



Ministry of Family  
and Social Policy



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

# THE OCCUPATIONAL BAROMETER 2022



**REPORT SUMMARIZING THE RESEARCH  
IN POLAND**



# **THE OCCUPATIONAL BAROMETER 2022**

**Report summarizing  
the research in Poland**



The report was prepared in the Regional Labour Office in Krakow as part of a nationwide survey named "Occupational Barometer", commissioned by the Ministry of Family and Social Policy.

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Dear Readers,

The past year and a half was a special time for all of us. The Covid-19 outbreak that the entire world is facing, and which emerged in Poland in early 2020, is affecting businesses, most notably in certain industries, and continues to pose additional challenges to both employers, but also employees and the Government. However, a rapidly recovering economy and improving labor market conditions, especially in 2021, show that we have largely met these challenges. Next year, positive trends in the labor market are expected to continue, which allows us to look to the future with some optimism.

According to the newest results of Occupational Barometer, shortages will appear in 30 professions. They will be particularly noticeable in the construction, medical and manufacturing industries. However, in none of the professions assessed in the survey should we expect a surplus of job seekers.

It is worth noting that this is the first such situation since the Barometer was conducted nationwide. According to experts, the demand for workers will increase as the economy recovers. Even in the face of temporary stoppages, whether due to component shortages or possible business restrictions due to the COVID-19 pandemic, employers will hold off on dismissals realizing that recruiting appropriately skilled and willing workers is always a big challenge for a company.

With good prospects for the market in 2022, those willing to work should have no difficulty finding a job. Offers will be addressed both to people with low and high qualifications, in particular to graduates of vocational schools in the areas identified as deficient. However, one has to take into account the increased rotation of employees, resulting from their higher expectations. In a situation of choice, it is obvious that candidates will opt for a more stable, better paid and more beneficial work.

I would like to thank everyone who participated in the realization of the 7th edition of the Occupational Barometer. This year it was over 2 thousand people. Your knowledge and involvement allow us to develop the survey with each succeeding edition, providing the recipients with valuable information about the demand for occupations in the next year.

I encourage you to read the detailed results of the survey, available on the website [www.barometrzwodow.pl](http://www.barometrzwodow.pl).

Marlena Małag

Minister of Family and Social Policy

# 1. 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. Presumptions concerning the list of occupations

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 numerous 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.

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.

The list of occupations in the 7th national edition of the survey (i.e., the 2022 Barometer) includes 168 items. The same as last year. However, in comparison with last year, **one occupation was removed from the list, i.e.: finance and accounting staff with knowledge of foreign languages**. The national and regional coordinators of the survey found that the competencies required in this profession largely overlap with the competencies of accounting and bookkeeping clerks. It was also noted that multinational

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

corporations generating the largest number of job offers in this profession are putting less emphasis on financial and accounting issues and more on customer service issues.

There is **one new occupation on the list of occupations, i.e. UX/UI Designers/specialists in web product implementation and platform development**. Within this occupation, in addition to Application Improvement and Development Specialist (251201 according to KZiS), the demand for employees in the following occupations/positions was also assessed: user experience analyst, user experience designer, UX/UI Designer, Customer Success, Technical writer, Scrum Master (occupations outside the KZiS). The introduction of specialists for design, implementation and improvement of digital products and services to the Barometer is related to the development of the IT industry and the growing number of online job offers for people involved in improving the functionality, usability of digital products and services, designing interfaces or organizing and supporting the work of the IT team.

## 2. LABOUR MARKET

### 2.1. Economic situation

Since March 2020, one of the crucial factors shaping the situation in the economy and the job market has been the COVID-19 pandemic. The economic cycles observed so far have been disrupted by restrictions on the economic activity. On the other hand, the protective measures in the so-called "crisis shields, aimed at mitigating the negative effects of these restrictions, have been introduced",

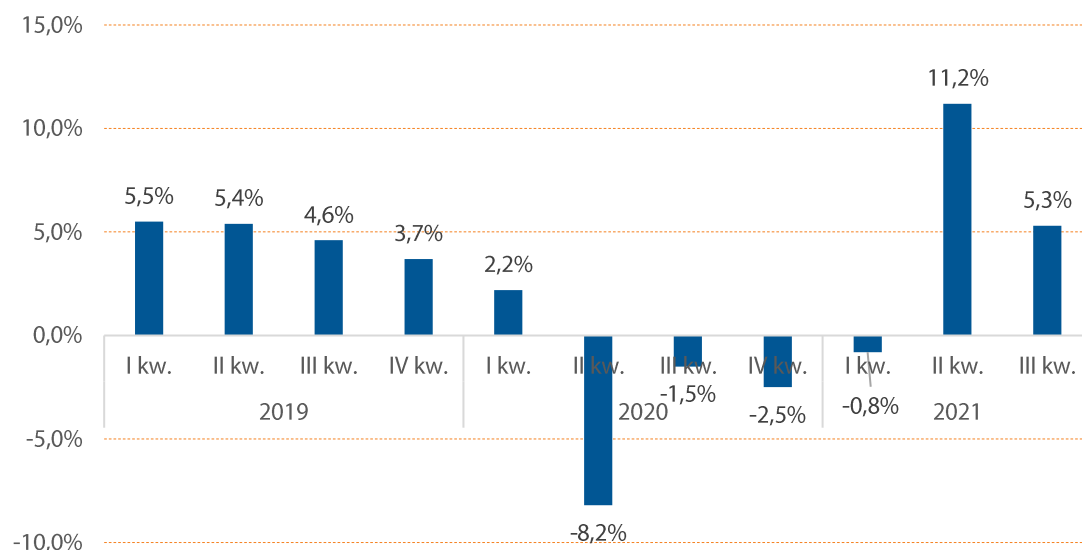
It is still difficult to predict the economic consequences of the pandemic. At this point, however, we can say that the critical scenarios anticipated in its initial phases have not come true. The faster-than-expected pace of the Polish economy's recovery has caused many forecasts for 2021, including those of the European Commission and the International Monetary Fund, to be revised towards more positive.

According to the Statistics Poland, in the third quarter of 2021, seasonally unadjusted GDP (in constant annual average prices of the previous year) grew by 5.3% in real terms compared to the third quarter of the previous year. This is less than in Q2, when growth was at the level of 11.2%, but it should be born in mind that for Q2 2021, the reference point was Q2 2020, when the domestic and global economies were in a critical situation caused by a pandemic<sup>2</sup>. Such a result in Q2 and Q3 2021 indicates a return to the pre-pandemic growth path and allows for an optimistic view of the economic situation in the following quarters.

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<sup>2</sup> Gross Domestic Product in the third quarter of 2021. Preliminary estimate, Statistics Poland, access: [Statistics Poland / Topics / National accounts / Quarterly national accounts / Gross Domestic Product in the third quarter of 2020. Preliminary estimate](https://stat.gov.pl/topics/national-accounts/quarterly-national-accounts/gross-domestic-product-in-the-third-quarter-of-2020-preliminary-estimate)

**FIGURE 1.** Seasonally unadjusted GDP growth, constant average prices of the previous year (year-over-year)



SOURCE: own study based on Gross Domestic Product in the third quarter of 2021. Preliminary estimate, Statistics Poland

According to the forecasts of the European Commission, Poland will continue to be one of the development leaders. In 2022, GDP should increase by 5.2% in Poland, while in the entire EU by 4.3%. Despite positive predictions, also the serious risks that may negatively affect the domestic economy and, consequently, the labor market appear more often<sup>3</sup>.

<sup>3</sup> Forecast Autumn 2021 Prognoza z jesieni 2021: ożywienie trwa, ec.europa.eu, access: [Prognoza z jesieni 2021: ożywienie trwa \(europa.eu\)](https://ec.europa.eu/economy_finance/forecast-autumn-2021) [25.11.2021]



**FIGURE 2. Factors that will affect the Polish economy in 2022**

DRIVERS OF ECONOMIC GROWTH	FACTORS THAT POSE A THREAT TO ECONOMIC GROWTH
<ul style="list-style-type: none"><li>• <b>a competitive export</b>, whose potential was strengthened by large inflows of foreign direct investment in previous years and during the pandemic,</li><li>• <b>consumption growth</b> due to good job market conditions and savings made during the COVID-19 pandemic,</li><li>• <b>high capacity utilization</b> and companies' optimism about the sustainability of the demand recovery, which will stimulate private investment growth.</li></ul>	<ul style="list-style-type: none"><li>• <b>delivery problems</b> that result in shortages of certain components and long production delays, particularly in the highly integrated manufacturing sector among others in the automotive industry,</li><li>• <b>high inflation</b> (prices of consumer goods and services according to a quick estimate of the Central Statistical Office in November 2021 compared to the same month last year increased by 7.7%), including primarily a significant increase in energy and fuel prices,</li><li>• <b>reduced public investment</b> due to the delayed inflow of EU funds,</li><li>• <b>restrictions in the functioning of industries</b> due to the COVID-19 pandemic.</li></ul>

SOURCE: compiled on the basis of <https://www.rp.pl/dane-gospodarcze/art19124121-polski-przemysl-pozegnaj-sie-z-wieloletnim-trendem-swietne-dane>, Investment in 2022 will grow, then it will be worse - Business in INTERIA.PL, Autumn 2021 forecast: the revival continues (europa.eu), Polish economy grew by 5.1 percent, CSO announced data for Q3 - Forsal.pl

## 2.2. Labour market situation

The rapid adaptation of employers and employees to the conditions of the pandemic, as well as the protective measures taken by the government and local governments, largely aimed at protecting jobs, certainly had an impact on the situation in the labour market. The lifting of the most restrictive restrictions on the operation of companies in the spring of 2021 allowed industries such as hotels and restaurants to resume operations.

As a consequence, the most important ratios showing the situation on the labour market improved. In 2021, observed, among others:

- **increase in the number of employed:** in Q2 2021, 16.6 million people between the ages of 15 and 89 were working, a 1% increase from Q1. The majority of them were men (54.7%) and urban residents (60.1%). Compared to the Q1, a greater increase in

the number of employed was recorded among women (by 1.8%) than men (by 0.4%). It should be particularly emphasized that the vast majority of employees worked on the basis of a permanent contract - 84.5%, i.e., an increase of 0.7 percentage points compared to the Q1 2021<sup>4</sup>.

- **employment in the enterprise sector growth:** in October 2021, average employment in the enterprise sector amounted to 6.4 million, 0.5% higher than a year before. However, it has not yet returned to pre-pandemic levels - it stood at 0.5% lower than in October 2019. Among the sectors with the largest year-over-year contributions to employment, employment increased the most at electrical equipment manufacturing (up by 4.3%) and rubber and plastic products manufacturing (up by 3.5%). An increase in employment, higher than the sector average, was also recorded in the non-metallic mineral products and other non-metallic mineral products manufacturing, wood, cork, straw and wicker products manufacturing, furniture manufacturing, machinery and equipment manufacturing and wholesale trade (within 1.9%-0.6%). In contrast, the employment in mining of coal and lignite was lower than a year ago before (by 3.7%), wholesale and retail trade in motor vehicles and their repair (by 0.9%), food products manufacturing (by 0.6%) and construction (by 0.4%). Also, the employment in the motor vehicles trailers and semi-trailers manufacturing was lower than a year before (down by 0.5%)<sup>5</sup>.
- **salary growth:** the average monthly gross salary in the enterprise sector in October 2021 amounted to 5917.15 PLN (8.4% more than last year) The increase was noted in all industries (sections of PKD), the largest in accommodation and catering (by 15.2%), the smallest in the electricity, gas, steam and air conditioning supply (by 2.7%). However, average earnings in accommodation and catering are still among the least attractive. In October 2021, they amounted to PLN 4353.67, which means that they were more than 2 times lower than in information and communication, where they exceeded the level of 10 000 PLN. It should also be noted that the salary increase was less noticeable than a year before due to the inflation. The purchasing power of the average monthly salary in the enterprise sector in October 2021 increased by 1.4% on an annual basis, while it increased by 1.7% in October 2020<sup>6</sup>.
- **high share of work done from home:** in Q2 2021, 2.8 million people, or 16.9% of all employers, worked from home, regularly or sometimes. That is down from Q1, when strict restrictions were still in place and 3.2 million people, or nearly one-fifth of all employers, were working from home. In the case of most people (53.5% in Q2 2012),

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<sup>4</sup> Labour force survey in Poland II quarter 2021, Statistics Poland, access: [Statistics Poland / Topics / Labour Market / Working. Unemployed. Economically inactive by LFS / Labour force survey in Poland II quarter 2021](#)

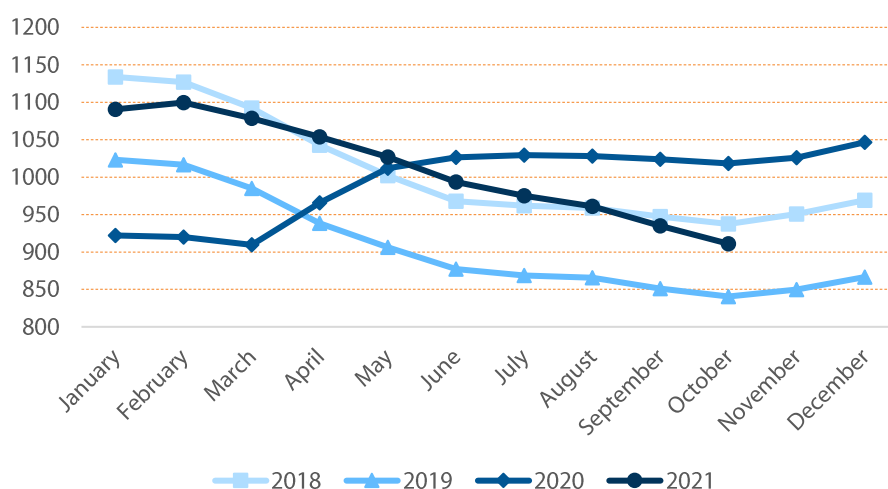
<sup>5</sup> Socio-economic situation of the country in October 2021, Statistics Poland, access: [Statistics Poland / Topics / Other studies / Informations on socio-economic situation / Socio-economic situation of the country in October 2021](#)

<sup>6</sup> Socio-economic situation of the country in October 2021, Statistics Poland, access: [Statistics Poland / Topics / Other studies / Informations on socio-economic situation / Socio-economic situation of the country in October 2021](#)

working at home resulted from the situation related to the COVID-19 pandemic<sup>7</sup>. However, as the research shows, a large part of companies may decide to introduce such a model of work permanently after the end of the pandemic<sup>8</sup>. Nevertheless, it is more likely that hybrid work will be more common (done partly at home and partly in the workplace) than completely remote work. The deciding factor will be the nature of work.

- **decrease in registered unemployment:** at the end of October 2021, the number of unemployed registered in labor offices amounted to 910.9 thousand, i.e. 10.6% less than a year before. The registered unemployment rate amounted to 5.5%, which means that it decreased by 0.6 percentage points within 12 months. The decrease was noted in all counties. The all time low rate of 3.2% was noted in the Wielkopolska region, and the highest in the Warmińsko-Mazurskie region (8.6%). All regions have managed to return to the single-digit figure<sup>9</sup>. It also seems that after a challenging 2020, the situation has returned to the standard seasonal swings in unemployment levels, when the number of registered unemployed decreases in spring and summer, but increases in autumn and winter, due to the seasonal activities of certain industries, such as construction, agriculture and tourism.

**FIGURE 3.** Number of registered unemployed at the end of a specific month between 2018 and 2021, in thousands



SOURCE: compiled on the basis of Statistics Poland data

In 2021, starting from March, the number of unemployed registered in the job offices has been gradually decreasing. Although the level of unemployment recorded at the

<sup>7</sup> Labour force survey in Poland II quarter 2021, Statistics Poland, access: [Statistics Poland / Topics / Labour Market / Working. Unemployed. Economically inactive by LFS / Labour force survey in Poland II quarter 2021](https://stat.gov.pl/topics/labour-market/working-unemployed-economically-inactive-by-lfs/labour-force-survey-in-poland-ii-quarter-2021)

<sup>8</sup> Księga rekomendacji. Praca zdalna 2.0. Rozwiązanie na czas pandemii czy trwała zmiana?, access: [praca-zdalna-2-0-rekomendacje-1.pdf \(pracodawcy.rp.pl\)](https://praca-zdalna-2-0-rekomendacje-1.pdf)

<sup>9</sup> Socio-economic situation of the country in October 2021, Statistics Poland, access: [Statistics Poland / Topics / Other studies / Informations on socio-economic situation / Socio-economic situation of the country in October 2021](https://stat.gov.pl/topics/other-studies/informations-on-socio-economic-situation/socio-economic-situation-of-the-country-in-october-2021)

end of October 2021 was higher than in the corresponding period of 2019 (by 8.3%), it was lower than in October 2020 (by 10.6%), as well as lower than at the end of February 2020, just before the outbreak of the pandemic in Poland (by 1.0%)<sup>10</sup>.

- **an increase in the number of job offers:** almost 1.2 million jobs offers were reported to local labour offices within the period between January and the end of October 2021, i.e. only by 2.3% less than in the corresponding period of 2019 and by almost 21% more than in the period between January and October 2020. There was an increase both in offers from the private sector (by 20.5%) and from the public sector (by 24%)<sup>11</sup>.
- **increase in demand for foreign labour:** in the initial months of the pandemic, i.e., in the first half of 2020, the inflow of foreigners to Poland decreased due to the precarious situation and movement restrictions. In the second half of 2020, immigrants started to arrive in the national job market and in 2021 this trend continued. In the period between January and October 2021, 1.687 million declarations of entrustment of work to foreigners were entered into the register, i.e. 30% more than in the same period of 2020 and 17% more than in the same period of 2019. In the case of work permits, 2021, this was also characterized by an increase in the number of positive decisions - a total of 405 thousand, by 24% month-on-month more than in 2020 and 11% more than in 2019.

Positive labor market trends are expected to continue in 2022. According to the survey, more employers intend to hire rather than make the staff redundant. According to Manpower's analysis, between October and December 2021, 17% of entrepreneurs expect to increase the number of employees, 5% anticipate a decrease in the number of jobs and 74% declare no planned personnel changes. The net employment outlook stands at +12%, and +11% after seasonal adjustment. Employers forecast an increase in staffing levels regardless of the size of the employer (the larger the company, the higher the outlook), and across all industry sectors and regions<sup>12</sup>.

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<sup>10</sup> own study based on <https://psz.praca.gov.pl/rynek-pracy/statystyki-i-analizy/bezrobocie-rejestrowane>

<sup>11</sup> Socio-economic situation of the country in October 2021, Statistics Poland, access: [Statistics Poland / Topics / Other studies / Informations on socio-economic situation / Socio-economic situation of the country in October 2021](#)

<sup>12</sup> Barometr ManpowerGroup Perspektyw Zatrudnienia Q4 2021, manpowergroup.pl, dostęp: [Barometr Manpower Perspektyw Zatrudnienia Q4 21 PL WWW.pdf \(manpowergroup.pl\)](#)

## 3. DEMAND FOR OCCUPATIONS

### 3.1. Implementing the 7th edition of the Occupational Barometer

**344**

expert panels

The Occupational Barometer 2022 is the 7th nationwide survey edition. It was developed as the result of 344 expert panels. During 36 meetings, the participants altogether assessed the situation in two counties (where the labor markets are closely related). As a result, a forecast was made for all 380 counties in Poland.

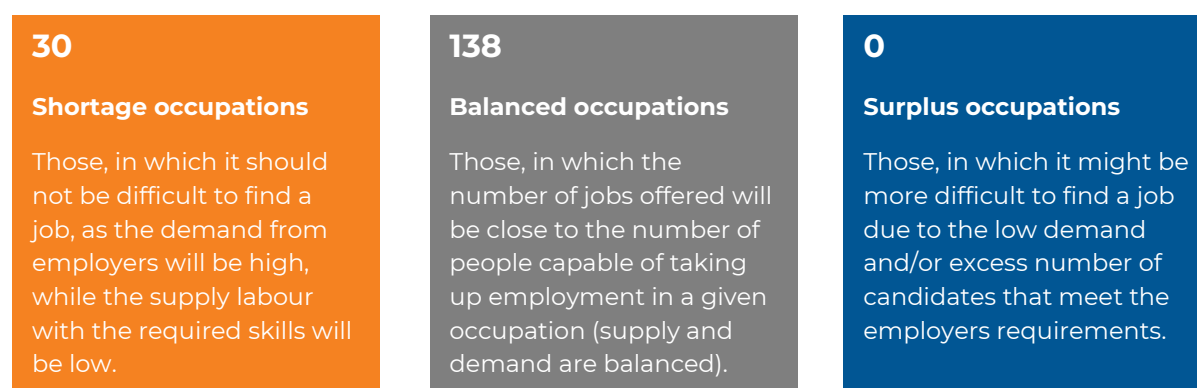
A lot of experts were involved in the preparation of the 7th edition of Occupational Barometer: representatives of all local labor offices (1,752 people), all regional labor offices (36 people), private employment agencies (42 people), chambers / guilds of crafts and other organizations associating employers (58 people), voluntary labor corps (46 people), district starosts and city offices (46 people), as well as other institutions (82 people). In total over 2 thousand people participated in the project.

Due to epidemic conditions, more than half of the panels were held remotely (56%), 3% were held in a hybrid format (some participants connected remotely with the county and provincial coordinators who conducted the survey directly), and the remaining 41% of the panels were held in a traditional face-to-face format (mostly at the local labor office).

The Barometer for 2022, like previous editions, was developed at the county level. The results were then generalized to the regional and national level. The analysis of the results at the nationwide level is aimed at highlighting the phenomena that occur on a national scale, as well as the trends observed over the years.

## 3.2. Demand for employees

According to the Occupational Barometer, the demand for employees in 2022 is expected to be higher than in a year before. In many occupations there will be a shortage of staff, but in none of them the surplus ought to be so widespread as to translate into the national results.



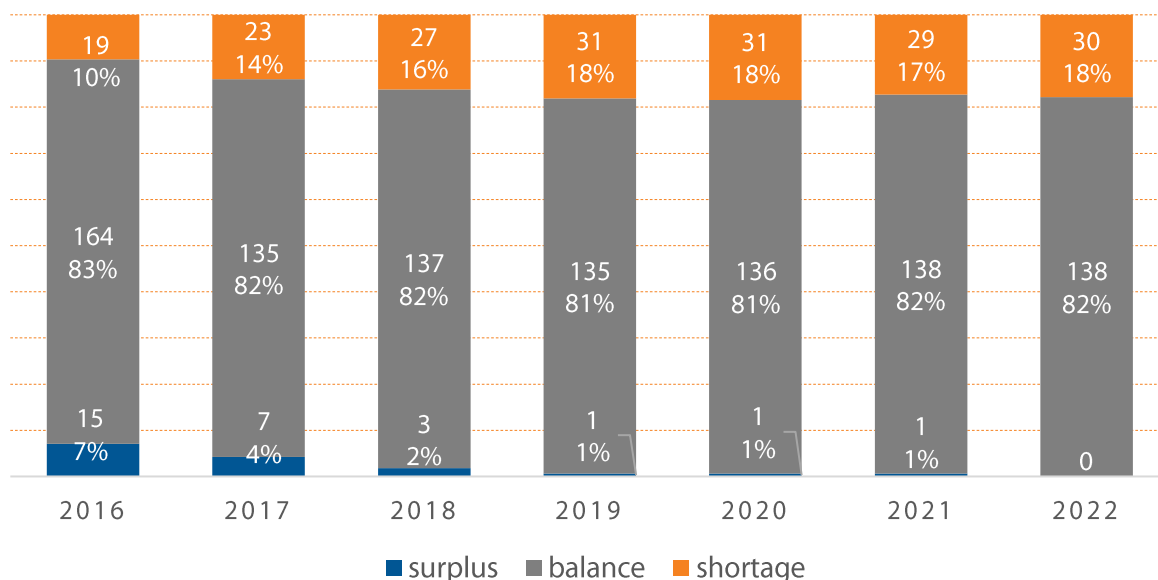
There will be 30 occupations in deficit, one more than the year before. New occupations on the list are psychologists and psychotherapists, which were in balance in earlier years. Accounting and bookkeeping clerks returned to the deficit in 2022. While this was a balanced occupation in 2021, there were already projected shortages in previous years (2020 and 2019). However, tailors and clothing manufacturers - who had been indicated as a shortage occupation in all previous editions of the survey - moved into balanced occupations. The balance of demand and supply in this occupation in 2022 is expected, among others, in Łódzkie region, which is one of the most important centers of industry development.

For the first time since the Occupations Barometer was carried out nationwide, the forecast does not include a **single surplus occupation**. This means that in Poland in none of the forecasted occupations the number of candidates with appropriate qualifications and willing to work should exceed the number of jobs. Economists, who mainly because of the large supply of graduates, have so far been in surplus (continuously from 2016 to 2021), have moved into balance this year. The Barometer results indicate that in 2022, also in this occupation, the domestic market should be receptive enough for them to find employment. However, it is important to remember that the situation will vary regionally and locally, which means that in individual counties and regions there will still be occupations where there will be an oversupply of candidates.

**The number of balanced occupations will not change** - same as in 2021, there will be 138 of them. On one hand, the changes in this group are associated to the transition of tailors

and clothing manufacturers and economists, on the other hand, to the loss of psychologists and psychotherapists and accounting workers, who were in deficit in 2022.

**FIGURE 4.** Number and share of deficit, balanced and surplus occupations in the Occupation Barometer forecast for 2016-2022 in Poland



The number of occupations assessed in the survey has varied slightly from one edition to the following. In the 2016 forecast, 198 occupations were assessed; for 2017 168 for 2018 and 2019 167, for 2020, 2021, 2022 168.

SOURCE: compiled on the basis of [barometrzawodow.pl](http://barometrzawodow.pl)

### 3.3. Shortage professions by industries

In 2022, many employers will face a shortage of staff. Among the 30 deficit occupations nationwide, in the case of 8 we will be able to talk about a permanent deficit, i.e. one that has persisted uninterruptedly since the first edition of the survey, i.e. since the 2016 forecast.

**The permanent deficit includes:** construction joiners and carpenters, roofers and sheet metal workers in building trades, bus drivers, truck drivers, metal working machine tool setters and operators, nurses and midwives, independent accountants, welders. In the overview industries below have been additionally distinguished in orange.



FIGURE 5. The main reasons for shortages in Poland



SOURCE: barometrzawodow.pl

The increasingly common employment of foreigners will not meet all the forecasts for 2022 the year of employers' needs.

Nationally, most shortages will occur in construction and medical professions.



**CONSTRUCTION INDUSTRY** - i.e. concrete placers, concrete finishers and related workers, pavers, **construction joiners and carpenters** (in permanent deficit, i.e. continuously since forecasts for 2016), **roofers and sheet metal workers in building trades** (in the permanent deficit), construction installation assemblers, bricklayers and plasterers, earthmoving plant operators and mechanics, finishing work technologists in building trades as well as construction workers.

People with versatile skills will be the most sought after, combining qualifications from various occupations. Difficulty finding employees will result primarily from the so-called generational gap - which is also confirmed by the industry report Human Capital Human Capital Balance on - Cconstruction lindustry (published by Polish Agency for Enterprise Development)-(59% of employers consider this aspect to be the greatest challenge). Meanwhile, vocational schools are struggling with the problem of ineffective recruitment,



and graduates often lack the practical skills to handle manage expensive construction machinery and equipment. Not many candidates applying for Few applicants for construction occupations have a very desirable category C driving license, which allows to drive machines outside construction site.

People who meet the requirements do not start working in the industry primarily because of frequent business trips and work in difficult weather conditions.



**MEDICAL AND CARE INDUSTRY** - i.e. physiotherapy technicians and assistants, doctors, social work professionals caring for the elderly and disabled, **nurses and midwives** (in permanent deficit), ambulance workers, psychologists and psychotherapists (in deficit from 2022).

The biggest problems with finding employees will occur in rural centers and in the places where or departments are built. Capital cities within regions will also be affected (as discussed in chapter. The situation in regional capitals). Overall a shortage of nurses and midwives will appear in 347 counties (of which 92 will be in a large deficit), and doctors in 317 (of which 72 will be in a big deficit).

The staff shortage will be noticeable more in public healthcare due to difficult working conditions and low wages.

Increased self-awareness about caring for health, an increasing group of seniors, a sedentary lifestyle, the development of the SPA offer as part of hotel services, or the opening of new rehabilitation centers cause an increase in the demand for physiotherapy technicians and assistants. Often, potential candidates for work in this profession do not hold formal qualifications, which prevents employment in the profession and increases the deficit.

Civilization diseases, wider presence of the topic of mental health, personality disorders in the public debate as well as the greater need for and awareness of mental health care, causes that in 2022 there will be a shortage of psychologists and psychotherapists, despite the fact that so far it has been a balanced profession. There is a special need for specialists in the field of therapy of young people who, as a result of a pandemic, become depressed (e.g. by occupational therapists and teachers psychologists) much more often. The lack of people willing to work in these specializations is largely due to the conditions of employment - only part-time jobs or several hours in a given facility are offered, which makes it mandatory to travel within the city or district.

Great demand for social work professionals caring for the elderly and disabled due to an aging society has been worsened by the COVID-19 pandemic. Meanwhile, the conditions for caregivers' work deteriorated during the pandemic (the feeling of loneliness in role, increasing the burden of caring responsibilities, as well as difficult access to support - both formal and informal), which widened the gap in the labor market. The deficit is forecasted at 249 counties.



**PRODUCTION INDUSTRY** - i.e. electrical mechanics and electrical assemblers, **metal working machine tool setters and operators** (in permanent deficit), **handicraft workers in wood and joiners** (in permanent deficit), **welders** (in permanent deficit), toolmakers.

As in the previous editions of the Barometer, in the forecast on 2022, the shortage of employees is caused by the lack of qualifications, e.g. SEP up to 1

kV or more, per aerial platform, operator HDS or permission to work at heights.

The deficit also results from the development of the industry and the emergence of new vacancies. At the same time not everyone will be able to fill them, due to the required knowledge of modern technologies, e.g. in the field of photovoltaics, with which many candidates have not yet had contact.

On the other hand, in the case of metal working machine tool setters and operators, the problem is lack of drawing technique, computer skills and manual skills.

Ability to work in various welding methods MIG / MAG, TIG will be looked for in candidates applying for a profession of a welder.



**TSL INDUSTRY (TRANSPORT, SPEDITION, LOGISTICS) AND AUTOMOTIVE INDUSTRY** - **bus drivers** (in permanent deficit), **truck drivers** (permanent deficit), stock clerks, motor vehicle mechanics and repairers.

The development of trade, especially e-commerce, dynamic emergence of dark stores - warehouses dedicated to e-commerce, digitization of the supply chain, whether automation processes have influenced the dynamic development of the TSL industry.

The shortage of professional drivers results from difficult working conditions (drivers complain about quality sleep, intermittent rest and a constant

feeling of fatigue) and high expectations. Working in the industry requires qualifications, but employees should also know the basics of operation of the devices mechanical, engines or clutches, and drivers driving international routes also foreign languages.

As in the previous year, truck drivers will be the most wanted profession in the country. Deficits are expected to occur in 359 counties (out of 380).

The demand for motor vehicle mechanics and repairers is related to a relatively high level of the number of older vehicles on roads in Poland. People registered in labor offices as unemployed mechanics do not meet the requirements of employers - they are, on the one hand, graduates without experiences or on the other, elderly people with outdated competences. However, there is a lack of professionals with knowledge of modern technologies, incl. used in electronically controlled cars.



**EDUCATIONAL INDUSTRY** - teachers of practical vocational training, teachers of vocational subjects.

Due to better working conditions, people who could teach profession in schools, choose positions outside the education sector - in enterprises. The deficit mainly affects teachers of technical vocational subjects with up-to-date industry knowledge.

Given that most of the shortage professions require qualifications provided in vocational schools, it is even more worrying that the staff that could educate those who are needed in the labor market is in shortage.



**FOOD AND CATERING INDUSTRY** – cooks, bakers

Due to restrictions in catering industry that were introduced during the COVID-19 pandemic, many cooks found employment in other industries. Due to the the fear of further restrictions, they do not want to return to work in their profession. Despite the increase in salaries, employers will struggle with a deficit of employees in 2022.

People with a predisposition to work in the profession, with manual skills, the ability to work under time pressure, and knowledge of new cooking techniques will be especially sought after.



**FINANCIAL INDUSTRY** - i.e. **independent accountants** (in permanent deficit), accounting and bookkeeping clerks.

Knowledge is required for the profession of independent accountants: current regulations, long term experience, continuous knowledge expansion, incl. in the field of cloud solutions, and in international companies and knowledge of foreign languages. In 2022 people meeting these criteria will be missing.

Shortages will appear in 215 counties.

Independent accountants, but also accounting staff and accounting, who will also be in deficit in 2022, will be looked for by newly emerging production plants, organizations from the real estate industry, modern services for business, fintech (financial technologies), state sector and FMCG (fast moving consumer goods).

The demand will be magnified by the deep tax reform, which applies since 01/01/2022.

### 3.4. Balanced professions

The balance of the demand and supply of labor is a beneficial situation in the market when employers do not have difficulty recruiting adequately prepared workers and job seekers do not experience many problems finding employment in an occupation. In 2022, the balance will be observed in most occupations. In 138 occupations (the same number as the year before), the number of job candidates will balance with the number of vacancies.

In relation to 2021, two new occupations have appeared in the group of balanced occupations:

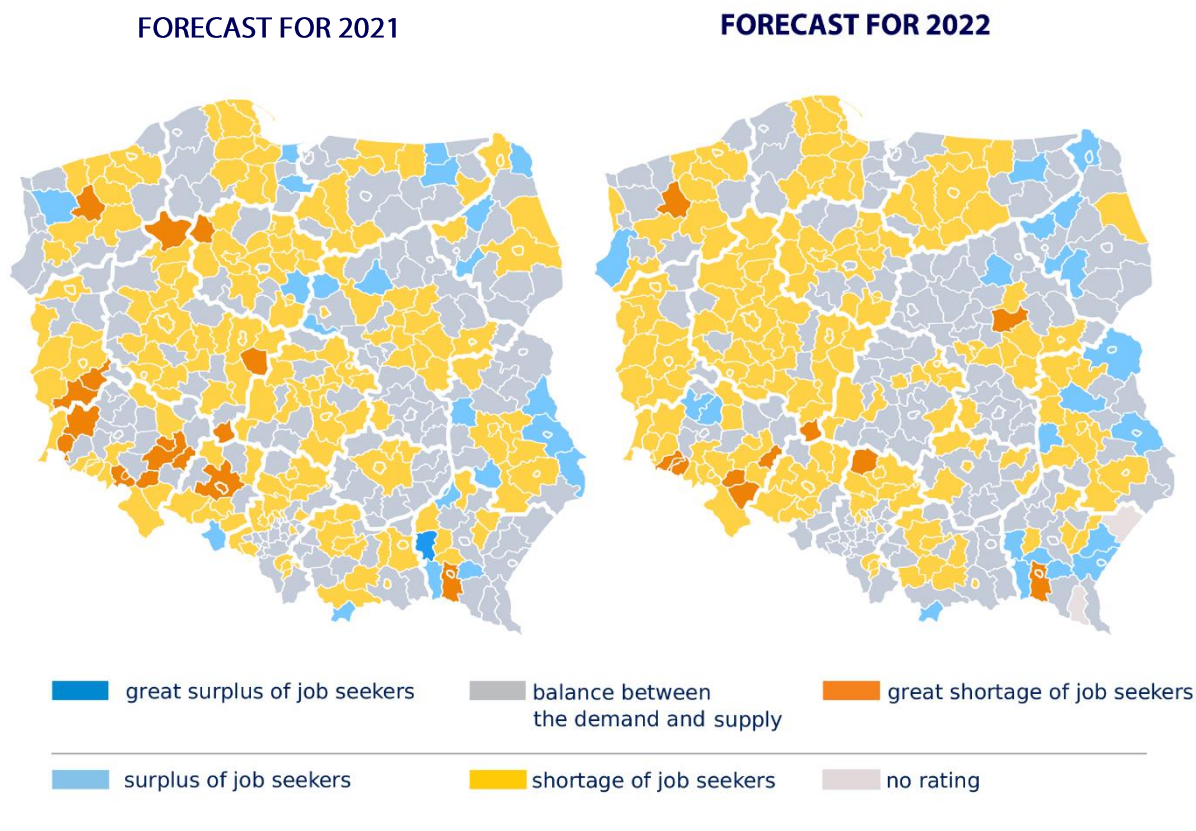
- tailors and clothing manufacturers, which have so far been in deficit - continuously since the 2016 forecast,
- economists, who in turn have so far been in surplus - also continuously since 2016

At the same time, the group of balanced occupations shrank by two occupations that moved into deficit: psychologists and psychotherapists as well as accounting and bookkeeping clerks - indicating an increase in demand for these occupations and problems in meeting it.

As far as tailors and clothing manufacturers are concerned, it is necessary to note that although in the scale of the whole country this occupation will be balanced in 2022, in many counties there will still be shortage (170), or even large shortage (in 2 counties)

resulting from: difficult working conditions (in enforced body positions), unattractive salaries, but also insufficient qualifications of potential candidates (lack of knowledge of new production techniques). Shortage of tailors and clothing manufacturers will still be visible in the western part of the country (Wielkopolskie, Lubuskie, Dolnośląskie and Opolskie region). Meanwhile, in the Mazowieckie and Łódzkie, deficits will not be as noticeable as in 2021 and the situation on the labor market is expected to balance out.

**MAP 1. Relationship between available employees and the needs of employers in 2021 and 2022: tailors and clothing manufacturers**



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

In 2022, balance can be expected primarily among insurance agents - balance is anticipated in almost all counties (373 out of 380). The demand for employees will also balance among events, cultural activities and animation organizers, photographers and sport and recreation instructors (balance expected in 370, 367 and 365 counties, respectively). This shows that the occupations associated with the entertainment industry have avoided significant job losses (due to the business restrictions imposed as a result of the COVID-19 pandemic) that would have resulted in a surplus of workers.

As in previous years, in the balance will be managers, including, among others, service managers (balance projected in 364 counties), social institutions and culture managers (in 363 Counties), sales managers (in 358 Counties), or logistics managers (in 354 Counties). According to experts, recruitment for managerial occupations is often a result of internal

promotions, and in the case of public institutions through contests, and there are no major problems with filling these positions.

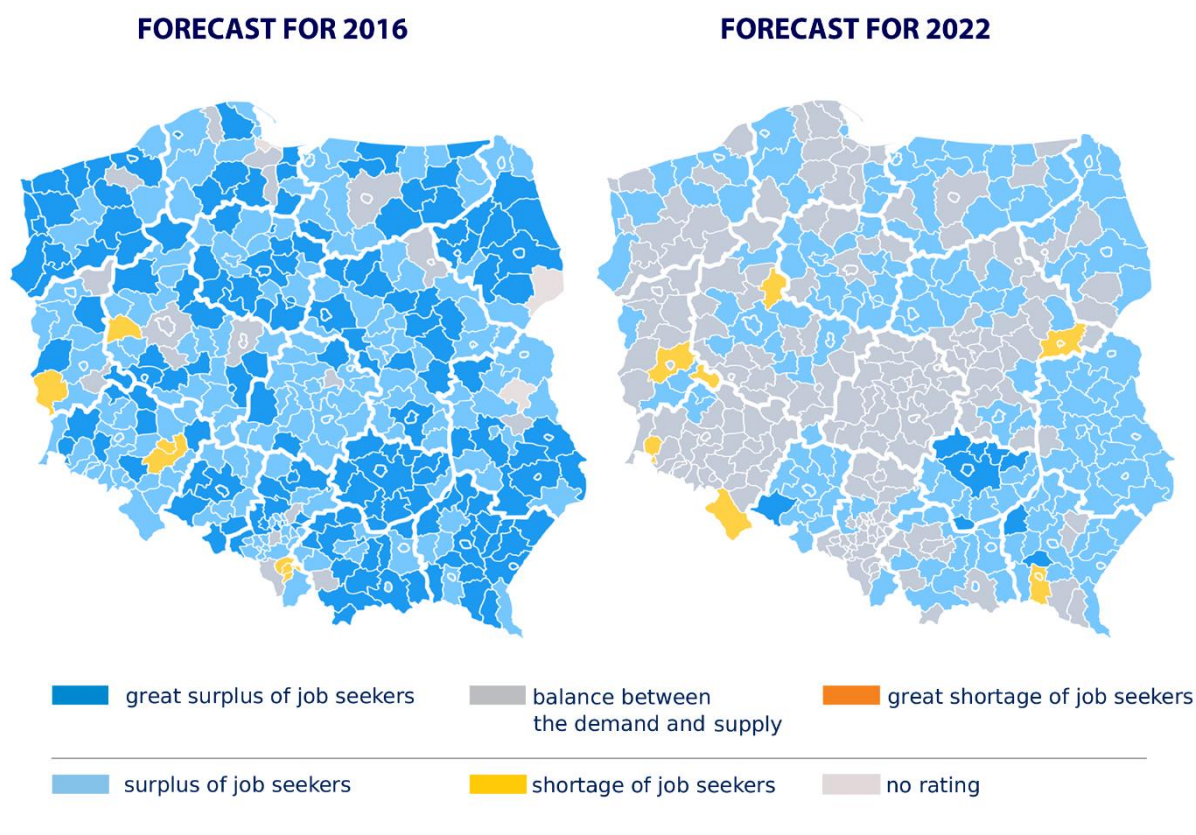
### 3.5. Surplus professions

In the successive editions of the Barometer, the group of surplus occupations has been decreasing. In 2019-2021, only in one occupation the number of people willing to work exceeded the number of jobs forecasted - they were economists. **In 2022, there should be no surplus occupations in the country as a whole.**

The situation of economists improved gradually as the situation in the labor market improved. However, it should be remembered that the unrelenting popularity of education in the occupation, both at the vocational and higher levels, means that even this year there will be a lot of graduates willing to work in this or related occupation. In many counties (171 out of 380 in Poland), there continues to be insufficient number of offers for all of them to find employment. Those who gain additional qualifications (e.g. in accounting and bookkeeping) and have knowledge of foreign languages will have better chances.



**MAP 2. Relationship between available employees and the needs of employers in 2016 and 2022: economists.**



SOURCE: barometrzawodow.pl

In addition to economists, occupations in which a local surplus can be expected include:

- travel consultants and clerks (in 94 counties)
- political scientists, historians, philosophers (in 84 counties)
- food and nutrition technology specialists (in 82 counties)
- public administration specialists (in 69 counties)
- educational counsellors (in 69 counties)

On a national scale, the demand for these professions will be balanced.

## 3.6. Situation in capitals of regions

In capitals of regions<sup>13</sup>, which are the main centers of regional development, there is a greater demand for employees. In 2022, there are expected to be deficits in 53 occupations (2 more than in 2021). In 111 there will be a balance of demand and supply of work, and in 1 there will be a surplus of candidates.

Beyond nationally-sought-after occupations, there will be an additional shortage in regional capitals:

- **in the construction industry** - construction managers, crane, hoist and related plant operators, road construction workers, structural metal workers
- **in the production industry** - tailors and clothing manufacturers, painters and varnishers, plant and machine operators and assemblers, manual workers in production and simple works
- **in the education industry** - foreign language teachers, teachers of general subjects, special school teachers, pre-school teachers, as well as at the crossing point between the education industry and the caring industry - childminders
- **in the TSL and automotive industry** - tinsmiths and laquerers, postmen and package deliverers, train drivers, clearing and forwarding agents
- **in the service industry** - hairdressers as well as cleaners and room service
- **in the IT and high-tech industry** - database designers and administrators, programmers, UX/UI Designers/specialists in web product implementation and platform development, as well as electronics technology, automation and robotics specialists
- and also **uniformed services workers**

The deficit of staff in the IT and high technology industries is a result of the dynamic development of modern technologies. The need for employees is not only reported by IT companies, but also those operating in other areas that are entering the process of automation and digitization of work. The shortage is further enhanced by the popularization of remote work - a growing group of specialists living in Poland (even outside the regional capitals) and working for companies located in Western Europe or the United States. Therefore, despite the general education in the field of IT at all major universities in Poland, many jobs will remain unfilled in 2022.

In regional capitals, problems with finding a job in 2022 may be faced by political scientists, historians, philosophers, which is a result of the high number of people pursuing education in these fields. On the labor market, such occupations are very rarely in demand.

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<sup>13</sup> The following cities were included in the analysis: Białystok, Bydgoszcz, Gdańsk, Gorzów Wielkopolski, Katowice, Kielce, Kraków, Lublin, Łódź, Olsztyn, Opole, Poznań, Rzeszów, Szczecin, Toruń, Warszawa, Wrocław, Zielona Góra



On the other hand, it is enough for people graduating with a degree in philosophy, history or cultural studies to have a good command of foreign languages, and they can easily find employment in international corporations, which are numerous located in big cities (especially in Warsaw, Kraków or in the Tricity).

**FIGURE 6.** Deficit and surplus occupations in regional capitals in the forecast for 2022

DEFICIT	Accounting and bookkeeping clerks	Motor vehicle mechanics and repairers
	Ambulance workers	Nurses and midwives
	Bakers	Painters and varnishers
	Bricklayers and plasterers	Pavers
	Bus drivers	Physiotherapy technicians and assistants
	Childminders	Plant and machine operators and assemblers
	Cleaners and room service	Postmen and package deliverers
	Clearing and forwarding agents	Pre-school teachers
	Concrete placers, concrete finishers and related workers	Psychologists and psychotherapists
	Construction installation assemblers	Road construction workers
	Construction joiners and carpenters	Roofers and sheet metal workers in building trades
	Construction managers	Social work professionals caring for the elderly and disabled
	Construction workers	Special school teachers
	Cooks	Stock clerks
	Crane, hoist and related plant operators	Structural metal workers
	Database designers and administrators, programmers	Tailors and clothing manufacturers
	Earthmoving plant operators and mechanics	Teachers for practical vocational training
	Electrical mechanics and electrical assemblers	Teachers of general subjects
	Electronics technology, automation and robotics specialists	Teachers of vocational subjects
	Finishing work technologists in building trades	Tinsmiths and laquerers
	Foreign language teachers	Toolmakers
	Hairdressers	Train drivers
	Handicraft workers in wood and joiners	Truck drivers
	Independent accountants	Uniformed services workers
	Manual workers in production and simple works	UX/UI designers/specialists in web product implementation and platform development
	Medical doctors	Welders
	Metal working machine tool setters and operators	
SURPLUS	political scientists, historians, philosophers	

SOURCE: compiled on the basis of the survey results

### 3.7. Differentiation of the situation in regions

In 2022, the largest number of deficit occupations is expected in the regions located in north-western Poland (**Lubuskie, Pomorskie, Dolnośląskie and Wielkopolskie**) - from 47 in Wielkopolskie to even 65 in Lubuskie. At the same time in those regions there will not be a single surplus occupation, which proves high demand for employees and lack of staff reserves. Many representatives of construction, medical, educational and production professions will be sought after, as well as gastronomic, service and financial ones.

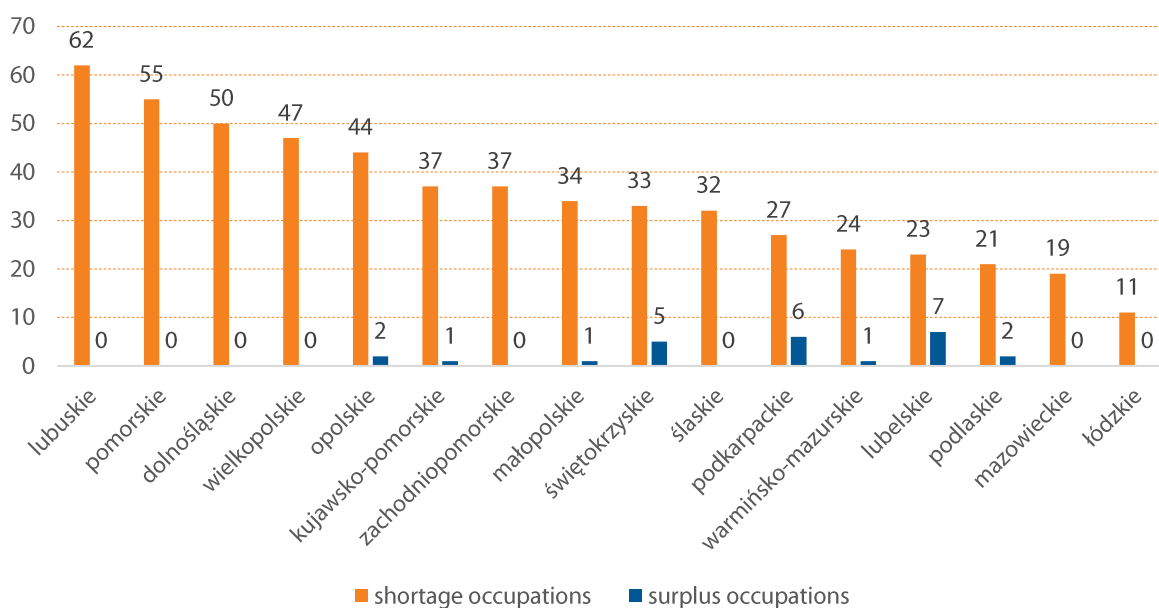
Large scale of deficits should also be expected in the southern regions of Poland (**Opolskie, Małopolskie, Świętokrzyskie and Śląskie**), and northern regions (**Kujawsko-Pomorskie and Zachodniopomorskie**). The number of professions, in which there will be shortages, will vary from 32 in Silesia to 44 in Opole. In addition to representatives of the construction, medical and education industries, stock clerks, drivers and cooks will also be in demand. Surpluses will appear sporadically - mostly in the economist occupation. Only in the Świętokrzyskie they may be more numerous and, apart from economists, they will also apply to educational counsellors, travel consultants and clerks, public administration specialists, food and nutrition technology professionals.

In Śląskie and Zachodniopomorskie, there will be no regional surpluses at all.

A smaller number of occupations is expected to be in demand in the regions located in the eastern part of the country (**Podkarpackie, Warmińsko-Mazurskie, Lubelskie, Podlaskie**) - from 21 to 27. Among the occupations in demand are among others drivers (of buses and truck tractors electrical mechanics and electrical assemblers, welders or independent accountants. In these regions, as in previous forecasts, there will be surpluses - the largest in Podkarpackie and Lubelskie (6 and 7 occupations respectively). Problems with finding a job may be faced by economists (in all Eastern voivodships), as well as political scientists, historians, philosophers (in Lubelskie, Podkarpackie), educational counsellors (in Lubelskie), travel consultants and clerks (in Lubelskie, Podkarpackie), public administration specialists (in Lubelskie, Podkarpackie), food and nutrition technology professionals (in Lubelskie, Podkarpackie), mechanical engineering technicians (in Lubelskie), sociologists and social/economic surveys professionals (in Podkarpackie), as well as farmers and animal producers (in Podlaskie).

The lowest number of in-demand occupations, but also the lack of surplus occupations, will occur in the **Łódzkie and Mazowieckie** region, which indicates a relative balance of supply and demand in the central part of Poland. Problems with filling vacancies will occur in such occupations as bricklayers and plasterers, construction installation assemblers, welders, stock clerks, nurses and midwives, as well as medical doctors.

**FIGURE 7. Number of deficient and surplus occupations in regions forecast for 2022**

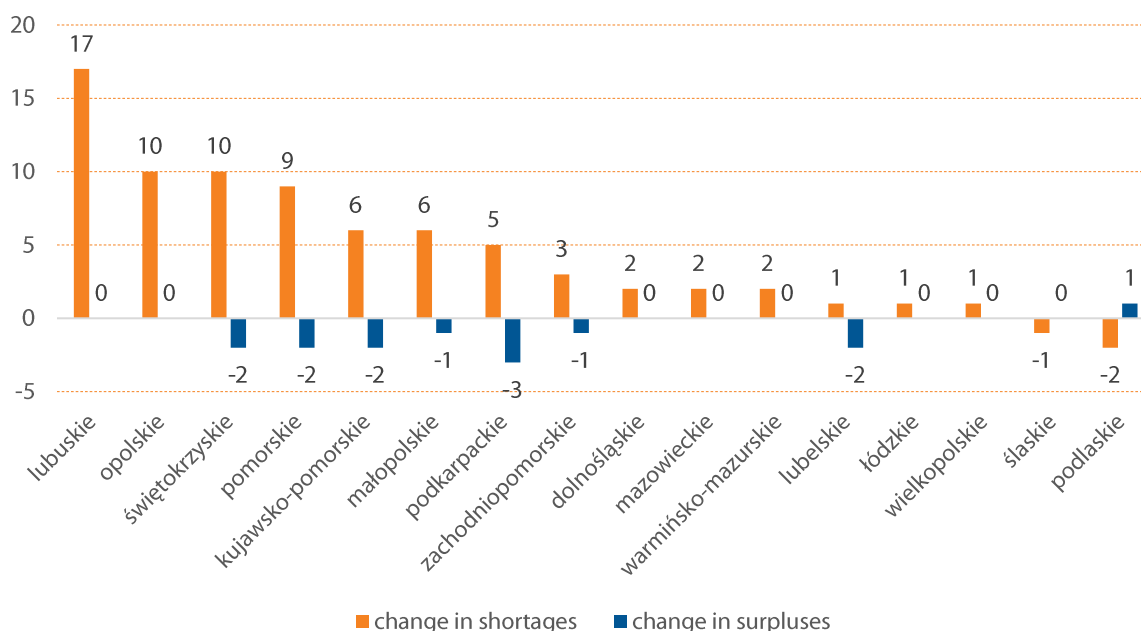


SOURCE: compiled on the basis of [barometrzwodow.pl](http://barometrzwodow.pl)

In almost all regions in 2022 we should expect larger deficits of employees compared to 2021. The list of occupations in which there will be a shortage of staff has increased the most in the Lubuskie (by 17 occupations). A considerable increase was also noted in the Opolskie and Świętokrzyskie (by 10 occupations). Only in two regions the list of occupations in demand shrank, i.e. in the region of Śląskie (by 1 occupation) and in the region of Podlaskie (by 2 occupations).

When it comes to over-employed occupations, in 2022 there are either no changes (in 8 voivodships) or their number has decreased (in 7 regions). Only in Podlaskie there is expected to be 1 more surplus occupation. It is worth noting that Podlasie is also one of two regions in the country, where in 2022 there will be less shortage occupations. As indicated by experts participating in the panels, the labour market in this region may be adversely affected by the migration crisis on the eastern border and the resulting restrictions on movement.

**FIGURE 8.** Change in the number of shortage and surplus occupations in the regions forecasts between 2021 and 2022



SOURCE: compiled on the basis of [barometrzwodow.pl](http://barometrzwodow.pl)

### 3.8. Summary

The rapid recovery of the economy, after the downturn caused by the COVID-19 pandemic, has not only halted the rise in unemployment, but also increased the demand for employees. According to the Occupational Barometer for 2022, there will be 30 occupations nationwide in which employers will have difficulty finding qualified and

#### Shortage occupations in the largest number of counties:

truck drivers	359
nurses and midwives	347
welders	321
medical doctors	317
bricklayers and plasterers	294

willing candidates - which is 1 more than a year ago. Unchangeably, the construction sector will face the greatest number of shortages.

Major recruitment problems will also occur in the medical/healthcare and TSL (transportation-spedition-logistics) industries - in almost all counties, truck drivers (in 359 out of 380) and nurses and midwives (in 347 powiats) will be in demand. The main reasons for shortages in the 2022 Barometer have not changed from previous editions of

the survey. On the one hand there are difficult working conditions with unattractive salaries that discourage potential employees from entering the profession. On the other hand there are gaps in required skills and experience that prevent potential employees from getting hired.

Due to strong employer demand for staff, there will be no nationwide surplus occupation in 2022.

Detailed results of the Barometer from all editions, at the county, region and national levels are available at [www.barometrzawodow.pl](http://www.barometrzawodow.pl).

# Occupational Barometer 2022

Poland

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

## DEFICIT

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  
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  
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades  
Social work professionals caring for the elderly and disabled  
Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
Welders

## BALANCE

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  
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  
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  
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  
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

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  
Shipdeck crew, ship and port operators  
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 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  
UX/UI designers/specialists in web product implementation and platform development  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

The "Occupational Barometer" is a forecast for the demand for employees in 2022. 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 nationwide results include all professions assessed in the study.

# Occupational Barometer 2022

## dolnośląskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Caretakers, doorkeepers, janitors and custodians  
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  
Handicraft workers in wood and joiners  
Human resources and recruitment professionals  
Independent accountants  
Kitchen helpers  
Machinery mechanics and repairers  
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  
Primary education teachers  
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades  
Social work professionals caring for the elderly and disabled  
Social workers  
Special school teachers  
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  
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  
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  
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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  
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  
Hairdressers  
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  
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  
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  
Sociologists and social/economic surveys professionals  
Speech therapists and audiophonologists  
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  
Upholsterers  
UX/UI designers/specialists in web product implementation and platform development  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Webmasters

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



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2022

## kujawsko-pomorskie region

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

### DEFICIT

Ambulance workers  
Bakers  
Bricklayers and plasterers  
Bus drivers  
Chefs  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
Cooks  
Crane, hoist and related plant operators  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers

Finishing work technologists in building trades  
Foreign language teachers  
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  
Social work professionals caring for the elderly and disabled

Stock clerks  
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

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  
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  
Confectioners  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
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

Farmers and animal producers  
Farming and forestry advisers  
Finance professionals  
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  
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  
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  
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  
Telecommunications specialists  
Trade representatives  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

### SURPLUS

The "Occupational Barometer" is a forecast for the demand for employees in 2022. 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.



Województwo  
Kujawsko-Pomorskie



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



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



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study



# Occupational Barometer 2022

## lubelskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Automotive diagnosis technicians  
Bakers  
Bricklayers and plasterers  
Bus drivers  
Construction installation assemblers  
Construction joiners and carpenters  
Crane, hoist and related plant operators

Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Independent accountants  
Medical doctors  
Metal working machine tool setters and operators  
Nurses and midwives  
Pavers  
Physiotherapy technicians and assistants

Psychologists and psychotherapists  
Social work professionals caring for the elderly and disabled  
Stock clerks  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Truck drivers  
Welders

### BALANCE

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  
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  
Confectioners  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Construction workers  
Contact centre agents, survey and market research interviewers  
Cooks  
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

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  
Handicraft workers in wood and joiners  
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 engineers  
Medical imaging and therapeutic equipment technicians  
Metal processing workers  
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  
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  
Quality specialists  
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  
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  
Toolmakers  
Trade representatives  
Translators, interpreters and other linguists  
Uniformed services workers  
Upholsterers  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

### SURPLUS

Economists  
Educational counsellors  
Food and nutrition technology professionals

Mechanical engineering technicians  
Political scientists, historians, philosophers  
Public administration professionals

Travel consultants and clerks

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# Occupational Barometer 2022

## Lubuskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Agricultural and gardening machines operators  
Ambulance workers  
Automotive diagnosis technicians  
Bakers  
Biologists, biotechnologists, biochemists  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Chefs  
Childminders  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Confectioners  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Cooks  
Database designers and administrators, programmers  
Earthmoving plant operators and mechanics  
Educational counsellors

Educators in educational and care institutions  
Electrical mechanics and electrical assemblers  
Electronics technology, automation and robotics specialists  
Environmental engineering engineers  
Finishing work technologists in building trades  
Foreign language teachers  
Forest workers  
Hairdressers  
Handicraft workers in wood and joiners  
Human resources and recruitment professionals  
Independent accountants  
Machinery mechanics and repairers  
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  
Postmen and package deliverers  
Pre-school teachers

Primary education teachers  
Psychologists and psychotherapists  
Roofers and sheet metal workers in building trades  
Salespeople and pos operators  
Social work professionals caring for the elderly and disabled  
Social workers  
Special school teachers  
Speech therapists and audiophonologists  
Stock clerks  
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

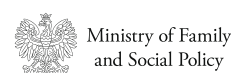
### BALANCE

Acoustics and sound engineers  
Administration and office clerks  
Analysts, testers and ICT system operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Assistants in education  
Beauticians  
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  
Cleaners and room service  
Construction engineers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Dental technicians  
Dentists  
Driving instructors  
Economists  
Electrical and energetic engineers  
Electronic assemblers  
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  
Handicraft workers in leather and related materials  
Household helps  
Insurance agents  
Internet salespersons  
IT technicians  
Journalists and editors  
Kitchen helpers  
Landscape architects  
Lawyers  
Librarians and related information professionals  
Logistics managers  
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  
Potters and glaziers  
PR, advertising, marketing and sales specialists

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  
Shoemakers  
Social institutions and culture managers  
Sociologists and social/economic surveys professionals  
Sport and recreation instructors  
Stonemasons  
Structural metal workers  
Suppliers  
Surveyors and cartographers  
Telecommunications specialists  
Textile machine operators  
Trade representatives  
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

The person ordering the study

# Occupational Barometer 2022

## łódzkie region

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

DEFICIT

BALANCE

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

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region  
łódzkie



INSTITUTION OF THE MAŁOPOLSKA REGION  
Regional Labour Office  
in Krakow



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2022

## małopolskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bricklayers and plasterers  
Bus drivers  
Chefs  
Construction engineers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Cooks  
Database designers and administrators, programmers

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  
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  
Salespeople and pos operators  
Social work professionals caring for the elderly and disabled  
Special school teachers  
Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Truck drivers  
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  
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 supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
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 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  
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  
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  
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  
Textile machine operators  
Tinsmiths and laquerers  
Toolmakers  
Trade representatives  
Train drivers  
Translators, interpreters and other linguists  
Travel consultants and clerks  
Uniformed services workers  
Upholsterers  
UX/UI designers/specialists in web product implementation and platform development  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

### SURPLUS

Economists

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# Occupational Barometer 2022

## mazowieckie region

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

### DEFICIT

Bricklayers and plasterers  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
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  
Roofers and sheet metal workers in building trades  
Social work professionals caring for the elderly and disabled

Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
Welders

### BALANCE

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  
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  
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  
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 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  
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  
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 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  
UX/UI designers/specialists in web product implementation and platform development  
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 Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study



# Occupational Barometer 2022

## opolskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Bricklayers and plasterers  
Bus drivers  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
Cooks  
Crane, hoist and related plant operators  
Database designers and administrators, programmers  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers

Electronics technology, automation and robotics specialists  
Finishing work technologists in building trades  
Hairdressers  
Handicraft workers in wood and joiners  
Independent accountants  
Kitchen helpers  
Medical doctors  
Metal processing workers  
Metal working machine tool setters and operators  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Painters and varnishers  
Pavers  
Plant and machine operators and assemblers  
Roofers and sheet metal workers in building trades

Rubber and plastic machine operators  
Social work professionals caring for the elderly and disabled  
Stock clerks  
Structural metal workers  
Tailors and clothing manufacturers  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Toolmakers  
Truck drivers  
Upholsterers  
UX/UI designers/specialists in web product implementation and platform development  
Waiters and bartenders  
Webmasters  
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  
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  
Confectioners  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Dental technicians  
Dentists  
Driving instructors  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
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 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  
Manual workers in production and simple works  
Mechanical engineering technicians  
Mechanical engineers  
Medical imaging and therapeutic equipment technicians  
Meteorologists, geologists, geographers  
Miners and mining plant and machine operators  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
Paper manufacturing and processing machine operators  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Physiotherapy technicians and assistants  
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  
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  
Telecommunications specialists  
Textile machine operators  
Trade representatives  
Train drivers  
Translators, interpreters and other linguists  
Uniformed services workers  
Veterinarians  
Vindicators  
Visual artists and interior designers

### SURPLUS

Economists

Travel consultants and clerks

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Wojewódzki  
Urząd Pracy  
w Opolu



INSTITUTION OF THE MAŁOPOLSKA REGION  
Regional Labour Office  
in Krakow



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2022

## podkarpackie region

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

### DEFICIT

Ambulance workers  
Bricklayers and plasterers  
Bus drivers  
Concrete placers, concrete finishers and related workers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Crane, hoist and related plant operators  
Earthmoving plant operators and mechanics

Electrical mechanics and electrical assemblers  
Finishing work technologists in building trades  
Handicraft workers in wood and joiners  
Independent accountants  
Medical doctors  
Nurses and midwives  
Painters and varnishers  
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  
Teachers for practical vocational training  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Truck drivers  
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  
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 supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Cooks  
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 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  
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  
Miners and mining plant and machine operators  
Motor vehicle mechanics and repairers  
OHS specialists  
Opticians and prosthetics workers  
Other education specialists  
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  
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  
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  
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

### SURPLUS

Economists  
Food and nutrition technology professionals

Political scientists, historians, philosophers  
Public administration professionals

Sociologists and social/economic surveys professionals  
Travel consultants and clerks

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# Occupational Barometer 2022

## podlaskie region

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

### DEFICIT

Ambulance workers  
Bus drivers  
Confectioners  
Construction installation assemblers  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers

Finishing work technologists in building trades  
Independent accountants  
Medical doctors  
Nurses and midwives  
Psychologists and psychotherapists  
Roofers and sheet metal workers in building trades  
Social work professionals caring for the elderly and disabled

Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
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  
Bakers  
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  
Childminders  
Cleaners and room service  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Construction engineers  
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  
Farming and forestry advisers  
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 wood and joiners  
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  
Metal working machine tool setters and 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  
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  
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  
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 of general subjects  
Telecommunications specialists  
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

### SURPLUS

Economists

Farmers and animal producers

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Wojewódzki Urząd Pracy  
w Białymstoku



INSTITUTION OF THE MAŁOPOLSKA REGION  
Regional Labour Office  
in Krakow



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study



# Occupational Barometer 2022

## pomorskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Caretakers, doorkeepers, janitors and custodians  
Chefs  
Childminders  
Cleaners and room service  
Concrete placers, concrete finishers and related workers  
Construction engineers  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Cooks  
Crane, hoist and related plant operators  
Earthmoving plant operators and mechanics

Electrical mechanics and electrical assemblers  
Finishing work technologists in building trades  
Foreign language teachers  
Gardeners i orchardists  
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  
Road construction workers  
Roofers and sheet metal workers in building trades

Rubber and plastic machine operators  
Salespeople and pos operators  
Social work professionals caring for the elderly and disabled  
Social workers  
Special school teachers  
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  
Waiters and bartenders  
Welders

### BALANCE

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  
Cement and stone machine operators  
Chemical engineers and chemists  
Chemical products plant and machine operators  
Clearing and forwarding agents  
Confectioners  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
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  
Fishermen

Florists  
Food and nutrition technology professionals  
Food processing workers  
Forest workers  
Funeral service workers  
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  
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  
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  
Speech therapists and audiophonologists  
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  
Upholsterers  
UX/UI designers/specialists in web product implementation and platform development  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Webmasters

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Voivodeship Labour Office  
in Gdansk



Pomorskie Self-Governmental  
Institution

Regional/Province coordinator



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

National coordinator



Ministry of Family  
and Social Policy

The person ordering the study

# Occupational Barometer 2022

## śląskie region

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

### DEFICIT

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

Finishing work technologists in building trades  
Hairdressers  
Handicraft workers in wood and joiners  
Independent accountants  
Manual workers in production and simple works  
Medical doctors  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Pavers  
Physiotherapy technicians and assistants  
Psychologists and psychotherapists

Roofers and sheet metal workers in building trades  
Salespeople and pos operators  
Social work professionals caring for the elderly and disabled  
Stock clerks  
Teachers for practical vocational training  
Teachers of vocational subjects  
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  
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  
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 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  
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  
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  
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  
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  
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 of general subjects  
Telecommunications specialists  
Tinsmiths and laquerers  
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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# Occupational Barometer 2022

## świętokrzyskie region

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

### DEFICIT

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

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  
Pavers  
Physiotherapy technicians and assistants  
Psychologists and psychotherapists

Road construction workers  
Roofers and sheet metal workers in building trades  
Social work professionals caring for the elderly and disabled  
Special school teachers  
Stock clerks  
Structural metal workers  
Teachers for practical vocational training  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
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  
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 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  
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  
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  
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  
Suppliers  
Surveyors and cartographers  
Tailors and clothing manufacturers  
Teachers of general subjects  
Telecommunications specialists  
Tinsmiths and laquerers  
Trade representatives  
Translators, interpreters and other linguists  
Uniformed services workers  
Upholsterers  
UX/UI designers/specialists in web product implementation and platform development  
Veterinarians  
Vindicators  
Visual artists and interior designers  
Waiters and bartenders  
Webmasters

### SURPLUS

Economists  
Educational counsellors

Food and nutrition technology professionals  
Public administration professionals

Travel consultants and clerks

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**Regional  
Labour Office  
in Kielce**



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



Ministry of Family  
and Social Policy

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2022

## warmińsko-mazurskie region

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

### DEFICIT

Accounting and bookkeeping clerks	Construction workers	Motor vehicle mechanics and repairers
Ambulance workers	Cooks	Nurses and midwives
Bakers	Earthmoving plant operators and mechanics	Physiotherapy technicians and assistants
Bricklayers and plasterers	Electrical mechanics and electrical assemblers	Roofers and sheet metal workers in building trades
Bus drivers	Finishing work technologists in building trades	Social work professionals caring for the elderly and disabled
Concrete placers, concrete finishers and related workers	Handicraft workers in wood and joiners	Toolmakers
Construction installation assemblers	Independent accountants	Truck drivers
Construction joiners and carpenters	Medical doctors	Welders

### BALANCE

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

### SURPLUS

Economists

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Regional/Province coordinator



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

National coordinator



Ministry of Family  
and Social Policy

The person ordering the study

# Occupational Barometer 2022

## wielkopolskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Clearing and forwarding agents  
Concrete placers, concrete finishers and related workers  
Confectioners  
Construction installation assemblers  
Construction joiners and carpenters  
Construction workers  
Cooks  
Database designers and administrators, programmers  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers

Electronics technology, automation and robotics specialists  
Finishing work technologists in building trades  
Foreign language teachers  
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  
Psychologists and psychotherapists  
Roofers and sheet metal workers in building trades  
Salespeople and pos operators

Social work professionals caring for the elderly and disabled  
Stock clerks  
Structural metal workers  
Suppliers  
Tailors and clothing manufacturers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Toolmakers  
Train drivers  
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  
Biologists, biotechnologists, biochemists  
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  
Construction engineers  
Construction managers  
Construction supervision inspectors  
Construction technicians  
Contact centre agents, survey and market research interviewers  
Crane, hoist and related plant operators  
Dental technicians  
Dentists  
Driving instructors  
Economists  
Educational counsellors  
Educators in educational and care institutions  
Electrical and energetic engineers  
Electronic assemblers  
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  
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  
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

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  
Public administration professionals  
Quality specialists  
Real estate professionals  
Receptionists  
Road construction workers  
Rubber and plastic machine operators  
Sales managers  
Secretaries and assistants  
Service managers  
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  
Surveyors and cartographers  
Telecommunications specialists  
Trade representatives  
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



The person ordering the study



# Occupational Barometer 2022

## zachodniopomorskie region

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

### DEFICIT

Accounting and bookkeeping clerks  
Ambulance workers  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
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

Handicraft workers in wood and joiners  
Independent accountants  
Kitchen helpers  
Medical doctors  
Metal working machine tool setters and operators  
Motor vehicle mechanics and repairers  
Nurses and midwives  
Physiotherapy technicians and assistants  
Pre-school teachers  
Primary education teachers  
Psychologists and psychotherapists  
Roofers and sheet metal workers in building trades

Social work professionals caring for the elderly and disabled  
Social workers  
Special school teachers  
Stock clerks  
Tailors and clothing manufacturers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Toolmakers  
Truck drivers  
Uniformed services workers  
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  
Bakers  
Beauticians  
Biologists, biotechnologists, biochemists  
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  
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 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  
Hairdressers  
Handicraft workers in leather and related materials  
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  
Manual workers in production and simple works  
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  
Pavers  
Pharmacists  
Photographers  
Physical protection services workers

Plant and machine operators and assemblers  
Political scientists, historians, philosophers  
Postal clerks  
Postmen and package deliverers  
PR, advertising, marketing and sales specialists  
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  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Structural metal workers  
Suppliers  
Surveyors and cartographers  
Telecommunications specialists  
Tinsmiths and laquerers  
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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INSTITUTION OF THE MAŁOPOLSKA REGION  
**Regional Labour Office**  
in Krakow




Ministry of Family  
and Social Policy

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

The survey is founded from the resources of the Labour Fund by Ministry of Family and Social Policy.

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