

OCCUPATION VITALITY RANKING: Indicators

INDICATOR NAME	DATA RESOURCE CHARACTERISTICS	DATA SOURCE	DATA TIME RANGE
AVERAGE MONTHLY GROSS WAGE FROM EMPLOYMENT CONTRACTS	<p>The average monthly gross wage from employment contracts was calculated taking into account all of the following:</p> <ul style="list-style-type: none"> – broken down by occupation and district (powiat), – based on data for insured persons who had an occupation code declared by their employer in ZUS declarations¹, – for insured persons who have worked the entire month² on the basis of an employment contract or service relationship (excluding persons for whom there has been a break in contributions due to illness and/or who have taken up employment during the month), – based on data on the contribution assessment base for pension and disability insurance or health insurance, – all wages for part-time work have been converted into full-time equivalents (FTEs from 0.05 to 1 have been taken into account), 	Social Insurance Institution (ZUS)	average monthly wage in the occupation for a given half-year was calculated as the average of wages from individual months

¹ Employers are required to include the occupation code in declarations submitted to ZUS from 16 May 2021. This requirement applies to the registration of new employees hired from that date and to corrections to the details of existing employees. As Data Blender includes data by occupation, those employed before this period and not updating their personal data will not be included in the estimate. At the same time, data on the number of employed persons for whom an occupation code has been specified are increasing steadily. Consequently the database is successively expanded with each subsequent survey edition.

² The wage analysis is based solely on data for insured persons who worked the full month. The exclusion of part-time workers is due to the fact that the WUP in Rzeszów obtains data from the Social Insurance Institution in aggregate form (at the level of occupation in the county), rather than on an individual basis. Accurate inclusion of all insured persons – regardless of the duration of employment – would require access to individual-level data (so-called micro-data). Only such a form would allow for the analysis of individual variables affecting wage levels, such as breaks from work provision. At present, due to formal and legal conditions, WUP in Rzeszów holds authorisations to obtain only aggregated data from ZUS, which determines the adopted methodology.

	<ul style="list-style-type: none"> – data of persons whose annual contribution base for pension insurance³has been exceeded is not included, – jubilee awards, retirement and disability benefits and additional annual salaries of soldiers and officers are not included. <p><u>The level of the average gross monthly salary from employment contracts in the occupation in the district was calculated using the following formula:</u></p> $(W1 N1 + W2 N2 + \dots + WL NL) / (Z1 N1 + Z2 N2 + \dots + ZL NL)$ <p>W1 N1 - the product of the average pension or health insurance contribution assessment base per contract in occupation X in district Y (W1) and the number of insured (employed) persons per contract in occupation X in district Y (N1)</p> <p>Z1 N1 - the product of the working time assigned to the contract in occupation X in district Y (Z1) and the number of contracts in occupation X in district Y (N1)</p>		
VACANCY MARKET SITUATION INDICATOR	<p><u>The indicator was calculated using the following formula:</u> inflow of job offers / inflow of unemployed persons x 100</p> <p>The inflow of job offers refers to the total number of job offers published on online portals during the analysed period.</p> <p>Inflow of unemployed means the number of people who registered with the PUP as unemployed during the analysed six-month period.</p>	<p>inflow of job offers - online portals with job advertisements</p> <p>inflow of unemployed persons - Central Statistical Office (GUS)</p>	<p>data from the half-year period</p>
REGISTERED UNEMPLOYMENT RATE	<p><u>The indicator was calculated using the following formula:</u> number of unemployed / (number of unemployed + number of employed) x 100</p> <p>The number of unemployed persons refers to the number of persons registered at the district labour office who have been granted unemployed status.</p>	<p>number of unemployed - Central Statistical Office (GUS)</p> <p>number of employed persons - Social Insurance Institution (ZUS)</p>	<p>as at the end of the analysed half-year</p>

³ Due to the fact that the data obtained from ZUS are aggregated rather than individual-level, the analysis excludes persons who exceeded the annual contribution assessment base. Lack of access to data at the microdata level makes it impossible to reliably estimate wages in this specific group of insured persons (explanation by analogy with those who have worked an incomplete month). This limitation – similarly to the case of incomplete months worked – serves the purpose of data integrity. Including these individuals in the aggregate could artificially understate or inflate the average, as contributions cease once the 30 times limit is exceeded, which changes the way these amounts are recorded in the Social Security system at an overall level.

	<p>The number of employed persons refers to the number of persons who:</p> <ul style="list-style-type: none"> – were recorded in ZUS registers as insured persons, and the insurance title code assigned to them⁴ indicated an employment relationship, – had an assigned occupation code¹ declared by the employer in the Social Security declarations. 		
NEW HIRES INDICATOR	<p><u>The indicator was calculated using the following formula:</u> $\text{number of newly hired persons} / (\text{number of unemployed} + \text{number of employed}) \times 100$</p> <p>The number of newly hired persons refers to the number of persons who:</p> <ul style="list-style-type: none"> – were listed in the ZUS registers as insured persons, the insurance title code⁴ indicated for them characterised their status as employed and at the same time they started working during the analysed half-year, – had an assigned occupation code¹ declared by the employer in the Social Security declarations. <p>Number of unemployed - as per the registered unemployment rate indicator.</p> <p>Number of employed - as per the registered unemployment rate indicator.</p>	<p>number of newly hired persons - Social Insurance Institution (ZUS)</p> <p>number of unemployed - Central Statistical Office (GUS)</p> <p>number of newly hired persons - Social Insurance Institution (ZUS)</p>	<p>number of newly hired persons - data from the half-year period</p> <p>number of unemployed persons and number of employed persons - as at the end of the analysed half-year</p>

⁴ Insurance title codes relating to employees fall into the following categories: employment contracts, civil law contracts, co-operative members and co-operative employees, uniformed services, judicial staff, MPs and senators, outwork, members of supervisory boards and authorised signatories, clergy, persons working whilst serving a prison sentence, and persons engaged in non-agricultural business activities.