



Ministry of Economic Development,  
Labour and Technology



Regional Labour Office  
in Krakow

# THE OCCUPATIONAL BAROMETER 2021



# 2020

Report summarizing  
the research in Poland

# **The Occupational Barometer 2021**

Report summarizing the research in Poland

The Report was prepared by the Regional Labour Office in Krakow within the framework of the national Occupational Barometer survey commissioned by the Ministry of Economic Development, Labour and Technology.

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# Table of contents

<b>I. Research methodology</b>	<b>7</b>
1.1. Survey objective and methodology	7
1.2. List of occupations selected for the survey	9
<b>II. Labour Market in Poland</b>	<b>11</b>
2.1. The situation in the economy	11
2.2. The situation on the labor market	12
<b>III. Results of the Occupational Barometer 2021</b>	<b>17</b>
3.1. Preparation of the 6th edition of the study	17
3.2. Demand for employees	17
3.3. Shortage occupations by industries	18
3.4. Balanced occupations	22
3.5. Surplus occupations	23
3.6. Situation in regional capitals	24
3.7. Differentiation of the situation in regions	25
3.8. Summary	27



Dear Readers,

We invite you to read the latest results of the Occupational Barometer research. This year's edition of the study was special for many reasons.

First of all, the labor market has changed significantly due to the COVID-19 epidemic. In a very short time, many companies and institutions, as well as their employees, had to adapt to the new, unforeseen situation and the introduced restrictions.

The turbulences on the market observed in the second quarter of 2020, manifested by a decline in gross domestic product, a reduction in the number of job offers or an increase in unemployment, were mitigated by the Anti-crisis shield which supported employers and employees in surviving this difficult time. As a result, the situation on the labor market stabilized in the third quarter. However, the second wave of the epidemic which introduced further restrictions in the functioning of some industries, will influence the labor market, perhaps also in the next year.

According to the Barometer's results, in 2021 the trend of increasing shortage of employees, observed in recent years, will stop. The demand in most occupations will balance, which means that the number of qualified candidates will be similar to the number of job offers. Surplus of job seekers will not be common - it will appear locally in singular occupations.

Secondly, the survey was carried out according to a new methodology (combining Occupations Barometer with the Deficit and Surplus Occupation Monitoring - for detailed information please refer to the methodological chapter). We assure you that the experts involved in the research have made every effort to provide reliable information about the job prospects in the coming year.

Thirdly, due to the epidemiological situation in the country, for the first time, the experts panels were carried out online. Thanks to this, despite many limitations, forecasts for all 380 counties were prepared. Based on the results obtained, forecasts for region and the country were developed.

Fourthly, this year's edition of the Barometer was carried out on a new website. We invite you to visit [www.barometrzwodow.pl](http://www.barometrzwodow.pl) where you will find detailed results from all study editions with a refreshed layout and new functionalities.

We would like to thank everyone who contributed to the implementation of the 6th edition of the Barometer: participants of expert panels, regional coordinators and the national coordinator. Your knowledge and commitment are the pillar of the entire project. We hope that the next edition of the research will take place in favorable circumstances.

Department of Labour Market  
Ministry of Economic Development, Labour and Technology



# I. Research methodology

## 1.1. Survey objective and methodology

The Occupational Barometer is a short-term (one year) forecast of the situation in occupations. The barometer is developed at the counties level and allows to observe the directions and intensity of changes taking place on local labour markets. The results can be useful for planning training, supporting the process of job mobility or selecting career path.

The survey methodology was developed in Sweden in 1990's, as a part of a broader system for forecasting changes in the labour market. In 2007, the Occupational Barometer was adapted by the public employment service in south-western Finland. Currently the survey is conducted in throughout Finland.

The Barometer was first used in Poland by the Regional Labour Office in Krakow. In 2009, the staff of the Labour Market and Education Observatory of Małopolska (which is a research project of the Regional Labour Office in Krakow) learnt about the concepts of the Barometer during a study visit to Turku, Finland. The same year, a pilot survey was conducted in six counties in Małopolska, and then in the entire region. The survey has been conducted in all counties in Poland since 2015.

Until 2019, the Occupational Barometer survey was carried out in parallel to the quantitative research called Deficit and Surplus Occupation Monitoring (MZDiN). MZDiN was conducted countrywide, pursuant to the Employment Promotion and Labour Market Institutions Act of 20 April 2004. By the decision of the Ministry of Family, Labour and Social Policy, from 2020, due to their complementarity, these studies were combined into one, called Occupational Barometer. After that, Barometer remained qualitative research (as it has been from the beginning).

Barometer is carried out using the method of an expert panel. During the group discussion, participants use their knowledge and experience gained at work, coming from observations, researches and contact with the unemployed and employers. As part of the preparation for the meeting and during the panel, the experts also use quantitative data (previously used within MZDiN). The quantitative data cover the second half of the previous year and the first half of the current year in which the survey takes place. In their assessment, the experts use data on:

- job offers in the particular occupation,
- people registered as unemployed in the particular occupation,
- employment of foreigners
- other aspects that may influence the situation in the profession like e.g. information on people working in the shadow economy, the conditions of employment, multitasking, required qualifications, information about pupils, students and graduates,

information on planned investments and new jobs, information on changes in legal regulations affecting the local labor market.

The panel usually counts from four to eight people:

- employees of county labour offices: employment agencies, career counsellors, persons responsible for cooperation with businesses and for training as well as the EURES (The European Jobs Network),
- employees of other institutions with knowledge of the local labour market e.g. the private employment agencies, employees of the special economic zone managers, voluntary labour corps, trade associations, non-government organizations and university career centres.

Panel members assess only those occupations that are present on the local labour market. If they have no knowledge of the situation in the occupation concerned, they should leave it out – that is why the list of occupations which are ultimately included in the forecast for the specific county may be shorter than maximum (168 items).

During the discussion experts answer the following questions:

- In your opinion, how will the demand for occupation change in the upcoming year? Is it going to:
  - increase dynamically
  - increase
  - be balanced
  - decrease
  - decrease rapidly
- In your opinion, what will the relationship between the available labour force and the demand for occupation in the upcoming year be? Will there be:
  - great shortage of job seekers
  - shortage of job seekers
  - balance between the demand and supply
  - surplus of job seekers
  - great surplus of job seekers

Based on the answers, the occupations are classified into one of three categories:

- **shortage occupations** – those, in which it should not be difficult to find a job, as the demand from employers will be high, while the supply labour with the required skills will be low,
- **balanced occupations** – those, in which the number of jobs offered will be close to the number of people capable of taking up employment in a given occupation (supply and demand are balanced),
- **surplus occupations**, those, in which it might be more difficult to find a job due to the low demand and/or excess number of candidates that meet the employers' requirements.

After all the county expert panels end, the Occupational Barometer for the region and for the country is developed, based on the aggregated data from all the county panels. The regional results include only professions that were assessed in at least half of the counties.

The results of the study, as well as all quantitative data taken into account during the panels, are available on the website [www.barometrzwodow.pl](http://www.barometrzwodow.pl).

## 1.2. List of occupations selected for the survey

The list of occupations used in the Barometer survey is based on the Classification of Occupations and Specializations for Labour Market Needs of 2014 (KZiS). Names of professions defined for the Barometer are not fully consistent with the names of occupations and groups used in KZiS. The list developed for the Occupational Barometer groups the occupations and specializations with 4-digit code (elementary groups) and 6-digit code (occupations and specializations) taken from KZiS.

The list of occupations assessed in the Barometer was developed with the focus on those occupations, that are numerously represented by the potential candidates as well as offered by employers, who recruit such candidates. Therefore, some of the occupations, for which the candidates must be appointed or elected, were omitted: parliament members, politicians, senior government officials, senior officials of special-interest organizations, university directors, etc.

The list also does not include religion related occupations (clergy and consecrated persons or other religious professionals) or professionals practicing unconventional or complementary therapy. The list also omitted some arts and sports occupations, which involve artistic and sports professionals. On the other hand, the occupations involving work in the cultural, sports and recreation centres are included in the cultural associate professionals, event planners and fitness and recreation instructors groups. In addition, the occupations that require artistic talent have been classified into interior designers and decorators, product and garment designers and photographers groups.

The occupations were grouped in the Barometer list by similar professional areas or contents, based on the methodology used in the Scandinavian countries. The occupations were compiled taking into consideration candidates with partial qualifications or overqualified candidates (e.g. archivists and curators group consists of elementary groups KZiS 2621 archivists and curators and 4414 filing and similar clerks). Based on the observations of local and regional labour markets, this is how the candidates are actually selected for jobs. In situations, when a specific education level is a requirement on a local labour market, the panel members were asked to indicate that in comments. Comments included in the forecasts and published on the Barometer website give the interested parties (career counsellors, job seekers, who are more computer savvy) an opportunity to learn more about local conditions<sup>1</sup>.

The Barometer survey includes teaching professions (i.e. vocational schools, technical secondary schools, colleges as well as professional training courses), which are assigned to the groups related with specific occupations that are popular on the market. As regards the occupations involving university education, only those occupations were omitted after the discussions with experts, regional coordinators and the survey team, that could not have been clearly assigned to the existing groups and with respect to which a consensus could not be reached to include them in a new group, as they were not represented in such numbers on the majority of local labour markets, that would justify doing so. That is why, the physicists group was not included in the Barometer survey, as a physicist without a teaching license, who is neither a research scientist at the university or a research institute, in terms of labour market, does not practice his learned profession.

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<sup>1</sup> Comments are only available in the Polish version of the website

The Classification of Occupations and Specializations for the Labour Market Needs also contains elementary groups, where occupations not elsewhere classified are included – the occupations that could not be assigned to any other group. As a result of combining certain occupations similar in terms of the required competencies and job description, the groups were formed, in which most of “not classified elsewhere” occupations could be included.

## II. Labour Market in Poland

### 2.1. The situation in the economy

The COVID-19 epidemic has changed the global economic situation. In Poland, as in other countries affected by the epidemic, the negative consequences for the labor market were observed. Due to the restrictions introduced to slow down the spread of Covid-19, many industries faced problems with accounting liquidity and maintaining employment.

Looking at the situation in Poland, you can see that:

- ↓ gross domestic product (GDP) decreased, just like in all European Union countries. Poland was among the countries that recorded the smallest decline (8.0% in Q2 and 2.0% in Q3 - looking year on year)<sup>2</sup>
- ↓ fewer new companies were established - in the second quarter of 2020 by 31.7% less than the year before, in the third quarter of 2020 by 0.5% less<sup>3</sup>
- ↓ investment expenditures of enterprises decreased - from January to September 2020 by 7.2% compared to the same period last year. Greater decline was observed in purchases rather than buildings. The number of newly started investments and their estimated value were higher than in the previous year<sup>4</sup>
- ↓ the business climate worsened - in November 2020 compared to the previous year, a significant deterioration in the economic situation was recorded, especially in the catering and hotel section. Only companies from the information and communication section positively assessed the business climate, although still worse than in the previous months<sup>5</sup>

<sup>2</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoeczno-gospodarczej/sytuacja-spoeczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

<sup>3</sup> own study based on data from Statistics Poland [27.11.2020]

<sup>4</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoeczno-gospodarczej/sytuacja-spoeczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

<sup>5</sup> Business tendency in manufacturing, construction, trade and services - November 2020, Statistics Poland, access: <https://stat.gov.pl/en/topics/business-tendency/business-tendency/business-tendency-in-manufacturing-construction-trade-and-services-november-2020,2,11.html> [27.11.2020]

## Chart 1. Business tendency in sections in October 2020



Source: own study based on Business tendency in manufacturing, construction, trade and services - November 2020, Statistics Poland

Recent months has shown that regardless of how governments responded, the COVID-19 crisis had a strong impact on each of the EU's economies. Negative effects are to some extent mitigated by support from public funds. National and regional shields help many companies to survive the difficult period, but the economy is still facing successive waves of disease and the effects of restrictions.

### 2.2. The situation on the labor market

The economic growth observed in Poland since 2013 had a positive impact on the labor market. In recent years, the professional activity of the population increased, unemployment decreased, working conditions improved (wages increased, employment in the shadow economy decreased). In the longer term, it was expected that the trend would reverse (due to business cycle), but the COVID-19 epidemic changed the situation of thousands of companies and their employees overnight.

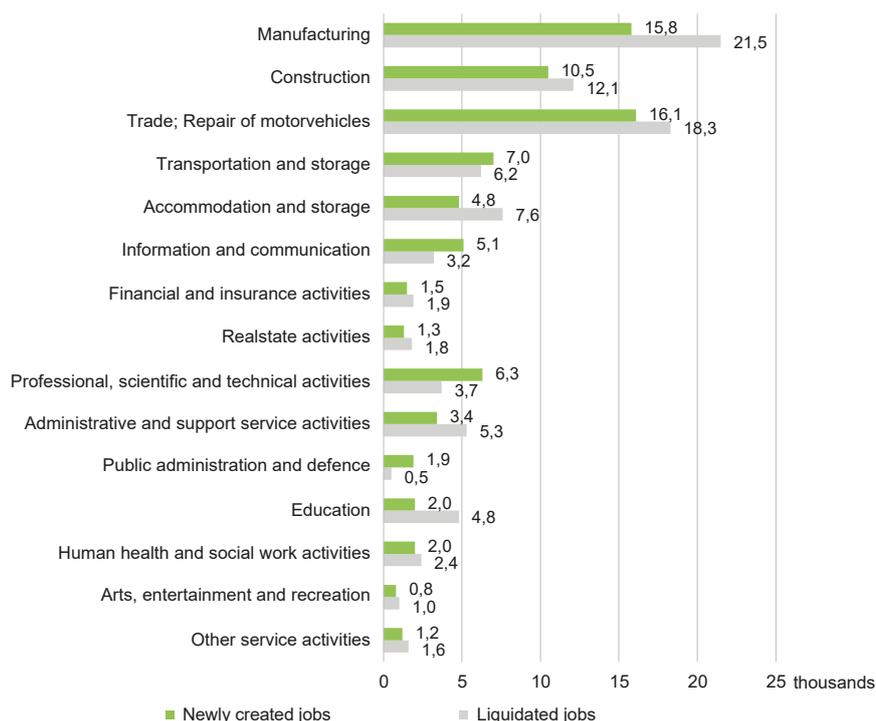
Many negative phenomena observed on the labor market in the second quarter of 2020 lost its strength in the third quarter (when the restrictions on running a business were loosened and the demand for seasonal work increased). Nevertheless the second wave of the epidemic will probably bring a deterioration in the situation, which will be felt not only in the end of 2020 but also in 2021.

In the second and third quarter of 2020, the following observations were made:

- **the number of jobs vacancies decreased:** in the second quarter of 2020, 93.6 thous. jobs were liquidated (by 14.3% more than a year ago and by 14.3% more than at that time was newly created). Of all the liquidated jobs, 44.1% were lost due to the epidemic. Most frequently, jobs were liquidated in following sections: manufacturing, trade and construction<sup>6</sup>.

<sup>6</sup> The demand for labour in the second quarter of 2020, Statistics Poland, access: <https://stat.gov.pl/en/topics/labour-market/demand-for-labor/the-demand-for-labour-in-the-second-quarter-of-2020,2,38.html> [29.11.2020]

**Chart 2. Newly created and liquidated jobs in Poland in selected PKD 2007 (NACE Rev.2) sections in the second quarter of 2020**



Source: The demand for labour in the second quarter of 2020, Statistics Poland

- **the number of employed decreased in the 2nd and increased in the 3rd quarter of 2020:** in the third quarter of 2020 there were 16 644 thousand employed (by 2,3% more than in the second quarter of 2020 and by 0.2% more than the year before). Compared to the situation in the previous year, there were more working women (by 0.5%), while the number of working men slightly decreased (by 0.1%). The number of people working in service sector increased (by 1.6% to 9,861 thousand) and in agriculture (by 0.6% to 1,555 thousand), while the number of people working in industry decreased (by 3.5% to 5 100 thousand). More people than a year ago worked in the public sector (an increase by 2.7% to 4,053 thousand), and fewer - in the private sector (a decrease by 0.7% to 12,591 thousand). What is more significant increase was observed according to employees with contracts (by 4.5% to 10,887,000), and a significant decrease in the number of employees working on a fixed-term basis (by 17.7% to 2,339,000)<sup>7</sup>
- **employment in the enterprise sector decreased:** comparing February and May 2020, the average employment in enterprises decreased by 4%. In the following months there was an increase, but less dynamic than the previous decline. In October, the average employment in the enterprise sector amounted to 6,318.3 thousand. and was by 1.0% lower than year ago. The deepest decline was observed in accommodation and catering section (by 4.4% year on year), administrative and support service activities (by 4.2%), and mining and quarrying (by 3.5%). Analyzing largest sections you can see that employment decreased in manufacturing (by 1.8%) and trade (by 1.3%), but the scale of these declines was slightly smaller than

<sup>7</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoleczno-gospodarczej/sytuacja-spoleczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

in the previous months. Annual employment growth continued in information and communication (by 3.0%), professional, scientific and technical activities (by 2.7%), water supply (by 2.3%) as well as transportation and storage (by 1.4%). Employment in construction was slightly above the level of the previous year (by 0.1%)<sup>8</sup>,

- **people worked less:** in the second quarter of 2020, 684 thousand people had work, but did not perform it due to a break in the activity of the workplace. 513 thousand worked less than usual for reasons related to employee. In the third quarter, both groups decreased significantly, to the level of 65 thousand and 103 thousand. Nevertheless, they were still several times more numerous than the year before, i.e. before the COVID-19 epidemic<sup>9</sup>,
- **the popularity of home office grown:** to keep social distance, more people worked from home – in the second quarter of 2020, 13.1% of all employed, in the third quarter 7.1%, while in the third quarter of 2019 it was 4.4%<sup>10</sup>,
- **wages increased:** the average salary in the enterprise sector in October 2020 was higher than a year ago by 4.7% and amounted to PLN 5,458.88 gross. Almost all industries recorded an increase (the largest was 7.1% in section administrative and supportive activities). In transport and storage, as well as in accommodation and catering, after a slight increase in August and September 2020, in October 2020 wages were at a similar level as in the previous year<sup>11</sup>,
- **the number of unemployed increased:** at the end of October 2020 there were 1,018.4 thousand registered unemployed, i.e. 21.2% more than a year ago. The unemployment rate for the fifth month in a row amounted to 6.1% (1.1 percentage points higher than last year). The lowest value was recorded in the Wielkopolskie region (3.7%), the highest in Warmińsko-Mazurskie (9.8%). During the year, the unemployment rate increased in all regions – the most in Lubuskie, Pomorskie and Zachodniopomorskie (1.4 p.p. each), and the least - in Świętokrzyskie (by 0.7 p.p.). Comparing the unemployment level at the end of October 2020 and at the end of February 2020 (before the outbreak of the epidemic in Poland) the number of unemployed increased by 98.5 thousand people (by 10.7%)<sup>12</sup>,

<sup>8</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoleczno-gospodarczej/sytuacja-spoleczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

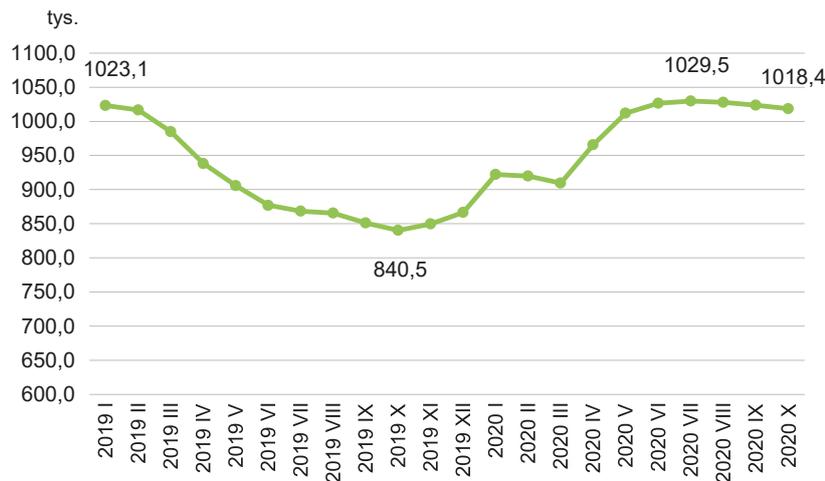
<sup>9</sup> Information on the labour market in the third quarter of 2020 (preliminary data), Statistic Poland, access: <https://stat.gov.pl/en/topics/labour-market/working-unemployed-economically-inactive-by-lfs/information-on-the-labour-market-in-the-third-quarter-of-2020-preliminary-data,8,36.html> [29.11.2020]

<sup>10</sup> Information on the labour market in the third quarter of 2020 (preliminary data), Statistic Poland, access: <https://stat.gov.pl/en/topics/labour-market/working-unemployed-economically-inactive-by-lfs/information-on-the-labour-market-in-the-third-quarter-of-2020-preliminary-data,8,36.html> [29.11.2020]

<sup>11</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoleczno-gospodarczej/sytuacja-spoleczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

<sup>12</sup> Socio-economic situation of the country in October 2020, Statistics Poland, access: <https://stat.gov.pl/obszary-tematyczne/inne-opracowania/informacje-o-sytuacji-spoleczno-gospodarczej/sytuacja-spoleczno-gospodarcza-kraju-w-pazdzierniku-2020-r-,1,102.html#> [27.11.2020]

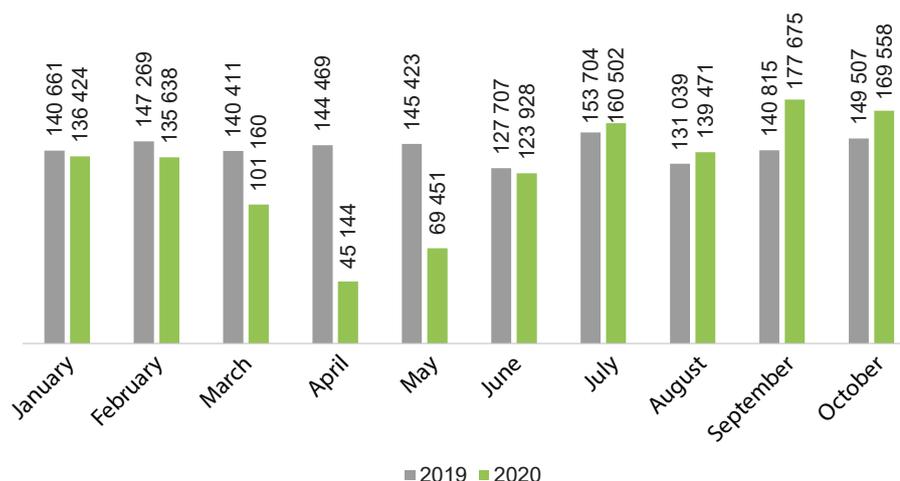
**Chart 3. Number of registered unemployed in Poland from January 2019 to October 2020, in thousands**



Source: own study based on Socio-economic situation of the country in October 2020, Statistics Poland

**the inflow of foreigners decreased:** in the period from January to the end of October 2020, 1,259,000 declarations on entrusting work to a foreigner were registered in Poland (11% less than in the same period of 2019), and 344,000 work permits were issued (10% less). The situation was significantly influenced by the COVID-19 pandemic. In the case of declarations, the two months were critical: April (when three times less declarations were registered than in the previous year) and May (two times less). However, in the following months the number of registered declarations grew and was even higher than in the previous year. This shows that the demand for foreigners work is still high<sup>13</sup>.

**Chart 4. Number of declarations on entrusting work to a foreigner registered from January to October 2019 and 2020, data for Poland**



Source: own study based on data from CeSAR analytical system

<sup>13</sup> own study based on data from CeSAR analytical system

The changes in the economy and the labor market, observed since the beginning of the COVID-19 epidemic, cause a deterioration in the consumer climate and increasing fears of job loss. At the end of October 2020, to the question „Do you take into account the possibility of losing your current job (dismissal, bankruptcy, liquidation of the workplace)?” 31% of Poles answered positively, while a year ago it was 20%<sup>14</sup>.

Negative symptoms such as rising unemployment or falling GDP seem inevitable at the present time. Compared to other European Union countries, however, they should be less severe. Unemployment rate according to BAEL in 2021 may reach 5.3% in Poland, while the EU 8.6%<sup>15</sup>.

Therefore, a key challenge is to protect jobs, particularly in industries most affected by economic downturns. Due to digital transformation accelerated by COVID-19 pandemic it is important as well to fulfill the gap in the digital skills of Polish employees. Working patterns and consumer behavior widespread during the COVID-19 pandemic will increasingly become standard.

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<sup>14</sup> own study based on Raport biznes. Co dalej w biznesie? Jak pandemia zmieniła zarządzanie firmami i ludźmi, Fundacja GAP, source: [https://oees.pl/wp-content/uploads/2020/11/raport\\_biznes\\_final\\_25.11.pdf?fbclid=IwAR2RwxjfEdTKUIktrAnGZIMzuyPVDJsBVMxsRXKTBxM-0Z\\_15PLHGfNvfx0](https://oees.pl/wp-content/uploads/2020/11/raport_biznes_final_25.11.pdf?fbclid=IwAR2RwxjfEdTKUIktrAnGZIMzuyPVDJsBVMxsRXKTBxM-0Z_15PLHGfNvfx0) [29.11.2020]

<sup>15</sup> European Economic Forecast. Autumn 2020, source: [https://ec.europa.eu/info/business-economy-euro/economic-performance-and-forecasts/economic-forecasts/autumn-2020-economic-forecast\\_en](https://ec.europa.eu/info/business-economy-euro/economic-performance-and-forecasts/economic-forecasts/autumn-2020-economic-forecast_en) [11.12.2020]

## III. Results of the Occupational Barometer 2021

### 3.1. Preparation of the 6th edition of the study

The Occupational Barometer is a one-year forecast of the demand for employees. All local and regional labour offices, as well as many other institutions (e. g private employment agencies, city council, representatives of special economic zones, voluntary labour corps, employers' associations) are involved in conducting the study.

The countrywide analysis are based on county data. They show demand for employees from a national perspective and current trends.

343

expert's  
panels

The products of the study are counties forecasts that define the demand for a given profession on local labor markets.

343 expert panels were held as part of the 6th edition of the Barometer. During 37 panels, experts assessed the situation in the city and land counties at the same time. Thus, forecasts for all 380 counties in Poland were made. An average of 7 people participated in each panel. Due to the epidemiological situation in the country, most meetings were held remotely (84%), and only 16% in the traditional, direct format.

During each panel, experts analyzed the situation in 168 professions. Compared to the previous year, the list of professions has not changed.

### 3.2. Demand for employees

Experts involved in the Occupation Barometer always try to take into account all the key factors that may determine the situation in the coming year. In 2021, one of the most important (but also difficult to estimate) are the changes caused by the pandemic COVID-19.

According to Barometer results it is expected that in 2021 in Poland:

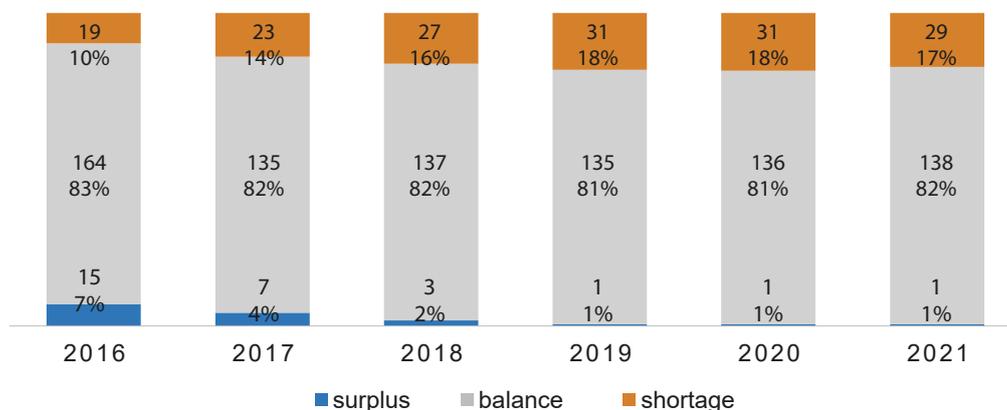
- the number of **deficit** occupations will decrease (those in which it might difficult to find an employee due to a low number of candidates): there will be 29 such professions in Poland, ie 2 less than the year before. Tinsmiths and laquerers, hairdressers, and accounting and bookkeeping clerks moved from the shortage to the balanced professions. On the other hand, ambulance workers who had been in balance so far appeared on the list of deficits,
- the number of **surplused** occupations will be the same (those with more candidates than job offers): due to the deep shortages on labour market observed in previous years, it is not expected that in 2021 there will be a significant surplus of job seekers. The situation in many professions will worsen, but in most occupations the market should be so receptive that people willing to work and having the appropriate

qualifications should be able to find a job. 1 surplus occupation is forecasted countrywide, similarly to previous years these are economists,

- the number of **balanced** occupations will increase (those in which the number of candidates and the number of job offers will be similar): the group of balanced occupations will increase by 2 professions that belonged to the deficit category last year.

As the Barometer shows, the demand for professions in 2021 will shift from the deficit to the balance. Thus, the trend of increasing shortage of employees, observed in recent years, will stop.

**Chart 5. The number and share of deficit and surplus occupations in the Occupational Barometer in the forecasts for 2016-2021 in Poland**



The number of occupations assessed in the study changed in subsequent editions. The forecast for 2016 includes 198 occupations, for 2017 - 165, for 2018 and 2019 - 167, for 2020 and 2021 – 168.

Source: own study based on [barometrzwodow.pl](http://barometrzwodow.pl)

### 3.3. Shortage occupations by industries

The economic downturn observed since the second quarter of 2020 (caused, among others, by the COVID-19 epidemic and the restrictions introduced to slow down the spread of the epidemic) affects individual industries unevenly.

29

shortage  
occupations

In some industries, restrictions on doing business are less severe, for example in construction, where business continuity has been maintained. In others, extra solutions are implemented (e.g. remote work, additional sanitary rules) that allow companies to adapt to the new situation and even expand their business (e.g. the IT industry). In some industries (such as tourism, gastronomy or the fitness), however, this is not possible, and the restrictions are among the most restrictive - these industries are most severely affected by the COVID-19 epidemic.

The Barometer results for the 2021 year reflex the complexity of the situation. Shortages will appear in 29 occupations, of which the situation will be particularly difficult in 6 professions, because the deficit has been continuous since 2015, i.e. from the beginning of the survey (these professions are highlighted in orange below). Workforce shortages in the medical

industry will worsen. Invariably, the greatest number of professions in which the shortage of candidates will be observed will appear in the construction industry.



**Construction industry:** 9 shortage occupations i.e. concrete placers, concrete finishers and related workers, construction joiners and carpenters (in a permanent deficit, i.e. continuously since 2015), roofers and sheet metal workers in building trades (in a permanent deficit, i.e. continuously since 2015), construction installation assemblers, earthmoving plant operators and mechanics, finishing work technologists in building trades, construction workers

On the candidates side shortages are caused by: lack of work experience (especially according to young people), health contraindications (especially older and experienced workers), lack of willingness to work in the profession due to difficult working conditions (outdoors, in dust, on a business trip), lack of qualifications to operate specialized equipment, foreign migrations. On the employers' side by: unattractive salary, in some occupations employment in the so-called shadow economy and the seasonality of work. Deficit is exacerbated additionally by the lack of graduates in construction occupations – on the one hand the educational offer is insufficient, on the other hand young people show little interest in learning in such professions.

Due to the large shortage of workers, employers in the construction industry often give employment to the foreigners.

However, as experts note, even though the demand for employees (domestic and foreign) in 2021 will still remain significant, it will be lower than in previous years due to the reduction, postponement or abandonment of some new investments.

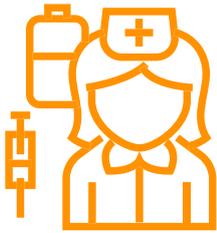


**Manufacturing industry:** 6 shortage occupations i.e. electrical mechanics and electrical assemblers, tailors and clothing manufacturers (in a permanent deficit, i.e. continuously since 2015), metal working machine tool setters and operators (in a permanent deficit, i.e. continuously since 2015), handicraft workers in wood and joiners, welders (in a permanent deficit, i.e. continuously since 2015), toolmakers.

The reasons for the shortages in the manufacturing industry are in many ways the same as in the construction industry. Problems with recruiting employees result primarily from the lack of appropriate permissions. In case of electrical mechanics and electrical assemblers or welders knowledge should be supported by a certificate (eg SEP for electricians or MIG / MAG for welders).

Shortages in the manufacturing industry are also caused by: the difficult working conditions (in a business trip, in a forced body position - as in the case of tailors, at height – as in the case of electricians), unattractive employment conditions (low wages, contract work or without a contract, or piecework – as in the case of tailors), no replacement of generations (little interest of young people in training in professions), health contraindications to work, lack of required experience.

To some extent, employers fill the staffing gaps with foreigners, mainly from across the eastern border.



**Medical and care industry:** 6 shortage occupations i.e. physiotherapy technicians and assistants, medical doctors, social work professionals caring for the elderly and disabled, Nurses and midwives (in a permanent deficit, i.e. continuously since 2015), ambulance workers

The reasons for the deficit are as follows: long and expensive education process, admission limits for medical faculties, lack of valid qualifications, large scale of migration (abroad or to larger cities in the country), lack of predisposition to work in the profession (despite acquired qualifications).

Moreover, the lack of employees is exacerbated by unsatisfactory salaries and difficult working conditions (shifts, working in several places, high risk of contracting e.g. SARS-CoV-2 virus, long-term psychological burden).

More and more often medical professions (including medical doctors) are performed by foreigners. However, it does not meet the needs of the labour market. Even before the COVID-19 epidemic, gaps were observed, and the epidemic only exacerbates the deficit. In 2021, problems with the recruitment of nurses and midwives are expected in 334 out of 380 counties in Poland, with recruitment of doctors in 273 counties.

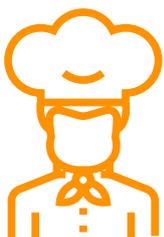


**TSL industry (transport, shipping and logistics):** 6 shortage occupations i.e. bus drivers (in a permanent deficit, i.e. continuously since 2015), truck drivers (in a permanent deficit, i.e. continuously since 2015), stock clerks.

The reasons for the shortages are: lack of the required qualifications (and the high cost of obtaining them), lack foreign language skills (required on international routes), lack of work experience, high staff turnover (especially in stock clerks case).

Potential candidates are discouraged from working by the low level of remuneration and the required availability (work on a delegation or shift).

Numerously employed foreigners, fill the staff gap only to a certain extent. In 2021, truck drivers will be the most sought-after profession in Poland. The shortage will be observed in 351 counties (out of 380).



**Food and catering industry:** 2 shortage occupations i.e. cooks, bakers.

The reasons for the shortages are: incorrect educational choices of young people (many graduates do not want to work in the profession they have learned), lack of work experience, lack of independence in the workplace, lack of knowledge of new techniques (skills obsolescence), inability to travel to work.

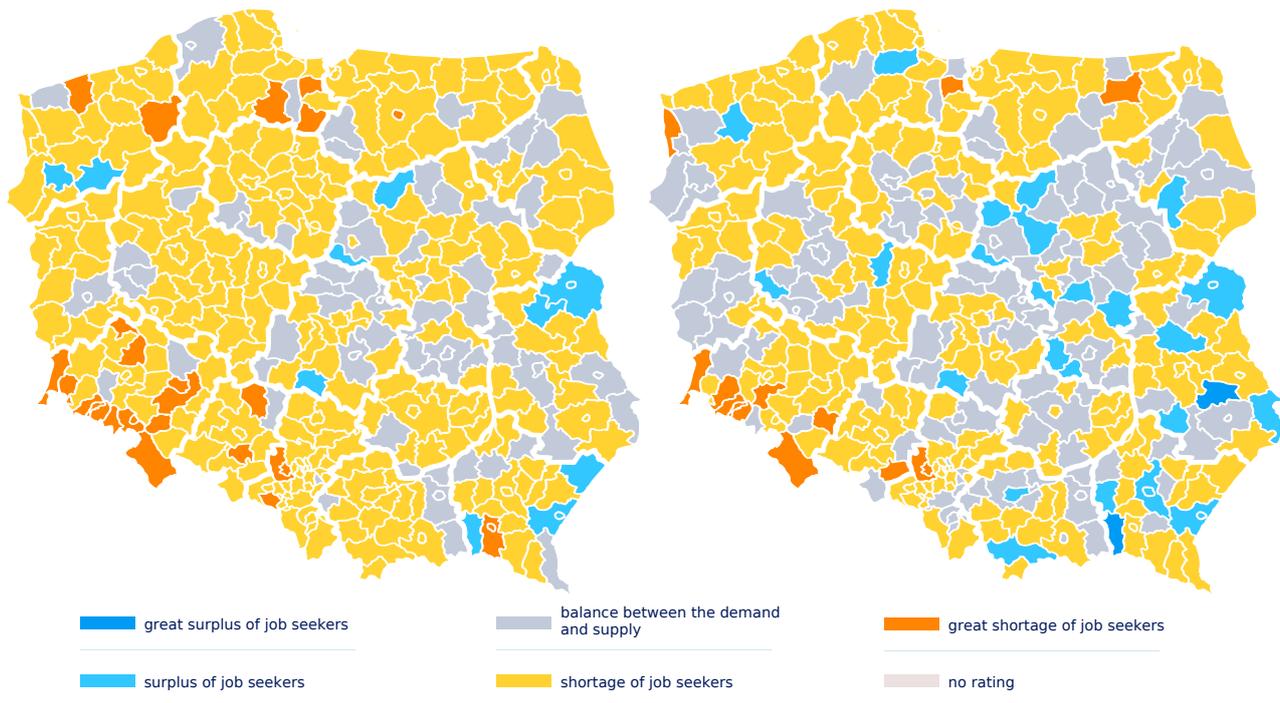
The deficit also results from the nature of work (at night, on weekends and public holidays) and low wages.

On a national level, the shortage of cooks will remain (predicted in 229 counties). However, due to the severe limitations in running food and catering industry (introduced in response to COVID-19 epidemic), their situation will worsen in many areas. In 2021 a surplus of cooks will appear in 29 counties (a year earlier there were 12 such counties).

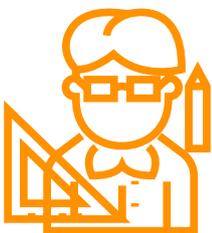
## Map 1. Map 2. Relationship between available workers and the needs of employers in the 2020 and 2021 year - cooks

Forecast for 2020

Forecast for 2021



Source: barometrzwodow.pl



**Educational industry:** 2 shortage occupations i.e. teachers for practical vocational training, teachers of vocational subjects

The reasons for the shortages are: retirement of experienced workers, lack of young staff (many people prefer to work in the enterprise sector, where salaries are higher), lack of pedagogical qualifications, the need to work in several places (due to part-time jobs offered by schools).

Actions taken to modernize vocational schools and make them more attractive for young people will increase the demand for high-class specialists, not only in 2021, but also in the coming years.

**Others:** 2 shortage occupations i.e. motor vehicle mechanics and repairers, independent accountants (in a permanent deficit, i.e. continuously since 2015)

In the case of motor vehicle mechanics the reasons for the shortages are: lack of work experience, lack of professional skills (outdated knowledge), taking up jobs in other industries due to higher earnings (e.g. in construction), working in the shadow economy, missed educational choices (graduates do not want to work in their profession).

Moreover, experts indicate that experienced employees often set up their own business.

In 2021, the demand for car mechanics will still be high. Deficits will appear in 225 counties. However, in other professions related to the automotive industry, job prospects may worsen. For example tinsmiths and laquerers who moved from the deficit (in 2020) to equilibrium (in 2021).

The reasons for the shortage in the case of independent accountants include: high requirements of employers (professional experience, knowledge of regulations, the ability to use specialized computer software, responsibility, independence) and the need for continuous training due to changes in the law.

The deficit of independent accountants predicted in 231 counties shows a large and unwavering demand for highly qualified specialists in the financial industry. On the other hand, there are symptoms that the labour market is slowly saturating with lower-level staff. In 2021, the demand for accounting and bookkeeping clerks should balance on the national level, although the forecast for 2020 indicated a shortage of candidates.

### 3.4. Balanced occupations

Balance in the labour market is a desirable situation when the number of candidates is close to the number of job offers. Thus, employers do not have difficulties recruiting properly prepared employees and jobseekers do not experience many problems with finding employment in their profession.

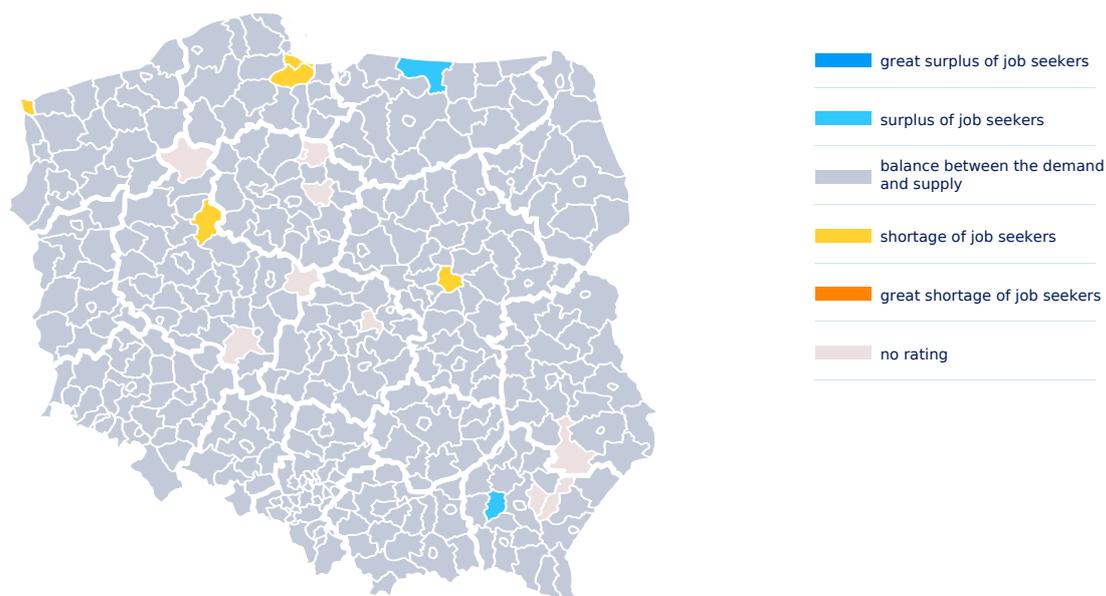
**138**

balanced  
occupations

According to the Barometer for 2021, the balance will appear in 138 occupations, i.e. 2 more than in the forecast for 2020. Tinsmiths and laquerers, hairdressers as well as accounting and bookkeeping clerks have moved from shortage into balance category. On the other hand, ambulance workers moved from balance to shortage.

A stable situation on the labour market in 2021 can be seen primarily in such occupations as: postal clerks (the balance is forecasted in 363 counties out of 380), sport and recreation instructors (the balance is forecast in 360 counties, although in some areas surpluses will be observed), veterinarians and insurance agents (in both cases the balance is forecast in 359 counties).

#### Map 3. Relationship between available workers and the needs of employers in the 2020 and 2021 year - postal clerks



Source: barometrzedow.pl

Among the in-balanced occupations at national level, there are those which, due to their specificity, occur locally, in a small number of counties, e.g. shipdeck crew, ship and port operators, miners and mining plant and machine operators or air traffic controllers.

Moreover, the balance also includes occupations that usually occur in counties, but do not constitute the strength of the local economy, as their concentration takes place in other centers (mainly in large cities). This applies, for example, to the IT industry - analysts, testers and ICT system operators, or database designers and administrators, programmers. In the forecast for the regional capitals they are classified in shortage (see chapter 3.6. Situation in regional capitals).

### 3.5. Surplus occupations

1

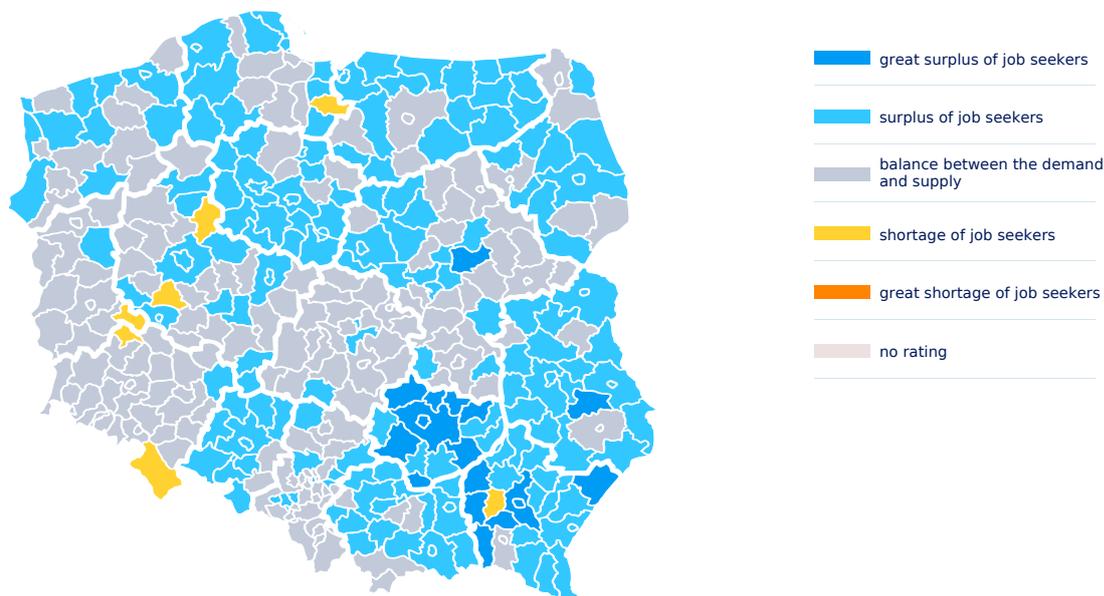
surplus  
occupation

In 2021, a surplus of employees across the country will appear in one profession. Economists will have problems with finding employment, as in previous years. Their excess is forecast in 195 counties.

The high popularity of education in economic professions in vocational schools and universities ensures a constant supply of workers - greater than the demand of local labour markets.

In order to improve their chances of employment, many people gain additional qualifications and take up employment in related professions (including accounting). Therefore, despite a surplus of skilled workers, economists do not so often belong to the long-term unemployed.

#### Map 4. Relationship between available workers and the needs of employers in the 2020 and 2021 year - economists



Source: [barometrzwodow.pl](http://barometrzwodow.pl)

### 3.6. Situation in regional capitals

The capitals of regions are the economic centers and the largest labor markets in the region because of:

- the biggest number of operating companies,
- the greatest industry diversity,
- location of the main academic centers, educating highly specialized specialists,
- the largest number of socio-cultural institutions.

**51**

shortage  
occupations  
in regional  
capitals

The forecast for 2021 for regional capitals shows greater (than in other counties) changes in the labour market caused by the COVID-19 epidemic. There will still be significant shortage of employees (in 51 professions), but lower (by 3 professions compared to 2020) and will occur partly in other professions.

Occupations that changed the category (between the forecast for 2021 and 2020) are as follows:

- from **shortage** into **balance**: salespeople and pos operators, chefs, kitchen helpers, road construction workers, machinery mechanics and repairers, physical protection services workers, childminders

This means that the demand for employees, which in the past years was difficult to meet, should balance out in 2021.

In the retail industry, the reduction in the demand for employees results, among others, from transferring business to the Internet. However, people willing to work in the profession of salesman should not have difficulties finding employment due to the development of discount stores.

The catering industry suffers from restrictions introduced due to the COVID-19 epidemic and a significant reduction in tourist traffic (especially from abroad).

In view of the difficult situation, employers will look for chefs and kitchen assistants less often. In 2021, cooks will still remain in deficit.

- From **balance** into **shortage**: psychologists and psychotherapists, teachers of general subjects, food processing workers, train drivers

This means that in 2021 there will be more job offers than candidates. Thus, the problems of the educational industry will worsen - teachers of vocational aspects (who have been in deficit for several years) will be joined by new occupations (teachers of general subjects as well as psychologists and psychotherapists - sought, among others, by school institutions).

- From **balance** into **surplus**: travel consultants and clerks

Due to the COVID-19 epidemic, more qualified employees than job offers will appear on the market. Travel restrictions and fear of illness will result in less interest in travel agencies' offers.

**Table 1. Shortage and surplus occupations in the regional capitals in the forecast for 2021**

SHORTAGE			
SHORTAGE	Accounting and bookkeeping clerks	Electrical mechanics and electrical assemblers	Postmen and package deliverers
	Ambulance workers	Electronics technology, automation and robotics specialists	Pre-school teachers
	Analysts, testers and ICT system operators	Finance and accounting staff with knowledge of foreign languages	Psychologists and psychotherapists
	Bakers	Finishing work technologists in building trades	Roofers and sheet metal workers in building trades
	Bricklayers and plasterers	Food processing workers	Rubber and plastic machine operators
	Bus drivers	Hairdressers	Social work professionals caring for the elderly and disabled
	Butchers and fishmongers	Handicraft workers in wood and joiners	Stock clerks
	Cleaners and room service	Independent accountants	Structural metal workers
	Concrete placers, concrete finishers and related workers	Manual workers in production and simple works	Tailors and clothing manufacturers
	Confectioners	Medical doctors	Teachers for practical vocational training
	Construction engineers	Metal working machine tool setters and operators	Teachers of general subjects
	Construction installation assemblers	Motor vehicle mechanics and repairers	Teachers of vocational subjects
	Construction joiners and carpenters	Nurses and midwives	Tinsmiths and laquerers
	Construction managers	Pavers	Toolmakers
	Construction workers	Plant and machine operators and assemblers	Train drivers
	Cooks		Truck drivers
	SURPLUS	Database designers and administrators, programmers	
Earthmoving plant operators and mechanics			Welders
Economists		Political scientists, historians, philosophers	Travel consultants and clerks

Source: [barometrzwodow.pl](http://barometrzwodow.pl)

### 3.7. Differentiation of the situation in regions

In 2021, the largest number of shortage occupations will appear in regions located in the north-western part of Poland (**Dolnośląskie, Pomorskie, Wielkopolskie and Lubuskie**) - from 45 to 48. At the same time, there will be practically no surplus of employees in these regions. This means that the job prospects in this part of the country will continue to be favorable. Employers will look for, among others teachers (of all specialties), employees from the construction and medical industries, uniformed employees. Among the regions mentioned, only in Pomorskie there will be surplus professions: economists, travel consultants and clerks.

There will also be many shortage professions in the **Opolskie, Zachodniopomorskie, Śląskie, Kujawsko-Pomorskie and Małopolskie** region (from 28 to 34). Problems with recruiting qualified employees will concern, among others: electrical mechanics and electrical assemblers, welders, hairdressers, bricklayers and plasterers, medical professions.

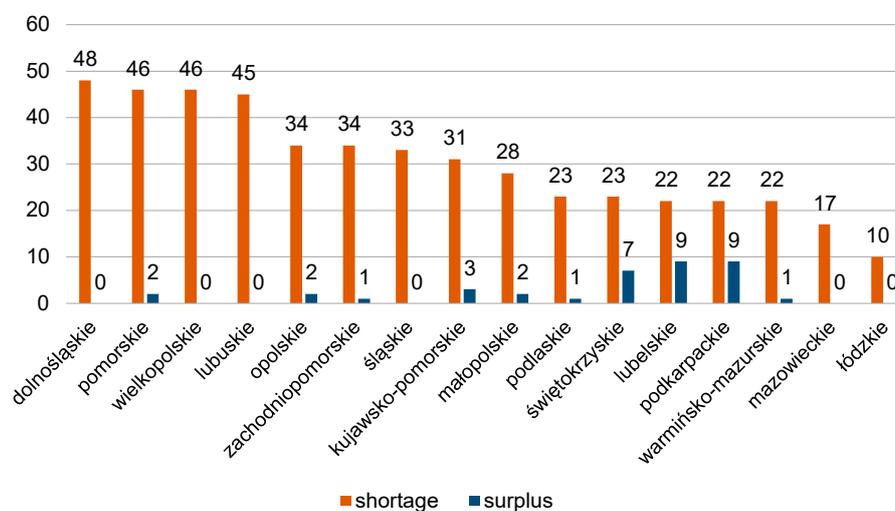
A surplus of employees will appear in individual occupations, such as: economists (in all the above-mentioned voivodships, except for Śląskie), travel consultants and clerks (in the Kujawsko-Pomorskie and Małopolskie) as well as political scientists, historians, philosophers (in Kujawsko-Pomorskie).

In the regions located in the eastern part of Poland (**Podlaskie, Lubelskie, Podkarpackie, Warmińsko-Mazurskie**) and in the Świętokrzyskie, the number of shortage occupations will range from 22 to 23. Deficit will be observed in such occupations as: cooks, medical doctors, social work professionals caring for the elderly and disabled. Surplus occupations

will appear in these regions more often than in others – mostly in the **Podkarpackie** and **Lubelskie** (9 professions). However, this situation also occurred in the forecast for 2020, so it is not directly related to the COVID-19 pandemic. An excess of qualified employees in both regions will appear in the following occupations: economists, travel consultants and clerks, educational counsellors, sociologists and social/economic surveys professionals, public administration professionals, food and nutrition technology professionals.

The lowest number of shortage occupations in 2021 was included in the forecasts for the **Mazowieckie** (17) and **Łódzkie** (10) region. With the simultaneous lack of surplus occupations, this situation indicates the balance of labour demand and supply. Shortages of qualified workers will appear in such professions as: physiotherapy technicians and assistants, stock clerks or earthmoving plant operators and mechanics.

**Chart 6. The number of shortage and surplus occupations in the forecast for 2021 by regions**

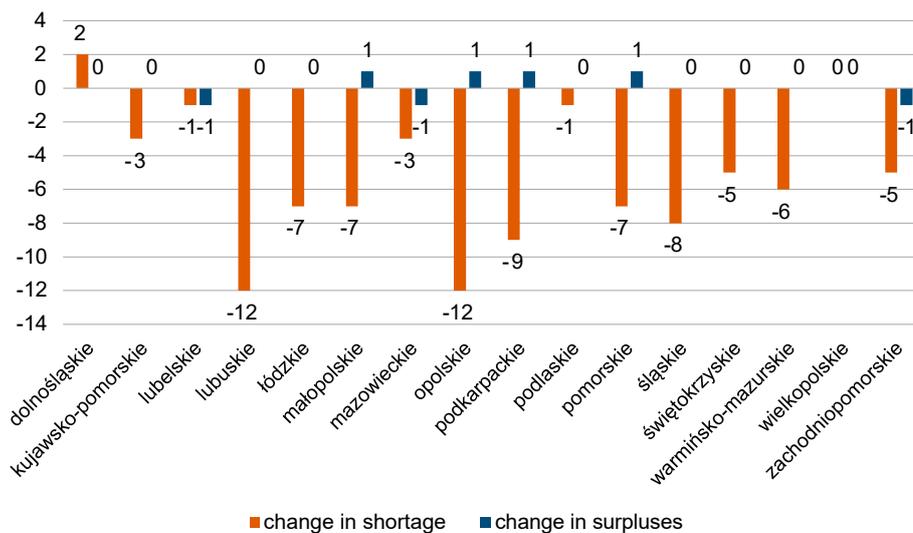


Source: [barometrzaszawodow.pl](http://barometrzaszawodow.pl)

Comparing the situation in regions with the forecasts from previous years, it can be seen that the shortage of workers will decrease almost everywhere. The problem with the recruitment of qualified employees in 2021, deepening in recent years, will be less severe.

Only in the Dolnośląskie the number of deficit professions will increase (by 2 compared to 2020), and in the Wielkopolskie the number of deficits will remain at the same level as in 2020. A decrease is expected in the remaining 14 regions - the largest in Lubuskie (12 less shortage occupations), Opolskie (also 12) and Podkarpackie (9). Importantly, however, in most regions the number of surplus occupation will not increase (in 9 regions the number will remain at the same level as in 2020, and in 3 it will even decrease).

This means that the demand for employees in 2021 will move towards equilibrium, and only a few professions may experience greater difficulties in finding a job due to strong competition.

**Chart 7. Change in the number of shortage and surplus occupations in the regional forecasts between 2020 and 2021**

Source: [barometr.zawodow.pl](http://barometr.zawodow.pl)

### 3.8. Summary

Changes in the labor market caused by the COVID-19 epidemic will affect the situation in 2021. The problems with recruiting qualified employees, raised in recent years, will clearly decrease. In most occupations, the demand will balance the supply of labour.

Numerous occupations in the construction and manufacturing industries will remain in deficit. Problems with recruiting employees in the medical industry will increase. As in previous years, the shortage of candidates will mainly result from difficult working conditions, unattractive salaries, lack in qualifications and experience.

The Barometer results for 2021 do not indicate a large surpluses of employees. The situation in many occupations will worsen, but in most of them labour market should be sufficiently receptive (due to the shortages observed in recent years) that people willing to work and having appropriate qualifications could find employment for themselves. Only economists must take into account greater difficulties in finding a job (as in previous years).

We invite all interested in the results of the Occupational Barometer to the modernized website [www.barometr.zawodow.pl](http://www.barometr.zawodow.pl), where you can find detailed information on the demand for employees in counties. In addition to the old functionalities, enabling the comparison of results from all editions of the survey on maps, tables and posters, new options appeared, including: a module with statistical data (used as an aid during the expert panels), a comment search, or infographics.

# Occupational Barometer 2021

## Poland

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
<ul style="list-style-type: none"> <li>Ambulance workers</li> <li>Bakers</li> <li>Bricklayers and plasterers</li> <li>Bus drivers</li> <li>Concrete placers, concrete finishers and related workers</li> <li>Construction installation assemblers</li> <li>Construction joiners and carpenters</li> <li>Construction workers</li> <li>Cooks</li> <li>Earthmoving plant operators and mechanics</li> <li>Electrical mechanics and electrical assemblers</li> </ul>	<ul style="list-style-type: none"> <li>Accounting and bookkeeping clerks</li> <li>Acoustics and sound engineers</li> <li>Administration and office clerks</li> <li>Agricultural and gardening machines operators</li> <li>Air traffic controllers</li> <li>Analysts, testers and ICT system operators</li> <li>Animal services workers</li> <li>Architects and urban planners</li> <li>Archivists and curators</li> <li>Assistants in education</li> <li>Automotive diagnosis technicians</li> <li>Beauticians</li> <li>Biologists, biotechnologists, biochemists</li> <li>Butchers and fishmongers</li> <li>Car wash, laundry and ironing workers</li> <li>Caretakers, doorkeepers, janitors and custodians</li> <li>Cement and stone machine operators</li> <li>Chefs</li> <li>Chemical engineers and chemists</li> <li>Chemical products plant and machine operators</li> <li>Childminders</li> <li>Cleaners and room service</li> <li>Clearing and forwarding agents</li> <li>Confectioners</li> <li>Construction engineers</li> <li>Construction managers</li> <li>Construction supervision inspectors</li> <li>Construction technicians</li> <li>Contact centre agents, survey and market research interviewers</li> <li>Crane, hoist and related plant operators</li> <li>Database designers and administrators, programmers</li> <li>Dental technicians</li> <li>Dentists</li> <li>Driving instructors</li> <li>Educational counsellors</li> <li>Educators in educational and care institutions</li> <li>Electrical and energetic engineers</li> <li>Electronic assemblers</li> <li>Electronics technology, automation and robotics specialists</li> <li>Environmental engineering engineers</li> <li>Events, cultural activities and animation organizers</li> <li>Farmers and animal producers</li> <li>Farming and forestry advisers</li> <li>Finance and accounting staff with knowledge of foreign languages</li> </ul>	<ul style="list-style-type: none"> <li>Finishing work technologists in building trades</li> <li>Handicraft workers in wood and joiners</li> <li>Independent accountants</li> <li>Medical doctors</li> <li>Metal working machine tool setters and operators</li> <li>Motor vehicle mechanics and repairers</li> <li>Nurses and midwives</li> <li>Pavers</li> <li>Physiotherapy technicians and assistants</li> <li>Roofers and sheet metal workers in building trades</li> </ul>
<ul style="list-style-type: none"> <li>Social work professionals caring for the elderly and disabled</li> <li>Stock clerks</li> <li>Tailors and clothing manufacturers</li> <li>Teachers for practical vocational training</li> <li>Teachers of vocational subjects</li> <li>Toolmakers</li> <li>Truck drivers</li> <li>Welders</li> </ul>	<ul style="list-style-type: none"> <li>Potters and glaziers</li> <li>PR, advertising, marketing and sales specialists</li> <li>Pre-school teachers</li> <li>Primary education teachers</li> <li>Printing trades workers</li> <li>Product and garment designers and CAD operators</li> <li>Production managers</li> <li>Production organisation professionals</li> <li>Psychologists and psychotherapists</li> <li>Public administration professionals</li> <li>Quality specialists</li> <li>Railway traffic operators</li> <li>Real estate professionals</li> <li>Receptionists</li> <li>Road construction workers</li> <li>Rubber and plastic machine operators</li> <li>Sales managers</li> <li>Salespeople and pos operators</li> <li>Secretaries and assistants</li> <li>Service managers</li> <li>Shipdeck crew, ship and port operators</li> <li>Shoemakers</li> <li>Social institutions and culture managers</li> <li>Social workers</li> <li>Sociologists and social/economic surveys professionals</li> <li>Special school teachers</li> <li>Speech therapists and audiophonologists</li> <li>Sport and recreation instructors</li> <li>Stonemasons</li> <li>Structural metal workers</li> <li>Suppliers</li> <li>Surveyors and cartographers</li> <li>Teachers of general subjects</li> <li>Telecommunications specialists</li> <li>Textile machine operators</li> <li>Tinsmiths and laquerers</li> <li>Trade representatives</li> <li>Train drivers</li> <li>Translators, interpreters and other linguists</li> <li>Travel consultants and clerks</li> <li>Uniformed services workers</li> <li>Upholsterers</li> <li>Veterinarians</li> <li>Vindicators</li> <li>Visual artists and interior designers</li> <li>Waiters and bartenders</li> <li>Webmasters</li> </ul>	<ul style="list-style-type: none"> <li>Economists</li> </ul>

The "Occupational Barometer" is a forecast for the demand for employees in 2021. The study was conducted by experts at the turn of the third and fourth quarters of 2020. The situation in some professions may change depending on market conditions. The nationwide results include all professions assessed in the study.



Ministry of Economic Development,  
Labour and Technology

National coordinator

The person ordering the study

# Occupational Barometer 2021

## dolnośląskie region

[www.barometrzaslowow.pl](http://www.barometrzaslowow.pl)

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Chefs  
Childminders  
Cleaners and room service  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Finishing work technologists in building trades

Foreign language teachers  
Hairdressers  
Handicraft workers in wood and joiners  
Human resources and recruitment professionals  
Independent accountants  
Kitchen helpers  
Manual workers in production and simple works  
Medical doctors  
Metal working machine tool setters and operators  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Pavers  
Physiotherapy technicians and assistants  
Pre-school teachers  
Psychologists and psychotherapists  
Roofers and sheet metal workers in building trades  
Rubber and plastic machine operators

Social work professionals caring for the elderly and disabled  
Special school teachers  
Stock clerks  
Structural metal workers  
Suppliers  
Tailors and clothing manufacturers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
Uniformed services workers  
Waiters and bartenders  
Welders

### BALANCE

Acoustics and sound engineers  
Administration and office clerks  
Agricultural and gardening machines operators  
Analysts, testers and ICT system operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Assistants in education  
Automotive diagnosis technicians  
Biologists, biotechnologists, biochemists  
Butchers and fishmongers  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Cement and stone machine operators  
Chemical engineers and chemists  
Chemical products plant and machine operators  
Clearing and forwarding agents  
Confectioners  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Database designers and administrators, programmers  
Dental technicians  
Dentists  
Driving instructors  
Economists  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
Electronics technology, automation and robotics specialists  
Environmental engineering engineers  
Events, cultural activities and animation organizers  
Farmers and animal producers  
Farming and forestry advisers

Finance and accounting staff with knowledge of foreign languages  
Finance professionals  
Fishermen  
Florists  
Food and nutrition technology professionals  
Food processing workers  
Forest workers  
Funeral service workers  
Gardeners i orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Handicraft workers in leather and related materials  
Household helps  
Industrial ceramists  
Insurance agents  
Internet salespersons  
IT technicians  
Journalists and editors  
Landscape architects  
Lawyers  
Librarians and related information professionals  
Logistics managers  
Machinery mechanics and repairers  
Management and business service managers  
Mechanical engineering technicians  
Mechanical engineers  
Medical imaging and therapeutic equipment technicians  
Metal processing workers  
Meteorologists, geologists, geographers  
Miners and mining plant and machine operators  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
Painters and varnishers  
Paper manufacturing and processing machine operators  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Plant and machine operators and assemblers

Political scientists, historians, philosophers  
Postal clerks  
Postmen and package deliverers  
Potters and glaziers  
PR, advertising, marketing and sales specialists  
Primary education teachers  
Printing trades workers  
Product and garment designers and CAD operators  
Production managers  
Production organisation professionals  
Public administration professionals  
Quality specialists  
Railway traffic operators  
Real estate professionals  
Receptionists  
Road construction workers  
Sales managers  
Salespeople and pos operators  
Secretaries and assistants  
Service managers  
Shoemakers  
Social institutions and culture managers  
Social workers  
Sociologists and social/economic surveys professionals  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Surveyors and cartographers  
Telecommunications specialists  
Textile machine operators  
Tinsmiths and laquerers  
Trade representatives  
Train drivers  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Upholsterers  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Webmasters

The "Occupational Barometer" is a forecast for the demand for employees in 2021. The study was conducted by experts at the turn of the third and fourth quarters of 2020. The situation in some professions may change depending on market conditions. The result for the region include professions assessed in at least half of the counties.



Regional/Province coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2021

## kujawsko-pomorskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
Ambulance workers Bricklayers and plasterers Bus drivers Chefs Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Finishing work technologists in building trades	Accounting and bookkeeping clerks Administration and office clerks Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Bakers Beauticians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Concrete placers, concrete finishers and related workers Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers	Economists Political scientists, historians, philosophers Travel consultants and clerks
Hairdressers Handicraft workers in wood and joiners Independent accountants Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Pavers Physiotherapy technicians and assistants Psychologists and psychotherapists Roofers and sheet metal workers in building trades	Farmers and animal producers Farming and forestry advisers Finance and accounting staff with knowledge of foreign languages Finance professionals Florists Food and nutrition technology professionals Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Human resources and recruitment professionals Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Postal clerks	Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Social institutions and culture managers Social workers Speech therapists and audiophonologists Sport and recreation instructors Stock clerks Stonemasons Structural metal workers Suppliers Surveyors and cartographers Teachers of general subjects Trade representatives Translators, interpreters and other linguists Uniformed services workers Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters

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Województwo  
Kujawsko-Pomorskie



INSTITUTION OF THE MAŁOPOLSKA REGION  
**Regional Labour Office**  
in Krakow



Ministry of Economic Development,  
Labour and Technology

Wojewódzki Urząd Pracy w Toruniu  
jest Jednostką Samorządu Województwa Kujawsko-Pomorskiego

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2021

## Iubelskie region

[www.barometrzasawodow.pl](http://www.barometrzasawodow.pl)

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Automotive diagnosis technicians Bakers Beauticians Bus drivers Construction installation assemblers Cooks Earthmoving plant operators and mechanics	Electrical mechanics and electrical assemblers Finishing work technologists in building trades Hairdressers Independent accountants Medical doctors Motor vehicle mechanics and repairers Nurses and midwives Psychologists and psychotherapists	Social work professionals caring for the elderly and disabled Stock clerks Teachers for practical vocational training Teachers of vocational subjects Truck drivers Welders
Administration and office clerks Agricultural and gardening machines operators Ambulance workers Analysts, testers and ICT system operators Architects and urban planners Archivists and curators Assistants in education Biologists, biotechnologists, biochemists Bricklayers and plasterers Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Concrete placers, concrete finishers and related workers Confectioners Construction engineers Construction joiners and carpenters Construction managers Construction supervision inspectors Construction technicians Construction workers Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Finance professionals Florists	Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Handicraft workers in leather and related materials Handicraft workers in wood and joiners Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers Metal working machine tool setters and operators Meteorologists, geologists, geographers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pavers Pharmacists Photographers Physical protection services workers Physiotherapy technicians and assistants Plant and machine operators and assemblers Postal clerks Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists	Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Roofers and sheet metal workers in building trades Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers of general subjects Telecommunications specialists Tinsmiths and laquerers Toolmakers Trade representatives Uniformed services workers Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters
Economists Educational counsellors Food and nutrition technology professionals	Mechanical engineering technicians Political scientists, historians, philosophers Public administration professionals	Sociologists and social/economic surveys professionals Translators, interpreters and other linguists Travel consultants and clerks

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Regional/Province coordinator



National coordinator



Ministry of Economic Development, Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## Iubuskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Bricklayers and plasterers  
Butchers and fishmongers  
Confectioners  
Construction engineers  
Construction installation assemblers  
Construction managers  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Finance and accounting staff with knowledge of foreign languages  
Finishing work technologists in building trades

Foreign language teachers  
Forest workers  
Hairdressers  
Handicraft workers in wood and joiners  
Independent accountants  
Manual workers in production and simple works  
Medical doctors  
Metal working machine tool setters and operators  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Pavers  
Physiotherapy technicians and assistants  
Pre-school teachers  
Psychologists and psychotherapists  
Social work professionals caring for the elderly and disabled

Social workers  
Special school teachers  
Speech therapists and audiophonologists  
Stock clerks  
Suppliers  
Tailors and clothing manufacturers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Toolmakers  
Truck drivers  
Uniformed services workers  
Upholsterers  
Welders

### BALANCE

Administration and office clerks  
Agricultural and gardening machines operators  
Analysts, testers and ICT system operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Assistants in education  
Automotive diagnosis technicians  
Beauticians  
Biologists, biotechnologists, biochemists  
Bus drivers  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Cement and stone machine operators  
Chefs  
Chemical engineers and chemists  
Chemical products plant and machine operators  
Childminders  
Cleaners and room service  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Construction joiners and carpenters  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Database designers and administrators, programmers  
Dental technicians  
Dentists  
Driving instructors  
Economists  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
Electronics technology, automation and robotics specialists  
Environmental engineering engineers  
Events, cultural activities and animation organizers  
Farmers and animal producers

Farming and forestry advisers  
Finance professionals  
Florists  
Food and nutrition technology professionals  
Food processing workers  
Funeral service workers  
Gardeners i orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Household helps  
Human resources and recruitment professionals  
Insurance agents  
Internet salespersons  
IT technicians  
Journalists and editors  
Kitchen helpers  
Landscape architects  
Lawyers  
Librarians and related information professionals  
Logistics managers  
Machinery mechanics and repairers  
Management and business service managers  
Mechanical engineering technicians  
Mechanical engineers  
Medical imaging and therapeutic equipment technicians  
Metal processing workers  
Meteorologists, geologists, geographers  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
Painters and varnishers  
Paper manufacturing and processing machine operators  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Plant and machine operators and assemblers  
Political scientists, historians, philosophers  
Postal clerks  
Postmen and package deliverers  
Potters and glaziers

PR, advertising, marketing and sales specialists  
Primary education teachers  
Printing trades workers  
Product and garment designers and CAD operators  
Production managers  
Production organisation professionals  
Public administration professionals  
Quality specialists  
Railway traffic operators  
Real estate professionals  
Receptionists  
Road construction workers  
Roofers and sheet metal workers in building trades  
Rubber and plastic machine operators  
Sales managers  
Salespeople and pos operators  
Secretaries and assistants  
Service managers  
Shoemakers  
Social institutions and culture managers  
Sociologists and social/economic surveys professionals  
Sport and recreation instructors  
Stonemasons  
Structural metal workers  
Surveyors and cartographers  
Telecommunications specialists  
Textile machine operators  
Trade representatives  
Train drivers  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

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Regional/Province coordinator



National coordinator



Ministry of Economic Development,  
Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## łódzkie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT			
	Accounting and bookkeeping clerks	Nurses and midwives	
	Construction installation assemblers	Physiotherapy technicians and assistants	
	Earthmoving plant operators and mechanics	Stock clerks	
	Electrical mechanics and electrical assemblers	Tailors and clothing manufacturers	
	Truck drivers		
		Welders	
BALANCE	Administration and office clerks	Farming and forestry advisers	Primary education teachers
	Agricultural and gardening machines operators	Finance professionals	Printing trades workers
	Ambulance workers	Finishing work technologists in building trades	Product and garment designers and CAD operators
	Analysts, testers and ICT system operators	Florists	Production managers
	Animal services workers	Food and nutrition technology professionals	Production organisation professionals
	Architects and urban planners	Food processing workers	Psychologists and psychotherapists
	Archivists and curators	Foreign language teachers	Public administration professionals
	Assistants in education	Forest workers	Quality specialists
	Automotive diagnosis technicians	Funeral service workers	Real estate professionals
	Bakers	Gardeners i orchardists	Receptionists
	Beauticians	Glaziers and window fitters	Road construction workers
	Biologists, biotechnologists, biochemists	Graphic and multimedia designers	Roofers and sheet metal workers in building trades
	Bricklayers and plasterers	Hairdressers	Rubber and plastic machine operators
	Bus drivers	Handicraft workers in wood and joiners	Sales managers
	Butchers and fishmongers	Human resources and recruitment professionals	Salespeople and pos operators
	Car wash, laundry and ironing workers	Independent accountants	Secretaries and assistants
	Caretakers, doorkeepers, janitors and custodians	Industrial ceramists	Service managers
	Cement and stone machine operators	Insurance agents	Shoemakers
	Chefs	Internet salespersons	Social institutions and culture managers
	Chemical engineers and chemists	IT technicians	Social work professionals caring for the elderly and disabled
	Chemical products plant and machine operators	Journalists and editors	Social workers
	Childminders	Kitchen helpers	Special school teachers
	Cleaners and room service	Landscape architects	Speech therapists and audiophonologists
	Clearing and forwarding agents	Lawyers	Sport and recreation instructors
	Concrete placers, concrete finishers and related workers	Librarians and related information professionals	Stonemasons
	Confectioners	Logistics managers	Structural metal workers
	Construction engineers	Machinery mechanics and repairers	Suppliers
	Construction joiners and carpenters	Management and business service managers	Surveyors and cartographers
	Construction managers	Manual workers in production and simple works	Teachers for practical vocational training
	Construction technicians	Mechanical engineering technicians	Teachers of general subjects
	Construction workers	Mechanical engineers	Teachers of vocational subjects
	Contact centre agents, survey and market research interviewers	Medical doctors	Telecommunications specialists
	Cooks	Metal processing workers	Textile machine operators
	Crane, hoist and related plant operators	Metal working machine tool setters and operators	Tinsmiths and laquerers
	Database designers and administrators, programmers	Motor vehicle mechanics and repairers	Toolmakers
	Dental technicians	OHS specialists	Trade representatives
	Dentists	Painters and varnishers	Translators, interpreters and other linguists
	Driving instructors	Paper manufacturing and processing machine operators	Travel consultants and clerks
	Economists	Passenger car drivers	Uniformed services workers
	Educational counsellors	Pavers	Upholsterers
	Educators in educational and care institutions	Pharmacists	Veterinarians
	Electrical and energetic engineers	Photographers	Visual artists and interior designers
	Electronic assemblers	Physical protection services workers	Waiters and bartenders
	Electronics technology, automation and robotics specialists	Plant and machine operators and assemblers	Webmasters
	Environmental engineering engineers	Postal clerks	
	Events, cultural activities and animation organizers	Postmen and package deliverers	
	Farmers and animal producers	Potters and glaziers	
		PR, advertising, marketing and sales specialists	
		Pre-school teachers	

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Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2021

## małopolskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Ambulance workers Bakers Bricklayers and plasterers Bus drivers Construction installation assemblers Construction joiners and carpenters Database designers and administrators, programmers Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers	Acoustics and sound engineers Administration and office clerks Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Beauticians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Concrete placers, concrete finishers and related workers Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Construction workers Contact centre agents, survey and market research interviewers Cooks Crane, hoist and related plant operators Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Finance and accounting staff with knowledge of foreign languages	Finishing work technologists in building trades Hairdressers Handicraft workers in wood and joiners Independent accountants Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Physiotherapy technicians and assistants Psychologists and psychotherapists
Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Stock clerks Tailors and clothing manufacturers Teachers for practical vocational training Teachers of vocational subjects Truck drivers Welders	PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Structural metal workers Suppliers Surveyors and cartographers Teachers of general subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Toolmakers Trade representatives Train drivers Translators, interpreters and other linguists Uniformed services workers Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters	Economists Travel consultants and clerks

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Ministry of Economic Development,  
Labour and Technology

National / Regional / Province coordinator

The person ordering the study

# Occupational Barometer 2021

## mazowieckie region

[www.barometrzasowodow.pl](http://www.barometrzasowodow.pl)

DEFICIT	BALANCE	DEFICIT
Bakers	Accounting and bookkeeping clerks	Motor vehicle mechanics and repairers
Bricklayers and plasterers	Acoustics and sound engineers	Nurses and midwives
Construction joiners and carpenters	Administration and office clerks	Physiotherapy technicians and assistants
Construction workers	Agricultural and gardening machines operators	Roofers and sheet metal workers in building trades
Earthmoving plant operators and mechanics	Ambulance workers	Social work professionals caring for the elderly and disabled
Finishing work technologists in building trades	Analysts, testers and ICT system operators	Stock clerks
Medical doctors	Animal services workers	Teachers of vocational subjects
	Architects and urban planners	Toolmakers
	Archivists and curators	Truck drivers
	Assistants in education	Welders
	Automotive diagnosis technicians	
	Beauticians	
	Biologists, biotechnologists, biochemists	
	Bus drivers	
	Butchers and fishmongers	
	Car wash, laundry and ironing workers	
	Caretakers, doorkeepers, janitors and custodians	
	Cement and stone machine operators	
	Chefs	
	Chemical engineers and chemists	
	Chemical products plant and machine operators	
	Childminders	
	Cleaners and room service	
	Clearing and forwarding agents	
	Concrete placers, concrete finishers and related workers	
	Confectioners	
	Construction engineers	
	Construction installation assemblers	
	Construction managers	
	Construction supervision inspectors	
	Construction technicians	
	Contact centre agents, survey and market research interviewers	
	Cooks	
	Crane, hoist and related plant operators	
	Database designers and administrators, programmers	
	Dental technicians	
	Dentists	
	Driving instructors	
	Economists	
	Educational counsellors	
	Educators in educational and care institutions	
	Electrical and energetic engineers	
	Electrical mechanics and electrical assemblers	
	Electronic assemblers	
	Electronics technology, automation and robotics specialists	
	Environmental engineering engineers	
	Events, cultural activities and animation organizers	
	Farmers and animal producers	
	Farming and forestry advisers	
	Finance and accounting staff with knowledge of foreign languages	
	Finance professionals	
	Florists	
	Food and nutrition technology professionals	
	Food processing workers	
	Foreign language teachers	
	Forest workers	
	Funeral service workers	
	Gardeners i orchardists	
	Glaziers and window fitters	
	Graphic and multimedia designers	
	Hairdressers	
	Handicraft workers in leather and related materials	
	Handicraft workers in wood and joiners	
	Household helps	
	Human resources and recruitment professionals	
	Independent accountants	
	Industrial ceramists	
	Insurance agents	
	Internet salespersons	
	IT technicians	
	Journalists and editors	
	Kitchen helpers	
	Landscape architects	
	Lawyers	
	Librarians and related information professionals	
	Logistics managers	
	Machinery mechanics and repairers	
	Management and business service managers	
	Manual workers in production and simple works	
	Mechanical engineering technicians	
	Mechanical engineers	
	Medical imaging and therapeutic equipment technicians	
	Metal processing workers	
	Metal working machine tool setters and operators	
	Meteorologists, geologists, geographers	
	OHS specialists	
	Opticians and prosthetics workers	
	Other education specialists	
	Painters and varnishers	
	Paper manufacturing and processing machine operators	
	Passenger car drivers	
	Pavers	
	Pharmacists	
	Photographers	
	Physical protection services workers	
	Plant and machine operators and assemblers	
	Political scientists, historians, philosophers	
	Postal clerks	
	Postmen and package deliverers	
	Potters and glaziers	
	PR, advertising, marketing and sales specialists	
	Pre-school teachers	
	Primary education teachers	
	Printing trades workers	
	Product and garment designers and CAD operators	
	Production managers	
	Production organisation professionals	
	Psychologists and psychotherapists	
	Public administration professionals	
	Quality specialists	
	Railway traffic operators	
	Real estate professionals	
	Receptionists	
	Road construction workers	
	Rubber and plastic machine operators	
	Sales managers	
	Salespeople and pos operators	
	Secretaries and assistants	
	Service managers	
	Shoemakers	
	Social institutions and culture managers	
	Social workers	
	Sociologists and social/economic surveys professionals	
	Special school teachers	
	Speech therapists and audiophonologists	
	Sport and recreation instructors	
	Stonemasons	
	Structural metal workers	
	Suppliers	
	Surveyors and cartographers	
	Tailors and clothing manufacturers	
	Teachers for practical vocational training	
	Teachers of general subjects	
	Telecommunications specialists	
	Textile machine operators	
	Tinsmiths and laquerers	
	Trade representatives	
	Train drivers	
	Translators, interpreters and other linguists	
	Travel consultants and clerks	
	Uniformed services workers	
	Upholsterers	
	Veterinarians	
	Vindicators	
	Visual artists and interior designers	
	Waiters and bartenders	
	Webmasters	

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WOJEWÓDZKI URZĄD PRACY  
w WARSZAWIE



INSTITUTION OF THE MAŁOPOLSKA REGION  
Regional Labour Office  
in Krakow



Ministry of Economic Development,  
Labour and Technology

Regional / Voivodship coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2021

## opolskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Ambulance workers Bakers Bricklayers and plasterers Bus drivers Concrete placers, concrete finishers and related workers Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers	Acoustics and sound engineers Administration and office clerks Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Beautyicians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers	Economists
Finance and accounting staff with knowledge of foreign languages Finishing work technologists in building trades Hairdressers Handicraft workers in wood and joiners Independent accountants Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Painters and varnishers Pavers Physiotherapy technicians and assistants	Finance professionals Florists Food and nutrition technology professionals Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Handicraft workers in leather and related materials Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers OHS specialists Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Political scientists, historians, philosophers Postal clerks Postmen and package deliverers Potters and glaziers	Travel consultants and clerks
Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Stock clerks Structural metal workers Tailors and clothing manufacturers Tinsmiths and laquerers Toolmakers Truck drivers Waiters and bartenders Welders	PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Suppliers Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Textile machine operators Trade representatives Train drivers Translators, interpreters and other linguists Uniformed services workers Upholsterers Veterinarians Vindicators Visual artists and interior designers Webmasters	

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Regional/Province coordinator



National coordinator



Ministry of Economic Development,  
Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## podkarpackie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
Automotive diagnosis technicians Bakers Bus drivers Concrete placers, concrete finishers and related workers Construction engineers Construction installation assemblers Construction joiners and carpenters Cooks	Earthmoving plant operators and mechanics Handicraft workers in wood and joiners Independent accountants Medical doctors Nurses and midwives Pavers Physiotherapy technicians and assistants Roofers and sheet metal workers in building trades	Social work professionals caring for the elderly and disabled Special school teachers Speech therapists and audiophonologists Teachers of vocational subjects Truck drivers Welders
Accounting and bookkeeping clerks Administration and office clerks Agricultural and gardening machines operators Ambulance workers Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Beauticians Biologists, biotechnologists, biochemists Bricklayers and plasterers Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction managers Construction supervision inspectors Construction technicians Construction workers Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educators in educational and care institutions Electrical and energetic engineers Electrical mechanics and electrical assemblers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers	Finance and accounting staff with knowledge of foreign languages Finance professionals Finishing work technologists in building trades Florists Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Hairdressers Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers Metal working machine tool setters and operators Motor vehicle mechanics and repairers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Postal clerks Postmen and package deliverers	Potters and glaziers PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Psychologists and psychotherapists Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Sport and recreation instructors Stock clerks Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of general subjects Telecommunications specialists Tinsmiths and laquerers Toolmakers Trade representatives Translators, interpreters and other linguists Uniformed services workers Upholsterers Veterinarians Visual artists and interior designers Waiters and bartenders Webmasters
Economists Educational counsellors Farming and forestry advisers	Food and nutrition technology professionals Lawyers Political scientists, historians, philosophers	Public administration professionals Sociologists and social/economic surveys professionals Travel consultants and clerks

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Regional/Province coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2021

## podlaskie region

[www.barometrzaszawodow.pl](http://www.barometrzaszawodow.pl)

### DEFICIT

Ambulance workers  
Bakers  
Confectioners  
Construction engineers  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers

Finishing work technologists in building trades  
Medical doctors  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Physiotherapy technicians and assistants  
Road construction workers  
Social work professionals caring for the elderly and disabled

Special school teachers  
Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
Uniformed services workers  
Welders

### BALANCE

Accounting and bookkeeping clerks  
Administration and office clerks  
Agricultural and gardening machines operators  
Analysts, testers and ICT system operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Assistants in education  
Automotive diagnosis technicians  
Beauticians  
Biologists, biotechnologists, biochemists  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Cement and stone machine operators  
Chefs  
Chemical engineers and chemists  
Childminders  
Cleaners and room service  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Database designers and administrators, programmers  
Dental technicians  
Dentists  
Driving instructors  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
Electronics technology, automation and robotics specialists  
Environmental engineering engineers  
Events, cultural activities and animation organizers  
Farmers and animal producers  
Farming and forestry advisers

Finance professionals  
Florists  
Food and nutrition technology professionals  
Food processing workers  
Foreign language teachers  
Forest workers  
Funeral service workers  
Gardeners | orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Hairdressers  
Handicraft workers in leather and related materials  
Handicraft workers in wood and joiners  
Household helps  
Human resources and recruitment professionals  
Independent accountants  
Insurance agents  
Internet salespersons  
IT technicians  
Journalists and editors  
Kitchen helpers  
Landscape architects  
Lawyers  
Librarians and related information professionals  
Logistics managers  
Machinery mechanics and repairers  
Management and business service managers  
Manual workers in production and simple works  
Mechanical engineering technicians  
Mechanical engineers  
Medical imaging and therapeutic equipment technicians  
Metal processing workers  
Metal working machine tool setters and operators  
Meteorologists, geologists, geographers  
Miners and mining plant and machine operators  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
Painters and varnishers  
Paper manufacturing and processing machine operators  
Passenger car drivers  
Pavers  
Pharmacists  
Photographers  
Physical protection services workers

Plant and machine operators and assemblers  
Political scientists, historians, philosophers  
Postal clerks  
Postmen and package deliverers  
Potters and glaziers  
PR, advertising, marketing and sales specialists  
Pre-school teachers  
Primary education teachers  
Printing trades workers  
Product and garment designers and CAD operators  
Production managers  
Production organisation professionals  
Psychologists and psychotherapists  
Public administration professionals  
Quality specialists  
Real estate professionals  
Receptionists  
Roofers and sheet metal workers in building trades  
Rubber and plastic machine operators  
Sales managers  
Salespeople and pos operators  
Secretaries and assistants  
Service managers  
Social institutions and culture managers  
Social workers  
Sociologists and social/economic surveys professionals  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Structural metal workers  
Suppliers  
Surveyors and cartographers  
Tailors and clothing manufacturers  
Teachers of general subjects  
Telecommunications specialists  
Tinsmiths and laquerers  
Trade representatives  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Upholsterers  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

### SURPLUS

Economists

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Wojewódzki Urząd Pracy  
w Białymstoku



INSTITUTION OF THE MAŁOPOLSKA REGION  
Regional Labour Office  
in Krakow



Ministry of Economic Development,  
Labour and Technology

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2021

## pomorskie region

[www.barometrzasawodow.pl](http://www.barometrzasawodow.pl)

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Ambulance workers Bakers Bricklayers and plasterers Bus drivers Butchers and fishmongers Chefs Cleaners and room service Concrete placers, concrete finishers and related workers Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Finishing work technologists in building trades	Acoustics and sound engineers Administration and office clerks Agricultural and gardening machines operators Air traffic controllers Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Beauticians Biologists, biotechnologists, biochemists Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chemical engineers and chemists Chemical products plant and machine operators Childminders Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers	Economists
Foreign language teachers Hairdressers Handicraft workers in wood and joiners Independent accountants Kitchen helpers Manual workers in production and simple works Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Pavers Physiotherapy technicians and assistants Pre-school teachers Psychologists and psychotherapists Roofers and sheet metal workers in building trades Salespeople and pos operators	Finance and accounting staff with knowledge of foreign languages Finance professionals Fishermen Florists Food and nutrition technology professionals Food processing workers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Handicraft workers in leather and related materials Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers Meteorologists, geologists, geographers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers	Travel consultants and clerks
Social work professionals caring for the elderly and disabled Social workers Stock clerks Structural metal workers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Tinsmiths and laquerers Toolmakers Truck drivers Uniformed services workers Waiters and bartenders Welders	Political scientists, historians, philosophers Postal clerks Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Secretaries and assistants Service managers Shipdeck crew, ship and port operators Shoemakers Social institutions and culture managers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Suppliers Surveyors and cartographers Telecommunications specialists Trade representatives Train drivers Translators, interpreters and other linguists Upholsters Veterinarians Vindicators Visual artists and interior designers Webmasters	

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Regional/Province coordinator



INSTITUTION OF THE MALOPOLSKA REGION  
**Regional Labour Office**  
 in Krakow

National coordinator



Ministry of Economic Development,  
 Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## śląskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

### DEFICIT

Ambulance workers  
Bakers  
Bricklayers and plasterers  
Concrete placers, concrete finishers and related workers  
Confectioners  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Finishing work technologists in building trades

Hairdressers  
Handicraft workers in wood and joiners  
Independent accountants  
Kitchen helpers  
Manual workers in production and simple works  
Medical doctors  
Metal working machine tool setters and operators  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Pavers  
Roofers and sheet metal workers in building trades

Social work professionals caring for the elderly and disabled  
Special school teachers  
Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Toolmakers  
Truck drivers  
Uniformed services workers  
Welders

### BALANCE

Accounting and bookkeeping clerks  
Acoustics and sound engineers  
Administration and office clerks  
Agricultural and gardening machines operators  
Analysts, testers and ICT system operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Assistants in education  
Automotive diagnosis technicians  
Beauticians  
Biologists, biotechnologists, biochemists  
Bus drivers  
Butchers and fishmongers  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Cement and stone machine operators  
Chefs  
Chemical engineers and chemists  
Chemical products plant and machine operators  
Childminders  
Cleaners and room service  
Clearing and forwarding agents  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Database designers and administrators, programmers  
Dental technicians  
Dentists  
Driving instructors  
Economists  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
Electronics technology, automation and robotics specialists  
Environmental engineering engineers  
Events, cultural activities and animation organizers  
Farmers and animal producers

Finance and accounting staff with knowledge of foreign languages  
Finance professionals  
Florists  
Food and nutrition technology professionals  
Food processing workers  
Foreign language teachers  
Forest workers  
Funeral service workers  
Gardeners i orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Household helps  
Human resources and recruitment professionals  
Insurance agents  
Internet salespersons  
IT technicians  
Journalists and editors  
Landscape architects  
Lawyers  
Librarians and related information professionals  
Logistics managers  
Machinery mechanics and repairers  
Management and business service managers  
Mechanical engineering technicians  
Mechanical engineers  
Medical imaging and therapeutic equipment technicians  
Metal processing workers  
Meteorologists, geologists, geographers  
Miners and mining plant and machine operators  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
Painters and varnishers  
Paper manufacturing and processing machine operators  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Physiotherapy technicians and assistants  
Plant and machine operators and assemblers  
Political scientists, historians, philosophers  
Postal clerks  
Postmen and package deliverers

Potters and glaziers  
PR, advertising, marketing and sales specialists  
Pre-school teachers  
Primary education teachers  
Printing trades workers  
Product and garment designers and CAD operators  
Production managers  
Production organisation professionals  
Psychologists and psychotherapists  
Public administration professionals  
Quality specialists  
Railway traffic operators  
Real estate professionals  
Receptionists  
Road construction workers  
Rubber and plastic machine operators  
Sales managers  
Salespeople and pos operators  
Secretaries and assistants  
Service managers  
Shoemakers  
Social institutions and culture managers  
Social workers  
Sociologists and social/economic surveys professionals  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Structural metal workers  
Suppliers  
Surveyors and cartographers  
Tailors and clothing manufacturers  
Teachers of general subjects  
Telecommunications specialists  
Trade representatives  
Train drivers  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Upholsterers  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

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Regional/Province coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2021

## świętokrzyskie region

[www.barometrzwodow.pl](http://www.barometrzwodow.pl)

DEFICIT	BALANCE	SURPLUS
Bakers Bricklayers and plasterers Concrete placers, concrete finishers and related workers Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics	Accounting and bookkeeping clerks Agricultural and gardening machines operators Ambulance workers Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Beauticians Biologists, biotechnologists, biochemists Bus drivers Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Finance and accounting staff with knowledge of foreign languages Finance professionals Florists Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers Miners and mining plant and machine operators Motor vehicle mechanics and repairers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pavers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Postal clerks Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists	Physiotherapy technicians and assistants Road construction workers Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Toolmakers Truck drivers Welders Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Psychologists and psychotherapists Quality specialists Real estate professionals Receptionists Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stock clerks Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Tinsmiths and laquers Trade representatives Translators, interpreters and other linguists Uniformed services workers Upholsterers Veterinarians Visual artists and interior designers Waiters and bartenders Webmasters Food and nutrition technology professionals Political scientists, historians, philosophers Public administration professionals Travel consultants and clerks

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Regional/Province coordinator



Wojewódzki  
Urząd Pracy  
w Kielcach



INSTITUTION OF THE MALOPOLSKA REGION  
Regional Labour Office  
in Krakow

National coordinator



Ministry of Economic Development,  
Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## warمیńsko-mazurskie region

[www.barometrzasawodow.pl](http://www.barometrzasawodow.pl)

DEFICIT	BALANCE	SURPLUS
Bricklayers and plasterers Bus drivers Concrete placers, concrete finishers and related workers Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics	Accounting and bookkeeping clerks Acoustics and sound engineers Administration and office clerks Agricultural and gardening machines operators Ambulance workers Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Bakers Beauticians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Finance and accounting staff with knowledge of foreign languages	Electrical mechanics and electrical assemblers Finishing work technologists in building trades Handicraft workers in wood and joiners Independent accountants Medical doctors Motor vehicle mechanics and repairers Nurses and midwives Roofers and sheet metal workers in building trades
Social work professionals caring for the elderly and disabled Stock clerks Teachers of vocational subjects Toolmakers Truck drivers Welders	Finance professionals Fishermen Florists Food and nutrition technology professionals Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Hairdressers Handicraft workers in leather and related materials Household helps Human resources and recruitment professionals Industrial ceramists Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers Metal working machine tool setters and operators OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pavers Pharmacists Photographers Physical protection services workers Physiotherapy technicians and assistants Plant and machine operators and assemblers Political scientists, historians, philosophers Postal clerks Postmen and package deliverers	Potters and glaziers PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of general subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Trade representatives Translators, interpreters and other linguists Travel consultants and clerks Uniformed services workers Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters
	Economists	

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Regional/Province  
coordinator



INSTITUTION OF THE MAŁOPOLSKA REGION  
**Regional Labour Office**  
in Krakow

National coordinator



Ministry of Economic Development,  
Labour and Technology

The person ordering the study

# Occupational Barometer 2021

## wielkopolskie region

[www.barometrzaszawodow.pl](http://www.barometrzaszawodow.pl)

DEFICIT	BALANCE
Accounting and bookkeeping clerks	Administration and office clerks
Ambulance workers	Agricultural and gardening machines operators
Bakers	Analysts, testers and ICT system operators
Beauticians	Animal services workers
Bricklayers and plasterers	Architects and urban planners
Bus drivers	Archivists and curators
Butchers and fishmongers	Assistants in education
Clearing and forwarding agents	Automotive diagnosis technicians
Concrete placers, concrete finishers and related workers	Biologists, biotechnologists, biochemists
Confectioners	Car wash, laundry and ironing workers
Construction installation assemblers	Caretakers, doorkeepers, janitors and custodians
Construction joiners and carpenters	Cement and stone machine operators
Construction workers	Chefs
Cooks	Chemical engineers and chemists
Database designers and administrators, programmers	Childminders
Earthmoving plant operators and mechanics	Cleaners and room service
Electrical mechanics and electrical assemblers	Construction engineers
Electronics technology, automation and robotics specialists	Construction managers
Finishing work technologists in building trades	Construction supervision inspectors
Graphic and multimedia designers	Construction technicians
Hairdressers	Contact centre agents, survey and market research interviewers
Handicraft workers in wood and joiners	Crane, hoist and related plant operators
Independent accountants	Dental technicians
Kitchen helpers	Dentists
Manual workers in production and simple works	Driving instructors
Medical doctors	Economists
Metal working machine tool setters and operators	Educational counsellors
Motor vehicle mechanics and repairers	Educators in educational and care institutions
Nurses and midwives	Electrical and energetic engineers
Pavers	Electronic assemblers
Psychologists and psychotherapists	Environmental engineering engineers
Roofers and sheet metal workers in building trades	Events, cultural activities and animation organizers
Social work professionals caring for the elderly and disabled	Farmers and animal producers
Stock clerks	Farming and forestry advisers
Structural metal workers	Finance and accounting staff with knowledge of foreign languages
Suppliers	Finance professionals
Tailors and clothing manufacturers	Florists
Teachers for practical vocational training	Food and nutrition technology professionals
Teachers of vocational subjects	Food processing workers
Tinsmiths and laquerers	Foreign language teachers
Toolmakers	Forest workers
Train drivers	Funeral service workers
Truck drivers	Gardeners i orchardists
Uniformed services workers	Glaziers and window fitters
Upholsterers	Household helps
Welders	Human resources and recruitment professionals
	Insurance agents
	Internet salespersons
	IT technicians
	Journalists and editors
	Landscape architects
	Lawyers
	Librarians and related information professionals
	Logistics managers
	Machinery mechanics and repairers
	Management and business service managers
	Mechanical engineering technicians
	Mechanical engineers
	Medical imaging and therapeutic equipment technicians
	Metal processing workers
	OHS specialists
	Opticians and prosthetics workers
	Other education specialists
	Painters and varnishers
	Paper manufacturing and processing machine operators
	Passenger car drivers
	Pharmacists
	Photographers
	Physical protection services workers
	Physiotherapy technicians and assistants
	Plant and machine operators and assemblers
	Postal clerks
	Postmen and package deliverers
	Potters and glaziers
	PR, advertising, marketing and sales specialists
	Pre-school teachers
	Primary education teachers
	Printing trades workers
	Product and garment designers and CAD operators
	Production managers
	Production organisation professionals
	Public administration professionals
	Quality specialists
	Real estate professionals
	Receptionists
	Road construction workers
	Rubber and plastic machine operators
	Sales managers
	Salespeople and pos operators
	Secretaries and assistants
	Service managers
	Shoemakers
	Social institutions and culture managers
	Social workers
	Special school teachers
	Speech therapists and audiophonologists
	Sport and recreation instructors
	Stonemasons
	Surveyors and cartographers
	Teachers of general subjects
	Telecommunications specialists
	Trade representatives
	Translators, interpreters and other linguists
	Travel consultants and clerks
	Veterinarians
	Visual artists and interior designers
	Waiters and bartenders
	Webmasters

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Regional/Province coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2021

## zachodniopomorskie region

[www.barometrzaszawodow.pl](http://www.barometrzaszawodow.pl)

DEFICIT	BALANCE	SURPLUS
Accounting and bookkeeping clerks Ambulance workers Bakers Bricklayers and plasterers Bus drivers Butchers and fishmongers Concrete placers, concrete finishers and related workers Construction installation assemblers Construction joiners and carpenters Construction workers Cooks Earthmoving plant operators and mechanics	Acoustics and sound engineers Administration and office clerks Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Assistants in education Automotive diagnosis technicians Beauticians Biologists, biotechnologists, biochemists Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Dental technicians Dentists Driving instructors Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Farming and forestry advisers Finance professionals Fishermen Economists	Electrical mechanics and electrical assemblers Finance and accounting staff with knowledge of foreign languages Finishing work technologists in building trades Handicraft workers in wood and joiners Independent accountants Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Pavers Physiotherapy technicians and assistants Florists Food and nutrition technology professionals Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners i orchardists Glaziers and window fitters Graphic and multimedia designers Hairdressers Household helps Human resources and recruitment professionals Insurance agents Internet salespersons IT technicians Journalists and editors Kitchen helpers Landscape architects Lawyers Librarians and related information professionals Logistics managers Machinery mechanics and repairers Management and business service managers Manual workers in production and simple works Mechanical engineering technicians Mechanical engineers Medical imaging and therapeutic equipment technicians Metal processing workers OHS specialists Opticians and prosthetics workers Other education specialists Painters and varnishers Paper manufacturing and processing machine operators Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Political scientists, historians, philosophers Postal clerks Postmen and package deliverers Potters and glaziers PR, advertising, marketing and sales specialists Pre-school teachers Psychologists and psychotherapists Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Social workers Teachers for practical vocational training Teachers of general subjects Tinsmiths and laquerers Truck drivers Uniformed services workers Welders Primary education teachers Printing trades workers Product and garment designers and CAD operators Production managers Production organisation professionals Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists Road construction workers Rubber and plastic machine operators Sales managers Salespeople and pos operators Secretaries and assistants Service managers Shipdeck crew, ship and port operators Shoemakers Social institutions and culture managers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stock clerks Stonemasons Structural metal workers Suppliers Surveyors and cartographers Tailors and clothing manufacturers Teachers of vocational subjects Telecommunications specialists Toolmakers Trade representatives Translators, interpreters and other linguists Travel consultants and clerks Upholsterers Veterinarians Vindicators Visual artists and interior designers Waiters and bartenders Webmasters

The "Occupational Barometer" is a forecast for the demand for employees in 2021. The study was conducted by experts at the turn of the third and fourth quarters of 2021. The situation in some professions may change depending on market conditions. The result for the region include professions assessed in at least half of the counties.



Regional/Province coordinator



National coordinator



The person ordering the study

The Occupational Barometer is a nationwide survey carried out by local labour offices in cooperation with private employment agencies. Survey in each region is coordinated by regional labour offices. The national coordinator is Regional Labour Office in Krakow.

The Occupational Barometer is a one-year forecast of the demand for employees. Survey shows in which occupations chances to take up employment will be smaller, and in which will be bigger in upcoming year. The occupations are classified by experts into three groups:

- Shortage occupations – those in which it should not be difficult to find a job in the coming year;
- Balanced occupations – those in which the number of vacancies will be close to the number of people capable of and interested in taking up employment in the occupation concerned;
- Surplus occupations – those in which it might be more difficult to find a job because of the low demand and numerous candidates willing to take up employment and meeting the employers' requirements.

The survey comes from Sweden. Its methodology has been developed in the 90s as the element of wider system designed to predict changes on the labour market. In 2007 The Occupational Barometer was adapted by public employment agencies in Finland. In Poland, the study appeared in 2009 and at the beginning it was carried out only in Malopolska region. In 2015, it was extended to whole country. In 2019, by the decision of the Ministry of Family, Labour and Social Policy, the Barometer was combined with the Deficit and Surplus Occupation Monitoring Survey and is now one study entitled Occupational Barometer.

More information about The Occupational Barometer and its results are available on the website: [www.barometrzaszawodow.pl](http://www.barometrzaszawodow.pl).



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