

10.04.2025

Konin labor market overview and regulations

for an investor in the manufacturing industry



randstad



partner for talent.

overview of the Konin region

Konin as a greenfield investment location

- **Strategic Location:**

Konin is situated in central Poland, offering excellent connectivity via regional highways and rail links. Its proximity to major transport corridors not only supports efficient logistics but also opens up access to regional and national markets.

- **Population and Urban Area:**

The city of Konin has a population of approximately 70,000 residents. When combined with the surrounding municipalities, the wider labor area reaches an estimated total of 200,000 people, offering a robust pool of potential employees for manufacturing operations.

- **Workforce Size:**

In Konin, the labor market is composed of roughly 35,000 to 40,000 active workers. This figure includes skilled technicians, semi-skilled operatives, and experienced professionals—an essential mix for manufacturing industries.

- **Unemployment Rate:**

The regional unemployment rate has been decreasing in recent years, ranging between 6% to 9%. This rate suggests a competitive labor market where motivated candidates are readily available, yet also indicates a well-established employment base that can support a new industrial venture without severe shortages. It's still significantly higher than in cities like Poznan (1,1%).

- **Competitive Labor Costs:**

Compared to major urban centers in Poland, Konin offers more competitive labor costs without compromising on the quality of work. For investors, this translates into potential cost savings on operational expenses and increased overall project viability.

- **Demographic Structure:**

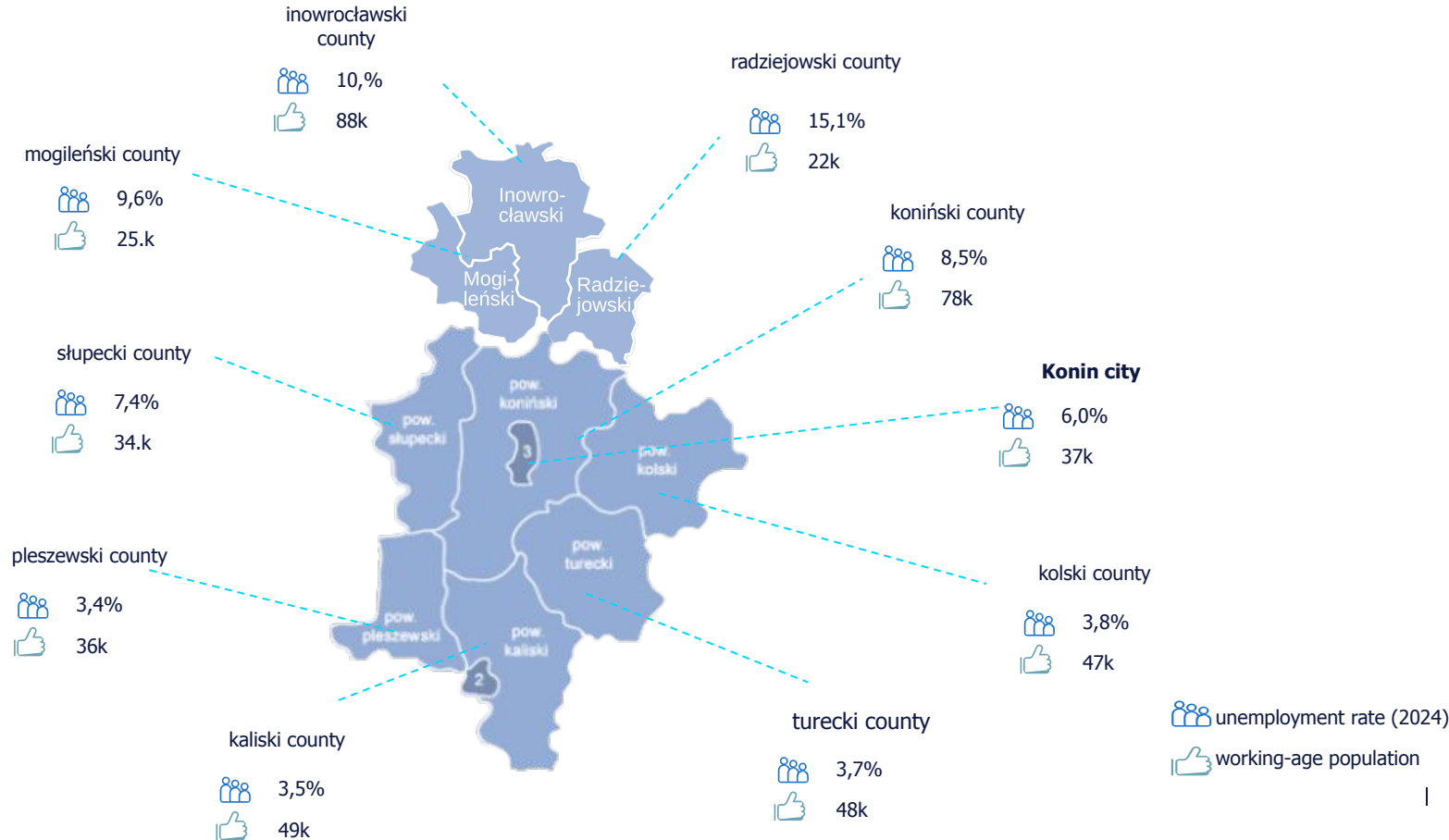
The workforce displays a balanced age distribution:

- A significant proportion consists of experienced workers who have built industrial expertise over decades.
- Simultaneously, a new generation of graduates from local vocational schools and technical colleges is emerging, bringing modern skills and adaptability—particularly valuable in environments embracing technological advancements such as automation.

workforce costs & potential



working-age population, unemployment in Konin and surrounding counties



wage information in Wielkopolskie voivodship.

The average monthly salary in the enterprise sector in the Wielkopolskie Voivodeship increased by PLN 802.96 over the year, or 11.5% (comparison of rates offered in December 2024 and 2023).

In nine voivodeships, wage rates were higher than in Wielkopolska, while in six they were lower.

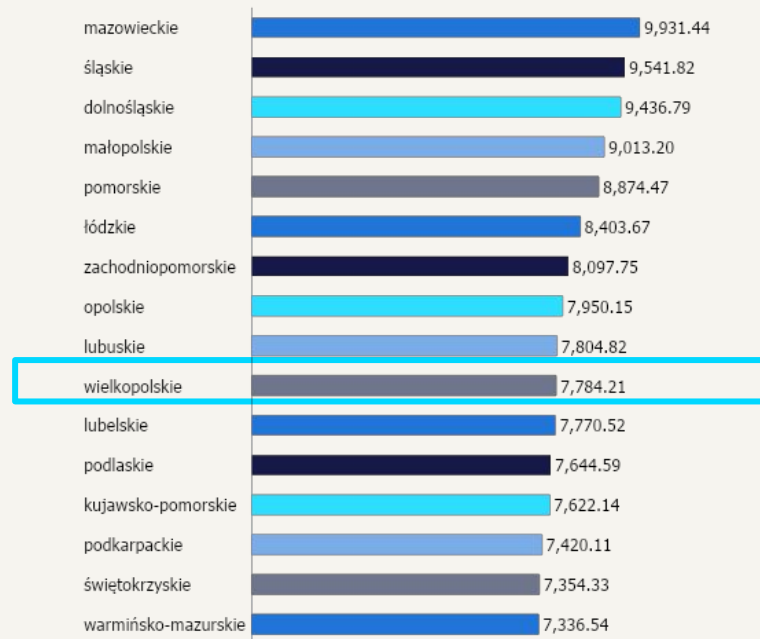
The difference between the wages offered in Wielkopolska and the rates obtained in the voivodeship with the highest average monthly salary in Poland (Mazowieckie in Poland (Mazowieckie Voivodeship), was PLN 2 147.23.

From January to December 2024, the average monthly wages in Wielkopolska were estimated at PLN 7,446.51 gross and increased by 11.2% in relation to the same period in 2023.

The average salary in Poznań alone in December 2024 was PLN 8 410.99 gross.

Źródło: GUS Baza Danych Lokalnych, grudzień 2024
strona www Urzędu Statystycznego w Poznaniu

average monthly gross wages and salaries (PLN) in the business sector
by voivodeship (December 2024)



salary benchmark Konin (Q2 2025)

manufacturing industry

Job Position	salary PLN / mth / gross	
	min	max
General Manager	30 000	52 000
Plant/Operations Manager	26 000	37 000
Production Manager	16 000	24 000
Quality Manager	17 000	24 000
Maintenance Manager	17 000	22 000
Warehouse / Logistics Manager	16 000	22 000
Quality Engineer / Control Engineer	11 000	15 000
Process Engineer	11 000	15 000
Production Junior Engineer	8 000	10500
Production Senior Engineer	12 000	15 000
Production Team Leader / Supervisor	13 000	16 000
Production Worker (unskilled)	4 800	5 600
Production Worker (skilled)	5 400	6 500
Forklift Operator	5 800	8 000

Job Position	salary PLN / month / gross	
	min	max
Finance Manager	25 000	32 000
Chief Accountant	16 000	24 000
Accountant	9 000	13 000
HR Manager	18 000	24 000
HR Business Partner	14000	20000
Procurement Manager	16 000	21 000
Purchaser	8 500	13 000
Procurement Specialist	8 000	11 000
Category Manager	16 000	21 000
IT Technician	10 000	13 000
Administration Specialist	6 000	7 500
Supply Chain Specialist	8 000	11 000

Starting 1 January 2025, the minimum wage is set at PLN 4666 gross.

example of calculation

costs of employment for the employer.

Employee Monthly gross salary		10 000,00
pension social contribution - obligatory social insurance	9,76%	976,00
disability benefit contribution - obligatory social insurance	6,50%	650,00
accident contribution - obligatory social insurance	1,67%	167,00
labour fund - obligatory social insurance	2,45%	245,00
guaranteed employee benefit fund - obligatory social insurance	0,10%	10,00
Costs of obligatory social insurance		2 048,00
PPK - Employee Capital Plans	1,50%	150,00
PFRON - the State Fund for Rehabilitation of Disabled People		270,00
Salary cost for the employer		12 468,00

PFRON's financing mechanisms are based mainly on contributions made by employers who fail to hire the required number of disabled employees.

The employers who hire at least 25 full-time employees (considering their working hours) and the percentage of disabled people among their staff is lower than 6%, pay monthly contributions.



value proposition for employees

local industry standards



Blue-collar

- ✓ bonuses paid monthly, depending on the efficiency of 250-1000 PLN
- ✓ canteen or subsidized meals
- ✓ free transportation to the plant
- ✓ private healthcare
- ✓ sport card

White-collar

- ✓ bonuses paid quarterly/yearly based on KPI's
- ✓ hard/ soft skills trainings (internal/ external)
- ✓ language courses
- ✓ private healthcare
- ✓ sport card

Managers

- ✓ private healthcare
- ✓ life insurance
- ✓ bonuses paid quarterly/yearly based on KPI's
- ✓ relocation package (optional)
- ✓ company car (optional)
- ✓ sport card

popular bonus system in manufacturing industry (5% to 20% of base salary)

- 30% attendance
- 50% performance/productivity
- 20% HSE compliance

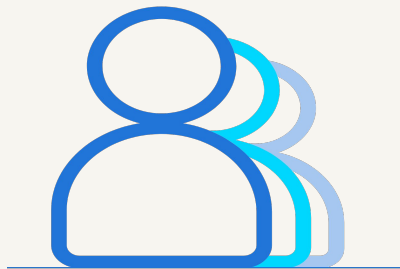
educational potential

In the Wielkopolska voivodeship on 31st of December 2023 there were 131,000 students, which accounted for 10,5% of all students in Poland.

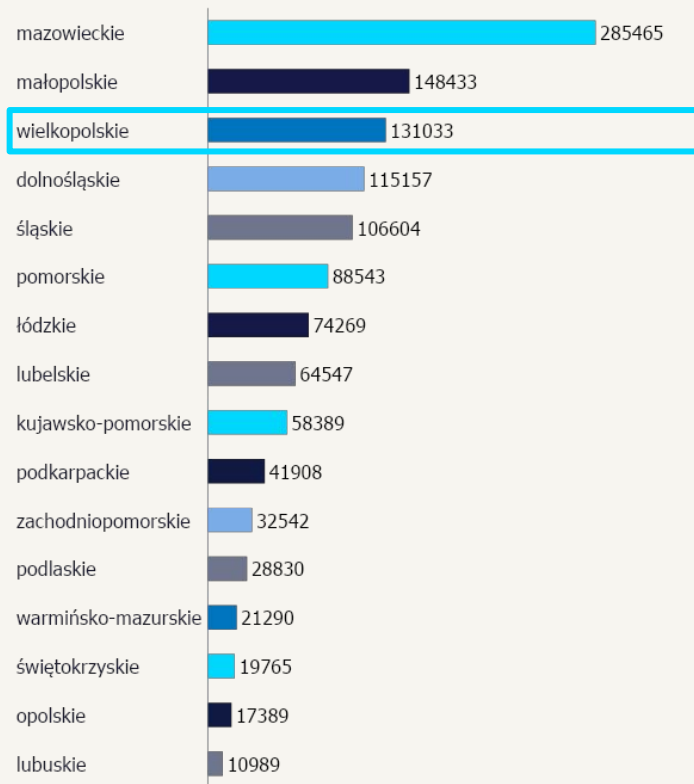
Wielkopolska ranked 3rd among the voivodeships in terms of the number of students.

In 2023 1.915 graduates in Wielkopolska voivodeship completed their studies with **an engineering and technical degree**

source: Higher education - students and graduates, GUS
*most current data available as of August 2024



summary of the number of students at higher education institutions according to the division by voivodeship
(status: 31st of December, 2023)



strategic workforce recommendations for greenfield investment in Konin

✓ Workforce Attraction & Retention

- ♦ **Above-market wages** for skilled positions
- ♦ **Performance-based bonuses** & retention incentives
- ♦ **Provide better long-term job security** (e.g., permanent contracts vs. temporary employment used by logistics firms).
- ♦ **Shift flexibility** to attract younger workers

✓ Recruitment Strategy

- ♦ **Partner with vocational schools** for direct recruitment
- ♦ **Use targeted job advertising** in industrial zones
- ♦ **Work with employment agencies** for fast staffing

✓ Employer Branding & Workplace Culture

- ♦ **Position your company as an employer of choice** with a strong work-life balance
- ♦ **Modern, well-equipped factory environment** to attract younger talent
- ♦ **Offer long-term career growth opportunities**

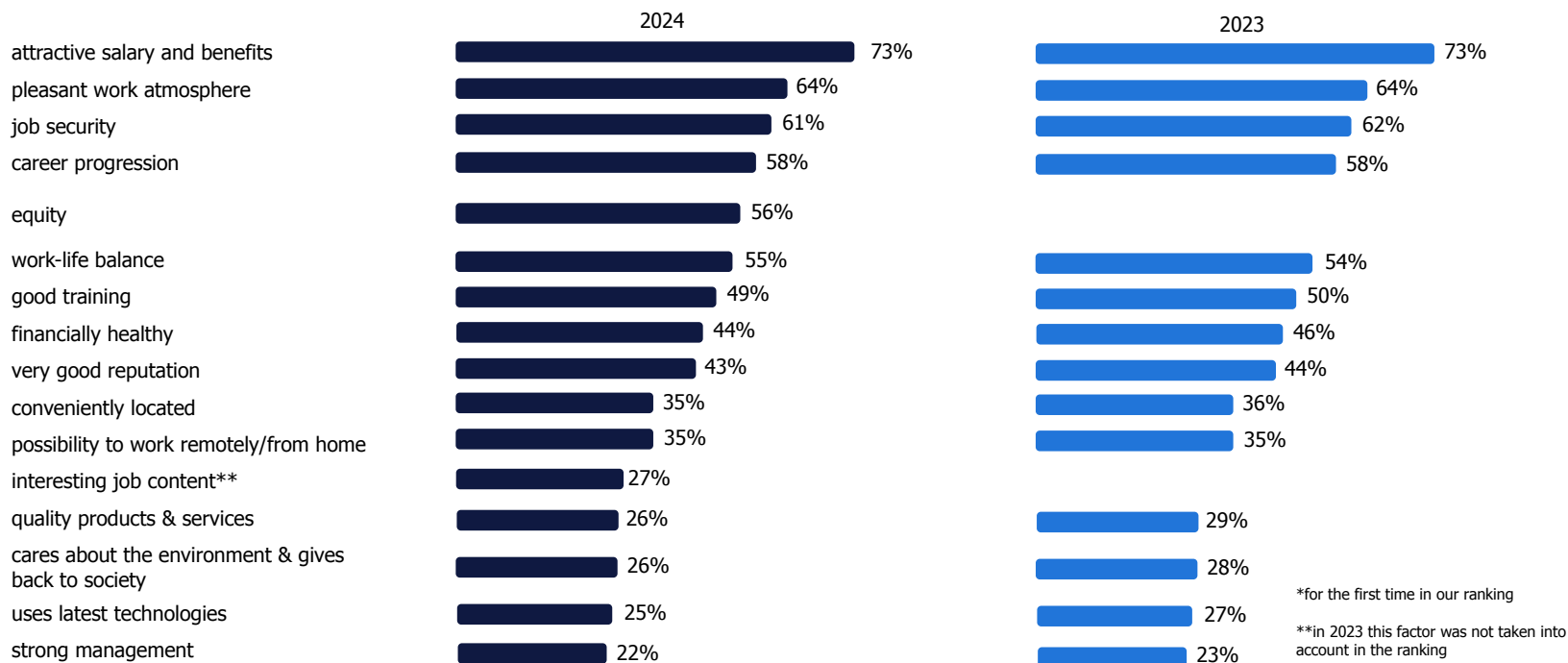
✓ Training & Upskilling Programs

- ♦ **On-site training for production workers**
- ♦ **Language training for foreign management teams**

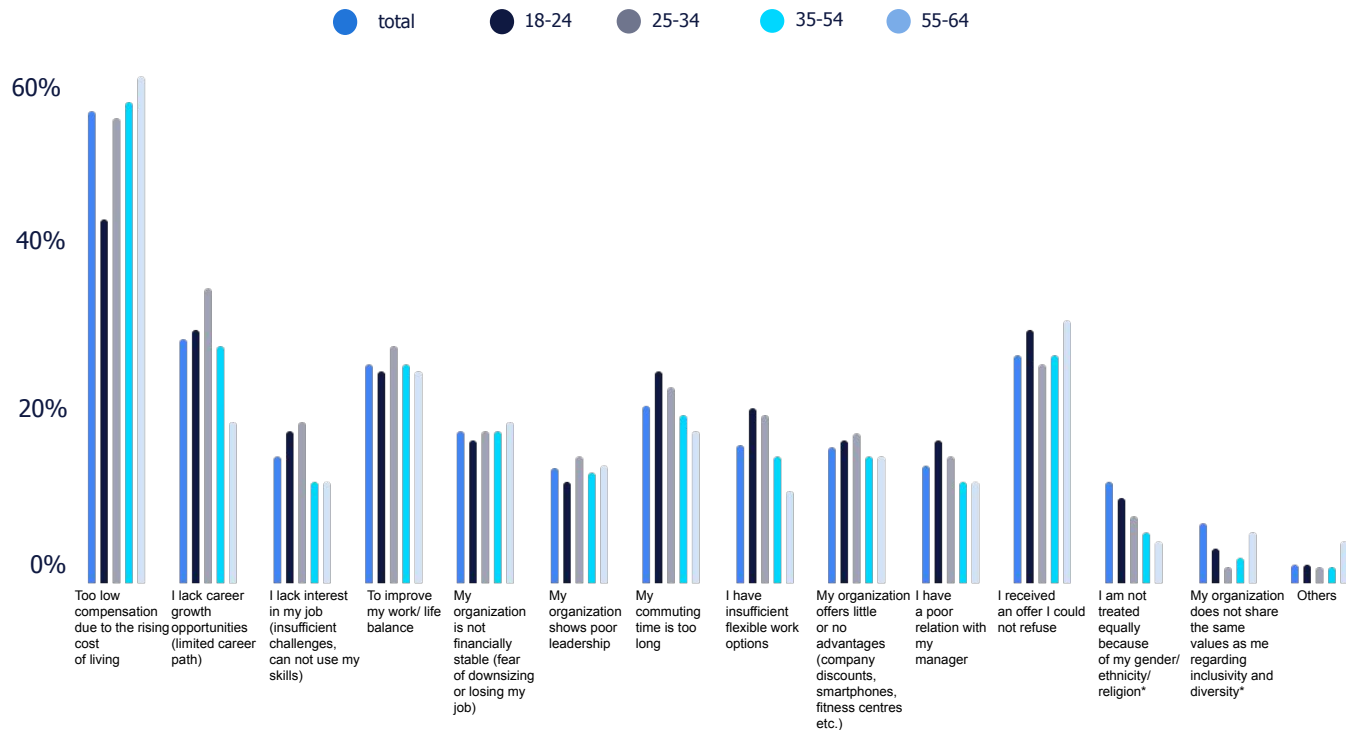
labor market trends



which factors most strongly determine the choice of employer?

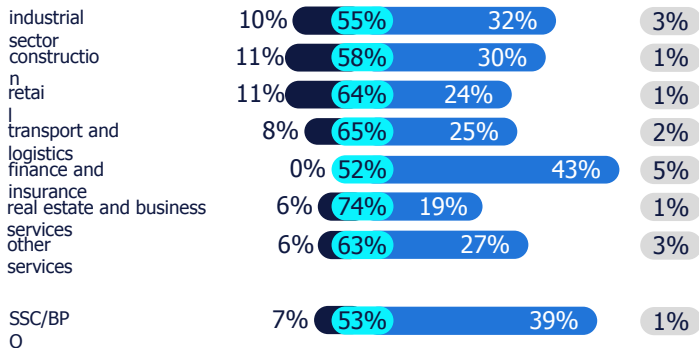


why do poles decide to change jobs?

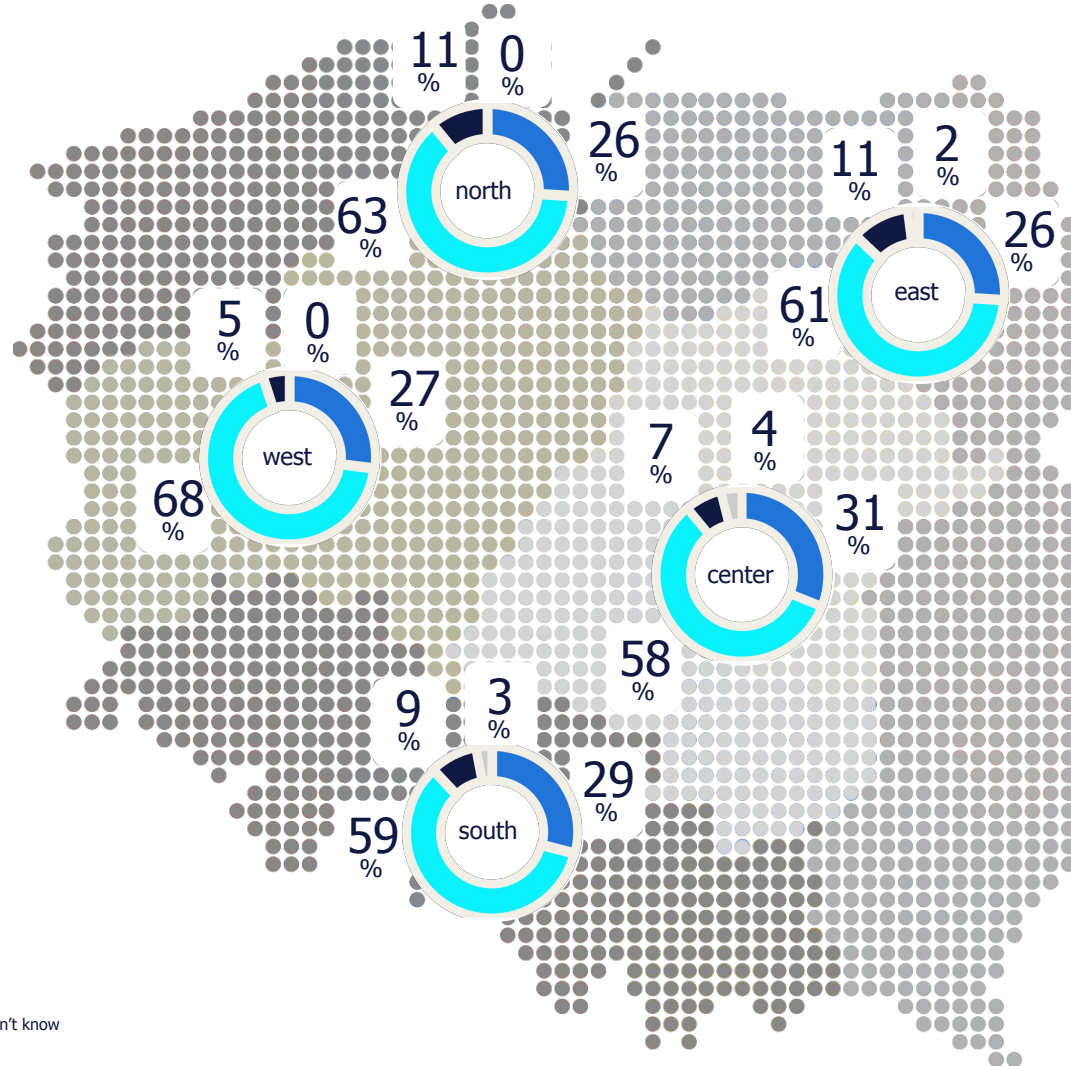
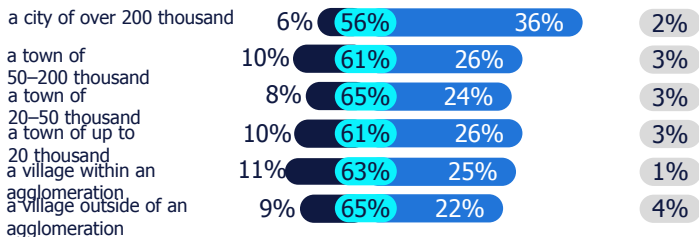


employment level change plans for the first half of 2025.

employment level changes per sector.



employment level changes per location type.



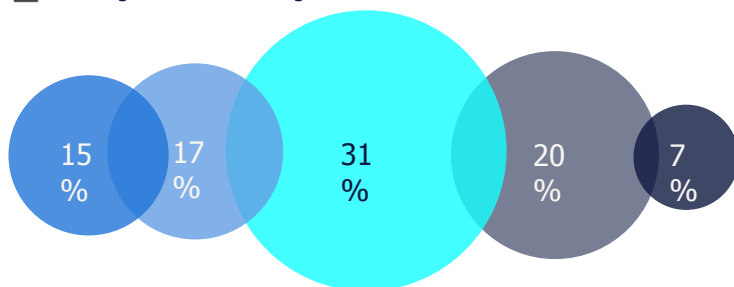
legend:

● employment reduction ● no change ● growth ● I don't know

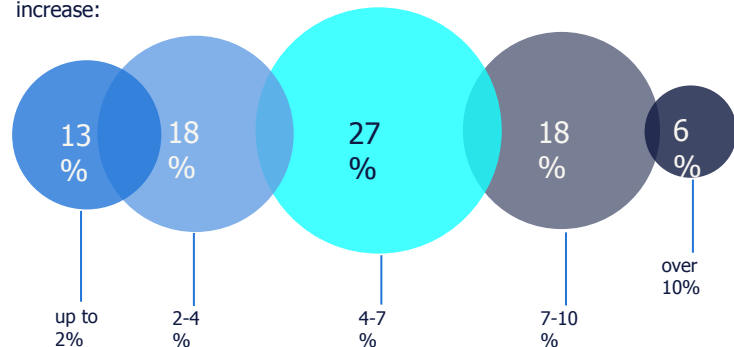
pay increase levels in the first half of 2025.

salary increase level.

■ including the minimum wage increase:



■ excluding the impact of the minimum wage increase:

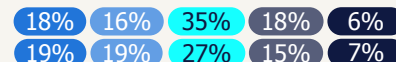


Compared to the recent years, the percentage increase of remuneration will be slightly lower – it more often oscillates between 4-7%, less often between 7-10%. The salary increases not resulting from the minimum wage increase will be lower.

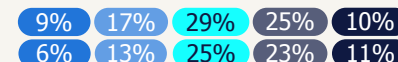
sector review.



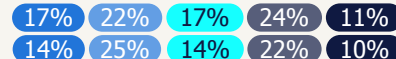
industrial sector



construction



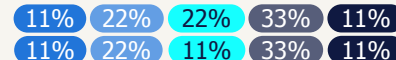
retail



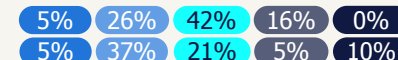
transport and logistics



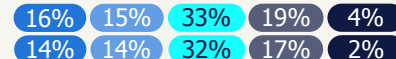
finance and insurance



real estate and business services



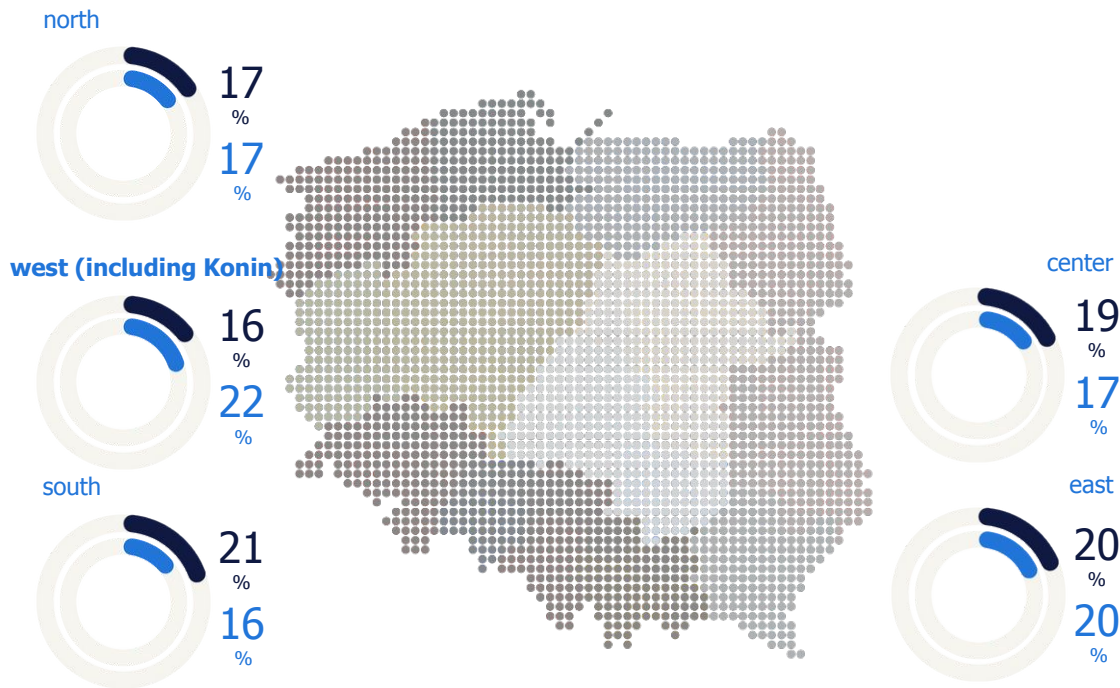
other services



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employee turnover: job and position changes.



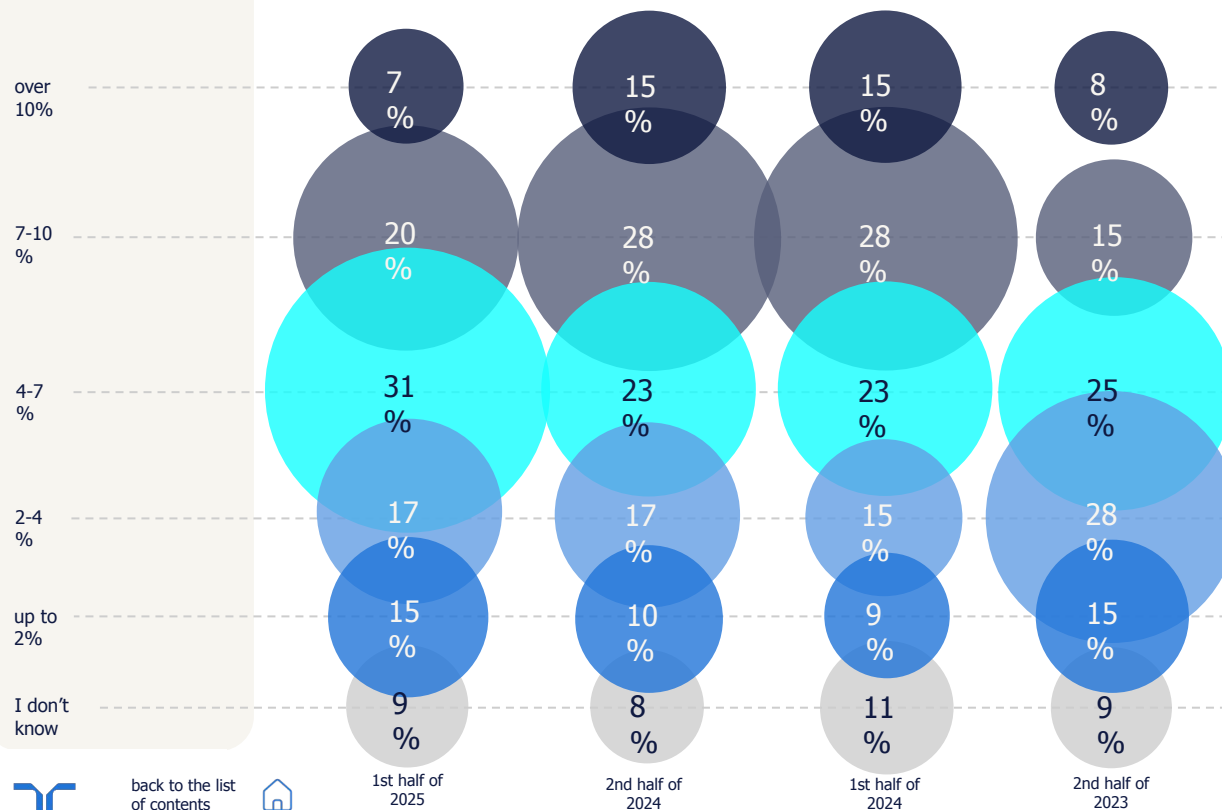
● employer change ■ position change



pay increase levels in the previous years

salary increase level.

percentage of companies declaring salary increases in the following ranges



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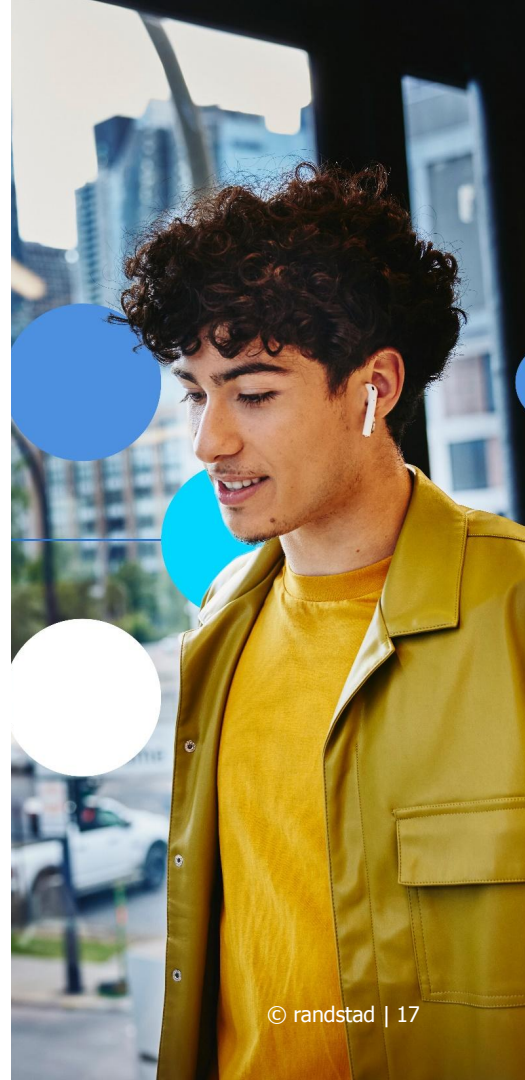


1st half of 2025

2nd half of 2024

1st half of 2024

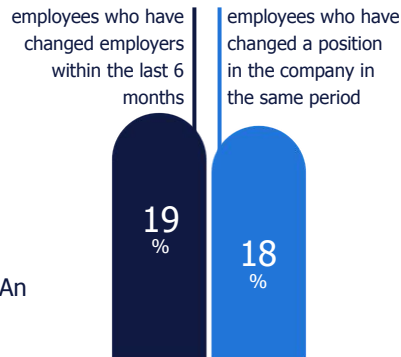
2nd half of 2023



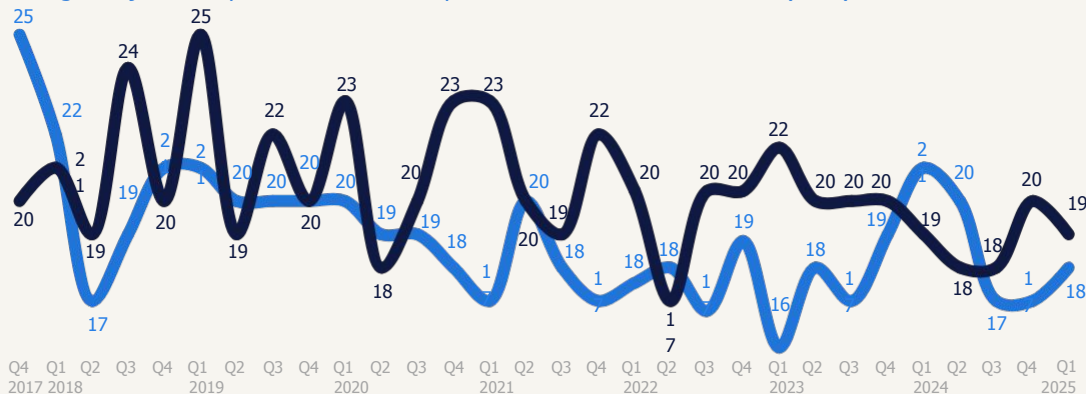
© randstad | 17

employee turnover: job and position changes.

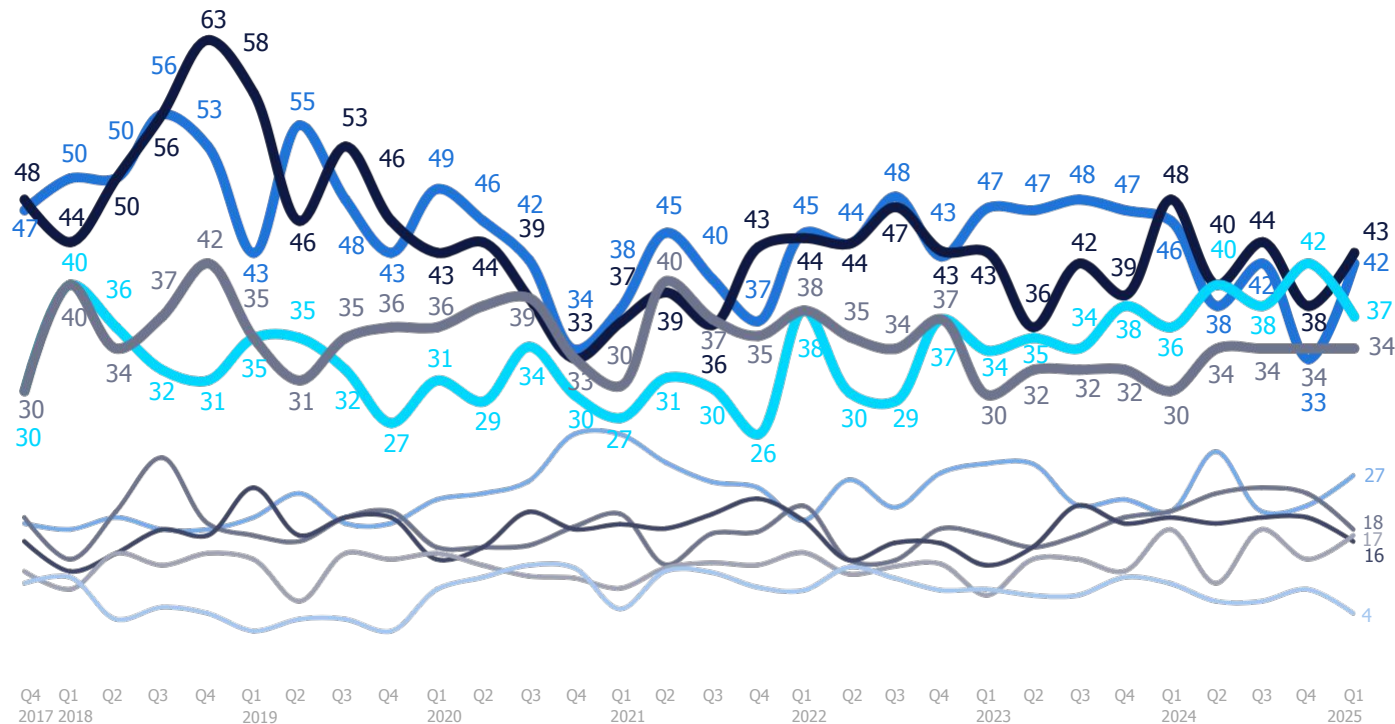
After the increase in turnover at the turn of the year, partly due to seasonal changes in the labor market, recently, 19% of respondents have changed their place of employment, which is below the nearly 10-year average. It also confirms the relationship that the more frequently there are opportunities for talent mobility within the organization, the less often employees decide to leave the company. An important reason for these decisions to change jobs remains the employers' offer regarding professional development.



changes in jobs and positions within companies between 2017 and 2025 (in %)

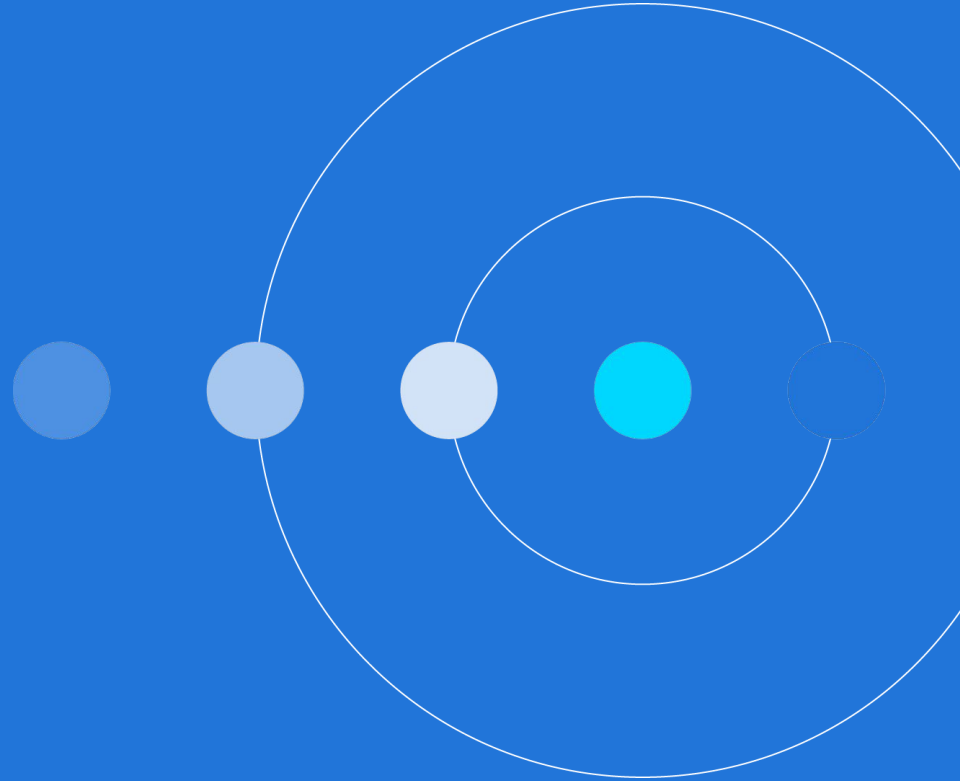


employee turnover: reasons for changing employers.



- need for professional development
- higher remuneration with the new employer
- dissatisfaction with the previous employer
- more favorable type of employment with the new employer
- I lost my job
- I have worked so long at my previous job that it is high time to change it
- better benefits at the new job
- personal reasons
- others

labor law regulations



basic regulations

employment contract & termination.

contract duration

contract for a trial

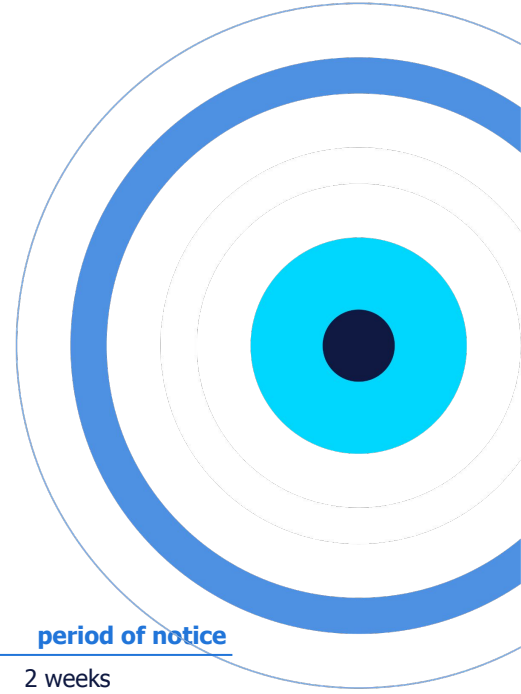
maximum of 3 months
can precede employment agreement for definite or indefinite period

definite period of time

can be concluded for a maximum of 33 months
it is possible to conclude only 3 of such agreements in a row

indefinite period of time

obligatory after trial period and 3 definite times contracts



	contract duration	period of notice
contract for a trial	up to 2 weeks	3 business days
	minimum 2 weeks	1 week
	3 months	2 weeks

	employment period	period of notice
definite & indefinite period of time	less than 6 months	2 weeks
	at least 6 months	1 month
	at least 3 years	3 months

basic regulations

working time & overtime.

Working Time Regulations

Daily Working Hours

- **Standard:** 8 hours per day (within a 24-hour period)
- **Maximum (including overtime):** 13 hours per day
- **Rest Requirement:** At least 11 consecutive hours between shifts

Weekly Working Hours

- **Standard:** 40 hours per week (average over a 5-day workweek)
- **Maximum (including overtime):** 48 hours per week

Overtime Limits

- **Annual Limit:** Maximum 150 hours per year (unless extended by collective agreement)
- **Weekly Limit:** Work hours + overtime cannot exceed 48 hours per week
- **Daily Limit:** Work hours + overtime cannot exceed 13 hours per day

Overtime Pay – Additional Compensation (%)

(Percentage of basic remuneration)

✓ 100% extra pay for:

- Overtime work performed **at night**
- Overtime work performed **on Sundays and public holidays** (if these are normally non-working days)
- **Exceeding the average weekly working hours** (above 40 hours in an average five-day workweek)

✓ 50% extra pay for:

- **Daily overtime** on regular working days (beyond 8 hours per shift)

Night Work Allowance (regular working time)

 **Night work hours:** 22:00 – 06:00

 **Additional pay:** 20% of the minimum monthly salary (gross) per hour

basic regulations

shift work.

Shift Patterns (Typical Models)

● **Two-Shift System** (System dwuzmianowy)

Morning & afternoon shifts (e.g., 06:00-14:00 / 14:00-22:00)

● **Three-Shift System** (System trózmianowy)

8-hour rotations covering 24 hours (06:00-14:00 / 14:00-22:00 / 22:00-06:00)

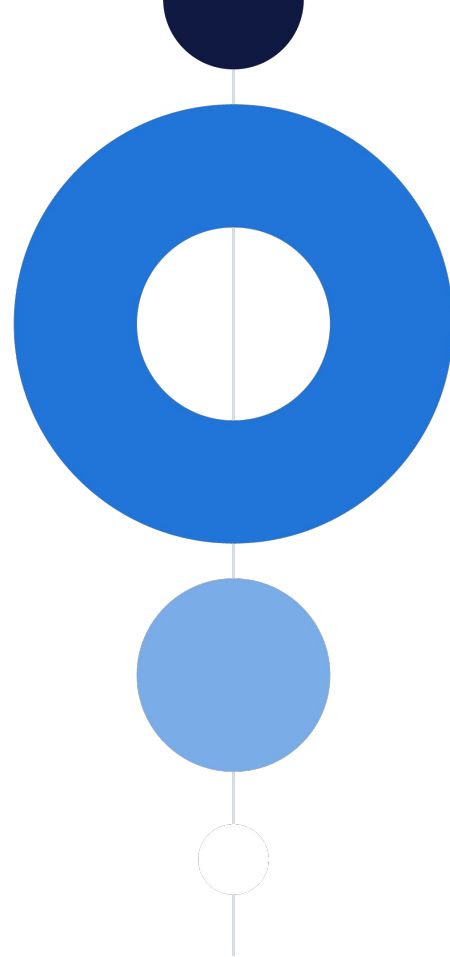
● **Four-Brigade System** (System czterobrygadowy)

24/7 continuous work schedule

Employee brigades rotate shifts to ensure full coverage, including weekends and public holidays

● **12-Hour Shift System** (System dwunastogodzinny)

Employees work longer shifts (e.g., 06:00-18:00 / 18:00-06:00) but have more days off
Used mainly in healthcare, security, emergency services



basic regulations

annual leave

Annual Leave Entitlement in Poland (Based on Employment & Education Period)

Length of Annual Leave:

Total employment + education period

- **Less than 10 years** → 20 days per year
- **At least 10 years** → 26 days per year

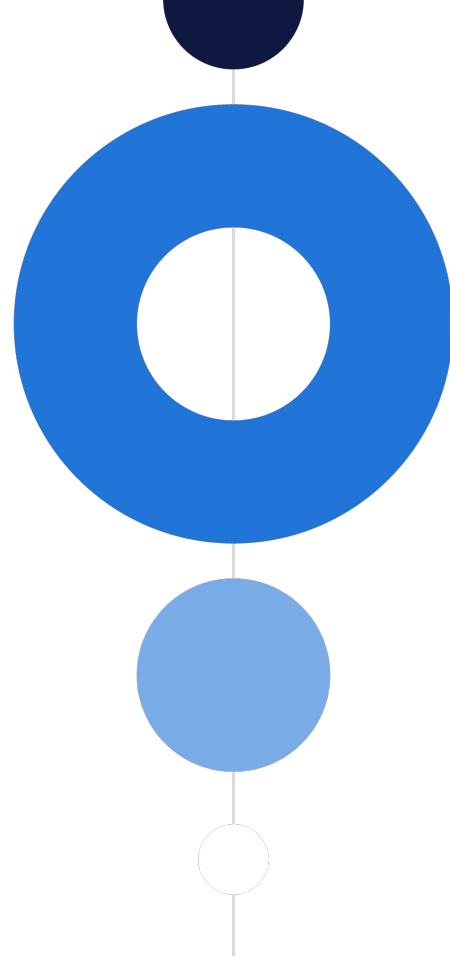
First Year of Employment:

- In the first calendar year of work, the employee earns leave entitlement monthly at a rate of **1/12 of the full leave entitlement** after one year of work.

Carrying Over Unused Leave:

- **Unused annual leave can be carried over** to the following year but should be used by **September 30** of the next year.

 **In 2025 there are 14 public holidays by law**



basic regulations

absences

Absences and Leave Entitlements (Polish Labour Law)

📌 Sick Leave & Isolation Due to Contagious Disease

- **Employees under 50:** Employer pays for the **first 33 days** of sick leave.
- **Employees over 50:** Employer pays for **only 14 days**, and **ZUS** (Social Insurance Institution) covers the remaining period.

📌 Child Care Leave

- **Entitlement: 2 days or 16 hours** per year (for either mother or father, regardless of the number of children)
- **Additional Care Allowance:** Up to **60 days per year** for a **sick or healthy child** when care is required.

📌 Maternity Leave (Macierzyński)

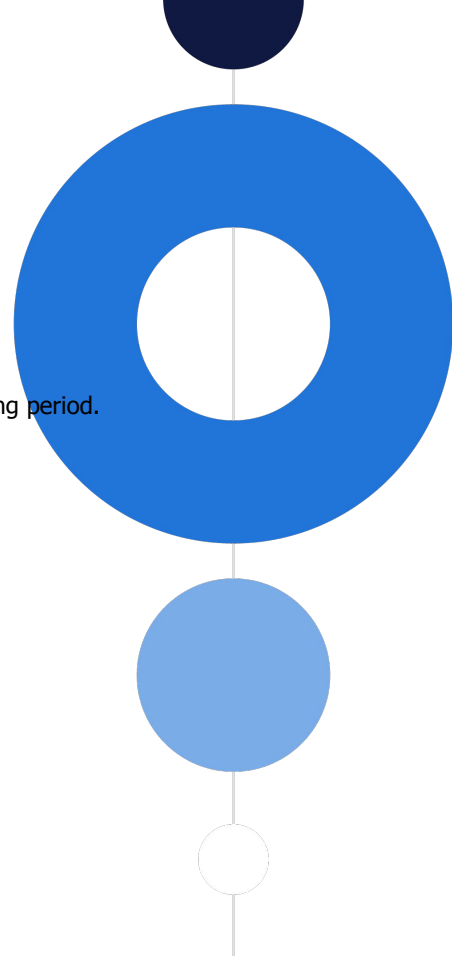
- **Before delivery:** Up to **6 weeks**.
- **After delivery: 20 weeks** (for one child) / **Up to 37 weeks** (for five or more children born in one birth).

📌 Paternity Leave (Ojcowski): **2 weeks** (can be used within the first 12 months of the child's life).

📌 Parental Leave (Rodzicielski)

- **32 weeks** – for one child.
- **43 weeks** – for more than one child.

📌 Childcare Leave (Wychowawczy): **unpaid - up to 36 months** (available until the child turns 6).



basic regulations

other.

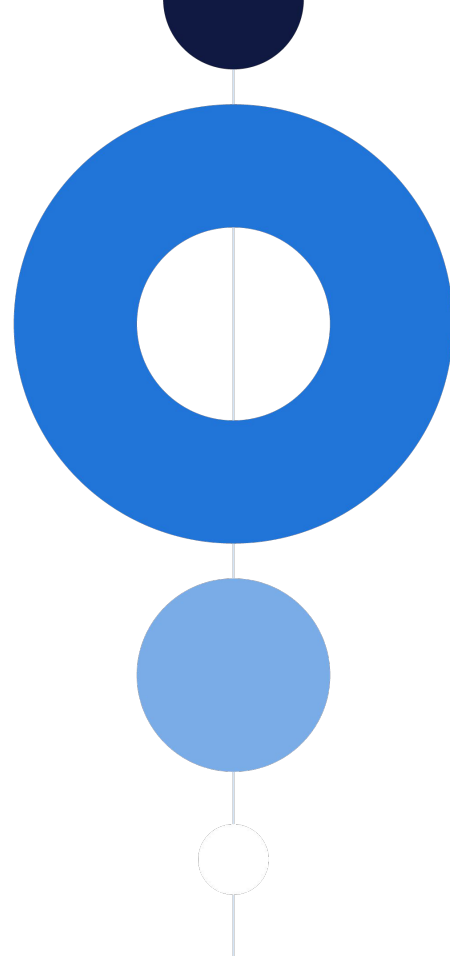
Types of Medical Examinations:

- ♦ **Initial Examination** – Required for **all new employees** before starting work.
- ♦ **Check-up Examination** – Required when an employee has been **unable to work for more than 30 days** due to illness.
- ♦ **Periodic Examination** – Required for employees whose **medical certificate is about to expire** (frequency depends on job risk factors).
- ♦ **Glasses Subsidy** – Employers must **financially contribute** to corrective glasses for employees working with screens. The amount and frequency should be defined in **internal company regulations**.

Employee Capital Plans (PPK):

- ♦ **Employee** – 2% of gross salary + voluntary surcharge up to 2%
- ♦ **Employer** – 1,5% contribution of gross salary (without sick pay) plus benefits (on which social contributions are calculated) + up to 2,5% voluntarily
- ♦ **State** - 250 PLN welcome payment

Employees under the age of 55 join the program automatically but can resign from it by placing proper declaration.



employment vs temporary employment

regular employment



employment

- > an employment contract for a trial period – 3 months max
- > total period of employment under fixed term contracts – not more than 33 months, 3 contracts max

annual leave

- > 20 days - if the employee has been working for less than 10 years
- > 26 days - if the employee has been working for at least 10 years

notice periods

- > 2 weeks, if the employee has worked for the employer for not more than 6 months
- > 1 month, if the employee has worked for the employer for at least 6 months but less than 3 years
- > 3 months, if the employee has worked for the employer for at least 3 years

temporary employment



employment

- > a temporary employment contract may last maximum of 18 months within a 36 months period.

annual leave

- > 2 days for every worked month, but for the first 6 months of the contract, the user employer may agree that the person employed under the agency work employment contract is not entitled to holiday entitlement in the form of a day off. instead he/she will be paid the financial equivalent.

notice periods

- > 3 days, if the agreement has been concluded for a period not exceeding 2 weeks
- > 1 week, if the agreement has been concluded for more than 2 weeks

support for investors in Poland.

recruitment

- ❖ end to end services
- ❖ volume recruitment
- ❖ perm & contingent hires

talent attraction

- ❖ insights & sourcing strategies
- ❖ employer branding services
- ❖ recruitment marketing

onboarding

- ❖ handling candidates from offer stage until 1st day of employment

payroll services hr administration

- ❖ providing payroll services
- ❖ ensuring compliance of hr internal processes with required local regulations

employment outsourcing

- ❖ formal employment of selected candidates for the time legal entity of the new investor is not established yet



Randstad talent solution – recruitment areas.

We understand the importance of the regional economic situation and the local labor market. That's why we advise you personally, according to your needs and we treat you very individually.

Within specific specializations in each industries, Randstad consultants recruit candidates for all job levels:
board members, managers, specialists, assistants blue-collar workers (skilled & unskilled)

We recommend you highly qualified employees from the following sectors:
engineering & production, finance & accounting, HR & administration, IT & technology, sales & marketing, procurement & supply chain.



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