



# LABOUR MARKET INTELLIGENCE SOURCES

## Country fiche - POLAND

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Innovating the use of Labour Market Intelligence  
within European Universities - LMI-EUniv



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# TABLE OF CONTENTS

<b>BACKGROUND</b>	<b>4</b>
LMI-EUniv project	4
Consortium	4
Aims	4
Objectives	4
<b>INTRODUCTION</b>	<b>5</b>
<b>GENERAL INFORMATION</b>	<b>6</b>
Demography	6
Labour market	7
Higher education market	7
<b>LMI SOURCES AT NATIONAL LEVEL</b>	<b>9</b>
LMI providers	9
<i>Public Employment Service</i>	10
<i>Ministry of Education</i>	10
<i>Ministry of Labour</i>	12
<i>Employers organizations</i>	12
<i>Non-governmental organisations</i>	13
Assessing the sources of LMI at national level	13
<b>REFERENCES</b>	<b>15</b>

# LIST OF ABBREVIATIONS

CEDEFOP	European Centre for the Development of Vocational Training
EU	European Union
HEI	Higher Education Institution
ILO	International Labour Organisation
IO	Intellectual Output
IO	Intellectual output
IP	Internet Protocol
LISER	Luxembourg Institute of Socio-Economic Research
LMI	Labour Market Intelligence
LMI-EUniv	Innovating the use of Labour Market Intelligence within European Universities
LMO	Labour Market Observatory
OECD	Organisation for Economic Cooperation and Development
OJA	Online Job Advertisement
OVATE	Skills Online Vacancy Analysis Tool for Europe (Skills OVATE)
PES	Public Employment Service
R&D	Research and Development
TU	Tallinn University
WUT	West University of Timisoara

# BACKGROUND

## LMI-EUniv project

“Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv”, the project was the subject of a successful application to Key Action 2 - Cooperation among organisations and institutions - of the Erasmus+ programme.

## Consortium

The consortium is composed of West University of Timisoara (project leader), University of Milano-Bicocca (Italy), University of Tallinn (Estonia), Prospektiker - (Spain) and Luxembourg Institute of Socio-Economic Research (Luxembourg).

## Aims

The primary focus of the project is to understand how are European Universities using labour market information and labour market intelligence in the planning and delivery of their provision and how can this be improved. Therefore, the project aims to help HEI to develop appropriate skills and competencies through better matching of education supply to demand through innovative learning and teaching practices.

## Objectives

The LMI-EUniv project has three main objectives: (1) to map essential LMI sources at national level, (2) to explore how HEI in Europe are using LMI, and (3) to produce a training course, guide and a Labour Market Intelligence Hub. This will be an online platform, aggregating LMI sources and information, and aims to become a reference point for all HEI.

# INTRODUCTION

This country fiche provides information concerning the essential LMI sources at national level with a particular focus on LMI sources used by HEI. It was developed within the Intellectual Output 1 of the LMI-EUniv project - Mapping essential LMI sources at national level. The role of the country fiches is to systemize information related to LMI sources and gather them into a LMI Hub. The country fiches will form the basis for the Data (Evidence) Report and in turn, will inform the production of the Final Report.

During the inception phase of the project, we have noticed the existence of a large number of LMI sources but also a lack of information about them. We consider that having access to a single point of information with LMI sources will enable HEI to better use this for their activities. Thus, this research represents the first step in this direction through mapping the LMI sources at the European level.

We believe that this study is the first of its kind focused on LMI sources across Europe and is in itself a considerable innovation. Through this activity, we are seeking to influence how universities in Europe view, analyse, utilise and produce their own LMI to aid with their decision-making. Further, we aim to make this available to help stakeholders such as policymakers in national and regional governments, employers, and regional development agencies to be better able to bring their demand-side knowledge to support universities and ensure higher education supply fits to current and future labour market need.

The Final Report Recommendations given the project's geographical coverage and the pressing need for action on using labour market intelligence should have considerable transferability potential.

# GENERAL INFORMATION

## Demography

At the end of June 2021, Poland had a population of 38,162,224 inhabitants. This represented about 5.4 per cent of the European Union population. The median age was 40.5 years. The Poland population is on a slightly decreasing trend due to the demographic ageing. The decrease in the population is the result of unfavorable trends that are observed on an annual basis, primarily related to natural increase. Since 2013, there has been a decline in natural increase, which can be attributed to a low number of births despite a slight increase in the years 2016-2017. This has resulted in an increase in the number of deaths, which can be attributed to the growing number and percentage of older people.

Crude rate of total population change, per 1 000 persons was -4.9 in 2021, with a crude birth rate of 9.4 and a crude death rate of 12.6.

In 2018, the average life expectancy was 77.9 years; 74.1 for men and 82 for women.

The age structure reflects the existence of demographic ageing phenomenon, which has determined the fall in the share of young population (0-14 years) and the absolute and relative increase in the share of older people (64 years and over).

The proportion of population aged 0-14 years was 15.3 per cent in 2021, while the proportion of population aged 65 years and more was 18.8 per cent, resulting an age dependency ratio (population aged 0-14 and 65 and more to pop. aged 15-64) of 51.85 per cent.

For many years, Poland was one of the main providers of immigrants in European Union. However, recently this has started to change. In the first half of 2021, the total net migration rate was 0.1. It was estimated that, in 2022, the Ukrainian population in major Polish cities ranges between 15% - 25% of their total population.

## Labour market

In the last years, there has been a gradual improvement in the main indicators that represent the state of the labor market in Poland, and this has resulted in us steadily approaching the EU average.

According to Eurostat, in Q4 2022, the employment rate of the age group 25-64 years was 79.6 percent, up by 0.9 percentage points compared to the previous quarter, while for the age group 20-24 it was 50.5 percent (with 0.5 points lower compared to the previous quarter).

In the fourth quarter of 2021, the activity rate for the age group 25-64 was 81.5 percent, almost similar to the EU207 average, which was 81.4 percent., up by 0.9 percentage points compared to the previous quarter. For the same period, the activity rate for the 20-24 age group was 56.7 percent (compared to 61.5 percent in EU2007), slightly decreasing compared to the previous quarter when was 57.1 percent.

The unemployment rate is generally much lower than the EU average. In the fourth quarter of 2022, for the age group 25-64 was 2.3 percent, one percent lower than the previous quarter. For the same period, for the age group 20-24, the unemployment rate was 10.8 percent, with 0.2 percent higher than in the previous quarter.

The most advertised occupation (OVATE) in the period of Q1 2022 - Q4 2022 were ICT professionals, office professionals, sales workers and research & engines and. The most requested skills (at level 1 ESCO skill) were communication, collaboration and creativity, management skills, working with computers, information skills, languages.

## Higher education market

There are two types of Higher Education Institutions: university-type (uczelnia akademicka); non-university-type (uczelnia zawodowa). A university-type higher education institution conducts research activity and has the A +, A or B + research rating in at least 1 scientific or artistic discipline, provides first-cycle and second-cycle programmes or long-cycle programmes, and may also provide education for doctoral students. A non-university-type higher education institution is an institution which does not fulfil the criteria for a university-type HEI and offers only practically oriented programmes. It provides first-cycle programmes and may also provide second- and long-cycle programmes, as well as specialist education.

According to the POL-on (official database on higher education) register, 362 higher education institutions operated in Poland in the 2021/22 academic year. Data presented comprise 347 higher education institutions which filed statistical reports. There were 1,218.2 thousand students in higher education institutions in the 2021/22 academic year. Women accounted for 58.4% of all students. 67.5% of the students were enrolled in public schools. Business and administration (18.2% of the total number of students), health (12.1%), social and behavioural sciences (10.8%) as well as engineering and engineering trades (8.2%) were most often chosen narrow fields.

There are 27 public universities having over 10,000 students each, with top three HEIs comprising over three thousand students: University of Warsaw the largest in the country with 37,404 students, followed closely by the Jagiellonian University in Krakow, the oldest higher education institution in Poland and one of the oldest in Europe, and Adam Mickiewicz University Poznań with 34,432 students. WSB University in Poznań is the largest group of private universities in Poland with 24,083 students. From 209 private HEIs, 6 reports over 10,000 students enrolled in 2021.



# LMI SOURCES AT NATIONAL LEVEL

## LMI providers

LMI comprises any information and knowledge about labour market dynamics. It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

The Polish labour market is dominated by a large number of actors organised on multiple levels. Most of them provides LMI in different forms. The Government, through its department and specialised agencies represents the main provider of LMI.

### National Institute of Statistics

Central Statistical Office (Główny Urząd Statystyczny - GUS) is Poland's chief government executive agency charged with collecting and publishing statistics. The president of GUS reports directly to the Prime Minister of Poland and is considered the equivalent of a Polish government minister.

The integrated GUS platform provides a wide range of information starting with basic data (budgets and finance, society, economy, environment), Local Data Bank, Macroeconomic Data Bank, SDG (Statistics for the Strategic Development Goals - global indicators), Knowledge Databases - DBW platform (providing access to a broad range of regularly updated socio-economic and environmental information available in long time series and full cross-sections), STRATEG portal, Geostatistics portal, TERYT (the National Official Register of Territorial Division of the Country), REGON (the National Official Register of National Economy Entities), API portal (Allow to brows and download data from Local Data Bank, STRATEG, DBW, TERYT, REGON. The data is made available through REST API in XML and JSON format).

## Public Employment Service

The public employment service in Poland (Powiatowy Urząd Pracy) is responsible for implementing national policies on employment and the labor market, as well as providing services to unemployed people, such as job counseling, training, and job search assistance. The PES also manages the payment of unemployment benefits and other social benefits related to employment. PES provides online information and offers support services for: job offers; internships and apprenticeships; unemployed and job seekers; employers and entrepreneurs; labour market information, career counseling; training. It also provides statistics and analyses downloadable in PDF, xlsx, and doc formats, on registered unemployment, employment of foreigners in Poland, and graphical statistics.

PES manage a specialised portal ([www.oferty.praca.gov.pl](http://www.oferty.praca.gov.pl)) which provides a free platform for employers to post job openings and for job seekers to search for job opportunities in Poland.

## Ministry of Education

Ministry of Education and Science provides Labour Market Intelligence through various sources.

*POL-on System* (Integrated System of Information on Science and Higher Education) is the broadest repository of data on Polish science and higher education supporting the Ministry of Education and Science and other state agencies in shaping the scientific policy

*The RAD-on system* is a part of the Integrated System of Information on Science and Higher Education. RAD-on represents a comprehensive analytical tool which allows to view the content of big data sets on higher education and science. RAD-on provides reports analyses and data on higher education and science providing the following services and functionalities:

- interactive reports on higher education institutions, students, graduates, academic staff, and research conducted in Poland and abroad. They can be used as one of the tools to create an evidence-based policy;
- information on issues connected with science and higher education supplemented with extensive comments;

- data base on scientific institutions, scientific and artistic activities, academic staff and promotion procedures may prove useful for anyone looking for up to date information and news from the science and higher education sector;
- users, whose data are stored in the RAD-on system and its source systems, can view, update and verify their data.
- RAD-on resources can be freely accessed through a dedicated uniform programming interface allowing users to build their own solutions and applications which require access to data on higher education.

*ELA Polish graduate tracking system* (ELA - Elektroniczny System Monitorowania Absolwentów) is an online system for tracking graduates in Poland. It was introduced in 2018 by the Polish Ministry of Science and Higher Education to improve the monitoring of graduates and their integration into the labor market. The system collects data on graduates from universities and colleges in Poland and tracks their employment status, including job position, employer, salary, and industry. The system is designed to provide accurate and up-to-date information on the employment outcomes of graduates, which can be used by policymakers and educators to improve the quality and relevance of higher education in Poland. The system is also intended to help graduates make more informed decisions about their career paths by providing them with information on the labor market demand for their skills and qualifications.

*The Educational Research Institute* (IBE) is an interdisciplinary organisation specialised in researching and analysing the effectiveness of the country's education system. The institute engages in both national and international research projects, as well as providing advisory services and producing reports and expert opinions. Its main areas of research include topics such as the implementation of new curriculums and teaching methods, evaluating student academic performance, exploring the psychological and pedagogical factors that contribute to academic achievement, analysing the relationship between education and the labor market, monitoring the employment prospects of young people, promoting lifelong learning and national qualifications frameworks, examining the economic factors affecting education, financing education, and addressing broader issues related to the economics of education. Additionally, the IBE conducts research on the conditions of teachers' work, their professional

competencies, and legal and institutional issues related to educational policies. The primary aim of IBE is to encourage the development of evidence-based policies and practices.

## Ministry of Labour

Ministry of Family, Labour and Social Policy provides a wide range of statistical information related to labor and social issues. The Ministry collects and publishes data on employment levels, unemployment rates, and job vacancies in Poland. It also provides information on employment trends and patterns by sector, industry, and geographic region. It also provides statistical information on social security programs in Poland, including pensions, disability benefits, and family allowances and tracks the number of people receiving these benefits and the amount of funding allocated to each program.

*Central Institute for Labour Protection* (Centralny Instytut Ochrony Pracy) is a research institute in Poland that focuses on the safety and health of workers in various industries. It operates under the Ministry of Family, Labour and Social Policy. The Institute conducts research, provides technical assistance, and develops regulations and standards related to occupational safety and health. It also provides training programs for professionals in the field of occupational safety and health. It also provides general information about labour market.

*The Labor Market Department* of the Ministry of Family, Labour and Social Policy in Poland is a governmental department responsible for developing and implementing labor market policies and programs in the country. Its main aim is to create a stable and efficient labor market, ensure high employment levels, and improve the quality of work and working conditions. The department is responsible for conducting research and analysis of the labor market, monitoring and evaluating labor market policies and programs, and proposing changes and improvements to the existing regulations. It also provides support to job seekers and employers, including career guidance, job placement services, and training programs.

## Employers organizations

*Employers of Poland* is the largest and oldest organization representing employers in Poland. It provides regular labor market reports and analysis, including statistics on employment, wages, and workforce trends.

*Confederation Lewiatan* is a major employers' organization in Poland. It provides labor market data and analysis, including information on the economic situation and trends in the labor market.

*The Polish Chamber of Commerce* is a nationwide organization representing the interests of Polish entrepreneurs. It provides labor market statistics and analysis, including information on the unemployment rate, job vacancies, and salary trends.

## Non-governmental organisations

*Institute for Structural Research* (Instytut Badań Strukturalnych) is a non-governmental research organization based in Warsaw, Poland. The Institute conducts research and analysis on various aspects of the Polish economy, including labor market analysis, public finances, social policy, and regional development. Its main goal is to provide evidence-based research to inform policymakers and public debate on economic and social issues in Poland. The Institute is known for its expertise in the analysis of the Polish labor market and is one of the leading sources of labor market statistics and analysis in the country.

*Polish Economic Institute* (Polski Instytut Ekonomiczny) is a non-governmental research organization based in Warsaw, Poland. The Institute was established in 2011 with the aim of providing independent and high-quality research on economic issues relevant to Poland and the wider European context. The Institute's research covers a broad range of economic topics, including macroeconomic analysis, industrial policy, regional development, and social policy. Its research is aimed at informing policymakers and contributing to public debate on economic issues in Poland.

## Assessing the sources of LMI at national level

Once the sources of LMI have been identified, their quality is needed to be assessed. There are many organisations that produce LMI but only through a standardized evaluation process they can be considered as being qualitative. The quality of LMI sources is sustained by their representativeness, validity and reliability.

The **Table 1** below contains a list of LMI sources identified at national level and their rating in accordance with LMI-EUniv methodology.

Table 1: LMI Sources at national level

[SEE THE LMI SOURCES HERE](#)

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