Working conditions in Mazowieckie Voivodship in 2025

01 September 2026

⇩0.4%

Decrease in the number of employed persons exposed to risk factors at work compared to the end 2024

In 2025, of the 1,395.5 thousand employees surveyed for working conditions, 31.2 thousand were exposed to risk factors at work. The sratio of employed persons exposed to risk factors at work per 1,000 employees in the units covered by the survey was 22.4 (compared to 21.9 in 2024).

The working conditions survey aims to identify harmful and strenuous factors in workplaces and examine their impact on employees. Proper assessment of working conditions and identification of potential risks allows employers to take preventative measures and implement appropriate occupational health and safety solutions.

Exposure to risk factors at work

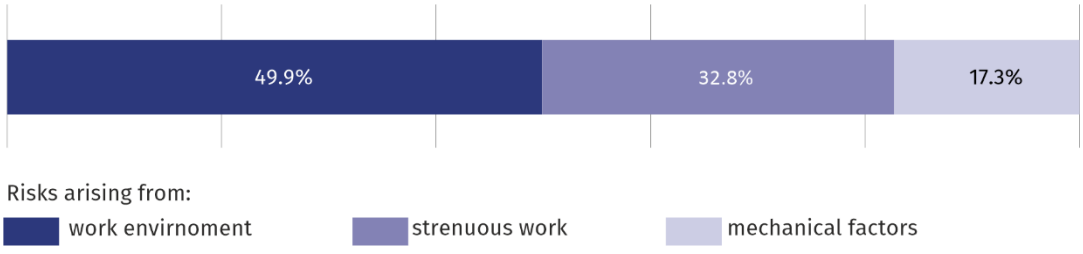
In 2025, 31.2 thousand persons were exposed to risk factors at work in Mazowieckie Voivodship

In 2025, the working conditions survey in Mazowieckie Voivodship covered entities employing a total of 1,395.5 thousand persons. The survey results showed that at the end of December, 31.2 thousand persons, or 2.2% of all employees in the surveyed units, worked in harmful and strenuous conditions, compared to 405.0 thousand persons, or 6.0%, nationally. Women accounted for 14.2% of all employed persons in harmful conditions (17.6% in Poland). Compared to the previous year, the number of persons employed in the surveyed units in Mazowieckie Voivodship was 33.7 thousand (2.4%) lower, and persons exposed to risk factors at work 0.1 thousand (0.4%) lower.

Persons employed in workplaces may be exposed to risk factors arising from the work environment, strenuous work and associated with particularly dangerous machinery. Data for persons classified as the most predominant factor, i.e., the factor with the greatest harmful impact on a given workplace, is presented below.

Chart 1. Exposure to risk factors at work by group of risks in 2025

As of 31 December



Exposure to risk factors arising from the work environment

At the end of 2025, 15.6 thousand persons were exposed to risk factors arising from the work environment, representing 49.9% of all employees exposed to risk factors (compared to 47.9% the year before). Among persons employed in this risk group, the largest number worked in manufacturing (63.1%), followed by transportation and storage (8.1%) and trade; repair of motor vehicles (7.6%). Women accounted for 15.4% of the total number of persons exposed to risk factors arising from the work environment (compared to 15.5% in 2024).

In the group of persons exposed to risk factors arising from strenuous work, 18.4% are women

Exposure to risk factors arising from strenuous work

10.2 thousand persons were exposed to risk factors arising from strenuous work, representing 32.8% of all employees (36.0% in 2024). Among persons employed in this group of risks, the largest percentage were persons employed in manufacturing (44.9%), followed by those in transportation and storage (23.3%) and construction (10.2%). Women constituted 18.4% of the group exposed to risk factors arising from strenuous work (compared to 15.6% the previous year).

Among the employees in the group of risks related to the work environment, the largest percentage were persons employed in manufacturing (63.1%)

Exposure to mechanical risk factors associated with particularly dangerous machinery

Mechanical risk factors associated with particularly dangerous machinery posed a threat to 5.4 thousand persons, or 17.3% of all persons exposed to risk factors at work (compared to 16.1% the year before). Of the total number of persons exposed to mechanical risk factors, the largest number were in manufacturing (29.1%), followed by electricity, gas, steam, and air conditioning supply (25.7%), and construction (13.2%). Women accounted for 2.9% of this group (compared to 2.3% the year before).

Exposure to risk factors at work per 1,000 employees

The scale of exposure to risk factors at work is indicated by the ratio representing the number of persons exposed to risk factors at work per 1,000 employees in the surveyed population. In the Voivodship, this indicator was 22.4 in 2025, compared to 21.9 a year earlier (nationally 59.9 against 63.9, respectively).

The ratio of persons exposed to risk factors at work per 1,000 employees in the units covered by the survey for Mazowieckie Voivodship was 22.4

The risk ratio, measured by the number of employees exposed to risk factors per 1,000 employees in the surveyed unit, varies significantly depending on the type of economic activity conducted by the unit. Among the sections, the highest occupational health risk occurred in electricity, gas, steam, and air conditioning supply (125.2), followed by mining and quarrying (95.8), and water supply; sewerage, waste management and remediation activities (72.0). The safest jobs were in information and communication (2.3), followed by human health and social work activities (4.9) and professional, scientific and technical activities (5.4).

In the case of risk factors arising from the work environment, the highest ratio was recorded in electricity, gas, steam, and air conditioning supply (39.7), mining and quarrying (39.0) and manufacturing (30.8).

The most exposed to risk factors arising from strenuous work were persons employed in mining and quarrying (the ratio defining the scale of risk factors arising from strenuous work was 56.8), followed by water supply; sewerage, waste management and remediation activities (43.7), and electricity, gas, steam and air conditioning supply (20.5).

Persons employed in electricity, gas, steam and air conditioning supply were most exposed to risk factors arising from particularly dangerous machinery (the ratio showing the scale of risk was 64.9), followed by water supply; sewerage, waste management and remediation activities (18.6) and construction (8.2).

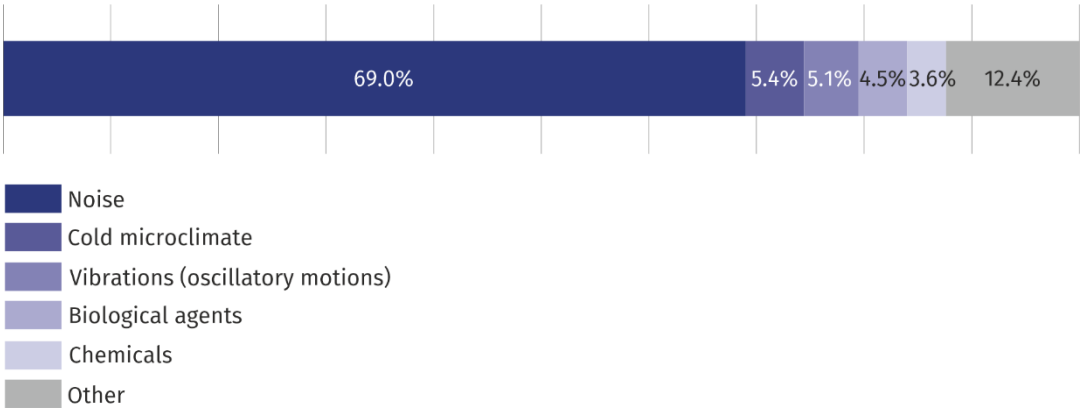
It's worth noting that employees in units may be simultaneously exposed to several risk factors (i.e., arising from the work environment, strenuous work, and risk factors associated

with particularly dangerous machinery). Below, we present data on persons exposed to risk factors at work, counted as many times as they were exposed to these factors.

As of the end of December 2025, the number of persons exposed to risk factors at work was 35.4 thousand (compared to 34.0 thousand in the previous year). Of this number, 17.1 thousand, or 48.3%, were exposed to risk factors arising from the work environment. Risk factors arising from strenuous work affected 11.8 thousand, persons or 33.4%, while 6.5 thousand, or 18.3%, were exposed to risk factors associated with particularly dangerous machinery.

Among the risk factors arising from the work environment, the greatest threat was noise, which was at risk for 11.8 thousand persons, i.e. 69.0%, followed by cold microclimate (0.9 thousand, i.e. 5.4%), as well as vibrations (mechanical oscillations) – 0.9 thousand persons (5.1%).

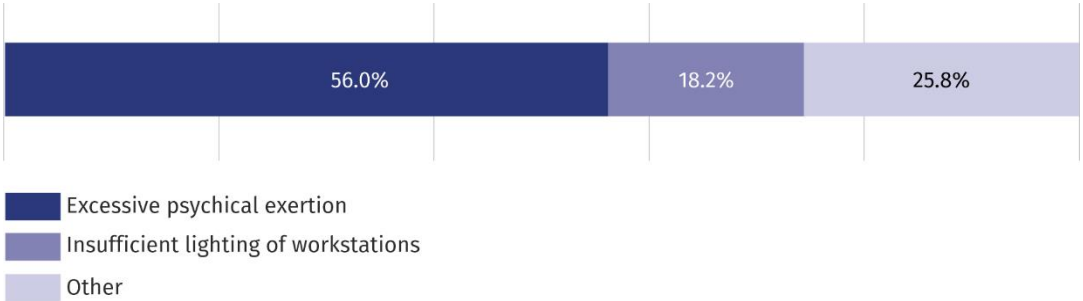
Chart 2. Exposure [a] to risk factors arising from the work environment by physical health risk factors in 2025
As of 31 December



a Employees listed as many times as the number of risks they are exposed to.

The group of risk factors arising from strenuous work includes, among others, excessive physical strain, which accounted for 56.0% of all risk factors arising from strenuous work, and insufficient lighting of workstations, which accounted for 18.2% of the discussed risk factors.

Chart 3. Exposure [a] to risk factors arising from strenuous work by risk factors in 2025
As of 31 December



a Employees listed as many times as the number of risks they are exposed to.

During the year, Mazowieckie Voivodship eliminated or reduced 10.5 thousand risk factors arising from the work environment, 1.6 thousand risk factors arising from strenuous work, and 1.5 thousand risk factors associated with particularly dangerous machinery. At the same time, 5.8 thousand newly emerged or newly identified risk factors related to the work environment, 1.8 thousand risk factors arising from strenuous work, and 1.1 thousand risk factors associated with particularly dangerous machinery were identified.

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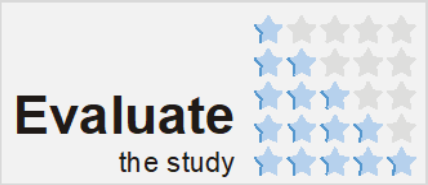
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Related information

Methodological report – Working conditions – exposure to risk factors at work

Working conditions in 2025



Data available in databases

Local Data Bank

Knowledge Databases

Terms used in official statistics

Working conditions

Employees exposed to risk factors

Risks arising from work environment

Risks arising from strenuous work

Risks arising from mechanical factors associated with particularly dangerous machinery