

Jobs Market Poland 2020

Poland has seen a rapid acceleration of growth in the last 7 years and competition for talent is fierce in Poland. Nearshoring is well established and many large European corporations have offices in Poland.

The average time to find senior professionals in Poland is on average three months. Mid-level and junior roles take on average two months.

A slight slowdown in the jobs market is expected in 2020. Unemployment is currently 3.1%, a record low, dropping from 10.8% in 2013. In recent years Poland has encouraged immigration from the Ukraine to help fill their vacancies. It's estimated over 1 million Ukrainians came to Poland over the last 10 years.

An economic slowdown and an acceleration in increases to wages are factors that may influence the decline. Sectors that will suffer a slowdown will be the service sector, and the production sector. Increasing automation in the retail sector will mean fewer staff will be needed.

In the third quarter of 2019 the CSO showed a decrease in vacancies. A planned high increase in the minimum wage will also influence employers' recruiting strategies.

“ 2019 is the third year in a row in which the number of ads posted on Pracuj.pl significantly exceeded half a million. In 2020, it is difficult to expect further spectacular increases, comparable to those of recent years” - says Rafał Nachyna, managing director at Pracuj.pl.

In summary there will be a slight squeeze in the job market in Poland in 2020 but sectors like IT will continue to be a candidate driven market. Companies successful in recruiting high level developers will need to tailor their job offer to the candidate. Candidates often are requesting - a progressive workspace, the chance to work remotely, training and development, and a chance to work with innovative technologies.