

Employment relationships established and terminated in Quarter 3 2025

10.08.2026

687.3 thousand

employment relationships
established

799.3 thousand

employment relationships
terminated

In Quarter 3 2025, the number of employment relationships established was 112.0 thousand lower than the number of employment relationships terminated. Among KZiS¹ (a Polish classification derived from ISCO-08) minor occupational groups, the most employment relationships established were recorded in the minor occupational group of Primary school and early childhood teachers (6.8% of total employment relationships established). As in the previous quarter, the most common mode of termination of an employment relationship was by mutual agreement of the parties (50.2% 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

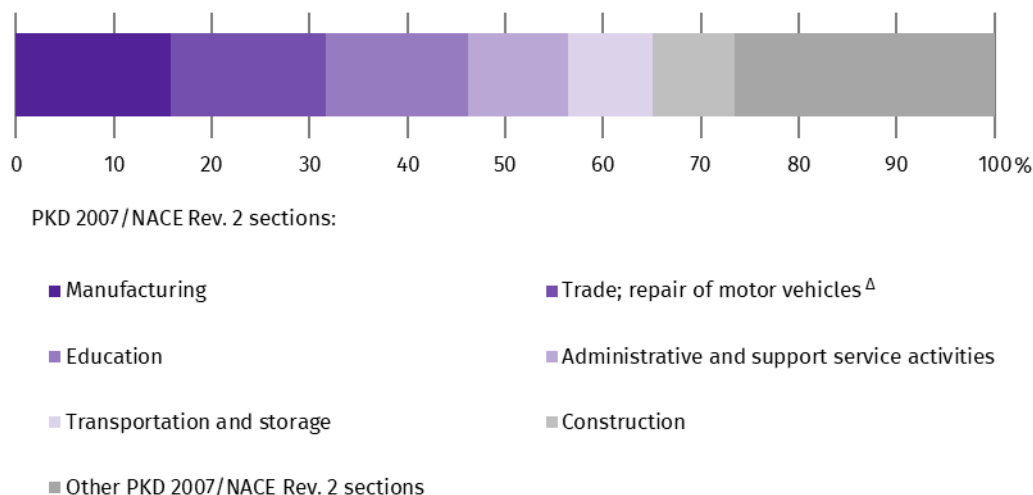
In Quarter 3 2025, 687.3 thousand employment relationships were established. This was 141.7 thousand (i.e. 26.0%) more than in Quarter 2 2025. Compared with the previous quarter, the percentage of women in the total number of employment relationships established increased by 5.6 percentage points (pp), i.e. to 49.4%. As in the previous quarter, the most employment relationships established were recorded in the Warszawski stołeczny region (20.5% of the total), and the fewest in the Świętokrzyskie region (2.0% of the total). Of total employment relationships established, 10.1% were entered into by foreigners, and their share decreased by 2.2 pp compared with Quarter 2 2025.

In the breakdown by PKD 2007/NACE Rev. 2 activity, as in the previous quarter, the largest share of employment relationships established was recorded in national economy entities belonging to the Manufacturing section (section C) and Trade; repair of motor vehicles^A section (section G). In each of these sections, this share amounted to 15.8% of all employment relationships established. Compared with Quarter 2 2025, this represents a decrease of 4.7 pp and 2.2 pp, respectively.

The highest numbers of employment relationships established and terminated were recorded in entities classified under the Manufacturing section (section C)

¹ [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](#)

Chart 1. Structure of employment relationships established by PKD 2007/NACE Rev. 2 section in Quarter 3 2025



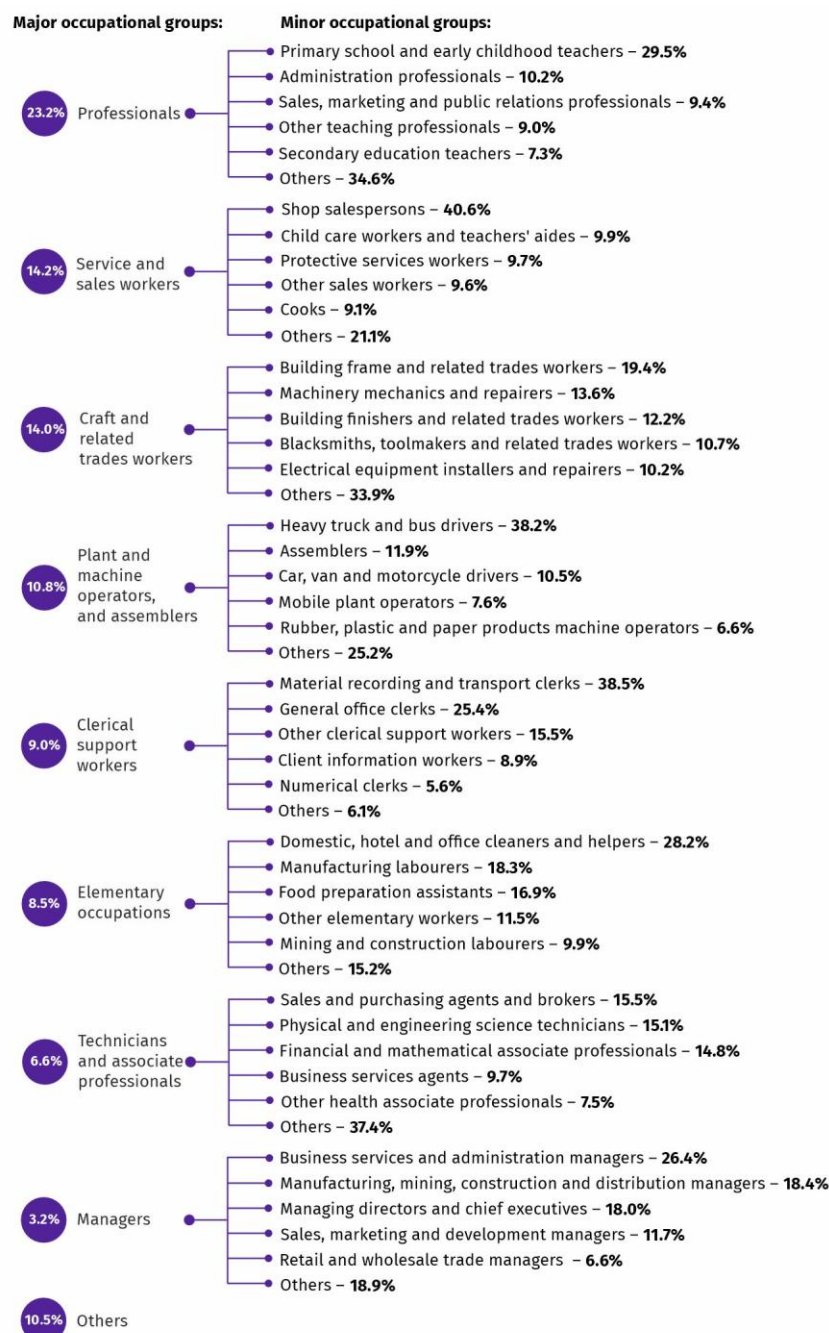
In terms of the number of employment relationships established, the Manufacturing section (section C) dominated in 11 NUTS 2² regions of Poland, whilst the Education section (section P) led in the Lubelskie, Małopolskie, Mazowiecki regionalny and Podlaskie regions. As in the previous quarter, the Wielkopolskie region saw the highest number of employment relationships established in the Trade; repair of motor vehicles^Δ section (section G), whilst the Warszawski stołeczny region recorded the highest figure in the Administrative and support service activities section (section N) – 24.8 thousand.

In Quarter 3 2025, among the major occupational groups, the highest number of employment relationships established was once again recorded in the group of Professionals (159.2 thousand, i.e. 23.2% of the total). This share was 8.2 pp higher than in Quarter 2 2025. At the level of minor occupational groups, the most relationships were established with Primary school and early childhood teachers – 47.0 thousand, i.e. 6.8% of the total number of employment relationships established in the quarter (6.3 pp more than in Quarter 2 2025). The next minor occupational group with the highest number of employment relationships established was the group of Shop salespersons – 39.6 thousand, i.e. 5.8% of total employment relationships established (0.8 pp fewer than in Quarter 2 2025).

Among the minor occupational groups, the highest number of employment relationships established was recorded in the group of Primary school and early childhood teachers

² <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.

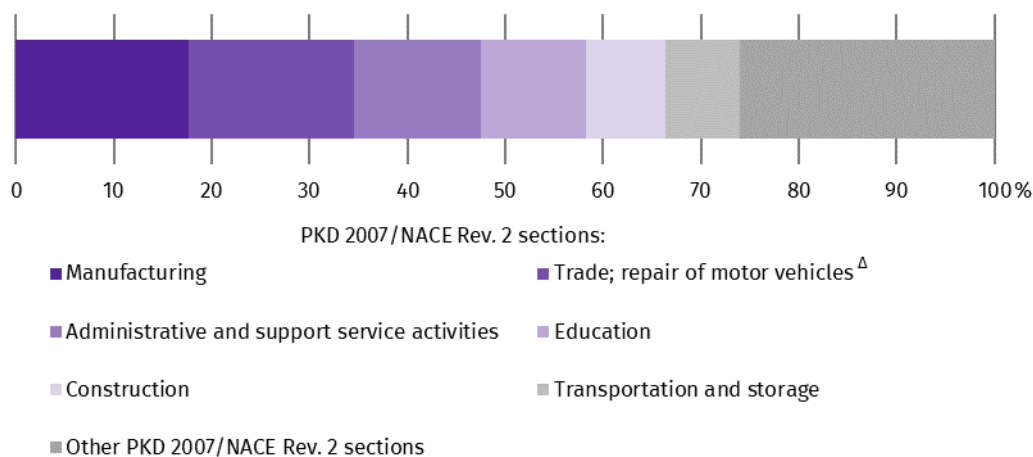
Diagram 1. Structure of employment relationships established by selected major and minor occupational groups (according to KZiS/ISCO-08) in Quarter 3 2025



Employment relationships terminated

Compared with Quarter 2 2025, the number of employment relationships terminated increased by 159.6 thousand. In Quarter 3 2025, of the total 799.3 thousand employment relationships terminated, 48.7% concerned women, and their share increased by 2.7 pp compared with the previous quarter. Once again, the most employment relationships terminated occurred in the Warszawski stołeczny region (18.9% of the total). By contrast, the lowest number of employment relationships terminated was recorded in the Podlaskie region (2.0% of the total). Of all employment relationships terminated, 8.6% concerned foreigners, and their share decreased by 1.3 pp compared with Quarter 2 2025.

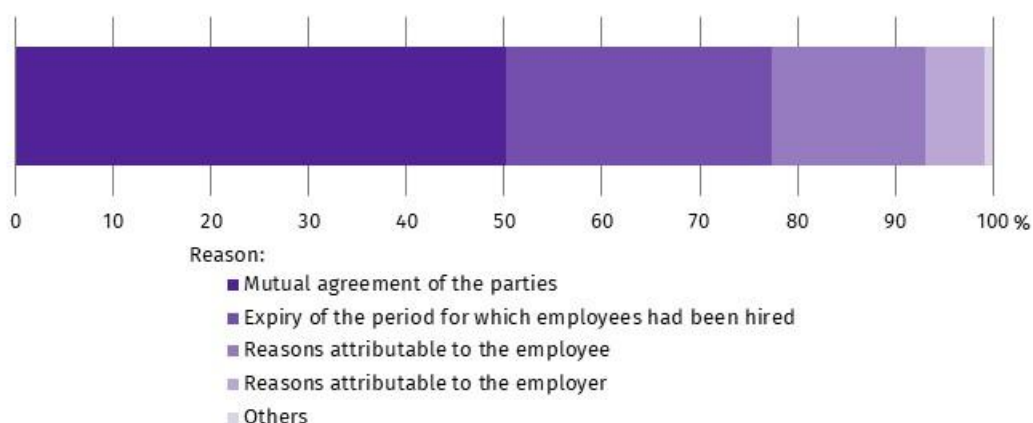
Chart 2. Structure of employment relationships terminated by PKD 2007/NACE Rev. 2 section in Quarter 3 2025



As in Quarter 2 2025, in the breakdown by PKD 2007/NACE Rev. 2 activity, in Quarter 3 2025 the largest share of the total number of employment relationships terminated was accounted for by national economy entities classified under the Manufacturing section (section C) and Trade; repair of motor vehicles^Δ section (section G). Entities classified under these sections accounted for a total of 34.5% of total employment relationships terminated.

As in the previous quarter, in the Wielkopolskie region the most employment relationships terminated were recorded in the Trade; repair of motor vehicles^Δ section (section G) – 29.9%, whilst in the Warszawski stołeczny region it was in the Administrative and support service activities section (section N) – 23.3%. In the Lubelskie region, however, the most employment relationships terminated were recorded in the Education section (section P) – 18.9%. In the country's other regions, the most employment relationships terminated concerned the Manufacturing section (section C).

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



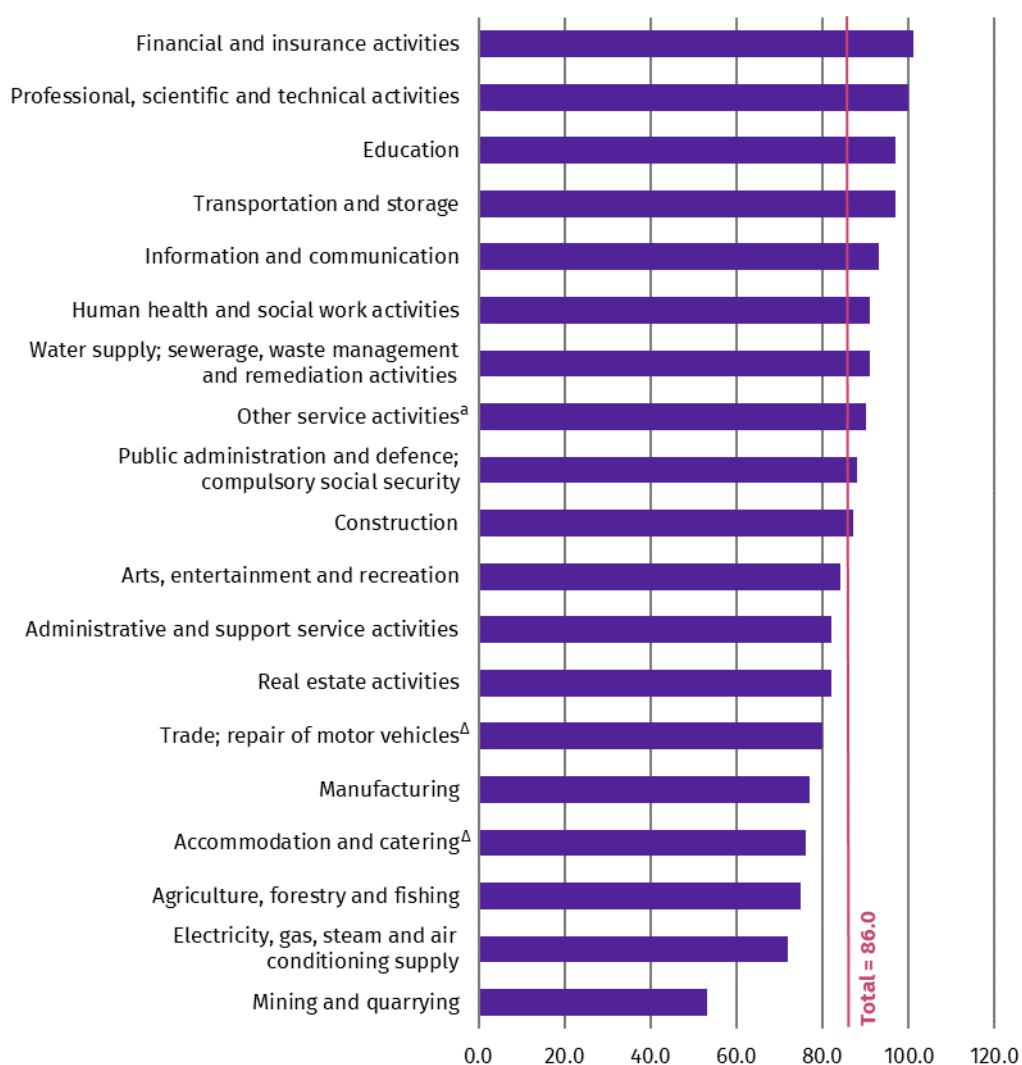
In the Education section (section P) and Administrative and support service activities section (section N), the most common reason for the termination of an employment relationship was the expiry of the period for which the employee had been hired

As in the previous quarter, employment relationships were most frequently terminated by mutual agreement of the parties (400.9 thousand) – there were 39.3% more such cases than in Quarter 2 2025. In almost all sections of the PKD 2007/NACE Rev. 2 classification, this was the most common reason for the termination of an employment relationship. As in Quarter 2 2025, in the Education section (section P) and the Administrative and support service activities section (section N), the most common reason was the expiry of the period for which the employee had been hired (48.1 thousand and 40.5 thousand, respectively).

Number of employment relationships established per 100 employment relationships terminated

In Quarter 3 2025, there were 86 employment relationships established per 100 employment relationships terminated. In the breakdown by PKD 2007/NACE Rev. 2 activity, the number of employment relationships established exceeded the number of employment relationships terminated in the Financial and insurance activities section (section K), at a ratio of 101 employment relationships established per 100 employment relationships terminated. In the Professional, scientific and technical activities section (section M), there were 100 employment relationships established per 100 employment relationships terminated. In the remaining 17 out of 19 sections of the PKD 2007/NACE Rev. 2 classification, the number of employment relationships established was lower than the number of employment relationships terminated. The largest difference, meanwhile, was recorded in the Mining and quarrying section (section B), where there were 53 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 3 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).

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).

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Related information

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

[Employment relationships established and terminated in Quarter 2 2025](#)