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Wojewódzki Urząd Pracy  
w Krakowie

# OCCUPATIONAL BAROMETER 2019



# 2018

## Summary Survey Report for Poland

# **The Occupational Barometer 2019**

Report summarizing the research in Poland

The Report was prepared by the Regional Labour Office in Krakow within the framework of the national *Occupational Barometer* survey commissioned by the Minister of Family, Labour and Social Policy.

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*Dear Reader,*

For several years we have been witnessing huge changes in the Polish economy, also on the labour market. A good business climate attracts foreign investors, investment outlays grow, Polish enterprises develop, new jobs are created. Fewer and fewer people remain out of work - unemployment in 2018 has decreased to the level previously unprecedented and the real salary is increasing. The aforementioned phenomena are the most desirable ones, but negative trends are also observed - the employees shortage is becoming more and more noticeable.

One of the many tasks of the Ministry of Family, Labour and Social Policy at the national level, and at the level of local authorities of voivodeships in the regions, is to define and coordinate the labour market policy. Making the right decisions must be based on precise and reliable data. One of the tools used to collect information about the phenomena on the labour market is the Occupational Barometer. This survey, covering all districts of the country, is a unique source of information on the demand for specific professions and qualifications. As a qualitative research, the Barometer uses the knowledge and experience of employment services staff and perfectly complements the analysis based on statistical data. As a prognostic research, it can facilitate the matching of labour demand and supply, serve effective and consistent implementation of the labour market policy and support training policy and occupational consultancy.

I am pleased to present to you the fourth, nationwide report summarizing the survey. The publication, which goes to your hands, consists of four parts. The first one brings the genesis and methodology of the research closer to the reader, the second one contains information about the Polish labour market, emphasizing the changes taking place there. In the third part, the results of the research were analyzed, focusing on defining the branches of industry in which shortages and surpluses are forecasted. The reasons of appearance of shortage and surplus professions were also discussed, as well as the situation in voivodeship cities. The last part of the report consists of sets of shortage, surplus and balanced professions in the form of posters for Poland and for each of the voivodeship.

As the Occupational Barometer shows, in the coming year there will be more occupations in which there will be more job offers than employees willing to take them and meet the requirements of employers. There will be very few occupations in which the number of candidates exceeds the number of available jobs. In this situation, with a simultaneous decline in unemployment, an important role of the labour market institutions will be to help employers to provide qualified employees. One of the tools available to employers is the National Training Fund. More than twice as much funds as in 2018 were allocated on the continuing education supported by the Professional Fund in 2019.

You are also welcomed to use the website [barometrzwodow.pl](http://barometrzwodow.pl), containing the full results of the survey in each voivodeship and to read regional reports prepared by the employees of different voivodeship labour offices and available on the mentioned website.

At the same time, I would like to express my thank to all those who are implementing the Occupational Barometer - employees of Local Labour Offices whose knowledge and professional experience contribute to the success of the research and employees of the other institutions participating in the research. I would especially like to thank the employees of the Regional Labour Office in Krakow for co-ordinating the research at the national level and all voivodeship coordinators for the commitment and efficient execution of the research.

*Stanisław Szwed, Secretary of State  
Ministry of Family, Labour and Social Policy*

# I. Survey history and methodology

## 1.1. Reasons for conducting the survey

Pursuant to the Employment Promotion and Labour Market Institutions Act of 20 April 2004, Deficit and Surplus Occupation Monitoring survey (MZDiN) is conducted countrywide. The survey is conducted by the county and regional labour offices as well as the Ministry of Family, Labour and Social Policy.

The main source of information on the number of the registered unemployed as well as job offers broken down by occupations and specializations used in the national level monitoring are the data from IT systems used by the labour offices. Since such data represent merely a small part of the labour market information, the monitoring process also utilizes data from the survey of the Internet job offers conducted by the regional labour offices and data from the business surveys conducted by the county labour offices.

The analysis covers main occupation groups in accordance with the Classification of Occupations and specializations for the Labour Market Needs (KZiS) that are important from the labour market point of view.

The Occupational Barometer survey provides additional information to the MZDiN. Since the survey is conducted countrywide, it allows to prepare a short-term, professional forecast that includes the qualitative information of the local labour markets. Due the survey specifics, KZiS terminology is not used directly, while the list of occupations prepared for the survey contains the key words linking to KZiS.

## 1.2. Survey objective and methodology

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 małopolskie voivodeship, and then in the entire region. The survey has been conducted in all counties in Poland since 2015.

The Occupational Barometer is a short-term (one year) forecast of the situation in occupations. The survey is a qualitative one. It is developed during group discussion (expert panel), where the participants observing the labour market from different perspectives (the unemployed and employers) can share knowledge and opinions. 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) and employment club leaders;

- in larger cities the forecasts are developed in cooperation with the private employment agencies as well as other institutions with knowledge of the local labour market (e.g. employees of the special economic zone managers, voluntary labour corps, trade associations, non-government organizations and university career centres).

The experts analyse each occupation group separately. As a result, they are able to 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 jobs 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.

In their assessment, the experts use data on the numbers of job offers and people registered as unemployed in the particular occupation. It should be noted, however, that such data are of complementary nature (as they do not provide the basis for the analysis). The participants include the information, which is not provided in the statistics. Will a person who declares skills in a particular occupation be capable of doing the job to the required standard, and if so, on terms and conditions offered by the employer? Will the employer be willing to hire such a person and if not, why (problem with skills, professional experience, salary expectations, etc.)?

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 (167 items). After all the county expert panels end, the Occupational Barometer for the region is developed, based on the aggregated data from all the county panels<sup>1</sup>.

### 1.3. List of occupations selected for the survey

The list of occupations used in the Barometer survey is based on the Classification of Occupations and Specializations for Labour Market Needs of 2014 (KZiS). The Barometer methodology was adapted to the Polish conditions in terms of its usefulness for the forecast providers as well as the users. First, the Classification of Occupations and Specializations was developed for 167 occupation groups (to assess all of them during a single panel). The main objective was to include occupation groups that function among employers, job seekers, employment agencies and other persons interested in the labour market. The proposed list of occupations contain the names of groups that function on the market and are recognizable to the users.

Names of classification categories defined for the Barometer survey are not fully consistent with the names of occupations and groups used in KZiS. The list developed for the Occupational Barometer has been based on KZiS and groups the occupations and specializations with 4-digit code (elementary groups) and 6-digit code (occupations and specializations) taken from KZiS. Names of elementary groups as well as occupations and specializations were specified in the transformation table attached to this survey.

<sup>1</sup> Only those occupations which have been evaluated in at least half the counties will be included in the regional survey results, which have been evaluated in at least half the counties.

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 occupation groups 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.

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.

## II. Labour market in Poland

In 2018, on the labour market in Poland, it was possible to observe the continuation and intensification of trends that have been visible for several years. The situation of employees is gradually improving - unemployment is decreasing, and the number of job offers and the level of salaries are increasing. Entrepreneurs positively assess the business environment, increase investment expenditures and create more and more new enterprises. However, there are still significant differences between particular sectors and between the largest urban centers and the rest of the country. Employment conditions - such as the level of salary, form and security of employment, working time, opportunities of development - are strongly diversified at the level of particular industries and professions. The employee's market can be observed only in some professions, which are currently the largest demand (including IT specialists), while in professions where the amount of candidates is larger, employers do not react to the expectations of employees so quickly. The share of shadow economy is still high - according to the estimations of the Institute of Economic Forecasts and Analyzes in 2018, it will amount to 12.9% of GDP<sup>2</sup> and labour inspectors revealed illegal employment in 10.1% of controlled micro enterprises<sup>3</sup> in 2017. The Labour Quality Index, developed by the European Trade Union Institute, places Poland in the fourth place from the end in the scale of European Union countries<sup>4</sup>. The economic situation in Europe supports the persistence of negative phenomena on the labour market - in 20 out of 28 EU countries the share of salary in GDP decreased in 2010-2017, and the level of youth unemployment is higher than in 2008<sup>5</sup>.

According to Statistics Poland, 16.6 million Poles worked at the end of the third quarter of 2018<sup>6</sup>. In the previous year there were 0.6% of working people fewer. The activity rate<sup>7</sup> in the third quarter of 2018 reached 56.8% and remained at a similar level as in the corresponding quarter of 2017. In particular voivodeships, the share of economically active people ranged from 53.2% - in the Śląskie - to 60.6% - in the Mazowieckie. The employment rate, which indicates what part of the working-age population works, grew by 0.6 percentage points during the year and in the third quarter of 2018 amounted to 54.6%. Wielkopolskie (59.0%), Mazowieckie (58.3%) and Pomorskie (56.7%) were the voivodeships with the highest share of working people<sup>8</sup>. Local differences are also visible in extreme age groups. The highest share of employees aged 65 and more occurs primarily in the largest cities in Poland, while those working in the age group of 15-24 years old are most often represented in central, northern and southern Polish poviats.

<sup>2</sup> *Shadow Economy 2018*, Institute of Economic Forecasts and Analyzes, Warszawa 2018.

<sup>3</sup> *Report on the activities of the National Labour Inspectorate in 2017*, NLI (PIP), Warszawa 2018.

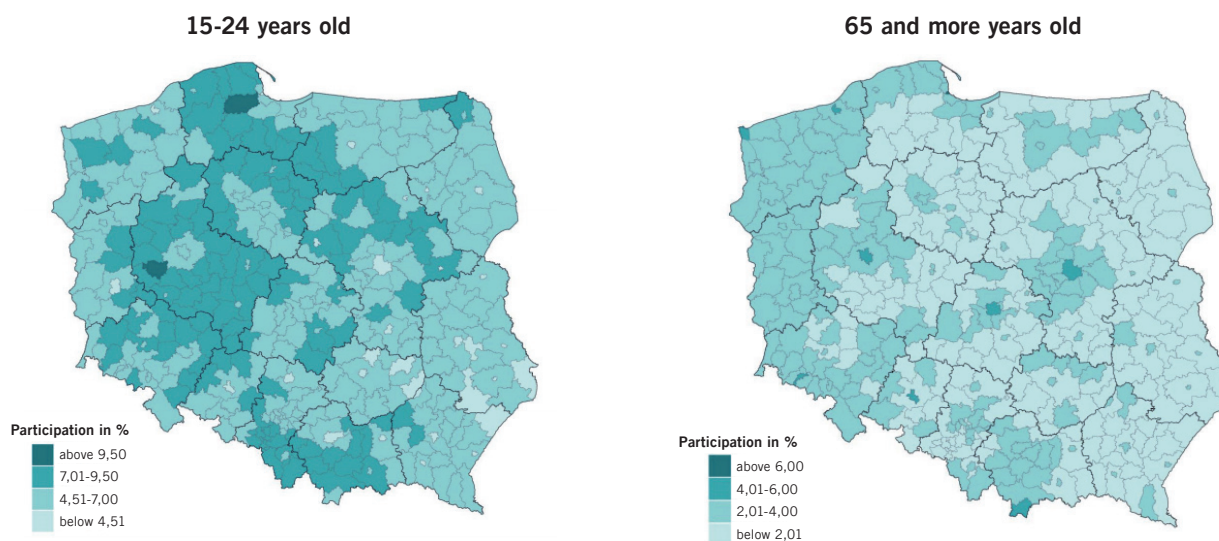
<sup>4</sup> „Bad jobs” recovery? *European Job Quality Index 2005-2015*, ETUI, Brussels 2017. The source of data on which the ranking is based is the European-wide interview survey on the labour market.

<sup>5</sup> Youth unemployment rate, OECD Data.

<sup>6</sup> We should remember that public statistics do not include people working according to new job models, such as *platform work (crowd employment)* or some forms of *ICT-based mobile work* as well as creators, artists, volunteers or sportsmen working on the basis of other forms than the employment agreement or commission agreement.

<sup>7</sup> The economic activity rate is the share of economically active people in the total population aged over 15 years.

<sup>8</sup> Local Data Bank.

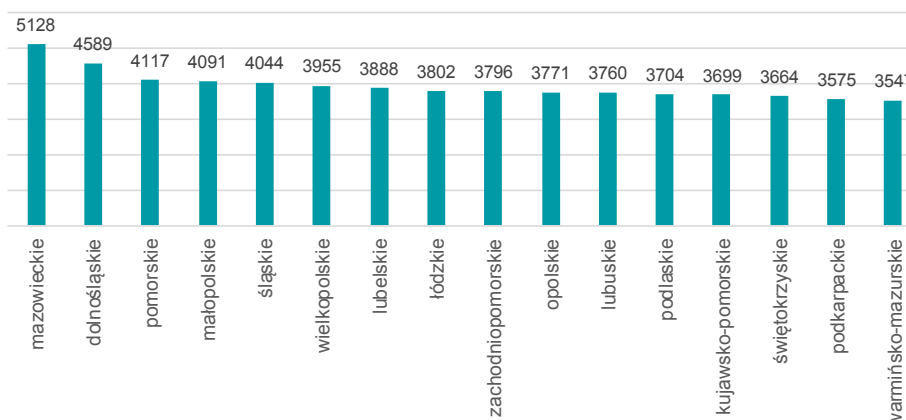
**Maps 1 and 2. Share of employed people aged 15-24 and 65 and more in the total number of people employed in the national economy in the main place of work in June 2017 by place of residence**


Source: Methodology development and estimation of the number of employed people in the national economy by place of residence and main workplace at the level 4 of NUTS, registered unemployment rate at the level 5 of NUTS and gross salary measure at the level 4 of NUTS, Final report, Statistics Poland, Warszawa 2018.

The average employment in the national economy continues to grow<sup>9</sup>. In the first half of 2018 it amounted to almost 9.0 million and was higher by 2.9% than a year before. In the sector of enterprises, average employment in the same period it increased by 3.8% year-to-year – up to 6.2 million people.

The increase in employment is followed by a gradual increase in wages, there is a gradual increase in salary. In June 2017, the median of monthly gross wages and salaries in the national economy amounted to 3 221 PLN and was by 7.4% higher than in the same period of the previous year. The average monthly gross salary in mid-2017 amounted to 4 129 PLN, and the dominant amounted to 2 053 PLN (which means that the most frequently achieved salary level exceeded the minimum salary by 53 PLN). The highest average gross salary in the first half of 2017 occurred in Mazowieckie (5 127 PLN – 998 PLN more than the national average salary), and the lowest in Warmińsko-mazurskie (3 546 PLN – 583 PLN less than the national average salary)<sup>10</sup>.

**Chart 1. Average gross salary in the national economy by voivodeships in the first half of 2017**

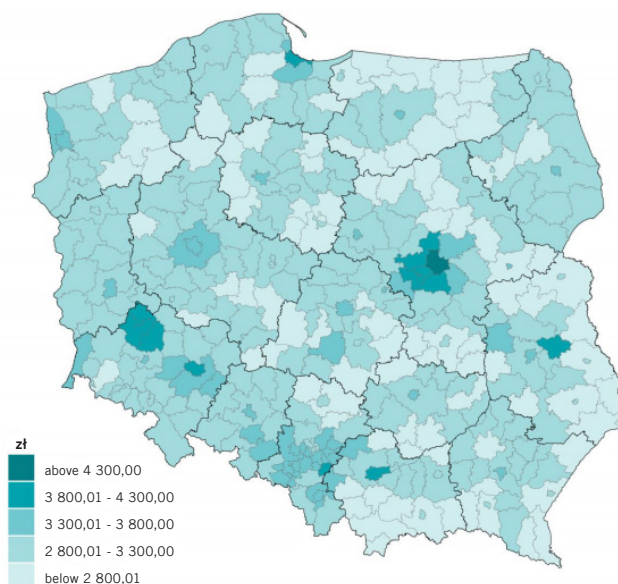


Source: own study based on: the Development of methodology and estimation of the number of people employed in the national economy by place of residence and main workplace at level 4 of NUTS, registered unemployment rate at level 5 of NUTS and gross salary measure at level 4 of NUTS, Final report, Statistics Poland, Warszawa 2018.

<sup>9</sup> Average employment in the national economy is the average employment amount taking into account people employed on the basis of an employment contract for a definite and an indefinite period, full-time and part-time employees, wage earners on farms and teachers in the inactive condition or on a health leave.

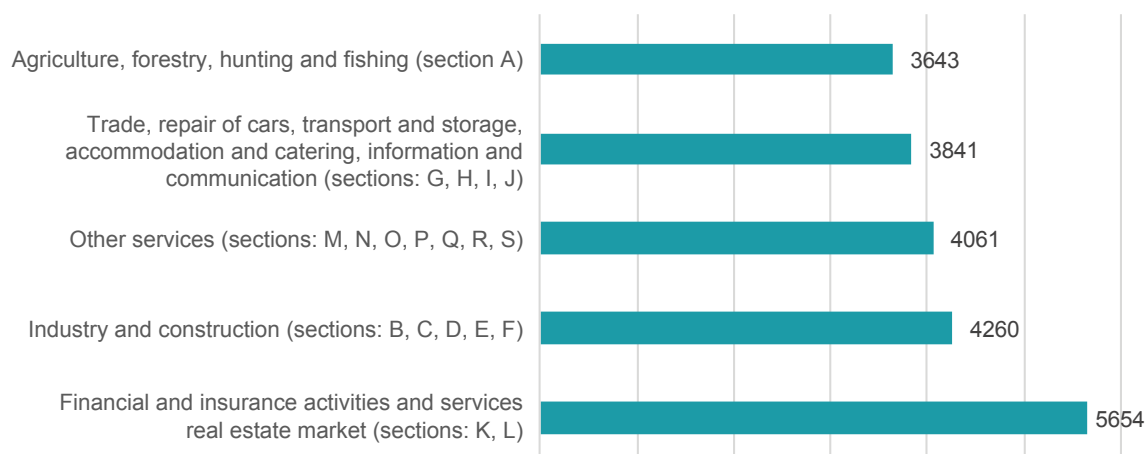
<sup>10</sup> Development of methodology and estimation of the number of employed in the national economy by place of residence and main workplace at NUTS level 4, registered unemployment rate at NUTS level 5 and gross salary measure at NUTS level 4, Final report, Statistics Poland, Warszawa 2018



**Map 3. Median gross salaries paid in June 2017 by place of residence**

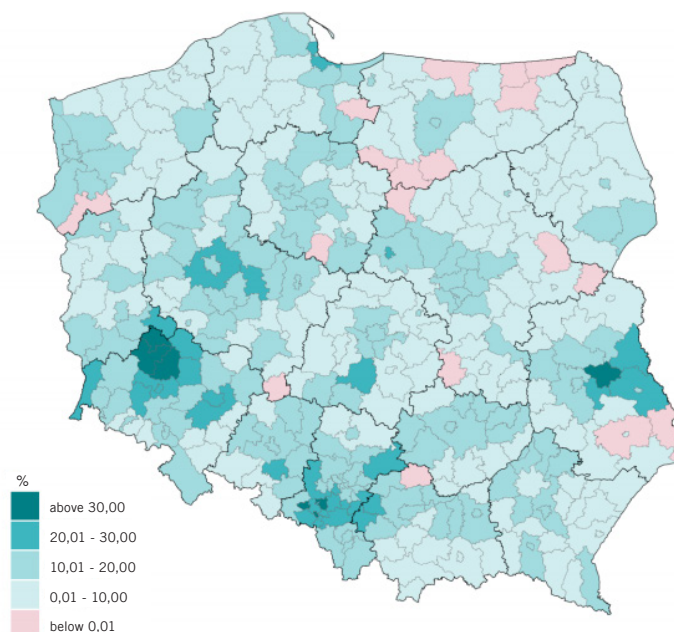
Source: Methodology development and estimation of the number of employed people in the national economy by place of residence and main workplace at the level 4 of NUTS, registered unemployment rate at the level 5 of NUTS and gross salary measure at the level 4 of NUTS, Final report, Statistics Poland, Warszawa 2018.

The increase of salaries is affected by both legal regulations (e.g. raising the minimum salary, establishing the minimum hour rate), as well as the situation on the labour market. The disproportions in the level of salary between the sections of the economy are clearly visible (Figure 2). The growing demand for specialists on the one hand and the shortage of candidates with the required competences on the other hand, accelerates the rate of salary growth for the most-wanted professions. At the same time, as a result of the salary offered in some professions (including salespersons, employees performing simple jobs), which do not exceed significantly the minimum salary, employers encounter difficulties in recruiting and keeping employees.

**Chart 2. Average monthly gross wages and salaries by sections of the national economy in the first half of 2017**

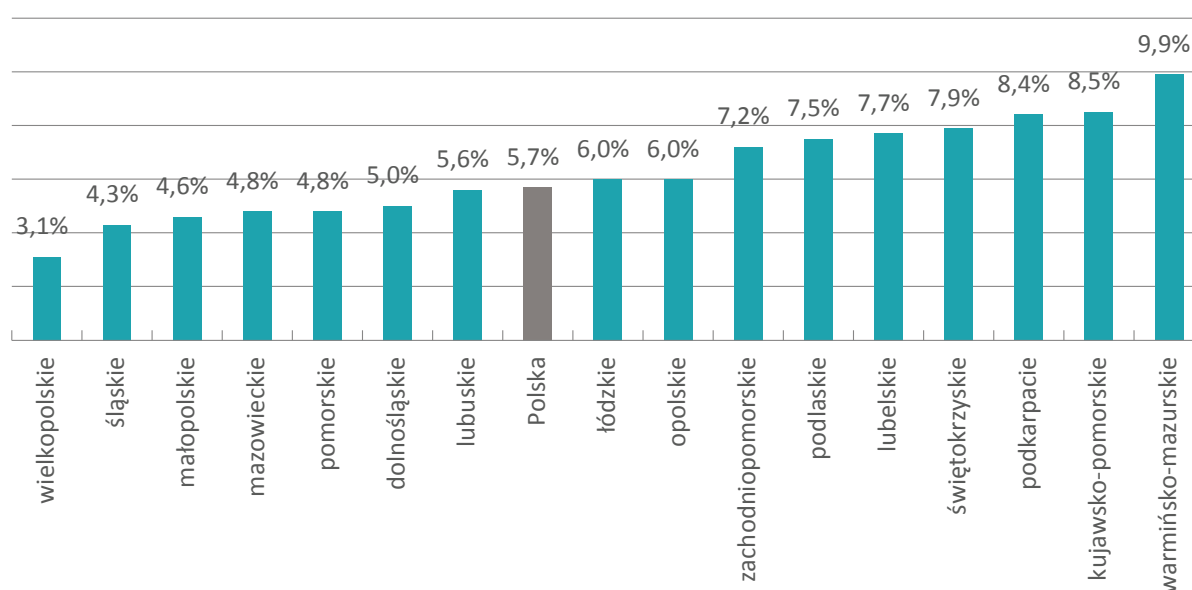
Source: own study based on: the Development of methodology and estimation of the number of people employed in the national economy by place of residence and main workplace at level 4 of NUTS, registered unemployment rate at level 5 of NUTS and gross salary measure at level 4 of NUTS, Final report, Statistics Poland, Warszawa 2018.

The difference in salaries is also visible in terms of gender - this variable is also imposed on spatial diversity. The following map shows deviations from the zero value, meaning equal pay for women and men. The biggest differences in favor of men are visible in places employing a large number of staff in the areas where the offices of the largest companies are located.

**Map 4. Percentage difference in average gross wages and salaries of men and women in June 2017 by place of residence**

Source: Methodology development and estimation of the number of employed in the national economy by place of residence and main workplace at NUTS level 4, registered unemployment rate at NUTS level 5 and gross salary at NUTS level 4, Final report, Statistics Poland, Warszawa 2018.

At the end of October 2018, 937.3 thousand unemployed people were registered in local labour offices. During the year, the number of unemployed fell by 12.4% (by 132.2 thousand people). The unemployment rate (Chart 3) was at the level of 5.7%, which means a decline by 0.9% in relation to the previous year. Provinces differ significantly in terms of the unemployment rate. Values range from 3.1% for Wielkopolskie to 9.9% for Warmińsko-mazurskie (Chart 3). Unemployment decreased during the year in all voivodeships, with the largest decrease in the unemployment rate noted for Warmińsko-mazurskie (by 1.7%), and the lowest by the Małopolskie, Pomorskie, Świętokrzyskie and Wielkopolskie (by 0.7 %). The considerable territorial differentiation of the level of unemployment in Poland results from the uneven social and economic development of the regions and their geographical location.

**Chart 3. Unemployment rate in voivodeships (October 2018)**

Source: own study based on Statistics Poland



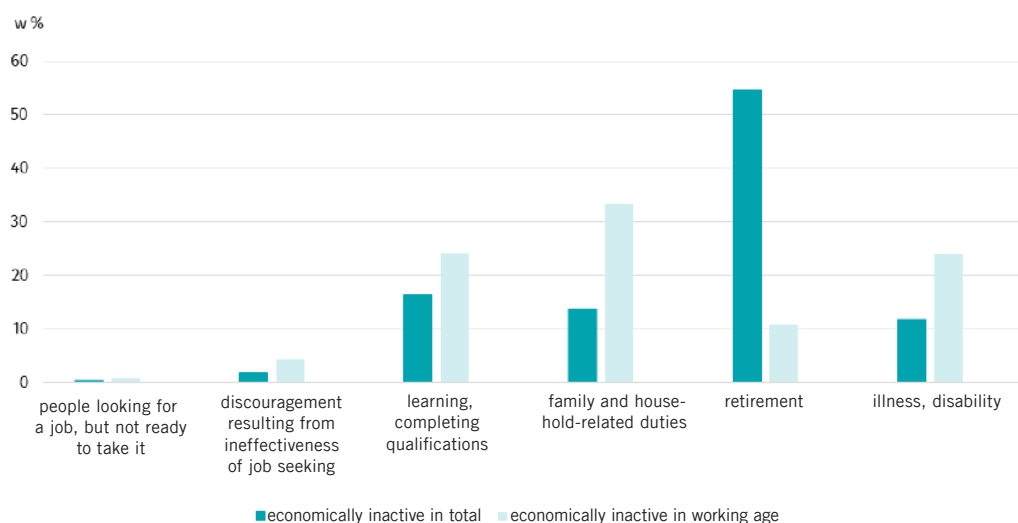
In the poviats registers of labour offices, 41.0% of people have been out of work for more than one year<sup>11</sup>. The most common causes of long-term unemployment are poor health, obsolete professional qualifications. At the end of October 2018, women accounted for 56.9% of the unemployed (533.3 thousand). There were 132 women per 100 unemployed men (in 2017 - 127 women). Rural residents constitute 45.5% (426.2 thousand) among the unemployed.

779.5 thousand people remained in a special situation on the labour market. The long-term unemployed accounted for 53.3% of all registered ones (499.9 thousand). The number of unemployed at the age over 50 was numerous, which accounted for 26.7% (250.1 thousand) and the unemployed up to 30 years old, constituting 26.7% (250.5 thousand). However, due to greater mobility and a tendency to supplement qualifications, young people manage much better in the labour market and leave registers faster. In October 2018, employers submitted to the poviats labour offices 131.2 thous. job offers. It was less by 14.4% than in October 2017. A possible reason for a smaller number of job offers is the entry into force of the Regulation of the Minister of Family, Labour and Social Policy of 28 June 2018 amending the regulation on the determination of cases in which a work permit is issued irrespective of the specific conditions for issuing work permits for foreigners.

The change consisted in simplifying the procedure for issuing a work permit by the voivode - currently, without the need to present the information of the staroste referred to in art. 88c para. 1 point 2 of the Act of 20 April 2004 on the promotion of employment and labour market institutions (information of the staroste on the inability to satisfy staffing needs based on the registers of the unemployed and job seekers or on the negative result of recruitment organized for the employer). The number of registered unemployed per 1 job offer remained at a similar level of 9 people (a year earlier 10 people). At that time, the number of unrealized offers decreased by 10.5%, to 99.1 thousand<sup>12</sup>.

A slight decrease in the number of professionally passive people is noticeable, whose share in the total population aged 15 and more in the third quarter of 2018 was at the level of 43.2% (13.1 thousand people) and remained at a similar level in relation to the analogous period of the previous year (decrease by 0.1%). Women continue to be the majority of economically inactive (61.8%). Among the reasons for inactivity, retirement and studying appear most often. Pensioners constitute 54.6% of the total number of economically inactive people, while the second largest group - students - 16.4% (Chart 4). Among passive people in productive age, family duties (33.2%) as well as learning and improving qualifications (24.1%) are the most frequent reasons.

**Chart 4. Percentage of professionally passive by the reason**



Source: Labour market information in the third quarter of 2018 (preliminary data)

The Institute of Economic Forecasts and Analyzes estimates that in the second quarter of 2018 the growth rate of gross domestic product in relation to the previous year was 4.9%. Despite the slight decrease in the economic growth rate, the favorable macroeconomic situation is still maintained. After taking into account seasonal factors, GDP growth from April to June 2018 in relation to the previous year amounted to 1.2%. The Institute predicts that in the entire 2018 the growth rate of gross domestic product will be slightly lower than in the previous year and will amount to 4.5%. In the following year, a further decline in the rate of economic growth should be expected to the level of 3.8%<sup>13</sup>. Probably limited labour resources, increased demand for employees and reduction of unemployment will result in a further increase in salaries (Table 1).

<sup>11</sup> Statistics Poland data, as at the end of the third quarter of 2018.

<sup>12</sup> Statistics Poland.

<sup>13</sup> Status and forecast of the economic situation No. 3/2018 (99), *Institute of Economic Forecasts and Analyzes*.

**Table 1. Forecast of the average gross salary in the national economy in 2018-2022**

Specification	2018	2019	2020	2021	2022
Average gross salary in the national economy (PLN)	4513	4765	5027	5304	5595
Average gross salary in the national economy in the enterprise sector (PLN)	4811	5105	5411	5736	6080
Real dynamics of gross salary in the national economy (%)	103.3	103.3	102.9	102.9	102.9

Source: Guidelines on the use of uniform macroeconomic indicators that form the basis for estimating the financial consequences of proposed laws, update - October 2018, Ministry of Finance.

Poland is one of the most attractive locations for foreign investments. First and foremost, the advantages of the Polish economy are the skills of employees, the potential to increase productivity, and labour costs. Despite the dominance of planned investments in industrial processing, the main driving force of the Polish economy will be the services sector, including IT, BPO, shared services and logistics<sup>14</sup>.

<sup>14</sup> *Mature leader of the CEE region, EY's Attractiveness Survey Poland, 05.2017.*

## III. Results of the Occupational Barometer 2019

The Occupational Barometer is a one-year forecast of the demand for employees. The analysis of results for the country is based on the generalization of poviata data. Its purpose is to specify the phenomena which occur on the labour market in a nationwide cross-section and compare the results with the previous edition of the study.

### 3.1. Demand for employees

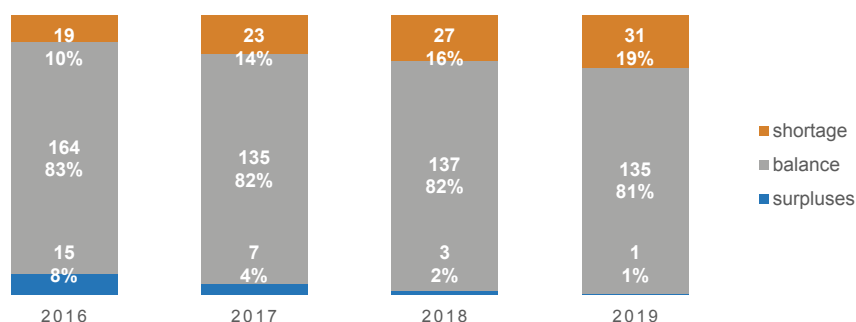
For many employers, 2018 was associated with difficulties in recruiting suitable employees. Almost half of the companies surveyed by Work Service in the third quarter of 2018 declared having trouble filling vacancies in recent months<sup>15</sup>. The forecast for 2019 shows that this problem may be even worse.



According to the Occupational Barometer, in the 2019s there will be more shortage professions, the jobs in which there will be more job offers than employees willing to take them and meeting the recruitment criteria. In the forecast for 2018, shortage professions accounted for 16% of all analyzed professions, this year their share increased to 19%. The surplus professions, ie those in which the number of candidates will exceed the number of available jobs will be rare on the labour market. On a national scale, problems with finding a job in their profession - due to the large number of competitors with similar qualifications - will include representatives of one profession - economists.

According to experts involved in the Barometer, the demand for employees will not be possible to be filled by the unemployed registered in labour offices. The unemployment rate fell to a record low - in October 2018 and it amounted for 5.7%. Those who have remained in the registers, although they are officially looking for job, are often not interested in taking up work because of poor health, lack of appropriate qualifications, but also because of working in the gray economic zone.

**Chart 5. Number and share of shortage, balanced and surplus professions in the Occupational Barometer in 2016-2019 in Poland**



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

The number of occupations assessed as part of the study changed in subsequent editions. In the forecast for 2016, 198 professions were evaluated, in 2017 - 165, and in 2018 and 2019 - 167.

<sup>15</sup> WorkService, 2018. Comp. *Work Service Report Labour market barometer, WorkService 2018.*

## 3.2. Shortage professions divided into industries

The growing number of shortage professions include those in which employees are discouraged by difficult working conditions and / or work is connected with obtaining expensive and time-consuming qualifications.



In almost all poviats there will be problems with the recruitment of employees in **construction occupations**. They will mostly include: concrete placers, concrete finishers and related workers, pavers, construction joiners and carpenters, roofers and sheet metal workers in building trades, construction installation assemblers, bricklayers and plasterers, earthmoving plant operators and mechanics, finishing work technologists in building trades and construction workers.

Potential candidates are discouraged by difficult working conditions which require physical strength, good health, availability and willingness to change the place of work frequently. The shortage is deepened by the lack of vocational school graduates on the one hand, and the lack of experienced employees on the other. In the case of graduates, the shortage results from the structure of vocational education, in which there is a lack of education in construction professions, as well as from decreased interest in teaching in these professions. It is not uncommon for the number of applicants to be too small to start a construction-grade class in a given year. Experienced workers (and in the case of operators and mechanics of earthworks equipment also with appropriate qualifications), because of the higher salary expectations, often choose to work abroad. Foreigners reduce the lack of employees to a small extent.



Employers from the **manufacturing industry** will also encounter serious difficulties in recruiting employees. In the labour market almost all over the country there will be shortage of: metal working machine tool setters and operators, handicraft workers in wood and joiners, welders, toolmakers, electricians, electrical mechanics and electrical assemblers, tailors and clothing manufacturers.

Taking up work in these professions is often conditioned by having specialist qualifications, including SEP qualifications (electrical and energetic engineers) or MIG / MAG and TIG welding courses (welders). A lot of candidates, particularly those who have had a longer break in the profession, are discouraged by long-term and expensive training associated with their acquisition.

Employers from the manufacturing industry particularly value those employees who have a wide range of skills. For example, among the operators of metal working machine tool setters and operators there is a great demand for CNC operators, who will also be turners and milling machines operators, with knowledge of technical drawing and computer use. On the other hand, in the face of staff shortages, employers are willing to lower the requirements and, similarly to employers in the construction industry, to supplement staff vacancies by employing foreigners.



In the **transport industry**, there will be a lack of drivers with qualifications to drive buses and trucks above 3.5 tons. The barrier to take up such a job consists above all in costly and time-consuming training, which ends with a difficult exam. Bus drivers' work also requires responsibility, resistance to stress and readiness to work in shift mode (weekends, holidays and at night). On the other hand, at the work of truck drivers, it is availability and knowledge of foreign languages enabling the execution of orders on international routes which really matter.

Employers from the transport industry will also have difficulties in recruiting storekeepers. There are no people available on the market who would have qualifications to operate forklifts and would be familiar with the knowledge of computer software dedicated to the industry and as well as be ready to work in shift mode.

The motor vehicle mechanics shortage will also be felt, despite the fact that it is one of the most popular fields of study in vocational schools. Incorrect selection of the profession results in the situation where some graduates do not want to take up a job in a learned profession. Little attractive salaries make the candidates interested in work become self-employment or work in the gray economy.



In the **catering industry**, chefs, confectioners, cooks and bakers will be sought after. Potential candidates are discouraged by the nature of work in catering, i.e. availability at night, weekends and holidays as well as physical exertion.

In addition, for chefs, independence, creativity, resistance to stress, knowledge of various culinary techniques and professional experience are required. Whereas, in the case of confectioners, cooks and bakers, the problem is the unattractive salary, which cannot attract graduates to work. Those who remain on the market, usually do not have sufficient practical skills.



In the **medical care industry**, there will be insufficient number of medical doctors as well as of nurses and midwives. The shortage of physicians is related to the limits of admission to medical studies, a long path to the profession and migrations (abroad or to large cities) of qualified specialists. The shortage of nurses and midwives is a result of young people's reluctance to take up education in the profession, lack of current qualifications in those who had a longer break in the occupation performance and retirement of experienced employees.

Due to the aging process of the society, the growing sector of medical services and migrations of qualified staff, the domestic market will also lack physiotherapists and masseurs (mainly with higher education) and carers of an elderly or disabled person.



Deficits will also appear in the **service industry**. Qualified hairdressers and beauticians should not have problems with finding a job. Employers expect from the candidates practical skills and knowledge of current trends, prefer employees with experience. Some people (mainly women), despite meeting the requirements, do not respond to job offers due to their personal situation (eg care over dependents, most often children). For financial purposes, they decide to set up a business or work in a gray economy, which give more flexibility in time management.



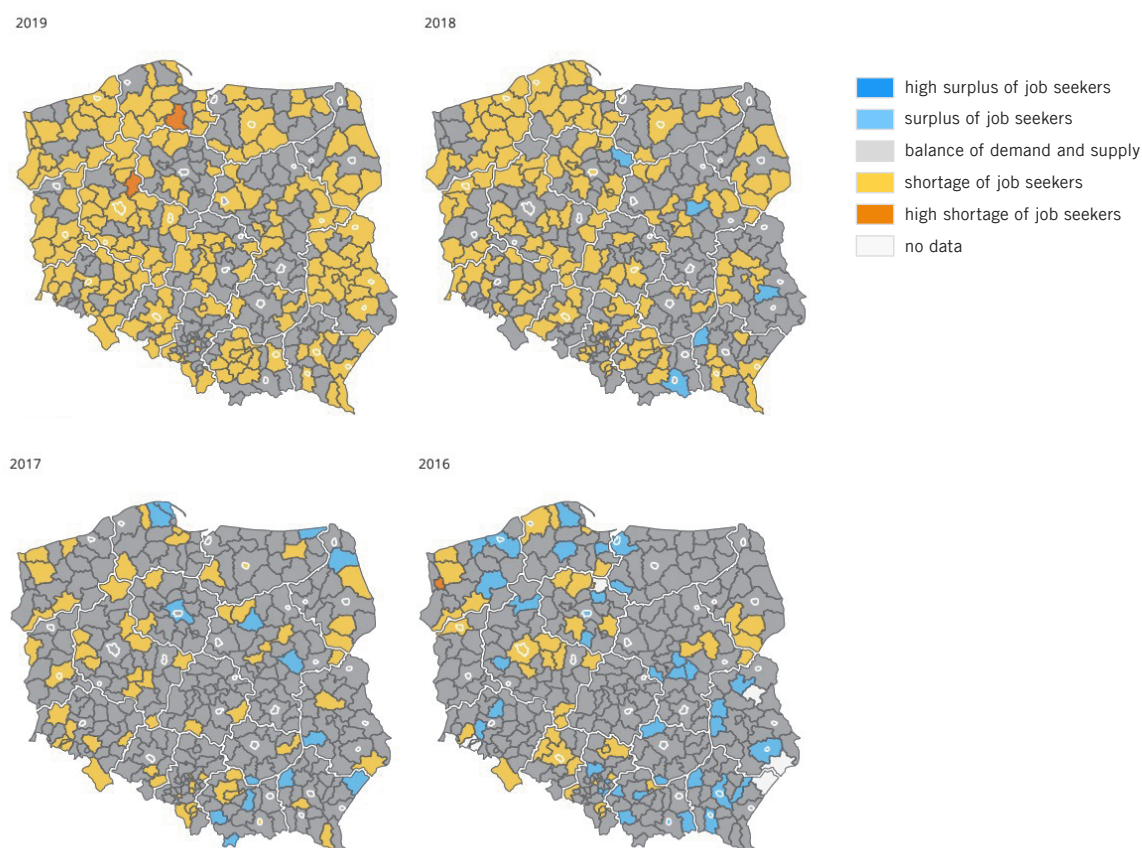
Employers almost all over the country may have problems filling posts in the **financial sector**. There will be a lack of both independent accountants as well as accounting and bookkeeping clerks. In the case of accountants, employers will seek people with experience, knowledge of current legal provisions and computer software. In the case of accounting and bookkeeping clerks, mainly low-paid internship offers appear on the market, which are not attractive to employees with experience.

### 3.3. New shortage professions

In the 2019 forecast, there appeared four shortage professions, which in previous editions of the study were indicated as balanced, those include: beauticians, medical doctors, physiotherapists and masseurs, as well as accounting and bookkeeping clerks.

On the example of accounting and bookkeeping clerks, one can see how the situation in the profession can change in the following years. Still in the 2016 forecast, the demand for employees of this profession, in most poviats, was balanced, and in some places there was even a surplus of employees. Over the period of four years, surpluses have disappeared and staff shortages have appeared in all regions.

**Maps 5-8. Relationship between available employees and the needs of employers - accounting and accountancy employees**



Source: barometrzwodow.pl



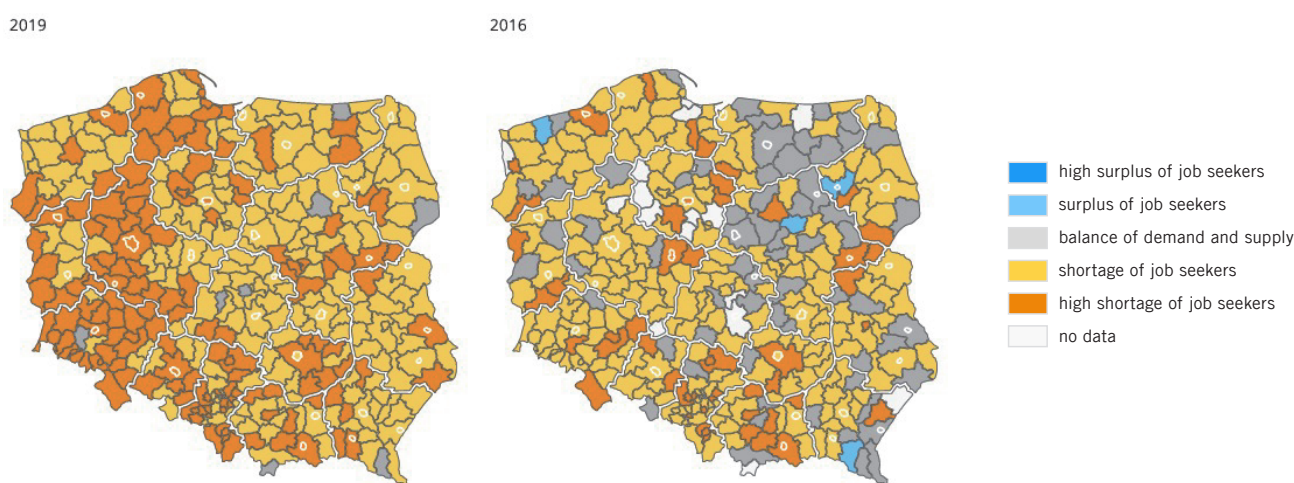
### 3.4. Permanently shortage occupations

The Occupational Barometer at the national level has been carried out for four years. Analyzing the results from individual editions, one can distinguish a group of professions that in all forecasts were indicated as shortage. Permanent shortage of employees can be seen in 10 professions, which include:

- three occupations in the production industry (metal working machine tool setters and operators, welders as well as tailors and clothing manufacturers),
- two construction occupations (construction joiners and carpenters, roofers and sheet metal workers in building trades),
- two professions from the transport industry (bus drivers and truck and tractor drivers),
- one profession from the medical (nurses), catering (chefs) and financial (independent accountants) industry.

The shortage of employees, which has persisted over the years, indicates a particularly difficult situation in these professions. Employers will have to compete harder for qualified candidates who are willing to work, particularly in places where there is a significant shortage. In the case of truck and tractor drivers, the problem mainly concerns the western part of the country.

#### Maps 9-10. Relationship between available employees and the needs of employers - drivers of trucks and tractors



Source: barometrzawodow.pl

### 3.5. Surplus professions



Along with the improving situation on the labour market, the number of surplus occupations, ie those in which the number of potential employees possessing the required qualifications and those willing to work, exceeds the number of job offers, decreased. In the forecasts for 2016, experts indicated 15 surplus professions, while in the forecasts for 2019 only one - economists.

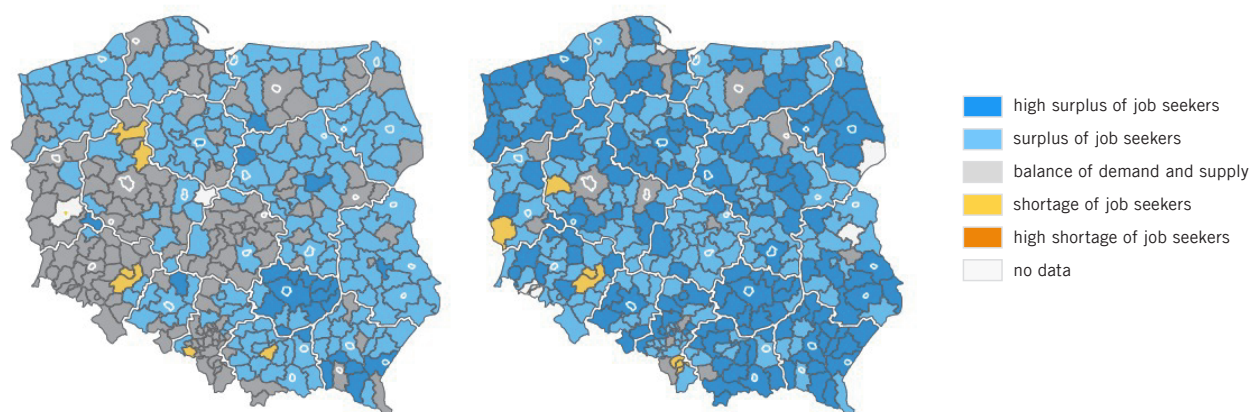
The surplus of economists, which has persisted over the years, is the result of unsuccessful educational choices. The labour market cannot absorb above all those with secondary vocational education. Economists, in order to increase their chances of employment, must gain additional qualifications and look for a job in related professions, eg in accountancy.

Comparing forecasts for 2016 and 2019, it can be seen that the situation of economists has improved. In addition, the number of poviats in which the number of job offers and candidates will be balanced has increased.

**Maps 11-12. The relationship between available employees and the needs of employers - economists**

2019

2016



Source: barometrzwodow.pl

**3.6. The situation in voivodeship cities<sup>16</sup>**

57

shortage  
professions  
in big cities

Voivodeship cities constitute the largest and the most diversified labour markets. Many occupations sought in large cities and in smaller centers are sporadic. Characteristic for regional capitals is also the demand for specialists in the IT industry, high technology industry, BPO / SSC (business services, so-called outsourcing). In 2019, there should be offers for analysts, testers and ICT system operators, electronics technology, automation and robotics specialists or finance and accounting staff with knowledge of foreign languages.

The service industry, which is strongly developed in the cities, will look for sales representatives, salespeople and cashiers and contact centre agents, survey and market research interviewers. Staff gaps will be difficult to fill in the education industry, however job offers will be directed mainly to teachers for practical vocational training and to pre-school teachers.

In large cities, on a larger scale than on average in Poland, the shortage of employees from the construction and production industry will be felt. There will be demand also for construction engineers, construction managers, construction workers, assemblers and operators of various specializations.

**Table 2. Deficit occupations in voivodeship cities**

analysts, testers and ICT system operators	earthmoving plant operators and mechanics
concrete placers, concrete finishers and related workers	rubber and plastic machine operators
tinsmiths and laquerers	metal working machine tool setters and operators
pavers	crane, hoist and related plant operators
construction joiners and carpenters	childminders
confectioners	social work professionals caring for the elderly and disabled
roofers and sheet metal workers in building trades	bakers
electrical mechanics and electrical assemblers	nurses and midwives
hairdressers	kitchen helpers
construction engineers	road construction workers
waiters and bartenders	finance and accounting staff with knowledge of foreign languages
bus drivers	accounting and bookkeeping clerks
truck drivers	manual workers in production and simple works
construction managers	physical protection services workers
tailors and clothing manufacturers	finishing work technologists in building trades

<sup>16</sup> The analysis included the following cities: Białystok, Bydgoszcz, Gdańsk, Gorzów Wielkopolski, Katowice, Kielce, Kraków, Lublin, Łódź, Olsztyn, Opole, Poznań, Rzeszów, Szczecin, Toruń, Warszawa, Wrocław, Zielona Góra.

cooks	uniformed services workers
painters and varnishers	contact centre agents, survey and market research interviewers
medical doctors	database designers and administrators, programmers
postmen and package deliverers	trade representatives
stock clerks	construction workers
butchers and fishmongers	handicraft workers in wood and joiners
motor vehicle mechanics and repairers	independent accountants
electronic assemblers	welders
construction installation assemblers	electronics technology, automation and robotics specialists
structural metal workers	clearing and forwarding agents
bricklayers and plasterers	cleaners and room service
foreign language teachers	salespeople and pos operators
pre-school teachers	chefs
toolmakers	

In large cities, the list of surplus professions, apart from economists, includes also educational counsellors, sociologists and social/economic surveys professionals, political scientists, historians, philosophers and culture experts.

A limited number of jobs in these occupations will be comprised mainly by university graduates, who have to take into account the need to look for a job also in other professions. By extending their qualifications, for example, knowledge of foreign languages, they can apply for jobs also in shared service centers (so-called *outsourcing*).

### 3.7. Differentiation of the situation in regions



**The western and northern voivodeships** – dolnośląskie, lubuskie, wielkopolskie, zachodniopomorskie and pomorskie - are distinguished by the smallest number of surplus professions compared to the country. In the case of the Dolnośląskie, Lubuskie and Wielkopolskie, none of the occupational groups was classified as a surplus of job seekers. Difficulties in finding a job in this area regard above all: economists; educational counsellors; travel consultants and clerks; political scientists, historians, philosophers; sociologists and social/economic surveys professionals; food and nutrition technology professionals. The surplus in these occupational groups is primarily due to the fact that there are too many graduates without experience and specific specialization in relation to the demand of the labour market. Therefore, these people are forced to look for a job in related professions. The western and northern voivodeships are characterized by a much larger share of professions in which there is a shortage of jobseekers.

For 2019 it is anticipated that problems with finding a job will not occur in the construction industry (eg concrete placers, concrete finishers and related workers, pavers, construction installation assemblers), production (eg toolmakers, welders, electrical mechanics and electrical assemblers), transport (eg bus drivers, truck drivers, clearing and forwarding agents), gastronomy (eg bakers, confectioners, chefs, cooks, kitchen helpers), medical and care sector (physiotherapy technicians and assistants, nurses and midwives, social work professionals caring for the elderly and disabled), service (eg hairdressers, beauticians), in teaching professions (eg foreign language teachers, teachers for practical vocational training, teachers of vocational subjects, pre-school teachers), financial (eg independent accountants, finance and accounting staff with knowledge of foreign languages, accounting and bookkeeping clerks).



Among voivodeships located in the **central and southern part** of the country (ie kujawsko-pomorskie, łódzkie, małopolskie, opolskie and śląskie voivodeships), the number of shortage professions varies from 15 in the łódzkie voivodeship to 40 in the śląskie and opolskie voivodeships. In all regions, 12 professions will be sought, mainly from the manufacturing industry (including electrical mechanics and electrical assemblers, tailors and clothing manufacturers, metal working machine tool setters and operators) as well as from the construction industry (construction installation assemblers, earthmoving plant operators and mechanics), transport (bus drivers, lorry and saddle tractor drivers, truck drivers), catering (cooks) and medical (nurses and midwives). In the aforementioned voivodeships, only individual surplus professions will appear, eg in the kujawsko-pomorskie, małopolskie and opolskie voivodeships, employees may have problems with finding employment as an economist.





There are 16 shortage and 1 surplus occupations forecasted in **Mazowsze**. Due to the diverse situation in the region, it is worth looking at its individual regions. In the area covering Warszawa and 9 neighboring poviats, employers will have difficulties in recruitment in 38 occupations. On the labour market there will be insufficient number of employees in transport and logistic industry. In addition to bus drivers and truck drivers, clearing and forwarding agents, sales managers, stock clerks, postmen and package deliverers will be sought after. Problems with filling posts will also refer to employers from the construction, production, catering and medical sectors. In the remaining area of the voivodeship, there will be less demand for employees. In 2019, the shortage is forecast in 10 occupations, including the medical industry (medical doctors, nurses and midwives), construction industry (operators and mechanics of equipment for heavy work, bricklayers and plasterers) and transport (bus drivers and truck drivers). In both regions of Mazowsze, economists will be the only surplus profession.



**Voivodeships located in the eastern part of Poland** - warmińsko-mazurskie, podlaskie, lubelskie, podkarpackie and świętokrzyskie - are still distinguished by the number of surplus professions higher than in other areas of the country. The most frequently mentioned occupations, in which candidates may have difficulties in finding employment, include economists, administration and office clerks, public administration professionals, food and nutrition technology professionals, IT technicians as well as travel consultants and clerks. In the case of these professions, the problem is primarily a large number of graduates - significantly exceeding the demand for local labour markets. The surplus in 2019 will also include professions related to agriculture - farming and forestry advisers and farmers and animal producers. In eastern Poland, the number of shortage professions is slightly smaller than in other voivodeships, however, trends that can be observed on the national scale are also present here.

### 3.8 Summary

According to the result of the Occupational Barometer in 2019, problems related to the availability of employees will increase. In order to mitigate this phenomenon, it will be necessary to find solutions which enable the activation of previously hidden resources, such as economically inactive persons, which will be the main challenge for the labour market institutions.

The survey provides information on the various reasons why the shortage of employees in particular industries is getting stronger. The most frequently indicated reasons include:

- unattractive employment conditions (including unclear recruitment rules, lack of employment stability, hourly dimension, relations with the employer),
- too low salary level,
- difficult or harmful working conditions,
- the necessity to travel out of the place of residence,
- lack of required skills and valid qualifications.

Those interested in the situation on local labour markets, are invited to visit [barometrzawodow.pl](http://barometrzawodow.pl), where one can find detailed information on the demand for professions in poviats.

# Occupational Barometer 2019

## Poland

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

<b>SHORTAGE</b>	Accounting and bookkeeping clerks Bakers Beauticians Bricklayers and plasterers Bus drivers Chefs Concreters and steel fixers Confectioners Construction installation assemblers Construction joiners and carpenters Construction workers	Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Finishing work technologists in building trades Hairdressers Handicraft workers in wood and joiners Independent accountants Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives	Pavers Physiotherapists and masseurs Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Storekeepers Tailors and clothing manufacturers Toolmakers Truck and tractor drivers Welders
	<b>BALANCE</b>	Florists Food and nutrition technology specialists 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 management and recruitment specialists Industrial ceramists Insurance agents Internet sales staff 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 Metal processing workers Meteorologists, geologists, geographers Miners and mining plant and machine operators OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Political scientists, historians, philosophers and culture experts 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 Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers 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 Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Translators, interpreters and other linguists Travel agency employees and tour operators Uniformed services workers Upholsterers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters
<b>SURPLUS</b>	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 Artists, interior decorators and conservators Assistants in education Automotive diagnosis technicians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers 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 specialists Finance and accounting staff with knowledge of foreign languages Finance professionals Fishermen Economists		

The "Occupational Barometer" is a forecast for the demand for employees in 2019. The study was conducted by experts at the turn of the third and fourth quarters of 2018. 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.



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

National coordinator

The institution ordering the study

# Occupational Barometer 2019

## dolnośląskie region

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

### SHORTAGE

Accounting and bookkeeping clerks  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Chefs  
Clearing and forwarding agents  
Concreters and steel fixers  
Confectioners  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Cooks  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Finishing work technologists in building trades

Foreign language teachers  
Hairdressers  
Handicraft workers in wood and joiners  
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  
Physiotherapists and masseurs  
Plant and machine operators and assemblers  
Pre-school teachers  
Quality specialists  
Roofers and sheet metal workers in building trades

Salespeople and cashiers  
Social work professionals caring for the elderly and disabled  
Storekeepers  
Tailors and clothing manufacturers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Toolmakers  
Truck and tractor 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  
Artists, interior decorators and conservators  
Assistants in education  
Automotive diagnosis technicians  
Biologists, biotechnologists, biochemists  
Butchers and fishmongers  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Cement and stone machine operators  
Chemical engineers and chemists  
Chemical products plant and machine operators  
Childminders  
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  
Database designers and administrators, programmers  
Deliverers and suppliers  
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 specialists

Finance and accounting staff with knowledge of foreign languages  
Finance professionals  
Florists  
Food and nutrition technology specialists  
Food processing workers  
Forest workers  
Funeral service workers  
Gardeners i orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Handicraft workers in leather and related materials  
Household helps  
Human resources management and recruitment specialists  
Industrial ceramists  
Insurance agents  
Internet sales staff  
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  
Metal processing workers  
Meteorologists, geologists, geographers  
Miners and mining plant and machine operators  
OHS specialists  
Operators of medical equipment  
Opticians and prosthetics workers  
Other education specialists  
Paper manufacturing and processing machine operators  
Paramedical practitioners  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Political scientists, historians, philosophers and culture experts

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  
Production managers  
Production organisation professionals  
Psychologists and psychotherapists  
Public administration professionals  
Railway traffic operators  
Real estate professionals  
Receptionists and registrars  
Road construction workers  
Rubber and plastic machine operators  
Sales managers  
Sales representatives  
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  
Surveyors and cartographers  
Telecommunications specialists  
Textile machine operators  
Tinsmiths and laquerers  
Translators, interpreters and other linguists  
Travel agency employees and tour operators  
Upholsterers  
Varnishers  
Veterinarians  
Vindicators  
Webmasters

The "Occupational Barometer" is a forecast for the demand for employees in 2019. The study was conducted by experts at the turn of the third and fourth quarters of 2018. The situation in some professions may change depending on market conditions. The result for the region include professions assessed in at least half of the counties.



Regional/Province coordinator



National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study

# Occupational Barometer 2019

## kujawsko-pomorskie region

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

<b>SHORTAGE</b>	Bakers Beauticians Bricklayers and plasterers Bus drivers Concreters and steel fixers 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 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 Physiotherapists and masseurs Pre-school teachers Roofers and sheet metal workers in building trades Tailors and clothing manufacturers Teachers of vocational subjects Tinsmiths and laquerers Toolmakers Truck and tractor drivers Welders
	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 Artists, interior decorators and conservators Assistants in education Automotive diagnosis technicians Biologists, biotechnologists, biochemists Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Deliverers and suppliers Dental technicians Dentists Driving instructors 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 specialists Finance and accounting staff with knowledge of foreign languages Finance professionals Florists	Food and nutrition technology specialists 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 Human resources management and recruitment specialists Insurance agents Internet sales staff 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 Metal processing workers Miners and mining plant and machine operators OHS specialists Operators of medical equipment Opticians and prosthetics workers Paper manufacturing and processing machine operators Paramedical practitioners 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 Primary education teachers	Printing trades workers Product and garment designers Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social work professionals caring for the elderly and disabled Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Storekeepers Structural metal workers Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Telecommunications specialists Translators, interpreters and other linguists Uniformed services workers Upholsterers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters
<b>SURPLUS</b>	Economists Educational counsellors	Political scientists, historians, philosophers and culture experts	Travel agency employees and tour operators

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Województwo  
Kujawsko-Pomorskie

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

Regional/Province coordinator



Wojewódzki Urząd Pracy  
w Krakowie

National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study

# Occupational Barometer 2019

## lubelskie region

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

<b>SHORTAGE</b>	Accounting and bookkeeping clerks Automotive diagnosis technicians Bakers Beauticians Bricklayers and plasterers Bus drivers Chefs Clearing and forwarding agents Confectioners Construction installation assemblers	Construction joiners and carpenters 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 Motor vehicle mechanics and repairers Nurses and midwives	Pavers Physiotherapists and masseurs Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Storekeepers Tailors and clothing manufacturers Truck and tractor drivers Welders
<b>BALANCE</b>	Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Artists, interior decorators and conservators Assistants in education 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 Concreters and steel fixers Construction engineers Construction managers Construction supervision inspectors Construction technicians Construction workers Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers 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 Finance professionals Florists Food processing workers Foreign language teachers Forest workers Funeral service workers	Gardeners and orchardists Glaziers and window fitters Graphic and multimedia designers Handicraft workers in leather and related materials Household helps Human resources management and recruitment specialists Industrial ceramists Insurance agents Internet sales staff 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 doctors Metal processing workers Metal working machine tool setters and operators Meteorologists, geologists, geographers OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners 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	Production managers Production organisation professionals Psychologists and psychotherapists Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers 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 Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Toolmakers Translators, interpreters and other linguists Uniformed services workers Upholsterers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters
<b>SURPLUS</b>	Administration and office clerks Economists Educational counsellors Farmers and animal producers Farming and forestry specialists	Food and nutrition technology specialists IT technicians Mechanical engineering technicians Political scientists, historians, philosophers and culture experts	Public administration professionals Sociologists and social/economic surveys professionals Travel agency employees and tour operators

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Regional/Province coordinator



National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

Institution ordering the study

# Occupational Barometer 2019

## lubuskie region

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

### SHORTAGE

Accounting and bookkeeping clerks  
Analysts, testers and ICT system operators  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Chefs  
Clearing and forwarding agents  
Concreters and steel fixers  
Confectioners  
Construction installation assemblers  
Construction joiners and carpenters  
Construction managers  
Construction workers  
Cooks  
Database designers and administrators, programmers  
Deliverers and suppliers  
Earthmoving plant operators and mechanics  
Electrical mechanics and electrical assemblers  
Electronics technology, automation and robotics specialists

Finance and accounting staff with knowledge of foreign languages  
Finishing work technologists in building trades  
Foreign language teachers  
Hairdressers  
Handicraft workers in wood and joiners  
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  
Physical protection services workers  
Physiotherapists and masseurs  
Postmen and package deliverers  
Pre-school teachers  
Psychologists and psychotherapists  
Receptionists and registrars  
Roofers and sheet metal workers in building trades

Rubber and plastic machine operators  
Sales managers  
Sales representatives  
Salespeople and cashiers  
Social work professionals caring for the elderly and disabled  
Social workers  
Storekeepers  
Structural metal workers  
Tailors and clothing manufacturers  
Teachers of vocational subjects  
Tinsmiths and laquerers  
Toolmakers  
Truck and tractor drivers  
Uniformed services workers  
Upholsterers  
Varnishers  
Waiters and bartenders  
Welders

### BALANCE

Administration and office clerks  
Agricultural and gardening machines operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Artists, interior decorators and conservators  
Assistants in education  
Automotive diagnosis technicians  
Biologists, biotechnologists, biochemists  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
Chemical engineers and chemists  
Childminders  
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  
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 specialists  
Finance professionals

Florists  
Food and nutrition technology specialists  
Food processing workers  
Forest workers  
Funeral service workers  
Gardeners i orchardists  
Glaziers and window fitters  
Graphic and multimedia designers  
Handicraft workers in leather and related materials  
Household helps  
Human resources management and recruitment specialists  
Insurance agents  
Internet sales staff  
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  
Metal processing workers  
Meteorologists, geologists, geographers  
OHS specialists  
Operators of medical equipment  
Opticians and prosthetics workers  
Other education specialists  
Paramedical practitioners  
Passenger car drivers  
Pharmacists  
Photographers

Plant and machine operators and assemblers  
Political scientists, historians, philosophers and culture experts  
Postal clerks  
PR, advertising, marketing and sales specialists  
Primary education teachers  
Printing trades workers  
Product and garment designers  
Production managers  
Production organisation professionals  
Public administration professionals  
Quality specialists  
Railway traffic operators  
Real estate professionals  
Road construction workers  
Secretaries and assistants  
Service managers  
Shoemakers  
Social institutions and culture managers  
Sociologists and social/economic surveys professionals  
Special school teachers  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Surveyors and cartographers  
Teachers for practical vocational training  
Teachers of general subjects  
Telecommunications specialists  
Translators, interpreters and other linguists  
Travel agency employees and tour operators  
Veterinarians  
Vindicators  
Webmasters

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Regional/Province coordinator



National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study

# Occupational Barometer 2019

## łódzkie region

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

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

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Regional/Province coordinator

National coordinator

The person ordering the study



# Occupational Barometer 2019

## małopolskie region

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

<b>SHORTAGE</b>	Accounting and bookkeeping clerks Bakers Beauticians Bricklayers and plasterers Bus drivers Chefs Clearing and forwarding agents Concreters and steel fixers 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	Physiotherapists and masseurs Roofers and sheet metal workers in building trades Social work professionals caring for the elderly and disabled Storekeepers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of vocational subjects Tinsmiths and laquerers Toolmakers Truck and tractor drivers Waiters and bartenders Welders
	<b>BALANCE</b>	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 management and recruitment specialists Industrial ceramists Insurance agents Internet sales staff 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 Metal processing workers Meteorologists, geologists, geographers Miners and mining plant and machine operators OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Political scientists, historians, philosophers and culture experts 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 Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers 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 Surveyors and cartographers Teachers of general subjects Telecommunications specialists Textile machine operators Translators, interpreters and other linguists Travel agency employees and tour operators Uniformed services workers Upholsterers Varnishers Veterinarians Vindicators Webmasters
<b>SURPLUS</b>	Administration and office clerks	Economists	

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Regional/Province coordinator



National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study



# Occupational Barometer 2019

## mazowieckie region

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

SHORTAGE	Bakers Bricklayers and plasterers Concreters and steel fixers Construction installation assemblers Construction joiners and carpenters Construction workers	Cooks Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Medical doctors Motor vehicle mechanics and repairers Nurses and midwives	Pavers Roofers and sheet metal workers in building trades Truck and tractor drivers Welders
	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 Artists, interior decorators and conservators Assistants in education Automotive diagnosis technicians Beauticians Biologists, biotechnologists, biochemists Bus drivers Butchers and fishmongers Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Cement and stone machine operators Chefs Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Confectioners Construction engineers Construction managers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers 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 specialists Finance and accounting staff with knowledge of foreign languages Finance professionals Finishing work technologists in building trades Economists	Florists Food and nutrition technology specialists 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 management and recruitment specialists Independent accountants Insurance agents Internet sales staff 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 Metal processing workers Metal working machine tool setters and operators Meteorologists, geologists, geographers OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pharmacists Photographers Physical protection services workers Physiotherapists and masseurs Plant and machine operators and assemblers Political scientists, historians, philosophers and culture experts 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 Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social work professionals caring for the elderly and disabled Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Storekeepers Structural metal workers Surveyors and cartographers Tailors and clothing manufacturers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Toolmakers Translators, interpreters and other linguists Travel agency employees and tour operators Uniformed services workers Upholsters Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters
BALANCE			
SURPLUS			

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WOJEWÓDZKI URZĄD PRACY  
w WARSZAWIE



Wojewódzki Urząd Pracy  
w Krakowie



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2019

## opolskie region

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

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

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Wojewódzki  
Urząd Pracy  
w Opolu

Regional/Province coordinator



Instytucja  
Województwa  
Małopolskiego  
Wojewódzki Urząd Pracy  
w Krakowie

National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study

# Occupational Barometer 2019

## podkarpackie region

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

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

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Wojewódzki Urząd Pracy  
w Rzeszowie



Wojewódzki Urząd Pracy  
w Krakowie



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2019

## podlaskie region

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

<b>SHORTAGE</b>	Bakers Bricklayers and plasterers Bus drivers Chefs Construction installation assemblers Construction joiners and carpenters Construction workers Cooks	Earthmoving plant operators and mechanics Electrical mechanics and electrical assemblers Handicraft workers in wood and joiners Independent accountants Medical doctors Nurses and midwives Road construction workers Salespeople and cashiers	Storekeepers Tailors and clothing manufacturers Toolmakers Truck and tractor drivers Uniformed services workers Welders
	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 Artists, interior decorators and conservators 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 Concreters and steel fixers 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 Deliverers and suppliers 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 specialists Finance professionals Finishing work technologists in building trades Florists	Food and nutrition technology specialists Food processing workers Foreign language teachers Forest workers Funeral service workers Gardeners and orchardists Glaziers and window fitters Graphic and multimedia designers Hairdressers Handicraft workers in leather and related materials Household helps Human resources management and recruitment specialists Insurance agents Internet sales staff 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 Metal processing workers Metal working machine tool setters and operators Meteorologists, geologists, geographers Miners and mining plant and machine operators Motor vehicle mechanics and repairers OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pavers Pharmacists Photographers Physical protection services workers Physiotherapists and masseurs Plant and machine operators and assemblers Political scientists, historians, philosophers and culture experts	Postal clerks Postmen and package deliverers PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers Production managers Production organisation professionals Psychologists and psychotherapists Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Roofers and sheet metal workers in building trades Rubber and plastic machine operators Sales managers Sales representatives Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social work professionals caring for the elderly and disabled Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Structural metal workers Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Textile machine operators Tinsmiths and laquerers Translators, interpreters and other linguists Travel agency employees and tour operators Upholsterers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters
<b>BALANCE</b>			
<b>SURPLUS</b>	Economists	Farmers and animal producers	Public administration professionals

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Wojewódzki Urząd Pracy  
w Białymstoku



Wojewódzki Urząd Pracy  
w Krakowie



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

Regional/Province coordinator

National coordinator

The person ordering the study

# Occupational Barometer 2019

## pomorskie region

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

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

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Regional/Province coordinator



National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study

# Occupational Barometer 2019

## śląskie region

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

<b>SHORTAGE</b>	Bakers Beauticians Bricklayers and plasterers Bus drivers Butchers and fishmongers Chefs Concreters and steel fixers Confectioners Construction installation assemblers Construction joiners and carpenters Construction managers Construction workers Cooks Earthmoving plant operators and mechanics	Electrical mechanics and electrical assemblers Finishing work technologists in building trades Hairdressers Handicraft workers in wood and joiners Independent accountants Kitchen helpers Manual workers in production and simple works Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Pavers Physiotherapists and masseurs Roofers and sheet metal workers in building trades	Salespeople and cashiers Social work professionals caring for the elderly and disabled Special school teachers Storekeepers Tailors and clothing manufacturers Teachers for practical vocational training Tinsmiths and laquerers Toolmakers Truck and tractor drivers Uniformed services workers Waiters and bartenders Welders
	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 Artists, interior decorators and conservators Assistants in education Automotive diagnosis technicians Biologists, biotechnologists, biochemists Car wash, laundry and ironing workers Caretakers, doorkeepers, janitors and custodians Chemical engineers and chemists Chemical products plant and machine operators Childminders Cleaners and room service Clearing and forwarding agents Construction engineers Construction supervision inspectors Construction technicians Contact centre agents, survey and market research interviewers Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers Dental technicians Dentists Driving instructors Economists Educational counsellors Educators in educational and care institutions Electrical and energetic engineers Electronic assemblers Electronics technology, automation and robotics specialists Environmental engineering engineers Events, cultural activities and animation organizers Farmers and animal producers Finance and accounting staff with knowledge of foreign languages Political scientists, historians, philosophers and culture experts	Finance professionals Florists Food and nutrition technology specialists 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 management and recruitment specialists Insurance agents Internet sales staff 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 Metal processing workers Meteorologists, geologists, geographers Miners and mining plant and machine operators OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners 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 Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives 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 Surveyors and cartographers Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Translators, interpreters and other linguists Travel agency employees and tour operators Upholsterers Varnishers Veterinarians Vindicators Webmasters

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Regional/Province coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2019

## świętokrzyskie region

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

<b>SHORTAGE</b>	Bakers Bricklayers and plasterers Bus drivers Chefs Concreters and steel fixers 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 Medical doctors Metal working machine tool setters and operators Motor vehicle mechanics and repairers Nurses and midwives Pavers Roofers and sheet metal workers in building trades	Storekeepers Tailors and clothing manufacturers Tinsmiths and laquerers Toolmakers Truck and tractor drivers Welders
	<b>BALANCE</b>	<b>BALANCE</b>	<b>BALANCE</b>
<b>SURPLUS</b>	Accounting and bookkeeping clerks Acoustics and sound engineers Agricultural and gardening machines operators Analysts, testers and ICT system operators Animal services workers Architects and urban planners Archivists and curators Artists, interior decorators and conservators 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 Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers 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 specialists Finance professionals Florists Administration and office clerks Economists Educational counsellors	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 management and recruitment specialists Independent accountants Industrial ceramists Insurance agents Internet sales staff 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 Metal processing workers Meteorologists, geologists, geographers Miners and mining plant and machine operators OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pharmacists Photographers Physical protection services workers Physiotherapists and masseurs Plant and machine operators and assemblers Postal clerks Postmen and package deliverers Potters and glaziers Food and nutrition technology specialists Political scientists, historians, philosophers and culture experts	PR, advertising, marketing and sales specialists Pre-school teachers Primary education teachers Printing trades workers Product and garment designers Production managers Production organisation professionals Psychologists and psychotherapists Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers Secretaries and assistants Service managers Shoemakers Social institutions and culture managers Social work professionals caring for the elderly and disabled Social workers Sociologists and social/economic surveys professionals Special school teachers Speech therapists and audiophonologists Sport and recreation instructors Stonemasons Structural metal workers Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Translators, interpreters and other linguists Uniformed services workers Upholsterers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters Public administration professionals Travel agency employees and tour operators

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Wojewódzki  
Urząd Pracy  
w Kielcach

Regional/Province coordinator

INSTYTUCJA  
WOJEWÓDZTWA  
MAŁOPOLSKIEGO



Wojewódzki Urząd Pracy  
w Krakowie

National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study



# Occupational Barometer 2019

## warminsko-mazurskie region

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

<b>SHORTAGE</b>	Accounting and bookkeeping clerks Bakers Bricklayers and plasterers Bus drivers Chefs Concreters and steel fixers 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 Physiotherapists and masseurs Roofers and sheet metal workers in building trades	Social work professionals caring for the elderly and disabled Storekeepers Tailors and clothing manufacturers Toolmakers Truck and tractor drivers Upholsterers Welders
	<b>BALANCE</b>	<b>BALANCE</b>	<b>BALANCE</b>
<b>SURPLUS</b>	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 Artists, interior decorators and conservators 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 Crane, hoist and related plant operators Database designers and administrators, programmers Deliverers and suppliers 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 specialists Finance professionals Economists	Fishermen Florists Food and nutrition technology specialists 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 management and recruitment specialists Industrial ceramists Insurance agents Internet sales staff 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 Metal processing workers OHS specialists Operators of medical equipment Opticians and prosthetics workers Other education specialists Paper manufacturing and processing machine operators Paramedical practitioners Passenger car drivers Pharmacists Photographers Physical protection services workers Plant and machine operators and assemblers Political scientists, historians, philosophers and culture experts 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 Production managers Production organisation professionals Psychologists and psychotherapists Public administration professionals Quality specialists Railway traffic operators Real estate professionals Receptionists and registrars Road construction workers Rubber and plastic machine operators Sales managers Sales representatives Salespeople and cashiers 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 Surveyors and cartographers Teachers for practical vocational training Teachers of general subjects Teachers of vocational subjects Telecommunications specialists Tinsmiths and laquerers Translators, interpreters and other linguists Travel agency employees and tour operators Uniformed services workers Varnishers Veterinarians Vindicators Waiters and bartenders Webmasters

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Regional/Province  
coordinator



Wojewódzki Urząd Pracy  
w Krakowie

National coordinator



Ministerstwo Rodziny,  
Pracy i Polityki Społecznej

The person ordering the study



# Occupational Barometer 2019

## wielkopolskie region

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

### SHORTAGE

Accounting and bookkeeping clerks  
Analysts, testers and ICT system operators  
Automotive diagnosis technicians  
Bakers  
Beauticians  
Bricklayers and plasterers  
Bus drivers  
Butchers and fishmongers  
Chefs  
Clearing and forwarding agents  
Concreters and steel fixers  
Confectioners  
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  
Farmers and animal producers  
Finance and accounting staff with knowledge of foreign languages  
Finishing work technologists in building trades  
Foreign language teachers  
Gardeners i orchardists  
Graphic and multimedia designers  
Hairdressers  
Handicraft workers in wood and joiners  
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

Postmen and package deliverers  
Roofers and sheet metal workers in building trades  
Rubber and plastic machine operators  
Salespeople and cashiers  
Social work professionals caring for the elderly and disabled  
Storekeepers  
Structural metal workers  
Tailors and clothing manufacturers  
Tinsmiths and laquerers  
Toolmakers  
Truck and tractor drivers  
Uniformed services workers  
Upholsterers  
Varnishers  
Waiters and bartenders  
Welders

### BALANCE

Administration and office clerks  
Agricultural and gardening machines operators  
Animal services workers  
Architects and urban planners  
Archivists and curators  
Artists, interior decorators and conservators  
Assistants in education  
Biologists, biotechnologists, biochemists  
Car wash, laundry and ironing workers  
Caretakers, doorkeepers, janitors and custodians  
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  
Deliverers and suppliers  
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  
Farming and forestry specialists  
Finance professionals  
Florists  
Food and nutrition technology specialists

Food processing workers  
Forest workers  
Funeral service workers  
Glaziers and window fitters  
Household helps  
Human resources management and recruitment specialists  
Insurance agents  
Internet sales staff  
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  
Metal processing workers  
OHS specialists  
Operators of medical equipment  
Opticians and prosthetics workers  
Paper manufacturing and processing machine operators  
Paramedical practitioners  
Passenger car drivers  
Pharmacists  
Photographers  
Physical protection services workers  
Physiotherapists and masseurs  
Plant and machine operators and assemblers  
Political scientists, historians, philosophers and culture experts  
Postal clerks  
PR, advertising, marketing and sales specialists

Pre-school teachers  
Primary education teachers  
Printing trades workers  
Product and garment designers  
Production managers  
Production organisation professionals  
Psychologists and psychotherapists  
Public administration professionals  
Quality specialists  
Real estate professionals  
Receptionists and registrars  
Road construction workers  
Sales managers  
Sales representatives  
Secretaries and assistants  
Service managers  
Social institutions and culture managers  
Social workers  
Special school teachers  
Speech therapists and audiophonologists  
Sport and recreation instructors  
Stonemasons  
Surveyors and cartographers  
Teachers for practical vocational training  
Teachers of general subjects  
Teachers of vocational subjects  
Telecommunications specialists  
Translators, interpreters and other linguists  
Travel agency employees and tour operators  
Veterinarians  
Webmasters

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Regional/Province  
coordinator



National coordinator



The person ordering the study

# Occupational Barometer 2019

## zachodniopomorskie region

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

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

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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 **south-west Finland**, and now is implemented in whole country. **The Lesser Poland** started realization of the studies in 2009. The survey was carried out by **Regional Labour Office in Krakow**, within the framework of project **"Labour Market and Education Observatory of Malopolska"**.

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



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