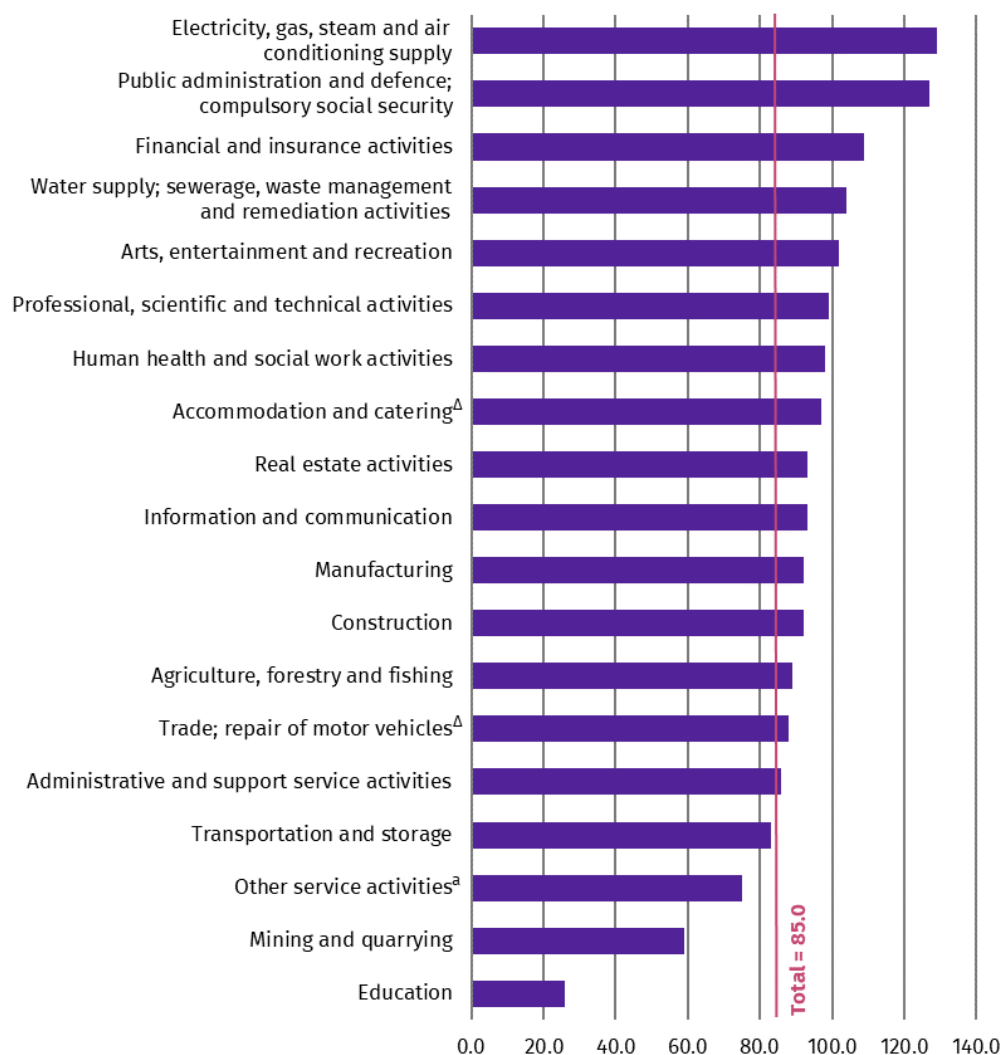


During the analysed period, employment relationships were most frequently terminated by mutual agreement of the parties (287.8 thousand) – there were 12.2% fewer such cases than in the previous quarter. In almost all sections of the PKD 2007/NACE Rev. 2 classification, this was the most common mode of termination of an employment relationship. The exception were the Education and Administrative and support service activities sections, where the most common mode was the expiry of the period for which the employee had been hired (47.3 thousand and 35.9 thousand, respectively).

Number of employment relationships established per 100 employment relationships terminated

In Quarter 2 2025, there were 85 employment relationships established per 100 employment relationships terminated. In the breakdown by kind of activity, the number of employment relationships established exceeded the number of employment relationships terminated in 5 out of 19 sections of the PKD 2007/NACE Rev. 2 classification. The largest advantage of employment relationships established over employment relationships terminated was recorded in the Electricity, gas, steam and air conditioning supply section, i.e. 129 employment relationships established per 100 employment relationships terminated. In the remaining 14 of the 19 PKD 2007/NACE Rev. 2 sections, the number of employment relationships established was lower than the number of employment relationships terminated. The largest difference, meanwhile, was recorded in the Education section, where there were 26 employment relationships established per 100 employment relationships terminated.

Chart 4. Number of employment relationships established per 100 employment relationships terminated by PKD 2007/NACE Rev. 2 section in Quarter 2 2025



^a Data for the Other service activities (S) section also include the following 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).

In the Education and Administrative and support service activities sections, the most common reason for the termination of an employment relationship was the expiry of the period for which the employee had been hired

Methodological notes

The information on employment relationships established and terminated has been prepared on the basis of administrative data from the registers kept by the Social Insurance Institution (ZUS). These data have been compiled as part of experimental work aimed at developing and refining new methods for compiling statistics. This means that the method used to compile these statistics may be subject to modification.

Data in territorial breakdowns are presented according to the entity's seat.

The information on the number of employment relationships established and terminated in a quarter covers all cases that occurred during that period, regardless of the employee's share of a full-timer's normal hours or whether it was the employee's main job.

Establishment of an employment relationship

The commencement of a formal employment relationship between an employee, including a juvenile worker, and an employer. The number of employment relationships established in a quarter is determined on the basis of the date on which the obligation to provide social insurance cover arises and the relevant insurance title for such cover with the Social Insurance Institution (ZUS).

Termination of an employment relationship

The cessation of a formal employment relationship between an employee and an employer. The number of employment relationships terminated in a quarter is determined on the basis of the date of termination of an employment relationship and the relevant insurance title with the Social Insurance Institution (ZUS).

In this publication letter symbols and abbreviated names of PKD 2007/NACE Rev. 2 sections were used marking abbreviations with a 'Δ' symbol. The full names can be found in the list of PKD 2007/NACE Rev. 2 sections below.

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.

Data for the Other service activities (S) section also include the following 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).

When quoting Statistics Poland data, please provide the information: 'Source of data: Statistics Poland', and when publishing calculations made on data published by Statistics Poland, please include the following disclaimer: 'Own study based on figures from Statistics Poland'.

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[Employment relationships established and terminated in Quarter 1 2025](#)